

West Parry Sound Area Community Safety and Well-Being Plan

November 15, 2023

Background

In January 2019, new requirements for Community Safety and Well-being (CSWB) planning came into effect. The *Police Services Act, 1990* (PSA) was amended, and municipalities across Ontario were instructed to develop and adopt a community safety and well-being plan in partnership with stakeholders and groups that are active in delivering services within our communities.

This multi-sectoral approach to community safety and well-being, recognizes that complex social problems cannot be addressed by police services alone and that local service providers, working in areas such as health/mental health, education, community/social services and children/youth services play an integral role. Another principle of this approach is the understanding that risks cannot be addressed in isolation. Too often information and services silos are created which limit response effectiveness, providing an inadequate service which does not take full advantage of available resources. The goal of CSWB Planning is to develop a guide for partners to communicate, collaborate and coordinate interventions and initiatives aimed at reducing risks and improving safety and well-being for all residents.

Early in 2021, the area Chief Fire Officials were asked to move this planning process forward, on behalf of the municipalities. An Advisory Committee was formed and included representation from the following agencies/communities:

- HANDS Family Network;
- DSSAB;
- Child Services;
- Health Unit;
- WPSHC;
- Paramedicine;

- Henvey Inlet First Nation;
- OPP;
- School Board; and
- Community Mental Health.

Membership of this group was defined by involvement in delivering services to our communities and ensuring that we had representation from as many communities as possible.

With guidance from the Ministry of the Solicitor General and published plans from other areas we have developed a plan that includes the following components:

- Introduction and overview;
- Review of Concerns;
- Inventory of current programs;
- Metrics for measuring success of mitigation strategies; and
- Annual Review and Maintenance of the plan.

To understand the issues that our residents are facing, with regard to safety and well-being, the committee identified that we would need to engage with our communities to learn their concerns and inventory the efforts that are currently be made to address these issues.

Surveys, identifying issues of concern were conducted with the public and our community partners during the summer of 2021. On-line surveys and questionnaires were conducted/distributed to the general public and specific groups. The results of the survey are included in the Plan.

Interestingly, an inventory of current programs confirmed that most of the areas of concerns are being addresses by individual agencies or in co-operation with each other.

Using the framework provided by the Ministry of the Solicitor General and data collected, a plan was developed. It has been reviewed by partner agencies and Municipal CAOs.

Next Steps

In order to comply with Ministry of the Solicitor General regulations, the Plan must be adopted by all participating municipalities and submitted to their

office. We have indicated that the plan will be submitted by December 15 2023.

Key Points

- Adoption of a Plan is Mandatory;
- The original deadline for submission to the Ministry of the Solicitor General was July 01 2021;
- Our area was granted an extension with the understanding that our plan would be submitted by December 15 2023; and
- The Plan has been reviewed and approved by area service delivery partners.

Sample Resolution:

WHEREAS the Police Services Act, 1990 was amended to include new requirements for the Community Safety and Well-being plan;

AND WHEREAS all municipalities across Ontario were instructed to develop and adopt a Community Safety and Well-Being Plan in partnership with stakeholder and groups that are active in delivering services within their community;

AND WHEREAS complex social problems cannot be addressed by police services alone and that local service providers, working in areas such as health, mental health, education, community service, social service, children services and youth services play an integral role;

AND WHEREAS, too often, information and service silos are created which limit response effectiveness, providing an inadequate service that does not take full advantage of available resources;

AND WHEREAS an advisory committees was formed in the West Parry Sound area that included various agencies and community organizations to understand the issues that residents of the West Parry Sound area are facing with regard to safety and wellbeing;

AND WHEREAS the committee developed a West Parry Sound Area Community Safety and Well-Being Plan, a multi-sector approach to community safety and wellbeing.

THEREFORE BE IT RESOLVED that the Council for _____ adopt the West Parry Sound Area Community Safety and Well-Being Plan.



BUILDING
SAFETY,
BELONGING
AND
OPPORTUNITIES

West Parry Sound Community Safety and Well Being Plan

Contents

Background 2

Who we are..... 2

CSWB Plan Partnership 4

CSWB Roadmap 4

Guiding Principles 5

The CSWB Planning Approach 5

Identifying Our Priority Areas 7

 Engagement Activities..... 7

 Engagement Results..... 8

Current Programs to Address Community Safety and Well-being 9

 IMPACT..... 9

 West Parry Sound OPP Initiatives 10

Housing: 11

 The District of Parry Sound Social Services Administration Board (DSSAB) 11

 Housing Stability Program..... 11

Transportation 11

Mental Health and Addiction..... 12

Poverty..... 12

Transitional Services for Youth 13

Strategy to improve Municipal Involvement and Leadership..... 14

Plan Performance Measurement..... 15

Review Process and On-going Plan Management 16

Background

In January 2019, new requirements for Community Safety and Well-being (CSWB) planning came into effect. The *Police Services Act, 1990 (PSA)* was amended, and municipalities across Ontario were instructed to develop and adopt a community safety and well-being plan in partnership with stakeholders and groups that are active in delivering services within our communities.

This multi-sectoral approach to community safety and well-being, recognizes that complex social problems cannot be addressed by police services alone and that local service providers, working in areas such as health/mental health, education, community/social services and children/youth services play an integral role. Another principle of this approach is the understanding that risks cannot be addressed in isolation. Too often information and services silos are created which limit response effectiveness, providing an inadequate service which does not take full advantage of available resources. The goal of CSWB Planning is to develop a guide for partners to communicate, collaborate and coordinate interventions and initiatives aimed at reducing risks and improving safety and well-being for all residents. The CSWB Plan is a tool to address key social priorities for safety and well-being including, but not limited to:

- Mental health;
- Poverty;
- Safe movement around the area;
- Employment; and
- Access to services.

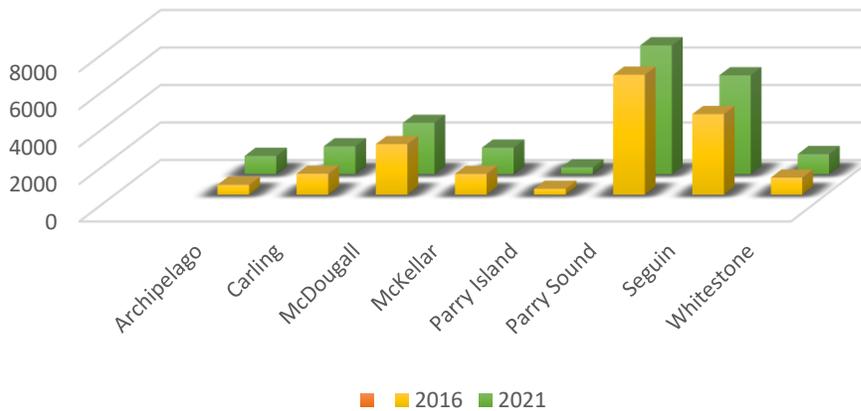
The ultimate goal of the process is to ensure that multi-sectoral partnerships are in place and work toward building communities where everyone feels safe and has a sense of belonging with opportunities to participate. It is essential that individuals and families are able to meet their needs for education, health care, food, housing, income, and social and cultural expression.

Who we are

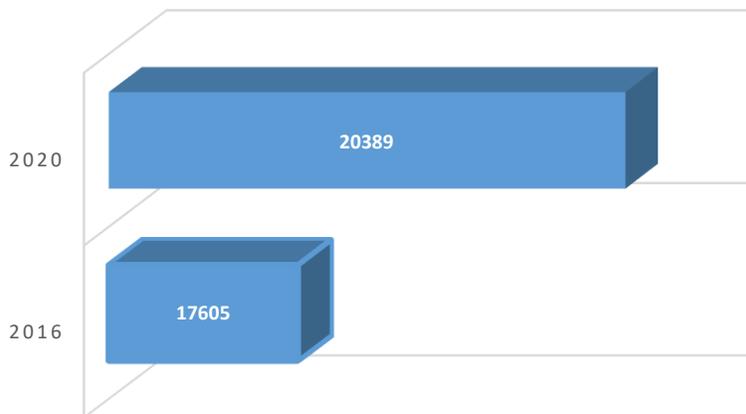
The West Parry Sound Area began its development in the mid-1800, as result of the Huron-Robinson Treaties which allowed for the arrival of settlers and industries such as logging, farming and commercial fishing to thrive. The area has grown to have a vibrant light industrial manufacturing presence and a

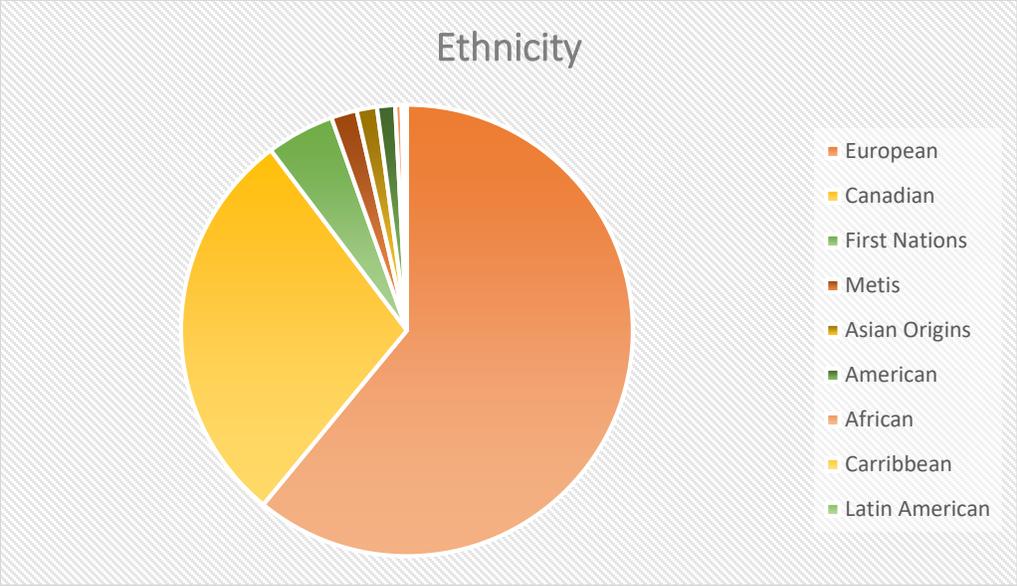
substantial tourist destination economy. This is augmented by a strong seasonal resident population which has created a service industry that includes marinas and building and maintenance contractors. Local government service providers are significant sources of employment to the area and include District Social Services, West Parry Sound Health Centre and municipalities.

Area Population by Municipality



AREA POPULATION GROWTH 2016 TO 2020





CSWB Plan Partnership

This CSWB Plan represents a partnership between the Townships of the Archipelago, Carling, McKellar, Seguin and Whitestone, the Municipality of McDougall and the Town of Parry Sound. Given their shared services and supports, the six partner municipalities have opted to create a joint plan, which will assist them in responding to the needs of the area. The Plan reflects the areas of concern and vulnerable populations identified during the engagement activities and are further corroborated by published community research reports and data. The Plan also proposes an approach to community safety and well-being that was identified in surveys and sub-committee meetings and with the knowledge and experience of community service partners.

CSWB Roadmap

The CSWB Plan provides a roadmap for the area partners to work together to support a more inclusive, connected and coordinated approach to safety and well-being. It presents methodologies for collaboration, planning and action that helps determine how we respond to current and emerging issues in our communities. The Plan builds on existing successful initiatives that have been developed by service providers and in collaboration with law enforcement. The intention of the plan is to identify any gaps in the system and address them in order to strengthen the response and supports within our service network. The Plan and its implementation are guided by a set of values that support fair-mindedness, diversity, kindness and belonging.

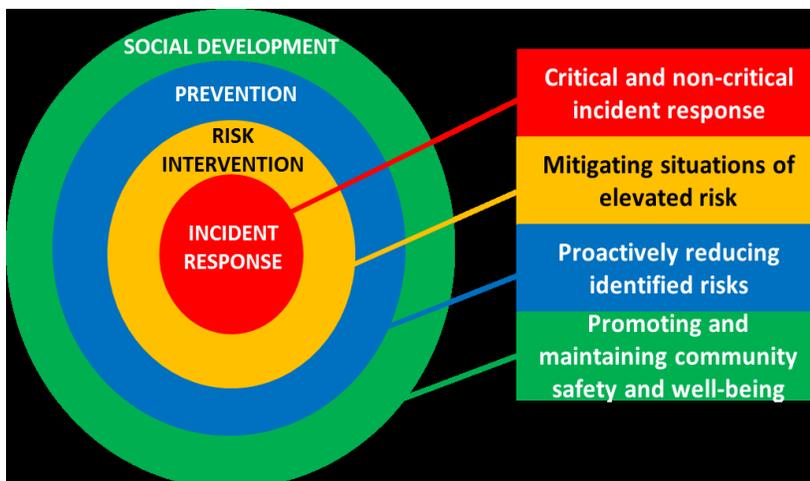
Guiding Principles

The Plan is guided by the following set of principles:

- Respect;
- Equity;
- Collaboration;
- Inclusion;
- Commitment; and
- Compassion.

The CSWB Planning Approach

The Ministry of the Solicitor General created a CSWB Framework to help support the development of the Plan. This Framework identifies the four levels of intervention that must be included in each plan to ensure it is as efficient and effective as possible in making communities safer and healthier.



Social development:

Addresses underlying causes of social issues through upstream approaches that promote and maintain individual and community wellness.

Prevention: Applies proactive strategies to known and identified

risks that are likely to result in harm to individuals or communities if left unmitigated.

Risk intervention: Identifies and responds to situations of acutely elevated risk and mobilizes immediate interventions before an emergency or crisis-driven response is required.

Incident response: Requires intervention by first responders such as police, paramedics, and other emergency-driven services.

While this CSWB Plan details all four levels, it recognizes that maximizing social development strategies will help to mitigate risks before they need to

be addressed through prevention, risk intervention and incident response. By working together to ensure community members are aware of easily accessible programs and services, and timely supports offered closer to home, municipalities will be more responsive to local needs.

An Advisory Committee was formed to guide the process with representation from the following areas:

- Ontario Provincial Police (OPP);
- Housing and Homelessness;
- First Nations;
- Health Care;
- Mental Health;
- Education;
- Fire Departments;
- EMS;
- Parry Sound District Social Services
- Municipalities; and
- Family/Child Social Services.

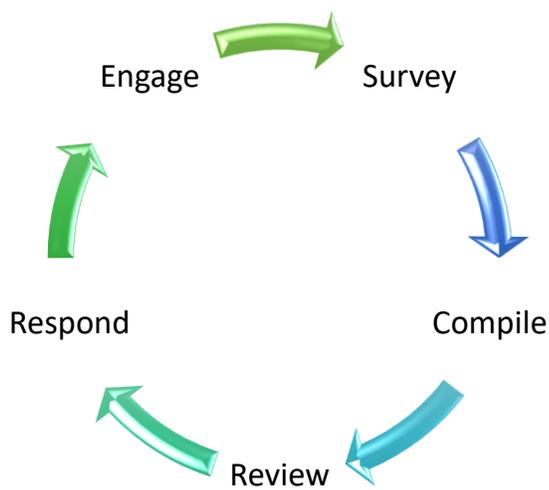
This Advisory Committee moved forward with the understanding that the Plan must:

- Be adaptive to address emerging priority risks and vulnerable populations;
- Be specific, realistic and with defined outcomes;
- Recognize and support the excellent collaborative work that is already happening in the West Parry Sound Area;
- Be accountable by establishing measurable outcomes to effectively evaluate the strategic actions' results and their effectiveness;
- Have education and the creation of community awareness as cornerstones of the proposed actions;
- Acknowledge that this approach requires imagination and resourcefulness but must also be realistic in estimating the implementation costs; and
- Emphasize collaboration, as maximizing existing resources is essential.

Identifying Our Priority Areas

The Community Safety and Well-being Plan was developed based on a combination of research, a review of existing data and reports, and input from community members and service providers. This included:

- Reviewing existing CSWB plans in Ontario,;
- Examining community-based data and documents;
- Engaging with area Service Providers to inventory their initiatives as they relate to safety and well-being; and
- Engagement with our communities.



Engagement Activities

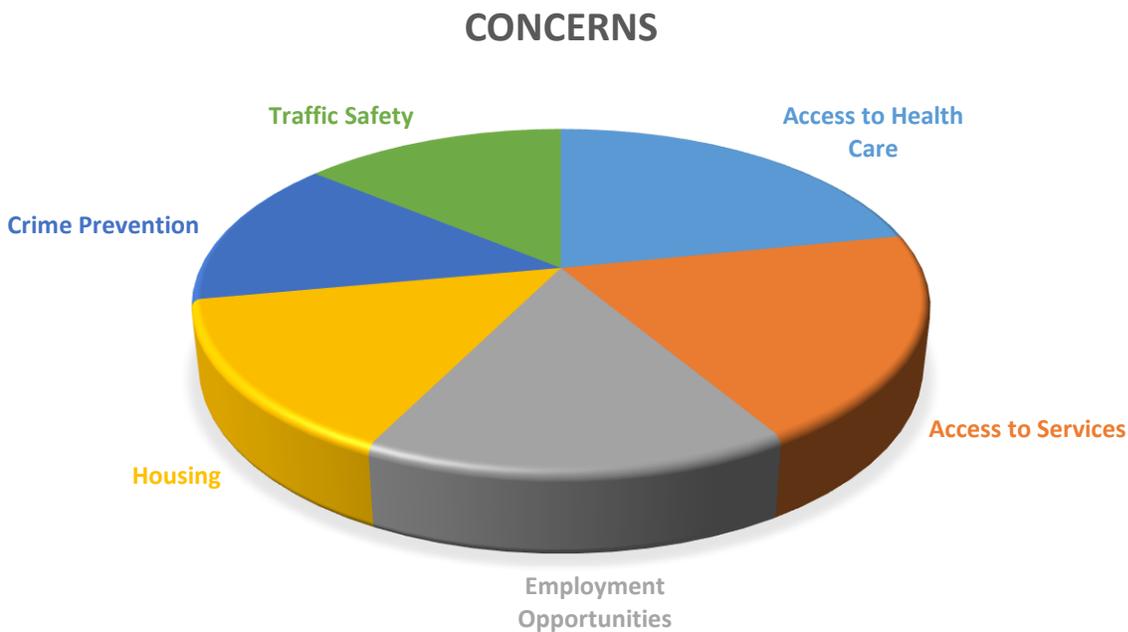
The objective of the engagement process was to gather feedback from a wide range of community members groups throughout the West Parry Sound Area, in order to understand concerns and priorities from the individual members, as well as, to gain insights from the many community partners who are actively delivering services in our area. The engagements sought to explore community strengths, assets, partnerships, risks, gaps in services and supports, as well as, new ideas for enhancing community safety and well-being. The engagements helped ensure multiple voices and diverse perspectives, opinions and experiences were considered in the development of the Plan. An online CSWB survey was developed to gather public input on the CSWB Plan from the residents of the six partner municipalities. The survey was advertised to the public through media releases (with a link to the survey) posted on the websites and social media accounts of the partner municipalities. The survey was launched in June and remained open until mid-

August 2021. Hard copies of the survey were also made available for individuals without computer access.

An additional effort was made to collect input from individuals who may have been unable to participate in the survey. Hard copies were reviewed by staff with clients at District of Parry Sound Social Services Administration Board (DSSAB), Harvest Share and Salvation Army Food Banks and the Native Friendship Centre, in order to ensure that input was gained from a wide spectrum of participants. We understand that for vulnerable members of our communities, there is often a gap between the challenges they face and the resources they can access. This vulnerability is by no means a reflection of the characteristics of these individuals, but rather it speaks to their lack of ability to connect with the services and supports they need to feel safe and well.

Engagement Results

Surveys were conducted seeking input from two streams. An on-line survey, designed to gain input from community members was available during late-spring and early summer of 2021. The most common concerns were:



Additionally, we sought input from our Community Service Providers, asking what they considered to be priority issues that were impacting their clients and their service delivery. A sub-committee was formed to review the submissions and develop a list of most-common concerns. The review determined this list:

- Housing;
- Transportation;
- Mental Health and Addiction;
- Youth and Senior Programs;
- Poverty; and
- Transitional Services for Youth.

These concerns were shared with the CSWB Plan Advisory Committee and Sub-committees were formed to review the concerns and inventory intervention strategies that are already underway.

Current Programs to Address Community Safety and Well-being

According to the Community Survey, a very high percentage of residents of the West Parry Sound Area (88.1%) feel satisfied with the level of safety within their communities and only 3.8% were not satisfied. Additionally 92.5% have never had a feeling of being unsafe. This high level of security is a testament to the hard work and interactive approach to areas of concern that has already been developed by the OPP and Community Service Providers. The following is a list of initiatives that are currently in place.

IMPACT

Interagency Mobilization of Partners Achieving Collaboration Table

A group of Community Partners, led by the OPP, meet when a community member is faced with an emergency situation that cannot be addressed by established programs. West Parry Sound community partners developed this Situational Table in 2018, and continues to meet when required. West Parry Sound Health Centre took a leadership role in facilitating the work of this group. The IMPACT group worked closely on approximately 10 cases in the 2018 year. Cases are identified by meeting predetermined criteria for Acutely Elevated Risk. Once cases are identified, all agencies meet and non-identifying details of the case are presented to the group and the required agencies for support are identified. From this point the required agencies meet to discuss the details and determine an intervention. This table has proven as an

excellent resource for collaboration. Some of the key agencies involved are Community Mental Health, Hands, Children's Aid Society, Community Paramedicine, Parry Sound High School, West Parry Sound Health Centre, OPP, District Social Services and more.

West Parry Sound OPP Initiatives

West Parry Sound OPP continues to deal with violent crime, property crime and drug abuse and a coordinated and comprehensive effort on the part of the police and community partners has been undertaken to effectively combat the serious and prevalent problems. Victims and their needs are at the forefront of every investigation and partnerships with Victim Services continue to be utilized and monitored to ensure that all have access to support throughout the investigative stages and court process.

Commitment Outcomes Actions

- To address and prevent crime with a focus on victim support;
- Reduce harm and victimization;
- A collaborative approach with the various community stakeholders will be ongoing, utilizing our detachment frontline officers, our Crime Unit and local community support services;
- Continuing to support victims of violent crime while developing partnerships with support agencies;
- Strengthen partnerships with victim service stakeholders to cultivate a safe environment where victims are empowered;
- The Community Street Crime Unit will be engaged to support Detachment in property crime and drug related investigations;
- The Detachment will continue to deliver Crime Prevention programs to reduce victimization;
- Public awareness campaigns by the media officer to educate the public and deliver key messaging about illicit drug activity and its impacts within the community; and
- In support of Investigative Excellence, identify clear expectations and investigative requirements through adherence to policy and supervision.

Housing:

The District of Parry Sound Social Services Administration Board (DSSAB)

The DSSAB manages the social and affordable housing portfolio directly and in co-operation with other Not-For-Profit Organizations. Additional programs are available to support the needs for housing in the District of Parry Sound, such as rent supplements, Canada Ontario Housing Benefit and the Housing Stability Program

Housing Stability Program

Housing Stability Program assists community members with housing issues. They also provide tenant and landlord education, tenant and landlord mediation, and public education on homelessness and affordable housing issues.

This program works to:

- To improve access to and connect people that are homeless with community services;
- To support households experiencing homelessness to obtain and keep longer-term housing; and
- To assist households at risk of homelessness.

Transportation

West Parry Sound Community Support Services

Volunteer Transportation - This Transportation Program provides rides for seniors in the Parry Sound District, keeping them socially connected and making it possible for them to maintain a higher level of independence. Since 1987, CSS has provided wheelchair accessible transportation services. They provide rides for individuals in the West Parry Sound District who have limited or no access to transportation. CSS offers qualified clients, rides to medical appointments, social activities and to complete personal errands. This service is available to seniors and individuals, 18 years of age and older that have an acute or chronic illness or have physical disabilities or other special needs.

Mental Health and Addiction

The Health and Social Services Network is a group of health and social service professionals who are working on issues that affect both disciplines within the catchment area of the West Parry Sound Health Centre (WPSHC). This network has created a dialogue between service providers to share support, ideas and solutions to the challenges in the Parry Sound District. Through the use of community collaborations and networks relationships have been developed with service providers that otherwise would not be possible. DSSAB and Canadian Mental Health Association: Muskoka Parry Sound (CMHA-MPS) have demonstrated an ongoing working relationship over the past five years. Both organizations have worked diligently and collaboratively to help support our collective clients. A pilot project commenced in 2018 called Home for Good; it added a transitional support worker from CMHA-MPS into Community Housing. The pilot program is intended to lessen landlord/tenant complaints, reduce tenant turnover, increase participation in employment or volunteering and decrease police/EMS calls to our buildings.

Poverty

Economic Development

One strategy to reduce levels of poverty, is too ensure a vibrant economy which provides abundant opportunities for participation and meets the financial needs of our residents. Municipal governments have been active in this area. The most notable and successful initiative is the West Parry Sound Economic Development Collaborative (WPSEDC).

The WPSEDC is comprised of the seven municipalities in West Parry Sound, with a mandate to drive regional economic development by providing direct business support, building on the region's comparative advantages, and pursuing specific economic development projects. It was created in 2018 as a successor to the Regional Economic Development Advisory Committee (REDAC). The WPSEDC is governed by a Municipal Stakeholders Board comprised of the seven heads of Council, and is directed by a Steering Committee comprised of the seven CAOs/administrators. The WPSEDC's

activities are funded and supported by FedNor through their Community Investment Initiative for Northern Ontario, as well as contributions from the member municipalities.

The WPSEDC's current work focuses on four main areas:

1) Business Retention and Expansion (BR+E): This focuses on reaching out to and meeting with businesses across the area to understand their operations, identify challenges, and remove obstacles for them to stay and grow in West Parry Sound.

2) Investment Attraction: The WPSEDC markets the area for new investment, most notably by working with the Parry Sound Area Industrial Park and the Parry Sound Area Municipal Airport Business Park to identify and attract new business.

3) Development Readiness: The WPSEDC plays a facilitating role in some new business investments in the area, helping applicants navigate the local development process and connecting them to the appropriate contacts in member municipalities.

4) Regional Engagement: There are a large number of organizations that support businesses in West Parry Sound, such as local Chambers of Commerce, Federal and Provincial Ministries, and employment support agencies. The WPSEDC coordinates our activities with these groups and often serves as the point of connection between these more specialized groups and specific businesses.

Transitional Services for Youth

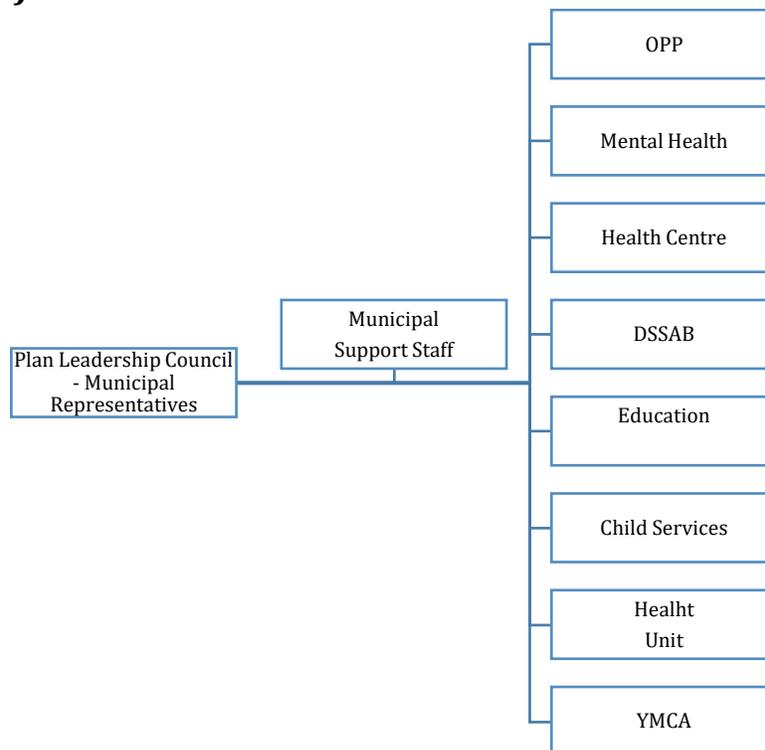
Development of a Youth Advisory Committee

Ensuring that there are adequate services available to youth to assist with their transition from home into the workplace was a concern raised by our community partners because it is understood that creating a healthy and positive community connection between youth and adults leads to increased social cohesion. Additionally, allowing for youth to assist in the development of this program would provide the opportunity to break down stereotypes and assumptions regarding youth and include their lived experience in decision making. To this end, it is recommended that a Youth Advisory Committee be formed to seek this input. Guidance on the formation of this Committee should be taken from the Community Safety and Well-Being

Planning Framework: A Shared Commitment in Ontario, and is included as Appendix A to this Plan.

Strategy to improve Municipal Involvement and Leadership

The CSWB Planning process has revealed a disconnect between the Community Service Providers and Municipalities, even though there are regular reporting streams back and forth. It was discovered that because there are multiple municipal representatives on numerous boards and reports provided and shared, there is not a designated position in each municipality that is responsible for the collection and dissemination of the information. The recommendation of this plan is to empower the municipalities to be collectively responsible for the maintenance and continued development of this plan and to meet annually to review input from Community Partners to monitor priorities and ensure goals are being achieved. It will be the responsibility of the Community Partners to monitor their programs and communicate progress and complications to the Plan Leadership Council on an annual basis. A representative from each municipality will be designated as a member of the Plan Leadership Council. This group will be responsible for the plan. *Details are provided in Appendix B to this plan, **Review and Maintenance of the Plan.***



Plan Performance Measurement

This plan has identified six areas of major concern for our residents and service providers. These areas will be the subject of research and review to quantify the concerns and begin to develop mitigation strategies. Logic Models addressing these six areas are included as Appendix D to this plan.

Access to Health Care. A study should be commissioned that will determine the areas of short-comings in access to Health Care. A measurement of how many people are without a personal physician, lack resources to travel to other areas to access specialized care, etc., will be conducted.

Access to Services. Within a largely rural area, residents can be presented with many roadblocks to services. The quantification of physical barriers, such as a transportation network deficiencies will be conducted. Additionally, it will be necessary to review how available services are communicated to the public in order to address short-comings in this area.

Unemployment. The seasonal nature of the local economy, while providing for a robust spring and summer economy, can lead to challenges for employees that looking for year-round secure employment.

Crime Prevention and Traffic Safety. The OPP have programs in place to address both these areas of concern. An evaluation of how their efforts are communicated to the public will be performed with attention being paid to how municipalities and other community partners can assist in disseminating this information.

Review Process and On-going Plan Management

It is understood that maintenance performance review of the West Parry Sound Community Safety and Well-Being Plan is the responsibility the West Parry Sound Municipalities. And as outlined previously, municipal representatives will provide the leadership and direction in ensuring that an effective review is conducted collaboratively through a committee comprised of appropriate municipal staff and community partners. Representation from community service providers is essential in order to ensure a comprehensive and meaningful review process. Additionally, progress of programs that are monitored as part of this plan must be communicated from the community service providers to the Leadership Council to ensure a fulsome and complete review. Membership in this committee will include representatives in these areas:

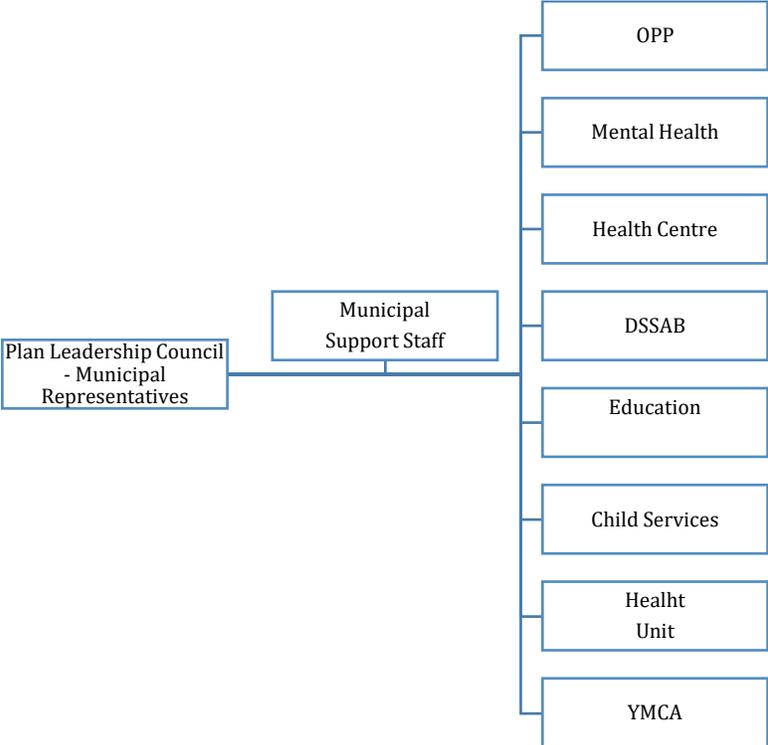
- Ontario Provincial Police (OPP);
- Housing and Homelessness;
- First Nations;
- Health Care;
- Mental Health;
- Education;
- YMCA;
- Social Services; and
- Family/Child Social Services.



West Parry Sound Community Safety and Well Being Plan

Plan Maintenance and Review

Organizational Chart



Membership:

The CSWB Plan will be overseen by a Leadership Council comprised of municipal representatives who are knowledgeable with regard to municipal resources, policies and interactions with other organizations.

The Leadership Council shall invite representatives from Community Partners and Allied Agencies to assist with determining priorities and working toward solutions to identified issues. The list of Partners and Agencies shall include but not be limited to:

- Ontario Provincial Police;
- YMCA;
- Community Mental Health;
- Child and Family Services;
- Parry Sound District Social Services Administration Board;
- Near North District School Board;
- West Parry Sound Health Centre; and
- North Bay Parry Sound District Health Unit

Process:

This Leadership Council will meet annually to review performance measures and receive input from Community Partners and Allied Agencies. It will be incumbent upon each Community Partner and Allied Agency to supply relevant information to the Leadership Council prior to the annual meeting. The types of information being supplied should be as follows:

- Status of programs identified in the CSWB Plan, including performance metrics.
- New programs that address concerns identified in CSWB Planning activities.

Information will be considered in the context of the performance measurement tools contained in Appendix D.

Requests/reminders for relevant information will be sent from the Leadership Council to the Community Partners and Allied Agencies at least 30 days prior to the annual meeting.



West Parry Sound Community Safety and Well Being Plan

Demographics – West Parry Sound

Population Growth (Comparison over time)

There was a 9.4% in growth in the Parry Sound District since 2016

- **Parry Sound** – Population of 6,879 in 2021, 7.4% growth rate from 2016
- **Seguin** – Population of 5,280 in 2021, 4,304 in 2016
- **McDougall** – Population of 2,744 in 2021 vs 2,702 in 2016
- **Carling** – population of 1,491 in 2021 vs 1,125 in 2016 32.5% growth rate
- **The Archipelago** – 979 in 2021 vs 531 in 2016
- **Whitestone** – 1,075 in 2021 vs 916 in 2016
- **Wasauksing** – 367 in 2021 vs 317 in 2016
- **McKellar** – 1,419 in 2021 vs 1,111 in 2016
- **Shawanaga** – 155 in 2021 vs 195 in 2016

Household Incomes (2016)

- **Parry Sound**
 - Individuals
 - Average income in 2015 \$63,856
 - Median income in 2015 \$50,800 vs \$56,400 in 2020

<https://www12.statcan.gc.ca/census-recensement/2021/as-sa/fogs-spg/page.cfm?topic=5&lang=E&dguid=2021A00053549032>

- **Seguin**
 - Average income in 2015 - \$96,924
 - Medium income in 2015 -\$68,000 vs \$74,000 in 2020

<https://www12.statcan.gc.ca/census-recensement/2021/as-sa/fogs-spg/page.cfm?topic=5&lang=E&dguid=2021A00053549003>

- **McDougall**
 - Average income in 2015 -\$92,270
 - Median income in 2015 - \$76,500 vs 81,000 in 2020

- **Carling**

- Average income in 2015 - \$93,702
- Median income in 2015 - \$70,500 vs \$72,500 in 2020

<https://www12.statcan.gc.ca/census-recensement/2021/as-sa/fogs-spg/page.cfm?topic=5&lang=E&dguid=2021A00053549036>

- **The Archipelago**

- Average income in 2015 - \$107,951
- Median income in 2015 - \$65,000 vs \$70,000 in 2020

<https://www12.statcan.gc.ca/census-recensement/2021/as-sa/fogs-spg/page.cfm?topic=5&lang=E&dguid=2021A00053549005>

- **Whitestone**

- Average income in 2015 - \$66,241
- Median income in 2015 - \$59,600 vs \$56,400 in 2021

<https://www12.statcan.gc.ca/census-recensement/2021/as-sa/fogs-spg/page.cfm?topic=5&lang=E&dguid=2021A00053549039>

- **Wasauksing**

- Average income in 2015 - \$63,856
- Median income in 2015 - \$46,000 vs \$68,000

<https://www12.statcan.gc.ca/census-recensement/2021/as-sa/fogs-spg/page.cfm?topic=5&lang=E&dguid=2021A00053549073>

- **McKellar**

-

- Average income in 2015 - \$66,368
- Median income in 2015 - \$64,500 vs \$70,500

- **Shawanaga**

- Individuals

- Average income in 2015 – Information not available
- Median income in 2015 -33,280 , 2021 data is not available

Age Groups

- **Parry Sound** – 0-14 (11.7%), 15-64(56.3%), 65+(32.1%) – The average age is 49 years
- **Seguin** – 0-14 (10.5%) , 15-64 (61%), 65+(28.6%) – The average age is 49.1 years
- **McDougall** -0-14 (13.8%), 15-64(58.5%), 65+(27.7%) – The average age 47.3 years
- **Carling** – 0-14 (9.7%), 15-64 (58.4 %), 65+(32.2%)- The average age 51.7 years
- **The Archipelago**- 0-14 (7.1%), 15-64 (56.1%), 65+ (36.2%) – 55.1 years
- **Whitestone** – 0-14 (7.9%), 15-64 (54%), 65+(38.6) – 56.1 years
- **Wasauksing** – 0-14 (21.9%), 15-64 (63%), 65+ (16.4%) – 39 Years
- **McKellar** – 0-14 (7.0%), 15-64 (55.6%), 65+ (37.3%) – 54.8 years
- **Shawanaga** – 0-14 (12.9%) 15-64 (74.2%), 65+ (16.1%) – 40.4 years

Education Stats (Highschool vs Post Secondary) (2016)

- **Parry Sound (based on 25% sample data of age 15 years and over)**
 - No Certificate, diploma or degree – 1,295
 - High School or equivalent – 2,365
 - Postsecondary certificate, diploma or degree – 2,365
- **Seguin (based on 25% sample data of age 15 years and over)**
 - No Certificate, diploma or degree – 655
 - High School or equivalent – 1,120
 - Postsecondary certificate, diploma or degree – 1,935
- **McDougall (based on 25% sample data of age 15 years and over)**
 - No Certificate, diploma or degree – 405
 - High School or equivalent – 605
 - Postsecondary certificate, diploma or degree – 1,300
- **Carling (based on 25% sample data of age 15 years and over)**
 - No Certificate, diploma or degree - 150
 - High School or equivalent – 305
 - Postsecondary certificate, diploma or degree -530
- **The Archipelago (based on 25% sample data of age 15 years and over)**
 - No Certificate, diploma or degree – 70
 - High School or equivalent -170
 - Postsecondary – 235
- **Whitestone (based on 25% sample data of age 15 years and over)**
 - No Certificate, diploma or degree – 180
 - High School or equivalent – 240
 - Postsecondary certificates, diploma or degree -465
- **Wasauksing (based on 25% sample data of age 15 years and over)**
 - No Certificate, diploma or degree – 1,280
 - High School or equivalent – 1,595
 - Postsecondary certificate, diploma or degree – 2,330

- **McKellar (based on 25% sample data of age 15 years and over)**
 - No Certificate, diploma or degree – 200
 - High School or equivalent -280
 - Postsecondary Certificate, diploma or degree -530
- **Shawanaga (based on 25% sample data of age 15 years and over)**
 - No Certificate, diploma or degree – 60
 - High School or equivalent – 45
 - Postsecondary certificate, diploma -55

Employment / Unemployment Rates (2016)

- **Parry Sound** – Employed 54.5%, Unemployed 6.6% (Participation Rate is 58.5%)
- **Seguin** – Employed 54.9%, Unemployed 8.9% (Participation Rate is 60.2%)
- **McDougall** – Employed 57.2%, Unemployed 9.9% (Participation Rate is 63.5%)
- **Carling** – Employed 52.8%, Unemployed 8.0% (Participation Rate is 56.9%)
- **The Archipelago** – Employed 46.3 %, Unemployed 4.4 % (Participation Rate 57.4%)
- **Whitestone** – Employed 40.1%, Unemployed 10.1 % (Participation Rate 44.6%)
- **Wasauksing** – Employed 55.1%, Unemployed 6.7% (Participation Rate 59 %)
- **McKellar** – Employed 46%, Unemployment 5.1% (Participation Rate 48.5%)
- **Shawnaga** – Employed 45.2%, Unemployment 26.3% (Participation Rate 61.3)

Ethnicity and Language Groups (2016)

- **Parry Sound (Total Population of 6,105)**
 - First Nations – 435
 - Metis -155
 - American -140
 - Canadian -2,400
 - European – 4,555
 - Carribbean – 25
 - African – 70
 - Asian Origins – 195
- **Seguin**
 - First Nations – 200
 - Metis – 40
 - American – 50
 - Canadian – 1,470
 - European – 3,550
 - Caribbean – 15
 - Latin American -20
 - African – 20
 - Asian Origins – 45

- **McDougall**
 - First Nations -105
 - Metis -85
 - American – 30
 - Canadian – 1,130
 - European – 2,085
 - Latin American – 10
 - African Origins – 10
 - Asian Origins – 10
- **Carling**
 - First Nations – 30
 - Metis – 25
 - American – 20
 - Canadian – 325
 - European -965
 - Latin – 10
 - Asian -20
- **The Archipelago**
 - First Nations – 15
 - Metis – 25
 - American -10
 - Canadian – 115
 - European – 400
 - Asian – 35
- **Whitestone**
 - First Nations -10
 - Metis – 40
 - American -20
 - Canadian -415
 - European – 715
 - Asian -10
- **Wasauksing**
 - First Nations – 440
 - Inuit – 10
 - Metis – 165
 - American – 140
 - Canadian – 2,370
 - European – 4,500
 - Caribbean – 20
 - African – 70
 - Asian -180

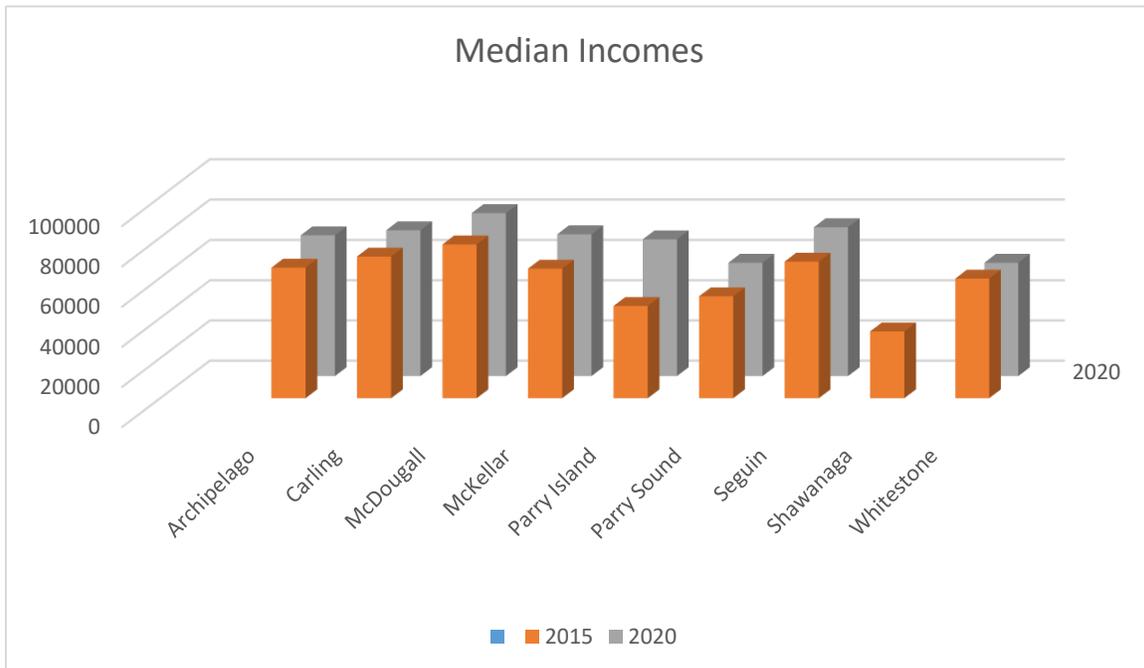
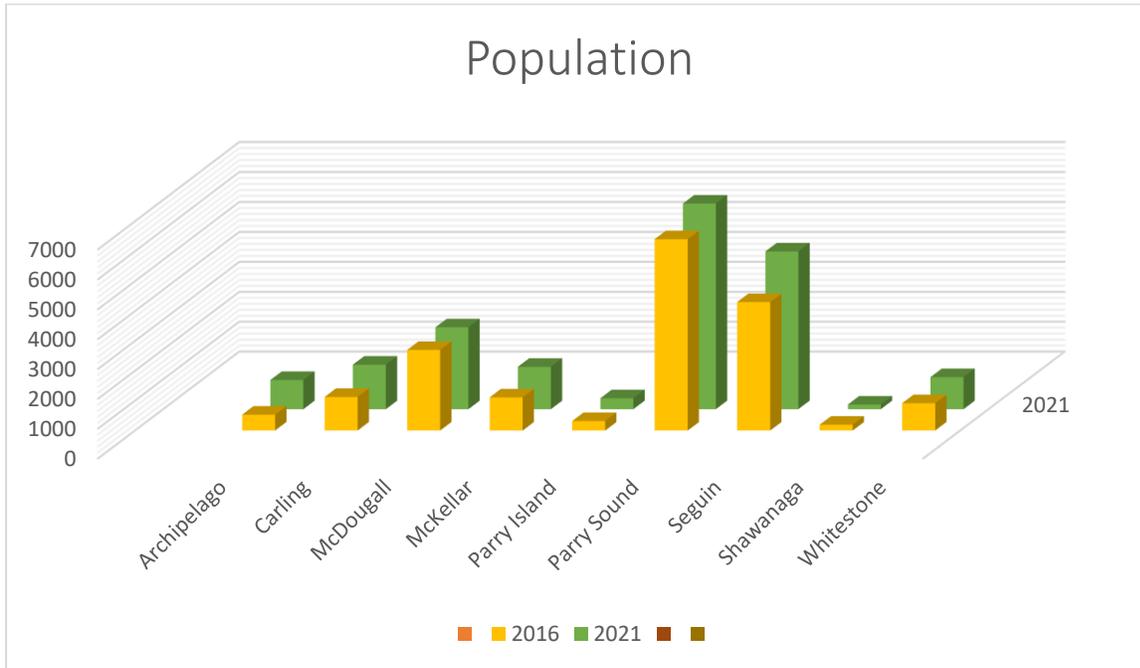
- **McKellar**
 - First Nations – 80
 - Metis – 30
 - American – 10
 - Canadian – 365
 - European -890
 - Asian – 25
- **Shawnaga**
 - First Nations – 180
 - Canadian – 10
 - European – 55

Housing (2021 Data)

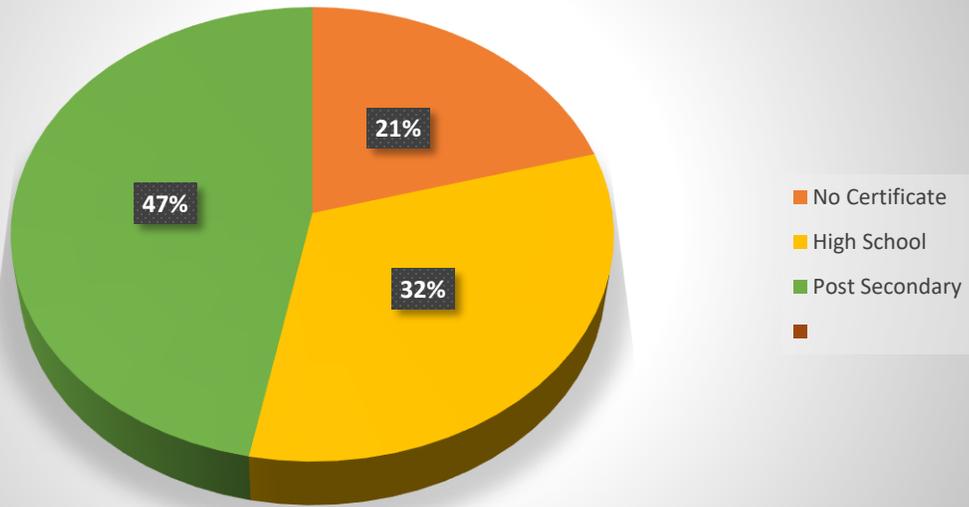
- **Parry Sound**
 - Single-detached houses – 53.6%
 - Apartments – 27%
 - Apartment more than 5 stories – 5.9%
 - Apartment or flat in duplex – 5.6%
 - Row House – 1.3%
 - Semi-detached house – 4.1%
 - Other single attached houses – 2.7%
- **Seguin**
- **McDougall**
- **The Archipelago**
- **Wasauksing**
- **McKellar**
- **Shawanaga**



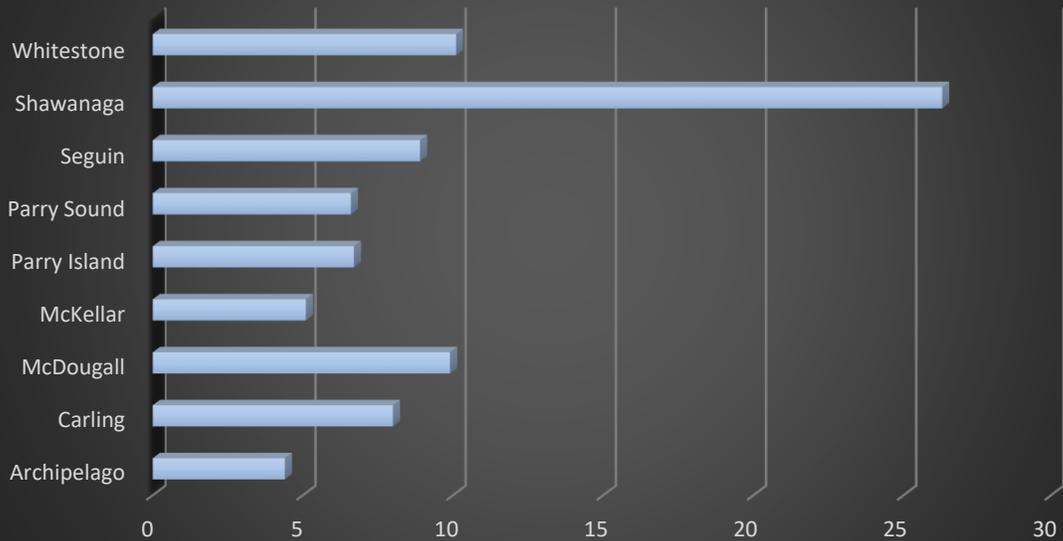
West Parry Sound Community Safety and Well Being Plan



Education

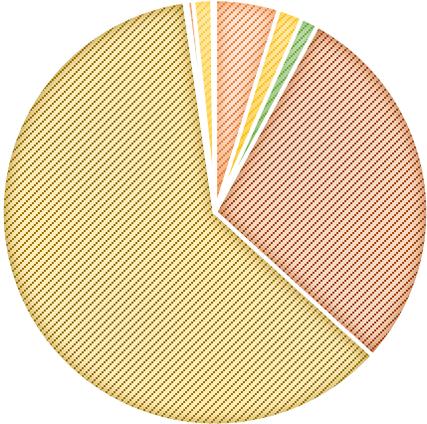


Unemployment Rate



ETHNICITY

- First Nations
- Metis
- American
- Canadian
- European
- Carribbean
- African
- Asian Origins
- Latin American





West Parry Sound Community Safety and Well Being Plan

West Parry Sound Demographics

Population

Municipality	2016	2021	Change	%
Archipelago	531	979	448	84.37
Carling	1125	1491	366	32.53
McDougall	2702	2744	42	1.55
McKellar	1111	1419	308	27.72
Parry Island	317	367	50	15.77
Parry Sound	6404	6879	475	7.42
Seguin	4304	5280	976	22.68
Shawanaga	195	155	-40	-20.51
Whitestone	916	1075	159	17.36
Totals	17605	20389	2784	15.81

Household Incomes (median after tax)	2015	2020	Change	%
Archipelago	65,000	70,000	5000	7.69
Carling	70,500	72,500	2000	2.84
McDougall	76,500	81,000	4500	5.88
McKellar	64,500	70,500	6000	9.30
Parry Island	46,000	68,000	22000	47.83
Parry Sound	50,800	56,400	5600	11.02
Seguin	68,000	74,000	6000	8.82
Shawanaga	33,280			0.00
Whitestone	59,600	56,400	-3200	-5.37
Area Average	66,773	78400	6842.857	12.57

Age Groups

	0-14	15-64	65+	Average
Archipelago	7.1	56.1	36.2	55.1
Carling	9.7	58.4	32.2	51.7
McDougall	13.8	58.5	27.7	47.3
McKellar	7	55.6	37.3	54.8
Parry Island	21.9	63	16.4	39
Parry Sound	11.7	56.3	32.1	49

Seguin	10.5	61	28.6	49.1
Shawanaga	12.9	74.2	16.1	40.4
Whitestone	7.9	54	38.6	56.1
Area Average	12.81	67.14	33.15	55.31

Ethnicity	First Natio	Metis	American	Canadian	European	Carribbear
Archipelago	15	25	10	115	400	
Carling	30	25	20	325	965	
McDougall	105	85	30	1130	2085	
McKellar	80	30	10	365	890	
Parry Island						
Parry Sound	435	155	140	2400	4555	25
Seguin	200	40	50	1470	3550	15
Shawanaga	180			10	55	
Whitestone	10	40	20	415	715	
Area Total	1055	400	280	6230	13215	40

Employment/Unemployment Rates

	Employment Rate	Unemployment Rate	Participation Rate
Archipelago	46.3	4.4	58.5
Carling	52.8	8	56.9
McDougall	57.2	9.9	63.5
McKellar	46	5.1	48.5
Parry Island	55.1	6.7	59
Parry Sound	54.5	6.6	58.5
Seguin	54.9	8.9	60.2
Shawanaga	45.2	26.3	61.3
Whitestone	40.1	10.1	44.6
Area Average	56.51	10.75	63.88

Education

	No Certiciate	High School	Post-Secondary
Archipelago	70	170	235
Carling	150	305	530
McDougall	405	605	1300
McKellar	200	280	530
Parry Island	1280	1595	2330
Parry Sound	1295	2365	2365
Seguin	655	1120	1935
Shawanaga	60	45	55

Whitestone	180	240	465
Area Totals	4295	6725	9745

African Asian Origin Latin American

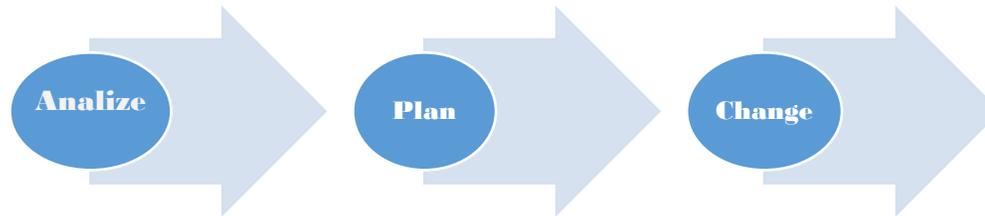
	10	
	20	10
10	10	10
	25	
70	195	
20	45	20
	10	
100	315	40



Appendix D

Access to Health Care

Logic Model



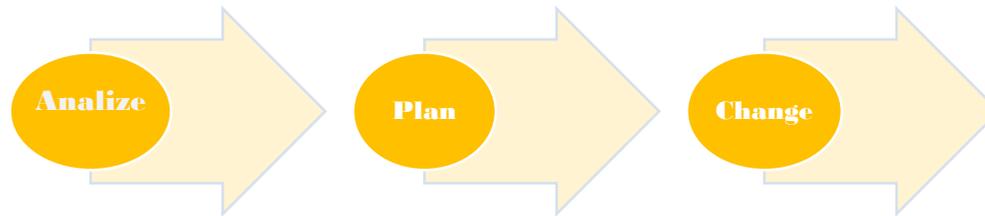
Inputs	Outputs		Outcomes-Impact		
	<i>Activities</i>	<i>Participation</i>	<i>Short-Term</i>	<i>Medium Term</i>	<i>Long Term</i>
What we Invest	What we do	Who we reach	Learning	Action	Impacts
Health Centre Staff Health Unit Staff Rugged Shores Physicians Municipal Reps	Survey to quantify physician shortage and difficulties accessing physicians.	Community members without access to appropriate physicians.	Barriers identified and access issues quantified.	Develop plan to improve access.	Better access to Health Care Professionals.



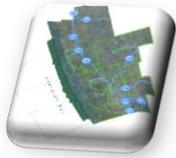
Appendix D

Access to Services

Logic Model



Inputs	Outputs		Outcomes-Impact		
	<i>Activities</i>	<i>Participation</i>	<i>Short-Term</i>	<i>Medium Term</i>	<i>Long Term</i>
What we Invest	What we do	Who we reach	Learning	Action	Impacts
Health Centre Staff Health Unit Staff DSSAB Staff Municipal Reps	Survey to identify issues that prevent access to Social Services and Health Programs	Community members having difficulty accessing services.	Barriers identified and access issues quantified.	Develop plan to improve access.	Better access to necessary programs.

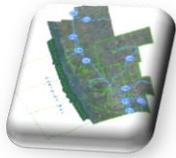


Appendix D

Crime Prevention and Traffic Safety Logic Model

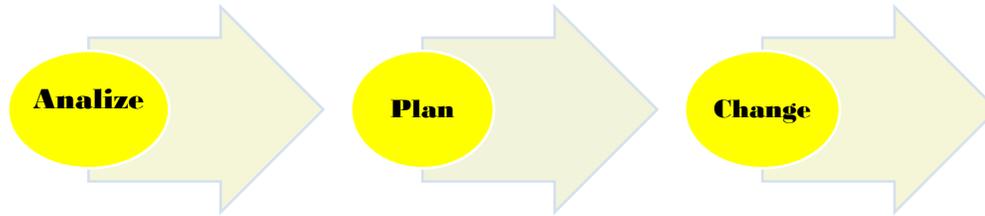


Inputs	Outputs		Outcomes-Impact		
	<i>Activities</i>	<i>Participation</i>	<i>Short-Term</i>	<i>Medium Term</i>	<i>Long Term</i>
What we Invest	What we do	Who we reach	Learning	Action	Impacts
OPP Staff Police Services Board	Review Programs and identify areas of concern.	Professionals and community members with concerns and insights into local policing issues.	Comprehensive list of programs in place and success rates.	Develop plan to improve communication to the public.	Better Public Understanding of Programs and Goals.



Appendix D

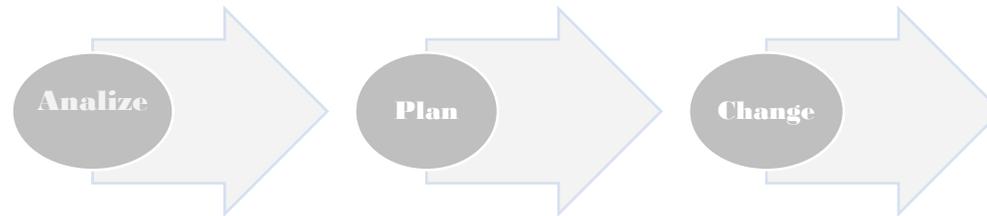
Housing Logic Model



Inputs	Outputs		Outcomes-Impact		
	<i>Activities</i>	<i>Participation</i>	<i>Short-Term</i>	<i>Medium Term</i>	<i>Long Term</i>
What we Invest	What we do	Who we reach	Learning	Action	Impacts
Municipal Staff Provincial/Federal Government Representatives WPSEDC Representatives YMCA Staff	Quantify current shortages. Survey present housing stock for maintenance deficiencies. Identify Barriers to low income housing opportunities.	Professionals and community members with concerns and insights into local policing issues.	Shortfalls and barriers to housing stock identified.	Plan developed to increase stock of housing opportunities and ensure adequate maintenance of existing housing.	More housing opportunities developed.



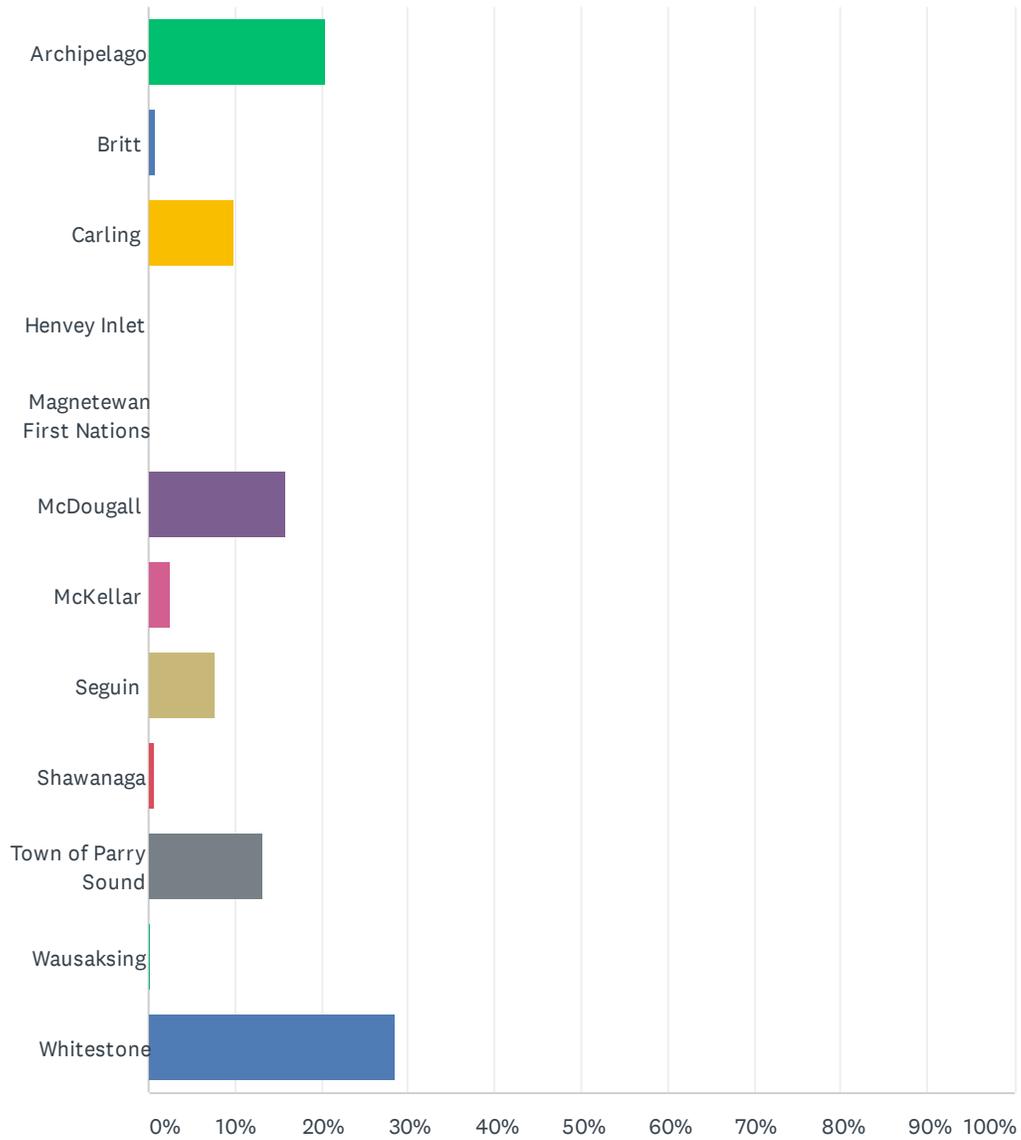
Appendix D *Unemployment Logic Model*



Inputs	Outputs		Outcomes-Impact		
	<i>Activities</i>	<i>Participation</i>	<i>Short-Term</i>	<i>Medium Term</i>	<i>Long Term</i>
What we Invest	What we do	Who we reach	Learning	Action	Impacts
Municipal Representatives Provincial/Federal Representatives YMCA.	Survey to identify barriers to employment.	Community members who are unable to find adequate employment.	Issues creating barriers to be identified.	Develop plan to improve issues.	Reduction in Unemployment.

Q1 Where do you reside most often ?

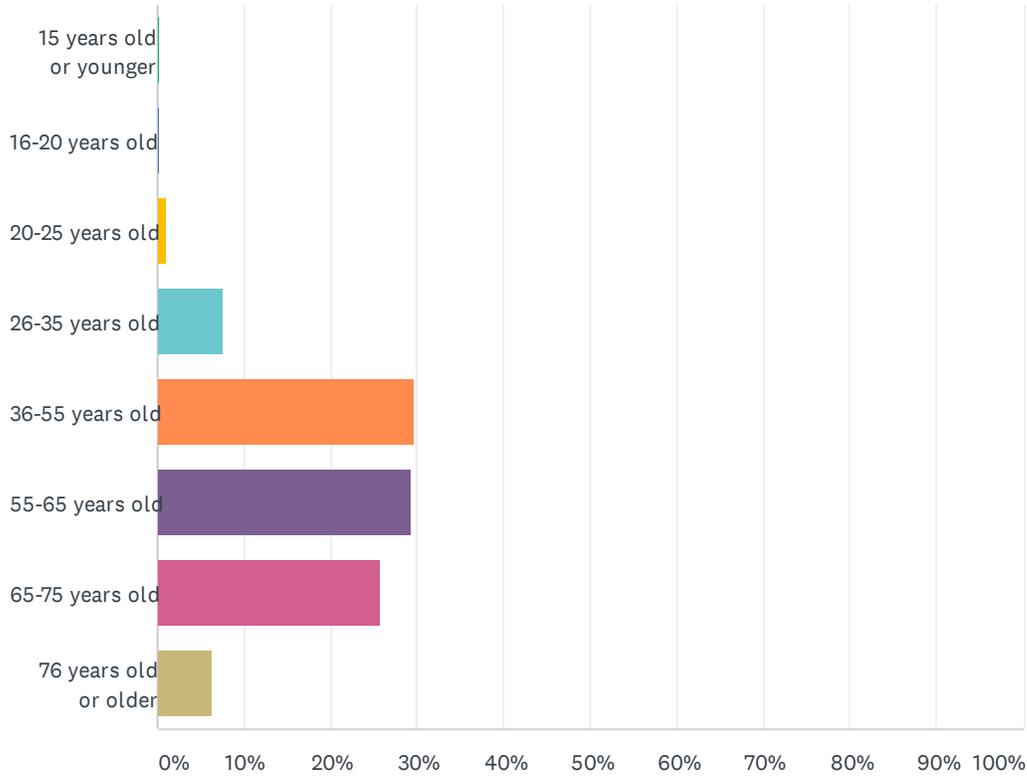
Answered: 515 Skipped: 5



ANSWER CHOICES	RESPONSES	
Archipelago	20.58%	106
Britt	0.78%	4
Carling	9.90%	51
Henvey Inlet	0.00%	0
Magnetewan First Nations	0.00%	0
McDougall	15.92%	82
McKellar	2.52%	13
Seguin	7.77%	40
Shawanaga	0.58%	3
Town of Parry Sound	13.20%	68
Wausaksing	0.19%	1
Whitestone	28.54%	147
TOTAL		515

Q2 What is your age?

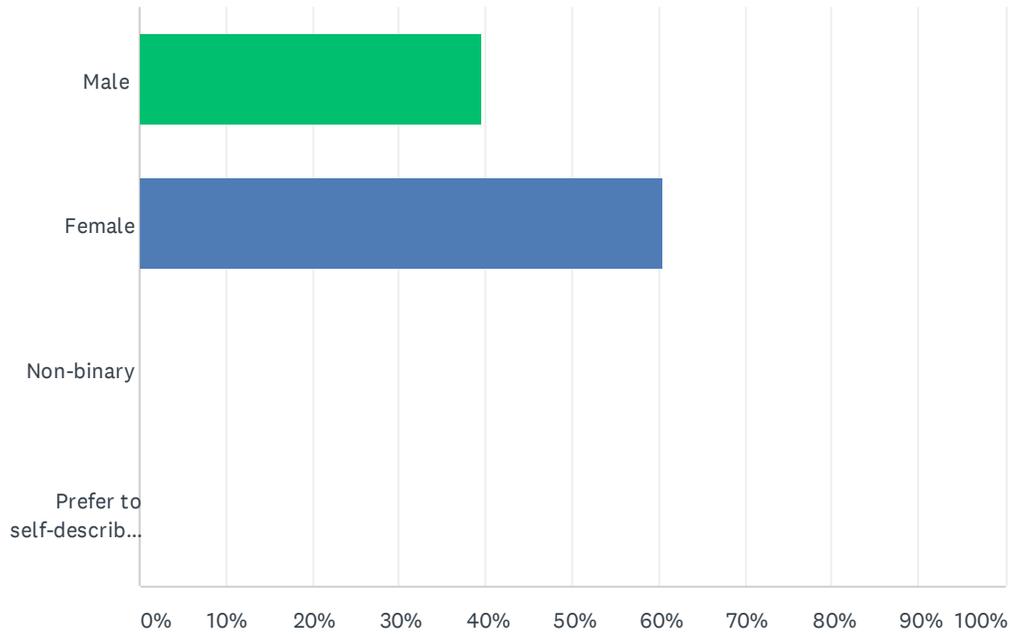
Answered: 514 Skipped: 6



ANSWER CHOICES	RESPONSES
15 years old or younger	0.19% 1
16-20 years old	0.19% 1
20-25 years old	0.97% 5
26-35 years old	7.59% 39
36-55 years old	29.77% 153
55-65 years old	29.38% 151
65-75 years old	25.68% 132
76 years old or older	6.23% 32
TOTAL	514

Q3 Gender: How do you identify?

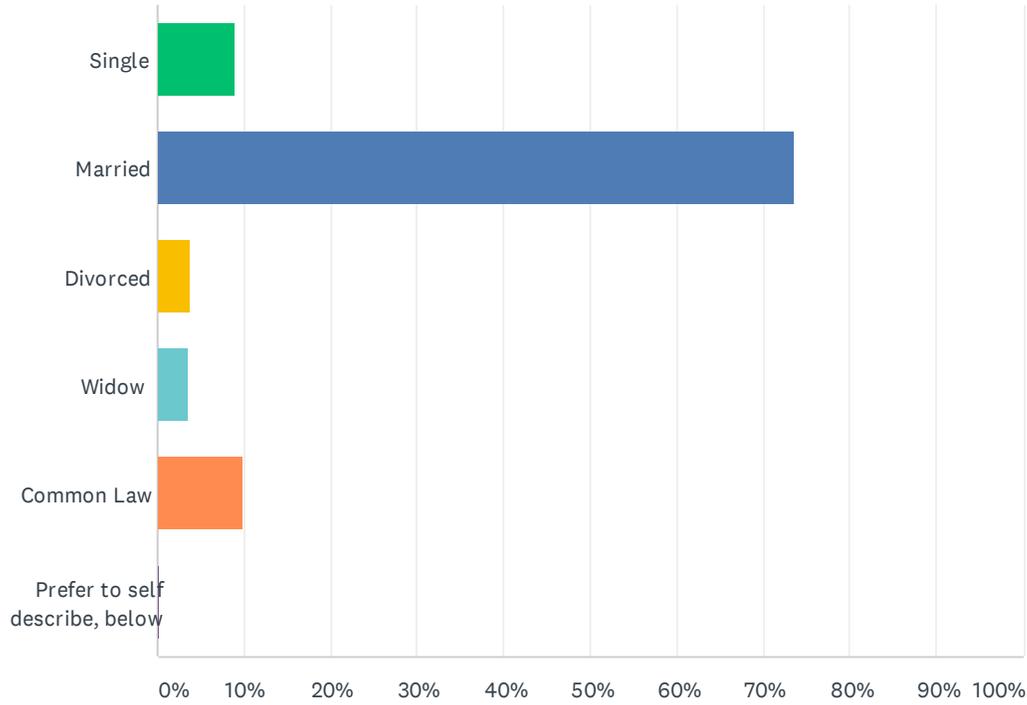
Answered: 518 Skipped: 2



ANSWER CHOICES	RESPONSES	
Male	39.58%	205
Female	60.42%	313
Non-binary	0.00%	0
Prefer to self-describe, below	0.00%	0
TOTAL		518

Q4 What is your marital status?

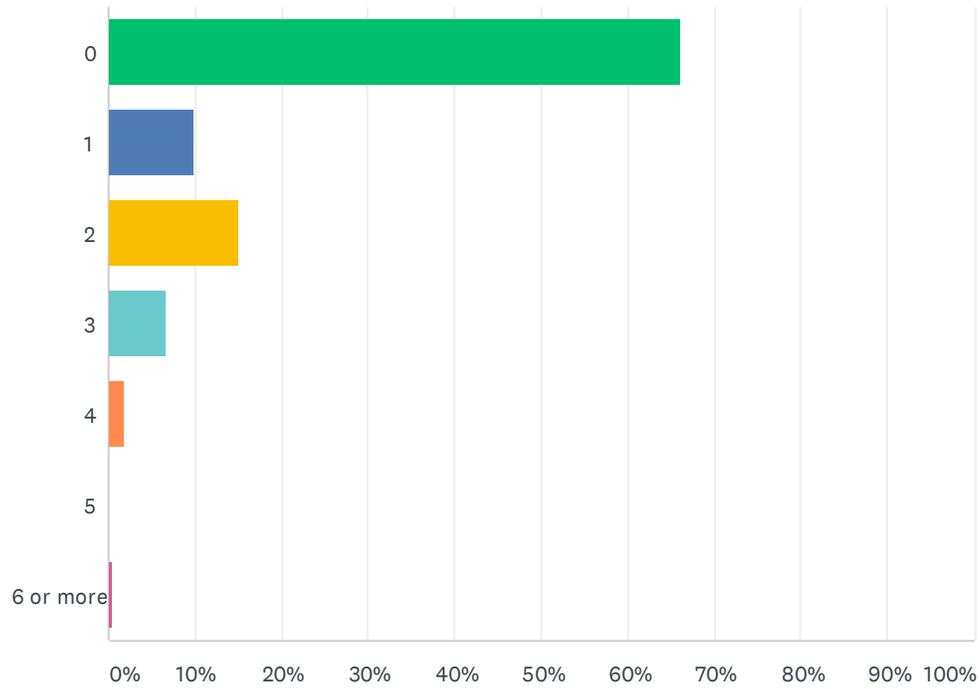
Answered: 520 Skipped: 0



ANSWER CHOICES	RESPONSES	
Single	9.04%	47
Married	73.65%	383
Divorced	3.85%	20
Widow	3.46%	18
Common Law	9.81%	51
Prefer to self describe, below	0.19%	1
TOTAL		520

Q5 How many dependent children do you have ?

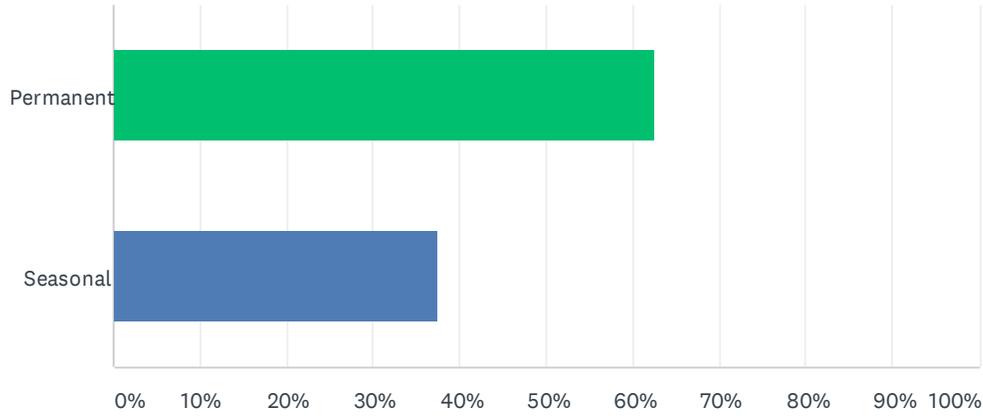
Answered: 519 Skipped: 1



ANSWER CHOICES	RESPONSES	
0	66.09%	343
1	9.83%	51
2	15.03%	78
3	6.74%	35
4	1.93%	10
5	0.00%	0
6 or more	0.39%	2
TOTAL		519

Q6 Are you a permanent or seasonal resident ?

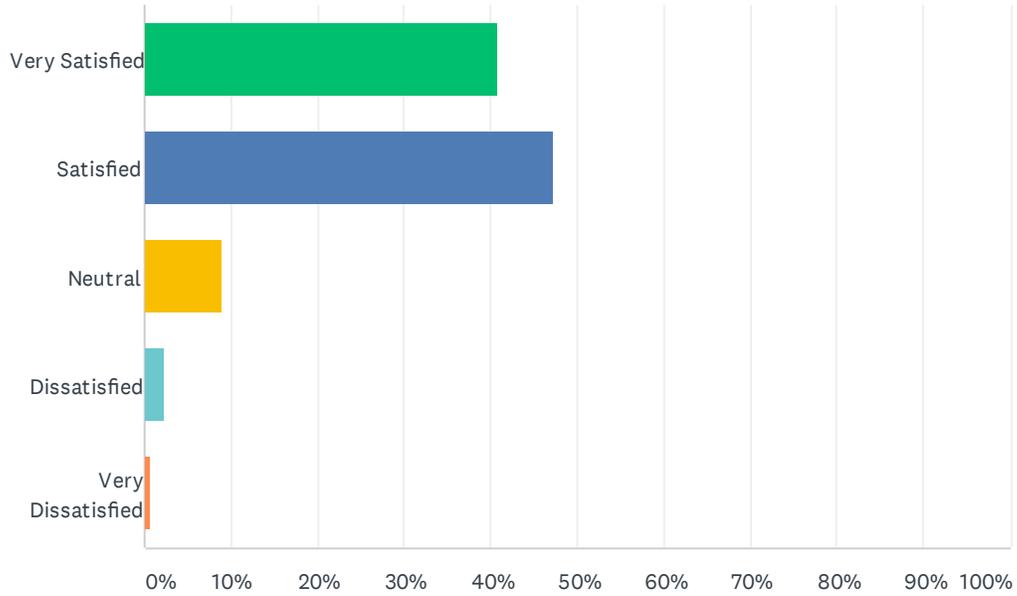
Answered: 520 Skipped: 0



ANSWER CHOICES	RESPONSES	
Permanent	62.50%	325
Seasonal	37.50%	195
TOTAL		520

Q7 How do you feel about your personal safety?

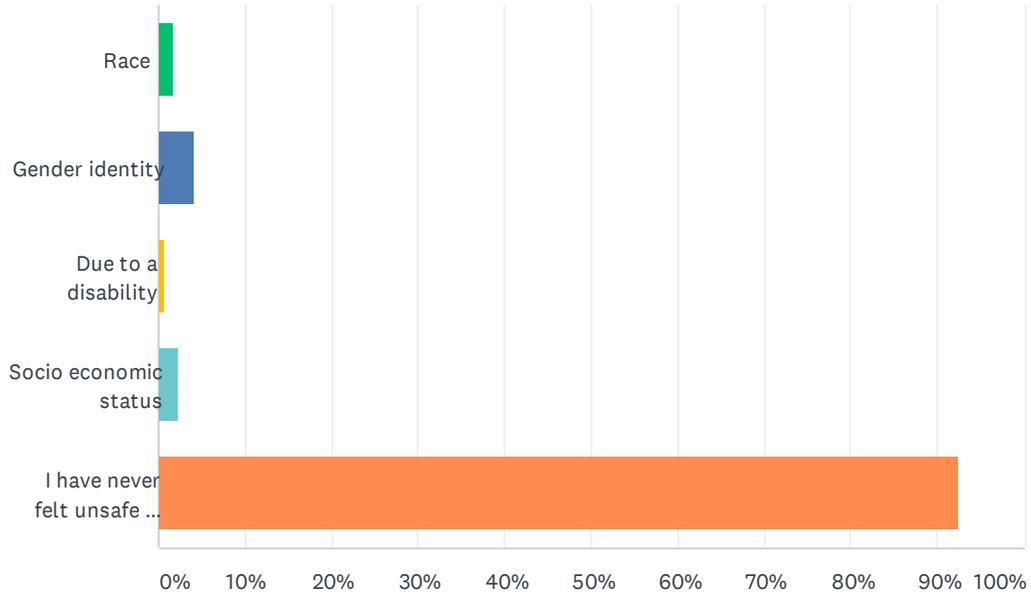
Answered: 482 Skipped: 38



ANSWER CHOICES	RESPONSES	
Very Satisfied	40.87%	197
Satisfied	47.30%	228
Neutral	8.92%	43
Dissatisfied	2.28%	11
Very Dissatisfied	0.62%	3
TOTAL		482

Q8 Have you ever felt unsafe due to:

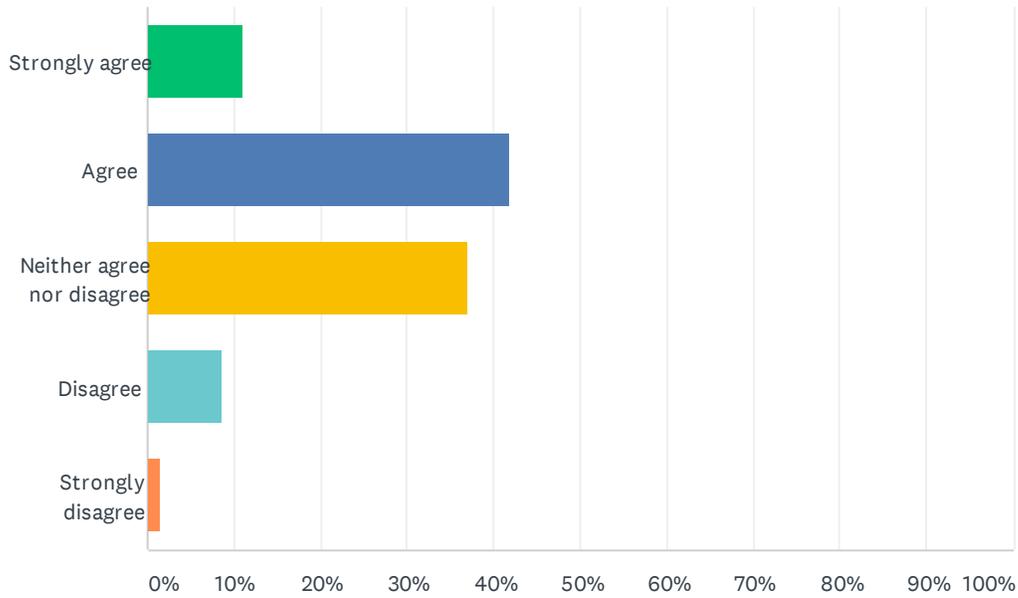
Answered: 481 Skipped: 39



ANSWER CHOICES	RESPONSES	
Race	1.66%	8
Gender identity	4.16%	20
Due to a disability	0.62%	3
Socio economic status	2.29%	11
I have never felt unsafe for these reasons	92.52%	445
Total Respondents: 481		

Q9 I feel like my community has adequate policing

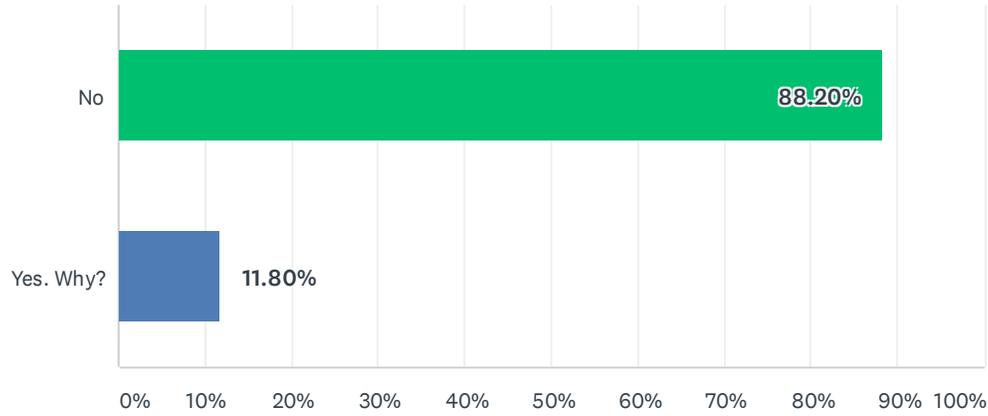
Answered: 480 Skipped: 40



ANSWER CHOICES	RESPONSES	
Strongly agree	11.04%	53
Agree	41.88%	201
Neither agree nor disagree	37.08%	178
Disagree	8.54%	41
Strongly disagree	1.46%	7
TOTAL		480

Q10 Do you feel the community crime rate is high?

Answered: 483 Skipped: 37



ANSWER CHOICES	RESPONSES	
No	88.20%	426
Yes. Why?	11.80%	57
TOTAL		483

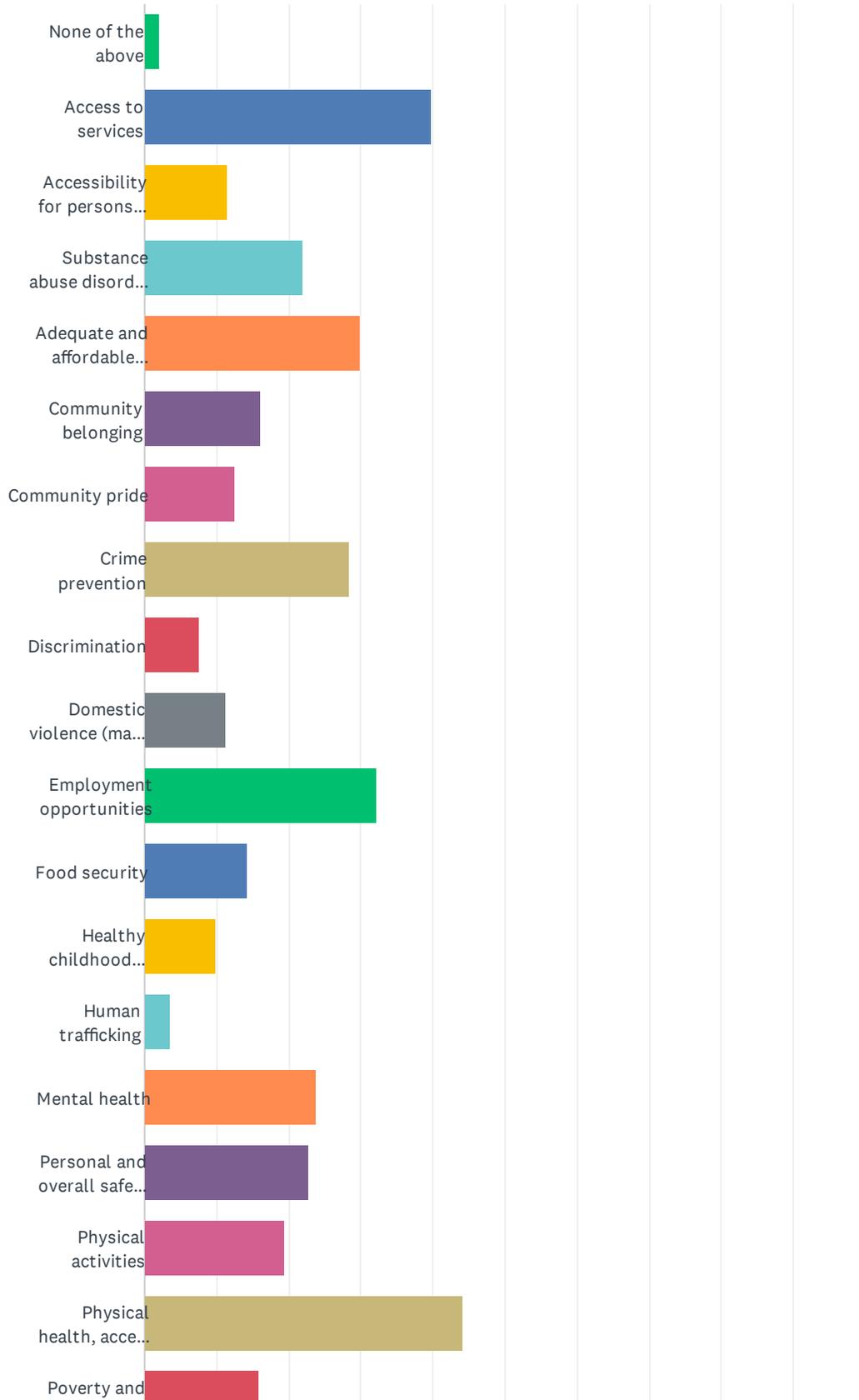
Q10. Do you feel the community crime rate is high?

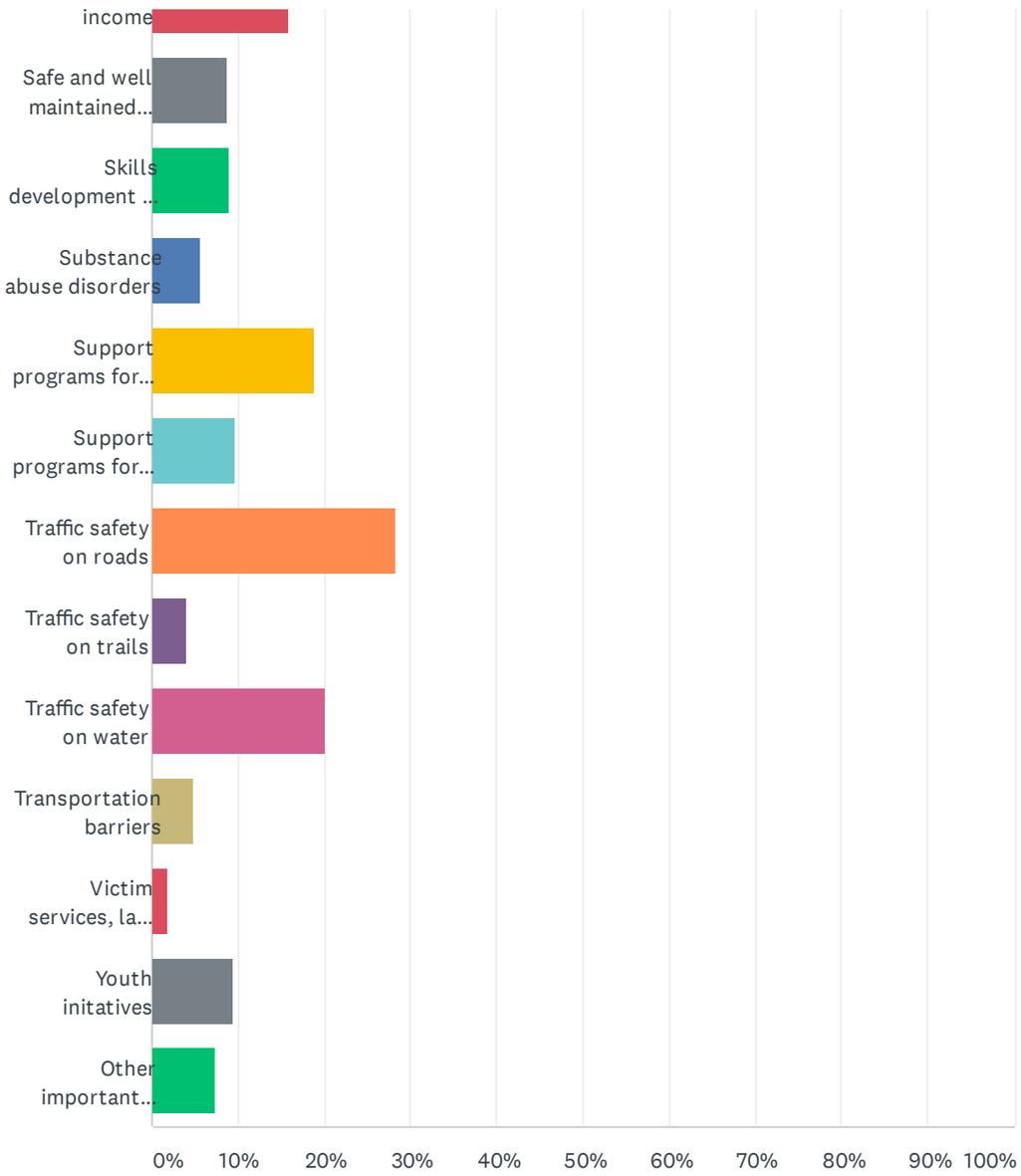
Yes because of:

- Drugs use / Drug Trafficking (24)
- Poverty (2)
- No housing (1)
- Limited job prospects (2)
- Poor education (1)
- Lack of police presence (2)
- Tourist season (1)
- Vandalism (3)
- Lack of resources for youth (2)
- Known criminals rampant
- Highways speeds (2)
- Alcohol related (2)
- Theft (3)
- Short term rentals
- Mental health
- Domestic Violence

Q11 What are your top 5 most important safety and well-being priorities?

Answered: 482 Skipped: 38





ANSWER CHOICES	RESPONSES	
None of the above	2.07%	10
Access to services	39.83%	192
Accessibility for persons with disabilities	11.41%	55
Substance abuse disorders and mental health	21.99%	106
Adequate and affordable housing	29.88%	144
Community belonging	16.18%	78
Community pride	12.66%	61
Crime prevention	28.42%	137
Discrimination	7.47%	36
Domestic violence (male or female)	11.20%	54
Employment opportunities	32.16%	155
Food security	14.32%	69
Healthy childhood development	9.75%	47
Human trafficking	3.53%	17
Mental health	23.86%	115
Personal and overall safety and security	22.82%	110
Physical activities	19.50%	94
Physical health, access to health care	44.19%	213
Poverty and income	15.98%	77
Safe and well maintained walking areas with adequate lighting	8.71%	42
Skills development for employment	8.92%	43
Substance abuse disorders	5.60%	27
Support programs for seniors	18.88%	91
Support programs for youth	9.54%	46
Traffic safety on roads	28.22%	136
Traffic safety on trails	3.94%	19
Traffic safety on water	20.12%	97
Transportation barriers	4.77%	23
Victim services, lack of	1.87%	9
Youth initiatives	9.34%	45
Other important safety and well-being priorities	7.26%	35
Total Respondents: 482		

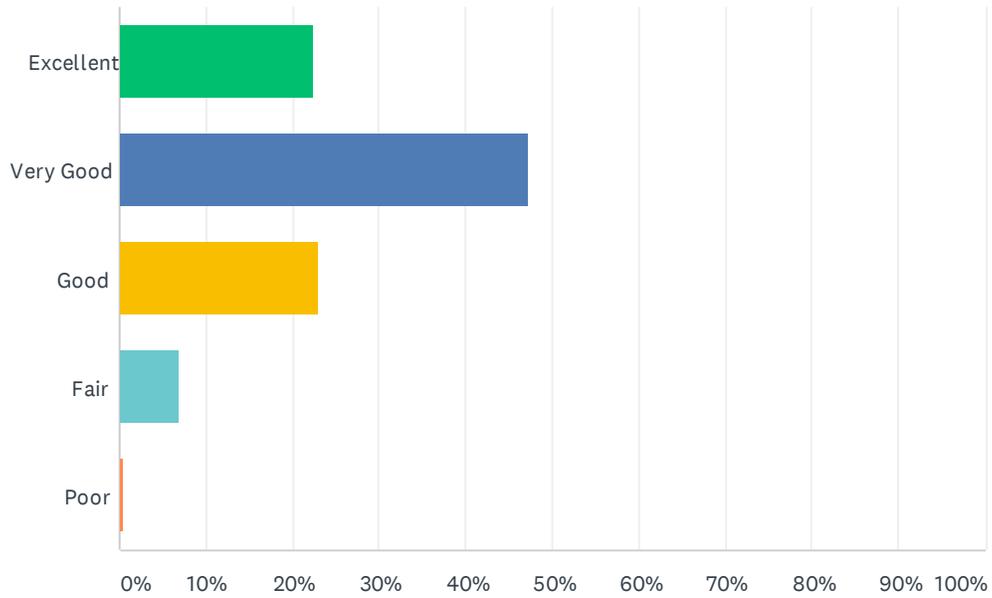
Q11. What are your top 5 most important safety and well-being priorities

Responses to other:

- Widen East/ West Carling Bay Road so kids can walk/bike to park (1)
- Fossil fuel free environment (1)
- Year round maintenance on all township roads (3)
- Noise from boats and planes(1)
- Snow clearing services on North Kapikong Road (1)
- Performance based initiatives for individuals on probation or returning from conviction (1)
- Lack of 911 & Fire Service (3)
- Racism sensitivity training for Whitestone (1)
- Climate Change (1)
- Religious discrimination (1)
- Housing (1)
- Gun control (1)
- Internet access (2)
- Public access to lakes, beaches and boat launches (1)
- Enforcing short term rental by-law (1)
- Community/recreation centre (1)

Q12 Overall my health is :

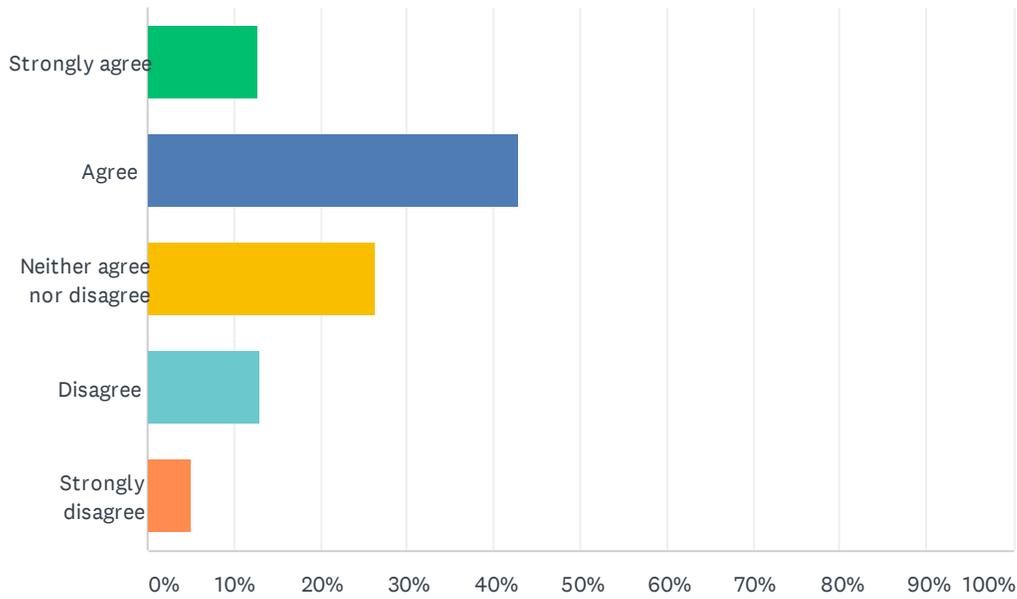
Answered: 430 Skipped: 90



ANSWER CHOICES	RESPONSES	
Excellent	22.33%	96
Very Good	47.21%	203
Good	23.02%	99
Fair	6.98%	30
Poor	0.47%	2
TOTAL		430

Q13 I feel I can access adequate health care in my community, including supports for physical health and well-being.

Answered: 430 Skipped: 90



ANSWER CHOICES	RESPONSES	
Strongly agree	12.79%	55
Agree	42.79%	184
Neither agree nor disagree	26.28%	113
Disagree	13.02%	56
Strongly disagree	5.12%	22
TOTAL		430

Q14 Are there any support services you wish you had access to?

Answered: 209 Skipped: 311

#	RESPONSES	DATE
1	Specialists without long traveling time	8/8/2021 11:37 AM
2	Walk in after hours urgent care clinic, RMT, PT, food/groceries delivery, pharmacy	8/7/2021 10:54 AM
3	Overnight PSW support.	8/6/2021 8:53 AM
4	No walk in clinics lack of doctors in the area	8/5/2021 1:16 PM
5	More efficient service at the West Parry Sound Health Centre! I've received better services in Dunchurch walk in clinic	8/3/2021 6:11 PM
6	Exercise	8/2/2021 1:44 PM
7	Guaranteed basic income	8/1/2021 9:19 AM
8	No	7/28/2021 4:49 PM
9	No	7/28/2021 2:25 PM
10	Fruit and veggie bags to purchase every couple weeks. Use to buy them in Parry Sound not sure if they still exist. I think it was through Salvation Army	7/28/2021 1:36 PM
11	Medical assessment near me.	7/28/2021 1:05 PM
12	Family doctor	7/28/2021 11:54 AM
13	Doctor in my community	7/28/2021 11:38 AM
14	No	7/28/2021 11:24 AM
15	More availability for the Nurses Station.	7/28/2021 11:02 AM
16	Chemo treatment	7/28/2021 10:58 AM
17	Family Dr, Dentist, Licensing	7/28/2021 10:47 AM
18	no	7/25/2021 11:09 AM
19	not enough family doctors in Parry Sound	7/25/2021 10:17 AM
20	Nursing station in Carling Township	7/24/2021 1:02 PM
21	No additional	7/24/2021 7:52 AM
22	I am new to the community and can't find a doctor.	7/23/2021 2:59 PM
23	Access the family physician is very difficult	7/22/2021 5:18 PM
24	No	7/22/2021 4:51 PM
25	Mental Health support	7/22/2021 2:03 PM
26	No	7/22/2021 1:41 PM
27	No	7/22/2021 5:28 AM
28	Year round maintenance on our road for better access to hospital and other emergency services.	7/21/2021 3:27 PM
29	No	7/19/2021 10:32 AM
30	Cannot safely and quickly access health care in winter months because our road is not cleared of snow.	7/18/2021 8:51 PM

31	None at the moment	7/18/2021 10:30 AM
32	Yes. 911. Our road is not maintained in the winter. All roads should be accessible for safety and emergency vehicles.	7/18/2021 9:25 AM
33	Non racist councils	7/17/2021 11:18 AM
34	Not at this time but when I retire and move up full time I will need access to primary care	7/17/2021 7:13 AM
35	I am a seasonal resident on an outer island and I just signed up for a medical alert necklace but I rather suspect I will not get the emergency support I need, should I press the button for help!!	7/16/2021 4:09 PM
36	family doctor	7/16/2021 11:13 AM
37	no	7/16/2021 9:19 AM
38	N/A	7/16/2021 8:18 AM
39	No	7/16/2021 1:55 AM
40	No	7/15/2021 8:18 PM
41	Not personally but I believe our community needs improvements in employment opportunities	7/15/2021 6:11 PM
42	Ambulance and fire in the winter	7/15/2021 6:00 PM
43	Nurses station in Whitestone open on weekends. Some kind of urgent care clinic.	7/15/2021 5:33 PM
44	aquafit program	7/15/2021 4:36 PM
45	more support for my children (youth) - i.e. Hands program and Councilor support.	7/15/2021 10:52 AM
46	Winter snow ploughing of all municipal roads including seasonal roads	7/15/2021 7:40 AM
47	Yes, any accessible services would be nice.	7/15/2021 7:13 AM
48	No	7/14/2021 9:42 AM
49	More visible coast guard/policing/mnr on the lakes - esp. Bayfield/Nares.	7/13/2021 11:18 PM
50	No	7/13/2021 10:18 PM
51	Physical environments - accessible wood sprung dance floors + to move and dance	7/13/2021 8:02 AM
52	Na	7/13/2021 7:16 AM
53	More specialist doctors and services	7/12/2021 5:36 PM
54	First aid and emergency health services availability	7/11/2021 1:16 PM
55	N/a	7/11/2021 8:18 AM
56	No	7/10/2021 3:14 PM
57	As a seasonal resident we can nougat access to doctors in Parry Sound	7/9/2021 2:14 PM
58	Physical Therapy, Nursing Station	7/6/2021 8:56 AM
59	No	7/5/2021 11:14 PM
60	Expanded access to NP clinics	7/5/2021 9:27 PM
61	Family doctor	7/5/2021 4:38 PM
62	Chiropractic and physiotherapy	7/5/2021 12:24 PM
63	No	7/2/2021 5:32 PM
64	Family doctor appointment times	7/2/2021 1:30 PM
65	no	7/2/2021 12:04 PM
66	as a seasonal yet tax paying resident I can not register with a doctor. Fortunately my health is good but in 30 years the few times I have needed a doctor for myself of sons we now have to	7/2/2021 10:13 AM

	take up preceious time at the emergceny. We used to go to the clinic on Bay Street.	
67	more youth and family programs for physical health and recreation	7/2/2021 10:01 AM
68	Physiotherapy, hospital Emergency, family doctor	7/1/2021 11:30 PM
69	No	7/1/2021 9:39 PM
70	A well-defined community based emergency response plan.	7/1/2021 6:18 PM
71	No	7/1/2021 1:00 PM
72	First world, rather than the current third world medical facilities.	7/1/2021 12:51 PM
73	Therapist	7/1/2021 10:59 AM
74	Mental health support Seniors' services	6/30/2021 9:24 PM
75	Gynecological services and women's health services	6/30/2021 8:39 PM
76	no	6/30/2021 4:31 PM
77	Aquatics	6/30/2021 3:45 PM
78	A school psychologist in NNDSB.	6/30/2021 3:05 PM
79	Personally, no. But professionally I wish there was more for our youth to engage in, more awareness of and enforcement of AODA components, more housing services- our housing situation is deplorable	6/30/2021 3:01 PM
80	Drug store	6/30/2021 1:09 PM
81	No	6/30/2021 12:31 PM
82	Better health care	6/30/2021 10:33 AM
83	No	6/30/2021 10:08 AM
84	I don't have a family doctor. We have been waiting 2 years with no doctor.	6/30/2021 9:58 AM
85	specialists	6/30/2021 8:40 AM
86	No	6/30/2021 8:35 AM
87	More doctors	6/30/2021 8:04 AM
88	longer hours at landfill	6/30/2021 12:25 AM
89	The Nursing Station is not easily accessible, the secretary says they have no opening for several weeks at a time. There doesn't appear to be patients but it's almost impossible to get in. Ia it who you know that matters?	6/29/2021 10:57 PM
90	Infertility	6/29/2021 10:18 PM
91	Walk in clinics	6/29/2021 8:53 PM
92	Not at this time	6/29/2021 8:08 PM
93	Family doctor, indoor swimming	6/29/2021 6:17 PM
94	Walk in clinic so that people can be seen in a timely way.	6/29/2021 5:51 PM
95	Nothing	6/29/2021 5:16 PM
96	Doctors	6/29/2021 4:48 PM
97	Local Nurse Practitioner expanded days/hours.	6/29/2021 4:44 PM
98	No	6/29/2021 4:41 PM
99	Fitness program	6/29/2021 4:41 PM
100	AcquaFit classes	6/29/2021 4:33 PM
101	Mental Health services, if you try and get an appointment with the Mental Health team in parry	6/28/2021 6:14 PM

sound they put you on a 6-12 month waiting list, most of the time they tell you not to even bother even when youve been calling monthly

102	No	6/27/2021 1:50 PM
103	Mental health, dietician	6/27/2021 8:57 AM
104	Offshore emergency medical services	6/27/2021 12:14 AM
105	family doctor	6/26/2021 3:46 PM
106	A composting program	6/26/2021 3:35 PM
107	I wish there were greater access to family doctors and also mental health services for lower income including therapists .	6/26/2021 10:55 AM
108	we need specialists in all areas. Obstetrics is needed. Physiotherapy services.	6/26/2021 8:21 AM
109	Walking trails (or paved or marked shoulders), paved & marked shoulders for cycling centre with recreation activities (exercise, yoga), support groups - AA, Al-Anon, grief, Dementia caregivers, Nursing home visit(s)- change dressings/check on patient	6/25/2021 5:56 PM
110	Baby groups	6/25/2021 5:09 PM
111	not at this time. however as i age i may require some form of public transportation	6/25/2021 9:55 AM
112	Family Doctors	6/25/2021 9:40 AM
113	My 85yearold mom moved to Parry Sound recently & cannot get a Dr. but Nursting stations are awesome	6/25/2021 8:19 AM
114	n/a	6/25/2021 7:48 AM
115	Fire Department	6/25/2021 7:29 AM
116	No	6/25/2021 6:50 AM
117	Not really	6/25/2021 12:37 AM
118	walk in medical clinic	6/24/2021 10:34 PM
119	more private services like dentists and physio, etc.	6/24/2021 10:30 PM
120	We used to have services for stroke victims. I believe we do not anymore.	6/24/2021 10:02 PM
121	no	6/24/2021 9:41 PM
122	sports activities like availability of tennis courts nearby	6/24/2021 9:31 PM
123	Workplace legal advice	6/24/2021 9:17 PM
124	Foot care	6/24/2021 9:03 PM
125	Mental health emergency services - non police	6/24/2021 9:02 PM
126	No	6/24/2021 7:05 PM
127	A lot. There is very little here and normally have to travel outside of town to see specialists.	6/24/2021 5:03 PM
128	A lack of family physicians, while I have a doctor my husband does not	6/24/2021 4:32 PM
129	No at the moment.	6/24/2021 2:26 PM
130	Not sure	6/24/2021 1:45 PM
131	orthodontist appointments mean leaving town, some medical tests mean leaving town	6/24/2021 12:49 PM
132	Mental health	6/24/2021 12:44 PM
133	we need to attract more doctors here	6/24/2021 11:11 AM
134	I wish there was a community pool and better municipal recreation fitness centres and outdoor space	6/24/2021 11:03 AM
135	MORE FAMILY PHYSICIANS	6/24/2021 10:44 AM

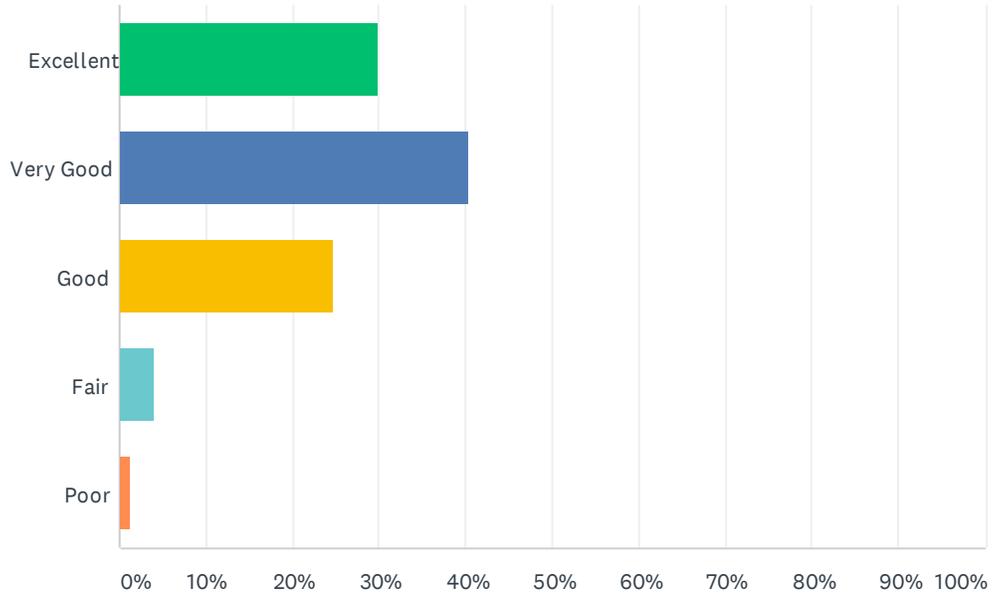
136	emergency health care	6/24/2021 10:34 AM
137	Counselling	6/24/2021 10:21 AM
138	No	6/24/2021 9:17 AM
139	Swimming pool	6/24/2021 8:58 AM
140	A family doctor	6/24/2021 8:13 AM
141	After waiting for a doctor, I finally obtained one and had to wait several weeks to see my doctor for serious health matters. I had to return to a doctor 1.5 hours away. Also, I am outside of Parry Sound but in the district. OPP do not consistently come out to attend calls, yet we pay for police service in our taxes.	6/24/2021 8:10 AM
142	No	6/23/2021 11:44 PM
143	Non emergency Walk-in health services	6/23/2021 9:17 PM
144	Help in case of fire	6/23/2021 8:42 PM
145	Dermatologist, orthopaedic specialists, cancer treatment centre	6/23/2021 8:25 PM
146	Medical specialists such as dermatology	6/23/2021 7:49 PM
147	I'm not sure	6/23/2021 7:43 PM
148	medical physio mental	6/23/2021 7:27 PM
149	No	6/23/2021 6:32 PM
150	Dietary , physio for arthritis in my back, affordable gym memberships...	6/23/2021 6:09 PM
151	Specialty Doctors local Mental health local especially for teens Walk in mental health and on weekends	6/23/2021 5:53 PM
152	Rumetologist	6/23/2021 5:33 PM
153	None	6/23/2021 5:31 PM
154	No	6/23/2021 5:29 PM
155	Support for our children thru schools. The help seems to be south of us. My friends have better help for there kids than us.	6/23/2021 4:46 PM
156	Specialist	6/23/2021 4:14 PM
157	Walk in clinics	6/23/2021 4:06 PM
158	Shorter wait times in the emergency department	6/23/2021 3:58 PM
159	Plumbing hotline where we can call and ask questions on how to fix plumbing issues 24x7	6/23/2021 3:49 PM
160	no	6/23/2021 3:00 PM
161	n/a	6/23/2021 2:36 PM
162	no	6/23/2021 2:26 PM
163	MRI Top level Walk in clinic	6/23/2021 2:21 PM
164	Local locus specialists like cardiologist, rheumatology, psychiatry, oncology	6/23/2021 2:11 PM
165	No	6/23/2021 2:01 PM
166	Indoor physical fitness facilities at affordable prices	6/23/2021 1:54 PM
167	Women's self defense classes	6/23/2021 1:44 PM
168	Na	6/23/2021 1:39 PM
169	No	6/23/2021 1:31 PM
170	Walk in clinic	6/23/2021 12:42 PM

171	swimming pool - fitness centre	6/23/2021 12:31 PM
172	I wish the Parry Sound doctors had a clue of what they were doing and a sense of urgency so that I would not need to travel to the Orillia hospital to get seen by a competent doctor.	6/23/2021 12:30 PM
173	RECREATION CENTRE!	6/23/2021 12:26 PM
174	More medical testing available here	6/23/2021 12:25 PM
175	Community indoor swimming pool	6/23/2021 12:25 PM
176	Walk in clinic	6/23/2021 12:21 PM
177	No	6/23/2021 12:19 PM
178	A community health centre which offers affordable fitness classes on a regular schedule including aquafit.	6/23/2021 12:03 PM
179	No	6/23/2021 11:31 AM
180	Recreation facility.	6/23/2021 11:28 AM
181	Mental health services for children besides HANDS	6/23/2021 9:42 AM
182	Faster access to medical appointments. who wants to wait 30 days to see a family doctor?	6/23/2021 9:09 AM
183	no	6/23/2021 8:59 AM
184	No	6/23/2021 8:43 AM
185	Family physician	6/23/2021 7:46 AM
186	More walk in medical facilities.	6/23/2021 7:33 AM
187	Community rec centre and pool complex	6/22/2021 11:38 PM
188	Dental specialist	6/22/2021 11:13 PM
189	Walk in clinics	6/22/2021 9:16 PM
190	No	6/22/2021 8:51 PM
191	Not at present	6/22/2021 7:49 PM
192	Psychiatrist, the lack of one locally contributes to a continual cycle of admissions at Waypoint and other facilities	6/22/2021 7:37 PM
193	Family physician	6/22/2021 7:34 PM
194	No	6/22/2021 6:22 PM
195	Support services for seniors and healthy programs in our McDougall township that we could Pursue.	6/22/2021 6:10 PM
196	Family Doctor, walk in clinic	6/22/2021 5:15 PM
197	No	6/22/2021 4:29 PM
198	a large pool for aquafit classes	6/22/2021 4:05 PM
199	Housekeeping while I was in physical recovery	6/22/2021 3:27 PM
200	medical doctor- when I moved here permanently, there was no DR available. There is no walk in clinic- need to go to the Emergency dept at the hospital	6/22/2021 3:22 PM
201	no	6/22/2021 3:14 PM
202	A doctor	6/22/2021 3:08 PM
203	Healthcare specialists that currently require travel out of the community	6/22/2021 3:07 PM
204	Health care is always a concern up here, having to go to the hospital vs clinic is a burden	6/22/2021 3:06 PM
205	we need more medical specialists in our area so we don't have to travel out of district (i.e. dermatologist)	6/22/2021 3:03 PM

206	None	6/21/2021 6:56 PM
207	Not at this time	6/21/2021 1:49 PM
208	Primary care.	6/21/2021 10:02 AM
209	Family Doctors Social Workers	6/21/2021 9:30 AM

Q15 Overall my mental health is:

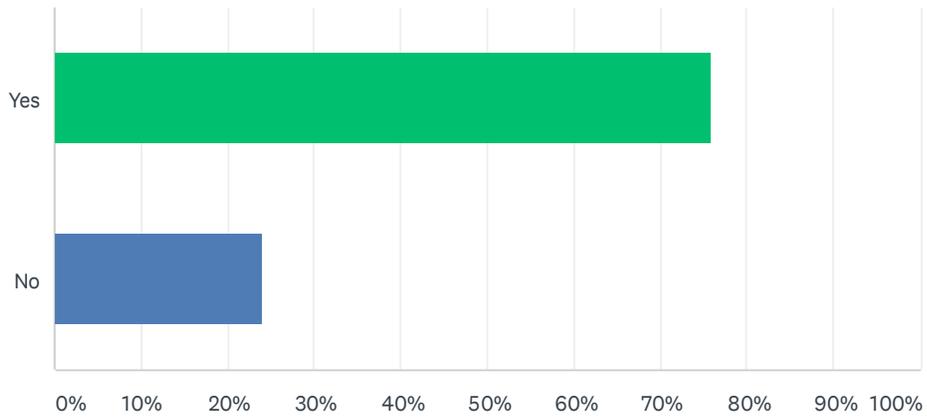
Answered: 427 Skipped: 93



ANSWER CHOICES	RESPONSES	
Excellent	29.98%	128
Very Good	40.28%	172
Good	24.59%	105
Fair	3.98%	17
Poor	1.17%	5
TOTAL		427

Q16 Do you have access to healthcare benefits for physical or mental health supports?

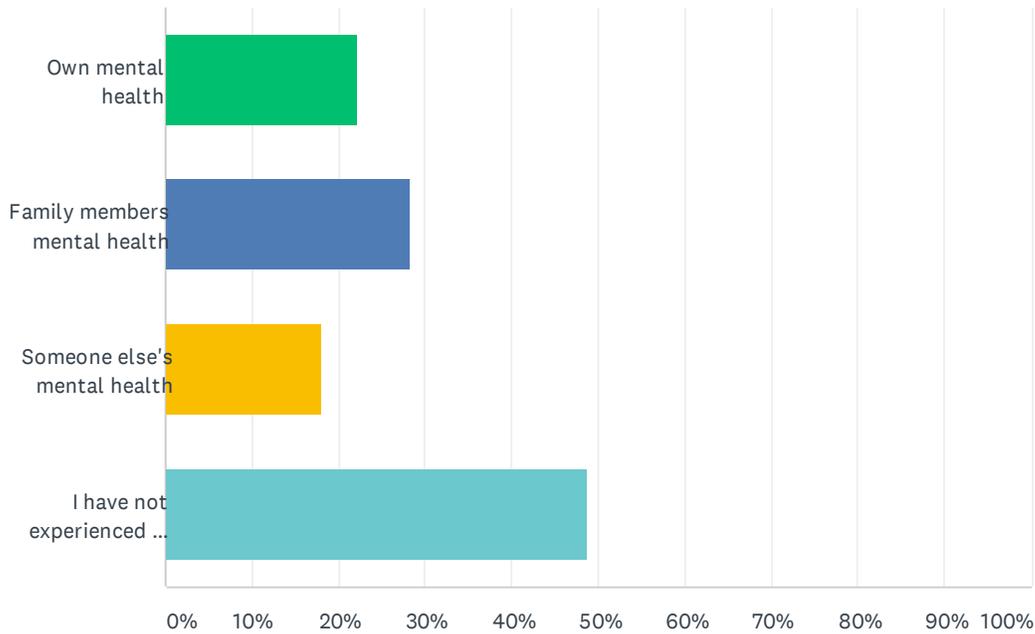
Answered: 425 Skipped: 95



ANSWER CHOICES	RESPONSES	
Yes	76.00%	323
No	24.00%	102
TOTAL		425

Q17 In the past 12 months have you experienced negative impacts (emotional, physical, financial etc.) due to any of the following?

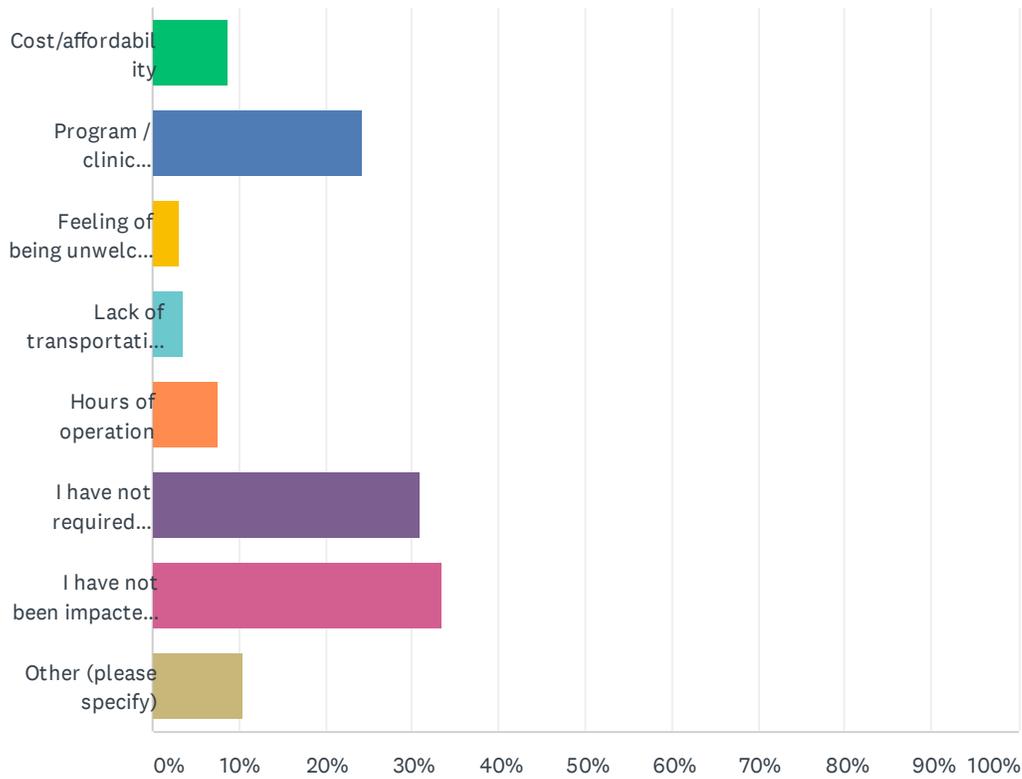
Answered: 427 Skipped: 93



ANSWER CHOICES	RESPONSES	
Own mental health	22.25%	95
Family members mental health	28.34%	121
Someone else's mental health	18.03%	77
I have not experienced any negative impacts	48.71%	208
Total Respondents: 427		

Q18 The following factors have impacted my ability to receive proper physical or mental health.

Answered: 421 Skipped: 99



ANSWER CHOICES	RESPONSES	
Cost/affordability	8.79%	37
Program / clinic accessibility	24.23%	102
Feeling of being unwelcome /judged in a program	3.09%	13
Lack of transportation to program	3.56%	15
Hours of operation	7.60%	32
I have not required supports	30.88%	130
I have not been impacted by these factors	33.49%	141
Other (please specify)	10.45%	44
Total Respondents: 421		

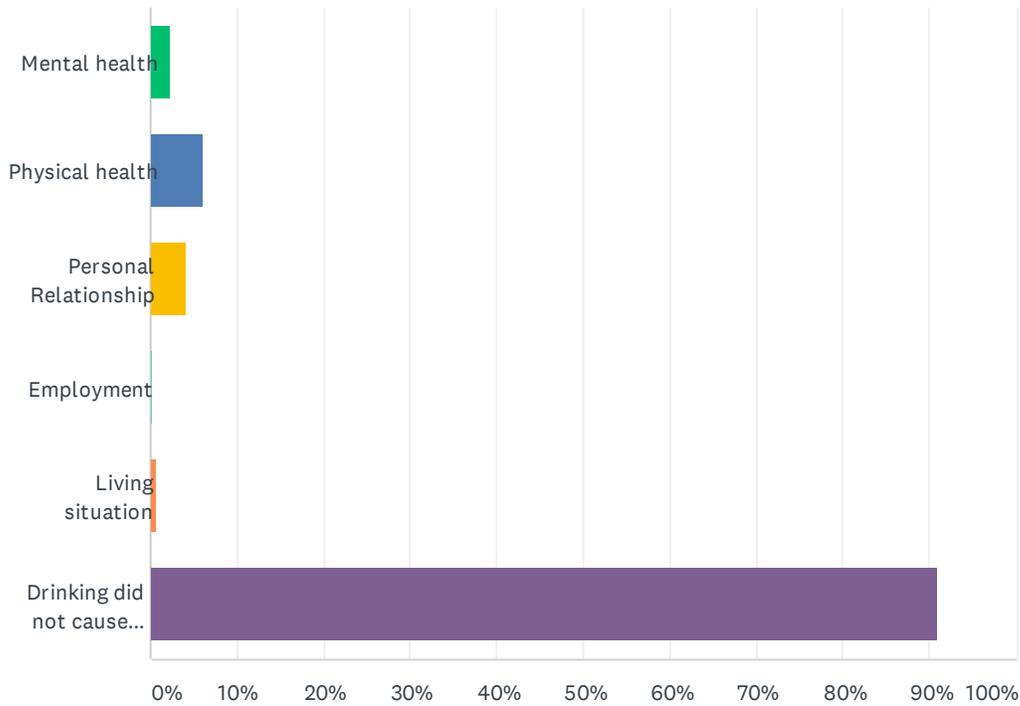
Q18. The following factors have impacted my ability to receive proper physical or mental health

Response for other:

- Covid-19 (11)
- No family doctors available (4)
- Winter plowing (1)
- No walk-in clinic (1)
- Long wait times for medical services (3)
- Ignored reported concerns (1)
- Lack of mental health support (2)
- Whitestone nursing station unfriendly and busy (1)
- No programs (1)
- No one answers the phone/PSFH (1)
- Closed office for personal business (1)
- Don't know where to go (1)
- Lack of transportation for individuals seeking treatment (1)
- Lack of shelter for homeless in the winter(1)
- Family support not available (1)
- No local psychiatrist (1)

Q19 In the past 12 months did drinking alcohol negatively impact any of the following? (select all that apply):

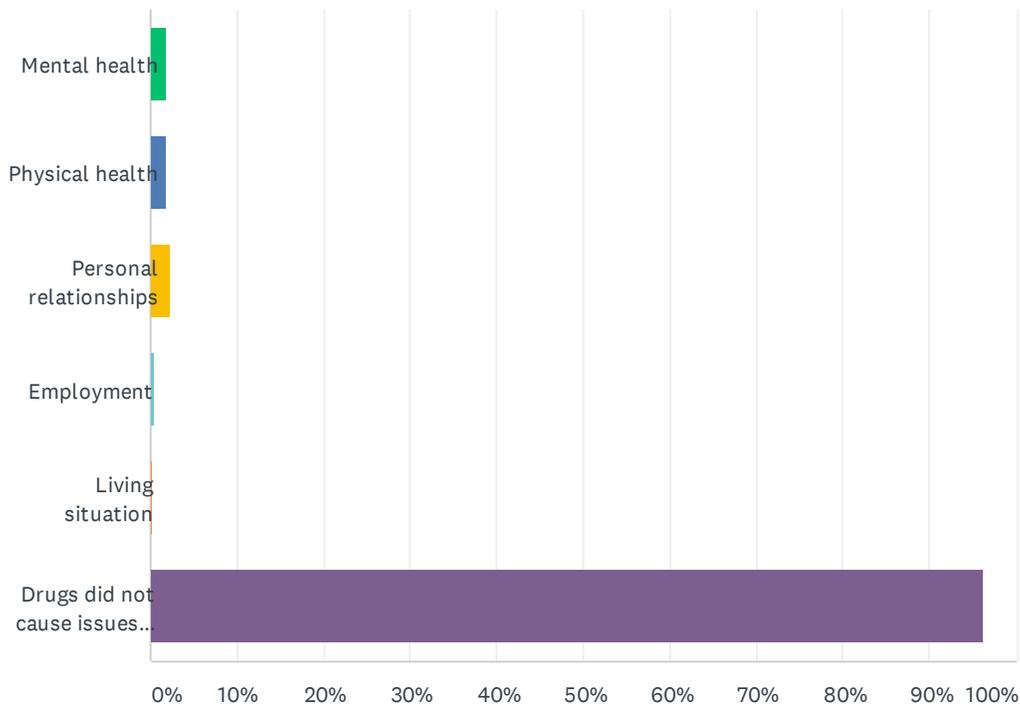
Answered: 422 Skipped: 98



ANSWER CHOICES	RESPONSES	
Mental health	2.37%	10
Physical health	6.16%	26
Personal Relationship	4.27%	18
Employment	0.24%	1
Living situation	0.71%	3
Drinking did not cause issues in my life	91.00%	384
Total Respondents: 422		

Q20 In the past 12 months did the use of drugs or other substances negatively impact any of the following? (select all that apply)

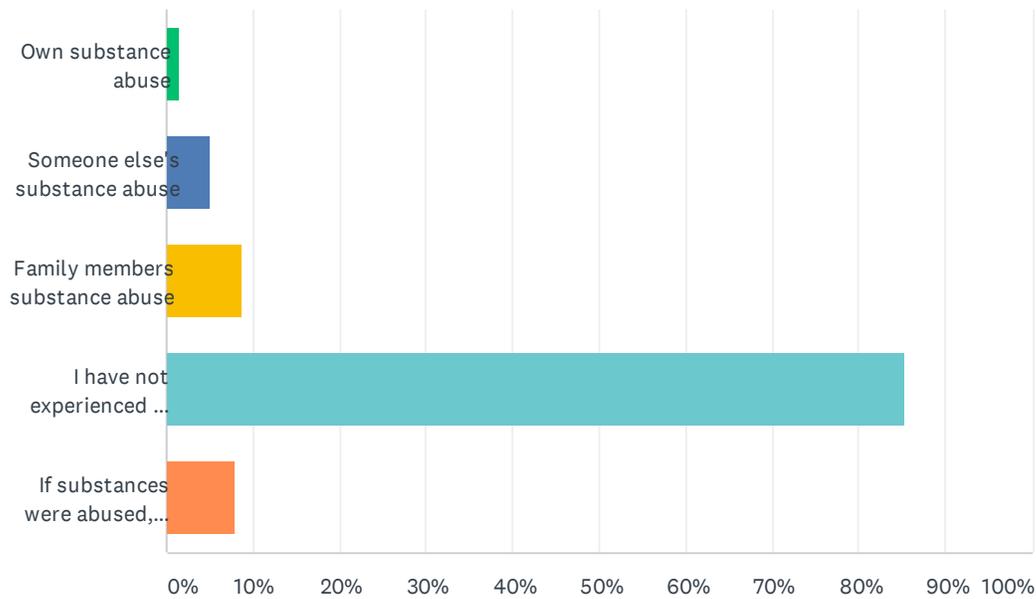
Answered: 418 Skipped: 102



ANSWER CHOICES	RESPONSES	
Mental health	1.91%	8
Physical health	1.91%	8
Personal relationships	2.39%	10
Employment	0.48%	2
Living situation	0.24%	1
Drugs did not cause issues in my life	96.17%	402
Total Respondents: 418		

Q21 In the past 12 months have you experienced negative impacts (emotional, physical, financial etc.) due to any of the following:

Answered: 424 Skipped: 96



ANSWER CHOICES	RESPONSES
Own substance abuse	1.42% 6
Someone else's substance abuse	4.95% 21
Family members substance abuse	8.73% 37
I have not experienced any negative impacts	85.38% 362
If substances were abused, what were they (alcohol, cannabis, opioid, etc.)	8.02% 34
Total Respondents: 424	

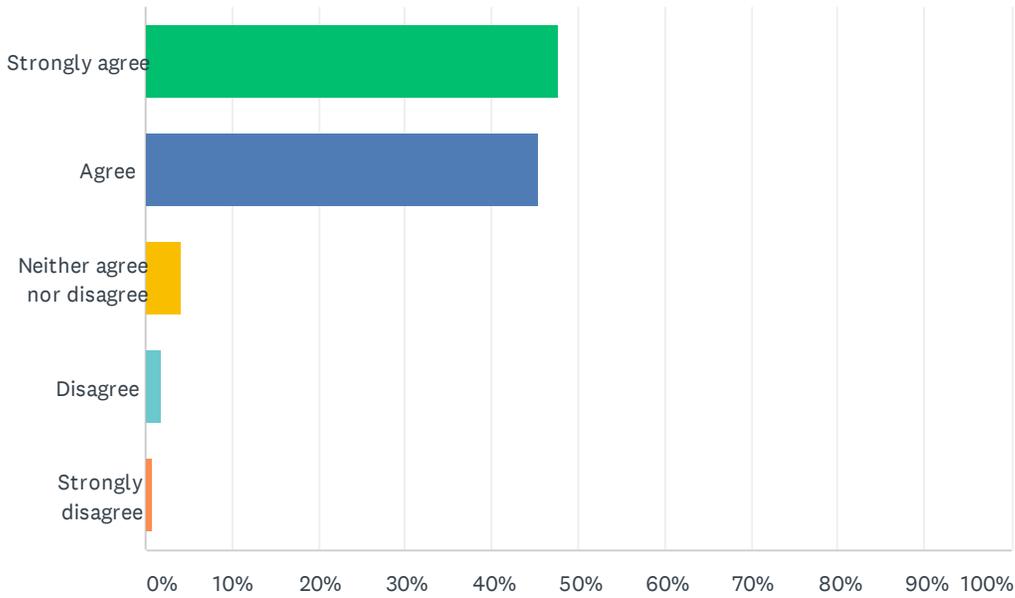
Q21 In the past 12 months have you experienced negative impacts (emotional, physical, financial etc) due to any of the following:

Responses:

- Cannabis (7)
- Alcohol (19)
- Opioids (2)
- Cocaine (3)
- Online gambling (1)
- Meth (1)
- Xenex (1)
- LSD (1)
- Prescription Drugs (2)
- Caffeine (1)
- Sugar (1)
- Mushrooms (1)
- Molly (1)
- Lockdowns (1)
- Drugs (1)
- Fentanyl (1)

Q22 Overall I feel I have family and friends I can rely on.

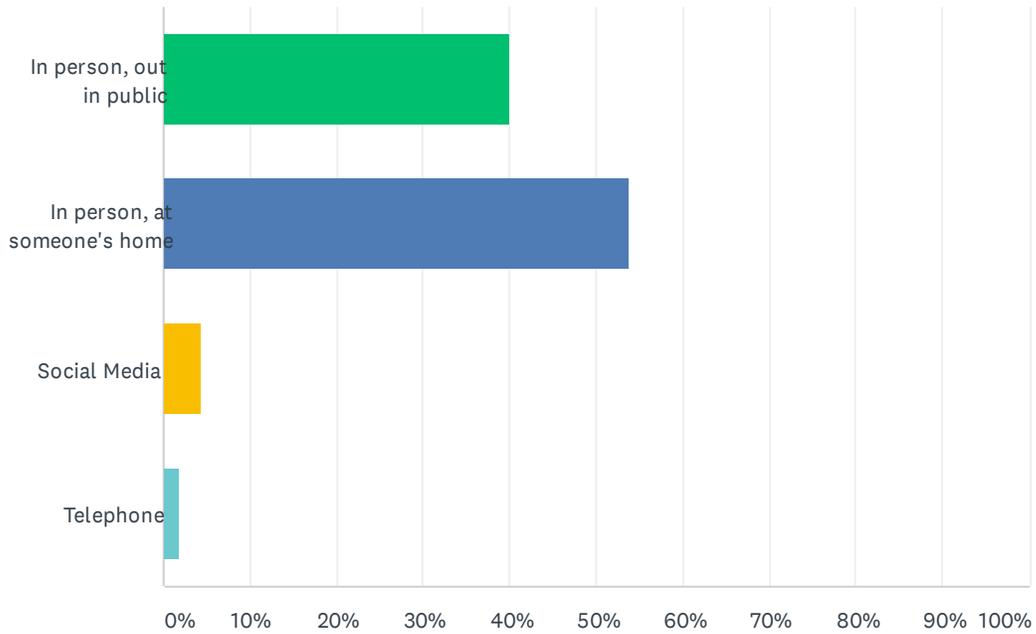
Answered: 430 Skipped: 90



ANSWER CHOICES	RESPONSES	
Strongly agree	47.67%	205
Agree	45.35%	195
Neither agree nor disagree	4.19%	18
Disagree	1.86%	8
Strongly disagree	0.93%	4
TOTAL		430

Q23 How do you prefer to socialize?

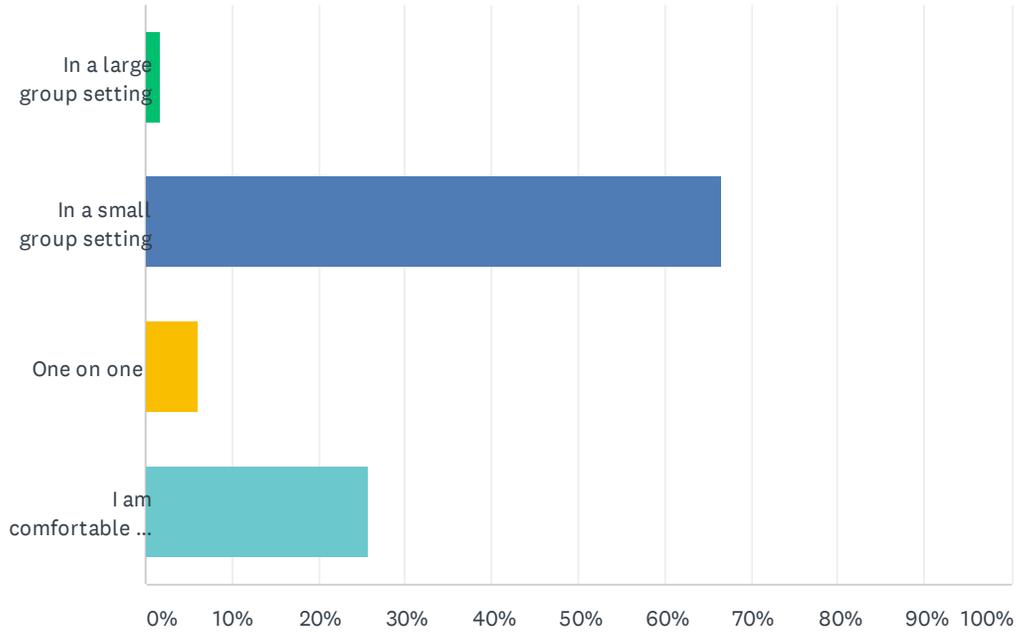
Answered: 430 Skipped: 90



ANSWER CHOICES	RESPONSES	
In person, out in public	40.00%	172
In person, at someone's home	53.72%	231
Social Media	4.42%	19
Telephone	1.86%	8
TOTAL		430

Q24 I prefer to socialize:

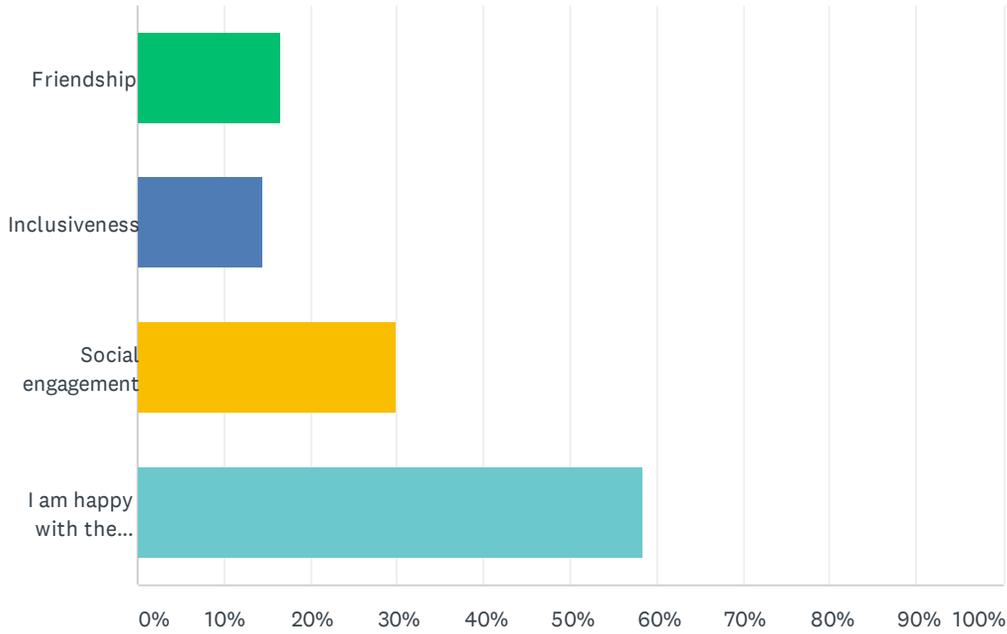
Answered: 431 Skipped: 89



ANSWER CHOICES	RESPONSES	
In a large group setting	1.62%	7
In a small group setting	66.59%	287
One on one	6.03%	26
I am comfortable in all social situations	25.75%	111
TOTAL		431

Q25 Are there any programs, supports, services that you wish were available in West Parry Sound for:

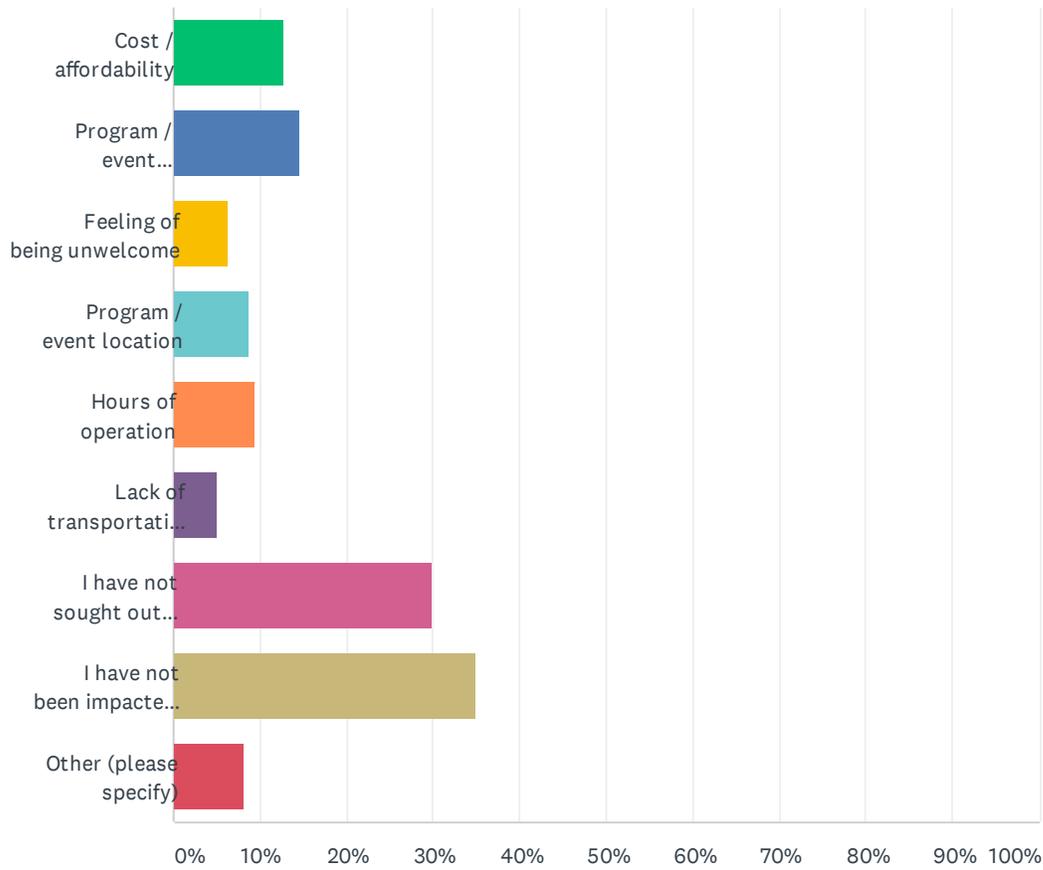
Answered: 414 Skipped: 106



ANSWER CHOICES	RESPONSES
Friendship	16.43% 68
Inclusiveness	14.49% 60
Social engagement	29.95% 124
I am happy with the services we already have	58.45% 242
Total Respondents: 414	

Q26 Do any of the following factors affect your ability to participate in recreation and leisure activities within your community?

Answered: 424 Skipped: 96



ANSWER CHOICES	RESPONSES	
Cost / affordability	12.74%	54
Program / event accessibility	14.62%	62
Feeling of being unwelcome	6.37%	27
Program / event location	8.73%	37
Hours of operation	9.43%	40
Lack of transportation to program	4.95%	21
I have not sought out these programs	29.95%	127
I have not been impacted by these factors	34.91%	148
Other (please specify)	8.25%	35
Total Respondents: 424		

Q26 Do any of the following factors affect your ability to participate in recreation and leisure activities with in your community?

- Lack of activities (7)
- Road access in the winter months (4)
- Living on an island and not driving a boat (1)
- Working too many hours to support family (1)
- Drive time to Parry Sound (1)
- Programs not well advertised (3)
- Cliqueness in this community (1)
- Physical limitations (2)
- No rec centre (3)
- No seniors programs in McDougall

Q27 Are there any recreation or leisure programs, supports or services you wish were available in your community?

Answered: 204 Skipped: 316

#	RESPONSES	DATE
1	Pickle ball	8/9/2021 7:00 AM
2	No	8/8/2021 11:37 AM
3	Pool, gym,yoga and other class type program, like zumba	8/7/2021 10:54 AM
4	A swimming pool. Fingers crossed the one in PS is approved and built soon.	8/6/2021 8:53 AM
5	Besides sporting activities I would like to see more programs for elementary/high school aged children	8/3/2021 6:11 PM
6	Canoe club, kayak tripping, better hiking trails, native plant group.	8/1/2021 9:19 AM
7	No	7/28/2021 4:49 PM
8	exercise for seniors Aquafit	7/28/2021 1:05 PM
9	More creative classes not aimed for seniors	7/28/2021 11:54 AM
10	No	7/28/2021 11:24 AM
11	Martial Arts and Fitness Clubs, Live Music	7/28/2021 10:47 AM
12	no	7/25/2021 11:09 AM
13	a good fitness/wellness centre with exerise opportunities	7/25/2021 10:17 AM
14	Pool and wellness centre	7/24/2021 1:02 PM
15	rock climbing, pool	7/23/2021 2:59 PM
16	Community pool and rec centre	7/22/2021 5:18 PM
17	Use to be local restaurants or bars but most are closed and drinking at home socially is safer.	7/22/2021 4:51 PM
18	Playing board games, cards , darts pickle ball comhole	7/22/2021 4:48 PM
19	No	7/22/2021 1:41 PM
20	No	7/22/2021 5:28 AM
21	Yoga, soft ball league, golf course.	7/21/2021 3:27 PM
22	I wish we had a indoor recreation centre with a pool	7/21/2021 3:25 PM
23	Kids sports	7/21/2021 9:37 AM
24	pool exercise	7/20/2021 11:09 AM
25	Sailing. Kayaking	7/19/2021 9:20 PM
26	unsure	7/19/2021 10:32 AM
27	No	7/18/2021 12:29 PM
28	None at present time	7/18/2021 10:30 AM
29	More nature walking trails.	7/18/2021 8:41 AM
30	No	7/17/2021 8:03 PM
31	Legitimate daycare	7/17/2021 11:18 AM

32	Not at this timr	7/17/2021 7:13 AM
33	Dog park	7/16/2021 5:10 PM
34	Grocery delivery to the islands	7/16/2021 4:09 PM
35	I am comfortable in my community, am able to travel to other locations if I wish.	7/16/2021 2:03 PM
36	We need a JR Hockey Team.	7/16/2021 9:19 AM
37	Pool	7/16/2021 1:55 AM
38	Exercise classes	7/15/2021 9:04 PM
39	More exercise and sports	7/15/2021 8:18 PM
40	Wish there were recreational baseball outside of Parry Sound.	7/15/2021 6:11 PM
41	Winter road maintenance. Kapikog Lake	7/15/2021 6:00 PM
42	Foraging classes	7/15/2021 5:33 PM
43	Pool complex, sports dome (covered sports field for soccer or training) for use in the winter.	7/15/2021 10:52 AM
44	Year round indoor swimming facilities	7/15/2021 7:40 AM
45	The racism and (and anti Semitic) attitude of the town must change.	7/15/2021 7:13 AM
46	No	7/14/2021 9:42 AM
47	No	7/13/2021 10:18 PM
48	An accessible dance space with sprung floors, good lighting and good ventilation.	7/13/2021 8:02 AM
49	More rec programs	7/13/2021 7:16 AM
50	Love the community programs	7/11/2021 8:18 AM
51	No	7/10/2021 3:14 PM
52	Indoor walking track, fitness centre and pool.	7/9/2021 11:32 PM
53	Therapy with horses	7/6/2021 8:56 AM
54	Atv trails in Whitestone area	7/5/2021 10:32 PM
55	Art classes	7/5/2021 9:27 PM
56	Fitness groups. Yoga. Aquafit.	7/5/2021 6:22 PM
57	Indoor swimming	7/5/2021 4:38 PM
58	Aquatic programs - thrilled about the pool. Please make sure it happens for our community.	7/2/2021 5:32 PM
59	Beach	7/2/2021 1:30 PM
60	The Parry Sound area needs a pool complex. Hopefully it is forthcoming, as recently indicated.	7/2/2021 12:04 PM
61	youth programs	7/2/2021 10:01 AM
62	Seniors fitness, aqua-fitness during spring summer & fall	7/1/2021 11:30 PM
63	Swimming pool, good rec centre.	7/1/2021 9:39 PM
64	Swimming pool. Continue to develop cycling infrastructure. Outdoor skating trail	7/1/2021 5:16 PM
65	No	7/1/2021 1:00 PM
66	Community youth groups for STEM, the children are left in the dust compared to their peers elsewhere in Ontario.	7/1/2021 12:51 PM
67	LGBTQ positive programs	7/1/2021 10:59 AM
68	Badminton, quilting,	6/30/2021 8:39 PM
69	no	6/30/2021 4:31 PM

70	Indoor pool. Recreation centre. Something that both youth and adults could enjoy.	6/30/2021 4:05 PM
71	Atv and more walking trails. Better access at Municipal boat launches	6/30/2021 3:45 PM
72	Youth mental health programs	6/30/2021 3:43 PM
73	N/A	6/30/2021 3:05 PM
74	Some community centres that allow drop in prescheduled reoccurring activities that remain functioning ie:open swim time, community team sports that are not cost prohibitive. Places that offer craft /hobby options. If these exist... then improved promotion would be an asset. I relocated from a community that twice a year put out a city funded and managed booklet that advised of all community activities both for profit and non profit. This would be an asset here to consider doing.	6/30/2021 3:01 PM
75	No	6/30/2021 1:09 PM
76	No	6/30/2021 12:31 PM
77	No	6/30/2021 12:06 PM
78	many programs in our community are geared towards seniors and happen in the day when other adults have to work. Not much at night for adults to engage with each other.	6/30/2021 9:58 AM
79	no	6/30/2021 8:40 AM
80	?	6/30/2021 8:04 AM
81	Pool	6/30/2021 4:01 AM
82	regatta	6/30/2021 12:25 AM
83	Unsure	6/29/2021 10:57 PM
84	Youth sports teams	6/29/2021 10:18 PM
85	There were many opportunities pre covide. Hoping they all comebsck	6/29/2021 8:08 PM
86	Indoor swimming	6/29/2021 6:17 PM
87	A pool would be great.	6/29/2021 5:51 PM
88	More service hours at the Whitestone Nursing Station and more MDs	6/29/2021 5:16 PM
89	Pickleball Exercise classes Walking/hiking groups	6/29/2021 4:48 PM
90	All good as is.	6/29/2021 4:44 PM
91	No	6/29/2021 4:41 PM
92	Fitness program	6/29/2021 4:41 PM
93	Swimming year round	6/28/2021 11:02 AM
94	More senior activities such as the YMCA and the upcoming Pool and recreational facility.	6/28/2021 8:10 AM
95	No	6/27/2021 1:50 PM
96	Swimming and fitness for seniors	6/27/2021 7:59 AM
97	Wellness and Pool Centre	6/27/2021 12:14 AM
98	Affordably gym options with group programs,	6/26/2021 10:55 AM
99	Walking trails (or paved or marked shoulders), paved & marked shoulders for cycling, centre with recreation activities (exercise, yoga), support groups - AA, Al-Anon, grief, Dementia caregivers, Nursing home visit(s)- change dressings/check on patient	6/25/2021 5:56 PM
100	Baby groups Safe free places to workout	6/25/2021 5:09 PM
101	more walking and hiking trails	6/25/2021 1:11 PM
102	would like to see more public boat launch facilities with parking	6/25/2021 9:55 AM

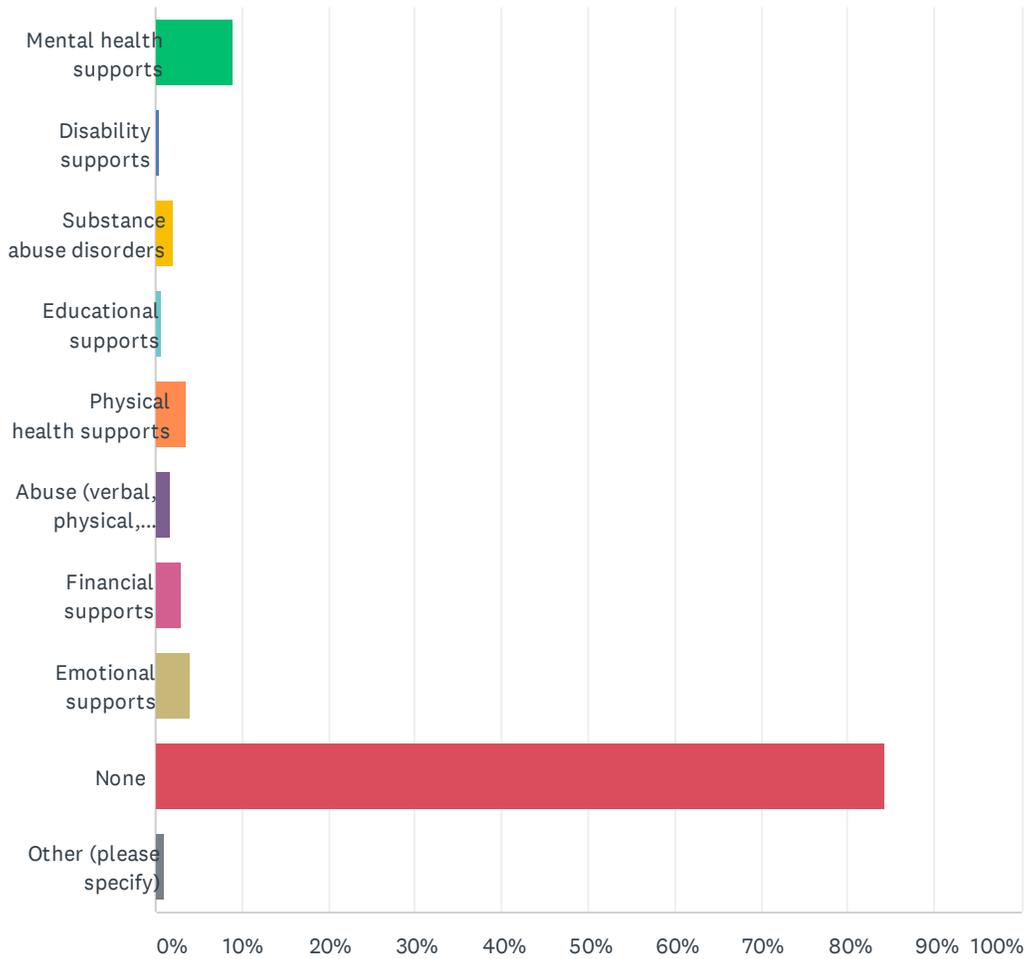
103	Swimming Pool	6/25/2021 9:40 AM
104	Lap swim pool	6/25/2021 8:19 AM
105	n/a	6/25/2021 7:48 AM
106	Community pool, squash courts	6/25/2021 7:33 AM
107	No	6/25/2021 7:29 AM
108	Yoga for seniors	6/25/2021 7:15 AM
109	No	6/25/2021 6:57 AM
110	No	6/25/2021 6:50 AM
111	Pickle ball, more restaurants,	6/25/2021 12:37 AM
112	hiking adventure group, lessons on sailing, kayaking, tour of Parry Sound	6/24/2021 10:34 PM
113	Not for me myself, but over the years I have donated many dollars to a swimming pool that never comes. I think it could be great for the kids.	6/24/2021 10:02 PM
114	no	6/24/2021 9:41 PM
115	yes. tennis courts	6/24/2021 9:31 PM
116	Fencing	6/24/2021 9:17 PM
117	A ymca style facility	6/24/2021 9:03 PM
118	Indoor swimming pool, indoor walking track,	6/24/2021 9:03 PM
119	Yes exercise classes of various kinds	6/24/2021 7:05 PM
120	Bring the Thunder Run back. Bring the street dances back. A lot of activities and event that used to make Parry Sound great have been taken away. Allow the beach parties on the weekend during the summer. Bring back the events that involve the whole community, free of charge and easily accessible.	6/24/2021 5:03 PM
121	I feel there are good community supports for seniors and youth, but anyone aged 21-55 doesn't have a lot of options.	6/24/2021 4:32 PM
122	Indoor swimming lessons.	6/24/2021 2:26 PM
123	Not sure	6/24/2021 1:45 PM
124	a pool. Save the drive to Bracebridge	6/24/2021 12:49 PM
125	Plowed sidewalks during the winter in Rosseau, traffic is dangerous, lots of speeding.	6/24/2021 12:44 PM
126	swimming pool for senior aerobic exercise program	6/24/2021 11:11 AM
127	no	6/24/2021 10:34 AM
128	Swimming, indoor volleyball, tennis	6/24/2021 10:21 AM
129	Yoga	6/24/2021 10:19 AM
130	Public pool for winter swimming.	6/24/2021 9:57 AM
131	No	6/24/2021 9:17 AM
132	pool, Masters swimming team, decent gym,	6/24/2021 8:58 AM
133	Pickle ball courts. Easier for seniors to play than tennis	6/24/2021 8:13 AM
134	Pool	6/24/2021 7:48 AM
135	publicly owned forest where we can walk	6/24/2021 6:06 AM
136	No	6/23/2021 11:44 PM
137	Pool 10 pin bowling	6/23/2021 8:27 PM

138	Indoor pool, community fitness classes	6/23/2021 8:25 PM
139	Community centre with swimming pool gym etc	6/23/2021 7:49 PM
140	Paved bike paths	6/23/2021 7:43 PM
141	Pool	6/23/2021 7:27 PM
142	More activities for the kids on rainy days	6/23/2021 7:08 PM
143	No	6/23/2021 6:32 PM
144	Pool, usually programs ie yoga were offered during the week during day hours	6/23/2021 6:09 PM
145	Pool Football More community events like when we had Seguin Sam and a Seguin Saras	6/23/2021 5:53 PM
146	I wish there were more things for teens and young adults	6/23/2021 5:33 PM
147	None	6/23/2021 5:31 PM
148	More for our teenagers. Things for them to do. More jobs. More stores.	6/23/2021 4:46 PM
149	swimming	6/23/2021 4:15 PM
150	Dances	6/23/2021 4:14 PM
151	Pickle ball	6/23/2021 4:06 PM
152	we need a indoor swimming pool	6/23/2021 3:50 PM
153	Would be nice to have a shooting range. Both indoor and outdoor.	6/23/2021 3:49 PM
154	no	6/23/2021 3:00 PM
155	affordable or free clubs, music, arts, gym, pool etc	6/23/2021 2:36 PM
156	no	6/23/2021 2:26 PM
157	non hospital walk-in clinic	6/23/2021 2:11 PM
158	Community building events	6/23/2021 2:01 PM
159	seniors support and activities during the day	6/23/2021 1:54 PM
160	Clubs, social gatherings	6/23/2021 1:53 PM
161	na	6/23/2021 1:44 PM
162	No	6/23/2021 1:39 PM
163	Pool would be great	6/23/2021 1:31 PM
164	Pool and fitness centre	6/23/2021 12:42 PM
165	indoor pool - fitness centre	6/23/2021 12:31 PM
166	Build the recreation centre , will help everyone that lives here	6/23/2021 12:26 PM
167	No	6/23/2021 12:25 PM
168	Indoor swimming pool, more bike trails i.e. from town to Kilbear park	6/23/2021 12:25 PM
169	Swimming pool	6/23/2021 12:21 PM
170	regularly scheduled affordable fitness classes or walking groups within the town of Parry Sound.	6/23/2021 12:03 PM
171	No	6/23/2021 11:31 AM
172	Pool. Public funded gym.	6/23/2021 11:28 AM
173	Kids activities	6/23/2021 10:09 AM
174	Affordable programs for children	6/23/2021 9:42 AM
175	Year round aquatic center	6/23/2021 9:09 AM

176	outdoor fitness programs	6/23/2021 8:59 AM
177	No	6/23/2021 8:43 AM
178	Tennis	6/23/2021 8:29 AM
179	Swimming year round	6/23/2021 7:49 AM
180	Pool and recreation complex	6/22/2021 11:38 PM
181	No	6/22/2021 11:13 PM
182	No	6/22/2021 9:16 PM
183	No	6/22/2021 8:51 PM
184	Pool(swim year round)	6/22/2021 8:28 PM
185	Splash pad and an indoor pool	6/22/2021 7:37 PM
186	Indoor swimming pool and walking track	6/22/2021 7:34 PM
187	No	6/22/2021 6:22 PM
188	A gym or exercise program	6/22/2021 6:10 PM
189	A pool	6/22/2021 6:05 PM
190	Book clubs, walking groups	6/22/2021 5:15 PM
191	Swimming	6/22/2021 4:29 PM
192	more availability of pickle ball courts, maybe less large groups like probus (seems cliquey) broken into smaller sectors, social teas, senior events.	6/22/2021 4:05 PM
193	no	6/22/2021 3:27 PM
194	I have not sought out, but believe a caring community that reaches out to others keeps crime down. Parry Sound has done well at this!♥	6/22/2021 3:21 PM
195	Public swimming pool with programs for seniors.	6/22/2021 3:18 PM
196	exercise	6/22/2021 3:15 PM
197	Hopefully next year we can participate in hockey, baseball and soccer again	6/22/2021 3:14 PM
198	More senior programs	6/22/2021 3:08 PM
199	Year round pool for swimming and exercise.	6/22/2021 3:07 PM
200	recreation and pool complex	6/22/2021 3:06 PM
201	aqua fit, ball hockey and a decent skateboard park	6/22/2021 3:03 PM
202	No	6/21/2021 6:56 PM
203	hunting community social group	6/21/2021 1:49 PM
204	recreational programs	6/21/2021 9:30 AM

Q28 Have you ever avoided seeking help or obtaining support in your community for any of the following due to embarrassment, fear or presumed stigma? (select all that apply)

Answered: 418 Skipped: 102



ANSWER CHOICES	RESPONSES	
Mental health supports	9.09%	38
Disability supports	0.48%	2
Substance abuse disorders	2.15%	9
Educational supports	0.72%	3
Physical health supports	3.59%	15
Abuse (verbal, physical, sexual)	1.67%	7
Financial supports	2.87%	12
Emotional supports	4.07%	17
None	84.21%	352
Other (please specify)	0.96%	4
Total Respondents: 418		

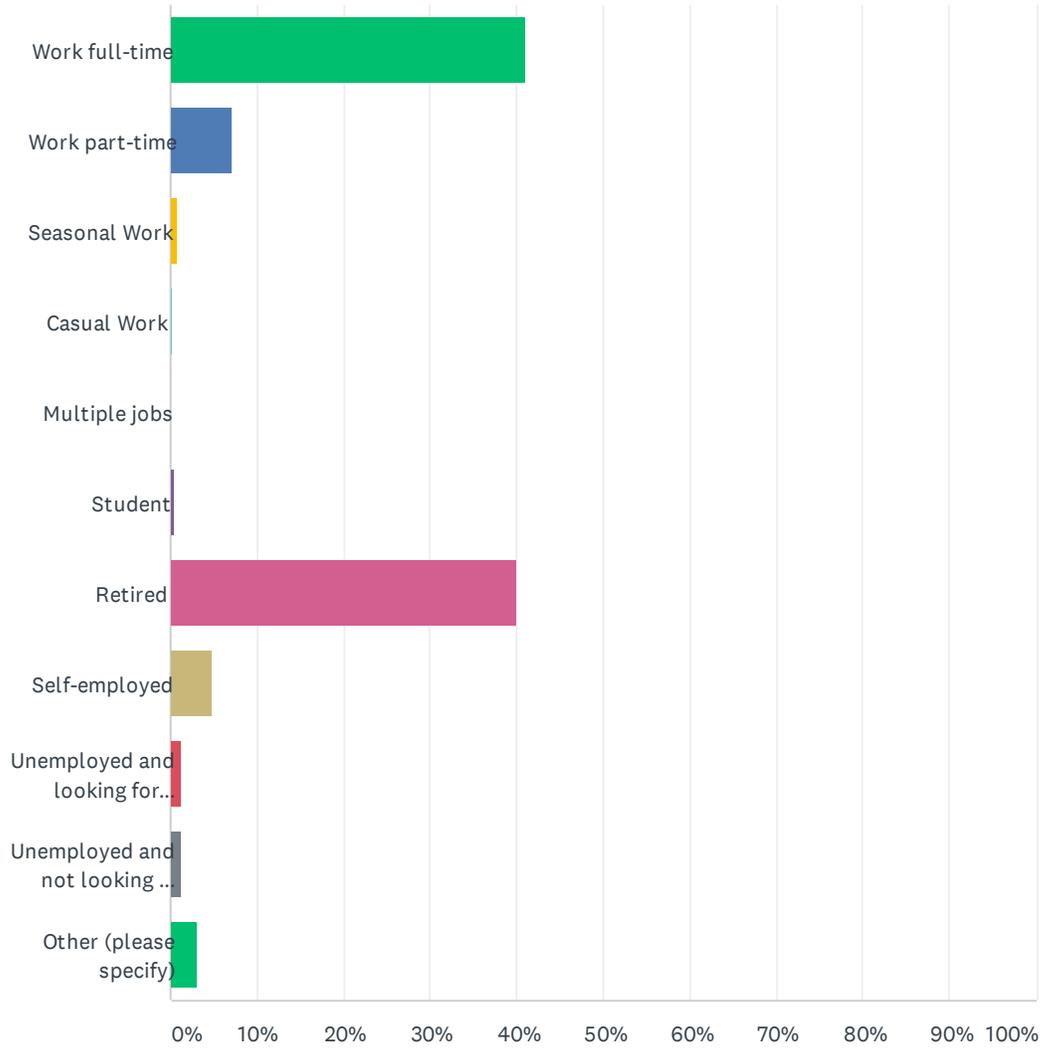
Q28 Have you ever avoided seeking help or obtaining support in your community for any of the following due to embarrassment, fear, or presumed stigma?

Responses:

- Religious services (1)
- Inclusion and diversity support (1)
- Due to lack of information about available resources (1)
- Can't get into nursing station (1)

Q29 What statement best describes your current work situation

Answered: 408 Skipped: 112



ANSWER CHOICES	RESPONSES	
Work full-time	40.93%	167
Work part-time	7.11%	29
Seasonal Work	0.74%	3
Casual Work	0.25%	1
Multiple jobs	0.00%	0
Student	0.49%	2
Retired	39.95%	163
Self-employed	4.90%	20
Unemployed and looking for work	1.23%	5
Unemployed and not looking for work	1.23%	5
Other (please specify)	3.19%	13
TOTAL		408

Q29 What statement best describes your current work situation?

Responses:

- Injured at work, currently re-training for a new career (1)
- Sick leave (1)
- Unable to work (1)
- Student with multiple jobs, single parent (1)

Q30 Did the COVID-19 pandemic impact your work situation? If so how?

Answered: 250 Skipped: 270

#	RESPONSES	DATE
1	No, my husband and I were already retired.	8/12/2021 12:07 AM
2	Work from home	8/11/2021 2:13 PM
3	no	8/8/2021 9:24 AM
4	Work from home	8/7/2021 10:56 AM
5	Allowed me to work remotely which I love.	8/6/2021 10:04 AM
6	Seeking out qualified employees due to Covid Payment/Substity we've never hired & fired so many employees EVER as we've have in the almost 2 seasons	8/3/2021 6:22 PM
7	No.	8/1/2021 9:26 AM
8	No	7/29/2021 6:26 AM
9	No	7/28/2021 4:52 PM
10	No	7/28/2021 2:27 PM
11	No	7/28/2021 1:45 PM
12	Yes, was let go for 6 months but rehired	7/28/2021 11:56 AM
13	Work from home	7/28/2021 11:26 AM
14	No	7/28/2021 10:51 AM
15	retired- no impact	7/25/2021 11:11 AM
16	no	7/25/2021 10:23 AM
17	n/a	7/24/2021 1:05 PM
18	Moved to full time work from home	7/24/2021 7:56 AM
19	no	7/23/2021 3:00 PM
20	No	7/22/2021 5:21 PM
21	No	7/22/2021 5:00 PM
22	Canada pist	7/22/2021 4:50 PM
23	No	7/22/2021 3:20 PM
24	Positively	7/22/2021 2:05 PM
25	Early retirement	7/22/2021 1:43 PM
26	No	7/22/2021 5:32 AM
27	I work as an Emergency Room Nurse. It has been very stressful working with extra precautions trying to keep everyone safe. PPE has always been available at WPSHC, but too many people are not taking this pandemic seriously. There has been an overwhelming number of visitors to our communities that broke the stay at home order placed by government restrictions. There are a lot of people that are against being vaccinated for Covid 19. There is no way of distinguishing who has been infected, it's frightening to think of the consequences	7/21/2021 3:42 PM
28	Pivoted back and forth from Remote to In Person Learning until I retired on June 29th.	7/21/2021 3:32 PM
29	Yes - ordered to work from home but employer was not receptive and tried to make things	7/21/2021 10:58 AM

	difficult.	
30	Yes. Was not allowed to work at home to care for my kids	7/21/2021 9:39 AM
31	Worked remotely.	7/18/2021 8:56 PM
32	No	7/18/2021 12:32 PM
33	No	7/18/2021 10:37 AM
34	Work from home, reduced salary, lower sales.	7/18/2021 8:44 AM
35	No	7/17/2021 11:23 AM
36	Yes, I was a school bus driver. I haven't worked since March 12, 2020 :(7/17/2021 7:20 AM
37	No	7/17/2021 7:16 AM
38	No	7/16/2021 8:07 PM
39	Yes...had to embark on a huge learning curve to do so many things on-line...not altogether a bad thing!	7/16/2021 4:21 PM
40	NO	7/16/2021 2:08 PM
41	No	7/16/2021 9:22 AM
42	Busier	7/16/2021 1:57 AM
43	No	7/15/2021 11:33 PM
44	Less sales	7/15/2021 8:22 PM
45	No	7/15/2021 6:06 PM
46	Had to work from home	7/15/2021 5:43 PM
47	Yes I quit a office job and am now fully remote	7/15/2021 5:36 PM
48	No	7/15/2021 5:04 PM
49	no, continued with slight workplace modifications. Possible because of internet presence in the Town of Parry Sound.	7/15/2021 11:07 AM
50	Unable to work due to lock downs and restrictions placed by federal and provincial governments and health units	7/15/2021 7:57 AM
51	Worked from home more.	7/15/2021 7:19 AM
52	Yes my dad was very ill and I stopped work to care for him at home then became too depressed to return to complete the year of teaching.	7/13/2021 11:24 PM
53	No	7/13/2021 10:20 PM
54	Had to work from home during pandemic and school closures	7/13/2021 8:15 AM
55	Did not impact	7/13/2021 8:09 AM
56	No	7/13/2021 7:18 AM
57	No impact	7/12/2021 7:06 AM
58	No.	7/11/2021 8:11 PM
59	Internet availability and strength	7/11/2021 8:20 AM
60	No	7/10/2021 3:17 PM
61	No	7/10/2021 2:46 PM
62	no	7/6/2021 7:23 PM
63	Not really. Everything is online now and I don't go into the office	7/5/2021 11:17 PM
64	Reduced business levels.	7/5/2021 10:34 PM

65	No	7/5/2021 9:31 PM
66	Stay at home order meant I was working on line	7/5/2021 6:33 PM
67	Work remote	7/5/2021 5:42 PM
68	work from home	7/5/2021 4:40 PM
69	Yes. Work from home/cottage instead of office	7/5/2021 4:39 PM
70	In some ways. Worked from home at times	7/5/2021 2:49 PM
71	yes hours we cut for 6 months	7/4/2021 7:17 PM
72	Working from home	7/2/2021 5:35 PM
73	No	7/2/2021 1:33 PM
74	No.	7/2/2021 12:06 PM
75	Had to work exclusively from home	7/2/2021 10:34 AM
76	no	7/2/2021 3:48 AM
77	N/A	7/1/2021 11:35 PM
78	Yes. All work was from home via virtual ZOOM meetings.	7/1/2021 9:45 PM
79	Yes Negatively impacted work opportunities and income.	7/1/2021 6:26 PM
80	No	7/1/2021 5:20 PM
81	Don't work	7/1/2021 1:03 PM
82	Remote work.	7/1/2021 12:57 PM
83	No	7/1/2021 11:01 AM
84	Income drop of 80%	6/30/2021 9:27 PM
85	NO	6/30/2021 4:32 PM
86	Yes. Front line. Strict IPAC measures and protocols to follow.	6/30/2021 4:09 PM
87	Moved all my client interactions from face to face to virtual.	6/30/2021 3:09 PM
88	Yes, worked remotely as opposed to in office.	6/30/2021 3:08 PM
89	Working from home	6/30/2021 2:19 PM
90	An increase in demand	6/30/2021 1:51 PM
91	Work from home	6/30/2021 12:35 PM
92	Positively. Working from home allowed us to move to West Parry Sound permanently.	6/30/2021 12:20 PM
93	No, retired	6/30/2021 12:10 PM
94	No	6/30/2021 10:35 AM
95	yes. Closed during first wave for three months. Incurred lots of debt to keep business afloat	6/30/2021 10:03 AM
96	No	6/30/2021 8:45 AM
97	No	6/30/2021 8:40 AM
98	Yes home office	6/30/2021 8:15 AM
99	No	6/30/2021 8:05 AM
100	No, I'm essential	6/30/2021 4:04 AM
101	Company closure	6/30/2021 12:55 AM
102	yes only received 60% salary	6/30/2021 12:28 AM

103	Yes, work not available so retired early.	6/29/2021 11:01 PM
104	Worked from home	6/29/2021 10:21 PM
105	It didnt	6/29/2021 8:12 PM
106	No	6/29/2021 7:32 PM
107	Work from home	6/29/2021 6:19 PM
108	No	6/29/2021 5:37 PM
109	Lost my job due to COVID	6/29/2021 5:22 PM
110	Yes, lost my position due to covid	6/29/2021 4:52 PM
111	Provided MORE work for me.	6/29/2021 4:49 PM
112	No	6/29/2021 4:49 PM
113	No	6/29/2021 4:37 PM
114	Office closed to the public; made appointments to serve the public as necessary. Remained working full-time	6/28/2021 10:45 AM
115	Yes more stress on work situation.	6/28/2021 8:18 AM
116	None	6/27/2021 1:51 PM
117	Stressors due to PPE	6/27/2021 8:59 AM
118	No	6/27/2021 8:02 AM
119	Consulting services lessened and moved online	6/27/2021 12:20 AM
120	No	6/26/2021 3:42 PM
121	I primarily worked from home and had no access to my office and limited access to coworkers. While I was really happy it did not effect my access to be able to work or job stability it was much more isolating.	6/26/2021 11:14 AM
122	Yes, very much so. My business could not open for months and months.	6/25/2021 6:02 PM
123	No I was on maternity leave	6/25/2021 5:11 PM
124	i have three kids so i cant work with them not in school	6/25/2021 11:37 AM
125	no	6/25/2021 11:18 AM
126	no	6/25/2021 10:00 AM
127	Because of the lockdown!!	6/25/2021 9:43 AM
128	Remote training and working/lack of rapport with co-workers	6/25/2021 8:31 AM
129	n/a	6/25/2021 7:50 AM
130	Yes. Cost of internet	6/25/2021 7:36 AM
131	No	6/25/2021 7:35 AM
132	No	6/25/2021 6:59 AM
133	No	6/25/2021 6:53 AM
134	N/a	6/25/2021 12:43 AM
135	my work station was surrounded in plexiglass and I had to wear a mask and sanitize	6/24/2021 10:42 PM
136	major impact. My work is one on one coaching, so that moved completely virtual and many clients quit the service b/c of that. Overall economics shifted to hurt my sales. I had to care for my child and couldn't work as much. My job is more difficult to do virtually so I am more burned out. Sometimes I'm talking with a client and there are two kids yelling (my kids). The good thing was we bought a cottage and moved up here. That's been awesome.	6/24/2021 10:38 PM

137	I was A employee of Hydro One last year, two decade's of gross mismanagement caught up with them during the pandemic...lol..I retired to keep my sanity...	6/24/2021 9:49 PM
138	no	6/24/2021 9:34 PM
139	I was required to work without the min safety requirements.	6/24/2021 9:20 PM
140	No	6/24/2021 9:08 PM
141	Yes, provided full time work to provide childcare for family. PS seriously lacks excellent childcare options and spots.	6/24/2021 9:08 PM
142	No	6/24/2021 7:08 PM
143	Was laid off of work for two months when the pandemic first hit. When returning to work, made me feel very uncomfortable and exposed yet couldn't risk my job.	6/24/2021 5:12 PM
144	While I maintained my job and salary, the workplace stress increased dramatically due to other staff being laid off and needing to take additional duties on, lack of understanding of any of those factors from management in addition to an extra layer of policing every member of the public who walks through the doors who don't take the COVID-19 guidelines seriously.	6/24/2021 4:41 PM
145	Less work available in winter	6/24/2021 2:43 PM
146	Greatly increased workload at the W.P.S.H.C	6/24/2021 2:29 PM
147	I work from home now	6/24/2021 12:52 PM
148	Laid off	6/24/2021 12:52 PM
149	place of work was shut down	6/24/2021 11:30 AM
150	No	6/24/2021 11:05 AM
151	Short term reduction in wages	6/24/2021 11:01 AM
152	NO	6/24/2021 10:46 AM
153	yes, I had to close down my business to follow the provincial lockdown	6/24/2021 10:37 AM
154	no	6/24/2021 10:37 AM
155	No	6/24/2021 10:36 AM
156	no	6/24/2021 10:24 AM
157	No, already worked from home but business development was impacted by COVID-19.	6/24/2021 9:36 AM
158	No	6/24/2021 9:20 AM
159	Yes. We were not able to work due to lockdown amd stay at home orders	6/24/2021 9:09 AM
160	Yes, I worked a 7 month contract full time, remotely, that I would not have done if there was no lock-down.	6/24/2021 9:05 AM
161	Worked from home. I was fortunate to have this option.	6/24/2021 8:16 AM
162	Yes. I worked from hone	6/24/2021 8:15 AM
163	Yes, I had to work from home.	6/24/2021 8:02 AM
164	No	6/24/2021 7:50 AM
165	no clients for several months. Better now	6/24/2021 6:10 AM
166	Retired	6/24/2021 4:31 AM
167	Myself no. My husband was / us laid off.	6/23/2021 11:51 PM
168	no	6/23/2021 9:21 PM
169	Loneliness. Missing seeing close family.	6/23/2021 8:50 PM
170	Worked from home at considerable expense to me.	6/23/2021 8:31 PM

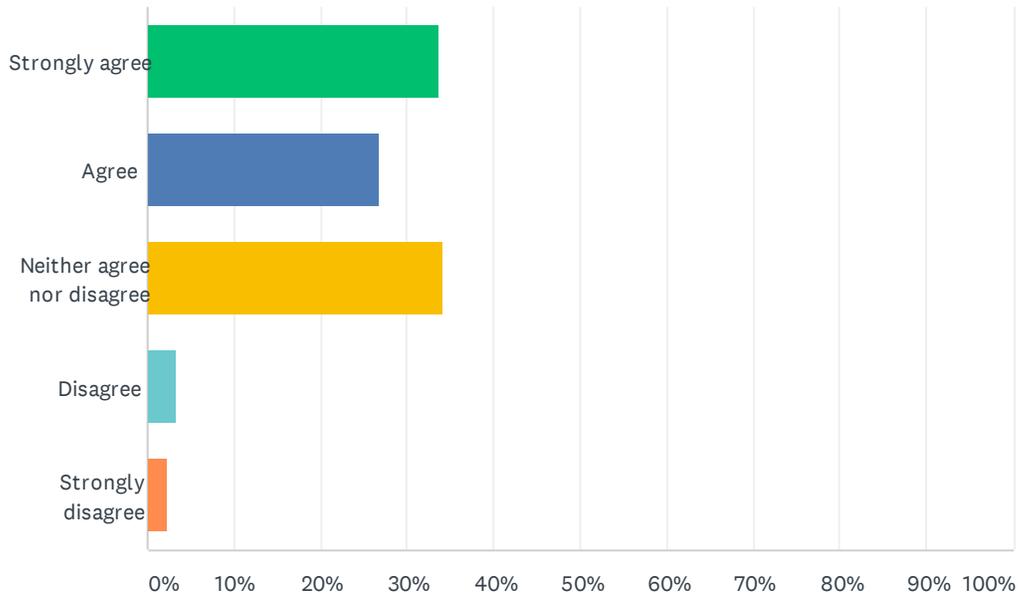
171	Less jobs offered to me	6/23/2021 8:31 PM
172	No	6/23/2021 7:52 PM
173	Laid off for 3 months but knew I would be returning when the government said it was safe to do so.	6/23/2021 7:48 PM
174	No	6/23/2021 7:29 PM
175	Working from home	6/23/2021 7:13 PM
176	During shutdown, stress levels increased.	6/23/2021 7:12 PM
177	No	6/23/2021 7:10 PM
178	Yes, I could no longer do occasional teaching.	6/23/2021 6:35 PM
179	No other than changes which were implemented because of covid	6/23/2021 6:12 PM
180	No	6/23/2021 5:58 PM
181	No	6/23/2021 5:37 PM
182	Less work	6/23/2021 5:36 PM
183	Offered a package to retire early	6/23/2021 5:34 PM
184	No	6/23/2021 5:31 PM
185	Not at all just the stuff we have to wear eg mask goggles	6/23/2021 4:50 PM
186	Yes. My business has been closed for months. I have no revenue.	6/23/2021 4:21 PM
187	no	6/23/2021 4:20 PM
188	No	6/23/2021 4:09 PM
189	No	6/23/2021 4:00 PM
190	I was able to work remotely. Therefore i could work from my seasonal home. However some bureaucrats did not like this.	6/23/2021 3:53 PM
191	Remote work 80%	6/23/2021 3:04 PM
192	I changed employment voluntarily and impacts of COVID were a consideration.	6/23/2021 2:40 PM
193	Worked from home	6/23/2021 2:28 PM
194	More work from home than before	6/23/2021 2:28 PM
195	No	6/23/2021 2:15 PM
196	Yes. Reduced work	6/23/2021 2:04 PM
197	Not really	6/23/2021 1:56 PM
198	Yes - worked from home	6/23/2021 1:56 PM
199	Shifted to work from home	6/23/2021 1:48 PM
200	More working from home but no reduced hours	6/23/2021 1:47 PM
201	Work from home (Hamilton) since March 18,2020	6/23/2021 1:41 PM
202	Working from home	6/23/2021 1:41 PM
203	laid off	6/23/2021 12:56 PM
204	No	6/23/2021 12:48 PM
205	yes - WFH very disruptive - internet access very expensive and limited	6/23/2021 12:34 PM
206	No	6/23/2021 12:33 PM
207	No	6/23/2021 12:33 PM

208	Hours cut back slightly, still busy as usual.	6/23/2021 12:32 PM
209	Made me even busier!	6/23/2021 12:29 PM
210	No	6/23/2021 12:27 PM
211	Na	6/23/2021 12:22 PM
212	no	6/23/2021 12:05 PM
213	No in class schooling means no supply work for me.	6/23/2021 11:34 AM
214	Allowed me to work from home From time to time But Overall very little impact. No loss of work.	6/23/2021 11:30 AM
215	I work more	6/23/2021 10:14 AM
216	Covid brought a new fear of being out in the public	6/23/2021 9:46 AM
217	N/A	6/23/2021 9:45 AM
218	No	6/23/2021 9:23 AM
219	no as it was already a work from home employment	6/23/2021 9:01 AM
220	No	6/23/2021 8:45 AM
221	No	6/23/2021 7:36 AM
222	I work in education, the constant shifting was not good for anyone's mental health	6/22/2021 11:43 PM
223	No	6/22/2021 11:16 PM
224	No	6/22/2021 11:02 PM
225	No	6/22/2021 9:35 PM
226	Early retirement	6/22/2021 8:54 PM
227	No	6/22/2021 8:30 PM
228	No	6/22/2021 7:51 PM
229	No worked full time the whole time	6/22/2021 7:43 PM
230	No	6/22/2021 6:29 PM
231	No	6/22/2021 6:13 PM
232	Work at home full time	6/22/2021 5:18 PM
233	no	6/22/2021 4:51 PM
234	No	6/22/2021 4:34 PM
235	no	6/22/2021 4:11 PM
236	No	6/22/2021 3:36 PM
237	no	6/22/2021 3:31 PM
238	Contract wasn't renewed at the end of 2020 and have yet to find work.	6/22/2021 3:27 PM
239	no	6/22/2021 3:17 PM
240	No	6/22/2021 3:15 PM
241	at first yes but for a short period we were slow at work but picked up after a few weeks	6/22/2021 3:14 PM
242	No	6/22/2021 3:11 PM
243	No	6/22/2021 3:11 PM
244	no	6/22/2021 3:10 PM
245	No	6/22/2021 2:54 PM

246	More working from home and less in office so less contact with co workers	6/22/2021 10:31 AM
247	No	6/21/2021 7:00 PM
248	It caused me to work much more with no extra pay	6/21/2021 1:52 PM
249	Yes. Created additional work.	6/21/2021 10:05 AM
250	No	6/21/2021 9:35 AM

Q31 I feel as though my job/work is stable and reliable.

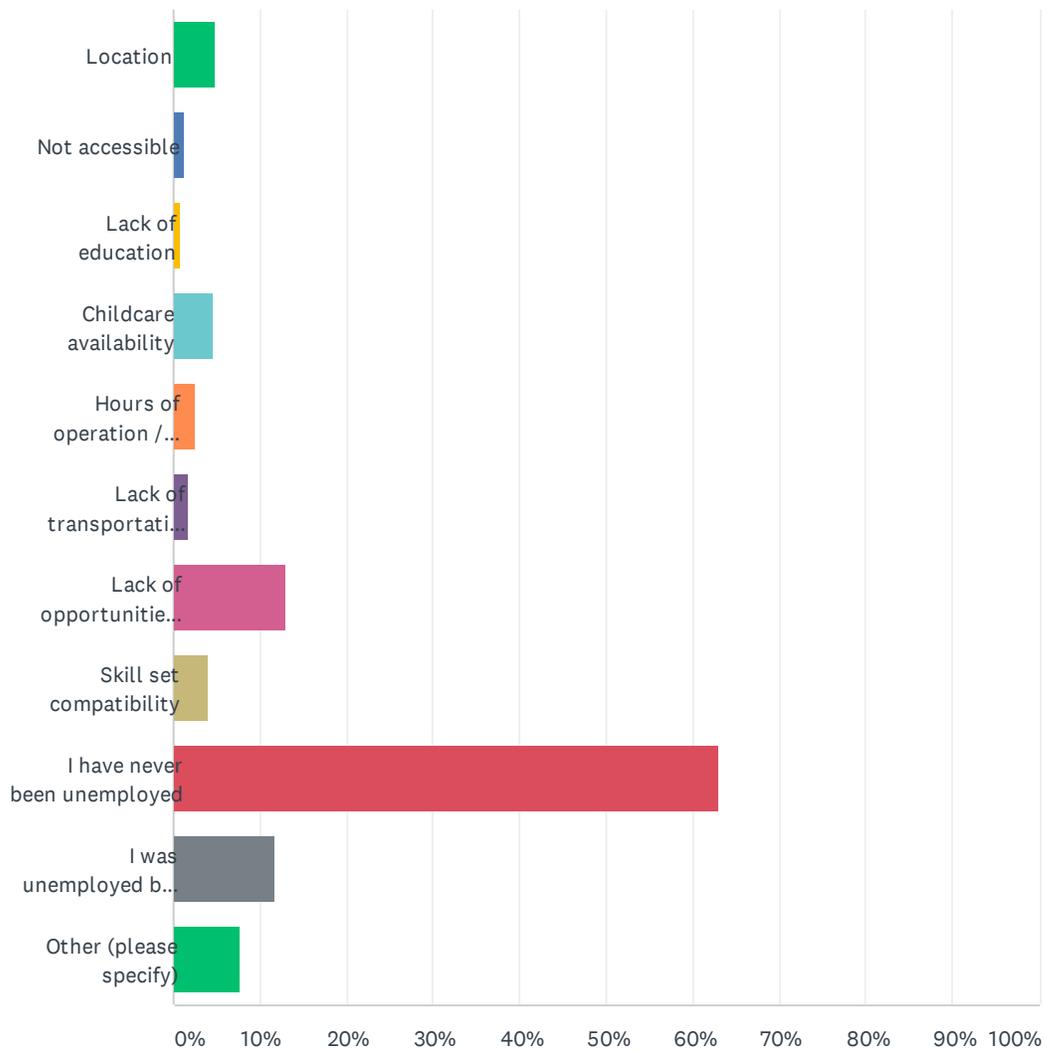
Answered: 363 Skipped: 157



ANSWER CHOICES	RESPONSES	
Strongly agree	33.61%	122
Agree	26.72%	97
Neither agree nor disagree	34.16%	124
Disagree	3.31%	12
Strongly disagree	2.20%	8
TOTAL		363

Q32 If you currently are, or ever have been unemployed in your community, what factors prevented you from getting a job?

Answered: 370 Skipped: 150



ANSWER CHOICES	RESPONSES	
Location	4.86%	18
Not accessible	1.35%	5
Lack of education	0.81%	3
Childcare availability	4.59%	17
Hours of operation / shift	2.43%	9
Lack of transportation to job	1.62%	6
Lack of opportunities in your community	12.97%	48
Skill set compatibility	4.05%	15
I have never been unemployed	62.97%	233
I was unemployed by choice	11.62%	43
Other (please specify)	7.84%	29
Total Respondents: 370		

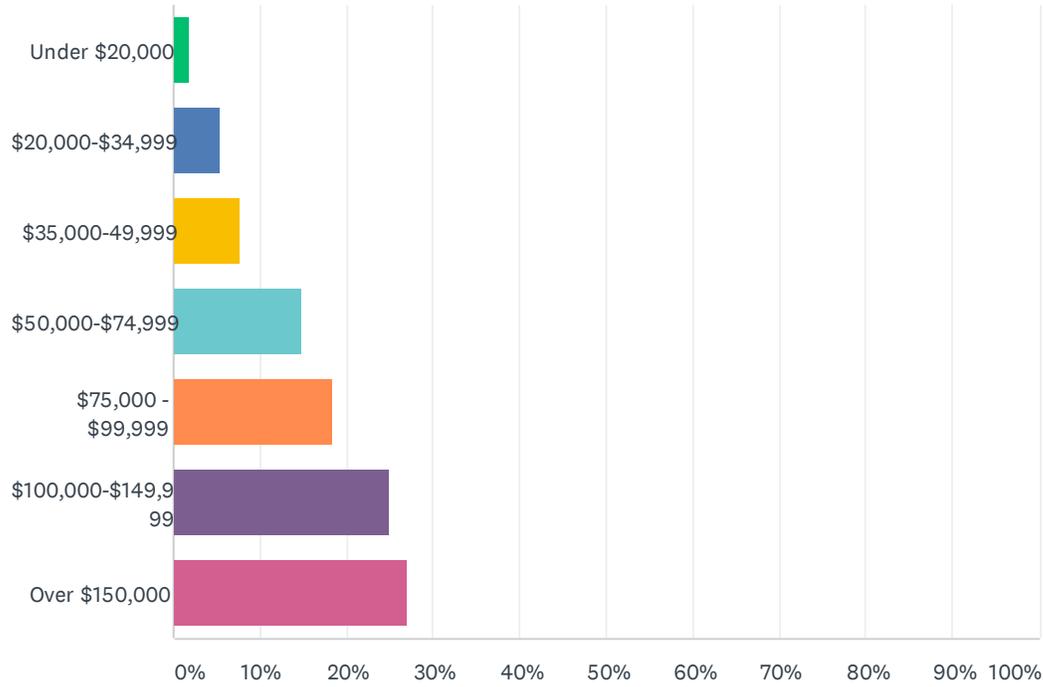
Q32 If you currently are, or ever have been unemployed in your community, what factors prevented you from getting a job?

Responses:

- Few jobs available, poor working conditions (1)
- Physical disability (2)
- Reliable Internet (1)
- Discrimination (1)
- Inability to travel due to COVID-19 (1)
- Small community, seems like jobs are given to friends and family first (1)
- Conflict of interest with family members (1)
- Mental health (1)

Q33 What is the total income annually for your household?

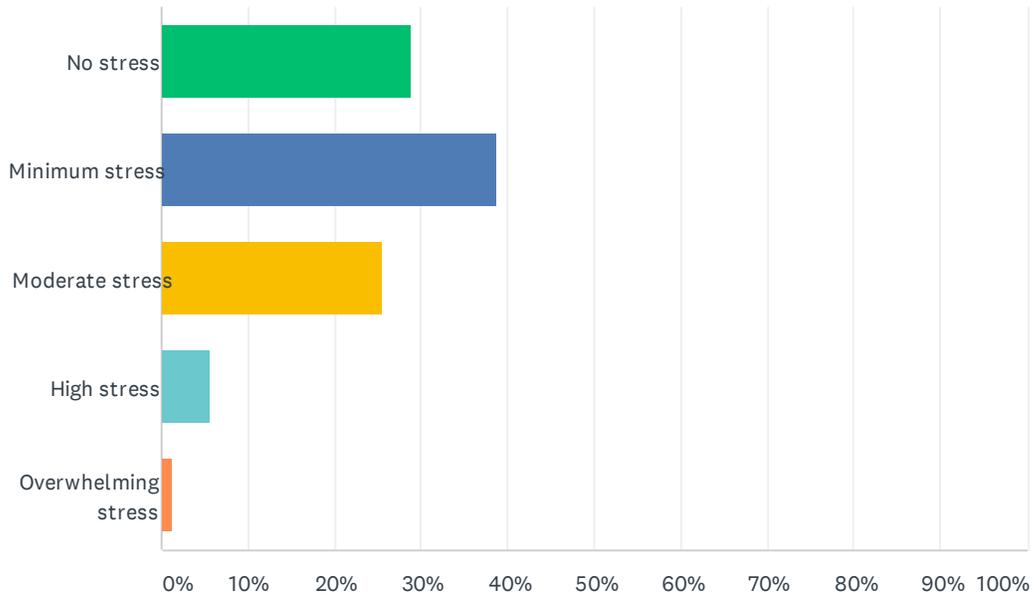
Answered: 371 Skipped: 149



ANSWER CHOICES	RESPONSES	
Under \$20,000	1.89%	7
\$20,000-\$34,999	5.39%	20
\$35,000-49,999	7.82%	29
\$50,000-\$74,999	14.82%	55
\$75,000 - \$99,999	18.33%	68
\$100,000-\$149,999	24.80%	92
Over \$150,000	26.95%	100
TOTAL		371

Q34 Overall, how do you feel about your personal finances?

Answered: 403 Skipped: 117



ANSWER CHOICES	RESPONSES	
No stress	28.78%	116
Minimum stress	38.71%	156
Moderate stress	25.56%	103
High stress	5.71%	23
Overwhelming stress	1.24%	5
TOTAL		403

Q35 What are your suggestions for improving living standards in your community?

Answered: 200 Skipped: 320

#	RESPONSES	DATE
1	Lower municipal taxes. They are frankly outrageous. There are zero services provided for them.	8/12/2021 6:58 AM
2	Market value assessment based property tax should not force seniors on a fixed income to have to sell their homes.	8/12/2021 12:07 AM
3	Bring in more industry/businesses	8/11/2021 2:13 PM
4	More Rentals, possibly allowing tiny home village	8/8/2021 1:10 PM
5	More local ads for available local businesses so can support them	8/7/2021 10:56 AM
6	We just relocated to Carling from the GTA and are building our home. We tried to look for a rental while we built but there was absolutely nothing available. I reached out to landlords on Airbnb but the prices were just so ridiculous. We are landlords ourselves I'd several multi-unit properties with long-term rentals in the GTA and I totally get the move to short-term rentals beyond the higher rents. The system is broken. The Ontario Tribunal ALWAYS sides with the tenant, hearing delays are ridiculous and the rules are only enforced after the tenant is given several chances. We have lots thousands to tenants who know the system and work it to their advantage. We know others who have been forced to sell to avoid bankruptcy from a delinquent tenant. If you want landlords to offer affordable long-term rentals you need to lobby the Ontario Tribunal to fix is broken system. Also we should be allowed to collect a damage deposit instead of last months rent. Our only recourse is small claims court. We ever bother with court because is we did I would be a full-time job for me. I do not advocate to putting more laws and bi-laws in place to prevent short-term rentals. That isn't the answer.	8/6/2021 10:04 AM
7	Bring the cost of housing & food costs down!!!! We have one of the highest per capita Welfare/Seasonal/Senior populations & rent in our area is higher than my Mortgage is! Healthy eating/lifestyle is EXTREMELY EXPENSIVE and most people are FORCED to not have proper diets & nutrition due to the cost of food in our area!!!!	8/3/2021 6:22 PM
8	Getting off fossil fuels will take decades and we need to start now. Efficiency standards for home/water heating/cooling. A local clean energy supply. EV chargers. A Community Environmental Advisory Committee, to review planning projects.	8/1/2021 9:26 AM
9	None	7/28/2021 4:52 PM
10	Having health care would be nice, i've never been able to find a doctor, there are no walk in clinics, there is no mental health care to speak of and if there is, the prices are out of reach. The only jobs available are either seasonal only or fast food grocery store jobs and from what i have heard employers are like dictators. There are no leisure activities, not even a movie theatre. The internet is expensive and slow, so kids who need it for school are basically being left behind. Housing is expensive, and there isn't any, there are no shelter spaces for victims of violence and the child service workers are over worked. This area is a wasteland, underserved and forgotten with a large elderly population who has to travel long distances for medical care and who has basically no supports in place.	7/28/2021 3:06 PM
11	More geared to income or low rental housing.	7/28/2021 1:45 PM
12	More rentals for young people/ people moving from different communities	7/28/2021 11:56 AM
13	More affordable housing	7/28/2021 11:40 AM
14	None	7/28/2021 11:26 AM
15	Reinstate senior programs that have been on hold since COVID	7/28/2021 11:06 AM

16	Better landfill options, more community events, live music, pubs/taverns	7/28/2021 10:51 AM
17	sorry no ideas	7/25/2021 11:11 AM
18	fitness/wellness centre, upgrades to streets to make cycling safer, more leisure programs provided by town	7/25/2021 10:23 AM
19	Better roads	7/24/2021 1:05 PM
20	Nothing	7/22/2021 5:21 PM
21	With fuel going up only use fuel when socializing. Save play for company.	7/22/2021 5:00 PM
22	More physical activities	7/22/2021 4:50 PM
23	Youth outreach and affordable housing	7/22/2021 2:29 PM
24	Community Involvement	7/22/2021 2:05 PM
25	Affordable housing and child development	7/22/2021 1:43 PM
26	None	7/22/2021 5:32 AM
27	Year round road maintenance for year road drive in access.	7/21/2021 3:32 PM
28	Affordable housing.	7/20/2021 11:14 AM
29	Open all the township roads year round to full vehicle access.	7/18/2021 8:56 PM
30	None	7/18/2021 12:32 PM
31	We need more industry and housing	7/18/2021 10:37 AM
32	All roads in the township should be maintained roads during the winter.	7/18/2021 9:27 AM
33	Encourage more business development.	7/17/2021 11:23 AM
34	as a seasonal resident on an isolated island I have no suggestions	7/16/2021 4:21 PM
35	Affordable housing for the low to middle income and parttime workers.	7/16/2021 2:08 PM
36	Pay Social Workers in every setting more.	7/16/2021 9:22 AM
37	Affordable housing and services	7/16/2021 1:57 AM
38	Better sidewalks, bike paths, more community events, better exercise facilities	7/15/2021 9:07 PM
39	Need more housing	7/15/2021 8:22 PM
40	Better internet service at lower cost.	7/15/2021 7:35 PM
41	Affordable housing for low income families	7/15/2021 7:20 PM
42	Winter road maintenance. Kapikog Lake	7/15/2021 6:06 PM
43	Advertise available services better	7/15/2021 5:36 PM
44	More affordable housing and elimination of food shortages	7/15/2021 5:04 PM
45	decrease taxes in town of parry sound. Currently forcing me to consider moving. Town needs NEW and more total assessment value in order to lessen the burden to town residents who largely shoulder the cost of programs for the region. Without a way to leverage the broader regional assessment there is a limitation on the extent of services that the TOWN can itself contribute, support and sustain for the community. Please consider a modest (1%) tax from neighbouring municipalities to contribute to true COMMUNITY programs!	7/15/2021 11:07 AM
46	All municipal roads regardless if they are year round or seasonally designated should receive winter maintenance (ploughing and sanding) as use of their R1 zoned properties has steadily increased over the years and with Covid many people have worked year round from these locations.	7/15/2021 7:57 AM
47	Whitestone should take the racial sensitivity training classes I insisted they take and they formally refused to take after racist incidents by municipal employees.	7/15/2021 7:19 AM

48	I think it is very important that those capable if working should be given city / community jobs not just hand outs. This doesn't help.	7/13/2021 11:24 PM
49	None	7/13/2021 10:20 PM
50	Affordable property for families to purchase or build on	7/13/2021 8:15 AM
51	A 10 year coordinated rental housing support program to increase stock of rental options including co-housing, accessory buildings and tiny home villages	7/13/2021 8:09 AM
52	Na	7/13/2021 7:18 AM
53	Affordable housing availability	7/12/2021 7:06 AM
54	Internet strength and access	7/11/2021 8:20 AM
55	Good question	7/10/2021 3:17 PM
56	Community activities- building the sense of community will build the support system for everyone to succeed	7/10/2021 2:46 PM
57	Create more affordable housing. d	7/9/2021 11:37 PM
58	Better access to medical care	7/6/2021 9:02 AM
59	Affordable childcare for women who would like to work but have young families	7/5/2021 11:17 PM
60	Guaranteed income	7/5/2021 9:31 PM
61	There seems to be a divide between "locals" and " cottage owners." The locals are very unwelcoming and resentful. In my experience they want to use the lake as a party place and drive recreational vehicles, hunt, party and have no respect for the environment. When cottage owners ask for tranquility and respect for the environment, I feel bullied and intimidated.	7/5/2021 6:33 PM
62	Sidewalks, more vibrant downtown, better town planning	7/5/2021 4:40 PM
63	Need affordable rents	7/5/2021 2:49 PM
64	Affordable housing	7/2/2021 1:33 PM
65	There needs to be more affordable housing.	7/2/2021 12:06 PM
66	Need the community centre including a swimming pool.	7/1/2021 9:45 PM
67	Affordable housing Better transportation options	7/1/2021 5:20 PM
68	None	7/1/2021 1:03 PM
69	Community outreach to youth in particular. If they could quit trying to run minorities out of town and have more police patrol, it would help to building a better community.	7/1/2021 12:57 PM
70	I don't know	7/1/2021 11:01 AM
71	Getting back to pre COVID-19 living	7/1/2021 9:23 AM
72	Make housing and rent more affordable for people.	6/30/2021 4:09 PM
73	Lower cost family housing. Children based recreation programs. Municipality support for Township maintained toads. Less financial support for private cottage roads	6/30/2021 3:54 PM
74	The need for equity in pay comparable to provincial standards Housing that is realistically priced and maintained with a government oversight to prevent gouging-or disadvantaging one income bracket over another due to the pandemic. A willingness on the part of town council to be open to for profit businesses to open locally -businesses that would allow us to shop local instead of on line or out of community. Our community will never become a big metropolis like TO or Barrie, stop using that as an excuse	6/30/2021 3:09 PM
75	More aesthetically pleasing low-income homes. Not necessarily more expensive, but more effort in making the community look more appealing.	6/30/2021 3:08 PM
76	Can't think of any	6/30/2021 12:35 PM
77	No suggestions	6/30/2021 12:10 PM

78	More policing	6/30/2021 10:35 AM
79	more full time year round work -seasonal can't support a family year round	6/30/2021 10:03 AM
80	Affordable good housing	6/30/2021 8:45 AM
81	?	6/30/2021 8:05 AM
82	none	6/30/2021 12:28 AM
83	More housing for seniors is needed.	6/29/2021 11:01 PM
84	Provide childcare so both parents are able to work	6/29/2021 10:21 PM
85	Transportation into Parry Sound	6/29/2021 8:12 PM
86	More sidewalks	6/29/2021 6:19 PM
87	Bring more businesses to the area that are not minimum wage. Reduce government bureaucracy. Build housing that is affordable. Engage the community to bring fresh ideas to all of the councils.	6/29/2021 5:22 PM
88	Greater group recreational opportunities Access to other medical services	6/29/2021 4:52 PM
89	Better road maintenance.	6/29/2021 4:49 PM
90	Have fitness programs for seniors	6/29/2021 4:44 PM
91	Municipalities to allow the construction of "tiny homes" on residential lots in addition to the existing home.	6/28/2021 11:09 AM
92	increasing minimum wage; more resources put towards healthy eating	6/28/2021 10:45 AM
93	Only suggestion! Provincial or Federal minimum income program so everyone has the food and housing they require without sacrificing one for the other.	6/28/2021 8:18 AM
94	None	6/27/2021 1:51 PM
95	More affordable housing options and fitness opportunities in the community	6/27/2021 8:02 AM
96	Affordable housing in settlement areas for workers	6/27/2021 12:20 AM
97	Affordable housing and rent control	6/26/2021 3:42 PM
98	Housing	6/26/2021 1:16 PM
99	Creating greater access to care, reducing stigma of those seeking care for services which tend to be more stigmatizing, accessible transportation for those needing help to get to and from places around town and in communities,	6/26/2021 11:14 AM
100	We absolutely need better internet service especially with more people working from home. The impact of seasonal residents on this service makes working from home extremely challenging if not impossible.	6/26/2021 8:28 AM
101	Make housing cheaper to build - less stringent building code. Allow tiny homes. Publicize how much contractors pay their labourers and how much they bill out on an hourly basis (bill \$85/hr, pay labour \$18/hr)!	6/25/2021 6:02 PM
102	Affordable housing	6/25/2021 5:11 PM
103	more affordable housing and improved access to parks and recreation	6/25/2021 1:13 PM
104	i am very satisfied with living standards in my community. do not like the fact i am aging and am apprehensive about the future and what my needs will be	6/25/2021 10:00 AM
105	I'm really not sure??	6/25/2021 9:43 AM
106	Additional trades programs should be included in the new Super School - All youth need greater opportunities to learn occupational skills - DSSAB is becoming a convenient crutch	6/25/2021 8:31 AM
107	n/a	6/25/2021 7:50 AM
108	Full time year round jobs	6/25/2021 7:36 AM

109	Difficult to say as I am a seasonal resident with water access only.	6/25/2021 7:24 AM
110	.	6/25/2021 6:59 AM
111	None	6/25/2021 6:53 AM
112	Finding ways to engage disenfranchised youth would be a big help	6/25/2021 12:43 AM
113	Similar to City of Toronto and many others, I would like to see WPS prohibit legal apartments to rent daily/ weekly/ monthly. When I landed a job here and was looking for an apartment to live in, more than 3/4 were being rented out short-term on air b&b, leaving an inadequate amount of available living options.	6/24/2021 10:42 PM
114	haven't lived here long enough to make suggestions. There does seem to be an absolutely massive economic gap between the very wealthy and the very poor. Just drive around town for two minutes and that is obvious. There should therefore be tax adjustments to level this out, and/or strategies to draw the money out of the rich (ie spending it at local businesses where locals work), or incentives for employers to hire and train locals over out of towners. Innovative methods of promoting these programs (ie instagram) should be used. The parry sound bda does a great job. Copy their marketing model to get the message out/promote local services.	6/24/2021 10:38 PM
115	More voices from community members and less from government and there lobbyist such as Marinas....	6/24/2021 9:49 PM
116	sports activities	6/24/2021 9:34 PM
117	Walking / atv Bridge over the Seguin and driving golf carts on public roads without a helmet.	6/24/2021 9:20 PM
118	Developing PS as a year long place of work and residency. Looking at PS as a retirement living option.	6/24/2021 9:08 PM
119	Provide quality licensed childcare & rec facility with indoor pool and indoor walking track.	6/24/2021 9:08 PM
120	Allow more companies to settle here to provide more job opportunities. The Casino would of been a perfect opportunity but that was passed. Why??? It would of allowed more jobs, tourism, bring in more money for the town, entertainment, etc. Doesn't make sense why it wasn't approved.	6/24/2021 5:12 PM
121	Providing year-round recreational programming for adults, stop duplicating services between the regional townships and instead work together to offer a wider range of programming opportunities, education to reduce discrimination within the community against anyone who comes from elsewhere.	6/24/2021 4:41 PM
122	Indoor pool, better bike transportation and affordable living.	6/24/2021 2:29 PM
123	More child care options, groceries (cooking from scratch) is my highest monthly bill.	6/24/2021 12:52 PM
124	Noise reduction, better by-law enforcement, clearer signage on fire ratings, leashed dogs etc, affordable housing, protection of green space and waterways	6/24/2021 12:52 PM
125	giving fines to cottage owners that continue to rent to large groups of (loud, partying) people every week in the summer. Having to live on the same lake as the partiers ruins each of the home owner's enjoyment of their property. Many of us have high levels of stress and anger at this situation because when police are called, nothing happens. This adds even more stress and anger as we feel out of control over our situation.	6/24/2021 11:30 AM
126	Affordable lower cost child care, more affordable home buying options,	6/24/2021 11:05 AM
127	BETTER AFFORDABLE LIVING, RENT IS TOO HIGH AS ARE HOUSING PRICES	6/24/2021 10:46 AM
128	None	6/24/2021 10:37 AM
129	None	6/24/2021 9:20 AM
130	Lower rental prices	6/24/2021 9:09 AM
131	Welcome employers and industry. Housing is unaffordable and far exceeds the affordable cost for normal wages of people employed in the area.	6/24/2021 9:05 AM
132	The area is very polarized. Seasonal wealth vs. year-round, generational poverty. There needs to be more focus on the health of youth, improved education and access to internet. Mental	6/24/2021 8:16 AM

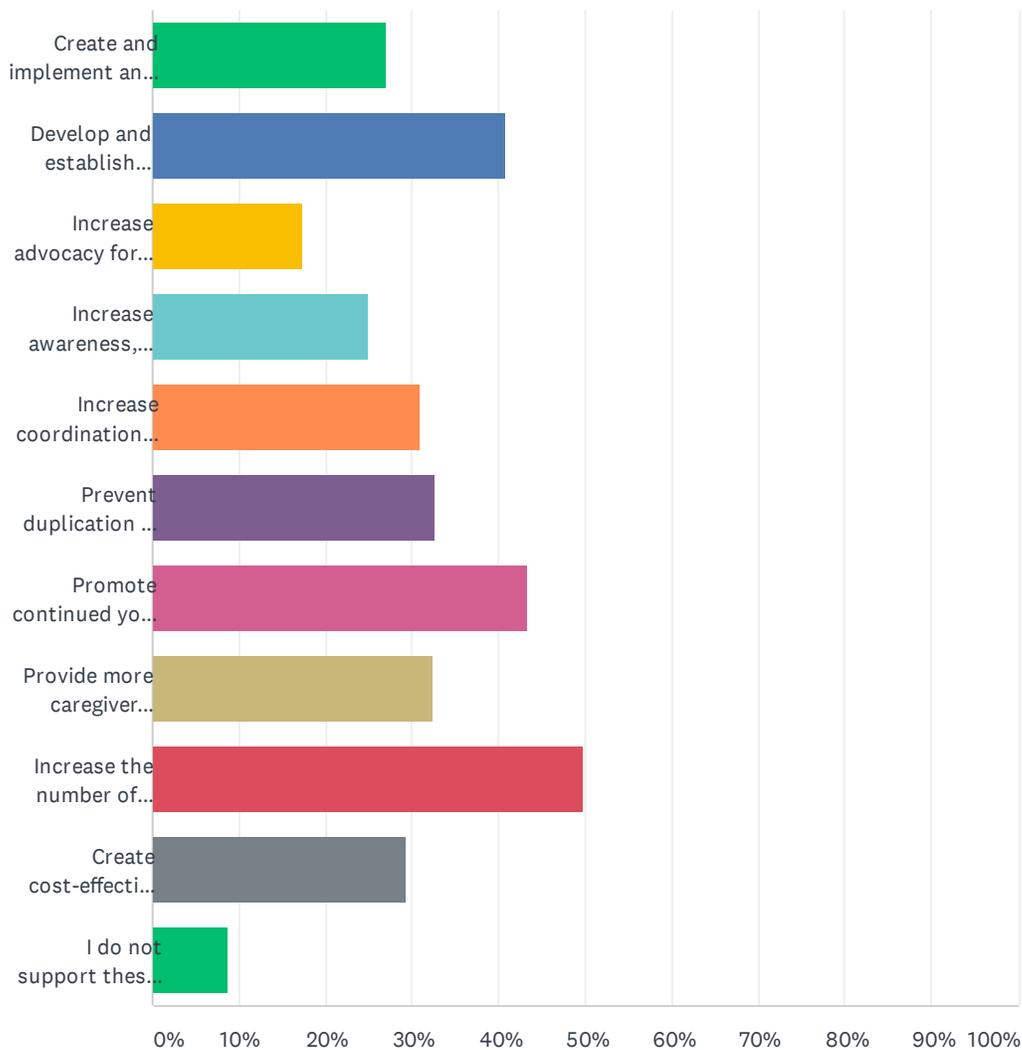
	health support needs to be improved. There is a high indigenous population in this community and there needs to be real education to support this group.	
133	Improved access to public natural spaces, no chicken by-laws,	6/24/2021 6:10 AM
134	Don't build the money pit pool. It is going to cost tax payers massively for years while the municipalities can't afford to maintain the infrastructure they already have.	6/23/2021 11:51 PM
135	Tax discount for seniors, we are OK but some neighbours are struggling in retirement.	6/23/2021 9:21 PM
136	Better and more accessible internet. Accessible to poor. Mental health and substance abuse programs. Indigenous supports, according to their wishes and not administered by the Catholic Church.	6/23/2021 8:50 PM
137	Affordable transportation door to door for those who don't drive and live out of town. A walk in clinic from 0800 till 2200.	6/23/2021 8:31 PM
138	More retail ...small with wide selection of stores, clothing, services like hairdressers	6/23/2021 8:31 PM
139	None	6/23/2021 7:52 PM
140	None at this time	6/23/2021 7:48 PM
141	More support for physical activity like pool and cycling infrastructure	6/23/2021 7:29 PM
142	Offer living wage (including those on social assistance) and stop putting up prices of necessities such as housing and food, more mental health services and make them easier to access, better access to treatment facilities for addiction	6/23/2021 7:13 PM
143	None. The West Parry Sound community, from my limited seasonal perspective, is dealing with these issues better than my community in the US. I think better mental health care and substance abuse issues are very significant issues in both of those communities	6/23/2021 7:10 PM
144	N/A	6/23/2021 6:35 PM
145	Improving the housing market and making it reasonable	6/23/2021 6:12 PM
146	Daughter had to live with us because rent so expensive	6/23/2021 5:58 PM
147	I wish there were more programs to teach people how to manage their finances	6/23/2021 5:37 PM
148	Lowering rent prices, or purchasing a house. The prices are high. Our town is a low income town and we struggle highly	6/23/2021 4:50 PM
149	We need to have someone in force the property bylaws etc. So places are getting pretty junky looking. Lots of garbage.	6/23/2021 4:21 PM
150	affordable housing; food bank?	6/23/2021 4:20 PM
151	Community centre which includes social and fitness areas	6/23/2021 4:09 PM
152	We need public transportation	6/23/2021 4:00 PM
153	more safe biking trails away from traffic	6/23/2021 3:54 PM
154	Smaller government and less taxes.	6/23/2021 3:53 PM
155	keep adding services such as pool and wellness complex	6/23/2021 2:40 PM
156	None	6/23/2021 2:28 PM
157	Leadership and guidance of our youth population. Opportunities for youth to work in municipal infrastructure and maintenance programs. Skills development programs with OJT to build skills o local youths. Life skills programs for any age - i.e. personal finance. mental health "HUBS" aligned with CAMH for example, as an access point for those struggling.	6/23/2021 2:28 PM
158	Lower tax rates created from unnecessary beautification projects	6/23/2021 2:15 PM
159	Improved infrastructure development of waterfront	6/23/2021 2:04 PM
160	More housing options for everyone	6/23/2021 1:56 PM
161	More employment opportunities	6/23/2021 1:56 PM

162	Lower rental rates and lower home prices	6/23/2021 1:41 PM
163	Greater economic freedom. Less govt involvement.	6/23/2021 1:41 PM
164	Get a pool. STOP SHORT TERM RENTAL Encourage companies to move here	6/23/2021 12:48 PM
165	community / business redevelopment e.g. waterfront	6/23/2021 12:34 PM
166	Improvement to parks. More level walking trails. Limit development along shores of lakes especially Georgian Bay. Better access to waterways. Improve housing availability.	6/23/2021 12:33 PM
167	Improve waste disposal situation	6/23/2021 12:33 PM
168	Town needs more industry to pay for needed infrastructure projects	6/23/2021 12:29 PM
169	Affordable housing	6/23/2021 12:27 PM
170	accessible and affordable housing for low income earners. support for addiction and mental health impacts.	6/23/2021 12:05 PM
171	Lower cost of living, house market and rental market	6/23/2021 11:34 AM
172	Lower housing costs, having employers open to hiring people that may not of the educational background but the having the proper skills and are able to learn quickly what is needed to be done	6/23/2021 9:46 AM
173	Railroad and Traffic noise	6/23/2021 9:45 AM
174	More parks for families and children to play in.	6/23/2021 9:11 AM
175	Affordable, reliable high speed internet access.	6/23/2021 9:03 AM
176	Please have the local municipalities such as Carling answer their emails. Especially in the building department. It is an embarrassment they won't return emails to their taxpayers.	6/23/2021 8:45 AM
177	Better respect and more services for seasonal residents who pay a majority of the property taxes, while balancing that with services for year round residents attracting more skilled labour and professional services.	6/23/2021 8:31 AM
178	Support basic income and more affordable housing options	6/23/2021 7:49 AM
179	The obvious gap between permanent residents with low income jobs and the seasonal residents creates a us vs. them dynamic in which permanent residents feel priced out of their own community. The community needs to operate with the best interests of those who live here full time - seasonal residents have their own services in their own permanent residences that they can access	6/22/2021 11:43 PM
180	More jobs	6/22/2021 9:35 PM
181	Housing and child well being programs	6/22/2021 8:54 PM
182	Improving mental health supports for all persons.	6/22/2021 7:43 PM
183	Housing options	6/22/2021 7:36 PM
184	Nil	6/22/2021 6:29 PM
185	Having a community centre in Nobel area would be nice.	6/22/2021 6:13 PM
186	Decently priced housing to let young people get a start. With low paying service jobs being the primary offering here they don't have a lot of options.	6/22/2021 5:18 PM
187	Lower rent and better housing availability. Single mother's on social assistance should be able to work and not be penalized, more daycare should be available.	6/22/2021 4:34 PM
188	fair wages, more jobs, homeless shelters, financial education for all especially youth.	6/22/2021 4:11 PM
189	Friendships and communication where we look out for our neighbours with encouragement and empathy no matter who or what. I always believe stronger together!	6/22/2021 3:36 PM
190	I have none	6/22/2021 3:31 PM
191	community facilities for everyone to participate in; including all cultures and genders	6/22/2021 3:24 PM

192	more affordable housing	6/22/2021 3:17 PM
193	More employment opportunities	6/22/2021 3:11 PM
194	Encourage new business and industry to provide full time employment. I've the meth clinic off the main street in Parry Sound to encourage business in that area	6/22/2021 3:11 PM
195	more activities for youth and middle aged people - finally having a community rec centre	6/22/2021 3:10 PM
196	More affordable housing for young people - rentals or owning.	6/22/2021 2:54 PM
197	more affordable housing stock	6/22/2021 10:31 AM
198	More community fardens	6/21/2021 7:00 PM
199	none at this time	6/21/2021 1:52 PM
200	Better housing options	6/21/2021 9:35 AM

Q36 If a community or West Parry Sound Regional Program, were set up would you support/participate in any of the following, to improve the well-being for yourself or the community in general (select all that apply):

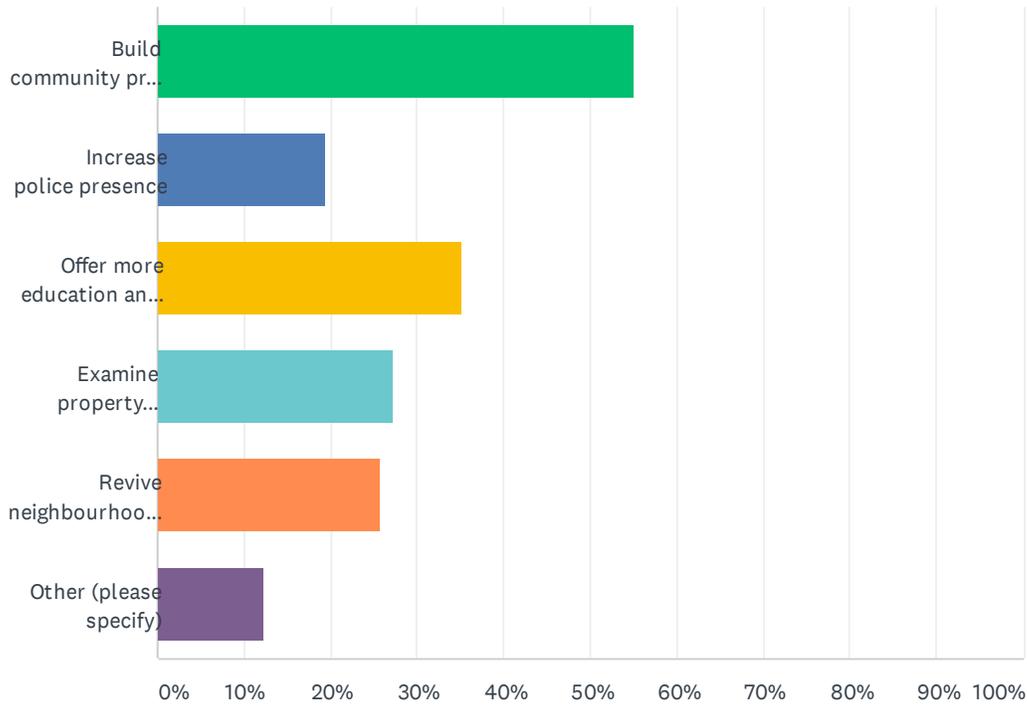
Answered: 388 Skipped: 132



ANSWER CHOICES	RESPONSES	
Create and implement an online volunteer hub	27.06%	105
Develop and establish opportunities for community members to connect and gather for activities	40.72%	158
Increase advocacy for changes within personalized social services	17.27%	67
Increase awareness, accessibility and navigation of community services (extend hours, transportation, online services)	25.00%	97
Increase coordination and efforts to address issues associated with housing and homelessness	30.93%	120
Prevent duplication of services and coordinate better care of our community	32.73%	127
Promote continued youth and adult education (literacy, skills training and apprenticeships)	43.30%	168
Provide more caregiver supports	32.47%	126
Increase the number of low-cost recreation activities	49.74%	193
Create cost-effective public transportation between communities	29.38%	114
I do not support these suggestions	8.76%	34
Total Respondents: 388		

Q37 What would your top solutions be for a safer community?

Answered: 381 Skipped: 139



ANSWER CHOICES	RESPONSES	
Build community pride and foster personal accountability and responsibly	55.12%	210
Increase police presence	19.42%	74
Offer more education and awareness on needed topics	35.17%	134
Examine property standards to improve poor housing conditions	27.30%	104
Revive neighbourhood watch programs	25.72%	98
Other (please specify)	12.34%	47
Total Respondents: 381		

Q37 What would your top solutions be for a Safer Community

Responses:

- Decrease policing in the area (2)
- Anything that lessens the climate crisis (1)
- Police are racist and should be replaced with a different system (1)
- Post speed limits for atvs on the roads (1)
- Security camera solutions (1)
- Make all township roads accessible year round (4)
- Men's shelter in Parry Sound Esprit Place (1)
- Remove OATC service from downtown (1)
- Mandatory federal racial discrimination training (1)
- Plane speaking social media communications (1)
- Better by-law enforcement
- Too much boat noise & barking dogs (1)
- Reduce poverty (1)
- Renovate dilapidated buildings around town (1)
- Bear safety campaigns (1)
- More radar in Dunchurch (1)
- Education (1)
- End short term rentals (2)
- Police should walk around & interact with the community (1)
- Screening municipal politicians, there are a lot of uneducated riff-faff (1)
- More policing of watercraft (1)
- Fire protection (1)
- Police the drug addicts who walk the streets (1)
- Financial support for home security (1)

Karlee Britton

From: John Toohey <[REDACTED]> on behalf of John Toohey
Sent: November 16, 2023 9:55 AM
To: Karlee Britton
Subject: Re: Fire Route 152A name change

Morning Karlee.

Just to confirm, without objection, the preferred name choice for Fire Route 152A is the second choice name (Dockside Drive), voted on by the residents of 152A.

John Toohey



Township of McKellar

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

Phone: (705) 389-2842

Fax: (705) 389-1244

HOLIDAY / MUNICIPAL OFFICE CLOSURE SCHEDULE

(Does not include the Transfer Station, Library or Public Works)

2024

New Year's Day	Monday January 1, 2024
Family Day	Monday February 19, 2024
Good Friday	Friday March 29, 2024
Easter Monday	Monday April 1, 2024
Victoria Day	Monday May 20, 2024
Canada Day	Monday July 1, 2024
Civic Holiday	Monday August 5, 2024
Labour Day	Monday September 2, 2024
Thanksgiving Day	Monday October 14, 2024
Remembrance Day	Monday November 11, 2024
Christmas Day	Wednesday December 25, 2024
Boxing Day	Thursday December 26, 2024

Christmas Closure

Monday December 30, 2024 & Tuesday December 31, 2024



Township of McKellar Report to Council

Prepared for: Mayor & Council

Department: Administration

Date: November 7, 2023

Report No: ADMIN-2023-17

Subject: PW-2023-15 St. Stephen's Church Renovation Tender Results

Recommendation:

That the Council of the Corporation of the Township of McKellar does hereby receive this report for information and award RFP No. PW-2023-15 St. Stephen's Church Renovations to Northern View Construction in the amount of \$70,156.00 plus HST of \$9,120.28 for a total amount of \$79,276.28; and

Further that a 10% contingency be added to the contract for any unforeseen structural repairs when removing the chimney, as recommended by the Chief Building Official.

Background:

The Township received a Northern Ontario Heritage Fund Corporation (NOHFC) grant to complete renovations to St. Stephen's Church located at 11 Dickinson Road in McKellar.

The project was divided into 2 RFPs as there was foundation and renovation work to be completed. Contractors were more apt to bid on either the foundation work or the renovation work, opposed to both. The foundation work was awarded at the May 2, 2023 regular meeting and is nearing completion.

An RFP was released for the completion of the renovation work. The closing date was October 19, 2023 at 2:00 p.m.

Analysis:

Two (2) proposals were received before the closing deadline;

B.A. Construction submitted two proposals, one proposal to include preparing and painting the existing wood windows; the other installing new windows. The proposal did not include a detailed scope of work, so it is undetermined whether the siding would be sanded and painted, or replaced with new vinyl siding. The proponent did not include proof of insurance.

Northern View Construction submitted one proposal to include refurbishing the wood siding and installing new windows. One additional cost was quoted to remove the existing chimney inside the building (under the roof line). The proposal was complete by including a detailed scope of work, references and proof of insurance. The siding work will include replacing damaged boards, sanding, caulking, patching and prime/painting the exterior white. New ledger board will be installed around the base of the entire building. The proposal also includes refurbishing all of the existing soffit and fascia. The chimney is included in the bid as removing and disposing from the roof line above and framing in the hole and installing new metal roofing. For the removal of the chimney from the inside of the building, an additional cost is quoted at \$4,385.00 plus HST. For windows, new custom vinyl windows will be installed matching the existing décor and functions. Low expansion spray foam and high-grade exterior caulking will be placed around the new windows as needed. The existing exterior door will be cleaned, sanded, prepped and stained. The project timeframe is estimated at 4 weeks. A start date will be dependent on when the windows arrive to the site.

Financial:

Northern View Construction submitted a bid for \$65,771.00 plus HST of \$8,885.23 for a total bid amount of \$74,321.23.

If the chimney were to be removed from inside of the building, the bid would increase to \$70,156.00 plus HST of \$9,120.28 for a total bid amount of \$79,276.28.

In the 2023 Capital Budget, \$269,685.60 was included for renovations of St. Stephen's Church. The foundation work total contract price is \$169,500.00 leaving just over \$100,00.00 remaining in the budget. Northern View Construction's proposal comes in under budget and leaves room for the additional cost of removing the chimney from the inside of the building.

It is recommended that a 10% contingency be added for any unforeseen structural repairs when removing the chimney. Upon inspection by the Chief Building Official, it cannot be determined whether there will need to be any structural repairs to the building when the chimney is removed. The chimney base is not located directly underneath the chimney and turns at an angle, this begs the question as to how the chimney is supported structurally. Including a 10% contingency is within the budget at a value of under \$8,000.00.

Policies Affecting Proposal:

Procurement By-law 2019-44

Conclusion:

Northern View Construction was awarded the tender for similar renovations at Hemlock Church (located at the corner of Centre and Hurdville Road in McKellar). The company has shown great workmanship and has a good working relationship with the Township. As they are an existing vendor with the Township and submitted a complete proposal under budget, it is recommended they be awarded the tender.

Respectfully submitted by:



Karlee Britton, Deputy Clerk

Reviewed by:



Chris Bordeleau, Chief Building Official

Attachments: Norther View Construction Scope of Work – Siding Proposal
 Northern View Construction Scope of Work – Window Proposal
 Tender Opening Form PW-2023-15

NORTHERN VIEW CONSTRUCTION



Proposed by:

"From roof too footings we've got you covered"

Contact info: 226-343-2414

Jeremiah Livingston

705-203-6364

Email: info@nvconstruction.ca

Proposal To: The Township Of McKellar

Date: October 17, 2023

Contact: Chris Bordeleau 705-389-2842

Email: cbo@mckellar.ca

Address: 11 Dickinson Road, McKellar, ON St. Stephen's Church

Scope of work: Refurbish siding, soffit, and fascia

- Inspect existing walls for damaged, or rotten areas.
- Supply and install new 2"x10" ledger board around base of entire building.
- Replace existing damaged siding boards.(as needed)
- Repair, and sand existing siding on the entire building.
- Caulk, and patch all gaps, and seams on sanded siding.
- Supply and install new exterior primer to all prepped walls.
- Supply and install new exterior White paint to all primed walls.
- Repair, and prep existing soffit, and fascia.
- Supply and install exterior primer, and exterior White paint to soffits, and fascia.
- Remove and dispose of existing stone chimney from the roof line above.
- Frame in existing chimney hole, and install new metal roofing.
- Remove and dispose of existing metal chimney pipe running through the interior of the building.
- Full exterior cleanup upon completion.

Extra Details:

This Proposal does not include any structural repairs.

To include the removal of the existing stone chimney inside
Please Add \$4,385.00+HST

2 weeks would be required to complete the above scope of work.

5 Year Workmanship Warranty!

Total: \$38,979.00

HST: \$5,067.27

Total Sum: \$44,046.27

Signature: _____.

Date of acceptance: _____.

Authorized: _____.

Deposit required _____.



WORKPLACE
HAZARDOUS
MATERIALS
INFORMATION
SYSTEM



NORTHERN VIEW CONSTRUCTION



Proposed by:

"From roof too footings we've got you covered"

Contact info: 226-343-2414

Jeremiah Livingston

705-203-6364

Email: info@nvconstruction.ca

Proposal To: The Township Of McKellar

Date: October 17, 2023

Contact: Chris Bordeleau 705-389-2842

Email: cbo@mckellar.ca

Address: 11 Dickinson Road, McKellar, ON St. Stephen's Church

Scope of work: New Windows, and refurbish Door

- Remove and dispose of existing windows.
- Clean, Sand, and prep existing door, and entrance walls.
- Clean and inspect existing window openings.
- Supply and install new custom vinyl windows, matching existing décor, and functions.
- Supply and install new stain on door, and entrance walls.
- Supply and install new low expansion spray foam around all new windows.
- Supply and install new high grade exterior caulking around new windows, and doors.(as needed)
- Full interior, and exterior cleanup upon completion.

Extra Details:

This Proposal does not included any structural repairs.

2 weeks would be required to complete the above scope of work.

5 Year Workmanship Warranty!

Total: \$26,792.00

HST: \$3,482.96

Total Sum: \$30,274.96

Signature: _____.

Date of acceptance: _____.

Authorized: _____.

Deposit required _____.



WORKPLACE
HAZARDOUS
MATERIALS
I N F O R M A T I O N
S Y S T E M





TOWNSHIP OF MCKELLAR
 REQUEST FOR PROPOSAL (RFP)
 ST. STEPHEN'S CHURCH RENOVATIONS
 RFP PW-2023-15

Submission Form

Contractor: Northern View Construction
 Address: 11 Riverview Dr McKellar.
 Telephone: 705-203-6364 Email: info@nvcconstruction.ca
 Contact Person: Jeremiah + Jessica Livingston.

Description of Work:

The contractor will be required to provide all machinery, materials, and manpower necessary to complete all work required to fulfill the project deliverables outlined in this RFP.

Location: St. Stephen's Church, 11 Dickinson Road, McKellar, ON P0G 1C0

Subtotal \$ 65,771.00
H.S.T. \$ 8,550.23
TOTAL CONTRACT PRICE: \$ 74,321.23

An Itemized Quotation Must Be Attached or Included In the Proposal Package

The contractor is required to provide the Township with proof of insurance in the amount of \$2,000,000.00, and is responsible for all issues relating to WSIB, insurance etc. for their employees with relation to this contract.

By signing below, I acknowledge that I have read and understand this Request for Proposal PW-2023-15 and I agree to abide by the terms and conditions contained here-in.

Authorized Signature: Jessica Livingston

Name: Jessica Livingston (Please Print or Type)

Date: Oct 18/23.

Witness: [Signature]

Date: Oct. 18/23.

*Note that this submission form is not transferable and any alteration of the Company name entered hereon will be cause for considering the proposal irregular and subsequent rejection of the RFP.



Township of McKellar

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

Phone: (705) 389-2842

Fax: (705) 389-1244

Request for Proposal Opening RFP PW-2023-15 St. Stephen's Church Renovations

Closing Date: October 19, 2023 2:00 p.m.

Vendor	Date/Time Rec'd	Subtotal	HST	Total
B.A. Construction + Restoration	Oct. 19/23 12:40 pm			
Proposal 1 Prepare + Paint wood windows		\$ 74,500.00	\$ 9,685.00	\$ 84,185.00
Proposal 2 Install new windows		\$ 94,500.00	\$ 12,285.00	\$ 106,785.00
Northern View Construction	Oct. 19/23 8:56 am	\$ 65,771.00	\$ 8,550.23	\$ 74,321.23

Request for proposals opened at the Municipal Office at 2:05 p.m. by:

Karlee Britton

Deputy Clerk

Mary Smith

Treasury Administrative Assistant



For - McKellar Township

November 4 2023

701 HWY 124, McKellar, P0G 1C0

Estimate # 110423-1

Re : Handrails at the Broadbent Church

Estimate

- Supply labour and materials as required to custom manufacture and install exterior handrails approximately 8' on each side of the stone entrance steps of the Broadbent Church as requested.
- Railing shall be made as per the supplied sample picture.
- The railing shall receive a minimum of 2 coats of Tremclad flat black rust paint.
- Estimate - \$1490.00 + HST

Thanks for your business Your satisfaction is our goal

IronDesign Welding - 50 BlackStone/Crane Lake Rd, Seguin, ON. P2A 2W8
705-773-3146 www.irondesignwelding.com mark@irondesignwelding.com

HST # 83069 8338 RT0001







For - McKellar Township

October 11 2023

701 HWY 124, McKellar, P0G 1C0

Estimate # 101123-1

Re : Handrails at the Township Office Location

Estimate

Option 1

- Supply labour and materials as required to custom manufacture and install an exterior handrail approximately 52' on one side of the building walk way and approximately 42' on the opposite side of the building.
- Railing shall be made from 1.5 x 1.5 " square tubing top rail attached to the wall surface via mounting plates.
- Railing shall be made in individual sections following the size and shape of each landing/stair sections
- The railing shall receive a minimum of 2 coats of Tremclad flat black rust paint.
- Some fabrication may be required to be performed on site as needed.
- Estimate - \$6580.00 + HST

Option 2

- Fabricate same railing requirements with changing the materials to 304 mill finish stainless steel vs painted steel.
- This option will reduce required maintenance and rusting conditions.
- Add \$1,900.00 + HST to the above cost.

Thanks for your business Your satisfaction is our goal

IronDesign Welding - 50 BlackStone/Crane Lake Rd, Seguin, ON. P2A 2W8
705-773-3146 www.irondesignwelding.com mark@irondesignwelding.com

HST # 83069 8338 RT0001



CORPORATION OF THE TOWNSHIP OF MCKELLAR

BY-LAW NO. 2023-73

Being a By-law to impose charges on property owners in a designated area (Craigmore Subdivision) for the provision of Road upgrades by the Township

WHEREAS the Township of McKellar has upgraded the roads to serve the lands described in Schedule "A" to this By-law;

AND WHEREAS the Council of the Corporation of the Township of McKellar has determined that the capital costs of the said construction should be charged to and paid by the owners of the land who will derive a benefit from the road upgrades;

AND WHEREAS Section 391 of the Municipal Act, 2001, authorizes the Township to pass by-laws imposing fees or charges on any class of persons for services or activities provided or done by or on behalf of the Municipality and for the use of its property;

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

Imposition of Road Upgrade Charges

- (1) Road upgrade works charges are hereby imposed upon the owners of the lands described in Schedule "A" to this By-law to pay that portion of the capital cost of the road upgrades as set out in Schedule "A".
- (2) The owners of the lands described in Schedule "A" to this By-law shall have the option of paying for the road upgrade works charges imposed on them in either of the following ways;
 - (i) Payment of the full amount on or before March 31, 2024 (no interest rate will be charged)
 - (ii) Payment over one (1) year, starting April 1, 2024, with an interest rate of 5.00% per annum, calculated and payable quarterly. At any time during the one (1) year period, an owner may prepay the full amount or that part remaining together with any interest accrued and unpaid thereon.
 - (iii) Payment over five (5) years, starting April 1, 2024, with an interest rate of 4.93% per annum, calculated and payable quarterly. At any time during the five (5) year period, an owner may prepay the full amount or that part remaining together with any interest accrued and unpaid thereon.
 - (iv) In the event that an owner does not choose one of the options for the payment of the road upgrade charges within thirty (30) days after receiving notice from the Municipality, then the owner shall be deemed to have chosen option (i) as set out above.
 - (v) Any notice required to be given by the Municipality to the owner shall be given at the owner's address according to the last revised Assessment Roll.
 - (vi) Interest shall be due and payable at the same rate as is charged for the non-payment of realty taxes (currently 1.25% per month or 15% per annum), on any road upgrade works charges imposed under this By-law that are due and unpaid.

Billing and Collecting

- (3) The Treasurer of the Municipality is hereby appointed and authorized to take all necessary procedures for the billing and collection of the road upgrade works charges. The Treasurer may add the road upgrade charges to the tax roll of the lands described in Schedule "A" to this By-law and collect the said charges in the same manner as municipal taxes, if the owner fails to pay any outstanding dues.

Apportionment

(4) In the event that new parcels of land are created from an existing parcel in respect of which road upgrade works charges has been imposed under this By-law the Council of the Municipality may impose the road upgrade works charges on each new parcel in such manner as the Council considers fair and reasonable having regard to the effect of the Road Upgrade Works on each new parcel which is created and such other matters as it considers appropriate.

Severability

(5) The provisions of this By-law are severable such that if any provision of this By-law is struck down or found to be unenforceable, all other provisions of this By-law shall continue in full force and effect.

Effective Date

(6) This By-law shall come into force and take effect upon the date of its passage.

READ a FIRST and SECOND time this 7th day of November, 2023.

David Moore, Mayor

Ina Watkinson, Clerk/Administrator

READ a THIRD time and **PASSED** in **OPEN COUNCIL** this 21st day of November, 2023.

David Moore, Mayor

Ina Watkinson, Clerk/Administrator

SCHEDULE "A" TO BY-LAW 2023-73

The roads in the Craigmere Subdivision are municipally owned un-assumed roads, that are not maintained by the Township. The Township carried out a project to upgrade the roads in Craigmere Subdivision, which include Craigmere Dr., Braemar Blvd and Lakeview Cres.

There are thirty-nine (39) owners of land in Craigmere Subdivision, plus two (2) properties are owned by the Township of McKellar. These properties are identified as follows:

Civic or Legal Address	Roll No.
1 Braemar Boulevard	492800000135800
2 Braemar Boulevard	492800000137100
3 Braemar Boulevard	492800000135900
4 Braemar Boulevard	492800000137000
5 Braemar Boulevard	492800000136000
6 Braemar Boulevard	492800000136900
7 Braemar Boulevard	492800000136100
8 Braemar Boulevard	492800000136800
9 Braemar Boulevard	492800000136200
10 Braemar Boulevard	492800000136700
11 Braemar Boulevard	492800000136300
12 Braemar Boulevard	492800000136600
13 Braemar Boulevard	492800000136400
14 Braemar Boulevard	492800000136500
16 Craigmere Drive	492800000137900
18 Craigmere Drive	492800000137800
20 Craigmere Drive	492800000137700
22 Craigmere Drive	492800000134800
PLAN 249 LOT 7	492800000134700
26 Craigmere Drive	492800000134600
28 Craigmere Drive	492800000134500
30 Craigmere Drive	492800000134400
32 Craigmere Drive	492800000134300
34 Craigmere Drive	492800000134200
36 Craigmere Drive	492800000134100
1 Lakeview Crescent	492800000137200
PLAN 249 LOT 31	492800000137300
4 Lakeview Crescent	492800000135600
PLAN 249 LOT 32	492800000137400
6 Lakeview Crescent	492800000135500
8 Lakeview Crescent	492800000135400
9 Lakeview Crescent	492800000137500
10 Lakeview Crescent	492800000135300
PLAN 249 LOT 34	492800000137600
12 Lakeview Crescent	492800000135200
14 Lakeview Crescent	492800000135100
16 Lakeview Crescent	492800000135000
18 Lakeview Crescent	492800000134900
CON 5 PT LOT 31 PT LOT 32 BAL OF ACRE NOT IN PLAN 249	492800000138000
PLAN 249 BLOCK B (Township Owned)	492800000135700
PLAN 249 BLK A (Township Owned)	492800000134000

ACTUAL COST FOR CRAIGMORE SUBDIVISION

Item	Cost	Notes
Granular Materials	\$ 65,650.00	Granular A & B
Culverts	\$ 6,500.00	Culverts
Blasting	\$ 3,561.60	Blasting
Tree Removal	\$1,221.12	5 Trees removal cost
Machinery/Equipment	\$27,100.00	Use of Municipally/ Equipment
Legal Cost (Estimated)	\$1,000.00	Legal Cost -Bylaw Review
Consultant Review-(Estimated)	\$2,000.00	Engineer's inspection cost
TOTAL	\$107,032.72	

The total cost of Craigmore's Subdivision project as of September 30, 2023 is \$107,032.72, will be shared equally between the forty-one (39) property owners, plus two (2) properties owned by the Township of McKellar in Craigmore Subdivision identified above. As of September 30, 2023, the total cost for each individual property is \$ 2,610.55.

CORPORATION OF THE TOWNSHIP OF MCKELLAR

BY-LAW NO. 2023-74

Being a By-law to Amend By-law 2019-07, a By-law to Adopt a Council-Staff Relations Policy

WHEREAS the Council of the Corporation of the Township of McKellar has enacted By-law No. 2019-07 to adopt a Council-Staff Relations Policy;

AND WHEREAS the Council of the Corporation of the Township of McKellar deems it necessary to amend By-law No. 2019-07;

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

1. **THAT** By-law No. 2019-07 is hereby amended by:
 - (a) deleting the words, "hire and develop a team of competent Staff," under the heading *Role of Senior Management* and subheading *Direction Focus* in Schedule "A";
 - (b) deleting reference to 'By-law #2010-11,' under the heading *5. Guiding Principles* and subheading *1. Members of Council are Public Figures, not Staff and Officers*, and substituting By-law No. 2023-54 in Schedule "A";
 - (c) deleting the third and fourth sentences under the heading *5. Guiding Principles* and subheading *4. Make Good Use of Staff's Time* in Schedule "A";
 - (d) deleting the second and third paragraphs under the heading *5. Guiding Principles* and subheading *10. Professionalism* in Schedule "A".
2. **THAT** this By-law shall come into force and take effect on the date of final passing thereof.

READ a **FIRST** and **SECOND** time this 7th day of November, 2023.

David Moore, Mayor

Ina Watkinson, Clerk/Administrator

READ a **THIRD** time and **PASSED** in **OPEN COUNCIL** this day of , 2023.

David Moore, Mayor

Ina Watkinson, Clerk/Administrator



Council-Staff Relations Policy

Township of McKellar

Important Disclaimer: this protocol complies with the relevant provisions of the *Municipal Act, 2001*, SO 2001, c 25 (the “Act”). If you have any questions or concerns about this policy or how to implement it, please contact Wishart Law Firm LLP. Wishart Law Firm LLP is not responsible for the results of any edit to this policy other than as expressly authorized or directed by Wishart Law Firm LLP.

© 2018, Wishart Law Firm LLP

All rights reserved. No part of this work may be reproduced or copied in any form or by any means (graphic, electronic or mechanical, including photocopying, recording, taping or information and retrieval systems) without the written permission of Wishart Law Firm LLP.

A licence is, however, given by Wishart Law Firm LLP to any Municipality that has purchased a copy of this work to print, copy, save, or post on its official website for its own use only and such Municipality may not repurpose or resell the work in any way.

Table of Contents

1. Introduction	1
2. Scope and Intent.....	1
3. Clarifying Roles.....	2
4. Guiding Principles	2
5. Complaints.....	4

1. Introduction

As of March 1, 2019, amendments to section 270 of the *Municipal Act, 2001* will require the Municipality to adopt and maintain a policy with respect to the relationship between Members of Council and the Officers and Staff of the Municipality.

The Municipality has proactively adopted this Council-Staff Relations Policy to ensure that the Municipality will be in full compliance with the above-noted amendments upon their coming into force.

2. Scope and Intent

This Policy shall apply to all Municipal Staff, Officers and Members of Council.

The intent of this Policy is to ensure that the relationship between Members of Council and the Officers and Staff of the Municipality is co-operative and supportive with a clear understanding of the respective roles and responsibilities.

3. Definitions

“Member(s) of Council” means a member or members of the municipal council of the Township of McKellar.

“Municipality” means the Municipality of McKellar.

“Officer(s)” means a person who holds a position of responsibility with definite rights and duties prescribed by statute or by-law.

“Staff” means any of the following:

- i. A person, not including Members of Council, who performs work for the municipality for wages;
- ii. A person who supplies services to the Municipality for wages;
- iii. Such other persons as may be prescribed who perform work or supply services to the municipality for no monetary compensation.

4. Clarifying Roles

Role of Council:

- **Policy Focus:**
 - Represent the Municipality, provide direction and create policy.

Role of Senior Management:

- **Direction Focus:**
 - Liaison between Council and Staff, direct implementation of Council's policies.

Role of Staff and other Officers:

- **Implementation Focus:**
 - Research policy and programs, give best professional advice, implement decisions of Council, fulfill statutory duties, follow direction of Clerk Administrator generally see to the operation of the municipal organization.

5. Guiding Principles

1. Members of Council are Public Figures, not Staff and Officers.

Once a matter is proposed or decided, Staff should only comment on matters of fact or history in discussing issues with the public and the media and should comply with the relevant section in the Code of Conduct for Members of Council, Employees and Public Office Holders By-Law #2023-54. Dealing with the media is generally part of an elected representative's job.

2. All Members of Council are Equal

Regardless of how they interrelate with Members, Staff and Officers must avoid favouritism and the appearance of favouritism. Differences in experience and abilities amongst Members of Council are irrelevant – they all must be treated equally.

3. Respect the Chain of Command

Members of Council must understand they have no individual capacity to direct Staff to perform, or not perform functions or duties. The Clerk Administrator is responsible for Staff and Officers - Members of Council who need to engage with Staff and Officers must do so through the Clerk Administrator. This would include both in person, verbal, written and electronic messages.

4. Make Good Use of Staff's Time

Members of Council should use the resources of Staff and Officers judiciously. Reports cost taxpayer money and take Staff and Officers time away from other issues or problems that may need attention.

5. Council Time is Valuable

Members should not allow presentations by Staff or Officers to consume all of the time they have to debate various issues. Such presentations should, to the extent possible, be concise. Members of Council should understand they can take any one or more of the following actions where appropriate:

- Recommend that more items be relegated to the 'consent' agenda;
- Pass on an audio-visual presentation;
- Urge Staff or Officers to be more concise;
- Require multiple public delegations with essentially the same point to select a spokesperson, or to impose a limited speaking time, or to provide information in advance or in written form; and/or
- Enact 'curfew' procedures for Council deliberations.

6. Represent the Whole Community

Members, together with the Municipality's Staff and Officers, work for the public good. Decision making by Members should be based on complete information and unbiased recommendations from Staff and Officers. Members should, in addition to such information and recommendations, rely on their own judgment and show leadership in their decision making.

7. Control Anger

Members of Council should avoid the temptation to play up divisions or conflicts. Staff and Officers shall not be targets of derisive/vexatious comments/behaviour/conduct. The public expects Members to do the job that they have been elected to do. The public expects Staff and Officers to do the job that they have been hired to do. Comments on Staff and Officer performance shall be directed through the appropriate confidential performance reviews.

8. Politics or Management – Not Both

Council provides direction, Staff and Officers give professional advice and implement Council's directives. Members of Council are not elected to be technical experts nor to act in their professional capacities. Likewise, Staff and Officers are not politicians. Advice comes from Staff, policy and service delivery decisions are made by Council.

9. A Formal Relationship

Staff and Officers shall treat Council as a collective decision-making body. Staff and Officers shall not communicate directly with individual Members on municipal business, rather they must communicate on such matters through the Clerk Administrator. Information from the Clerk Administrator shall be communicated to all Members. Staff and Officers shall stay out of political lobbying.

10. Professionalism

Members of Council, Staff and Officers must treat each other with professionalism. When Council requests that Staff and Officers appear before Council, they must comply and be prepared for any questions Council has. Advance notice of questions to Staff provides an opportunity for Staff to provide quality reports and advice.

11. Respect

Members, Staff and Officers shall work hard at fostering a climate of mutual respect. Each must be respectful of others' intelligence and professional duties. Members, Staff and Officers must understand that they all face different, often unique, challenges and recognize their overarching goal is to serve the best interests of the Municipality.

Complaints

The Municipal Clerk shall be responsible for receiving complaints and/or concerns related to this Policy. Upon receipt of a complaint and/or concern, the Clerk shall notify:

- a. In the case of Staff and Officers other than the Clerk Administrator, the Clerk Administrator;
 - b. In the case of the Clerk Administrator, Council; or
 - c. In the case of a Member, the Integrity Commissioner.
 - d. Handling of complaints shall be done in the manner set out in the applicable Code of Conduct or policy.
- 6.** e. Where there is a discrepancy between this Policy and the applicable Code of Conduct of Conduct, the applicable Code of Conduct prevails.



22. Unfinished Business

Date	Res. No.	Item & Description	Assigned to	Status
		Updating Human Resources Policy	Clerk's Dept.	Discussions ongoing.
		Fees & Charges By-law for Craigmore Subdivision Upgrades	Clerk's & Treasury Dept.	First and Second Reading on Nov. 7/23, Third reading after comments from public on Nov. 21/23 agenda.
		Deerfield-Bay Road Upgrades	Public Works & Clerk's Dept.	Township working with Engineer and Solicitor to gather total project costs – ongoing.
Sept. 13/22	22-353	Agreement with Cogeco Cable	Deputy Clerk	Cogeco does not wish to renew the agreement as the no longer have a need for the tower. They are offering to transfer the tower to the Twp for \$1. They will be sending paperwork.
Mar. 7/23	23-204	By-law 2023-23 Being a By-law to Regulate Dogs in the Township	By-law Enforcement Officer	The DC spoke with the Muskoka OSPCA (Bracebridge), they have agreements with Muns. For impoundment but are currently reviewing their agreement and fees. Emailed October 30 th for an update, no response. The Town of Parry Sound has sent a draft agreement for Council's review for use of the Town's Impound Facility
May 16/23	23-352	Volunteer Waiver	Clerk's Dept./ Municipal Solicitor	Currently being reviewed by the Twp's Solicitor after comments received by the Twp's insurance company.
Jul. 4/23	23-470	Re-name Hart Road (formerly Fire Route 306)	Clerk's Dept.	Residents on road have been contacted, they are coming up with another name.
Sept. 19/23	23-646	By-law 2023-66 Being a By-law to Regulate the Speed of Motor Vehicles on Certain Highways within the Municipality	Public Works / Clerk's Dept.	A public notice was issued to seek public comment for the By-law before the third reading. The third reading meeting date to be announced.
Nov. 7/23	23-689	St. Stephen's Church Renovations Tender Award (RFP PW-2023-15)		Treasurer to update Council on Reserves before awarding the Tender
Nov. 7/23	23-701	Hand Railings on either side of the Municipal Office Building	Director of Operations	Treasurer to amend the budget to fund from Community Centre reserves



Legislative Services
Michael de Rond
905-726-4771
clerks@aurora.ca

Town of Aurora
100 John West Way, Box 1000
Aurora, ON L4G 6J1

October 30, 2023

The Honourable Doug Ford, Premier of Ontario
Premier's Office, Room 281
Legislative Building, Queen's Park
Toronto, ON M7A 1A1

Delivered by email
premier@ontario.ca

Dear Premier:

**Re: Town of Aurora Council Resolution of October 24, 2023
Motion 10.1 – Councillor Kim; Re: Cannabis Retail Applications for the Town of
Aurora**

Please be advised that this matter was considered by Council at its meeting held on October 24, 2023, and in this regard, Council adopted the following resolution:

Whereas in January 2019, Council voted in favour of retail Cannabis in the Town of Aurora; and

Whereas the Alcohol and Gaming Commission of Ontario (AGCO) is the legal body overseeing Cannabis Retail; and

Whereas the Town of Aurora with geography of 7 km x 7 km and population of 64,000 currently has 13 Cannabis retail stores and 1 authorized at the AGCO; and

Whereas the long-term vision of the Town's Official Plan supports active and healthy lifestyle choices to complement a complete community; and

Whereas many cannabis stores are within close proximity to schools and daycares which are inhabited by society's most vulnerable; and

Whereas the Province of Ontario Liquor Licence and Control Act, 2019 (LLCA) in its regulation already has a precedent by limiting the number of grocery stores licensed to sell beer, wine, and cider to 450 and is currently not accepting any more applications;

1. Now Therefore Be It Hereby Resolved That the Town of Aurora requests that the Government of Ontario through its Alcohol and Gaming Commission of Ontario (AGCO) no longer accepts any further cannabis retail applications for the Town of Aurora; and

- 2. Be It Further Resolved That the Town of Aurora requests that the Government of Ontario re-evaluate its “formula” on how many cannabis stores are permissible within the boundaries of a municipality, including but not limited to:
 - a. Utilizing a cap or upper limit;**
 - b. Utilizing a population per capita formula;**
 - c. Utilizing a distance to the next cannabis retail store formula; and****
- 3. Be It Further Resolved That should the Government of Ontario revisit the retail Cannabis formula guiding the number of cannabis retail stores permissible in a municipality, that it would extend to all existing municipalities; and**
- 4. Be It Further Resolved That a copy of this Motion be sent to the Honourable Doug Ford, Premier of Ontario; the Honourable Doug Downey, Attorney General of Ontario; Dawn Gallagher Murphy, MPP Newmarket—Aurora; and the Honourable Michael Parsa, MPP Aurora—Oak Ridges—Richmond Hill; and**
- 5. Be It Further Resolved That a copy of this Motion be sent to the Association of Municipalities of Ontario (AMO) and all Ontario municipalities for their consideration.**

The above is for your consideration and any attention deemed necessary.

Yours sincerely,



Michael de Rond

Town Clerk

The Corporation of the Town of Aurora

MdR/lb

Attachment (Council meeting extract)

Copy: Hon. Doug Downey, Attorney General of Ontario
Dawn Gallagher Murphy, MPP Newmarket—Aurora
Hon. Michael Parsa, MPP Aurora—Oak Ridges—Richmond Hill
Association of Municipalities of Ontario (AMO)
All Ontario Municipalities



10. Motions

10.1 Councillor Kim; Re: Cannabis Retail Applications for the Town of Aurora

Moved by Councillor Kim

Seconded by Councillor Gilliland

Whereas in January 2019, Council voted in favour of retail Cannabis in the Town of Aurora; and

Whereas the Alcohol and Gaming Commission of Ontario (AGCO) is the legal body overseeing Cannabis Retail; and

Whereas the Town of Aurora with geography of 7 km x 7 km and population of 64,000 currently has 13 Cannabis retail stores and 1 authorized at the AGCO; and

Whereas the long-term vision of the Town's Official Plan supports active and healthy lifestyle choices to complement a complete community; and

Whereas many cannabis stores are within close proximity to schools and daycares which are inhabited by society's most vulnerable; and

Whereas the Province of Ontario Liquor Licence and Control Act, 2019 (LLCA) in its regulation already has a precedent by limiting the number of grocery stores licensed to sell beer, wine, and cider to 450 and is currently not accepting any more applications;

1. Now Therefore Be It Hereby Resolved That the Town of Aurora requests that the Government of Ontario through its Alcohol and Gaming Commission of Ontario (AGCO) no longer accepts any further cannabis retail applications for the Town of Aurora; and
2. Be It Further Resolved That the Town of Aurora requests that the Government of Ontario re-evaluate its "formula" on how many cannabis stores are permissible within the boundaries of a municipality, including but not limited to:
 - a. Utilizing a cap or upper limit;
 - b. Utilizing a population per capita formula;
 - c. Utilizing a distance to the next cannabis retail store formula; and

3. Be It Further Resolved That should the Government of Ontario revisit the retail Cannabis formula guiding the number of cannabis retail stores permissible in a municipality, that it would extend to all existing municipalities; and
4. Be It Further Resolved That a copy of this Motion be sent to the Honourable Doug Ford, Premier of Ontario; the Honourable Doug Downey, Attorney General of Ontario; Dawn Gallagher Murphy, MPP Newmarket–Aurora; and the Honourable Michael Parsa, MPP Aurora–Oak Ridges–Richmond Hill; and
5. Be It Further Resolved That a copy of this Motion be sent to the Association of Municipalities of Ontario (AMO) and all Ontario municipalities for their consideration.

Yeas (7): Mayor Mrakas, Councillor Weese, Councillor Gilliland, Councillor Gaertner, Councillor Thompson, Councillor Gallo, and Councillor Kim

Carried

AMO Watchfile not displaying correctly? [View the online version](#)
Add Communicate@amo.on.ca to your safe list



November 2, 2023

In This Issue

- AMO 2024 Youth Fellowship applications now welcome!
- Community Emergency Preparedness Grant.
- Ministry finds six species at risk of endangerment.
- ROMA Conference: *Close to Home* - Request for delegation meetings.
- ROMA 2024 Conference January 21-23: Exhibitor and sponsorship opportunities.
- New AMO training - Understanding Competing Human Rights, December 12.
- Land Use Planning Deeper Dive: Strengthen your planning skills with AMO training.
- 4S Webinar: Double WSIB rebates for Municipal Health & Safety Programs.
- Webinar: LED Lighting Success Stories.
- Occupational Health and Safety digital program partner wins award!
- Reminder to register for Canoe Fall webinars.
- Incentives (up to \$20,000) for hiring new apprentices.
- Hire the next generation of municipal workers.
- Fleming College seeking municipal partnership projects.
- Careers. LAS, City of Thunder Bay and Town of Milton.

AMO Matters

Encourage postsecondary students in your orbit who are interested in local government, policy development, good governance, and healthy democracy to apply to be one of three [2024 AMO Youth Fellows](#). Fellows are mentored, participate in AMO Board and Taskforce meetings, and engage in AMO's Healthy Democracy Project. [Applications](#) are due **on or before November 13 at 10 p.m.**

Provincial Matters

Ontario has announced \$5 million through an application-based program to help increased emergency preparedness. Municipalities under 100,000 are eligible to apply. [Applications are due November 30.](#)

On October 25, the province [posted](#) policy on actions to protect and recover six species at risk in Ontario: Fawnsfoot, Lilliput, Threehorn Wartyback, Shagreen, Toothed Globe and White-rimmed Shingle Lichen.

Eye on Events

ROMA is pleased to share that the opportunity to submit your delegation requests for the 2024 ROMA Annual Conference is now open. Registered municipal officials can submit meeting requests with Provincial Ministers and their staff on local matters. To submit your delegation requests [click here](#).

Don't be disappointed! Book your trade show booth today to ensure your participation in the 2024 ROMA Conference. Limited spaces available. Download the [exhibitor package](#) or [sponsorship package](#) today.

AMO and Hicks Morley have developed training to support municipal elected officials and council in understanding their obligations related to human rights and understanding how to manage seemingly competing human rights. You can register for this important training [here](#).

This training is for councillors with a good foundation in land use training and are ready to dive into strategic decision making. Engage in case studies and real life examples that are analyzed and understood through instructor lead instruction and group discussion. Register for the November 7 [Advanced](#) land use training.

AMO's Health and Safety Program Management partner, [4S Consulting](#), is hosting a webinar on November 14 at 8:30am ET on the double rebate offering from WSIB for municipal health and safety programs. [Register and learn](#) more on how to create sustainable health and safety programs.

LAS

Want to find out how to save time and money with your LED lighting upgrade? Join our webinar on **November 22 at 10:00am** where West Lincoln and Georgina Township will share their success stories from using the [LAS Facility Lighting Service](#). Don't wait - [register today](#).

Our [Occupational Health and Safety digital program](#) partner has won the AVETTA Best Safety Industry Provider Award. 4S Consulting Services navigates the complex landscape of workplace safety, helping to integrate it into the workflow of your business.

Our fall webinar series showcasing [Canoe Procurement Group](#) technologies is on now until December 7. Join us for educational webinars covering a range of topics from electric vehicles and charging systems to drones. [Check out our Events page](#) for all the registration details.

Municipal Wire*

Construction and manufacturing businesses can [get up to \\$20,000 for hiring new apprentices!](#) The program, delivered by Colleges and Institutes Canada, helps employers build a strong workforce and meet labour shortages.

The [University of Waterloo is hosting info sessions](#) on the process to recruit student talent. Consider hiring a co-op student to support your municipality's succession planning!

[Fleming College](#) is seeking municipal environmental land-use planning and management projects to be implemented by students in the [Environmental Land Management](#) program. Contact [Emily Markovic](#) to discuss partnership opportunities.

Careers

[Business Development Manager - Local Authority Services \(LAS\)](#). Responsible for building a strategic partnership program for AMO to cultivate business relationships between third parties and AMO that leverage the value of AMO's position in the Ontario's market, provide benefits for municipalities. Apply to hr@amo.on.ca by November 22.

[Truck & Coach/Automotive Technician - City of Thunder Bay](#). Participates in the development and implementation of all repair and preventative maintenance programs. [Apply online](#) by November 14.

Power Engineer - City of Thunder Bay. Responsible for monitoring ice or facility rentals and performs maintenance. Apply online by November 30.

Animal Services Officer - Town of Milton. Responsible for monitoring compliance of the Town's by-laws related to animal control. Apply online by December 1.

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

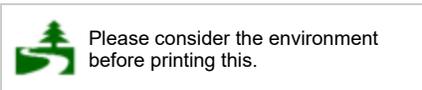
Media Inquiries

Municipal Wire, Career/Employment and Council Resolution Distributions

AMO's Partners



*Disclaimer: The Association of Municipalities of Ontario (AMO) is unable to provide any warranty regarding the accuracy or completeness of third-party submissions. Distribution of these items does not imply an endorsement of the views, information or services mentioned.



Association of Municipalities of Ontario
200 University Ave. Suite 801, Toronto ON Canada M5H 3C6
To unsubscribe, please [click here](#)



AMO Watchfile not displaying correctly? [View the online version](#)
Add Communicate@amo.on.ca to your safe list



November 9, 2023

In This Issue

- AMO survey - Mapping Diverse Experiences Running for Municipal Office.
- Complete and share our Municipal Employee Survey.
- AMO 2024 Youth Fellowship applications now welcome!
- Community Emergency Preparedness Grant.
- Pilot vehicle questionnaire now open.
- Volunteer firefighter recruitment and retention.
- Ministry finds six species at risk of endangerment.
- ROMA Conference: *Closer to Home* - Request for delegation meetings.
- ROMA Conference: Exhibitor & sponsorship opportunities going fast.
- Important new training: Understanding Competing Human Rights, Dec. 12.
- New training: Navigating Conflict as an Elected Official 2.0 - Complex Situations.
- Indigenous Community Awareness Training - New dates.
- 4S Webinar: Double WSIB rebates for Municipal Health & Safety Programs.
- Blog: LAS Natural Gas Program price change notice.
- Plan now for a 2024 road/sidewalk assessment.
- Webinar: LED Lighting Success Stories.
- SaveOnEnergy Energy Management and Efficient Electrification webinars.
- Canoe Fall webinar series: Registration open!
- Fleming College seeking municipal partnership projects.
- Careers: AMO/LAS, Durham, Asphodel-Norwood, Rainy River DSSAB, Hamilton.

AMO Matters

Have you run for municipal office, or considered running for municipal office in Ontario? If so, we would love to hear from you! [By filling out this short survey](#), you will help AMO improve our understanding of diverse candidates running for office in Ontario, informing how we create new programs, resources, and advocacy strategies.

AMO is conducting a survey of Ontario municipal employees to learn about their work experience. [Click here](#) for the survey link and resources to share with your colleagues and staff.

Encourage postsecondary students in your orbit who are interested in local government, policy development, good governance, and healthy democracy to apply to be one of three [2024 AMO Youth Fellows](#). Fellows are mentored, participate in AMO Board and Taskforce meetings, and engage in AMO's Healthy Democracy Project. [Applications](#) are due **on or before November 13 at 10 p.m.**

Provincial Matters

Ontario has announced \$5 million through an application-based program to help increase emergency preparedness. Municipalities under 100,000 are eligible to apply. [Applications](#) are due **November 30**.

Is your jurisdiction participating in a pilot vehicle program for e-scooters, cargo e-bikes, large quadricycles, electric low-speed vehicles, or golf carts? If so, the Ministry of Transportation needs your input!

The Ontario Fire Marshal is conducting an online survey for volunteer firefighters and fire chiefs to inform their understanding on recruiting and retaining volunteer firefighters.

On October 25, the province posted policy on actions to protect and recover six species at risk in Ontario: Fawnsfoot, Lilliput, Threehorn Wartyback, Shagreen, Toothed Globe and White-rimmed Shingle Lichen.

Eye on Events

ROMA is pleased to share that the opportunity to submit your delegation requests for the 2024 ROMA Annual Conference is now open. Registered municipal officials can submit meeting requests with Provincial Ministers and their staff on local matters. To submit your delegation requests click here.

Don't be disappointed! Book your trade show booth today to ensure your participation in the 2024 ROMA Conference. Limited spaces available. Download the exhibitor package or sponsorship package today.

AMO and Hicks Morley have developed training to support municipal elected officials and council in understanding their obligations related to human rights and understanding how to manage seemingly competing human rights. You can register for this important training here.

Building on AMO's in demand training, *Navigating Conflict Relationships as an Elected Official, Advanced Strategies for Elected Officials to Master Conflict Relationships* (NCR 2.0), will take you to the next level of negotiating one of the more difficult aspects of local leadership: relationships. If you completed NCR 1.0 and are ready for the next steps in advancing your management of conflict relationships, this workshop is for you, this training is for you. Mark March 20 - 21, 2024 in your calendar and watch here for registration details.

OFIFC and AMO are offering training to build indigenous cultural competency in municipal government. Through a self-paced learning module and live virtual component, this training will provide knowledge and tools to utilize in moving improved and stronger Indigenous-municipal relations forward in Ontario. Register today for this sell out training opportunity.

AMO's Health and Safety Program Management partner, 4S Consulting, is hosting a webinar on November 14 at 8:30am ET on the double rebate offering from WSIB for municipal health and safety programs. Register and learn more on how to create sustainable health and safety programs.

LAS

The LAS Natural Gas Procurement Program has secured prices for the new term that are lower than current utility rates. Contact us if you would like a report comparing your rates to our hedged price.

The LAS Road & Sidewalk Assessment service is a great tool for managing some of your most important assets. Better data and the tools for planning will save you money and improve service levels. Contact Tanner for a quote to include in your 2024

budget.

Want to find out how to save time and money with your LED lighting upgrade? Join our webinar on **November 22 at 10:00am** where West Lincoln and Georgina Township will share their success stories from using the [LAS Facility Lighting Service](#). Don't wait - [register today](#).

Our fall webinar series showcasing [Canoe Procurement Group](#) technologies is on now until December 7. Join us for educational webinars covering a range of topics from electric vehicles and charging systems to drones. [Check out our Events page](#) for all the registration details.

SaveOnEnergy is offering free training webinars for municipal energy/facility managers and directors. Learn how to integrate energy management principles, identify savings, and reduce cost in your municipal facilities. [Register today](#).

Municipal Wire*

[Fleming College](#) is seeking municipal environmental land-use planning and management projects to be implemented by students in the [Environmental Land Management](#) program. Contact [Emily Markovic](#) to discuss partnership opportunities.

Careers

[Business Development Manager - LAS | AMO Business Services](#). Apply to hr@amo.on.ca by November 22.

[Senior Economist - Region of Durham](#). [Apply online](#) by November 26.

[Chief Administrative Officer/Clerk - Township of Asphodel-Norwood](#). Apply to recruitment@antownship.ca by November 17.

[Municipal Treasurer - Township of Asphodel-Norwood](#). Apply to recruitment@antownship.ca by November 27.

[Chief Administrative Officer - Rainy River District Social Services Administration Board](#). Apply to jocelyn.nielson@rrdssab.ca by December 6.

[Director, Indigenous Relations - City of Hamilton](#). [Apply online](#) by November 22.

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's Partners

AMO Policy Update not displaying correctly? [View the online version](#)
Add Communicate@amo.on.ca to your safe list



POLICY UPDATE

November 2, 2023

Policy Update – 2023 Fall Economic Statement

This afternoon, the province released the [2023 Fall Economic Statement](#). The statement included two announcements related to the issues concerning municipalities.

The province has committed \$200 million over 3 years through the Housing-Enabling Water Systems Fund for the repair, rehabilitation and expansion of municipal water and wastewater infrastructure. AMO commends the province for these investments as a helpful step towards addressing gaps in municipal funding to support growth. Provincial program details, including the ability of upper-tier municipalities to access funding, have yet to be confirmed. AMO has requested to be a part of program design and will continue to advocate to all levels of government for increased capacity to help municipalities deliver services and invest in infrastructure as we support growth and build more homes.

The province has announced the creation of an Ontario Infrastructure Bank with an initial \$3 billion in funding. The agency would help to fund large-scale infrastructure projects, including long-term care homes, energy infrastructure, affordable housing, municipal and community infrastructure and transportation. AMO looks forward to further details regarding the Ontario Infrastructure Bank and how it can help address urgent municipal infrastructure needs across the province.

The Statement also included details regarding the provincial commitment to remove the full provincial portion of HST on qualifying new purpose-built rental housing. AMO welcomes this greater emphasis on enhancing the supply of rental and affordable housing.

*Disclaimer: The Association of Municipalities of Ontario (AMO) is unable to provide any warranty regarding the accuracy or completeness of third-party submissions. Distribution of these items does not imply an endorsement of the views, information or services mentioned.

MONTHLY JOBS REPORT

SEPTEMBER 2023

The Labour Market Group
Guiding partners to workforce solutions.

NIPISSING DISTRICT

There were 439 job postings recorded for Nipissing district in the month of September. For the seventh consecutive month this figure represented a notable-to-significant year-over-year decrease; -35% (-236) in job postings with September 2022 seeing 675 recorded job postings. There was also a significant month-over-month decrease; -16.1% (-84), from the August total of 523 recorded job postings. 234 unique employers posted jobs in September; a slight decrease; -2.9% (-7) from the August figure of 241. Similar to the job posting total mentioned above the employer figure is significantly below; -30.6% (-103), the year-over-year September total which was 337 in 2022.



PARRY SOUND DISTRICT

There were 98 job postings recorded for the Parry Sound district in the month of September. This figure is a significant decrease; -35.1% (-53) from the previous month's figure of 151 and for the seventh consecutive month there was a significant decrease; -47% (-87), in the year-over-year comparison with September 2022 seeing 185 recorded job postings. This continues to add to the indication of a possible economic downturn. 73 unique employers posted jobs in September which is notably below; -31.1% (-33) the September 2022 total of 106.



TOP 5 EMPLOYERS POSTING JOBS



TOP 5 EMPLOYERS POSTING JOBS



TOP 5 INDUSTRIES HIRING (NAICS)



TOP 5 INDUSTRIES HIRING (NAICS)



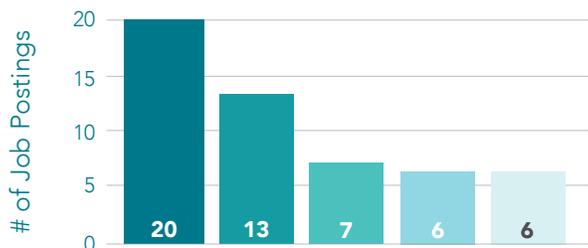
- 2** 17.1% : Educational Services (NAIC 61)
- 3** 15.9% : Retail Trade (NAIC 44-45)
- 4** 7.5% : Transportation & Warehousing (NAICS 48-49)
- 5** 5.7% : Construction (NAICS 23)

- 2** 17.3% : Educational Services (NAICS 61)
- 3** 16.3% : Health Care & Social Assistance (NAICS 62)
- 4** 9.2% : Accommodation & Food Services (NAICS 72)
- 5** 6.1% : Finance and Insurance (NAICS 52)

The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in September with 21.2% (93) of the overall share each amongst all major industry classifications. The Health Care and Social Assistance industry did see the largest month-over-month drop in job posting share of -3.7%. The largest month-over-month increase in posting share of +3.4% occurred within the Finance and Insurance (NAICS-52) industry; representing 4.3% (19) of the September postings.

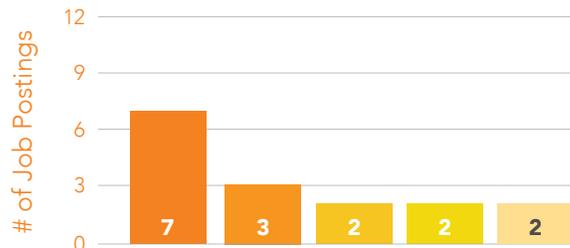
The Retail Trade (NAICS-44-45) industry saw the greatest number of job postings in September with 23.5% (23) of the overall share amongst all major industry classifications; with this industry also accounting for the largest month-over-month increase of +8.9%. The Manufacturing (NAICS-31-33) industry saw the largest month-over-month decrease of -10.5% to make up 2% (2) of the job postings in this month.

TOP 3 OCCUPATIONAL CATEGORIES (NOC)



- Sales Associate / Representative
- Caretaker / Cleaner / Janitor
- Food and Beverage Server / Attendant
- Food Counter Attendant / Service Worker
- Cook

TOP 3 OCCUPATIONAL CATEGORIES (NOC)



- Retail Sales Associate / Representative
- Cashier
- Banking Advisor
- Cleaner / Custodian
- Housekeeper



- Teacher - Elementary / Secondary (21)
- Case Manager / Social Service Worker (9)
- Educational Assistant (9)
- Professor - College (4)
- 2 tied with (3)



- Teacher - Elementary / Secondary (6)
- Educational Assistant (5)
- Case / Social Service Worker (2)
- Early Childhood Educator (2)
- Personal Support Worker (2)



- Administrative Assistant (14)
- Office Clerk / Receptionist / Support Staff (9)
- Human Resources Professional (7)
- Accountant / Account Manager (4)
- Communications / Event Coordinator (4)



- Administrative Assistant (5)
- Financial Advisor (2)
- Letter / Mail Carrier (2)
- Human Resources Professional (1)
- 4 others tied with (1)

Sales and Service (NOC-6) based occupations made up the largest portion of job postings with 26% (114) of all postings in September when compared to the major occupational classifications. Education, Law and Social, Community and Government Services (NOC-4) based occupations saw the largest month-over-month decrease of -4.8% with 19.1% (84) of the September postings. The largest month-over-month increase in posting share of +3.4% was seen amongst Business, Finance and Administration (NOC-1) based positions which accounted for 18.7% (82) job postings in the month.

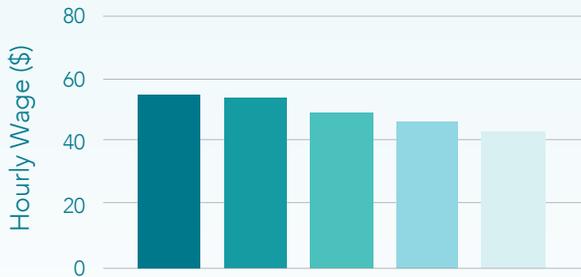
Sales and Service (NOC-6) based occupations represented the largest number of job postings in September with 34.7% (34) of all postings when compared to the major occupational classifications. Business, Finance and Administration (NOC-1) occupations accounted for the largest month-over-month increase of +3.7% to represent 14.3% of the recorded September postings. The largest month-over-month decrease in job posting share was for Trades, Transportation and Equipment Operator (NOC-7) based occupations which changed -6.4% from the previous month.

TOP 5 HOURLY WAGE VACANCIES



\$55.00

Orthophoniste
@ Conseil scolaire public
du Nord-Est de l'Ontario



\$54.00 Registered Nurse
@ West Nipissing General Hospital

\$50.00 Occupational Health, Safety and Abilities
Management Specialist
@ West Nipissing General Hospital

\$47.00 Conseillere En Sante Mentale Et En Assiduite
@ Conseil scolaire public du Nord-Est de l'Ontario

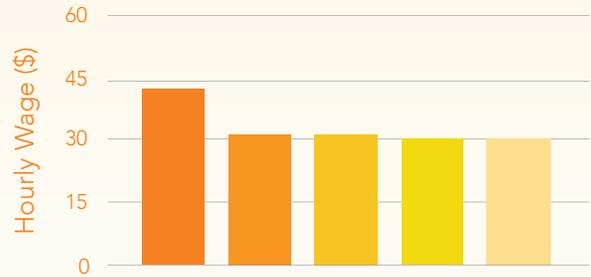
\$42.00 Speech-language Pathologist
@ Hands TheFamilyHelpNetwork.ca - North Bay

TOP 5 HOURLY WAGE VACANCIES



\$43.00

Security Technician
@ Security Today



\$31.00 Laboratory Technician / Assistant
@ West Parry Sound Health Centre

\$31.00 Carpenter
@ Woodhouse Homes

\$30.00 Office Administrator / Bookkeeper
@ Clare Piper Enterprises Ltd.

\$30.00 Heavy Equipment Operator
@ Township of Perry

TOP 3 ANNUAL SALARY VACANCIES

\$114,130

Human Resources Manager
@ Near North District School Board

\$110,000

Financial Services Manager
@ Northern Honda

\$105,388

Regulatory Manager
@ North Bay Hydro



TOP ANNUAL SALARY VACANCY

\$99,000

Telecommunications Technician
@ Integrated Solutions

\$83,880

Child Protection Worker
@ Niijaansinaanik Child and Family Services
- Parry Sound Area

\$75,000

Human Resources Advisor - Recruitment
@ West Parry Sound Health Centre



Lowest Annual Salary \$25,000

Installer - Blind and Shutter
@ The Home Depot - North Bay

Lowest Annual Salary \$36,000

Digital Marketing Executive
@ Jolly Roger Inn & Resort

The average hourly wage in September for those postings which listed (34.9%) an hourly wage was \$23.29/hour. This is nearly identical; +0.5% (+\$0.11/hour), to the current 12-month average of \$23.18/hour. Of the 153 postings which listed an hourly wage 9.2% (14) were listed at the provincial minimum wage of \$15.50/hour. For postings that listed an annual salary the average was \$68,336.90/year. This is in-line; -0.6% (-\$399.96/year), with the current 12-month average of \$68,736.86/year.

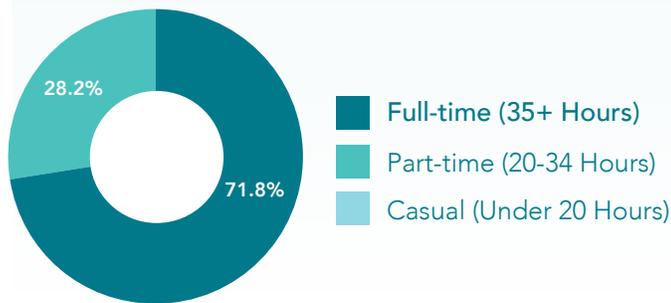
The average hourly wage in September for those postings which listed (44.9%) an hourly wage was \$22.86/hour. This figure is slightly below; -2.8% (-\$0.65/hour), the current 12-month average of \$23.51/hour. Of the 44 postings which listed an hourly wage 11.4% (5) were listed at the provincial minimum wage of \$15.50/hour. The average annual salary listed in the month of September was \$66,776.00; slightly higher; +2.8% (+\$1,798.40/year), than the current 12-month average annual salary of \$64,977.60/year.

FULL-TIME / PART-TIME BREAKDOWN

71.8% of listings in September

↑ 0.6%
from August

71.8% (315) of the listings in September indicated that the employment offered would be classified as full-time. This figure is nearly identical; +0.6%, to the previous month when 71.2% of the job postings were classified as full-time.



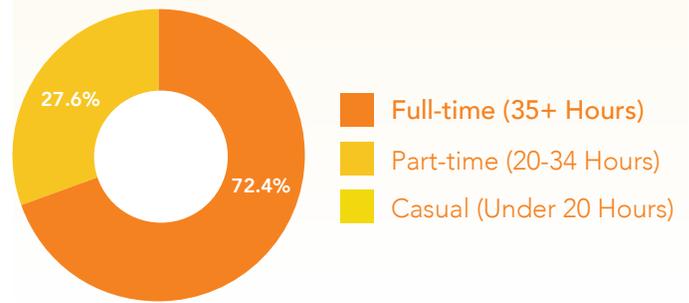
439 Postings listed hours offered (100%)

FULL-TIME / PART-TIME BREAKDOWN

72.4% of listings in September

↑ 2.9%
from August

72.4% (71) of the listings in September indicated that the employment offered would be classified as full-time. This figure is a slight increase; +2.9%, from the previous month where 69.5% of the job postings were classified as full-time.



98 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

81.3% of listings in September

↓ 1.5%
from August

81.3% (357) of the listings in September stated that the opportunity in question would be permanent. This is a slight decrease; -1.5%, from the previous month's figure of 82.8%.



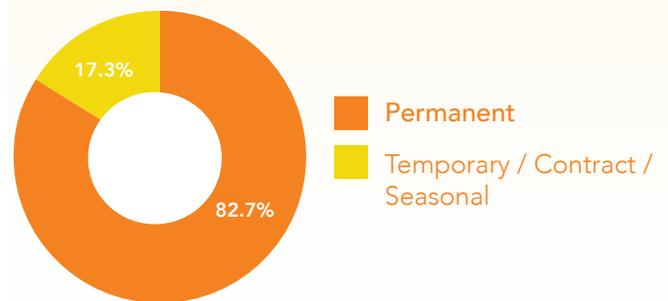
439 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

82.7% of listings in September

↓ 1.5%
from August

82.7% (81) of the listings in September stated that the opportunity in question would be permanent. This is slightly below; -1.5%, the previous month figure of 84.2%.



98 Postings listed hours offered (100%)

ALL EMPLOYERS WITH POSTINGS IN MONTH



NIPISSING DISTRICT

401 Auto - North Bay Chrysler
A&W (Sturgeon Falls)
Accounting Measures, CPA, Professional Corporation
Actlabs
AIDS Committee of North Bay and Area
AIM Kenny U-Pull
Alex McKillop Tax Ltd.
Alexandrea's Janitorial Services
Algonquin Nursing Home of Mattawa
AllRoads Auto Sales
Alouette Bus Lines
American Eagle Outfitters
Arrowhead Gas Bar
Ashley HomeStore North Bay
ASM Stores - Sturgeon Falls
Bay Glass and Contracting
Bay Truck Stop Family Restaurant
Bayland Property Management
Bent Toys ATV and Sled Parts
Berry Global / Fabrene Inc.
Best Buy
Best Western North Bay Hotel & Conference Centre
Binx Professional Cleaning
Blue Sky Orthodontics
BMO - North Bay
Body Back in Motion
Boutique La Vie en Rose Inc.
BrokerLink - Parry Sound
Bulk Barn Foods Limited
Bumper to Bumper - H.E. Brown
Caisse Alliance
Callon Dietz
Campus Living Centres
Canada Post - North Bay
Canadian Addiction Treatment Pharmacy
Canadian Career College
Canadian Forces Morale and Welfare Services
Canadian Mental Health Association - North Bay and Area
Canadian Tire - North Bay
Canadian Tire - Sturgeon Falls
Canadian Tire Gas+ - North Bay
Canadore College
Canadore College - College Drive
Canadore College - Commerce Court
Canadore College - Parry Sound Campus
CannAmm
Canor Construction
Canpar express
Carter's/OshKosh
Cascades Casino
Cassells Animal Hospital
Cementation Canada
Centennial Contracting Ltd.
Central Welding & Iron Works
Cherry Hill Programs
CJ Limited - Charm Diamond Centres
Community Living North Bay
Conseil Scolaire Catholique Franco-Nord
Conseil scolaire public du Nord-Est de l'Ontario
Crisis Centre North Bay
CTS Canadian Career College
Cushman & Wakefield ULC
Dawson Dental - North Bay
Degagne Carpentry
Designed Roofing Inc., Essential Exteriors & Northland Glass & Metal
District of Nipissing Social Services Administration Board
Dollarama - North Bay
Dr. Michele Poitras-Horner, OD
Dr. Rod Johnston
Dyno Nobel
Eastview Construction
Ed Seguin & Sons Trucking and Paving
Empire Living Centre

Enbridge Inc.
Endaayaan Awejaa
Enterprise Rentacar
Evergreen Landscaping
Express Parcel
Eye Specialist of Northern Ontario
FedEx Ground
First Onsite
Fix Auto North Bay
Freightliner North Bay
GardaWorld
Garderie Soleil
Gervais Restaurant and Tavern,
Country Style Donuts
GFL Environmental Inc.
Giant Tiger - North Bay
Gincor Werx
GoodLife Fitness Centre - Main Street
Goodyear Canada Inc. (Retreading)
Grant Energy Inc.
GreenFirst Forest Products Inc.
Guy's Tire Sales Inc
Hands TheFamilyHelpNetwork.ca - North Bay
Happy Life
Hickory Farms
Holiday Inn Express North Bay
Homewood Suites by Hilton North Bay
Hopper Buick GMC
Idyllytime Sports and Marine
Innovative Homes
Intelcom Express
J&R Property Management
Jackman Flower Shop Limited
Kal Tire
Kaltech Mining Services Ltd.
Kia North Bay
Knox-Hutchison Insurance
Kohltech Windows & Entrance Systems
KRB Mechanical Limited
Krown Rust Control - Sturgeon Falls
Kumon of North Bay
Lafond's Towing & Recovery Ltd
LCBO - Lakeshore Drive
Les Soeurs de l'Assomption de la Sainte vierge
Levante Living - Barclay House
Loblaw Companies Limited
Long & McQuade
Lorraine's Restaurant
Lou Dawg's Southern BBQ
Marina Point Village
Mattawa Hospital
Mattawa River Resort
MCA Contracting Ltd
McDonald's (North Bay)
McDonald's (West Nipissing)
McDougall Insurance and Financial
Metal Fab Ltd.
Metro - North Bay
Michael Hill
Miller Paving
Miller Technology Incorporated
MisterSnow
Moose's Cookhouse
Mr. Junk
Municipal Property Assessment Corporation
Near North District School Board
Neddy's North Bay Hyundai
Nijjaansinaanik Child and Family Services - North Bay
Nipissing Serenity Hospice
Nipissing Transition House
Nipissing University
Nipissing Wellness Ontario Health Team
Nipissing-Parry Sound Catholic District School Board
Nordic Minesteel Technologies Inc.
North Bay Audiology Clinic

North Bay Humane Society
North Bay Hydro
North Bay Machining Centre Inc.
North Bay Parry Sound District Health Unit
North Bay Police Service
North Bay Regional Health Centre
North Star Studios
Northern Credit Union
Northern Dental Specialty Group
Northern Diversified Limited
Northern Honda
Northern Lights Remedy'sRx Pharmacy
Northern Shores Pharmacy
One Kids Place Children's Medical Treatment
Center of North East Ontario
Ontario Northland
Ontario Public Service
Optimum Insurance Company Inc.
Paragon Bay Group Ltd.
Paramed Home Health Care
Partner's Billiards and Bowling
Perron's Freshmart
Petro Canada and Restaurant - Temagami
PHARA
Pilot Diamond Tools Ltd.
Plan A Long Term Care Staffing and Recruitment
Platinum Patient Transfer Service
Premier Mining Products
Purolator
Quality Contracting
Redpath
Redpath Mining Contractors and Engineers
Reed Forestry
Reitmans Lte/ltd
Roots Canada
Royal Bank of Canada
Royal LePage Real Estate
Scotiabank
Seaboard Transport Group
Shoppers Drug Mart - Cassells St.
Sienna Living - North Bay
SmartStyle Hair Salon
Stantec
Stock Transportation
StorageVault Canada Inc.
Sturgeon Falls Brush and Contracting Ltd
Sturgeon Falls IDA
Subway - Pinewood Park Drive
Super 8 Hotel
Superior Propane
Syl's Neighbourhood Kitchen
Talize
TC Energy
TD Bank - North Bay
The Body Shop
The Brick North Bay
The Children's Aid Society of the District of Nipissing and Parry Sound
The Corporation of the City of North Bay
The Home Depot - North Bay
The Sisters of St. Joseph of Sault Ste. Marie
The Source
Tim Hortons - Algonquin Ave.
Tim Hortons - Cassells St.
Titanium Transportation Group Inc.
TJX Companies - Winners
Tourism North Bay
Tutor Match
Twiggs - Fraser St.
Union of Ontario Indians
United Rentals of Canada Inc.
Urban Planet
Valois Motel & Restaurant
Value Village
Victorian Order of Nurses / VON
VON Canada (Ontario)
Voyageur Aviation Corp

Voyago
Walmart - North Bay
Walmart Canada Corp.
Wendy's Restaurants - Lakeshore Drive
West Ferris Day Nursery
West Nipissing Family Health Team
West Nipissing General Hospital
Wine Rack - Metro
Winmar Property Restoration
Workplace Safety and Insurance Board (WSIB)
Wrmth
YMCA of Northeastern Ontario



PARRY SOUND DISTRICT

Agilec
Almex Group
Barburrito Fresh Mexican Grill
Best Western Plus Parry Sound
Canada Post - Parry Sound
Canada Post Corporation
Canadian Mental Health Association - Muskoka Parry Sound Branch
Clare Piper Enterprises Ltd.
Comfort Inn Parry Sound
Conseil scolaire public du Nord-Est de l'Ontario
Contact North (Parry Sound)
DBL Air Conditioning and Heating
District of Parry Sound Social Services Administration Board
Dollarama - Parry Sound
eXp Realty Brokerage, All Points North Group
Festival of the Sound
Georgian Bay Propane Inc.
Georgian Bay Travel Center
Grand Tappattoo Resort
Hands TheFamilyHelpNetwork.ca - Parry Sound
Hands TheFamilyHelpNetwork.ca/Mains
LeReseauaideauxfamilles.ca
Home Instead Senior Care
IDA pharmacy
Integrated Solutions
Jolly Roger Inn & Resort
Jolly Roger Restaurant & Bar
KLX Hair Studio
Lady Isabelle Nursing Home
LCBO - Magnetawan
LCBO - Parry Sound
Lyndsey Stevenato Children's Therapy Services
M&M Food Market
Mac Lang
Municipality of Whitestone
Muskoka Auto Parts - Sundridge
Near North Aviation
Near North District School Board
Nijjaansinaanik Child and Family Services - Parry Sound Area
Nipissing-Parry Sound Catholic District School Board
North Bay Guardian Pharmacy
Northern Reflections
Orr's Fine Meats and Deli
Parry Sound Animal Hospital
Parry Sound Area Planning Board
Parry Sound Home Hardware
Parry Sound Ready Mix
Port Carmen Marina
RONA - Parry Sound
Rosseau Road Powersports and Marine Ltd.
Royal Bank of Canada - Callander

Royal Bank of Canada - Parry Sound
Royal Bank of Canada - Sundridge
Scotiabank - Parry Sound
Security Today
Serenity Property Management
Shawanaga First Nation
SMRT Computer Solutions
Sobeys - Parry Sound
South River Guardian Pharmacy
Stone Mill Construction
Sundridge Dental
Sundridge Pharmacy LTD
The Corporation of the Township of Nipissing
The Friends
The Home Depot - Parry Sound
Tim Hortons - Burks Falls
Township of Perry
Turtle Jacks
Walmart - Parry Sound
Water Depot Parry Sound
West Parry Sound Health Centre
Westburne
Woodhouse Homes



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.



IN THIS EDITION

INTERNATIONAL STUDENTS

TOURISM: AGE BREAKDOWN OF THE EMPLOYED WORKFORCE FOR VARIOUS TOURISM INDUSTRY SUBSECTORS

INTERNATIONAL STUDENTS



ONTARIO: CANADA'S MOST POPULAR DESTINATION PROVINCE for over 22 years continues to be the hub of international education in the Great White North.



The number of **INTERNATIONAL STUDENTS APPROVED TO STUDY** in Ontario has increased significantly since 2019.



OVER **400,000**

In 2022, the province saw a surge in study permit applications to study.



Out of these applications, over **226,000** international students were approved to study in Ontario.

INTERNATIONAL STUDENT STUDY PERMIT APPROVALS

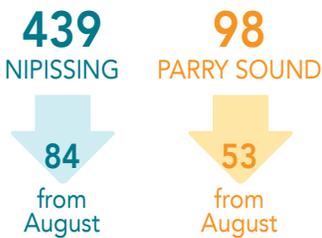


This represents a growth of **33%** compared to the previous year, and an impressive growth of **82%** over 2019.



JOBS REPORT SEPTEMBER 2023

TOTAL NUMBER OF JOB POSTINGS



TOP INDUSTRY WITH VACANCIES

NIPISSING
Health Care & Social Assistance (21.2%)

PARRY SOUND
Retail Trade (23.5%)

To view the full report, visit our website www.thelabourmarketgroup.ca/readsethired.ca

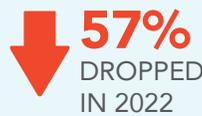
T. 705.478.9713

150 First Ave. West
Suite 103, North Bay, ON
P1B 3B9

The Labour Market Group is funded by:



However, the surge in applications may have contributed to a **DECLINE** in approval rates in 2022.



↓ 5% FROM THE 62% APPROVAL RATE IN BOTH 2019 & 2021



OVER **143,000** APPROVALS

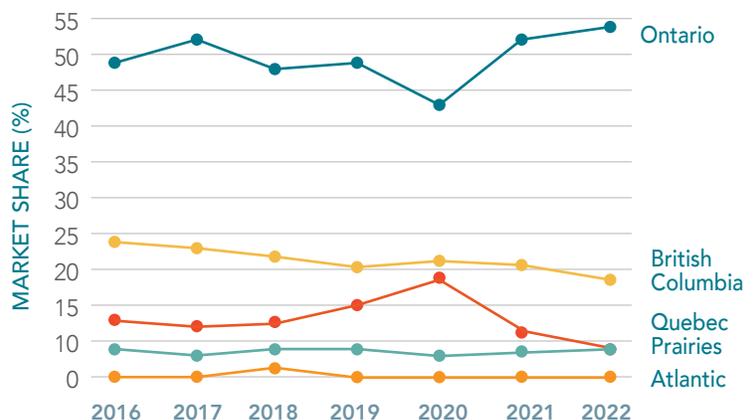
COLLEGE was Ontario's fastest-growing study level in 2022.



IRANIAN and **HONG KONG** students had faster growth in approvals in Ontario compared to the national average.



Ontario's **MARKET SHARE OF STUDENT VISA APPROVALS** in Canada continued to increase, representing 54% of all approvals in the country.



**MORE FROM THE
SEPTEMBER JOBS REPORT:**



TOP OCCUPATIONS

NIPISSING

Sales & Services (26%)

**Education, Law & Social,
Community & Gov (19.1%)**

**Business, Finance &
Administration (18.7%)**

PARRY SOUND

Sales & Services (34.7%)

**Education, Law & Social,
Community & Gov (23.5%)**

**Business, Finance &
Administration (14.3%)**

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:



**TOURISM: AGE BREAKDOWN OF THE EMPLOYED WORKFORCE
FOR VARIOUS TOURISM INDUSTRY SUBSECTORS**

In the Food Services & Drinking Places,
almost half are **YOUTHS**.



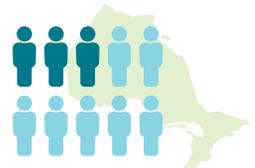
Because this subsector accounts
for the larger proportion of
tourism industry jobs, the share
of jobs held by **YOUTHS** in the
tourism sector is over one-third.



There is a smaller
proportion of
YOUTHS among the
subsectors in the
Arts, Entertainment
& Recreation industry.



13% OF YOUTHS
make up of the
employed workforce
in Northern Ontario.



**DISTRIBUTION OF EMPLOYED RESIDENTS
BY AGE IN SELECT TOURISM INDUSTRIES,
NORTHERN ONTARIO, 2021 CENSUS**

	DISTRIBUTION BY AGE			
	15-19	20-24	25-54	55+
ALL INDUSTRIES	4%	9%	63%	24%
711 Performing arts, spectator sports	0%	6%	63%	29%
712 Heritage institutions	6%	11%	67%	12%
713 Amusement, gambling, recreation	8%	8%	66%	17%
721 Accommodation services	4%	9%	52%	32%
722 Food services and drinking places	25%	22%	43%	11%
All tourism subsectors	19%	18%	48%	15%

**DISTRIBUTION OF ALL EMPLOYED RESIDENTS
BY AGE IN SELECT TOURISM OCCUPATIONS,
NORTHERN ONTARIO, 2021 CENSUS**

	DISTRIBUTION BY AGE			
	15-19	20-24	25-54	55+
ALL OCCUPATIONS	4%	9%	63%	24%
60030 Restaurant and food service managers	0%	11%	68%	21%
60031 Accommodation service managers	0%	0%	56%	39%
62020 Food service supervisors	8%	28%	55%	4%
62200 Chefs	0%	10%	64%	21%
63200 Cooks	15%	19%	52%	14%
64314 Hotel front desk clerks	3%	15%	57%	19%
65200 Food and beverage servers	18%	22%	43%	11%
65201 Food counter attendants	35%	22%	32%	11%
65310 Light duty cleaners	7%	10%	49%	34%

Source: Statistics Canada



REGULAR COUNCIL MEETING

RESOLUTION

Tuesday, November 7, 2023

Resolution # RC23265	Meeting Order: 10
Moved by: <i>Cathy Fannon</i>	Seconded by: <i>J. Mal</i>

WHEREAS Canada has 90,000 volunteer firefighters who provide fire and all hazard emergency services to their communities; in addition, approximately 8,000 essential search and rescue volunteers respond to thousands of incidents every year; and

WHEREAS many of these individuals receive some form of pay on call, an honorarium, or are given some funding to cover expenses, but they do not draw a living wage from firefighting; and;

WHEREAS without volunteer firefighters and search and rescue volunteers, thousands of communities in Canada would have no fire and emergency response coverage; and;

WHEREAS in 2013, the federal government initiated a tax credit recognizing these individuals, and calling on the federal government to increase this tax credit from \$3,000 to \$10,000; and;

WHEREAS volunteer firefighters account for 71% of Canada's total firefighting essential first responders;

- The tax code of Canada currently allows volunteer firefighters and search and rescue volunteers to claim a \$3,000 tax credit if 200 hours of volunteer services were completed in a calendar year;
- This works out to a mere \$450 per year, which we allow these essential volunteers to keep of their own income from their regular jobs, \$2.25 an hour;
- If they volunteer more than 200 hours, which many do, this tax credit becomes even less;
- These essential volunteers not only put their lives on the line and give their time, training and efforts to Canadians, but they also allow cities and municipalities to keep property taxes lower than if paid services were required;

p.2...



The Corporation of the Municipality of Wawa

REGULAR COUNCIL MEETING

RESOLUTION

- It would also help retain these volunteers in a time when volunteerism is decreasing.

THEREFORE BE IT RESOLVED THAT the Council of the Corporation of the Municipality of Wawa call upon the Government of Canada to support Bill C-310 and enact amendments to subsections 118.06 (2) and 118.07 (2) of the Income Tax Act in order to increase the amount of the tax credits for volunteer firefighting and search and rescue volunteer services from \$3,000 to \$10,000; and;

FURTHERMORE THAT a copy of the resolution be shared with the Association of Fire Chiefs of Ontario, Algoma Mutual Aid Association, Association of Municipalities of Ontario and all Ontario municipalities.

RESOLUTION RESULT		RECORDED VOTE	
<input checked="" type="checkbox"/>	CARRIED	MAYOR AND COUNCIL	YES NO
<input type="checkbox"/>	DEFEATED	Mitch Hatfield	
<input type="checkbox"/>	TABLED	Cathy Cannon	
<input type="checkbox"/>	RECORDED VOTE (SEE RIGHT)	Melanie Pilon	
<input type="checkbox"/>	PECUNIARY INTEREST DECLARED	Jim Hoffmann	
<input type="checkbox"/>	WITHDRAWN	Joseph Opato	

Disclosure of Pecuniary Interest and the general nature thereof.

- Disclosed the pecuniary interest and general name thereof and abstained from the discussion, vote and influence.

Clerk: _____

MAYOR - MELANIE PILON	CLERK - MAURY O'NEILL



REGULAR COUNCIL MEETING

RESOLUTION

Tuesday, November 7, 2023

Resolution # RC23262	Meeting Order: 7
Moved by: <i>M Hatfield</i>	Seconded by: <i>Cathy Cannon</i>

WHEREAS the Corporation of the Municipality of Wawa is a small community in Northern Ontario with limited financial resources; and

WHEREAS the Municipality owns and operates the water treatment facility, water distribution facility, wastewater treatment facility and wastewater collection facility which service the residents of the Municipality of Wawa; and

WHEREAS the Municipality of Wawa requires Class II Water Treatment Operators for its facilities; and

WHEREAS the Municipality of Wawa attempts to provide training as prescribed by the Province of Ontario to obtain the necessary classification(s); and

WHEREAS it has struggled in obtaining a full staff compliment who is eager to take on the responsibilities of water treatment, distribution, wastewater collection and treatment operations; and

WHEREAS any new employees of the Municipality of Wawa require certification and training is becoming increasingly difficult to procure; and

WHEREAS the Province of Ontario has implemented stringent review of water treatment plants to ensure compliance; and

WHEREAS the Province of Ontario is promoting and providing an increased number of training opportunities for a variety of trades;

THEREFORE, BE IT RESOLVED that the Council of the Corporation of the Municipality of Wawa petitions the Province of Ontario to expand water treatment training opportunities for communities within Ontario; and

p.2....



The Corporation of the Municipality of Wawa

REGULAR COUNCIL MEETING

RESOLUTION

FURTHERMORE, that the training be delivered in a method that is flexible and affordable; and

FURTHERMORE, utilize existing networks, such as Contact North, for on-line exam preparation and exam supervision; and

FURTHERMORE, the Council of the Corporation of the Municipality of Wawa forward a copy of this resolution to Premier Doug Ford, Minister of Environment, Conservation and Parks, Andrea Khanjin, Algoma Manitoulin MPP Michael Mantha and Walkerton Clean Water Centre, and all Ontario Municipalities.

RESOLUTION RESULT		RECORDED VOTE		
<input checked="" type="checkbox"/>	CARRIED	MAYOR AND COUNCIL	YES	NO
<input type="checkbox"/>	DEFEATED	Mitch Hatfield		
<input type="checkbox"/>	TABLED	Cathy Cannon		
<input type="checkbox"/>	RECORDED VOTE (SEE RIGHT)	Melanie Pilon		
<input type="checkbox"/>	PECUNIARY INTEREST DECLARED	Jim Hoffmann		
<input type="checkbox"/>	WITHDRAWN	Joseph Opato		

Disclosure of Pecuniary Interest and the general nature thereof.

Disclosed the pecuniary interest and general name thereof and abstained from the discussion, vote and influence.

Clerk: _____

MAYOR – MELANIE PILON	CLERK – MAURY O'NEILL



September 10th, 2023

Hon. Doug Ford
Premier of Ontario
Legislative Building, Room 28, Queen's Park
Toronto, Ontario
M7A 1A1
Sent Via Email: Premier@ontario.ca

Dear Premier Ford,

In 2002 the Conservative Government created the Northern Ontario School of Medicine (NOSM) to address the health needs of the region, improve access to quality care, and contribute to the economic development of Northern Ontario. On April 1, 2022, we celebrated as your Government proclaimed NOSM a standalone university, becoming Canada's only independent Medical University.

NOSM University is one of the greatest successes in Canada as it relates to addressing health workforce supply, with over 50% of graduates choosing family medicine as a career and over 90% of combined MD and postgraduate learners staying in Northern Ontario. Today, over 400,000 northerners receive primary and acute care from a NOSM University-trained doctor. Furthermore, many specialists have been created by NOSM University, providing care closer to home and reducing the need for patients to travel south to decrease the cost of the Northern Health Travel Grant.

We attribute much of this success to a "distributed community engaged learning" model that places its learners in 90 communities (135 organizations) across Northern Ontario throughout the academic year. NOSM University's economic impact in our region is immeasurable, but the institution is in jeopardy.

Northern Ontario remains in a healthcare crisis. More than 350 physicians are currently needed to fill shortages, which does not account for anticipated retirements. Areas of the North that are still in dire need of healthcare services are rural, remote, and Indigenous communities. NOSM University is the only Northern solution to meeting our physician workforce needs.

We are grateful for your Government's decision to increase medical school spaces at

Mailing Address:
FONOM
615 Hardy Street
North Bay, Ontario P1B 8S2

Contact Information
fonom.info@gmail.com
705-498-9510

NOSM University. Still, the momentum gained in addressing the health inequities in the North will be considerably impacted by the lack of financial sustainability for this newly created University.

While the creation of NOSM University gives it the autonomy to yield tremendous success in Northern physician recruitment and retention, the costs associated with becoming a university, undertaking an unprecedented expansion, and continuing to offer world-class community-based education are significant. The University's current base funding rates have not been increased sufficiently, and cost reductions are no longer attainable or feasible.

As such, we respectfully support NOSM University's request to the Province of Ontario for a permanent increase in annual base funding of \$4.0 million before the end of this fiscal year so it can continue to deliver on the mandate that the Conservative Government established initially in response to the needs of Northern municipalities.

We thank you in advance for your consideration of our request.

Sincerely,



Danny Whalen
President

CC: Minister Sylvia Jones
Minister Jill Dunlop