

Correspondence

The McGarry & District XYZ Seniors Club #7 (a)
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June 4, 2025

The Township of McGarry
Virginiatown, ON
P0K 1X0
Attention: Karine Pelletier

Subject: XYZ Seniors Club Agenda

Good afternoon:

The McGarry & District XYZ Seniors Club would like to inform you that we ended our activities in the meeting room at the Community Center for the season Wednesday May 28, 2025 and will re-start Wednesday September 11, 2025 up to May 26, 2026.

Wishing you a nice summer on behalf of the XYZ Seniors Club.

Regards,

Pierre Lemire, President
XYZ Seniors Club
705-634-2427
xyzseniorsclub@gmail.com



Gmail

#7 (b)

Ontario Ombudsman launches new website | L'Ombudsman de l'Ontario lance un nouveau site Web

1 message

Ombudsman Ontar
Reply-To

Thu, Jun 5, 2025 at 11:29 AM

Ontario Ombudsman launches brand-new
website - visit it today!
L'Ombudsman de l'Ontario lance un tout nouveau
site Web – visitez-le dès aujourd'hui!

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Ombudsman launches new website / L'Ombudsman lance un nouveau site web



**Our new website: Simplified, more
accessible, and easier to use! |
Notre nouveau site web : Simplifié, plus
accessible et plus facile à utiliser!**



[La version française suit]

We are excited to announce the launch of our new and improved website at www.ombudsman.on.ca - coinciding with our 50th anniversary celebrations this year!

Designed with you in mind, this new website makes it easier than ever to get the help you need when dealing with government and public services.

If finding the right information has ever felt overwhelming, our new website makes it simple. For example:

- **How we can help:** Learn more about the organizations and types of issues we can address.
- **Step-by-step guidance:** Our complaint guide walks you through what to expect when you reach out to us.
- **Tailored information:** Specific information about our work to help Indigenous communities, children and youth, French speakers, and more.
- **Smarter search:** The improved search tool quickly helps you find the information you need.
- **Easier-to-read reports:** Investigation reports, annual reports, and closed municipal meeting reports are now easier to read and search.
- **Updated Case Digest:** The refreshed “Municipal Meetings: Case Digest” is more user-friendly, with clearer navigation and keyword browsing.

We've also introduced a new section, “Info for public bodies and officials”. Here, organizations can find:

- Details about what happens if we receive a complaint about them.
- Helpful resources and best practices for complaint handling and administrative fairness.

We invite you to explore the site and see the difference. Your feedback is welcome, as we're always looking for ways to serve you better – you will find a short survey at the bottom of website pages to tell us what you think.

Visit our new website today

Nous sommes ravi(e)s d'annoncer le lancement de notre nouveau site Web amélioré à l'adresse www.ombudsman.on.ca - coïncidant avec les célébrations de notre 50e anniversaire cette année!

Conçu en pensant à vous, ce nouveau site Web facilite plus que jamais l'obtention de l'aide dont vous avez besoin lorsque vous traitez avec le gouvernement et les services publics.

Si trouver la bonne information vous a déjà semblé difficile, notre nouveau site Web simplifie la tâche. Par exemple :

- **Comment nous pouvons vous aider** : Apprenez-en davantage sur les organisations et les types de problèmes que nous pouvons résoudre.
- **Conseils étape par étape** : Notre guide pour déposer une plainte vous explique à quoi vous attendre lorsque vous nous contactez.
- **Informations personnalisées** : Informations spécifiques sur notre travail pour aider les communautés autochtones, les enfants et les jeunes, les francophones, et plus encore.
- **Recherche plus intelligente** : L'outil de recherche amélioré vous aide à trouver rapidement les informations dont vous avez besoin.
- **Rapports plus faciles à lire** : Les rapports d'enquête, les rapports annuels et les rapports de réunions municipales à huis clos sont désormais plus faciles à lire et à rechercher.
- **Résumé de cas mis à jour** : Le « Recueil des cas - Réunions municipales » actualisé est plus convivial, avec une navigation et une navigation par mots clés plus claires.

Nous avons également introduit une nouvelle section « Informations pour les organismes publics et les fonctionnaires ». Ici, les organisations peuvent trouver des :

- Détails sur ce qui se passe si nous recevons une plainte à leur sujet.
- Ressources utiles et meilleures pratiques pour le traitement des plaintes et l'équité administrative.

Nous vous invitons à explorer le site et à voir la différence. Vos commentaires sont les bienvenus, car nous cherchons toujours des moyens de mieux vous servir – vous trouverez un court sondage au bas des pages du site Web pour nous dire ce que vous pensez.

#7(c)



AMCTO
THE MUNICIPAL EXPERTS

2024 Annual Report

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Introduction

We are pleased to present the AMCTO 2024 Annual Report. Over the past year, the Association, our members, and the broader municipal sector faced a range of new challenges and opportunities. Throughout it all, AMCTO remained committed to supporting municipal professionals in their pursuit of learning, growth, and career advancement.

In 2024, we deepened our investment in educational programming to ensure it remains both relevant and high-quality. We believe that this investment is paying off with registration levels consistently exceeding expectations. We also launched curated Career Development Packages to provide a path forward for municipal staff development with significant savings to municipalities. Our professional development offerings continued to deliver timely and responsive content, including the successful launch of our first-ever Indigenous Communities & Municipalities Forum in September. We were also proud to welcome a record number of registrants and partners to the 2024 Conference and Annual General Meeting in the Town of the Blue Mountains.

Advocacy and policy remained a core focus of our work. We continue to support the sector through the implementation of strong mayor powers, releasing an advocacy toolkit complete with an analysis of new research highlighting how the powers are being used throughout affected communities. Our policy and government relations team also collaborated with sector experts to submit comprehensive recommendations for long-overdue reforms to the *Municipal Freedom of Information and Protection of Privacy Act* (MFIPPA) and the *Municipal Elections Act* (MEA).

Membership growth continued in 2024, with notable increases in full, new professional, and student categories. Guided by the 2022–2026 Strategic Plan, AMCTO achieved several key milestones in 2024, including the launch of new affinity programs, including the new Leadership Hub, and saw continued expansion of our mentorship program.

With the receipt of our diversity, equity, inclusion and accessibility audit, the Board of Directors took an important step towards ensuring our Association helps members overcome barriers to participation. We look forward to implementing the recommendations.

Thank you for your continued membership and support. We look forward to serving you!

Sincerely,
David Arbuckle, MPA
Executive Director





Board of Directors

Throughout 2024, the AMCTO Board of Directors provided strategic advice and direction on a number of matters focused on meeting the needs of the Association and municipal professionals across the province.

Through a series of six Board meetings held during the year, the Board achieved the following key accomplishments:

- Approval of submissions related to the *Municipal Elections Act* and *Municipal Freedom of Information and Protection of Privacy Act*, two pivotal documents for advancing advocacy on key policy issues
- Completion of the Association's first diversity, equity, inclusion, and accessibility audit
- Committee restructuring to ensure more meaningful opportunities for member engagement
- Revised the Association's Code of Ethics and Values
- Launch of two new programs supporting members: Career Development Packages and the Leadership Hub affinity program

In 2025, the Board of Directors will oversee the renewal of the AMCTO Strategic Plan, an important document to help the Association understand the needs of its membership and what direction it will take over the next four years.



Legislative & Policy Advisory Committee

The Legislative and Policy Advisory Committee (LPAC) has the following mandate:

"to assist the Association in developing and maintaining a close liaison with all levels of government through the identification and evaluation of key legislative and regulatory issues affecting the responsibilities of Association members".

Throughout 2024-2025, AMCTO focused efforts on:

- updates to [modernize the Municipal Elections Act, 1996 \(MEA\)](#);
- proposing [amendments to the Municipal Freedom of Information and Protection of Privacy Act, 1990 \(MFIPPA\)](#) to ensure that it is future-proof and aligns with the *Enhancing Digital Trust and Security Act, 2024*;
- developing a policy statement on modernizing the *Provincial Offences Act, 1990* and related services;
- supporting the Association of Municipalities of Ontario's (AMO) efforts calling for a Social and Economic Prosperity Review; and
- researching and analysis of the affect of strong mayor powers on municipal professionals and the mayor-chief administration officer (CAO) relationship.

This past year brought dozens of provincial legislative and regulatory changes including the Province's intervention in local decision-making related to building active-transportation infrastructure in their communities. There were often short-time frames to respond to proposals as the provincial government moved swiftly to end its mandate early with an election call on January 29, 2025.

As a result, AMCTO also released its second set of provincial election priorities for municipal professionals: [Functional Foundations](#).

A summary of AMCTO's 2024-2025 key accomplishments is outlined below.

2024-2025 Committee Highlights

- Advised on topics and issues to raise during ministerial delegation meetings at the Rural Ontario Municipalities' Association (ROMA) and AMO conferences
- Informed development of the [2025 pre-budget submission](#) focusing on priorities of:
 - committing to AMO's call for a social and economic prosperity review;
 - providing municipalities with the funding needed to address repair backlogs that affect their asset management planning and lifecycle costs;
 - completing the Property Tax and Assessment System Review and ensuring that the next assessment cycle starts as soon as possible; and
 - modernizing the legislative and regulatory environment to improve local service delivery.
- Continued discussions on the *Municipal Act, 2001* issues and challenges to inform future planning resulting in the establishment of a working group to review the Act
- Discussed opportunities for research projects in support of the Association's advocacy efforts
- Provided input into submissions to standing committee, regulatory registry and environmental registry consultations including:
 - [modernization of the *Emergency Management and Civil Protection Act*](#);
 - the [Strengthening Cyber Security and Building Trust in the Public Sector Act, 2024](#);
 - [Bill 241: *Municipal Accountability Act, 2024*](#);
 - the [Design of Public Spaces Standards review](#); and
 - the [Customer Service Standards review](#)
- Participated in discussions related to the Association's Issue Profile review
- Developed the Association's position on providing clarity on the definitions of local boards
- Provided input and feedback on the Association's provincial elections priorities
- Provided input and feedback on an advocacy plan related to fine collection and modernization of the *Provincial Offences Act, 1990*
- Provided input and feedback on the Association's [response to the expansion of strong mayor powers and duties to additional municipalities](#)

LPAC continues to serve the Association as a resource through its collective expertise and input. This work enables the Association to have a meaningful venue for legislative and policy discussions while developing a process for putting forth recommendations to the Board of Directors.

Advocating for Members' Interests

AMCTO was active on several fronts responding to Provincial legislation and regulatory initiatives, supported by LPAC:

- Productive 2024 AMO and 2025 ROMA conference delegations:
 - Minister McCarthy (Ministry of Public and Business Service Delivery and Procurement) discussed modernizing MFIPPA with legislative changes, impacts of artificial intelligence on local elections in the context of Bill 194
 - Discussions with the NDP, Liberal and Green Party about AMCTO Issue Profile priorities

**Note: Delegation requests were made of government ministers including Municipal Affairs and Housing and Education but were not granted.*

- Met separately with Minister Calandra (Minister of Municipal Affairs and Housing) to continue to advocate for changes to the MEA ahead of the 2026 municipal and school board elections
 - Also reinforced our concerns about the [impacts of strong mayor powers](#) on municipal professionals and organizational culture, specifically related to the role of the CAO, department heads, and organizational structure, as well as our concerns about the continued health and sustainability of local government administration.
- Continued to seek clarity on restricted acts as they relate to strong mayor powers
- Delegated before the Standing Committee on Justice Policy as the only municipal representative regarding Bill 194, *Strengthening Cyber Security and Building Trust in the Public Sector Act, 2024* highlighting the interconnectedness between cybersecurity, artificial intelligence (AI), and privacy protection, and the need to modernize MFIPPA to reflect this connection
- Continued engagement with Elections Ontario on the transition and implementation of the single register of electors.
- Continued to advocate in collaboration with AMO, the Municipal Law Enforcement Officers' Association (MLEOA) and World Animal Protection for better legislative frameworks to reduce administrative and financial burden related to roadside zoos and the keeping of exotic animals.
- Supported the Ontario Business Improvement Area Association (OBIAA) by calling on the Province to review and provide clarity to the definition of local boards within the *Municipal Act, 2001*, while ensuring consistent usage in consequential legislation and regulations
- Supported the Region of Peel's call to action on federal and provincial asylum and refugee seekers support
- Responded to consultation on publication of notices requesting more flexibility for municipalities to inform the public of such notices
- Responded to [consultation on Bill 212, Reducing Gridlock, Saving You Time Act, 2024](#)
- Provided recommendations to the provincially-appointed special reviewer on OMERS governance related to representation for management/non-union plan members

- Supported [calls for a third-party review](#) of the *Provincial Offences Act* system
- Launched a working group to review the *Municipal Act, 2001* which has not been comprehensively reviewed since 2015

Supporting Our Members

- Supported municipalities transitioning to strong mayor powers through shared resources and meetings
 - This included hosting a webinar on implementing strong mayor powers, re-opening our strong mayor shared resource centre, and re-starting weekly drop-in discussions to support municipal staff in 169 municipalities added to regulations
- Released [research and an advocacy toolkit on use of strong mayor powers](#)
- Released toolkits for supporting the Association's provincial elections priorities
- Released [Clerk's Legislative & Regulatory Responsibilities](#) member advocacy resource
- Sought feedback from members and released reporting burden costing template

Conclusion

Overall, AMCTO's policy and advocacy work in 2024-2025 has been extremely active in both forwarding the Association's advocacy agenda while balancing responses to significant provincial intervention in the municipal space.

AMCTO continues to provide a voice for municipal staff and leaders on key issues impacting administration and operations.

Accomplishments from the past year build momentum for continued advocacy of members' interests. The LPAC has been instrumental in providing advice and support to AMCTO staff, leveraging their expertise and experiences throughout the term to ensure the Association could move its advocacy priorities forward and continue to be a leading voice for municipal local government professionals.



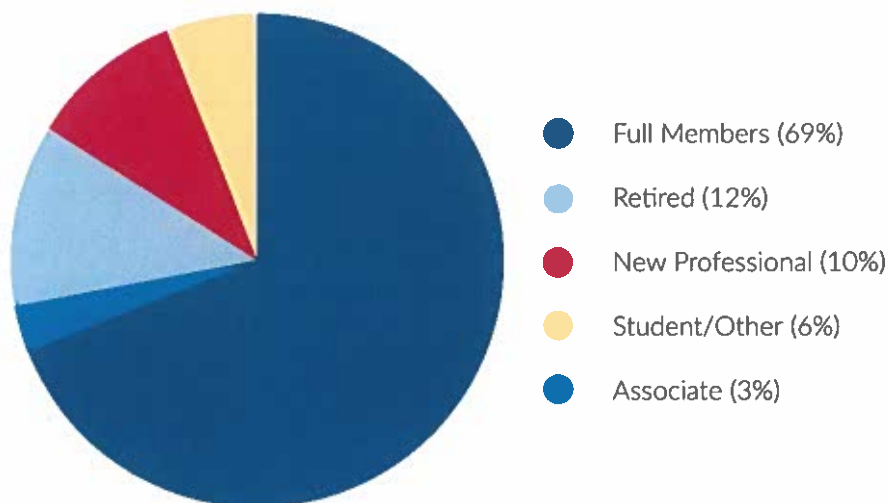
Membership

2024 totals included:

Full Members	1,539
Associate	76
Retired	265
New Professional	227
Members in Transition	25
Honourary	15
Student	101
TOTAL	2,248

There were 395 new members added in 2024. The overall membership total increased by 4.5% in comparison to 2023 figures.

2024 Membership Distribution



2024 Listing of New Members

NEW MEMBERS

Full, New Professional, Associate

ZONE 1

Leanne M. Biggar
Executive Assistant
Town of Petrolia

Catherine A. DeForest
Manager, Client Services
City of London

Alison C. Dillon
Council Services Assistant
Municipality of Leamington

Carrie L. Ellis
Advisor, Low Carbon Development
Enbridge Gas Inc.

Jenna M. Fentie
Manager of Administrative Services/Deputy Clerk
County of Elgin

Ella M. Flynn
Executive Assistant - Deputy Clerk
Town of Plympton-Wyoming

Rebecca L. Glavin
Legislative Services Coordinator
County of Middlesex

Brianna Hammer-Keidel
Director of Legal & Legislative Services/Clerk
Municipality of Strathroy-Caradoc

Olivia Nicole Leger
General Manager, Corporate Services, County
Solicitor/Clerk
County of Lambton

Nicole J. Lewis
Corporate Support Specialist
Township of Adelaide Metcalfe

Kelly A. Lovell
Dietary Aide
Chatham-Kent Riverview Gardens

Barbara Maly
Executive Director
London Downtown Business Association

Abigail V. Marchildon
Council and Committee Coordinator
Municipality of Leamington

Chantal Maxwell
Coordinator, Building Services
City of London

Stuart J. McCartney
Gardener, Parks and Recreation
City of London

Kristen McGill
Treasurer
Municipality of Southwest Middlesex

Heidi McLeod
Manager, Accounting Administration/Deputy
Treasurer
County of Essex

Kari Myers
Director of Community and Development Services
Municipality of Leamington

Anica Peter
Human Resources Advisor
Municipality of Thames Centre

William A. Rayburn
Chief Administrative Officer
County of Middlesex

Scarlett Redman
Customer Service Representative
City of St. Thomas

Emily J. Schinbein
Director of Financial Services/Treasurer
Municipality of Thames Centre



Safeta Sertovic
Coordinator, Digital Initiatives
City of London

Cynthia L. St. John
Chief Executive Officer
Southwestern Public Health

Sherry Lynn Steadman
Legislative Services Coordinator
City of St. Thomas

Doug L. Sweet
Chief Administrative Officer
Town of Essex

Matthew R. Todd, Dipl.M.M.
Director of Legal and Legislative Services
Municipality of Leamington

ZONE 2

Curtis Bekking
Municipal Law Enforcement Officer
Municipality of Northern Bruce Peninsula

Randi-Lynn Blanchard
Business Manager - Innisfil Fire & Rescue Services
Town of Innisfil

Ashley Brodeur
Senior Treasury Analyst
Township of Tiny

Jennifer Cain-Percy
FOI & Information Management Coordinator
Town of Collingwood

Shannon Campbell
Executive Assistant
Township of Georgian Bluffs

Rachel Cannon
Legislative Services Coordinator/Deputy Clerk
County of Perth

Kelly Cole
Deputy Clerk
Town of Penetanguishene

Nick Colucci
Director of Infrastructure Services & Engineer
Town of Erin

Nicole Ann Corley
Property Tax & Assessment Coordinator
Township of Southgate

Becky DeWetering
Deputy Clerk
Municipality of West Perth

Laura E. Emery
Communications & Committee Coordinator
Township of Puslinch

Monika Farncombe
Legislative Assistant
Township of Puslinch

John Ferguson
Chief Administrative Officer
Township of Clearview

Emma M. Fidler
Administrative Assistant
Township of Chatsworth

Lorie A. Fioze
Strategic Initiatives Department Manager
Municipality of Kincardine

Gregg Furtney
Chief Administrative Officer
Town of Minto

Isabella R. Fusco
Administrative Assistant
Town of Collingwood

Christine Gilbert
Deputy Treasurer
City of Owen Sound

Karen Govan
Chief Administrative Officer
Municipality of Grey Highlands

Justin L. Grainger
Legislative & Licensing Coordinator
Town of Erin



Julie Grellette
Manager, Administration and Business
City of Barrie

Tammy W. Grove
Lawyer/Partner
The Ross Firm Professional Corporation

Cheyenne Hancock
Customer Service/ Bylaw Enforcement
Town of Mono

Michelle L. Hargrave
Administrative Support Specialist
County of Dufferin

Stefanie Hochrein
Policy & Committee Coordinator
County of Simcoe

Sooriya Jayandan
Deputy Clerk
Township of Guelph/Eramosa

Michael Koktan
Manager of Financial Services
City of Stratford

Elizabeth E. Law
Customer Service Representative
City of Barrie

Jerri-Lynn Levitt, Dipl.M.A.
Manager of Communications and Corporate Strategy
Municipality of Grey Highlands

Niall Lobley
Acting Chief Administrative Officer/Director
Community & Environmental Services
Township of Georgian Bluffs

Leanne BJ Marks
Deputy Treasurer
Township of Howick

Jamie McCarthy
Development Engineering Supervisor
Town of Saugeen Shores

Amber J. McDonald
Deputy Clerk
Township of Ramara

Lacey E. McKay
Legislative Coordinator
Township of Tay

Karin T. McKenna
Elections Assistant
Town of Bradford West Gwillimbury

Rebecca A. McMahon
Coordinator; Business Support Services
Barrie Public Library

Taylor McMann
Treasurer
Township of Southgate

Sylvia Medeiros
Administration
Township of East Garafraxa

Craig Millar
Chief Financial Officer
City of Barrie

Antonieta Minichillo
General Manager, Corporate Services
Town of Orangeville

Daniel Miziolek
Coordinator, Legislative Services
Town of Collingwood

Denyse Morrissey
Chief Administrative Officer
Town of Shelburne

Anne Norris
Coordinator
Town of Collingwood

Jessica O'Brien
Landfill Attendant
Municipality of South Huron

Sherrie M. Oliver
Property Tax/Deputy Treasurer
Municipality of Huron East

Lindsay A. Raftis
Assistant Clerk
Town of Orangeville



Renee Recoskie
Director of Facilities, Climate Change and Operations
City of Orillia

Ashley E. Richards
Communications Coordinator
Saugeen Valley Conservation Authority

Andrew M.E. Sandor
Council and Committee Coordinator/Assistant
City of Guelph

Nelson J. Santos
Chief Administrative Officer
Township of Adjala-Tosorontio

Roberta E. Scully
Municipal Services Assistant
Municipality of Grey Highlands

Kara D. Smith
GIS/IT Manager
Municipality of Northern Bruce Peninsula

Danielle L. Thompson
Committee Coordinator
Municipality of Grey Highlands

Kelly Thomson
Deputy Clerk/Communications Coordinator
Township of Ashfield-Colborne-Wawanosh

Jamye L. Triemstra
Administrative Assistant, Fire & Emergency Services
Township of Severn

Kendra Webster
Legislative and Licensing Coordinator
Municipality of South Huron

Kevin Wiedekowsky
Supervisor Licensing & By-law Enforcement
Town of Orangeville

Dan Wilson
Chief Administrative Officer
Township of Centre Wellington

ZONE 3

Maureen Beatty
Executive Assistant
Hamilton Halton Brant Regional Tourism Association

Jessica A. Beaupre
Committee Coordinator
Town of Grimsby

Grant Bivol
Town Clerk
Town of Niagara-on-the-Lake

Kevin Brandt
Committee Coordinator
Norfolk County

Jason Burgess
Chief Administrative Officer
City of Niagara Falls

Nicole Campbell
Administrative Assistant, Development Services
County of Brant

Laiken M. Castles
Committee Coordinator
Norfolk County

Deb M. Dawson
Clerks Coordinator
Town of Ingersoll

Nicholas Debono
Deputy Clerk
City of Thorold

Simona Dinu
Director, Service Excellence and Communications
Hamilton Public Library

Nicole K. Divok
Executive Assistant To The Mayor and Chief
Administrative Officer
Town of Grimsby

Liz Dommasch
Coordinator of Legislation Information/Archivist
County of Oxford



Dave Dumais
Director
AV Labs Inc.

Adam Eckhart
Fire Chief
City of Welland

Chris Everets
Manager, Financial Planning & Reporting
Norfolk County

Matthew E. Gauthier
Legislative Coordinator
City of Hamilton

Candice E. Greenley
Administrative Clerk
Township of Wilmot

Jessica Hall
Sales Coordinator
SWS Warning Lights Inc.

Bev Hendry
Chief Administrative Officer
Township of West Lincoln

Sheila M. Jones
Principal
Vox Veritas Consulting

Reanne Kassar
Legislative Services Specialist
Regional Municipality of Waterloo

Helen S. Klumpp
Retired, Municipal Professional
City of Hamilton

Aslin Kirkpatrick
Recreation Coordinator - Marketing
City of Burlington

Justin Letourneau
Legislative Assistant
City of Thorold

Christa Libera
Clerk
Regional Municipality of Niagara

Mallory Luey
Chief Administrative Officer
Township of Wainfleet

Sarah E. Matheson, Dipl.M.M.
Deputy Clerk
Township of Blandford-Blenheim

Kimberly McLeod
Manager of Payroll, Benefits & HRIS
City of Cambridge

Sean McCoy
Deputy Clerk/Planning Coordinator
Township of Norwich

Michelle L. Moore
Operations Clerk & Cemetery Administration
Town of Grimsby

Nick Poulias
Investment Advisor
CIBC Wood Gundy Hobson Chahal Advisory Group

Tammy Reeves
Acting Manager, Elections and Print/Mail
City of Hamilton

Beth Robson
Director of Human Resources
City of Woodstock

Erin Shacklette
Committee of Adjustment Clerk
City of Burlington

Lisa Shields
City Solicitor
City of Hamilton

Ahmad Tuhmazi
Environmental Compliance Technician
Town of Niagara-on-the-Lake

Andrew Wilgar
Cofounder, CGO
Civia Inc.

Kacie L. VandenBulck
Committee Coordinator
Norfolk County



Diana Vasu
Acting Deputy Clerk
City of Port Colborne

ZONE 4

Pamela Aguilera
Council-Committee Coordinator
City of Oshawa

Rajeeth Arulanantham
Assistant To Council/Committee
City of Markham

Sunny Bains
Chief Administrative Officer
Town of Whitchurch – Stouffville

Kathleen Bartha
Manager, Business Services
City of Toronto

Lynn Marie Beaton
Administrative Coordinator
Town of Caledon

Jackie Bennett
Manager, Records and Privacy
Town of Whitby

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LLP
Cozen O'Connor LLP

Peter Bryson
Manager, Property Standards Enforcement
City of Brampton

Joanna Bull
Senior Counsel
Office of The Ombudsman of Ontario

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Research and Marketing Coordinator
City of Markham

Janean Currie
Legislative Coordinator
City of Pickering

Sotabdo Debnath
Senior Project Manager
Regional Municipality of Peel

Sarah J. Dessureault
Committee Clerk
Regional Municipality of Durham

Lisa Diamond
Court and Client Service Representative
City of Brampton

Sabrina EB Donoghue
Access and Privacy Officer
Regional Municipality of York

Emily E. Elliott
Deputy Clerk
Township of Uxbridge

Chris Fasciano
Director of Community Services
Township of King

Melissa Ferreira
Director, Insurance & Risk Management
City of Toronto

Jennifer Forkes
Acting Deputy City Clerk
City of Toronto

Hayley Fryer
Customer Service Supervisor
Town of Newmarket

Sarah Goodyear
Collections Librarian
Legislative Assembly of Ontario

Hannah Grant, Dipl.M.M.
Customer Service Coordinator
Town of Newmarket

Sean Grogan
Manager, Business Intelligence
Elections Ontario



Corey Groulx
Manager, Business Improvement Services
City of Mississauga

Tariq N. Habib
Supervisor, Transportation Services
City of Toronto

Teshini A. Harrison
Policy Development Officer
City of Toronto

Allison Hector-Alexander
Director, Chief Administrative Officer's Office -
Diversity, Equity and Inclusion
Regional Municipality of Durham

Martin Heenan
Vice President
CDP Communications

David Hodgins
Program Manager, Public Works
Regional Municipality of York

Emily Irvine
Senior Planner
City of Toronto

Rachel Jewell
Director, City Clerk's Office, Elections
City of Toronto

Darlene Joslin
City Manager
City of Richmond Hill

Marlon Kallideen
Chief Administrative Officer
City of Brampton

Aaron Karmazyn
General Manager, Community Parks, Recreation &
Culture
Town of East Gwillimbury

Gary C. Kent
Chief Administrative Officer
Regional Municipality of Peel

Sylvia Kmiecik
Executive Strategy & Transformation Consultant
The Lady Instructor

Jaclyn Kogan
Administrative Assistant
York Regional Police Services Board

Michael Kralt
Project Manager
City of Brampton

Tabitha L. Leary
Administrative Assistant
Regional Municipality of York

Sarah Le Monnier
Senior Program Analyst
Regional Municipality of York

Kenneth Leung
Lean Program Manager
City of Mississauga

Shari Lichterman
City Manager & Chief Administrative Officer
City of Mississauga

Daniel P. Livesey
Senior Policy Advisor
City of Oshawa

Julie MacIsaac
Director, Diversity, Equity and Reconciliation
City of Oshawa

Scott MacNeil
Director, Digital Transformation & Modernization
Town of East Gwillimbury

Gus Mangos
Supervisor, Elections Logistics
City of Mississauga

Abigail Manyanga
Administrative Assistant to the Regional Clerk &
Director of Legislative Services
Regional Municipality of Peel

Amanda A. McNeil
Legislative Coordinator
Town of East Gwillimbury



Lauren McPherson
Corporate Services Specialist
Conservation Ontario

Melissa A. Mineo
Licensing Officer
City of Markham

Anand Misir
President
Infocorp Computer Solutions Ltd.

Tobias Novogrodsky
Deputy City Clerk, Election Services
City of Toronto

Mike Pacholok
Deputy City Clerk, Member Services and Program
Support
City of Toronto

Kristie Pratt
Deputy City Clerk
City of Toronto

Abeer Rahman
Corporate Policy Consultant
City of Mississauga

Chantelle Rolland
Legislative Services Associate
Township of Scugog

Richard Schnabel
Special Event Management Planner
Metrolinx

Anitra Basant Sisavang
Executive Director
York Regional Police Services Board

Martin Stefanczyk
Manager, Project Management/Business
Transformation
Town of Aurora

Kathleen E. Stennett
Privacy and Information Coordinator
Town of East Gwillimbury

Stefanie Stickwood
Acting Deputy Clerk
Township of Brock

Laura C. Summers
Director
Ontario Public Service

Emily Thomas-Hopkins
Legislative Coordinator
Town of Newmarket

Veronica Walker
Committee Clerk
Regional Municipality of Durham

Hilary Williams
Director of By-law and Animal Services
Township of Uxbridge

Rhonda Wilson
Manager of Recreation, Community Engagement and
Events
Town of East Gwillimbury

ZONE 5

Diana Airapetova
Administrative Assistant
City of Quinte West

Caroline J. L. Birch
Economic Development & Executive Offices
Coordinator
Municipality of Brighton

Jessica J. Boyes
Deputy Clerk
Town of Huntsville

Christine Briggs
IDEA Partner, Human Resources
City of Kawartha Lakes

Bryan A. Brooks, Dipl.M.A., Dipl.M.M.
Town Manager
Town of Deseronto

Marshall Brose
Municipal Administrative Assistant
Township of Tyendinaga



Mary-Jo E. Bujas-MacIntyre
Office Assistant
Township of Wollaston

Chelsea E. Cosh
Manager of Waste Facilities
Township of Minden Hills

Lori Crellin
Clerk
Municipality of Tweed

Samantha L. Deck
Planner 1
Municipality of Brighton

Gillian A. DeMille
Legislative Coordinator
Loyalist Township

Connor Dorey, Dipl.M.M.
Chief Administrative Officer
County of Hastings

Bianca Dragicevic, Dipl.M.A.
Deputy Clerk
Municipality of Trent Lakes

Constance L. Ellison
EA To Mayor and Council
City of Kawartha Lakes

Kristen E. Ford
Manager of By-law Services
Town of Gravenhurst

Angela A. Fornelli
Manager, Corporate Records & Archival Services
City of Kawartha Lakes

John Gooding
Manager of Capital Infrastructure
Municipality of Brighton

Andrea E. Graham
Administrative Assistant
City of Quinte West

Ellen Hamel, Dipl.M.M., Dipl.M.A.
Treasurer/ General Manager Financial Services
Town of Greater Napanee

Catherine M. Houard
Affordable Housing Programs Supervisor
County of Hastings

Yvette Hurley
Chief Administrative Officer
Township of Cavan Monaghan

Cindy Huyck
Development Services Clerk
Township of Stone Mills

Marc Jones
IT Service Desk Supervisor
County of Haliburton

Kate E. Lessard
Deputy Treasurer/Fire Department Assistant
Municipality of Tweed

Nancy A. MacDonald
Clerk
Township of Alnwick/Haldimand

Ronald S. MacPherson
Information Management Coordinator
City of Quinte West

Amanda Millar
Administrative Assistant
Municipality of Port Hope

Tracy A. Millar
Committee Coordinator
Town of Huntsville

Laurie Newman
Clerk, Environmental Services
City of Belleville

Becky M. O'Hara
Legislative Services Coordinator
City of Quinte West

Kimberly Payeur
Administrative Coordinator
City of Belleville

Ally Reinhard
Records Coordinator, Legislative Services
Town of Gravenhurst



Keri-Lynn Riley
Administrative Assistant
City of Quinte West

Nancy Sinclair
Deputy Treasurer
Municipality of Marmora and Lake

Kayla C. Spooner
Deputy Treasurer
Township of Havelock Belmont Methuen

Cassidy P. Sweet
Council & Committee Coordinator
Town of Cobourg

Julie BT Tang
Customer Service Representative
Township of Hamilton

Kalleen Turchet
Communications Advisor
Township of Muskoka Lakes

Paul B. Walsh
Director, Department of Planning and Development
Services
Municipality of Brighton

ZONE 6

Maureen Adams
Chief Administrative Officer
United Counties of Stormont Dundas & Glengarry

Ryan Androsoff
CEO and Founder
Think Digital

Krystyn A. Arbuthnot
Junior Planner, Planning and Development
Township of Greater Madawaska

Jennifer A. Belaire
Financial Planning Analyst
City of Pembroke

April Bradley
Administrative Assistant
United Counties of Leeds and Grenville

Suzanne Charbonneau-Dent
Chief Administrative Officer
Township of Lanark Highlands

Melanie Chartrand
Stakeholder Relations and Legislative Officer
City of Ottawa

Aiden Cleary
Records and Licensing Coordinator
Municipality of North Grenville

Natasha A. Collins
Administrative Support/Receptionist
Town of Petawawa

Sébastien Dagenais
Director of Corporate Services-Treasurer
Township of Russell

Lisa V. Devereaux
Administrative Assistant, Recreation and Culture
Township of North Dundas

Karen Dunlop, Dipl.M.M.
Chief Administrative Officer
Municipality of North Grenville

Robin Emon
Clerk
Township of Greater Madawaska

Hannah Gutoskie
Recreation and Community Development
Coordinator
Township of Madawaska Valley

Laura L. Griffith
Deputy Clerk
North Algona Wilberforce Township

Melanie Kirkby, Dipl.M.M.
Chief Administrative Officer
Town of Gananoque

Julie Langlois-Caisse
Administrative Assistant
The Nation Municipality

Cynthia Laprade
Treasurer
Township of Rideau Lakes



Vanessa Latimer
Clerk
Township of Frontenac Islands

Anne Leduc
Director of Community Services
Township of North Glengarry

Todd Lihou
Communications Officer
United Counties of Stormont Dundas & Glengarry

Kimberly A. Little, Dipl.M.M.
Director Corporate Services
United Counties of Leeds and Grenville

Anne Manson
Accounts Payable & Payroll Clerk
Township of Lanark Highlands

Julia McCaugherty-Jansman
Clerk
Village of Merrickville – Wolford

Senterre M. McKenna
Committee Clerk
Municipality of North Grenville

Tim Mills
Chief Administrative Officer
Municipality of South Dundas

Kurtis McGonegal, Dipl.M.M., Dipl.M.A.
Treasurer
Township of Whitewater Region

Arundhati Mohile
Director of Corporate Services/Treasurer
Township of South Frontenac

Derek Ochej
Deputy City Clerk
City of Kingston

Julie M. Parr
Deputy Treasurer
Township of Whitewater Region

Jennifer Pereira
Legal Counsel
City of Ottawa

Jennifer G. Ramnarine
Legislative Advisor
City of Ottawa

Scott A. Randolph
Chief Administrative Officer
Town of Petawawa

Crystal S. Reinhard
Communications Coordinator
Town of Perth

Mary LF Remmig
Deputy Clerk
Municipality of North Grenville

Lucy A. Robinson
Project Coordinator
Township of South Frontenac

Timothy Rowe
Program and Project Management Officer
City of Ottawa

Krystin A. Stitt, Dipl.M.M.
Project Management Specialist
United Counties of Leeds and Grenville

Brad D. Swayne
Corporate Assistant
Tay Valley Township

Jessica Thain
Deputy Treasurer
Township of Leeds and The Thousand Islands

Brittany S. Tomasini
Deputy Clerk
Township of Madawaska Valley

Michael Touw
Chief Administrative Officer
Town of Perth

Pierre Voisine
Chief Administrative Officer
City of Clarence-Rockland

Vikki Werner-Mackeler
Deputy Clerk
Township of Augusta



Kaitlyn P. Wendland
Client Services Coordinator
Town of Arnprior

Debbie Wood
Planning Clerk
Municipality of North Grenville

Peter Young
Director of Planning & Economic Development
Services
United Counties of Stormont Dundas & Glengarry

Eric M. Zadow
Accounting Clerk
Town of Petawawa

Lynsey Zufelt
Deputy Clerk
Town of Gananoque

ZONE 7

Judy Bechard
Customer Service Centre Supervisor
City of North Bay

Jared Brice
Administrative/Planning Assistant
Township of Tarbutt

Karlee H. Britton
Acting Clerk/Administrator
Township of McKellar

Sam Carolei
Administrative Assistant
Township of Prince

Erica R. Cole, Dipl.M.A.
Deputy Clerk
Township of Perry

Mary L. Duguay
Clerk/Treasurer/Administrator
Township of Hilton

Harmony Hancock
Treasurer
Township of Billings

Bill T. Goulding
Acting Director of Public Works
City of Elliot Lake

Laala Jahanshahloo
Chief Administrative Officer/Treasurer
Municipality of Temagami

Karilynn Kluge
Director of Recreation and Culture
City of Elliot Lake

Amanda Laurence
Deputy Clerk & Accessibility Coordinator
City of Elliot Lake

Tiana L. Mills
Deputy Clerk
Township of Billings

Lars Logan Storm Stenlund Moffatt
Chief Administrative Officer/Clerk/Treasurer
Township of Plummer Additional

Kelly A.M Morissette
Administrative Assistant
Township of Ryerson

Meghan R. Morrison
Administrative Assistant - Building & Planning
Town of Parry Sound

Louisa Orford
Economic Development Officer
Town of Espanola

Rory Payton
Supervisor, By-law Services
Township of Seguin

Debbie S. Rydall
Clerk-Treasurer
Town of Thessalon

Silvanus J. Santhosh
Business Development Manager
The Managed Municipality

Adam Slee
Chief Financial Officer/Treasurer
Municipality of Central Manitoulin



Amanda J. St.Michel
Deputy Clerk
Township of Sables-Spanish Rivers

Brigitte Tremblay
Treasurer/Tax Collector
Township of Dubreuilville

Denis Turcot
Chief Administrative Officer
Municipality of St. Charles

Kim Turnbull
Office Assistant - NOHFC Intern
Township of Nipissing

ZONE 8

Aimée Chatelaine
Executive Assistant - Finance
Township of Black River-Matheson

Lindsey K. Clark-Dawson
Administrative Assistant
Town of Englehart

Anne Commando-Dubé
Accounting Clerk
Township of Matachewan

Joel Cyr
Director of Growth and Infrastructure/Deputy Chief
Administrative Officer
Town of Iroquois Falls

Laura Dorrell
Communications Coordinator
Town of Kirkland Lake

Holley Frank
Administrative Assistant
Township of Matachewan

Kaela Girard
Deputy Treasurer
Town of Cochrane

Genevieve Goulet
Deputy Clerk
Township of Moonbeam

Brigitte Gravel
Interim Chief Administrative Officer
Township of Moonbeam

Jessica E. Haverson
Administrative Assistant
Town of Englehart

Kylie J. Krcel
Clerk Coordinator
City of Timmins

Annie Lemieux
Clerk
Town of Hearst

Justice Lerette
Administrative Assistant
Town of Iroquois Falls

Peggy L. McIntyre
Records Management Clerk
Town of Kirkland Lake

Steve J. McIntyre
Clerk Treasurer
Township of Brethour

Kwabena Oduro-Kontoh
Treasurer
Town of Iroquois Falls

Christopher W. Oslund
Chief Administrative Officer/Clerk-Treasurer
Township of Coleman

Eric Picard
Chief Administrative Officer
Town of Hearst

Maureen Reeder
Clerk
Town of Iroquois Falls

ZONE 9

Victoria D. Brunton
Customer Services Clerk
Municipality of Sioux Lookout



Roxanne Cox
Municipal Clerk
Township of Ignace

Courtney L. Gallant, Dipl.M.A.
Executive Assistant To The Mayor
City of Thunder Bay

Haley L. Garvie
Economic Development & Communications Officer
Municipality of Greenstone

Serena Goodchild
Deputy Clerk/Communications Manager
Town of Marathon

Chelsea Greig
Communications Coordinator and Deputy Clerk
Town of Fort Frances

Rebecca A. Howes
Administrative Assistant
Township of Terrace Bay

Patricia Kolody
Manager of Municipal Law Enforcement
Municipality of Greenstone

Vanessa M. Lem
Lottery Licensing Officer
City of Thunder Bay

Penny Lucas
EDO/Deputy Clerk
Township of Pickle Lake

Marcy Warren
Director of Human Resources
City of Dryden

Amanda Watson
Administrative Assistant
Township of La Vallée

ZONE 0 (OUT OF PROVINCE)

Philip M. Hicks
CEO
GovernmentFrameworks.com Inc.

Anthony O. Koleoso
Principle
Koleoso Associates

Christopher Vincent
Client Solutions Manager
Prosci Canada

NEW STUDENT MEMBERS

CONESTOGA COLLEGE

Romanpreet Kaur
Student, Public Administration

CARLETON UNIVERSITY

Allan Buri
Student, Public Policy and Administration

Sarah Watkins
Student, Human Rights and Social Justice

CENTENNIAL COLLEGE

Victor Opaluwa
Student, International Development

CONESTOGA COLLEGE

Benthara Pettah
Student, Public Services

GEORGE BROWN COLLEGE

Shannan Peck
Student, Business Administration

HUMBER POLYTECHNIC

Mark Froment
Student, Public Administration

Xinyu Wang
Student, Public Administration

LAKEHEAD UNIVERSITY

Kyle Nyhof
Student, Political Science



McMASTER UNIVERSITY

Dayana Mejia Argueta
Student, Political Studies

Aiden McIlvaney
Student, Social Sciences

Anekah Sujanani
Student, Political Studies

Vincenza Trepanier
Student, Exchange Program

QUEEN'S UNIVERSITY

Cole Olidis
Student, Health Sciences

SENECA POLYTECHNIC

James Adedi
Student, Public Administration

Muneeb Ahmad
Student, Public Administration

Ibitayo Alade
Student, Project Management

Siera Esposito
Student, Public Administration

Muhammad Hassan Khan
Student, Public Administration

Adeniran Olayiwole
Student, Public Administration

TORONTO METROPOLITAN UNIVERSITY (FORMERLY RYERSON UNIVERSITY)

Linnea Davis
Student, Public Administration

TRENT UNIVERSITY

Eva Sofia Baldi
Student, Political Studies

Sam Begin
Student, Business Administration

ONTARIO TECH UNIVERSITY

Anjolina Rankin-West
Student, Organizational Behavior

UNIVERSITY OF OTTAWA

Mya Thiri Ko
Student, Master of Engineering

Gabriel Rousselle
Student, Master of Public Administration

UNIVERSITY OF TORONTO

Sze Chai Chiu
Student, Master of Urban Innovation

Tashy Davidson
Student, Master of Public Policy

Nathalie Estephan
Student, Master of Urban Innovation

Abhikhya Goel
Student, Political Science

Tanzila Ira
Student, Master of Urban Innovation

Jasnit Khehra
Student, Honours Bachelor of Arts Undergraduate
Degree Program

Jocelyn Knibutat
Student, Faculty of Information

Matthew Lam
Student, Master of Urban Innovation

Robert Le
Student, Political Science

Yueyao Liu
Student, Master of Urban Innovation

Megan Louthan
Student, Master of Urban Innovation

Saba Salman Qureshi
Student, Master of Public Policy



Thomas Yue
Student, Arts and Science

UNIVERSITY OF WATERLOO

Saraswati Krishnakuma
Student, Master of Public Service

UNIVERSITY OF WESTERN ONTARIO

Yujin Cha
Student, Master of Public Administration

William Gardiner
Student, Master of Public Administration

Catherina Khadoo
Student, Master of Public Administration

Christopher Luke
Student, Master of Public Administration

Alana Pasternak
Student, Master of Public Administration

Jacob Sookraj
Student, Master of Public Administration

Rachel Yantha
Student, Master of Public Administration

UNIVERSITY OF WINDSOR

Zakary Blomme
Student, Political Science

YORK UNIVERSITY

Ali Adam
Student, Public Administration

Aiden McNamee
Student, Master of Public Administration



2024 Membership Milestones

5 YEARS OF MEMBERSHIP

Christine Aguila-Wong
Erin M. Andrus, Dipl.M.A.
Rachel A. Anstett
Jessica C. Armstrong
Elizabeth A. Barber
Chantelle Beaumier, Dipl.M.A.
Kayla Best, Dipl.M.A.
Larry Bruce Wheeler, Dipl.M.A.
Jennifer Caietta, CMO
Ann M. Carr, Dipl.M.A.
Jessica L. Catto
Scott Chapman
Roger Chapman
Laurie A. Clapp
Gillian H. Connelly, CMO
Nathan J. Dias, Dipl.M.A.
Alison C. Dillon
Gwen Dombroski, Dipl.M.M., Dipl.M.A.
Stephanie Dumont
Dana L. Earle
Natalie G. Early
Nancy E. Field
April J. Findlay
Amanda Fines-VanAlstine, Dipl.M.A., Dipl.M.M.
Justin S. Finkbeiner
Laura Florent
Suzie Fournier
Shannon C. Geraghty
Alexander Gerald Kelly, Dipl.M.A.
Hristina Giantsopoulos, Dipl.M.M.
Sonia Girard
Tammy Gorgerat, Dipl.M.A.
Kimberley A. Goyette
Lindsey D. Green, Dipl.M.A.
Robin Greenall

Jaclyn E.V. Grossi
Melanie D. Haki
Trevor S. Hallam, Dipl.M.M.
Shawnica Hans
Kari L. Hanselman, Dipl.M.A.
Sara E.L. Henshaw
Cynthia J. Hislop
Cathy J.E. Hoffman
Amanda A. Hudder, Dipl.M.M.
Sarah L. Huskinson, Dipl.M.A.
Amelia Jaggard
Kimberley E. Johnston, Dipl.M.A.
Kathryn Julia Shipcott
Belinda Ketchabaw
Corey Klatt, Dipl.M.A.
Kevin A. Klingenberg
Karmen Krueger
Grace M. Lombardi
Trista Di Lullo, Dipl.M.M.
Jennistine Lynn Leblond
Jennifer Lynne Lane
Charlotte Madden
Rhonda A. Mann
Lindsey A. Mansbridge
Maddison Mather, AOMC, Dipl.M.M.
Brieanna T. McEathron
Jackie Mellon
Christina M. Merner
Cherie B. Miller
Maury A. O'Neill
Rhiannon M. Power
Laura Rauch
Beth Readman
Robin L. Reid
Carlos Reyes
Norman Richard Markland



Brayden M. Robinson
 Lena Sampogna
 Karla Sampson, Dipl.M.A.
 Devlin Schellenberger
 Krissy Schneider
 Ashley Sloan, AMP
 Bridgette B. Somers
 Jessica H. Steele
 Kristen Sullivan
 Cheryl R. Swanson
 Joey Tang
 Alida Tari
 Flo-Ann Track
 Hemi Villeneuve
 Erin Walsh
 Amber L. Wannamaker, Dipl.M.A.
 Patricia A. Warren
 Melissa Weatherbie
 Caitlin A. Wight
 Heather Willemse
 Brooklyn Gayle Winter, Dipl.M.A.

10 YEARS OF MEMBERSHIP

Allison Adams, AOMC, AMP
 Robert V. Angione
 Amy Back
 Jeff A. Baranek
 Roxana Baumann, CMO
 Tina M. Benoit, CMO, Dipl.M.M.
 Michael Blumhagen
 Natalie J. Bray
 Jeff Bunn, CMO, Dipl.M.M.
 Angelique L. Cardinal
 Shelley B. Casey, Dipl.M.M.
 Martina S. Chait-Hartwig, AOMC, Dipl.M.A.
 Jennifer Charkavi, AOMC, Dipl.M.A.
 Tatiana Dafoe
 Donna DeFilippis

Denise R. DeForge
 Traci A. Denault-Roque
 Lia Farelli
 Julie A. Finley-Swaren
 Amanda L. Fusco, CMO, AOMC, Dipl.M.A.
 Chantal Guillemette, AOMC
 Annette Helmig, AMP, Dipl.M.A.
 Sasha M. Helmkey-Playter, AOMC, Dipl.M.A.
 Nathan D. Hyde
 Linda Jean
 Tammy T. Jelly
 Erika R. Kromm
 Shara N. Lavallee, AMP
 Kelly L. Lotimer
 Carrie L. Martin, Dipl.M.M.
 Donald A. McArthur, Dipl.M.A.
 Jason McMartin
 Alison E. Merkley, AMP, Dipl.M.A.
 Leanna D. Merner
 Lisa D. Miller
 Jennifer Montreuil, Dipl.M.A.
 Natalie J. Moore
 Peter A. Neufeld
 Kathie A. Nunno, AMP
 John Paul Newman
 Katie D. Piche
 Carmela D. Radice
 Stephen Rettie
 C. Richard Tindal
 Kelly D. Shipclark
 Daryl Skworchinski
 Jenny L. Snider
 Andrea Spinney
 Patty S. Thoma
 Denny Timm, CMO
 Donna-Lynn D. Tremblay, Dipl.M.M.
 Tracy L. Vader, Dipl.M.A.
 Amy L. Van Meeteren



Peggy Van Mierlo-West, Dipl.M.M.
Margaret Wilton-Siegel, Dipl.M.A.

15 YEARS OF MEMBERSHIP

Celine Anderson
Cheryl Bandel, Dipl.M.A.
Jennifer Bavetta
Daniel Best
Shelley A. Brown, Dipl.M.M., Dipl.M.A.
Jeffrey A. Brydges
James Bundschuh
Doug Churcher
Carol Clark, Dipl.M.M.
Susan Cronin, Dipl.M.M.
Rob M. DeBortoli, Dipl.M.A., Dipl.M.M.
Hope Dillabough, CMO, AOMC, Dipl.M.A.
Christine Dixon
Denis Duguay
Michelle Dunne, Dipl.M.M.
Emily Ann Gerardo
Karen Gill
Christina Hebert, Dipl.M.A.
Tim Ivanyshyn, CMO
Stephen Knechtel
Donna-Lynn Longmire
Karen Martin
Brittany J. McCaw
Karen McIsaac, Dipl.M.A.
Paul Moreau, CMO
Connie Morphet, Dipl.M.A.
Anne-Marie Murphy
Amanda Noel, Dipl.M.M.
Kristine E. Preston, CMO, Dipl.M.A.
Julie Robertson
Carrie Robillard
Robert Rosilius
Cathy Ryder, CMO
Cheryl Swan

Carrie Sykes, CMO, AOMC, Dipl.M.A.
Robert H.A. Tremblay, CMO, AOMC, Dipl.M.A.
Tara Warder, AMP
Helena West
David Williamson
Lori Wolfe

20 YEARS OF MEMBERSHIP

Kimberley Armstrong
Heather Boyd
Betty Campbell-Osborne
David Clazie
Brandy Coulson
Mark Early, CMO
Patricia Gilchrist
Christine Goulet, Dipl.M.A., AOMC
Douglas Irwin
William Jaques
K. Jean Hughes
Suzanne Jones
Janie Laidlaw
Kim Lauzon, Dipl.M.M.
Lori J. McDonald, CMO
Bonnie G. Munslow, Dipl.M.M.
Dawn Newhook, Dipl.M.M.
Marsha Paley, CMO
Kathryn Pearl, AOMC
Darlene Plumley
Linda H. Reed
Kriss Snell, CMO, Dipl.M.M.
Christine Staley
Janette Teeter, CMO, Dipl.M.A.
Vicki Tytaneck, CMO
Steve Vlachodimos
Cathy Wainman
Kelly Withers



25 YEARS OF MEMBERSHIP

Elana M. Arthurs, CMO, AOMC
Judy Barrons, AMCT
Janet Beckett
Lisa DeBoer, AMCT
Loren Drinkwalter, AMCT
Joanne Haley, AMCT
R. Lane Vance
Barbara Major, CMO, AMCT
Margaret Neubauer
Lesley Payton, AMCT
Roland J. Piraino, AMCT
Tammy Rob
Colleen Sauriol, CMO
Patty Sinnamon, Dipl.M.M.
Veldron Vogan, AMCT
Anthony White, CMO

30 YEARS OF MEMBERSHIP

Susan M. Beckel, AMCT, Dipl.M.M.
David Brenneman, AMCT
J. Byron Adams, AMCT
John E. Carter
Graham Dart, AMCT
John M. DuChene, AMCT
Eddy Gasparotto, AMCT
Laurie P. Hall, AMCT
Ernest Hills, AMCT
Laureen L. Johnson, AMCT
Desiree D. Kennedy, AMCT
Virginia LaTour, AMCT
Michael Lawlor, AMCT
John Leuser, AMCT
Terry MacHardy, AMCT
Kathryn MacMurdo, AMCT
Donna Mattachini, AMCT
Brenda Paul, AMCT
Michelle Prophet-Healy, AMCT

Terri Rau, CMO, AMCT
Sherry Reed, AMCT
Jennifer Reynolds, AMCT
Norma Roddick-Preece, AMCT
Nancy Taylor
Kandie Williams, AMCT
Karen Wood, AMCT

35 YEARS OF MEMBERSHIP

Pamela Barnard, AMCT
Robert Beaumont, AMCT
Fay D. Brown, AMCT
David J. Burke, AMCT
Deborah A. Chapman, AMCT
Carl T. Christie, AMCT
Richard V. Clouthier, AMCT
Brenda Crawford, CMO
Holly Dowd, AMCT
Robin L. Dunn, AMCT
Stewart Findlater
William Freiburger, AMCT
Madonna Funnell, AMCT
Roxanne Hearn, AMCT
Lori J. Koughan, AMCT
Cathy MacMunn, AMCT
Austin L. Mousseau, AMCT
Jim Pine, AMCT
Enrico Pino, AMCT
Heather Scott, AMCT
William J. Tigert, CMO

40 YEARS OF MEMBERSHIP

Murray Clarke, AMCT
Roger Labelle, AMCT
Charlene Lavigne, AMCT
Maurice L. Lewis, AMCT
Michael S. Waddell
Donald A. Ward, AMCT



45 YEARS OF MEMBERSHIP

Frances M. Aird, AMCT

Yvan L. Brousseau, AMCT

Larry Burling, AMCT

Jeanne Charlebois, AMCT

S.E. (Ted) Foster, AMCT

Tony Haddad, CMO

Paul Jones, AMCT

Joel A. MacKenzie, AMCT

Kerry W. Maloney, AMCT

Dorothy Mulders-Langlois, AMCT

Michael K. Wood, AMCT

50 YEARS OF MEMBERSHIP

Ronald E. Mitchell, AMCT

Evelyn L. Orth, AMCT

Pauline G. Rantz

Keith Reibling, AMCT



2024-2025 Accreditations

Certified Municipal Officer (CMO) Accreditations

ZONE 1

Jennifer Alexander, Dipl.M.A.
Deputy Clerk & Manager Legislative Services
Town of Tecumseh

ZONE 2

Annette Diamond
Executive Director of Legal Corporate Services
County of Perth

Tim Hendry
Manager of Communications & Economic
Development
Town of The Blue Mountains

ZONE 5

Kayla Thibeault, AOMC
Director of Legislative Services/Clerk
Town of Gravenhurst

ZONE 6

Kelli Campeau, AMP, AOMC, Dipl.M.A.
General Manager of Corporate Services/Clerk
Township of South Glengarry

Accredited Municipal Professional (AMP) Accreditations

ZONE 2

Cally Mann, Dipl.M.A.
Municipal Executive Coordinator
Municipality of Brockton

Alexis Edwards
Coordinator, Council & Committee
Township of Clearview

Justin Grainger
Deputy Clerk
Town of Erin

Tyler Zamostny
Deputy Clerk
Township of Chatsworth

ZONE 3

Julie Ellis
Deputy Clerk
Town of Ingersoll

Victoria Joseph
Records and Licensing Coordinator
Town of Ingersoll



ZONE 4

Emily Irvine
Senior Planner
City of Toronto

Sarah Le Monnier
Senior Program Analyst
Regional Municipality of York

ZONE 5

Caroline Birch
Economic Development & Executive Offices
Coordinator
Municipality of Brighton

Accredited Ontario Municipal Clerk (AOMC) Accreditations

ZONE 1

Allison Adams, AMP
Manager of Legislative Services/Clerk
Township of Malahide

Jana Nethercott
Director of Legislative Services
Municipality of Thames Centre

ZONE 2

Jamie M. Eckenswiller, AMP
Director of Legislative Services/Clerk
Municipality of West Grey

ZONE 3

Jeff Bunn, CMO, Dipl.M.M.
Manager of Legislative Services/Deputy City Clerk
City of Woodstock





Financial Performance

A copy of the auditors' report and audited financial statements for the year ended December 31, 2024 for the AMCTO, as prepared by management and audited by the firm BDO Canada LLP is attached to this report for consideration.

The Statement of Financial Position shows net assets of \$2,225,569 at the end of 2024. This is comprised primarily of reserves and reserve funds for general operations, education and innovations, strategic initiatives and government relations. These reserves and reserve funds have increased by \$237,114 from the 2023 levels from the 2024 operating surplus.

The Statement of Operations shows that total revenues for 2024 were higher than the total revenues for 2023 as demand for education programs and delegate registration for the conference was strong for the year. Additionally, the Association recognized an unrealized gain in its long-term investment in 2024 after the portfolio experienced a large unrealized loss in 2022 due to the rising interest rate environment during that time. Total expenditures have increased in line with revenues due to direct program delivery costs and an increase of cost-of-living allowance. Cumulatively, the Association realized an operating surplus of \$237,114 for the 2024 fiscal year.

In considering the 2024 operating surplus, the following key operating variances compared to budget for the year should be noted:

- **Membership (approx. \$2,500 net shortfall)** – The total number in the Full Members category was on target in 2024 but the total revenues for membership dues was slightly below plan. The number of members who joined the Association with promotional fee rates was significantly higher than planned, leading to a slight net shortfall in the portfolio for the year.
- **Accreditation Programs (approx. \$640 net surplus)** – The overall number of applications for the Association's three accreditation programs were below target for the year, specifically in AOMC. The loss in revenue was offset with costs savings from the budget leading to a near breakeven in the portfolio for the year.
- **Education Programs (approx. \$175,700 net surplus)** – Enrollment across education programs was strong with top line revenues meeting or exceeding in each program. Specifically, overall Municipal Administration Program (MAP) revenues were 30% above plan and Primer on Planning revenues were 41% above plan. Municipal Clerks Institute (MCI) Level 1 and 2 was the only program below plan in registration which is an anomaly when viewed against previous years.

The higher enrollment came with some additional marking fees putting expenses above plan this year. The overall net result was an increase in net revenues compared to plan for the year.

- **Professional Development Programs (approx. \$43,800 net surplus)** – The majority of the Association's core training events were held virtually in 2024 as planned and overall registrations were in line with budget. The Association entered the year with strong demand for corporate training which continued from the previous year, resulting in the number of contracts executed above target which pushed revenues and associated program expenses above plan.
- **Annual Conference (approx. \$102,200 net surplus)** – Overall revenues in delegate registrations, sponsorship and exhibitor tradeshow were above plan this year as the location in the Town of the Blue Mountains drew in an increased number of attendees. Overall food & beverage and entertainment costs were higher than expected as the room location of the Awards Gala had to be moved to a larger space to accommodate the number of attendees.
- **Publications (approx. \$11,700 net shortfall)** – Overall revenues were below plan as revenue share from the Municipal Minute was below plan and the number of subscriptions to the Ontario Municipal Directory was lower than expected for both one-year and three-month subscriptions.
- **Legislative Services (approx. \$16,900 net surplus)** – Planned expenses for in-person meetings for the Legislative & Policy Advisory Committee took place virtually, resulting in a net surplus for the year.
- **Communications and Marketing (approx. \$25,000 net shortfall)** – Demand for Standard Job Ads was significantly lower than planned, which was offset with a higher than expected uptake in Featured Ads, resulting in an overall net decrease in revenue for the year. Additionally, sponsored professional development revenues were below plan as there was limited interest from sponsors.
- **Administration (approx. \$75,600 net surplus)** – Overall, the Association was on budget in administration costs with a number of areas where costs either exceeded or fell below the budgeted amounts. The majority of the net surplus in 2024 was due to \$40,000 in unrealized gains in the fair market value of the Association's short-term investment portfolio and an increase of \$49,000 in investment income compared to budget. Additionally, savings from the budget were realized as there was a delay in occupancy from moving offices resulting in lower costs related to base rent, office operating costs and amortization of leasehold improvements for the back-half of the year. Some of these savings were offset with increased costs in contracted services for the exit from the office space in Skymark Avenue and the move-in to Explorer Drive. Additionally, legal consulting costs and tax return preparation fees going back 10-years were incurred for the Association's application to the Voluntary Disclosure Program with the CRA.
- **Staff Wages & Benefits (approx. \$51,900 net shortfall)** – The Association began and ended 2024 with a full staff complement. The net shortfall is from a base salary and pension plan contributions year-end accrual for the final two working days of the year and an accrual for qualified merit-based variable compensation for 2024 performance reviews based on the personnel policy.



Status of AMCTO Reserves

AMCTO continues to hold a strong overall financial position. At the end of 2024, the Association had approximately \$2,892,000 on-hand in the form of cash or investments.

Included in the above-noted funds on-hand were restricted and unrestricted reserves totaling \$2,225,569. Some of these reserves have been set aside to finance future Association activities in the areas of education and innovation; strategic innovations and government relations. In addition, a total of approximately \$969,188 has been placed in an operating reserve to finance ongoing Association operations in the event that there is ever a serious decline in overall Association revenues.

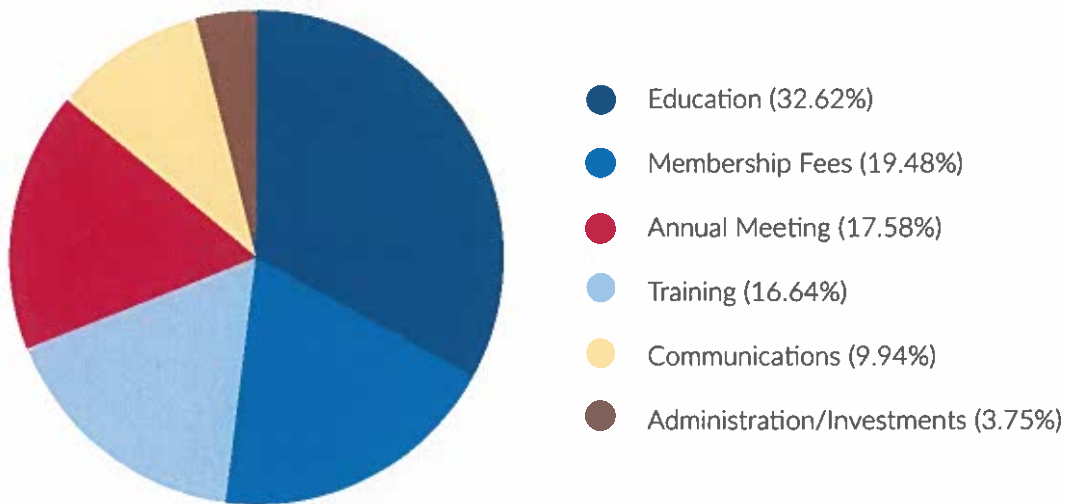
The AMCTO Board continues to manage the Association's assets and programs in a manner that provides members with key, quality services. The Board will, however, continue to be diligent in pursuing operating efficiencies while also continuing to ensure that funds are set aside and/or utilized so that an appropriate match between the funds on-hand and the Association's long-term strategic goals and objectives are maintained.

2024 Revenue by Function

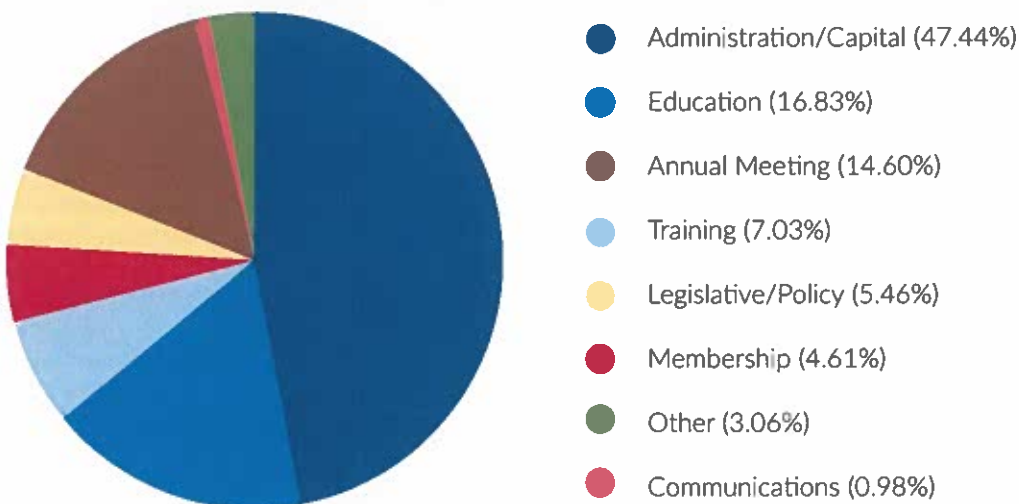
- 2024 revenues from all sources totaled \$3,914,365.
 - This represents an increase of \$385,775 or approximately 10.9% as compared to 2023.
- 2024 expenditures increased to a total of \$3,677,251.
 - This represents an increase of 11.6% or \$383,122 relative to the 2023 expenditures.

The following charts show the distribution of revenues and expenditures among the various functions of the Association.

2024 Revenue by Function



2024 Expenditures by Function



Detailed financial statements are included in the following pages.

**Association of Municipal Managers, Clerks
and Treasurers of Ontario**
Financial Statements
For the year ended December 31, 2024

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BDO Canada LLP
360 Oakville Place Drive, Suite 500
Oakville ON L6H 6K8 Canada

Independent Auditor's Report

To the Members of the Association of Municipal Managers, Clerks and Treasurers of Ontario

Opinion

We have audited the financial statements of the Association of Municipal Managers, Clerks and Treasurers of Ontario (the "Association"), which comprise the statement of financial position as at December 31, 2024, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2024, and its operating results and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.



Independent Auditor's Report (continued)

Auditor's Responsibilities for the Audit of the Financial Statements (continued)

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

BDO Canada LLP

Chartered Professional Accountants, Licensed Public Accountants

Oakville, Ontario
May 6, 2025

**Association of Municipal Managers,
Clerks and Treasurers of Ontario
Statement of Financial Position**

December 31 **2024** **2023**

Assets

Current assets

Cash	\$ 584,683	\$ 652,521
Accounts receivable	139,333	29,877
Prepaid expenses	160,311	67,374
	<u>884,327</u>	<u>749,772</u>

Long-term investments (Note 2)	2,307,360	2,090,451
Capital and intangible assets (Note 3)	392,579	110,817
	<u>\$ 3,584,266</u>	<u>\$ 2,951,040</u>

Liabilities and Net Assets

Current liabilities

Accounts payable and accrued liabilities (Note 4)	\$ 371,633	\$ 258,057
Deferred revenue	724,435	692,787
	<u>1,096,068</u>	<u>950,844</u>

Deferred lease inducement	262,629	11,741
	<u>1,358,697</u>	<u>962,585</u>

Net assets

Invested in capital and intangible assets	392,579	110,820
Internally restricted funds		
Education and innovations	336,819	301,252
Strategic initiatives	278,872	243,305
Government relations	220,332	184,765
Operations	969,188	1,120,537
Unrestricted	27,779	27,776
	<u>2,225,569</u>	<u>1,988,455</u>
	<u>\$ 3,584,266</u>	<u>\$ 2,951,040</u>

On behalf of the Board:

_____ Director

_____ Director

The accompanying notes are an integral part of these financial statements.



**Association of Municipal Managers,
Clerks and Treasurers of Ontario
Statement of Operations**

For the year ended December 31	2024	2023
Revenue		
Education	\$ 1,276,946	\$ 1,116,704
Membership fees	762,401	711,412
Annual meeting	688,022	541,509
Training	651,323	634,669
Express broadcast service	359,209	340,028
Investment income (Note 2)	146,752	143,056
Publications	29,712	41,212
	3,914,365	3,528,590
Expenses		
Head office operations	1,225,074	1,091,100
Education	618,834	525,239
Annual meeting	536,842	493,684
Office administration	475,157	440,142
Training	258,410	254,505
Legislative review and research	200,825	170,880
Other	112,605	118,999
Membership	169,359	139,933
Amortization of capital and intangible assets	44,109	29,412
Express broadcast service	18,882	16,438
Publications	17,154	13,797
	3,677,251	3,294,129
Excess of revenue over expenses	\$ 237,114	\$ 234,461

The accompanying notes are an integral part of these financial statements.



Association of Municipal Managers, Clerks and Treasurers of Ontario

Statement of Changes in Net Assets

For the year ended December 31

	2024					2023	
	Invested in capital and intangible assets	Education and innovations fund	Strategic initiatives fund	Government relations fund	Operations fund	Unrestricted	Total
Net assets, beginning of year	\$ 110,820	\$ 301,252	\$ 243,305	\$ 184,765	\$ 1,120,537	\$ 27,776	\$ 1,988,455
Excess of revenue over expenses	-	-	-	-	-	237,114	237,114
Purchase of capital and intangible assets	325,868	-	-	-	-	(325,868)	-
Amortization of capital and intangible assets	(44,109)	-	-	-	-	44,109	-
Fund transfers (Note 1)	-	35,567	35,567	35,567	(151,349)	44,648	-
Net assets, end of year	\$ 392,579	\$ 336,819	\$ 278,872	\$ 220,332	\$ 969,188	\$ 27,779	\$ 2,225,569
							\$ 1,988,455

The accompanying notes are an integral part of these financial statements.

**Association of Municipal Managers,
Clerks and Treasurers of Ontario
Statement of Cash Flows**

For the year ended December 31	2024	2023
Cash provided by (used in)		
Operations		
Excess of revenue over expenses	\$ 237,114	\$ 234,461
Adjustments to reconcile excess of revenue over expenses for the year to cash from operations		
Amortization of capital and intangible assets	44,109	29,412
Unrealized gain on long-term investments (Note 2)	(40,982)	(61,158)
Loss on disposal of capital assets	6,008	-
Amortization of deferred lease inducement	(19,412)	(20,128)
	<u>226,837</u>	<u>182,587</u>
Changes in non-cash working capital balances		
Accounts receivable	(109,456)	26,893
Prepaid expenses	(92,937)	17,133
Accounts payable and accrued liabilities	113,576	(6,208)
Deferred revenue	31,648	114,285
	<u>169,668</u>	<u>334,690</u>
Investing activities		
Acquisition of capital and intangible assets, net of lease inducement	(82,559)	(28,715)
Net increase in long-term investments	(175,927)	(209,099)
	<u>(258,486)</u>	<u>(237,814)</u>
Financing activities		
Repayment of CEBA loan	-	(30,000)
Increase in deferred lease inducement, net of capitalized amounts	20,980	-
	<u>20,980</u>	<u>(30,000)</u>
Increase (decrease) in cash during the year	(67,838)	66,876
Cash, beginning of year	652,521	585,645
Cash, end of year	\$ 584,683	\$ 652,521

The accompanying notes are an integral part of these financial statements.



Association of Municipal Managers, Clerks and Treasurers of Ontario Notes to Financial Statements

December 31, 2024

1. Nature of Operations and Summary of Significant Accounting Policies

Nature of Organization

The Association of Municipal Managers, Clerks and Treasurers of Ontario (the "Association") is a not-for-profit organization providing education, accreditation, leadership, and management expertise for Ontario municipal sector. The Association is exempt from income taxes provided certain requirements of the Income Tax Act (Canada) are met.

Basis of Presentation

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

Revenue Recognition

The Association follows the deferral method of accounting.

Membership fees are recognized as revenue in the fiscal year to which they relate as the related services are provided by the Association. Fees for education, training, annual meeting, express broadcast service and publications are recognized when the related services are provided and collectability is reasonably assured and are recorded as deferred revenue until the service is provided.

Investment income is recorded to the Unrestricted fund when earned.

Government assistance received are recorded as revenue in the year in which the related expenses are incurred.

Capital and Intangible Assets

Capital and intangible assets are recorded at their cost less accumulated amortization. Amortization is provided on a straight-line basis over the assets' estimated useful lives as follows:

Computer equipment	-	25%
Furniture and fixtures	-	10%
Leasehold improvements	-	straight-line basis over the term of the lease
Website development costs	-	25%



**Association of Municipal Managers,
Clerks and Treasurers of Ontario
Notes to Financial Statements**

December 31, 2024

1. Nature of Operations and Summary of Significant Accounting Policies (continued)

Deferred Lease Inducement

The deferred lease inducement includes leasehold allowances, free-rent and future rent increases. The balance is being amortized on a straight-line basis over the term of the lease.

Internally Restricted Funds

Internally restricted funds have been designated by the Directors for the following purposes:

- (a) Education and innovations fund - To provide for the development of new education and training materials or other program innovations;
- (b) Strategic initiatives fund - To provide funding to offset budgetary impact of initiatives or studies undertaken by the Association to advance the attainment of strategic goals set out by the board-approved strategic plan;
- (c) Government relations fund - To provide funding for the acquisition of external government relations consulting assistance for specific issues of major importance to the Association's membership; and
- (d) Operations fund - To provide for future operating contingencies.

Allocations to (from) each of these internally restricted funds are determined as part of the annual budget process with further determinations made following review of the annual financial results.

The Members approved a transfer of \$44,648 from internally restricted funds to Unrestricted fund (2023 - \$234,461 from Unrestricted fund to internally restricted funds).

Use of Estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Significant items subject to such estimates and assumptions include the carrying amount of capital and intangible assets, fair value of investments, and accrued liabilities. Actual results could differ from those estimates.



**Association of Municipal Managers,
Clerks and Treasurers of Ontario
Notes to Financial Statements**

December 31, 2024

1. Nature of Operations and Summary of Significant Accounting Policies (continued)

Financial Instruments

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial instruments are reported at cost or amortized cost less impairment, except for long-term investments, which are subsequently measured at fair value. Financial assets are tested for impairment when changes in circumstances indicate the asset could be impaired.

Transaction costs incurred on the acquisition, sale or issue of financial instruments are expensed for those items re-measured at fair value at each balance sheet date and charged to the financial instrument for those measured at amortized cost.

2. Long-term Investments

	2024		2023	
	Fair Value	Cost	Fair Value	Cost
Money market	\$ 286,476	\$ 286,476	\$ 179,770	\$ 179,770
Fixed income	2,020,884	2,105,396	1,910,681	2,040,373
	\$ 2,307,360	\$ 2,391,872	\$ 2,090,451	\$ 2,220,143

Included in investment income is \$105,771 of interest income (2023 - \$81,898) and unrealized investment gains of \$40,982 (2023 - unrealized investment gains of \$61,158). The fixed income category is comprised of investments in various fixed income funds.



**Association of Municipal Managers,
Clerks and Treasurers of Ontario
Notes to Financial Statements**

December 31, 2024

3. Capital and Intangible Assets

	2024		2023	
	Cost	Accumulated Amortization	Cost	Accumulated Amortization
Capital Assets				
Computer equipment	\$ 389,799	\$ 373,507	\$ 374,090	\$ 355,970
Furniture and fixtures	172,629	103,143	127,079	115,109
Leasehold improvements	431,186	179,928	181,866	178,900
	993,614	656,578	683,035	649,979
Intangible Asset				
Website development costs	144,309	88,766	144,309	66,548
	\$ 1,137,923	\$ 745,344	\$ 827,344	\$ 716,527
Net book value		\$ 392,579		\$ 110,817

Included in leasehold improvements is \$249,320 of lease inducements that was funded by the landlord as part of the new premises lease. Additionally, the Association purchased \$82,559 of capital and intangible assets using its own funds.

4. Accounts Payable and Accrued Liabilities

Included in accounts payable and accrued liabilities are government remittances payable of \$95,895 (2023 - \$88,332) which comprises of HST remittances.

5. Lease Commitments

Minimum annual payments payable under the terms of operating lease for office space for the next five years and thereafter is approximately as follows:

2025	\$ 63,824
2026	63,824
2027	59,631
2028	64,155
2029	64,155
Thereafter	<u>375,471</u>
	\$ 691,060



**Association of Municipal Managers,
Clerks and Treasurers of Ontario
Notes to Financial Statements**

December 31, 2024

6. Financial Instrument Risks

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Association is exposed to market risk arising from changes in the fair value of fixed income denominated investments.

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Association's main credit risks relate to its accounts receivable and investments. The Association is also exposed to credit risk arising from the majority of its cash being held at one financial institution, in excess of insured limits.

The above risks have not changed from the prior year.

7. Comparative Information

Certain comparative information has been reclassified to conform with the financial statement presentation adopted in the current year.





2024 Education Program Graduates

As an Association, we are committed to promoting and encouraging continuous improvement and the pursuit of excellence in the municipal profession. We recognize the achievements of members and other municipal professionals through our annual academic awards program where dedication, hard work, commitment to continuous learning and professional development are celebrated.

Congratulations to our 2024 education program graduates and graduates with honours!

Graduates of the Diploma in Municipal Administration (DMA)

Name	Title	Municipality
Chantelle Beaumier	Deputy Clerk	Municipality of Hastings Highlands
Jordan Durocher	Director of Parks & Recreation	City of Pembroke
Alexis Edwards	Coordinator, Council & Committee	Town of Caledon
Sheila Greschuk	Deputy Clerk	Township of Georgian Bay
Tara Kretschmer	Clerk	Municipality of Dutton Dunwich
Anne Norris	Executive Business Partner	Town of Innisfil
Kyle Phillips	Chief Building Official	Township of Cavan Monaghan
Paula Turcotte	Acting Treasurer	Town of Petawawa

DMA Graduates with Honours

Name	Title	Municipality
Roberta Baines	Deputy Clerk/Records and Information Manager	Municipality of Leamington
Lynn Beaton	Executive Office Administrator	Town of Caledon
Kayla Best	HR Manager	Township of Southgate
Alice Byl	Deputy Clerk	Town of Shelburne
Ashlea Carter	Deputy Clerk	Town of Fort Erie

Name	Title	Municipality
Michelle Clark	Operations Assistant & Fleet Services Manager	Municipality of French River
Rebecca Crich	Clerk	Township of Edwardsburgh/Cardinal
Michelle Cronin	Administrative Assistant	City of Stratford
Alana Del Greco	Manager-Policy & Government Relations	AMCTO
Lori Dennis	Deputy Clerk	Township of Laurentian Valley
Nathan Dias	Chief Administrative Officer	Township of Malahide
Tanya Dickinson	Treasurer	Municipality of Hastings Highlands
Heidi Dorscht	Member in Transition	
Brooke Drechsler	Deputy Clerk/Assistant To The Planning Manager	Township of North Frontenac
Stephanie Egelton	Clerk, Board of Health	Middlesex-London Health Unit
Catherine Fitzgerald	Director, Information Technology & Transformation	Municipality of Chatham-Kent
Kyle Griesse	Financial Analyst	Township of South Frontenac
Julie Hale	Legislative Services Specialist	Regional Municipality of Waterloo
Katy Macpherson	Deputy City Clerk	City of Belleville
Patricia Mader	Deputy Clerk & Project Manager	Municipality of Central Manitoulin
Kaitlin Mallory	Deputy Clerk	Town of Prescott
Holly Malynyk	Legislative and Records Management Coordinator	Township of Southgate
Kristina Miousse	Clerk	Municipality of Greenstone
Erin Morrison	Legislative Services Specialist	Regional Municipality of Waterloo
Kaitlyn Murray	Housing Services Manager	County of Lanark
Krista Pascoe	Deputy Clerk	Township of Clearview
Allyson Pele	Economic Development Officer	City of Kenora
Ben Rothwell	Student	Zone 6
Laura Scott	Senior Law Clerk	Town of Whitby
Natalie Sharp	Deputy Clerk	Town of Kingsville
Kaitlyn Skjaveland	IT Technical Support	County of Peterborough
Clinton Stredwick	Planner	Township of Southgate
Tatiana Tuzlova	Operations/Drainage Clerk	Town of Essex
Bradley Weiler	Supervisor, Recreation Services	Town of Parry Sound
Jennifer White	Manager of Legislative Services/Clerk	Township of Huron-Kinloss
Tyler Zamostny	Deputy Clerk	Township of Chatsworth



Executive Diploma in Municipal Management (EDMM) Graduates with Honours

Name	Title	Municipality
Buffy Anne Armour	Ontario Works Manager	County of Lanark
Daryl Barnhart	Chief of Staff	Regional Municipality of Niagara
Heidi Bennett	Manager, Financial Services & Business Planning	Regional Municipality of York
Tina Benoit	Provincial Offences Coordinator	United Counties of Leeds and Grenville
Kelly Broughton	Program Coordinator	Municipality of North Perth
Shannon Brown	Children's Services Manager	United Counties of Leeds and Grenville
Sara Chamberlin	HR Consultant	United Counties of Leeds and Grenville
John Czerniawski	Public Works Operations Manager	City of Peterborough
Paul Darling	Manager of CSS Finance/Deputy Treasurer	United Counties of Leeds and Grenville
Trista Di Lullo	Secretary-Treasurer, Committee of Adjustment/Council and Committee Coordinator	City of Guelph
Sheena Earl	City Clerk	City of Brockville
Marina Fung	Finance Specialist	Town of Stouffville
Sheri Getz	Policy Analyst	United Counties of Leeds and Grenville
Daniel Hobson	Chief Administrative Officer	Municipality of West Perth
Allison Jones	Manager, Strategic Client Communication	Regional Municipality of Peel
Flora Josephs	Development Services Coordinator	Town of Bradford West Gwillimbury
Elizabeth Knapp	Program Supervisor	United Counties of Leeds and Grenville
Melanie Knowles	Project Manager, Construction Engineering Services	City of Kingston
Tara Lajevardi	Clerk/Director of Legislative Services	Town of East Gwillimbury
Rene Lalonde	Firefighter	City of Ottawa
Luke MacDonald	Engineering & Environment Manager	Loyalist Township
Elaine Mallory	Planner 1	United Counties of Leeds and Grenville
Jayson Martin	Maintenance Technician	City of Greater Sudbury
Jerden Martin	IT Supervisor	United Counties of Leeds and Grenville



Name	Title	Municipality
John Mattocks	Supervisor of Security Services	Town of Oakville
Shelbi McFarlane	Business Development Officer	United Counties of Leeds and Grenville
Jeff Medeiros	Intermediate Development Planner	City of Brantford
Kerry Morris	Deputy Chief	United Counties of Leeds and Grenville
Erin Mulder	Program Supervisor	United Counties of Leeds and Grenville
Casey Munro	Deputy Clerk	Municipality of Mississippi Mills
Stephanie Quattrociocchi	Communications Specialist	City of Brantford
David Robertson	Fire Chief	Township of South Glengarry
Brenda Rutherford	Human Resources Representative	City of Brantford
Sharon Sayles	Communications Specialist	City of Brantford
Meredith Staveley-Watson	Manager of Government Relations and Policy	Eastern Ontario Wardens Caucus
Krystin Stitt	Project Manager Specialist	United Counties of Leeds and Grenville
Mandy Tsang	Deputy Chief Building Official	Town of Caledon
Kristen Van Alphen	Deputy Clerk, Legislative	City of Owen Sound
Artem Voytsekhovskiy	Asset Management Accountant	City of Woodstock
Ann Weir	Economic Development Manager	United Counties of Leeds and Grenville

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Sharon Sayles	Communications Specialist	City of Brantford



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Sally Litchfield	Executive Coordinator	Township of Centre Wellington
Kaitlyn Skjaveland	IT Technical Support	County of Peterborough





Thank You to AMCTO's 2024 Volunteers

Our Association's success over the years can be attributed to the hard work and dedication of our members who support us by volunteering on a number of different committees and working groups. Their contributions help us advance our mission of supporting and advocating for and on behalf of Ontario municipal professionals. Thank you to all of our 2024 volunteers!

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Continued on next page

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Known as 'The Municipal Experts', AMCTO offers a breadth of expertise and knowledge through year-round education and professional development programming, and through our members across a range of municipal operation areas and legislative issues. We are proud to be recognized as an influential voice for local government professionals regarding key management and legislative issues affecting the sector.

Telephone: (905) 602-4294

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#7 (d)

June 2, 2025

Township of McGarry
P.O. Box 99
Virginiatown, Ontario
P0K 1X0

Re: Use of space for EarlyON ON y va Programs

Dear Karine & Council,

We are searching for a new location in Virginiatown to offer free programming for families with their children 0 to 6 years of age. We are currently located at the school in Virginiatown. We offer a weekly program, generally Thursday's and occasional evening and weekend events. We would need a space that is free and accessible with some type of storage (if possible).

What is EarlyON ON y va?

EarlyON ON y va is funded by the Ministry of Education and offers programs for children, parents, and caregivers in a friendly environment that fosters positive learning with a wide range of quality programs and services to help children reach their full potential, with:

- Programs designed especially for children up to six years old
- Play-based learning experiences that are fun and engaging – such as drawing, building, creating, reading, storytelling, singing and much more
- Advice from professionals trained in early childhood development
- Information or referrals to specialized programs and services within the community
- Opportunities to meet and make connections with families with young children.

For more information about us check out these sites:

Provincial Website: ontario.ca/EarlyON

Facebook Page: Earlyon on y va Timiskaming

Calendar/Events Site: Keyon.ca

We look forward to hearing back from Council.

Sincerely,

Kim Jackson RECE
Program Director
progdir@timiskamingchildcare.ca
705-648-1258

MINUTES

Northeastern Health Unit Board of Health

Regular Meeting held on May 8, 2025 at 4:00 PM

Microsoft Teams

1.0 **ROLL CALL**

Board of Health Members

Michelle Boileau	City of Timmins
Andrew Marks	City of Timmins
Rock Whissell	City of Timmins
Mark Wilson	Temiskaming Shores
Carol Lowery	Rural South: Armstrong, Brethour, Casey, Cobalt, Coleman, Harley, Harris, Hilliard, Hudson, Kerns, Latchford, Temagami, Thornloe
Paul Kelly	Rural Central South: Charlton & Dack, Chamberlain, Englehart, Evanturel, Gauthier, James, Larder Lake, McGarry, Matachewan
Casey Owens	Kirkland Lake
Tory Delaurier	Rural Central North: Iroquois Falls, Black River Matheson
Peter Politis	Cochrane, Smooth Rock Falls
Savion Nakogee	Rural Far North: Moosonee, James Bay and Hudson Bay region
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David Lowe	Provincial Appointee
Cindy Marks-Campbell	Provincial Appointee
Suzanne Perras	Provincial Appointee
Todd Steis	Provincial Appointee

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Randy Winters	Director of Corporate and Protection Services
Rosa Montico-Reimer	Director of Finance
Lori McCord	Executive Assistant

Regrets

Marc Dupuis	Rural North: Fauquier-Strickland, Hornepayne, Hearst, Mattice Val Cote, Moonbeam, Opasatika, Val Rita Harty
Cathy Dwyer	Provincial Appointee
Gary Fortin	Kapuskasing
Jeff Laferriere	Temiskaming Shores
Rachelle Cote	Executive Assistant

1.1 **CALL TO ORDER:** Chair Boileau called the meeting to order at 4:05 pm.

1.2 **APPROVAL OF AGENDA**

MOTION #30-R-2025

Moved by: Andrew Marks

Seconded by: Tory Delaurier

That the agenda for the Board of Health for the Northeastern Health Unit meeting of May 8, 2025, be approved.

CARRIED

1.3 **DECLARATION OF PECUNIARY INTEREST AND GENERAL NATURE**

None declared.

2.0 **PREVIOUS MINUTES**

2.1 **NEPH BOARD OF HEALTH MINUTES – April 3, 2025**

MOTION #31-R-2025

Moved by: Carol Lowery

Seconded by: Mark Wilson

That the Board of Health for the Northeastern Health Unit approve the minutes for the meeting dated April 3, 2025.

CARRIED

3.0 **AGENDA ITEMS FOR INFORMATION, DISCUSSION, DECISION**

3.1 **Board Member Attendance to Workshops/Conferences**

3.1.1 **alPHA Annual General Meeting (Jun 18-20, 2025)**

Information around the upcoming alPHA Annual General meeting was previously shared with the Board. Board members were encouraged to advise the Board Secretary of their interest. Acknowledging Sue Perras is now a member of the alPHA Board, Chair Boileau is travelling for additional meetings, and merger support for Board training this year, four Board members will go to alPHA.

MOTION #32-R-2025

Moved by: Peter Politis

Seconded by: Paul Kelly

That the Board of Health for the Northeastern Health Unit approve Board Members David Lowe, Andrew Marks, Sue Perras, Chair Michelle Boileau to attend the alPHA Annual General Meeting.

CARRIED

3.2 Finance Committee**3.2.1 Meeting Report**

Finance Committee Chair A. Marks provided a brief verbal update. A Finance Committee was held at 3:00 p.m. on May 8, 2025. Detailed presentations of the 2024 Audit were received from auditors for both Legacy THU (Steven Acland, CPA.CA from Kemp Elliott & Blair, LLP, Chartered Professional Accountants) and Legacy PHU (Derek D'Angelo, CPA, CA, LPA KPMG). Finance Chair A. Marks referenced NEPH Bylaw No. 2 Section 6 Appointment of the Auditor as well as the 2021 Municipal Act and its application for the year 2024. In accordance with the act, if the board is a local board of more than one municipality, the auditor shall also be the auditor of the municipality which is responsible for the largest share of the operating costs. Finance Chair Marks advised as a result of the merger 2025, there will be one auditor, and one process for 2025. Minutes from the March 31st Finance Committee were reviewed and approved. The next meeting of the Finance Committee will be held September 11, 2025.

3.2.2 THU Finance Committee Minutes – September 24, 2024

The Board of Health for the Northeastern Health Unit received the THU Finance Committee Minutes – September 24, 2024 for information purposes.

3.2.3 PHU Finance Committee Minutes – November 7, 2024

The Board of Health for the Northeastern Health Unit received the PHU Finance Committee Minutes – November 7 2024 for information purposes.

3.3 Appointment of the Auditors for 2024

The Finance Committee received presentations from Kemp Elliot and KPMG, outlining the scope and strategy of the 2024 audit process for Legacy THU and Legacy PHU respectively. Audit findings will be reported to the Finance Committee and then presented to the Board. The Finance Committee has appointed Kemp Elliot, Auditors for Legacy THU for the year 2024 and KPMG Auditors for Legacy PHU for the year 2024 and recommends the Board approve them.

MOTION #33-R-2025

Moved by: Andrew Marks

Seconded by: Rock Whissell

That the Board of Health for the Northeastern Health Unit appoint Kemp Elliot the auditors for the Board of Health for the Timiskaming Health Unit for the year 2024; and,

That the Board of Health for the Northeastern Health Unit appoint KPMG, LLP the

auditors for the Board of Health for the Porcupine Health Unit for the year 2024.

4.0 **CLOSED SESSION**

The Board of Health went into a closed session at 4:14 pm.

MOTION #34-R-2025

Moved by: Curt Arthur

Seconded by: Mark Wilson

THAT the Board of Health for the Northeastern Health Unit moves to a closed session as outlined in the Ontario Municipal Act (j) trade secret to consider the branding – NEPH logo.

CARRIED

5.0 **RISE AND REPORTING OF CLOSED SESSION**

The Board of Health rose from the closed session at 4:29 pm.

MOTION #35-R-2025

Moved by: Tory Delaurier

Seconded by: Sue Perras

THAT the Board of Health for the Northeastern Health Unit rise with report

THAT the Board of Health for the Northeastern Health Unit approve the NEPH logo as presented.

CARRIED

6.0 **MEDICAL OFFICER OF HEALTH/CHIEF EXECUTIVE OFFICER REPORT**

Dr. Catton presented an update on the organization and shared recent highlights of services and programs. The enclosed presentation summarizes the main points shared for information purposes.

7.0 **NEPH MERGER-TRANSITION REPORT**

Dr. Catton provided an update on the merger transition. The enclosed presentation summarizes the main points shared for information purposes.

8.0 **CORRESPONDENCE**

The correspondence was received for information purposes.

9.0 **DATES OF NEXT MEETINGS**

The Finance Committee will meet on September 11, 2025, and the next meeting of the Board of Health for the Northeastern Health Unit on June 12, 2025. The Board agreed to proceed per the timelines noted above.

10.0 **ADJOURNMENT**

MOTION #36-R-2025

Moved by: Andrew Marks

Seconded by: Cindy Campbell

THAT the meeting of the Board of Health for the Northeastern Health Unit adjourns at 5:07 pm and that the next meeting be held on June 12, 2025 at 4:00 p.m.

CARRIED



Michelle Boileau, Board Chair

Lori McCord, Recorder, Rachelle Cote, Recorder

**Ministry of Municipal
Affairs and Housing**

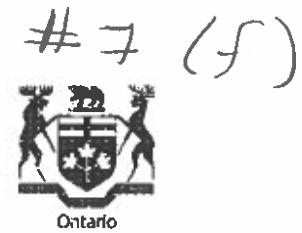
Office of the Deputy Minister

777 Bay Street, 17th Floor
Toronto ON M7A 2J3
Tel.: 416 585-7100

**Ministère des Affaires
Municipales et du Logement**

Bureau du sous-ministre

777, rue Bay, 17^e étage
Toronto (Ontario) M7A 2J3
Tél. : 416 585-7100



242-2025-4

June 19, 2025

Dear Sir/Madam,

I am writing to provide clarity regarding the authority of municipalities in setting building standards, particularly in light of the recently passed legislative changes under the *Protect Ontario by Building Faster and Smarter Act, 2025* (Bill 17).

As part of the government's commitment to accelerating housing development and ensuring consistency across Ontario, the amendment to the *Building Code Act, 1992*, in Schedule 1 of Bill 17 now provides greater clarification that municipalities do not have, and have never had, the authority to pass by-laws that establish construction or demolition standards. Municipalities cannot use provisions in the *Municipal Act*, *City of Toronto Act*, and *Planning Act*, including site plan control, to create and require construction or demolition standards for buildings. This includes, but is not limited to, local green building standards or green development standards as they pertain to the construction of a building, including any energy efficiency requirements for buildings.

The intent of this clarification is to:

- Ensure predictability and consistency for builders and developers across the province.
- Avoid duplication and any differences between municipal by-laws and provincial regulations.
- Support the timely delivery of housing and other buildings.
- Avoid the need for developers and designers to redesign their products for use in different municipal jurisdictions.

Municipalities play an important role in community planning and development, however, it is essential that all jurisdictions operate within the framework established by provincial legislation to ensure a streamlined and effective approach to building across Ontario.

As this clarification is reflected in municipal processes, the ministry has been directed to monitor outcomes to ensure actions are not taken to bypass this, which would erode efforts to ensure standardization of mandatory requirements across the province. If necessary, and considering economic conditions, the government is prepared to take additional legislative action to ensure municipalities are adhering to the provincial framework and reducing red tape in this space.

Should you have any questions or require further clarification, please contact David McLean, Assistant Deputy Minister, Housing Policy and Planning Division, MMAH.

Sincerely,

A handwritten signature in black ink, appearing to read 'Martha', followed by a horizontal line with a small loop at the end.

Martha Greenberg
Deputy Minister, Ministry of Municipal Affairs and Housing

Cc: David McLean, Assistant Deputy Minister, Housing Policy and Planning Division,
MMAH

7 (g).

Timiskaming Municipal Road Safety Forum 2025 *Summary Report*

Prepared By :
Krystal Oviatt
krystal.oviatt@neph.ca



Timiskaming
COMMUNITY SAFETY
& WELL-BEING
SÉCURITÉ ET DU
BIEN-ÊTRE
COMMUNAUTAIRES
du Timiskaming



Timiskaming District
RSC
ROAD SAFETY
COALITION

NORTHEASTERN
PUBLIC HEALTH

SANTÉ PUBLIQUE
DU NORD-EST

Overview

The Timiskaming Community Safety and Well-being Plan (CSWB) and Timiskaming District Road Safety Coalition (TDRSC) organized a Municipal Road Safety Forum that was held on April 16, 2025, in Englehart, Ontario. This event was a follow up from a survey report completed with Traffic Injury Research Foundation that suggested road safety partners could benefit from further Vision Zero / Safer Systems Approach education to help advance road safety in Timiskaming communities.

Overall, 48 participants registered and 40 attended. This included 12 municipal council members, 11 municipal staff, 7 public health staff members, and 12 people representing community partners or other sectors. Participants came from the communities of Temiskaming Shores, Charlton & Dack, Chamberlain, Englehart, Harris, Kirkland Lake, Gauthier, Larder Lake, Harley, Black River-Matheson, Cochrane and Timmins.

The day started with an overview and brief background of the Safer Systems Approach and Vision Zero. An interactive menti poll with participants reported that most in attendance were not familiar with the approach, which provided a great opportunity for growth and learning.

A keynote presentation by Mitch McCrank C.E.T, Manager of Transportation Services, and Mark Wilson, Councillor for the City of Temiskaming Shores, shared great insights on the process of their recent adoption of Vision Zero. Quick wins and longer-term solutions were presented, including how the city aims to implement the principles and design. Their presentation portrayed how even small municipalities of Northern Ontario can take steps to improve infrastructure, road design, and community safety without large, dedicated budgets.



MUNICIPAL ROAD SAFETY FORUM, 2025

Bill Ramsay, President of the Temiskaming and Northern Ontario Sno-Travellers Club, and South Temiskaming ATV Club, shared some insights into the culture and behaviours of off-road safety. Snowmobiling and ATV/Side-by-Side use has become engrained for many in the Northern Ontario lifestyle. Municipalities face some challenges with supporting these modes of transportation, promoting tourism but also protecting residents. This presentation shared some solutions to help promote off-road safety from the municipal perspective.

Highlighting the successes of the Active School Travel Project with the Power of Collaboration was Elizabeth Morland. This presentation shared the history and successes of working together with multiple partners to problem solve, enhance the built environment, and improve safety for children walking/rolling to school. The partnerships between municipalities, school boards, public health, police, and transportation were key in moving all these projects forward in a collaborative and timely manner.

Tom Marinis joined the forum from the Education Branch of the Ministry of Transportation to share recent updates to the classifications of micromobility scooters and steps municipalities can take to help limit their use on roadways and sidewalks.

Wrapping up the presentations was Martin Thibeault from the Temiskaming Shores branch of the Ontario Provincial Police. This statistics-driven presentation provided an overview of all traffic related incidents across the District of Timiskaming, showcasing that traffic incidents occur both on local highways and within the municipal boundaries.

Lunch hour provided an opportunity for participants to connect with one another; tables were set up by sector to encourage connection and break down silos. Those who responded to the event evaluation survey shared that the opportunities for connection were well organized and valuable to increase contacts interested in road safety.



Participants were asked their most pressing municipal road safety concerns upon their arrival, the top results were used to inform the breakout session for the afternoon. Four stations were set up to brainstorm solutions and discuss common concerns related to: Overcoming Barriers to Implementing Vision Zero in Their Community, Increasing Pedestrian and Sidewalk Safety, Reducing Speed on Residential Roadways, and Ways to Improve Road Safety Infrastructure. Participants were given time to rotate to three of the stations where they were actively engaged in developing possible solutions for each of these issues. Responses were presented back to the group and can be found in Appendix A.

Please note: Some presentation slides may be available for review. If you are interested, please contact cswb@neph.ca.



Interactive breakout sessions provided an opportunity to collaborate on potential solutions to common municipal road safety issues.

Next Steps

The partnership between TDRSC and CSWB to organize this event elevated the exposure of Vision Zero principles and enhanced the overall road safety messages delivered to multiple municipalities in the district.

Feedback survey results suggested interest in learning more about road safety as well as a desire to remain connected on road safety topics. A local network, focused on sharing relevant road safety information, could be an identified next step to maintain momentum and enhance connection among those who are interested.

Lessons Learned

Planning a large-scale event always has variables for success. A few lessons learned include:

- Online registrations through Eventbrite were easy to manage.
- Having someone knowledgeable and comfortable with audio/visual equipment was key to a smooth setup and delivery.
- Scheduling a break before the break-out session was an unfortunate opportunity for participants to leave early, which left fewer members in attendance for the last part of the day. Suggestion to take this into consideration for future events.
- Have standard messages created beforehand when speaking with media.



About the Organizers

Timiskaming Community Safety and Well-being

The Timiskaming Community Safety and Well-being Plan is funded by 24 municipalities. Current areas of focus include Community Safety, Economy and Education, Health and Well-being, and Housing and Homelessness. Improving road safety and reducing causal factors of roadway accidents is one of three goals of the Community Safety priority area. Collaboration is key to successfully advancing community initiatives. Educational events such as this one prove to be a key return on investment for each municipality involved.

Timiskaming District Road Safety Coalition

Timiskaming District Road Safety Coalition is a group of road safety advocates who aim to educate and improve road safety in Timiskaming. The group has delivered several education campaigns focusing on school bus safety, speed reduction and impaired and distracted driving. Members have been involved in advocating for better built environments, lower speed limits and infrastructure improvements.



Appendix A

Municipal Road Safety Forum – Breakout Session Solutions

Overcoming barriers to implementing Vision Zero (VZ) and the Safer Systems (SS) Approach

- Adoption with municipal proclamation and bylaw
- Generate public awareness and buy in
- Seek engineers with VZ knowledge for new projects
- Integrate upgrades as work is being done
- Look for low hanging fruit, not everything needs a complete overhaul
- Offer workshops for small municipalities – on policy and procedures
- It can be overwhelming, look for small wins
- What is the cost?
- Legal regulations
- Lack of awareness/ buy-in
- Comparable jurisdictions – examples and support?
- Better relations with the MTO (as many communities have the highway that intersects)
- Changing speed limits
- More forums, including community forums
- Lack of education (early)
- Community – district wide campaigns
- Speed control
- Culture shift – different mindset
- Look through SS lens
- Advocate for change
- Commit \$ upfront
- Use low cost initiatives – like signage and paint
- Regional solutions – sharing!
- Better communications
- Enforcement personnel

Speeding on residential roadways

- Install traffic calming measures, consider a program where residents can rally and take ownership of the measures they would like to see in place – offer a menu of viable measures, and have a report available for concerns.
- Increased Signage
- Consider gateway treatments if appropriate
- Consider reducing speed limit in neighbourhood
- Change the environment, add in sidewalks, tree lined streets
- Look at stop and yield signs
- Increased signage of “Kids at Play”
- Public education on 4 way stops
- Higher fees – with enforcement
- Community safety zones
- Reduce speed limits
- Speed feedback signs
- Automated speed enforcement cameras
- Education and awareness campaigns
- Police visibility
- Normalize safe speeds
- School zones are a good place to start with traffic calming measures and start to change the cultural norm
- Engineering – change the environment to change driver behaviour
- Road painting – speed reduction zones
- Driver education – ongoing
- Street art
- Advocacy groups to move issues forward
- Sharing data and stats
- School and community safety zones should be 30 km/h
- Employ roundabouts where appropriate
- Perform road audits and assessments
- Planters in middle of roads (to reduce lane width)
- Learn from what is being done in other rural municipalities
- Promote insurance driver apps – that reward good driving behaviour
- Road diets
- Timed speed reduction zones
- More speed signs posted

Ways to improve pedestrian safety and sidewalks

- Pedestrian education, starting early with school age children
- Protected PXOs, cross guards
- Walking school buses
- Sidewalk maintenance is priority in winter month, sidewalks are cleared in a connected fashion that minimizes street crossing
- Employ traffic calming measures
- Advanced stop lines
- Signage for school routes, amish buggies, bigger reflective signage, how/where to bike
- Scooter bylaws
- Lower speeds
- Sidewalks – mobility and accessible
- Snow removal
- Deprioritize vehicles
- Allocation of funds
- Learning from data, and best practices
- Greenways
- Pedestrian crossings 1 lane – if more have centre islands
- Leading pedestrian intervals
- Pedestrian only spaces
- Preferred pathways
- Improved lighting
- Public safety
- Public education: share the road, pedestrian safety, hand signals for bike riders
- Ongoing driver skill testing
- Improved built environment – more green spaces
- Benches to sit on
- Mandatory sidewalks for new developments
- Walkability and accessibility studies
- School streets
- Wider sidewalks
- Hedge trimmings
- Raised crosswalks
- Multi-use trails (that are connected)
- Local traffic only streets

Ways to improve infrastructure

- Use of paint: improve stop lines, PXOs, lane markings, parking spaces, turn radius
- Consider sending letter of support for the Good Roads Rural Road Safety Program that will help with road audits and infrastructure upgrades
- Raised refuse islands for pedestrians
- Advanced and longer pedestrian signals
- Sidewalks are clear of snow in winter
- Consider automated speed enforcement, red light cameras, speed feedback signs
- Improved markings for parking, and be consistent (parallel vs angled parking)
- Signage and paint for turning lanes
- Repurpose multi lanes to reduce speeding
- Improved paving
- Change light fixtures to modern ones with arrows for turn signals, instead of flashing green lights for advanced turn
- Look at stopping positions at certain intersections
- Timing of pedestrian crosswalks
- More traffic calming
- Have safe routes from downtown to recreational areas
- Safe Systems Analysis for subdivisions and new developments, parks and downtown cores
- Funding opportunity (N.O.R.D).

Ministry of Energy and Mines

Office of the Minister

77 Grenville Street, 10th Floor
Toronto ON M7A 2C1
Tel.: 416-327-6758

Ministère de l'Énergie et des Mines

Bureau du ministre

77, rue Grenville, 10^e étage
Toronto ON M7A 2C1
Tél. : 416-327-6758

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MC-994-2025-921S

June 2025

To Ontario's Energy Community:

I'm proud to share that our government has released Ontario's first-ever Integrated Energy Plan: [Energy for Generations: Ontario's Integrated Plan to Build the Strongest Economy in the G7.](#)

This Plan lays out a clear path to ensure Ontario families, businesses and communities have the affordable, secure, reliable and clean energy they need – not just today, but for decades to come.

Ontario is growing fast. People are coming here to build their lives, invest in growing industries and create good jobs. That growth is driving record demand for electricity and continued demand for fuels – from homes and transit, to factories, farms and data centres.

This Plan responds with action. It advances the largest expansion of nuclear generation on the continent, accelerates transmission development, maintains access to natural gas and other fuels, and embraces new solutions like distributed energy resources, hydrogen, battery storage and carbon capture. It ends siloed planning by bringing electricity, fuels and natural gas under one co-ordinated vision.

At every step, the focus is on building a more competitive, self-reliant and affordable energy future – while keeping costs down.

Thank you for the role you play in shaping Ontario's energy future. Together, we're building an energy system that will power our economy, support our communities, and provide for our children and grandchildren for generations to come.

Sincerely,

A handwritten signature in blue ink, appearing to read "Stephen Lecce".

Stephen Lecce
Minister

Ombudsman releases Annual Report today | L'Ombudman publie son Rapport annuel aujourd'hui

1 message

Ombudsman Ontario

Wed, Jun 25, 2025 at 2:04 PM

Ombudsman releases Annual Report today
L'Ombudsman publie son Rapport annuel
aujourd'hui

[View this email in your browser](#)
[Consultez ce courriel dans votre navigateur](#)



[La version française suit]

**OUR 2024-2025 ANNUAL REPORT
IS NOW AVAILABLE!**



Ontario Ombudsman Paul Dubé's tenth Annual Report, released today, reflects record and near-record complaints in several areas of his jurisdiction, including those focused on the rights of vulnerable children, people with disabilities, inmates and Ontarians seeking services in French.

The Ombudsman received **30,675** cases – complaints and inquiries – in fiscal 2024-2025, and resolved **53%** of them in two weeks or less.

[READ THE REPORT](#)

SOCIAL SERVICES

A woman had her Ontario Disability Support Program (ODSP) benefits reinstated just in time to make her rent payment. In another case, a man received more than \$11,000 in ODSP back payments.



[Read more about how we resolved complaints about the Ontario Disability Support Program, the Ontario Autism Program, the Family Responsibility Office, Ontario Works, developmental services, and other programs.](#)



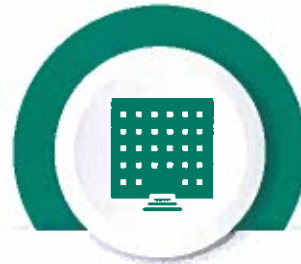
LAW & ORDER

The Ombudsman and staff flagged a 55% increase in complaints about correctional facilities to the Ministry of the Solicitor General, visited 12 correctional facilities, and launched a new investigation regarding Maplehurst Correctional Complex.

[See more examples of how we've resolved complaints related to corrections, policing, and administrative tribunals like the Landlord and Tenant Board.](#)

MUNICIPALITIES

The Ombudsman's office received a record 3,908 cases about municipalities. In many of these, the Ombudsman and staff promoted best practices for fair, transparent and accountable processes and policies. The Ombudsman also published 35 reports and letters regarding complaints about 66 closed municipal meetings.



[Learn about how we also assisted Ontarians with issues with by-law enforcement, housing, municipal closed meetings, infrastructure and zoning, and more.](#)



EDUCATION

Families received refunds ranging from \$7,000 to \$15,000 from the Ministry of Education after Ombudsman staff helped confirm they were exempt from tuition.

[Find out more about how we helped students and their families resolve issues with Ontario school boards, universities, colleges, and related Ministry of Education programs like OSAP.](#)

CHILDREN AND YOUTH

The Ombudsman launched a new investigation into child protection agencies' practice of placing young children and teens – many with complex special needs – in unlicensed settings (e.g., hotels, motels and offices).



Ombudsman staff also helped individual families who felt they had no choice but to give up custody of children with special needs to agencies in order to get residential care for them – a persistent issue first investigated by the office in 2005.

[Learn how we helped children and youth in care with problems related to foster homes, group homes or treatment placements, children's aid societies, and youth justice facilities.](#)



FRENCH LANGUAGE SERVICES

The French Language Services Commissioner's investigation reviewed 17 of the province's out-of-home advertising campaigns regarding health services between 2020 and 2023 and found none met the rules for communications in French. The Ministry of Health and the Ministry of Francophone affairs accepted five of the Commissioner's recommendations while two others remain under review.

[Read more about the 281 cases our French Language Services Unit received in fiscal 2024-2025.](#)

"[Your Early Resolution Officer] proved to be the consummate professional. She was patient, listened carefully, answered questions, made thoughtful, useful suggestions, and emailed important information. It was such a pleasure speaking with her that just for the moment, I forgot the deep problems with which I am dealing."

– Letter from complainant, 2025

[The English version precedes]

ServiceOntario

Office of the Registrar
General

P.O. Box 4600

189 Red River Road
Thunder Bay ON P7B 6L8

ServiceOntario

Bureau du registraire général de l'état
civil

C.P. 4600

189, Red River Road
Thunder Bay ON P7B 6L8



Memorandum

To: Ontario Division Registrars

From: Sirad Mohamoud
Deputy Registrar General
Office of the Registrar General, ServiceOntario

Date: June 26, 2025

Re: Medical Certificate of Death and Expanding the Scope of Practice for Nurses

On November 28, 2024, the Government of Ontario [announced it was expanding the scopes of practice for nurse practitioners and registered nurses](#).

Effective July 1, 2025, regulatory amendments made under the *Vital Statistics Act, 1990*, will allow:

- Nurse practitioners to certify deaths in a broader range of circumstances; and
- Registered nurses to certify deaths in limited circumstances by completing and signing Medical Certificates of Death in specific situations.

This initiative is a collaboration between the Ministry of Health and Ministry of Public and Business Service Delivery and Procurement (MPBSDP).

To support the implementation of these changes, MPBSDP has developed new and updated training materials regarding how to certify deaths and how to complete the Medical Certificate of Death (MCOD), including a [video tutorial](#) and more, which can be accessed via [Publications Ontario](#).

The paper and electronic versions of the MCOd have been updated to include a box for RNs when certifying the death. Updates have also been made to the eMCOd in

preparation for a future time when the electronic death registration initiative is implemented.

We kindly ask that you share this information with your sector partners, stakeholders, and affected staff from the Association of Municipalities of Ontario to ensure they are aware of the regulatory changes and available resources.

Thank you for your ongoing partnership and dedication to enhancing access to vital records and services for communities across Ontario.

If you have any questions or require further clarification about this memo, please do not hesitate to contact the dedicated division registrar helpline at (807) 343-7431.

For any questions regarding the scope of practice for nurses, please contact the College of Nurses of Ontario using this link: [practice support form](#).

Sincerely,

A handwritten signature in black ink, appearing to read 'Sirad Mohamoud', with a stylized flourish at the end.

Sirad Mohamoud
Deputy Registrar General
Office of the Registrar General, ServiceOntario

- c. Robin Jones, Association of Municipalities of Ontario
- David Arbuckle, Association of Municipal Managers, Clerks and Treasurers of Ontario
- Kelly McCarthy, City of Toronto
- Allan Thompson, Rural Ontario Municipal Association
- Marc Gagnon, L'Association fran^aise des municipalites de l'Ontario
- Jim Cassimatis, Bereavement Authority of Ontario

Streamlining environmental permissions for waste management systems

1 message

Permissions Modernization (MECP) <permissions.modernization@ontario.ca>

Thu, Jun 26, 2025 at 4:38 PM

To: "Permissions Modernization (MECP)" <permissions.modernization@ontario.ca>

Cc: "Malcolmson, Heather (MECP)" <Heather.Malcolmson@ontario.ca>, "Obaid, Juwairia (MECP)" <Juwairia.Obaid@ontario.ca>

Good afternoon:

Ontario is streamlining environmental permissions by creating smarter and more efficient environmental permissions processes that reduce unnecessary burden for businesses while protecting human health and the natural environment. We have revoked and replaced Ontario Regulation 351/12: Registrations Under Part II.2 of the Act – Waste Management Systems with a new regulation ([O. Reg. 119/25](#)) made under the *Environmental Protection Act* (EPA) to make systems that manage additional types of wastes eligible to be registered on the Environmental Activity and Sector Registry (EASR). These changes will be implemented on August 1, 2025.

The new regulation will strengthen operational requirements for registrants and move additional waste management systems that manage the following wastes (as defined in Regulation 347) and certain additional waste activities to a registration-first approach:

- asbestos waste
- hazardous waste (excluding Polychlorinated Biphenyls [PCB] and naturally occurring radioactive material [NORM] waste)
- liquid industrial waste
- certain types of treated hazardous waste
- temporary in-vehicle storage of waste overnight for waste that is destined out of province where waste cannot be delivered on the same day as it is picked up
- temporary in-vehicle storage of waste and until the next business day for hauled sewage

These changes align regulatory requirements with industry best practices within the sector to confirm that all registered waste management activities are conducted in accordance with industry best practices.

Proponents are required to meet strict environmental standards and requirements that are protective of the environment, such as introducing new drivers training requirements and spill

prevention and contingency planning. These requirements are similar to those seen in conditions of environmental compliance approvals today.

The changes are expected to reduce financial and administrative burden on the regulated community and reduce regulatory red tape for the waste management sector in Ontario. Moving additional waste types and activities to the EASR will provide a faster method of obtaining permission for waste management systems in Ontario while continuing to maintain Ontario's strict environmental standards.

The ministry retains its ability to inspect activities and confirm that they are complying with any applicable environmental standards and requirements.

In addition, these changes allow the ministry to focus its resources on higher risk and more complex permissions which continue to require an environmental compliance approval.

More information about these changes is available on the Environmental Registry of Ontario (ERO Posting: 019-6963: [Streamlining environmental permissions for waste management systems under the Environmental Activity and Sector Registry | Environmental Registry of Ontario](#))

If you have any questions, please reach out to the Permissions Modernization team at: permissions.modernization@ontario.ca

Thank you,

Heather Malcolmson,

Director, Client Services and Permissions Branch

Environmental Assessment and Permissions Division

Interested in learning more?

The ministry will be holding an information session about waste transportation systems subject to EASR this fall. [Sign up here](#) if you are interested in attending and we will send you more details and an invite.

Streamlining environmental perm
issions for waste transportation
systems

