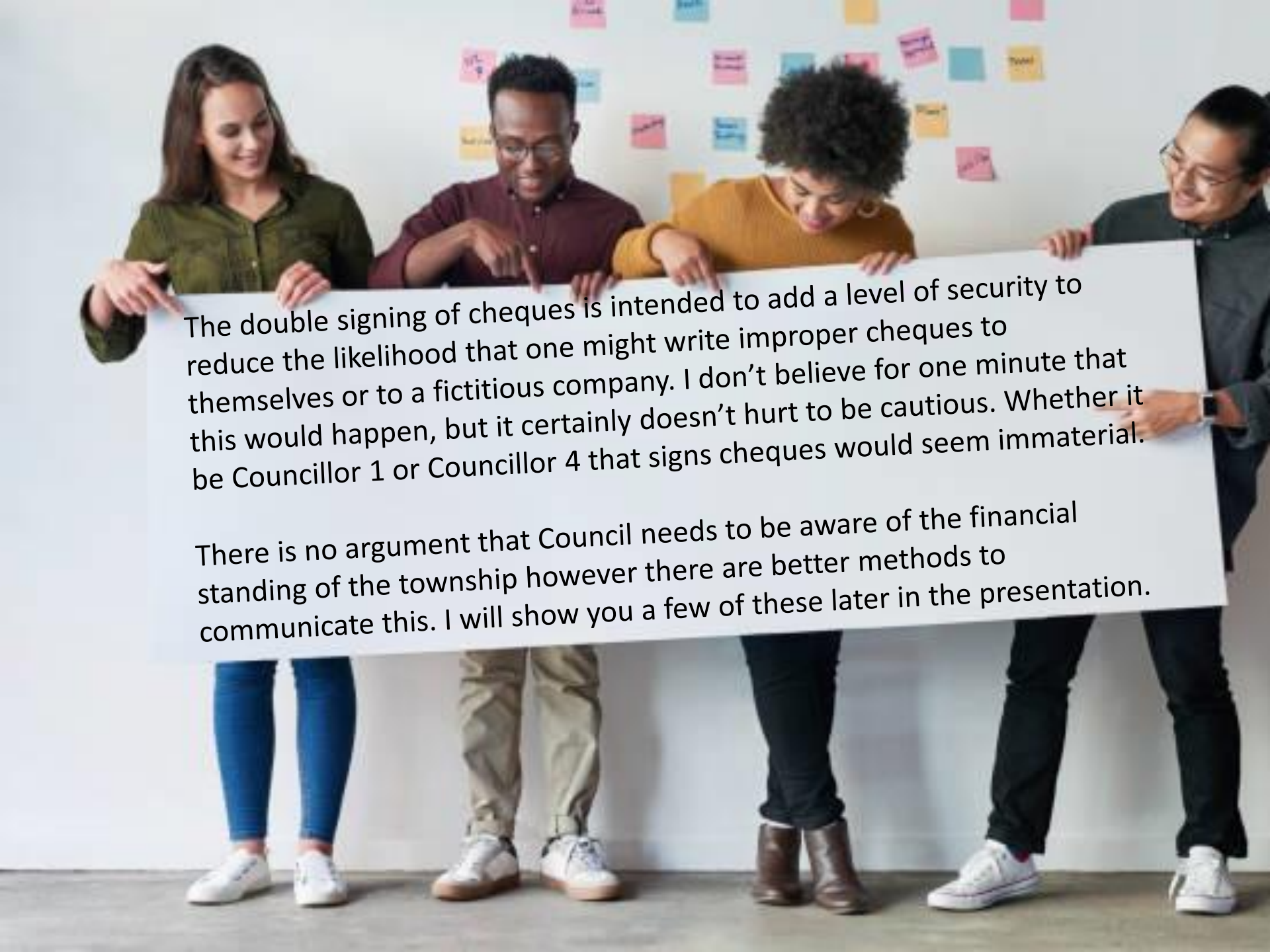




- The Township Staff is a team of people that are very committed to making changes to help the township become more efficient, more productive, and bring us into the 21st century.
- Each member of staff brings a unique set of skills to the table that have proven to work together productively and cohesively.
- I hope to show you in this presentation that if changes are made to processes and procedures without Users input, this could potentially bring us backwards, rather than forward.
- I also wish to show you just a few improvements that have been implemented (or will be implemented soon) within the finance department. These are not the efforts of one person, they are the result of a team working together for the greater good.
- Each department has made massive improvements over the last year and I would like to encourage anyone to come and talk with us if they are interested in learning what we are doing.

A group of four diverse individuals (two women and two men) are standing in front of a white wall covered in colorful sticky notes. They are all looking down at a large white rectangular sign they are holding together. The sign contains two paragraphs of text. The individuals are dressed in casual to business-casual attire. The woman on the far left is wearing a green button-down shirt and blue jeans. The man next to her is wearing a maroon button-down shirt and khaki pants. The woman next to him is wearing a mustard yellow sweater and dark pants. The man on the far right is wearing a dark grey button-down shirt and dark pants. The sign they are holding is white with black text.

The double signing of cheques is intended to add a level of security to reduce the likelihood that one might write improper cheques to themselves or to a fictitious company. I don't believe for one minute that this would happen, but it certainly doesn't hurt to be cautious. Whether it be Councillor 1 or Councillor 4 that signs cheques would seem immaterial.

There is no argument that Council needs to be aware of the financial standing of the township however there are better methods to communicate this. I will show you a few of these later in the presentation.

The time-line once an invoice is received by us, processed, signed, mailed, and completed by the vendor is short.

Part of our success is the ability to utilize Council Members on the fly to sign cheques.

Cheque runs are not done at a scheduled time. To do so would create a layer of inefficiency that currently does not exist.

Why I think scheduled signing of cheques is a bad idea.



July to December 2020 Visa Late Pay Charges \$139.38

InsNbr	Source	Typ	Date	txtDocument	txtPayorVendor	DebitAmt
7920	AP	IN	07/15/20	GC-JUNE2020	218-ROYAL BANK VISA	20.85
8346	AP	IN	09/22/20	20087345	218-ROYAL BANK VISA	1.54
8346	AP	IN	09/22/20	20087345	218-ROYAL BANK VISA	0.35
8346	AP	IN	09/22/20	20087345	218-ROYAL BANK VISA	19.93
8566	AP	IN	10/16/20	100520207636	218-ROYAL BANK VISA	14.07
8567	AP	IN	10/16/20	100520208562	218-ROYAL BANK VISA	0.18
8568	AP	IN	10/16/20	100520203544	218-ROYAL BANK VISA	0.81
8568	AP	IN	10/16/20	100520203544	218-ROYAL BANK VISA	21.63
8568	AP	IN	10/16/20	100520203544	218-ROYAL BANK VISA	0.38
8762	AP	IN	11/12/20	100620207345	218-ROYAL BANK VISA	9.26
8763	AP	IN	11/12/20	100620203544	218-ROYAL BANK VISA	11.40
8764	AP	IN	11/12/20	100620207628	218-ROYAL BANK VISA	1.10
9276	AP	IN	12/31/20	GC-VISA DEC	218-ROYAL BANK VISA	18.87
9277	AP	IN	12/31/20	KP-VISA DEC	218-ROYAL BANK VISA	19.01
						139.38

(Annual Fees and unknown amounts eliminated from this report)

The consequences of slow processing time.

Our current process is working – why change?

July to December 2022 Visa Late Pay Charges \$0.00

TOWNSHIP OF MCGARRY									
General Ledger									
GENERAL (1)									
For the Fiscal Year 2022 Periods 7-12 Ending December 31, 2022									
1-130-1400-5400									
Beginning Balance								Debit	Credit
Trans action	Src	Typ	Date	Document Number	PO/Ref Number	Payor/ Vendor	Description	Debit	Credit
13652	AP	IN	09/15/22	3551	Karine	218-ROYAL BANK VISA	Annual Visa Fee	12.00	0.00
Ending Balance								12.00	
Total Debits and Credits								12.00	
Grand Total Debits and Credits								12.00	

This is just one Vendor – Northern Tel., Hydro, Receiver General, etc. all have penalty charges. I would estimate we could potentially spend thousands of dollars per year in late fees.

As snail mail is very inefficient in today's world it is crucial that the turnaround time on processing cheques is minimal.



We are always striving for Continuous Improvement:

- Transactions such as Benefit Plans, Car Loans, Automatic Deposits were previously journal entries and had not been going through the Accounts Payable process. These transactions were never seen by council. This has been changed.
- We have upgraded our system to allow Electronic Fund Transfers (EFT's). These transactions are downloaded from our Accounts Payable into our bank and transferred to the Vendors bank. It's a new process for us so we are taking it slow, but our goal is to have as many accounts as possible using this method. With the price of postage increasing to \$1.07, the potential savings are considerable. Council will only see these transactions in a report.
- Rather than entering many invoices or sending out many cheques for a single vendor, we are utilizing Vendors monthly statements more than we had in the past. This method shortens the processing time but it also requires that cheques are mailed shortly after the statements are received.
- One great example of continuous improvement is Hydro One. There are 21 accounts which were 21 bills each month. It was almost impossible to turn these around quickly. We arranged for Hydro One to set us up under one bill which is now electronically sent to us. This invoice is linked to a spreadsheet which automatically updates to create a Year End Consolidation for all 21 locations, which previously was a very time-consuming task.
- Etc. Etc. Etc.



1/8/2023 10:58 pm

TOWNSHIP OF MCGARRY

Page 2

Accounts Payable Cheque Register Report - Caisse Populaire des Voyageurs Inc.-6500078

For The Date Range From 11/1/2022 To 11/30/2022

For All Vendors And For Outstanding, Cleared, Voided Cheques - Computer Generated, Hand Written, eCheque

Cheque # / eCheque ID	Type	Date	Vendor	Name	Amount	Status
5201	C	11/21/2022	1226	DC Entreprises	\$514.50	C
5215	C	11/24/2022	73	ROYAL CANADIAN LEGION BRANCH 384	\$1,600.00	C
5224	C	11/24/2022	1227	McGarry Christmas Food Hampers	\$800.00	C
12	E	11/28/2022	555	O. M. E. R. S.	\$4,847.78	C
John Deere Financial	E	11/17/2022	1090	John Deere Financial	\$5,304.99	C
Manulife Financial Group Benefits	E	11/16/2022	1107	Manulife Financial Group Benefits	\$3,457.88	C
Northern911	E	11/16/2022	1091	Northern911	\$232.42	C
ONT. CLEAN WATER AGENCY	E	11/17/2022	558	ONT. CLEAN WATER AGENCY	\$11,413.80	C
Scotiabank	E	11/17/2022	1195	Scotiabank	\$771.84	C

A Cash Disbursements report is given to Council monthly. This is more comprehensive than reviewing individual cheques. It also includes Electronic Transfers and Automatic Withdrawals which is not otherwise seen by Council. More details on any of the amounts are readily available, if requested.

Vendors may not be recognizable to new council at first but through time they will be familiar. Account Payable reports by Vendor or General Ledger reports by Accounts are easily obtained, if requested.

This report can be listed by cheque number and includes voided cheques. If there is a concern of missing or unaccounted cheques, this can easily be spotted.

NEW REPORTS FOR COUNCIL

- After we complete this Year End, Council will receive an “unaudited” breakdown of the Revenue and Expenses by department.
- This Report will be consolidated in a way that is meaningful and easy to read.

Department 450 (ENVIRONMENTAL SERVICES) 1-450-Activity-Object				
Type	Object	Activity		
Expense				
	1088			
		3000	CONTRACTED SERVICES	SANITARY SEWER \$103.29
		3100	CONTRACTED SERVICES	SEWAGE LAGOON \$68,778.66
		3300	CONTRACTED SERVICES	GARBAGE COLLECTION \$13,699.44
		3350	CONTRACTED SERVICES	GARBAGE TRUCK \$0.00
		3400	CONTRACTED SERVICES	GARBAGE DISPOSAL \$0.00
		3450	CONTRACTED SERVICES	RECYCLING PROGRAM \$32,339.10
		3500	CONTRACTED SERVICES	KEARNS PUMPING STATION \$0.00
		3550	CONTRACTED SERVICES	V-TOWN PUMPHOUSE \$0.00
				\$114,920.49
	1090			
		3000	LABOUR	SANITARY SEWER \$7,508.01
		3100	LABOUR	SEWAGE LAGOON \$634.40
		3200	LABOUR	STORM SEWER \$0.00
		3300	LABOUR	GARBAGE COLLECTION \$8,289.13
		3350	LABOUR	GARBAGE TRUCK \$0.00
		3400	LABOUR	GARBAGE DISPOSAL \$17,980.00
		3450	LABOUR	RECYCLING PROGRAM \$0.00
		3500	LABOUR	KEARNS PUMPING STATION \$0.00
		3550	LABOUR	V-TOWN PUMPHOUSE \$0.00
				\$34,411.54
	1095			
		3400	BENEFITS	GARBAGE DISPOSAL \$0.00
		3450	BENEFITS	RECYCLING PROGRAM \$0.00
				\$0.00

Budget Process (Previously)

- Labour Intensive
- Only 1 Year History
- Accounts Scattered
- Difficult to Consolidate

1/6/2023 8:10pm

TOWNSHIP OF MCGARRY
Statement of Revenue and Expenditures
 Revised Budget
 For GENERAL (1)
 For the Fiscal Period 2022-9 Ending September 30, 2022

Page 9

Account Number	Current Budget	Current Actual	Annual Budget	YTD Actual	Remaining Budget %
1-450-3100-1088 E/S OCWA LAGOON - CONTRA	5,525.42	5,525.42	66,305.05	63,253.24	4.60%
1-450-3100-1090 E/S LABOUR - SEWAGE LAGOON	0.00	0.00	0.00	634.40	0.00%
1-450-3100-4300 E/S MATERIALS-SEWAGE LAG	416.67	0.00	5,000.00	300.69	93.99%
1-450-3100-5010 CANADA PENSION PLAN	0.00	0.00	0.00	34.88	0.00%
1-450-3100-5015 EMPLOYMENT INSURANCE	0.00	0.00	0.00	14.27	0.00%
1-450-3100-5025 OMERS	0.00	0.00	0.00	60.74	0.00%
1-450-3100-5065 BASIC LIFE INSURANCE	0.00	0.00	0.00	10.30	0.00%
1-450-3100-5207 E/S INSURANCE	0.00	0.00	0.00	224.91	0.00%
1-450-3100-5275 E/S HYDRO - SEWAGE LAGOON	1,666.67	2,231.26	20,000.00	17,367.97	13.16%
1-450-3200-4300 E/S MATERIALS- STORM SEWE	20.83	0.00	250.00	0.00	100.00%
1-450-3300-1088 E/S GARBAGE COLLECTION - C	2,666.67	1,679.04	32,000.00	11,600.64	63.75%
1-450-3300-1090 E/S LABOUR - GARBAGE COLL	0.00	840.88	0.00	7,480.14	0.00%
1-450-3300-4300 E/S MATERIALS- GARBAGE CO	25.00	0.00	300.00	0.00	100.00%
1-450-3300-5010 CANADA PENSION PLAN	0.00	45.95	0.00	410.16	0.00%
1-450-3300-5015 EMPLOYMENT INSURANCE	0.00	18.90	0.00	167.96	0.00%
1-450-3300-5025 OMERS	0.00	74.58	0.00	584.72	0.00%
1-450-3300-5065 BASIC LIFE INSURANCE	0.00	14.26	0.00	113.39	0.00%
1-450-3350-1088 E/S CONTRACTED SERVICES	291.67	0.00	3,500.00	0.00	100.00%
1-450-3350-4300 E/S MATERIALS	41.67	0.00	500.00	0.00	100.00%
1-450-3400-1090 E/S LABOUR GARBAGE DISPOS	0.00	1,799.17	0.00	16,382.71	0.00%
1-450-3400-4300 E/S MATERIALS- GARBAGE DIS	16.67	0.00	200.00	50.88	74.56%
1-450-3400-5010 CANADA PENSION PLAN	0.00	93.52	0.00	844.71	0.00%
1-450-3400-5015 EMPLOYMENT INSURANCE	0.00	39.89	0.00	364.41	0.00%
1-450-3400-5025 OMERS	0.00	38.08	0.00	547.42	0.00%
1-450-3400-5065 BASIC LIFE INSURANCE	0.00	7.26	0.00	94.22	0.00%

NEW BUDGET PROCESS COMING THIS MONTH



- 4 Year History
- Calculate by Amount or Percentage
- Compare to a 4 Year Average
- Automatically Populates Totals for Easy Tweaking
- Accounts can be consolidated in whichever order we wish

350		NEW BUDGET	PREV. YEAR ACTUAL	PROTECTION TO PERSONS
REVENUE		\$5,000.00	\$5,324.00	
EXPENSE		\$201,564.00	\$112,153.08	
TOTAL		-\$196,564.00	-\$106,829.08	
400		NEW BUDGET	PREV. YEAR ACTUAL	ROADS
REVENUE		\$112,200.00	-\$61,671.65	
EXPENSE		\$661,938.58	\$342,048.29	
TOTAL		-\$549,738.58	-\$403,719.94	
450		NEW BUDGET	PREV. YEAR ACTUAL	ENVIRONMENTAL SERVICES

F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Description	NEW BUDGET	2022 Actual	2021 Actual	2020 Actual	2019 Actual	4 Year Avg		2022 Actual	%	CALC	NEW BUDGET		% Diff Over Average	
INING/COURSES	1,500.00	175.00	815.00	0.00	1,711.00	675.25		175.00		175.00	1500		45.02%	54.98
ING & COLLECTING	500.00	838.37	199.18	0.00	97.81	283.84		838.37		838.37	500		56.77%	43.23
TER DAMAGE	1,000.00	269.90	0.00	0.00	0.00	67.48		269.90		269.90	1000		6.75%	93.25
TRACTED SERVICES	1,000.00	0.00	924.91	437.38	512.26	468.64		0.00		0.00	1000		46.86%	53.14
PHOUSE MATERIALS/SUPL	7,000.00	0.00	2,538.25	2,037.30	1,567.70	1,535.81		0.00		0.00	7000		21.94%	78.06
PHONE/LONG DISTANCES	700.00	668.25	669.50	804.71	905.42	761.97		668.25		668.25	700		108.85%	-8.85
RO	12,000.00	8,870.65	10,127.66	10,391.86	17,268.55	11,664.68		8,870.65		8870.65	12000		97.21%	2.79
TRACTED SERVICES	1,000.00	0.00	877.75	762.99	804.11	611.21		0.00		0.00	1000		61.12%	38.88
TERIALS	500.00	243.87	126.61	1,000.34	136.00	376.71		243.87		243.87	500		75.34%	24.66



In 2022 E-billing was introduced.

The goal is to get as many water and tax accounts as possible to sign up. Savings on Postage, Paper, and Manpower is the end result. Currently we have about 50 residents signed-up.

The next stage is setting up Bank Transfers to allow residents to deposit payment directly into our bank from theirs using on-line banking.

**WE ARE CONTINUALLY IMPROVING.
PLEASE DON'T ASK US TO GO BACKWARDS.**



	P/R #1	14 965.49		14 965.49
	P/R #2	14 558.76		14 558.76
	P/R #3			
	Council	4204.01	--	4204.01
EXAMPLE OF HOW THINGS WERE DONE IN 2020.				
<u>SUB TOTAL:</u>				
<u>TOTAL SALARIES:</u>		33 728.26		33 728.26
<u>PAYROLL NET</u>	P/R #1	10,511.87		10 511.87
	P/R #2	10,284.61		10 284.61
	P/R #3			
	Council	3,948.64	--	3948.64
<u>TOTAL NET:</u>		24 745.12		24 745.12
PAYROLL REMITTANCE (PREVIOUSLY)	P/R #1	723.63		723.63
	P/R #2	723.63		723.63
	P/R #3	626.26		626.26
	Council	626.26		626.26
	Employer	80.37	--	80.37
		80.37		80.37
Total Employees:		1349.89		1349.89

- Handwritten
- Hand calculated
- Transferred to a spreadsheet (that had incorrect formula's)
- Transferred to government form
- Min. 4-Step process
- Min. 20 minute task

PAYROLL REMITTANCE NOW

- Input Data
- Transfer to Government Form
- Formula's Protected
- Linked to automatically calculate for Year End consolidation
- 5 Minute Task

	Gross Pay	Net Pay	CPP	EI	Federal Tax	Ont. Health	Ont. Prov	Surtax	WSIB	OMERS
P/R #1 (ee)	16721.60	11410.72	899.92	266.91	1699.21	144.25	699.42		459.48	1601.17
(er)			899.92	373.66						1601.17
P/R #2 (ee)	18216.86	12204.22	984.50	290.52	1946.15	152.44	812.64	2.56	500.16	1823.83
(er)			984.50	406.73						1823.83
P/R #3 (ee)	17401.63	12079.84	937.03	277.65	1874.58	144.25	764.07		477.99	1601.17
(er)			937.03	388.71						1601.17
Council (ee)	4498.28	4081.24	92.04		325.00				122.32	
(er)			92.04							
Fire Dept.									546.30	
Totals:	56838.37	39776.02	5826.98	2004.18	5844.94	440.94	2276.13	2.56	2106.25	10052.34
Payroll Remittance:				OMERS:			WSIB:			
CPP: \$	5,826.98	1-105-2100-2111	\$	10,052.34	1-105-2100-2113	\$	2,106.25		1-105-2100-2116	
EI: \$	2,004.18	1-105-2100-2112								
Tax: \$	8,564.57	1-105-2100-2115								
Payment: \$	16,395.73									
Gross Payroll: \$	56,838.37									
# of Employees:	8	(last pay-not including councilors)								
Canada Revenue Agency (Vendor #930)			OMERS (Vendor #555)			WSIB (Vendor #252)				
(remit on their forms received monthly)			(also record on-line)			(see separate worksheet for remittance)				



NEW WAY



Municipal Garage			Crozier Garage			Arena			Diesel Coloured			Diesel Clear			(check for accuracy against cheque)			
	Price/Litre	\$	Litres	Price/Litre	\$	Litres	Price/Litre	\$	Litres	Price/Litre	\$	Litres	Price/Litre	\$				
5		\$685.76	894.1	1.153305	\$1,031.17			\$0.00	1344.8	1.2683	\$1,705.61			\$0.00	\$3,422.54	\$444.93	\$3,867.47	
		\$0.00			\$0.00	1156.3	1.163297	\$1,345.12			\$0.00			\$0.00	\$1,345.12	\$174.87	\$1,519.99	
23/Dec/21		\$0.00			\$0.00			\$0.00	1476.2	1.2443	\$1,836.84			\$0.00	\$1,836.84	\$238.79	\$2,075.62	
20/Dec/21	811.4	\$926.05	1191.6	1.1413	\$1,359.97	1814.8	1.141299	\$2,071.23			\$0.00			\$0.00	\$4,357.25	\$566.44	\$4,923.70	
6/Dec/21	703.5	\$814.87			\$0.00	1421.2	1.158296	\$1,646.17	1755.7	1.2633	\$2,217.98			\$0.00	\$4,679.02	\$608.27	\$5,287.29	\$17,674.06
6/Jan/22	505.7	\$598.90	723.9	1.174292	\$850.07	1017.3	1.184302	\$1,204.79	452.9	1.289313	\$583.93			\$0.00	\$3,237.69	\$420.90	\$3,658.59	
11/Jan/22	57	\$68.47			\$0.00	719.7	1.184299	\$852.34			\$0.00			\$0.00	\$920.81	\$119.71	\$1,040.52	
13/Jan/22	563.6	\$667.47	1108.7	1.174294	\$1,301.94			\$0.00	680.3	1.289299	\$877.11			\$0.00	\$2,846.52	\$370.05	\$3,216.57	
19/Jan/22	527.5	\$651.62	832.8	1.2253	\$1,020.43	1210.2	1.2353	\$1,494.96	423.6	1.340274	\$567.74			\$0.00	\$3,734.75	\$485.52	\$4,220.27	
25/Jan/22	537.5	\$663.97	888.3	1.225296	\$1,088.43	1203.3	1.235295	\$1,486.43	471.6	1.340288	\$632.08			\$0.00	\$3,870.91	\$503.22	\$4,374.13	\$16,510.07
7/Feb/22	1056	\$1,362.56	1833.3	1.280298	\$2,347.17	2284.2	1.290299	\$2,947.30	982.9	1.39531	\$1,371.45			\$0.00	\$8,028.48	\$1,043.70	\$9,072.18	
17/Feb/22	706.2	\$942.99	1225.6	1.325302	\$1,624.29	799.3	1.335293	\$1,067.30	1322.9	1.440305	\$1,905.38	1810.2	1.502298	\$2,719.46	\$8,259.42	\$1,073.72	\$9,333.14	\$18,405.33
4/Mar/22	1164	\$1,522.86	2087.3	1.2983	\$2,709.94	2405.9	1.3083	\$3,147.64	1443.5	1.4133	\$2,040.10			\$0.00	\$9,420.54	\$1,224.67	\$10,645.21	
15/Mar/22	636.3	\$1,001.72	1083.3	1.564304	\$1,694.61	1433.6	1.574302	\$2,256.92	915.3	1.679296	\$1,537.06			\$0.00	\$6,490.31	\$843.74	\$7,334.05	
25/Mar/22	425.4	\$617.81	585.1	1.4423	\$843.89	1150.9	1.4523	\$1,671.45	247.2	1.5573	\$384.96	700.9	1.6303	\$1,142.68	\$4,660.79	\$605.90	\$5,266.70	



As you have seen, many, many changes are being made to better equip Council for Strategic Vision and Planning purposes.



Hopefully the public can also see that we are working very hard to improve the processes and procedures within the office.



We are working on being as transparent as the laws allow us.



The following slides are from the Town of Kapuskasing. This type of transparency will hopefully be available to you in our next newsletter.

This information is for the Town of Kapuskasing.



2021 Sewer Budget



2021 Water Budget



Ours Coming Soon!

This is for the Town of Kapuskasing.

2021 Operating Budget

Where the money comes from

WE LIKE
THIS IDEA!



\$1,237,735

Fees & Charges (6%)

Sale of Airport Fuel, Parking
Meters, Licenses & Permits



\$2,318,346

**Rental &
Other Revenues (12%)**

Cemetery, Special
Events, Solar Projects,
Interest Revenues &
Recoveries



\$180,500

**Recreational
Fees (1%)**

Sports Palace, Donat
Brousseau Pool, Other
Recreational Fees

Canada



Ontario

\$4,951,117

Grants (26%)



\$19,314,262

2021 Operating Budget



OURS COMING SOON!

This is for the Town of Kapuskasing.

2021 Operating Budget

Where your money goes



\$229.50

Education

Four School Boards
(public and catholic schools)



\$78.46

Sewage

Maintenance and
operations of sewage
infrastructure (will be
phased out by 2022)



\$45.44

Building & By-Law Services

Construction & Planning,
By-Law Enforcement



\$771.80

Fire, Police & Other Protection

Police, Fire, Health &
Safety and Emergency
Services



\$159.30

Other

Financial Services and
Economic Development



\$408.58

General Government

Management of
administrative/legislative
services and Council

WE LIKE
THIS IDEA!

OURS COMING SOON!

Just before I say “Thank you for Listening” I just want to say this presentation is not just about cheque signing. If any of you want to sign cheques just ask and I will try to accommodate you. You do not need to put a “law” in place. By doing so you are putting me in a position that I now need to follow the “law” rather than doing what may be in the best interest for the township financially.

This presentation is more about me asking the 3 new council members (that collectively have the power to make change) to please, respectfully, get to know your staff and what we do, and then determine what needs to be changed in house.

For example:



If you really want to sign cheques just come into the office once in awhile, I will utilize your visit if cheques are ready.

Or alternatively, call me and ask if there are cheques to sign and when you will be in. I will let you know if we can wait.



Did you know...

- Karine is adamant on treating every resident equally. She doesn't favour her neighbor or base her decisions on her own biases.
- She spends mega hours trying to get accurate information for council so they can make an informed decision based on the expertise of many people, not just her own.
- She is very much to the book, and I don't always like this, but I have learned this is the way of government, not the individual.
- She is sensitive to personal attacks but hey, who isn't.
- She is very willing to discuss differences of opinion but sometimes we just need to agree to disagree.
- She has a great deal of knowledge in municipal affairs and what she doesn't know she will find out.
- I find her very honest, and very fair, she has earned my respect, not something I would say about most of my bosses.



- Your probably already know that Melanie is an excellent people person.
- She will step into any job with enthusiasm and give it her all, successfully and without complaint.
- She is a quick learner and always open to guidance.
- She is very helpful and always eager to try something new.
- She is one of the fastest and most accurate data entry people I have ever worked with.
- She has a great knack in speaking her mind without sounding intimidating.
- She is loyal to her boss, the company, and her co-workers. An exceptional trait that has been lost by many.



But, she does talk to herself which can be a little distracting at times, lol

Did you know that Mark lies awake at night trying to come up with ways to improve our very old infrastructure with as little money as possible? His organizational skills put me to shame. He dissects every invoice to the nth degree. He is always willing to do what is required, having been a great help to me in areas such as Asset Management. He's dedicated and committed.

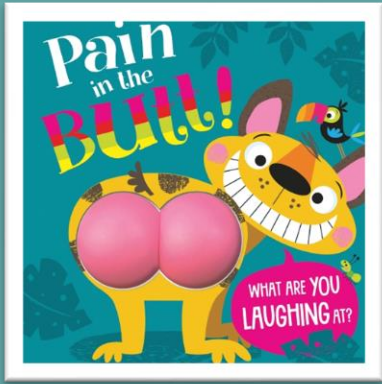


But, I do think he tries to bribe us with Trudy's baking.



Gord, Gord Jr. and Neil. Shamefully, I am not sure about everything they do, but I do know I can carry my garbage 50 feet to rid, I can flush my toilet, drink my water, and drive down my road, so they are super heroes to me.





And then there's me, I take a little issue like cheque signing and read way more into it than I probably should. But I also hear what is being said about other issues, such as transparency, and I put many hours of my own time moving these projects forward, long before they became campaign promises. I have an innate ability to spot errors that most people don't catch which had labeled me a watch dog in previous jobs.

Bottom line, you have a team of people in house that work together very well. I have worked at many places over my career and this is rarely the case. You have a great opportunity to build on this rather than break it down. Research shows that collaboration always leads to better outcomes. Please give us a chance to show you who we are and what we do before you make changes too hastily. Afterall, I am sure we all have the same ultimate goal. To better the community we live in.

"I can do things you cannot. You can do things I cannot. Together we can do great things." Mother Teresa

