

# AGENDA

Thursday, May 14, 2026 at 6:30 p.m.

*Board Meeting Via Zoom Video Conference*



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1. **CALL MEETING TO ORDER.**
  2. **TRADITIONAL LAND ACKNOWLEDGMENT.**
  3. **DISCLOSURE OF PECUNIARY INTEREST.**
  4. **APPROVAL OF AGENDA. ®**
  5. **APPROVAL OF MINUTES: ®**
    - 5.1 March 12, 2026
  6. **DEPUTATIONS & PRESENTATIONS.**
  7. **REPORTS:**
    - 7.1 Chair
    - 7.2 Chief Administrative Officer
      - a) May Monthly Report
      - b) April Quarterly Report
    - 7.3 Director of Finance
  8. **OUTSTANDING ISSUES.**
  9. **NEW BUSINESS:**
    - 9.1 Adjustment to the LHC Board ®
    - 9.2 Adjustment to the NOAH Board ®
    - 9.3 Strategic Plan Update
  10. **IN-CAMERA: 2**

THAT pursuant to Section 38 of the District of Parry Sound Social Services Administration Board's *Procedural Rules*, the Board moves to an In-Camera session in order to address matters pertaining to:

    - vi) an opinion of the Board's solicitor, disclosure of which would not be in the public interest; or
    - vii) a decision concerning negotiations for an agreement or contract between the Board and a third party.
  11. **CORRESPONDENCE:**
    - 11.1 Township of Carling Resolution
    - 11.2 Seguin Township Resolution
    - 11.3 NBPSDHU Overdose Report
    - 11.4 Labour Market Group – Labour Focus Report March 2026
    - 11.5 Labour Market Group – Jobs Report February 2026
  12. **ADJOURNMENT. ®**

# MEETING MINUTES

Thursday, March 12, 2026 at 6:30 PM



Board Meeting Location: 1 Beechwood Drive, Parry Sound, Ontario (Virtual)

Board Members Present:

Jerry Brandt      Jamie McGarvey  
Sean Cotton      Teri Brandt  
Sharon Smith     Peter McIsaac  
Teresa Hunt       Rick Zanussi  
Tom Lundy        Janice Bray

Board Members Absent:

Ted Collins  
Joel Constable  
Gail Finnson

Staff:

Tammy MacKenzie, CAO  
JJ Blower, Communications Officer  
Sylvia Roy, Director of Finance  
Sharon Davis, Director of Housing Operations and Service Management

**1. CALL MEETING TO ORDER:**

The meeting was called to order by Rick Zanussi at 6:34 PM.

**2. TRADITIONAL LAND ACKNOWLEDGMENT.**

**3. DISCLOSURE OF PECUNIARY INTEREST.**

**4. APPROVAL OF AGENDA**

*Resolution 26 03 01*

**CARRIED**

*Moved by Peter McIsaac*

*Seconded by Sharon Smith*

“THAT the agenda of the Regular Meeting of the Board held on March 12, 2026 be accepted as presented.”

**5. APPROVAL OF MINUTES:**

5.1 February 12, 2026

*Resolution 26 03 02*

**CARRIED**

*Moved by Jamie McGarvey*

*Seconded by Janice Bray*

“THAT the Board meeting minutes of Thursday, February 12, 2026 be approved as presented.”

**6. DEPUTATIONS & PRESENTATIONS.**

## 7. REPORTS:

### 7.1 Chair

The chair welcomed the Board.

### 7.2 Chief Administrative Officer

A written report was provided, and Ms. MacKenzie was available to answer any questions. The CAO highlighted International Women's Day on March 8<sup>th</sup>, advising that an event was taking place on March 12<sup>th</sup> in South River which had been supported by Esprit Place. Ms. MacKenzie also highlighted the recent tax clinics, including Service Canada support, that have been held across the District and were very well received by the public.

### 7.3 Director of Finance

The Director of Finance reported that auditor would be on site March 30<sup>th</sup> and plans to present the audit at the June meeting.

## 8. OUTSTANDING ISSUES.

## 9. NEW BUSINESS:

### 9.1 Window Tender

A written report was presented by the Director of Finance. Discussion took place regarding the tender structure and bid evaluation.

#### ***Resolution 26 03 03***

**CARRIED**

*Moved by Peter McIsaac  
Seconded by Teresa Hunt*

“THAT the Board direct staff to proceed with awarding the tender for the Window Replacements at 66A and 66B Waubeek Street, Parry Sound, ON, according to the outlined specifications and requirements detailed in ITT #26-557-03 to Enerfree Building Group Ltd. in the amount of \$147,783.47 plus HST.”

### 9.2 Built for Zero

A written report was presented by the CAO for information purposes.

## 10. IN-CAMERA: 0

## 11. CORRESPONDENCE.

- 11.1 NBPSDHU Overdose Report
- 11.2 Labour Market Group – Monthly Job Report – January 2026
- 11.3 Labour Market Group – Labour Focus – February 2026

## 12. ADJOURNMENT.

#### ***Resolution 26 03 04***

**CARRIED**

*Moved by Jerry Brandt  
Seconded by Teri Brandt*

“THAT the Board meeting now be adjourned at 6:59PM, and that the next Regular meeting be held Thursday, April 9, 2026 at the hour of 6:30 PM via Zoom Video Conference.”

DRAFT

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District of Parry Sound



Social Services  
Administration Board

# **Chief Administrative Officer's Report**

May 2026

## Mission Statement

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

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## 2026 Provincial Budget Impacts

The 2026 Ontario Provincial Budget includes limited new investments directly impacting our work. In the area of social assistance, the government confirmed that both the Ontario Disability Support Program (ODSP) and the Assistance for Children with Severe Disabilities (ACSD) will receive their next annual inflation-indexed increase in July 2026, continuing the current practice. The budget also mentioned the government's intent to "consider options to enhance the program integrity of Ontario Works," as part of a broader focus on efficiency.

With respect to supportive housing, the Province announced nearly \$53 million over three years to support the creation of more than 425 new units, (e.g. LOFT Bradford House and Indwell Community Homes) with wrap around mental health supports. However, this funding appears to be previously committed rather than net-new investment.

The budget also includes \$407 million over three years in new funding for community organizations to help offset rising operational costs. This funding will support services for individuals with developmental disabilities, as well as programs assisting survivors of gender-based violence.

In children's services, the previously announced \$20 million Liam Riazati Memorial Fund (December 2025) is reaffirmed, providing funding to community-based licensed child care providers to install protective barriers.

For more information: <https://budget.ontario.ca/2026/pdf/2026-ontario-budget-en.pdf>

## 'The Path Forward: DSSAB's Approach to Homelessness Prevention and Encampments'

The DSSAB's recent municipal engagement event, The Path Forward: DSSAB's Approach to Housing Loss Prevention and Encampments, held on April 23 in Magnetawan, was a significant success in strengthening collaboration across the district. The event brought together leadership and staff from all 22 member municipalities, alongside community partners, to build a shared understanding of prevention-focused approaches to housing instability and homelessness. Through presentations, practical guidance, and powerful lived-experience perspectives, the session fostered meaningful dialogue, learning, and alignment across jurisdictions. I would like to extend sincere appreciation to all 22 municipalities for their participation and continued partnership in advancing coordinated, district-wide solutions to end chronic homelessness.



## OSUM Conference – May 1, 2026

On May 1<sup>st</sup>, I had the opportunity to participate as a panelist at the Ontario Small Urban Municipalities (OSUM) Conference, hosted in Parry Sound where I joined municipal leaders from across Ontario for a featured session entitled “Building Inclusive Communities: Balancing Growth with Social Responsibility,” moderated by Mayor Jamie McGarvey of Parry Sound. The discussion focused on the growing challenges facing small urban municipalities, including housing affordability, homelessness, population growth, and the importance of ensuring inclusive community development. I was pleased to share insights from the District of Parry Sound Social Services Administration Board’s work and discuss the importance of collaborative, community-based approaches to addressing housing and social service pressures while supporting sustainable growth across Northern and rural communities.

## ‘Everyday Impact’

We are proud to highlight Lori Murray as an integral member of our CCSM team. She brings a wealth of knowledge and experience to our department and provides exceptional support to families across the District of Parry Sound. Recently, Lori has been visiting EarlyON Hubs throughout the district, sharing her expertise on fee subsidy programs and connecting families with additional DSSAB services.

Lori is known for her compassion and kindness, consistently building strong relationships with both families and colleagues. Her many years with the organization have given her a deep understanding of our programs - so much so that around the office we often say, “When in doubt, call 1-800-Call-Lori.” Lori is a valued team member and a reliable, hardworking program support worker who makes a meaningful difference every day.



## Licensed Child Care Programs

Total Children Utilizing Directly Operated Child Care in the District March 2026						
Age Group	Fairview ELCC	First Steps ELCC	Highlands ELCC	Waubeek ELCC	HCCP	Total
Infant (0-18m)	1	1	0	1	10	13
Toddler (18-30m)	10	6	12	17	23	68
Preschool (30M-4y)	18	18	19	38	56	149
# of Active Children	29	25	31	56	89	230

## School Age Programs

School Age Programs March 2026	
Location	Enrollment
Mapleridge After School	24
Mapleridge Before School	11
Home Child Care	20
# of Active Children	55



## Inclusion Support Services – March 2026

Age Group	Early ON	Licensed ELCC	Monthly Total	Discharges	Referrals	Waitlist
Infant (0-18m)			0			
Toddler (18-30m)	2	6	8		3(1 EO, 2 LELCC)	
Preschool (30-47m)	7	40	47	1	2(LELCC)	
JK/SK (48m-6yr)	1	17	18		1(LELCC)	
School age (6 yr+)		2	2			
<b>Monthly Total</b>	<b>10</b>	<b>65</b>	<b>75</b>	<b>1</b>	<b>6</b>	<b>0</b>
<b>Year to Date</b>	<b>12</b>	<b>70</b>	<b>82</b>	<b>6</b>	<b>16</b>	<b>0</b>

### Comments:

75 Children on active caseload. Of the 6 new referrals, 2 are for Speech and Language support and 4 are Social Emotional. Our five Resource Consultants had 112 site visits totalling 304.5 hours in programs supporting children.

## EarlyON Child and Family Programs – March 2026

EarlyON Child and Family Centre Reporting Month: March 2026		
Activity	Monthly Total	Year to Date
Number of Child Visits	868	2463
Number of Unique Children served this month	291	
Number of Adult Visits	664	1857
Number of Unique Adults served this month	76	
Number of Professionals (New stat of July 1, 2025)	26	74
Number of Virtual Programming Events	2	4
Number of engagements Through social media	97	773
Number of views Through social media	22,731	61,157

## Funding Sources for District Wide Childcare Spaces

### Child Care Service Management

### Total Children by Funding Source

March 2026

<b>ACTIVE</b>		
Funding Source	# of Children	# of Families
CWELCC	46	44
CWELCC Full Fee	224	221
Extended Day Fee Subsidy	2	2
Fee Subsidy	21	18
Full Fee	16	15
Ontario Works	2	2
<b>Total Active:</b>	<b>311</b>	<b>302</b>

<b>NEW</b>		
Funding Source	# of Children	# of Families
CWELCC	2	2
CWELCC Full Fee	3	3
Extended Day Fee Subsidy	0	0
Fee Subsidy	3	2
Full Fee	0	0
Ontario Works	0	0
<b>Total New:</b>	<b>8</b>	<b>7</b>

<b>EXITS</b>		
Funding Source	# of Children	# of Families
CWELCC	1	1
CWELCC Full Fee	0	0
Extended Day Fee Subsidy	0	0
Fee Subsidy	3	2
Full Fee	0	0
Ontario Works	0	0
<b>Total Exits:</b>	<b>4</b>	<b>3</b>

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

Data for March 2026

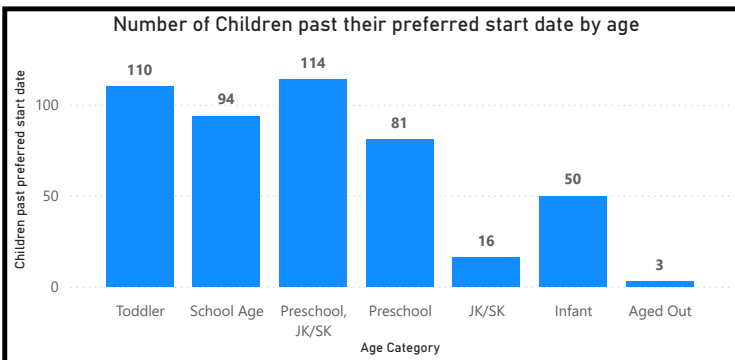
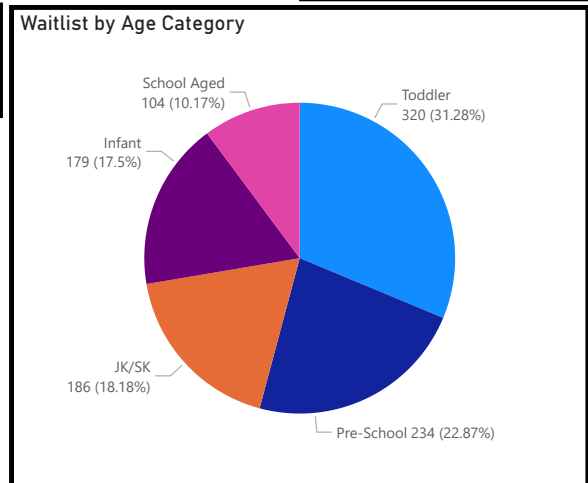
Number of Unique Children on the Application Portal		
<b>890</b>		
Children who Identify as Indigenous	Children Identifying Francophone Relatives	Prenatal Children
<b>99</b>	<b>61</b>	<b>148</b>

Unique Children Waiting for Care
<b>483</b>
<b>Waiting for Care</b> - This number represents the unique children who are currently applied for care. This includes children who may already be placed in a program and have applied to another. This also includes the number of children pre-registered for future care.

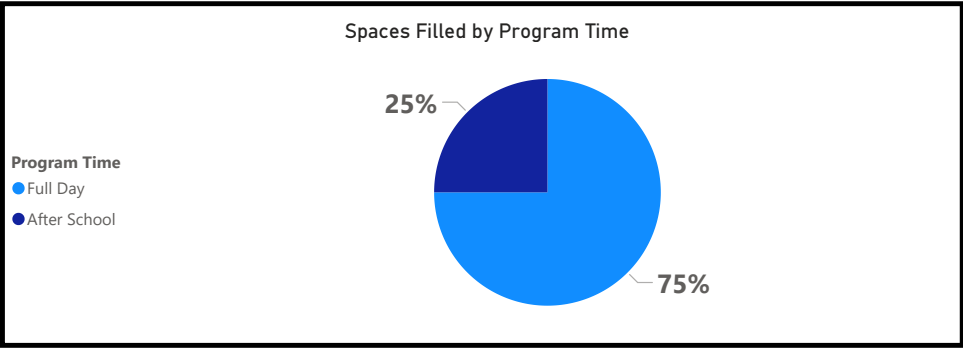
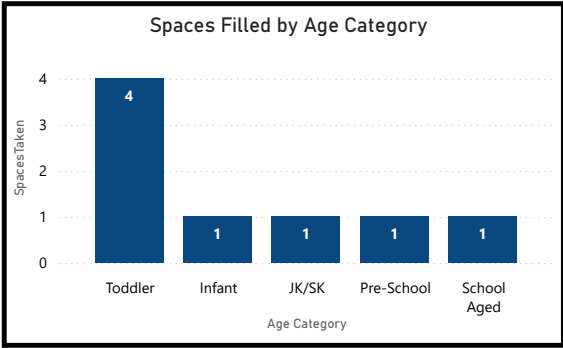
Year, Month	Multiple selections
Month	March
Additions to Application Portal	
<b>41</b>	

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

Total Number of Children past preferred start date (Unique)
<b>475</b>



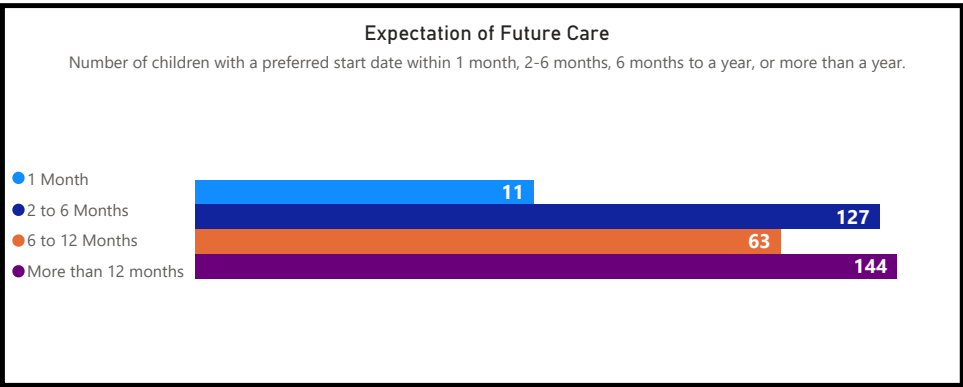
Year    
 Month

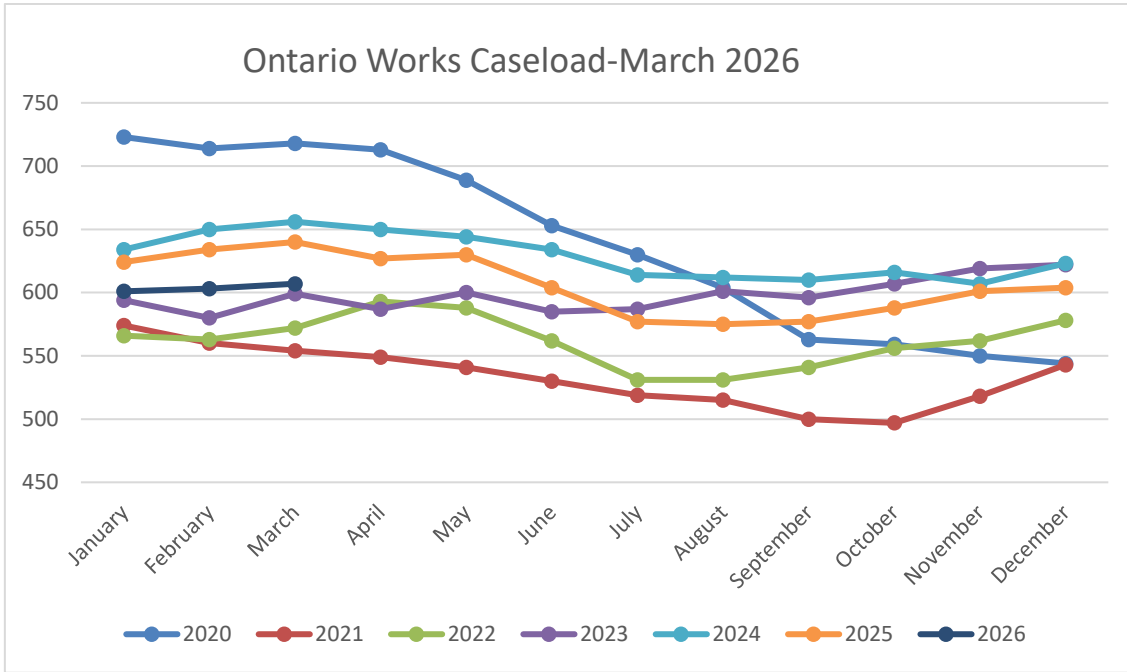


Children Placed	Spaces Filled
8	8

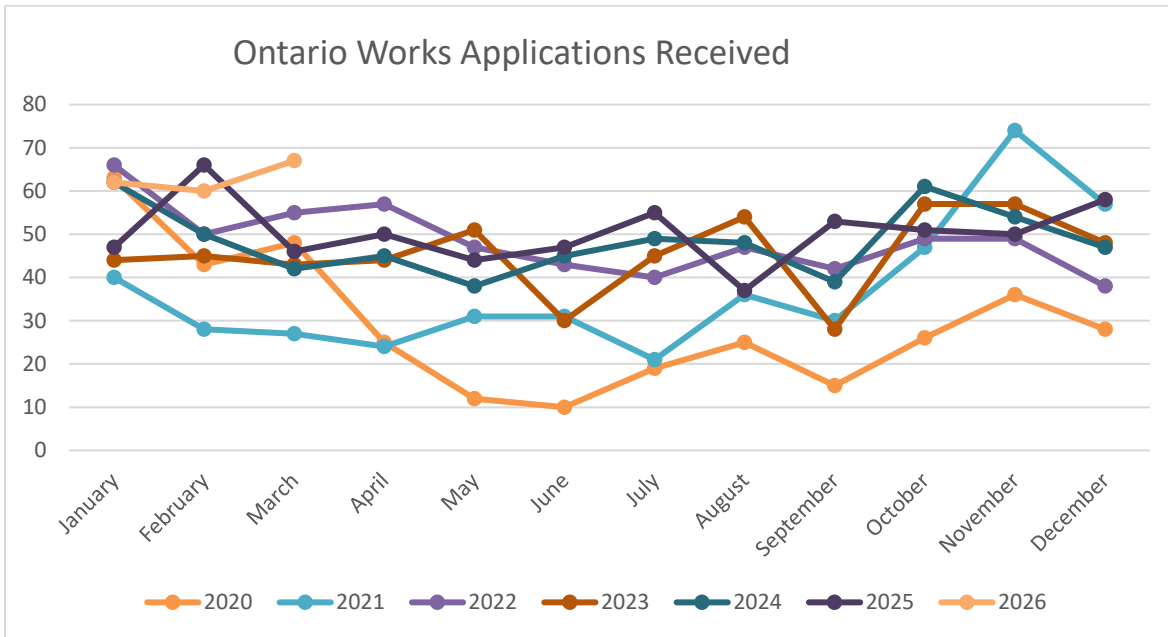
**Children Placed** - The number of unique children placed in a program.

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

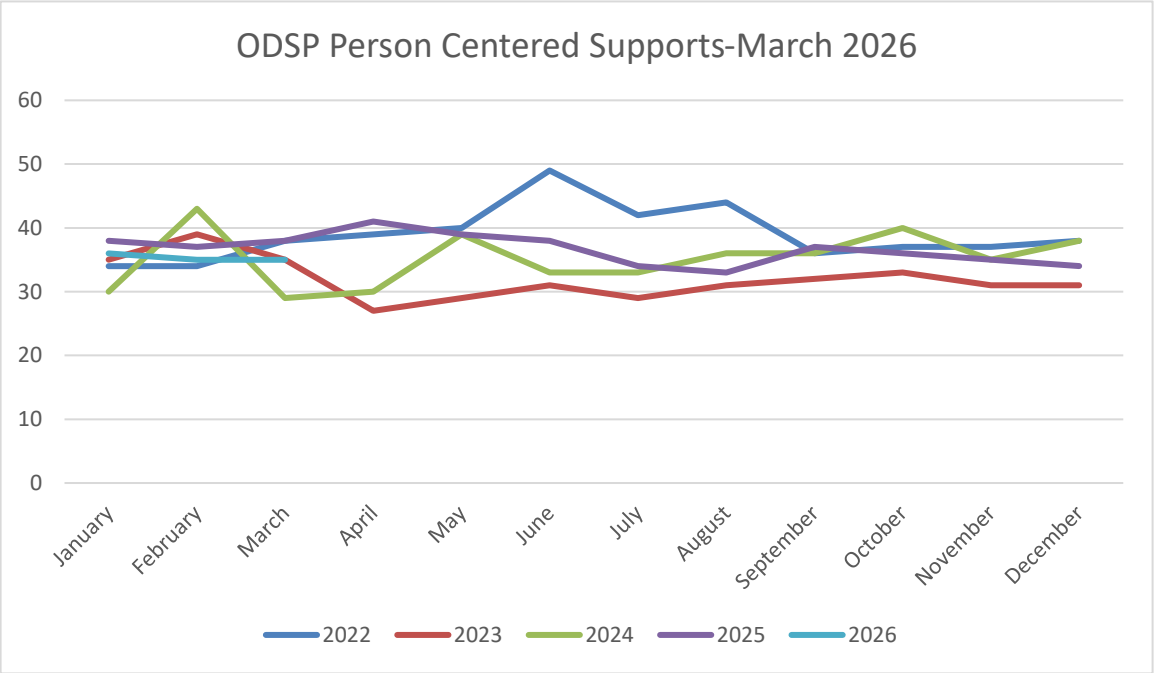




### Ontario Works Intake - Social Assistance Digital Application (SADA) & Local Office Ontario Works Applications Received

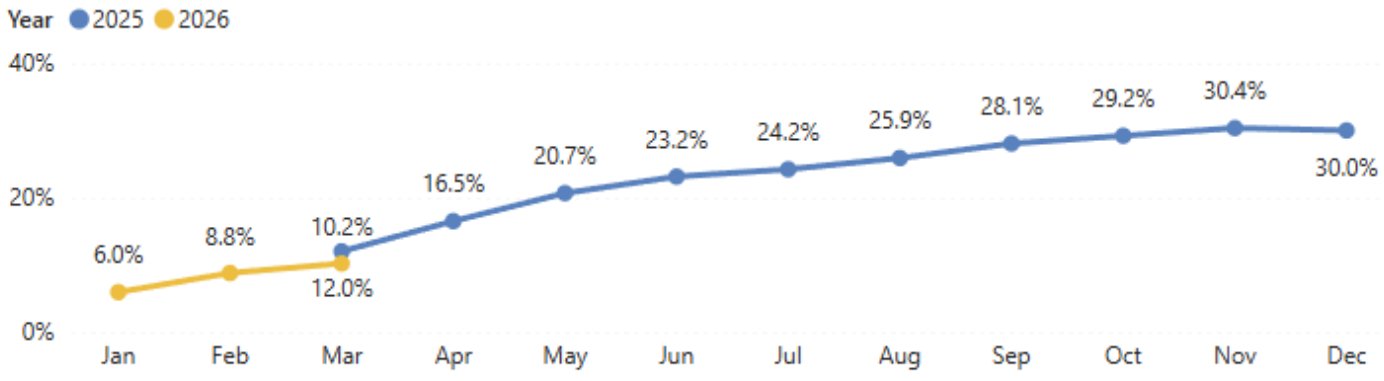


### ODSP Participants in Ontario Works Employment Assistance

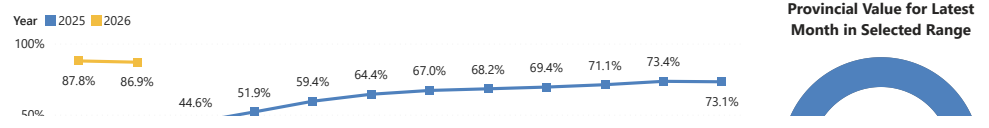


The OW Caseload continue to hold steady at **607** cases. We are providing **35** ODSP participants Person-Centred Supports. We also have **55** Temporary Care Assistance cases. **67** applications were received through the province’s Ontario Works Intake Unit (OWIU).

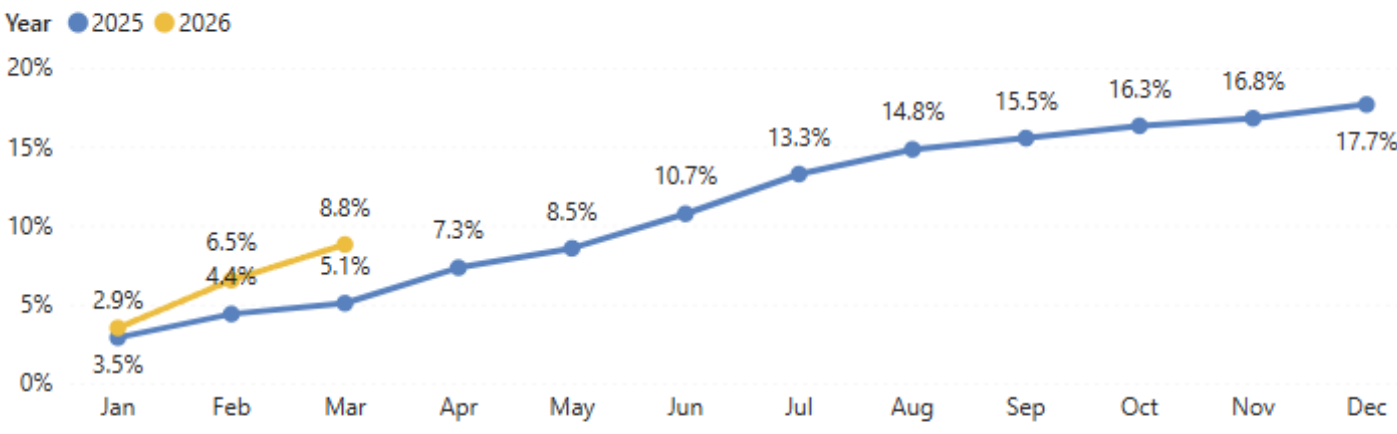
### Percentage of OW + NDA Members with mandatory participation requirements that referred to EO (Cumulative Year-to-Date)



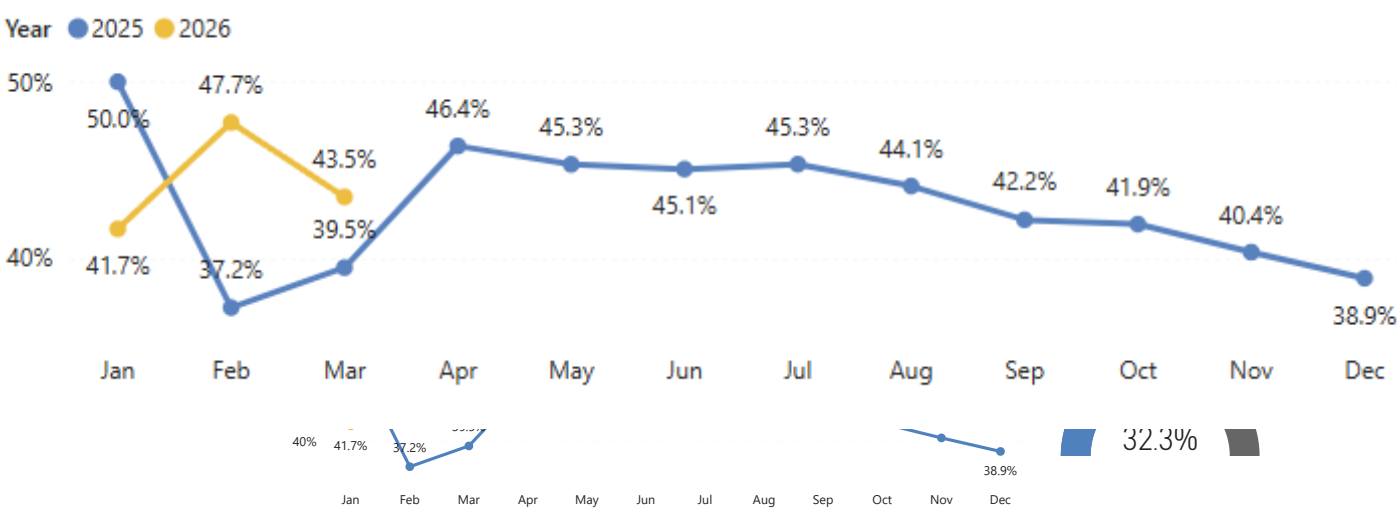
\*NDA-Non-Disabled Adult  
 Percentage of OW + NDA Members with mandatory participation requirements that have created a Social Assistance Action Plan (Cumulative Year-to-Date)\*



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



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



### By Name List

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

4

Active

391

Housed

162

Inactive

● Outflow - Housed   
 ● Inflow - Actively Homeless

**BNL INFLOW & OUTFLOW** [Print](#)

Type	Clients
Inflow - Newly Identified	4
Inflow - Returned from Housing	0
Inflow - Returned from Inactive	0
Outflow - Moved to Inactive	162
Outflow - Housed	391
Declined	37

- Inflow - Newly Identified
- Outflow - Moved to Inactive
- Outflow - Housed
- Declined

**ACTIVE CLIENTS BY HOMELESS PRIORITY** [Print](#)

Type	Clients
<a href="#">Chronic</a>	1
<a href="#">Approaching Chronic</a>	0
<a href="#">Temporary</a>	3
<a href="#">N/A</a>	0

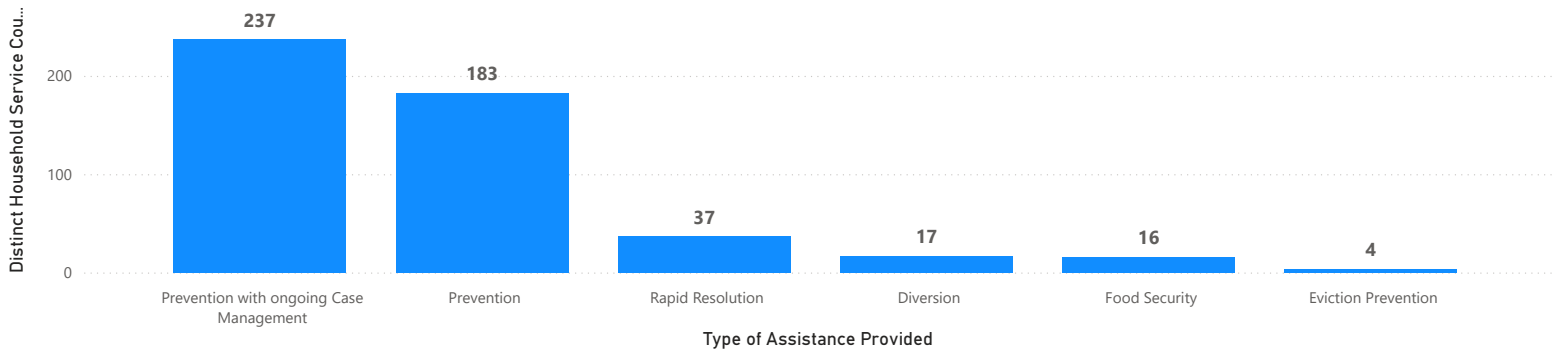
- Chronic
- Temporary

Year, Month

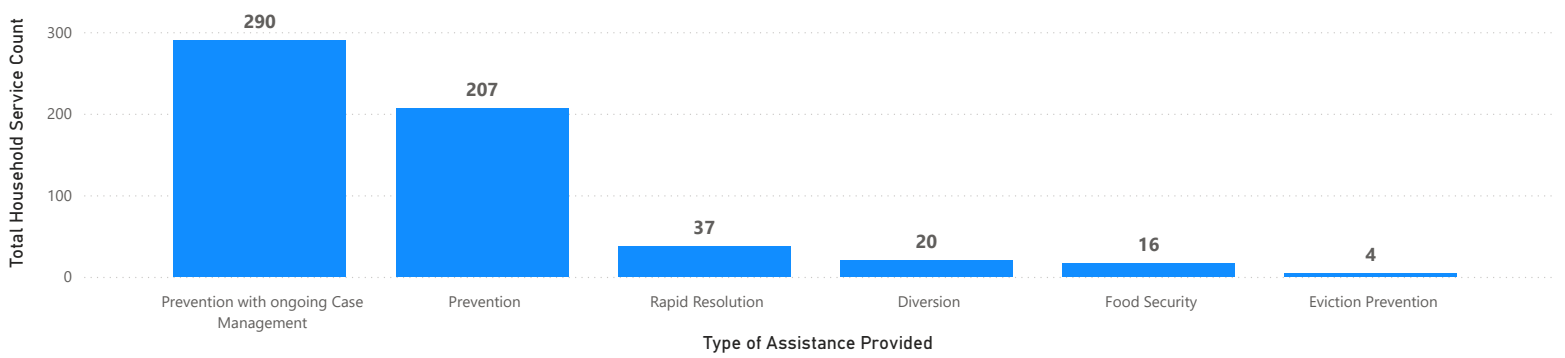
Multiple selections



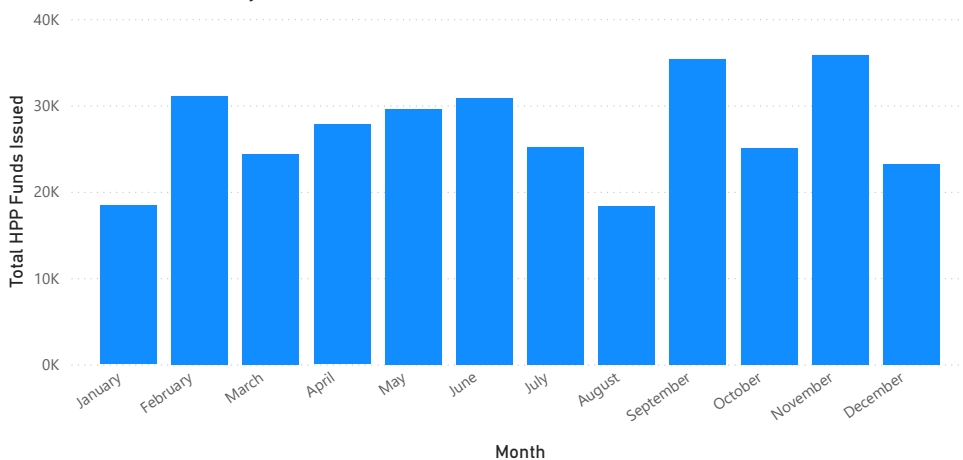
Distinct Household Service Count by Type of Assistance Provided



Total Household Service Count by Type of Assistance Provided



### Total HPP Funds Issued by Month



### Type of Assistance-HPP

All

### Year, Month

Multiple selections

325,121.27

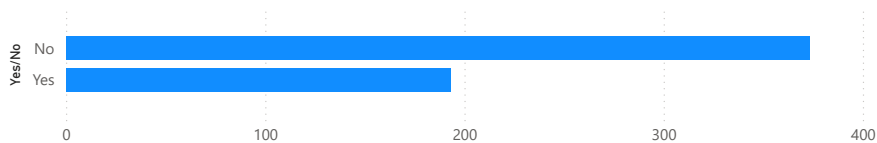
Total HPP Funds Issued

Provincial Priority Groups	Unique Households Served
Chronic Homelessness	24
Indigenous	16
Transitioning from Provincial Institution	3
Youth aged 16-25	26
<b>Total</b>	<b>67</b>

Income Source	Unique Households Served	Total HPP Funds Issued
OW	182	150,165.89
ODSP	124	112,705.91
Low Income Non Senior	88	23,941.24
Low Income Senior	65	38,308.23
<b>Total</b>	<b>436</b>	<b>325,121.27</b>

Housing Status	Unique Households Served
At Risk of Homelessness	373
Experiencing Homelessness (and not currently on BNL)	52
On BNL	28
<b>Total</b>	<b>436</b>

### Has the client been issued HPP in the past?



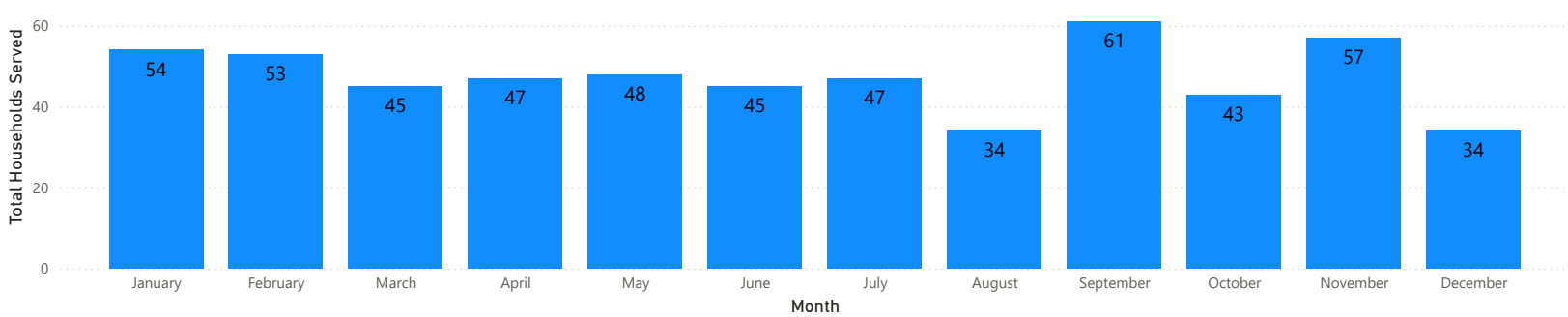
Type of Assistance Provided	Low Income Non Senior	Low Income Senior	ODSP	OW	Total
Diversion	4	3	4	6	17
Eviction Prevention	1	1	1	1	4
Food Security	1		3	12	16
Prevention	56	46	68	17	183
Prevention with ongoing Case Management	17	17	57	150	237
Rapid Resolution	14	4	7	12	37
<b>Total</b>	<b>93</b>	<b>71</b>	<b>140</b>	<b>196</b>	<b>492</b>

Year, Month

**436**  
 Unique Households Served

**568**  
 Total Households Served

Total Households Supported through HPP by Month-All



## Housing Programs Update—March 2026

Social Housing Centralized Wait List Report			
	East	West	TOTAL
February 2026	Parry Sound	Parry Sound	
<b>Seniors</b>	52	141	<b>193</b>
<b>Families</b>	178	512	<b>690</b>
<b>Individuals</b>	585	177	<b>762</b>
<b>TOTAL</b>	<b>815</b>	<b>830</b>	<b>1645</b>
<b>Total Wait List Unduplicated</b>			<b>451</b>

Social Housing Centralized Wait List (CWL) 2025-2026 Comparison Applications and Households Housed from the CWL												
Month 2025	New APP	New SPP	Cancelled	Housed	SPP Housed	Month 2026	New App	New SPP	Cancelled	Housed	SPP Housed	
Jan	9			2		Jan	6	0	9			
Feb	8		2	3		Feb	11	2	5	1		
Mar	9	1	4	1		Mar	9		5	3	1	
Apr	6	1	10			Apr						
May	11		1	2		May						
June	12	2	1	2		June						
Jul	14			2	1	Jul						
Aug	9	1	1	2	1	Aug						
Sept	7	4	1	2	2	Sept						
Oct	8		1	1		Oct						
Nov	1	1	1			Nov						
Dec	7		5	2	1	Dec						
<b>Total</b>	101	10	27	19	5	<b>Total</b>	26	2	19	4	1	
						**SPP = Special Priority Placement**						

- Housing Programs approved nine new applications to the centralized waitlist in the month of March
- Five applications were cancelled; four applicants requested that their applications be cancelled, and one was removed from the waitlist due to having social housing arrears
- Three applicants were housed in March; one housed applicant held Special Priority status

## HOUSING OPERATIONS AND SERVICE MANAGEMENT

### March 2026 Statistical Information

#### Activity for Tenant Services

	CURRENT MONTH	YEAR TO DATE
Move-Outs	1	6
Move In (Centralized Waitlist along with Internal transfers)	2	5
L1/L2 Hearings	0	3
N4 Delivered to tenant or filed with the LTB– Notice of eviction for non-payment of rent	1	2
N5 Filed with the LTB– notice of eviction disturbing the quiet enjoyment of the other occupants	4	6
N6 Filed with the LTB –notice of eviction for illegal acts or misrepresenting income for RGI housing	0	0
N7 Filed with the LTB – notice of eviction for willful damage to unit	0	0
Repayment Agreements (new) (Formal & informal)	0	0
No Trespass Order	0	0
Mediation/Negotiation/Referrals	41	119
Tenant Home Visits/Wellness checks	37	124
Tenant Engagements/Education	6	13

## Activity for Property Maintenance

Pest Control		Monthly pest control inspections were completed at 9 buildings. 32 units were inspected. Of the 32 units, 3 units required treatment.
Vacant units	7	Includes units requiring capital repairs
Vacant units: TMV	1	1 unit
After Hours Calls	26	A total of 26 after-hours service calls were received in March and responded to.
Work Orders	239	Work orders are created for our staff to complete routine maintenance repairs for all DSSAB/LHC Buildings
Purchase Orders	187	Purchase Orders are for services, and materials required outside of the Housing Operations Department scope of work for the LHC/DSSAB properties
Fire Inspections	11	11 Fire inspections completed on properties in February with Huronia Alarms/FPO's.
Annual Inspections	0	Annual inspections to begin May 2026  12 other inspections complete, ranging from: House Keeping, Move in & Move Outs, Post Construction, Pre Construction, Pests
Inspections (Other)	35	Housing keeping, Fire Prevention Officer follow up, pests, and preconstruction/postconstruction
Incident Reports	1	1 incident report submitted.

## Capital Projects Monthly Report - March 2026

This monthly report provides an overview of capital project activities undertaken during March 2026. The month focused on moving the approved 2026 capital program into implementation planning, advancing procurement and approvals, completing select winter-related scopes, and positioning spring and summer projects for delivery. Key activity included completion of duct insulation, continued consultant procurement, contract award and kick-off planning for priority window replacements, permit issuance and scheduling, and continued budget review for scopes that remain deferred or on hold.

### **Hazardous Material Remediation and Water Damage Repairs**

Remediation activity continued as required during March, with work progressing through planning, clearance, reinstatement, and closeout sequencing in accordance with applicable inspection and environmental protocols. Site inspections and coordination advanced attic remediation planning, while localized winter-related interior damage associated with ice damming continued to inform response and repair priorities. Several related scopes remain on hold or subject to further budget review pending final prioritization.

### **Plumbing, HVAC, and Duct Maintenance**

HVAC maintenance and inspections continued during March to support reliable building operations. Duct insulation work at an administrative building was completed during the month. Follow-up leak detection remains ongoing, weather permitting, and interior repairs will proceed once the leak source has been confirmed resolved. Septic tank replacement planning also remained active through consultant procurement.

### **Doors, Siding, Painting, and Cosmetic Upgrades**

No significant new district-wide door, painting, or cosmetic upgrade projects were mobilized during March. These scopes remained subject to prioritization within the broader 2026 capital work plan. Childcare walkway projects remained in the final stage, with completion anticipated in the near term, weather permitting. Siding and window replacement scopes continued to be reviewed, with several items deferred due to budget constraints and anticipated for reconsideration through the 2027 budget process.

### **Generator and Electrical Work**

No major new generator installations or repair projects advanced during March. Electrical planning continued for future work, including investigation and scope development for electrical panel replacements in townhomes. Heater replacement work at an apartment complex advanced to RFQ issuance during the month; however, the project is expected to remain on hold due to budget limitations pending final direction.

### **Roofing and Eavestrough Projects**

No major roof replacement or eavestrough projects were delivered during March. Winter response activity remained important, with ice-damming events continuing to inform repair priorities and reinforcing the need to identify measures that reduce recurring seasonal risk.

### **Structural Repairs, Infrastructure and Foundation Assessments**

Structural and infrastructure work progressed across several priority projects during March. Building department requirements were advanced and a permit was issued for an apartment complex project, with scheduling underway. Planning for a new build also advanced to a revised three-storey, 88-unit concept with phase one planning underway. A driveway replacement project proceeded to contract award, with completion targeted for July 15, 2026. A parking lot paving project remained active, with a re-kick-off meeting scheduled for March 31, 2026, to support renewed coordination and implementation planning.

### **Security Enhancements**

No new security enhancement projects were undertaken during March. Existing measures remained in place and operational, with ongoing monitoring continuing to support building safety and access control across the portfolio.

### **Consulting and Engineering Contracts**

Consultant and engineering activity remained a significant component of the capital program during March. Consultant procurement continued for septic tank replacements and related technical support. Window replacements at childcare facilities advanced materially, with board approval received, contract award completed, and kick-off scheduling underway. These activities reflect continued emphasis on front-end planning, procurement discipline, and sequencing work so projects can move efficiently into implementation.

### **Childcare Capital Acceleration**

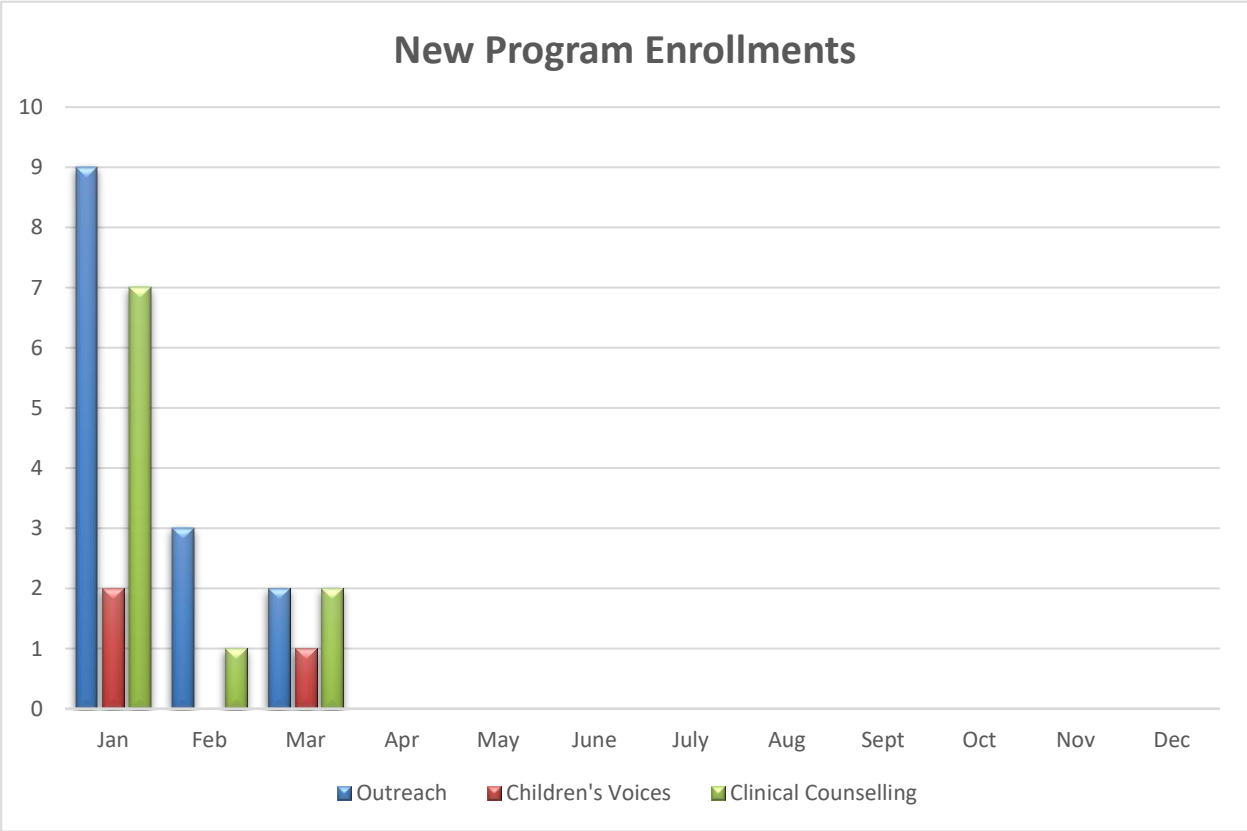
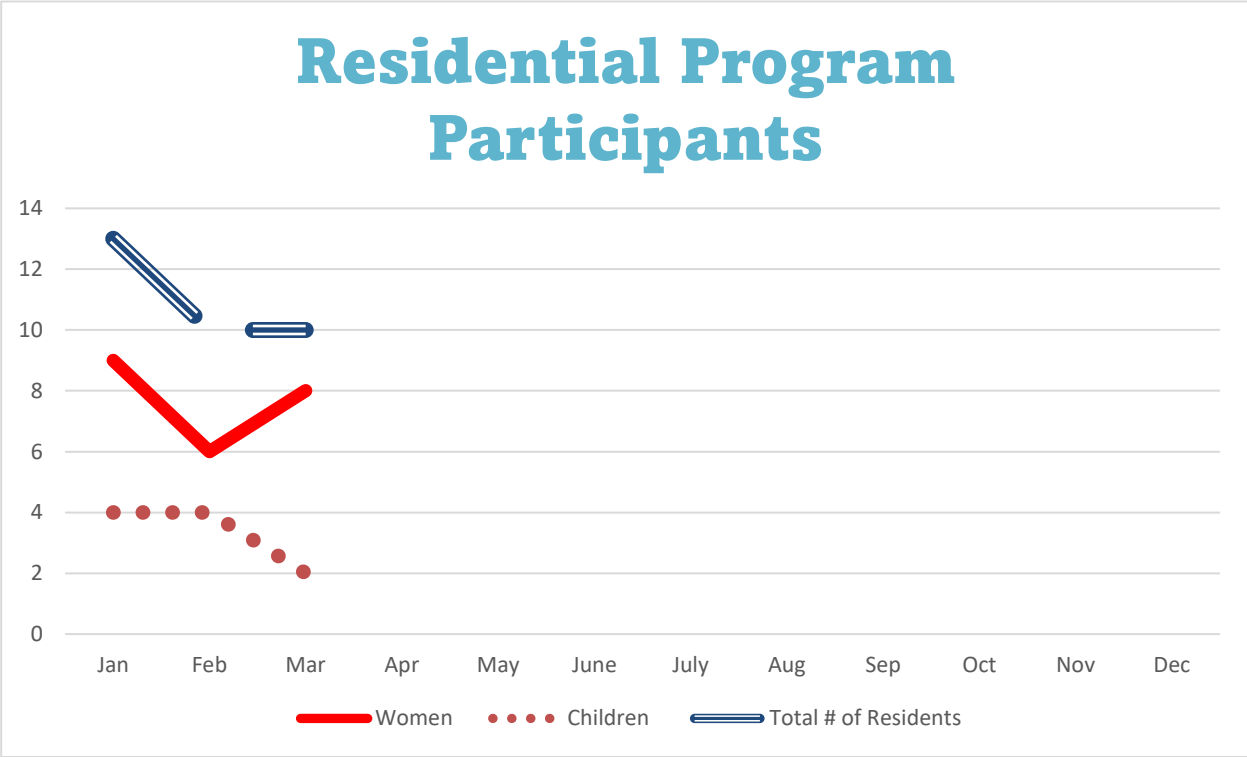
Childcare-related capital activity remained selective during March, with efforts focused primarily on window and walkway-related scopes. Window replacements advanced to award and mobilization planning, while childcare walkway improvements moved toward completion subject to weather. No other major childcare acceleration initiatives were undertaken during the reporting period.

### **Completion Highlights (March 2026)**

March was defined by continued mobilization of the approved 2026 capital program and preparation of multiple scopes for spring and summer delivery. Key accomplishments included completion of duct insulation, board approval and contract award for window replacements, permit issuance and scheduling activity, advancement of the revised three-storey, 88-unit new build concept, and contract award for driveway replacements with a July 15, 2026, completion target. The month also provided further clarity on projects requiring future budget consideration, including administrative building windows, siding projects, ceiling tile replacements, and heater replacements.

In summary, March demonstrated steady progress in moving the 2026 capital program from planning into active delivery preparation. Procurement, consultant coordination, design development, and site-specific investigation work continued to establish a clear foundation for implementation. The next reporting period will focus on advancing Belvedere paving, mobilizing Waubeek window replacements, continuing phase one planning for the revised Waubeek build, finalizing scheduling at Callander, supporting contract delivery for Dublin driveways, and continuing procurement and budget review for projects that remain in planning or on hold.

Esprit Place Family Resource Centre Update – February 2026



## Social Media Stats

<b>Facebook –District of Parry Sound Social Services Administration</b>	<b>NOV 2025</b>	<b>DEC 2025</b>	<b>JAN 2026</b>	<b>FEB 2026</b>	<b>MAR 2026</b>	<b>APR 2026</b>
Total Page Followers	791	797	819	837	841	849
Post Reach this Period (# of people who saw post)	23,572	5332	26,803	56,115	16,807	9473
Post Engagement this Period (# of reactions, comments, shares)	178	132	913	1,760	847	261

<b>Facebook -Esprit Place Family Resource Centre</b>	<b>NOV 2025</b>	<b>DEC 2025</b>	<b>JAN 2026</b>	<b>FEB 2026</b>	<b>MAR 2026</b>	<b>APR 2026</b>
Total Page Followers	248	249	250	251	251	251
Post Reach this Period (# of people who saw post)	17,684	2136	884	308	1972	275
Post Engagement this Period (# of reactions, comments, shares)	189	34	10	3	15	2

<b>DSSAB LinkedIN Stats</b> <a href="https://bit.ly/2YyFHIE">https://bit.ly/2YyFHIE</a>	<b>NOV 2025</b>	<b>DEC 2025</b>	<b>JAN 2026</b>	<b>FEB 2026</b>	<b>MAR 2026</b>	<b>APR 2026</b>
Total Followers	579	585	594	598	601	604
Search Appearances (in last 7 days)	170	147	154	80	60	35
Total Page Views	77	23	44	50	33	9
Post Impressions	2,953	1124	1521	1735	1465	666
Total Unique Visitors	29	16	21	20	16	7

<b>Instagram - Esprit Place Family Resource Centre</b> <a href="https://www.instagram.com/espritplace/">https://www.instagram.com/espritplace/</a>	<b>NOV 2025</b>	<b>DEC 2025</b>	<b>JAN 2026</b>	<b>FEB 2026</b>	<b>MAR 2026</b>	<b>APR 2026</b>
Total Followers	115	115	117	120	122	45
# of accumulated posts	81	81	81	81	82	82

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District of Parry Sound



Social Services  
Administration Board

# **Chief Administrative Officer's Report**

*April 2026*

## Mission Statement

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

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## 'Everyday Impact'

Over the past two months, when the Highlands Early Learning & Child Care Centre in Emsdale faced a significant staffing challenge, we witnessed incredible teamwork across our organization. This month's Everyday Impact award recognizes the individuals who stepped in to support during this time. This included Amanda, Shilo, Julie, Carolann, Jenn G, Laura, Lesliagh, Mickayla, Kristin, Anita, Kristen, Kim and Emma. Their willingness to adjust their schedules, step away from their regular roles, and work directly on the floor made a tremendous difference. Because of their flexibility and commitment, Highlands was able to remain fully operational and avoid closing a classroom serving 15 children. Just as importantly, they helped maintain consistency for the children by building relationships and supporting smooth daily transitions.

We also want to acknowledge the Highlands team, made up of Tory, Jenna, Meagan, the three Highlands educators, and our Housekeeper Jamie, who remained steady and reliable throughout a very challenging and uncertain period. Their resilience, teamwork, and dedication ensured that the centre continued to provide a safe and supportive environment for the children and families we serve. Moments like this demonstrate the strength of our organization. When one team needs support, others step forward without hesitation. The collaboration shown across programs during this time is something the leadership team is incredibly proud of, and it reflects the strong culture of teamwork that exists across our DSSAB.



## Human Resources - Quarterly update (1st quarter 2026)

We've had a very busy start to the new year in Human Resources. As you can see, this quarter's results demonstrate the Human Resources team's high standard of service and dedication. Their work remains central to maintaining a capable workforce, fostering a respectful and healthy workplace culture, and supporting employee well-being across the organization. In the next quarter, we will be advancing key improvements to the DSSAB's Health & Safety program.

### Recruitment & Staffing

2026 Job Postings (Jan 1- Mar 31)

- non-union: 1 internal/external
- union: 17 internal; 12 of which had to be posted externally

Of note, for the same period in 2025, we had 7 postings.

Internal Hires (change of position): 9

External Hires: 9

94% Offer acceptance rate. 18 job offers were extended, 17 accepted, and 1 declined

Time to fill position: average of 25.81 days from job posting to offer

Time to hire: average of 22.25 days from the candidate's application to offer acceptance

Current staffing complement: 165 employees

### Training and Development

Our commitment to supporting employee development is reflected in the strong uptake of learning opportunities in this first quarter. Training completed included Assertive Communication, Managing Conflict at Work, Beyond 101: A Real-Life Look at Sex Trafficking, Vicarious Trauma: Strategies for Resilience, Data Collection, and technology skills development, such as Office 365 Essentials and Excel.

### Labour Relations

We continue to wait for OPSEU to move forward with Pay Equity.

### Legislation Changes

The employment law landscape in Ontario saw several legislative changes in 2025. In this first quarter of 2026, the amendment to the ESA regarding job postings came into effect:

- Requirements for publicly advertised job postings: As of January 1, 2026, employers with 25 or more employees must include in public job postings: expected compensation or salary (limited to a \$50,000 range, and not applicable to roles with compensation over \$200,000); disclosure of artificial intelligence use in hiring; and an indication as to whether the posting relates to an existing vacancy.
- Employers are also prohibited from referencing Canadian experience as a requirement in job postings, and they must inform interviewed applicants within 45 days whether a hiring decision has been made. Contravention may result in fines of up to \$100,000 for individuals and \$500,000 for repeat offenders.

We remain diligent in monitoring changes in Ontario's employment laws and ensuring DSSAB compliance.

## Employee Wellness

As of March 18, 2026, the average sick leave usage is 1.8 days per employee for 2026. Given typical cold and flu season patterns during this period, this level of utilization is within expected norms and does not indicate any emerging concern. It is also important to note that the DSSAB provides generous short-term sick leave provisions, which support employees in managing short-term illness appropriately while helping maintain workplace health and continuity of service. We are currently administering 18 leaves (medical, parental, etc.) and 11 active accommodations.

The DSSAB continues to invest in employee wellness to keep employees healthy and in the workplace. All employees have now completed Respectful Workplace Communication training as part of our ongoing commitment to a psychologically safe and respectful workplace.

The HR department has also been promoting initiatives such as proper ergonomics, the Calm App, our employee assistance program, and a new Manulife program called Maven, which expands support for women's and family health. Manulife has partnered with Maven, a global leader in digital health, to provide you with 24/7 access to specialists and personalized care plans designed to help address your unique health needs. Maven will provide support and guidance across a full spectrum of midlife health, including:

- Menopause
- Male midlife health
- Hormonal changes
- Mental and sexual health
- Overall wellbeing
- Weight management/nutrition
- Chronic disease/pain

Through this program, employees and eligible family members can connect with:

- Obstetrician-gynecologists
- Mental health practitioners
- Nutritionists
- Career coaches
- Naturopathic family physicians.

## Licensed Child Care Programs

Total Children Utilizing Directly Operated Child Care in the District February 2026						
Age Group	Fairview ELCC	First Steps ELCC	Highlands ELCC	Waubeek ELCC	HCCP	Total
Infant (0-18m)	3	1	2	1	10	17
Toddler (18-30m)	8	7	11	17	27	70
Preschool (30M-4y)	16	15	17	35	51	134
# of Active Children	27	24	30	55	92	228

## School Age Programs

School Age Programs February 2026	
Location	Enrollment
Mapleridge After School	25
Mapleridge Before School	11
Home Child Care	17
# of Active Children	53



## Inclusion Support Services – February 2026

Age Group	Early ON	Licensed ELCC	Monthly Total	Discharges	Referrals	Waitlist
Infant (0-18m)						
Toddler (18-30m)	3	20	23		2(LLECC)	
Preschool (30-47m)	5	42	47		5(LLECC)	
JK/SK (48m-6yr)	2	3	5		1(LLECC)	
School age (6 yr+)		2	2	5		
<b>Monthly Total</b>	<b>10</b>	<b>67</b>	<b>77</b>	<b>4</b>	<b>7</b>	<b>0</b>
<b>Year to Date</b>	<b>11</b>	<b>67</b>	<b>78</b>	<b>9</b>	<b>11</b>	<b>0</b>

Comments: 77 Children on Caseload, 4 Discharged children and 9 New. There were 8 Referrals in February.


The Inclusion Support program has 5 Resource Consultants, who continue to provide opportunities for children’s inclusion: *“All children are able to actively and meaningfully participate in licensed child care and early years programs and are supported to form authentic, caring relationships with their peers and educators.”*

They continue to *build capacity* by supporting educators to increase their skills, knowledge and access to resources to help address the needs of all children in their programs and fosters effective inclusive practices. Children and families benefit from the intentional efforts of educators who collaborate and make relevant, timely referrals and connections to other programs and services to support their needs.


All Resource Consultant's attended a 14-hour ASQ 3 (**Ages & Stages Questionnaire**) and ASQ SE 2 (**Ages & Stages Questionnaires: Social-Emotional, Second Edition**) Training at the end of 2025 and have started working with parents and programs to use this tool more intentionally in Q1 as we continue to develop our tiered service model in 2026. This is a great tool to support parents and providers as they navigate growth and development with children that we service. This screening tool will be used more effectively and consistently with children that are being referred to Inclusion Support Services or when parents/guardians/visitors have concerns regarding child development.


*The Ages & Stages Questionnaires®, Third Edition (ASQ®-3) is a developmental screening tool that pinpoints developmental progress in children between the ages of one month to 5 ½ years. Its success lies in its parent-centric approach and inherent ease-of-use—a combination that has made it the most widely used developmental screener across the globe.*

*Evidence shows that the earlier development is assessed—the greater the chance a child has to reach his or her potential (sampling below):*


 **What is the age range covered?**

1-66 months

 **What are the intervals?**

 **What are the areas screened?**

Communication, gross motor, fine motor, problem solving, and personal-social

 **What is a sample item?**

Does your child stack a small block or toy on top of another one? (18 month questionnaire, Fine Motor area)

We have also launched our new ISS Data Portal with the support of our IT department to streamline and modernize our records management system. This is a centralized portal for the Resource Consultants to input their visits with children and programs on their caseloads. They can add visit notes and have more continuous and transparent documentation regarding their caseloads and children’s progress and support offered.

### EarlyON Child and Family Programs - Feb 2026

EarlyON Child and Family Centre Reporting Month: February 2026		
Activity	Monthly Total	Year to Date
Number of Child Visits	799	1595
Number of Unique Children served this month	278	
Number of Adult Visits	601	1193
Number of Unique Adults served this month	95	
Number of Professionals (New stat of July 1, 2025)	31	48
Number of Virtual Programming Events	0	2
Number of engagements Through social media	185	676
Number of views Through social media	11,434	38,428

The EarlyON Child and Family Centres are high quality early learning family-centered drop-in programs offered through the Parry Sound District Social Services Administration Board. Program delivery has a deep foundation in the principals found in the Ministry of Education’s document *“How Does Learning Happen? Ontario’s Pedagogy for the Early Years”* and the *“Elect: Early Learning for Every Child Today, A framework for Ontario early childhood settings”*.



“Children are competent, capable of complex thinking, curious, and rich in potential. They grow up in families with diverse social, cultural, and linguistic perspectives. Every child should feel that he or she belongs, is a valuable contributor to his or her surroundings, and deserves the opportunity to succeed. When we recognize children as capable and curious, we are more likely to deliver programs and services that value and build on their strengths and abilities.” (HDLH, 2014)

### **Child Care Service Management, March 2026**

Northern Ontario's CWELCC rollout is being constrained by a critical shortage of Registered Early Childhood Educators—driven by burnout, retirements, limited access to training, and reduced mentorship capacity. The article, written by Shannon Costello, The Director of Children's Services from the Cochrane District Services Board, highlights how these pressures contribute to long waitlists and deepen inequities in access for Indigenous, Francophone, and low-income families, with ripple effects on workforce participation and regional economic growth. It also underscores that creating more spaces alone won't solve the problem without targeted workforce and equity-focused strategies.

Full article link: <https://mailchi.mp/utoronto/addressing-workforce-shortages-and-equity-challenges-in-northern-ontarios-childcare-system-atkinson-centre-weekly-enewsletter-march-3-2026>

All licenced child care operators are now fully engaged with the "One Human Service – Service Manager Portal" that was introduced in 2025. This portal allows the operators a central database to input data that is required by the service manager to determine funding allocations and ministry reporting. Operators have seen a reduction in manual reporting templates. Information gathered in the portal is program enrolment, staffing – including number of Registered Early Childhood Educators, and non registered staff, operational expenses and budgets. The CCSM team will continue to provide support to operators and will host a training review mid-year.

### **Quality Assurance**

In late 2025, the Parry Sound District Social Services Administration Board (PSDSSAB) submitted a proposal to the Innovation Fund offered by the Ontario Ministry of Education. The Innovation Fund was designed to support DSSABs in building partnerships and strengthening community capacity to address Registered Early Childhood Educator (RECE) workforce challenges. The PSDSSAB proposal focused on hiring a Pedagogical Lead to support the Early Years system across the district. We were pleased to receive confirmation that the proposal was approved, and a Program Lead was successfully hired in January 2026. The Pedagogical Lead is responsible for building and enhancing the capacity of the early learning sector and supporting educators in delivering high-quality programs throughout the district, including the Parry Sound area. To date, the Lead has visited 14 programs across the district, developing collaborative partnerships with educators working with children from birth to 12 years of age. Through observations and quality assurance assessments, programs are provided with individualized support and constructive feedback to strengthen practice, enhance learning environments, and ensure the delivery of high-quality early learning experiences for children and families.

In the coming months, early childhood educators across the district will have the opportunity to participate in one of two RIRO (Reaching In, Reaching Out) Resiliency Training sessions offered by Inclusion Support Services staff. Reaching In Reaching Out (RIRO) is an evidence-informed program designed to strengthen resilience and self-regulation skills in both adults and children. The training sessions will be coordinated by the Quality Assurance team and hosted at the Parry Sound District Social Services Administration Board administrative building. Each session will take place over two full days, providing participants with in-depth learning and practical strategies.

This professional learning opportunity will support both new and experienced educators in developing a deeper understanding of self-regulation and resiliency. Participants will gain tools and strategies to strengthen their own well-being while also enhancing their capacity to foster resilience and emotional regulation skills in children across early learning environments.

In recognition of the hard work and dedication that early childhood educators demonstrate each day in supporting children and families across the district, we are encouraging programs throughout Parry Sound to prioritize professional learning in 2026. Programs are encouraged to utilize four professional development (PD) days during the year to strengthen collaboration and pursue learning opportunities that best meet the unique needs of their individual teams. Each program will be provided funding to support three PD days, helping to offset associated costs and ensure equitable access to meaningful professional learning. The fourth PD Day will bring all educators together for a full-day learning event for both East and West Parry Sound. This joint professional development day will take place on October 23rd at the Bobby Orr Community Centre.

Planning is currently underway, and further details regarding the theme and focus of the day will be shared in the coming months. This collective learning opportunity will provide educators with time to connect, collaborate, and continue building capacity across the Early Years sector throughout the district.

## Funding Sources for District Wide Childcare Spaces

### Child Care Service Management

#### Total Children by Funding Source

February 2026

<b>ACTIVE</b>		
<b>Funding Source</b>	<b># of Children</b>	<b># of Families</b>
CWELCC	41	39
CWELCC Full Fee	223	220
Extended Day Fee Subsidy	2	2
Fee Subsidy	17	15
Full Fee	17	16
Ontario Works	4	4
<b>Total Active:</b>	<b>304</b>	<b>296</b>

<b>NEW</b>		
<b>Funding Source</b>	<b># of Children</b>	<b># of Families</b>
CWELCC	4	4
CWELCC Full Fee	2	2
Extended Day Fee Subsidy	0	0
Fee Subsidy	0	0
Full Fee	0	0
Ontario Works	1	1
<b>Total New:</b>	<b>7</b>	<b>7</b>

<b>EXITS</b>		
<b>Funding Source</b>	<b># of Children</b>	<b># of Families</b>
CWELCC	0	0
CWELCC Full Fee	0	0
Extended Day Fee Subsidy	1	1
Fee Subsidy	0	0
Full Fee	0	0
Ontario Works	2	2
<b>Total Exits:</b>	<b>3</b>	<b>3</b>

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

Data for February 2026

Number of Unique Children on the Application Portal

865

Children who Identify as Indigenous

97

Children Identifying Francophone Relatives

57

Prenatal Children

170

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

Unique Children Waiting for Care

450

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

Year, Month

Multiple selections

Month

February

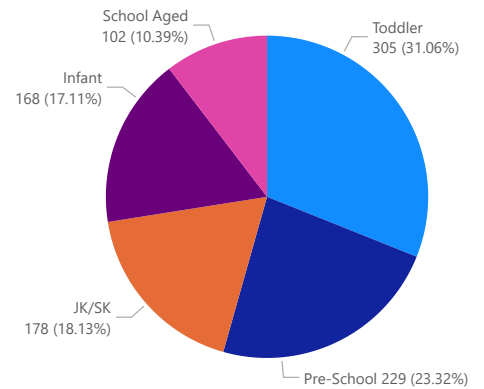
Additions to Application Portal

49

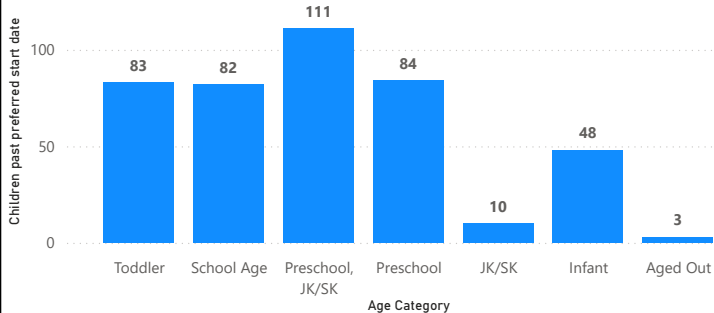
Total Number of Children past preferred start date (Unique)

427

Waitlist by Age Category

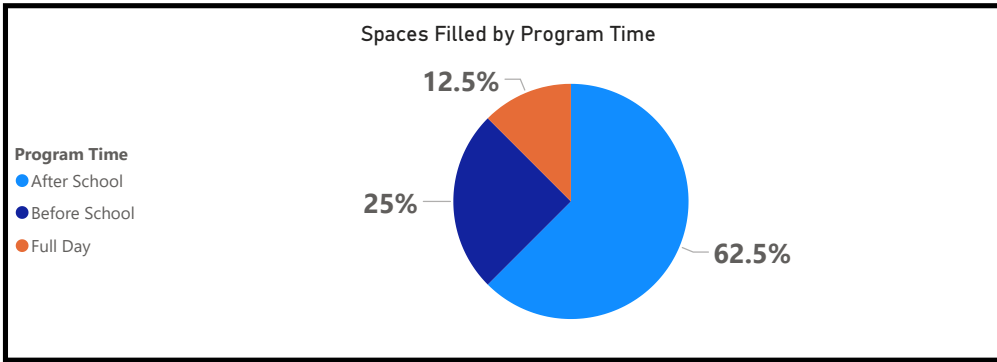
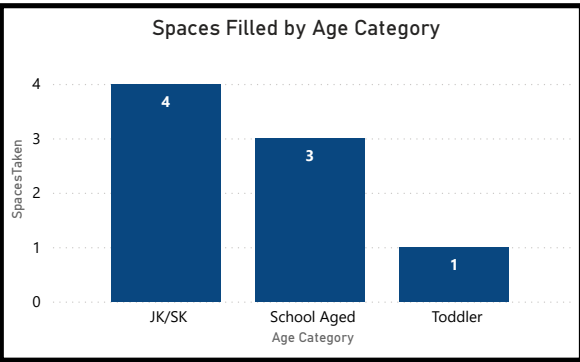


Number of Children past their preferred start date by age

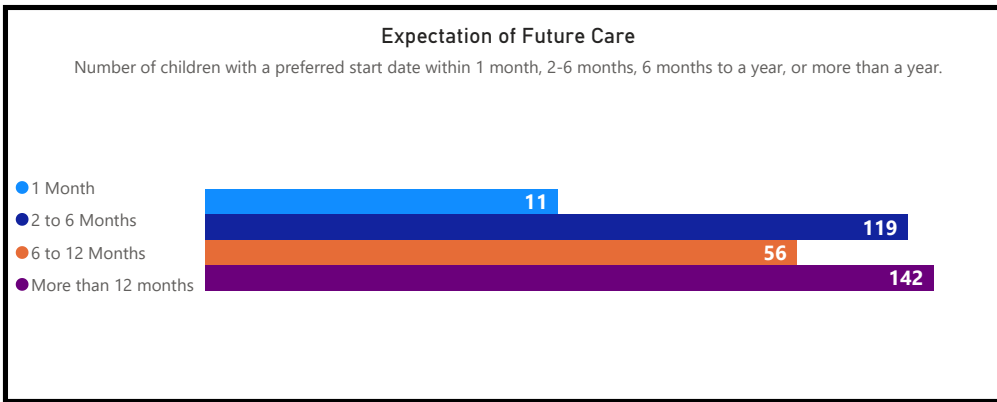


Year  
2026

Month  
February



Children Placed	Spaces Filled
6	8



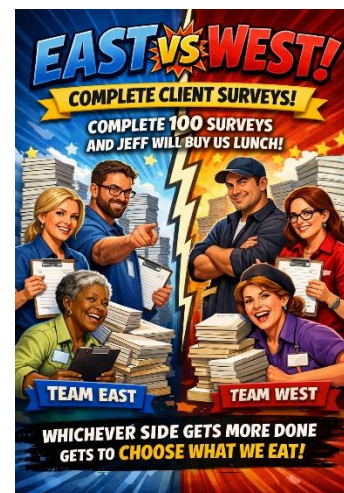
**Children Placed** - The number of unique children placed in a program.

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

## Income Support & Stability Update

2026 so far has been a busy time for the Income Support and Stability Team.

As part of the consortium for Integrated Employment Services in the Northeast led by College Boreal, we are participating in the Pathways to Employment project, which is focused on identifying barriers to employment for Social Assistance clients and developing innovative approaches. Throughout January and February, the ISNs connected with their OW caseloads and supported clients in completing an online client survey to help collect data for the project. Through targeted strategies, the program was able to complete well over 200 surveys. Each client who participated received a \$10.00 gift card.



January’s weather did not cooperate as we had hoped for in-office appointments, but the team adapted by creating alternative opportunities for clients to participate and provide input for this initiative.

To keep things engaging, we ran a few contests along the way, including one we called “*Lunch on Jeff*.” The first team to complete 100 surveys would decide what we were having for lunch. The competition was strong, and we achieved impressive results. By the end of the survey period, it was decided that both the East and West teams earned the opportunity to choose their lunch.



On Friday, February 27, 2026, staff attended the Seniors Active Living event in Magnetawan. The event was open to seniors, caregivers, and residents of the Municipality of Magnetawan and surrounding communities. Staff had the opportunity to connect with new individuals and community partners who contribute to providing wraparound supports for people.

In 2026, we have continued to build momentum with our Community Clinics, which will soon be rebranded as *Community Connections*. These clinics have required time and determination to grow attendance; however, staff are now seeing increased participation and are truly enjoying the opportunity to connect with clients in the community.

We greatly appreciate the ongoing support from local municipalities for providing space and helping make these clinics possible. These interactions have allowed us to engage in meaningful conversations, better understand community needs, and identify additional supports required to help individuals achieve and maintain sustainable housing.

As we move into the spring months, you will see ISNs out in the community even more frequently.

In February, Supervisors and the Integrity Officer participated in a Community of Practice call for the Eligibility Verification Process (EVP). These Ministry-hosted sessions provide an opportunity to discuss complex cases, review emerging trends, and share guidance on managing Social Benefits Tribunal matters. These calls are highly valuable in strengthening our knowledge, aligning our processes with provincial recommendations, and enhancing case management practices for our clients.

We are pleased to report that EVP completion for our District continues to maintain a 100% success rate.

Training has also remained a key focus. Staff have participated in numerous in-person and virtual learning opportunities, including:

- *OMSSA Speaker Series: So, You've Been Breached — Now What?*
- *Ending Homelessness is Possible: Lessons in Emergency Shelter Transformation*
- *Municipalities Under Pressure – One Year Later: An Update on the Human and Financial Cost of Ontario's Homelessness Crisis*
- *Youth Homelessness Prevention*
- *Vicarious Trauma Training*
- *Creating Seamless Pathways from Street to Shelter Webinar*
- *Immigration Basics through OMSSA*

The Annual Tax Clinics, hosted in partnership with the Sudbury Community Service Center, were once again a tremendous success district-wide.



On March 10, 2026, the doors opened at DSSAB with five individuals already lined up to participate. As the day progressed, attendance grew to over 80 people. Upon arrival, participants were warmly welcomed by our Case Support Workers, who expertly managed the flow of the day and ensured everything ran smoothly.

This event was about more than just completing tax returns—it also served as a valuable social opportunity where people could connect, meet new individuals, and engage with their community. Representatives from the Biosphere and Service Canada were also present, providing attendees with access to additional supports and resources.

Participants had the opportunity to receive information and assistance related to energy-saving initiatives, passport applications, the Canada Pension Plan, Canadian Disability Benefit, Canada Dental Plan, and Old Age Security. Many individuals took full advantage of connecting with these services and supports.

Feedback from attendees was overwhelmingly positive, with one participant sharing:

*“Hi, thanks for informing me of the tax workshop and your advice to show up early yesterday (March 10, 2026)—you were right, it was very popular. I cannot shower enough accolades on you and the whole staff, including the private professionals you brought in. Outstanding. Your entire staff was so organized and courteous, it made everything go smoothly and left everyone feeling appreciative. Then you all went over the top—pizza for all ordered for lunch...what! I’ve never had a better experience with government service. Thank you—from all is the consensus. Well done.”*

The success of this event highlights the importance of collaboration and community partnerships in delivering accessible, supportive, and welcoming services to residents.

On the east side of the District, tax clinics were held at Employment North in South River and Angelic Employment Services in Burk’s Falls. ISNs were available to assist with transportation to and from the sites, as well as to coordinate and schedule appointments for clients.

The transitional unit projects continue to demonstrate strong success. Individuals are becoming connected to supports, developing resumes, and actively seeking employment. ISNs are assisting them along their journey toward life stabilization, while also helping them build their own sense of community.

In Parry Sound, we are pleased to share that the first individual has successfully transitioned from a transitional unit into a sustainable housing arrangement within the community.

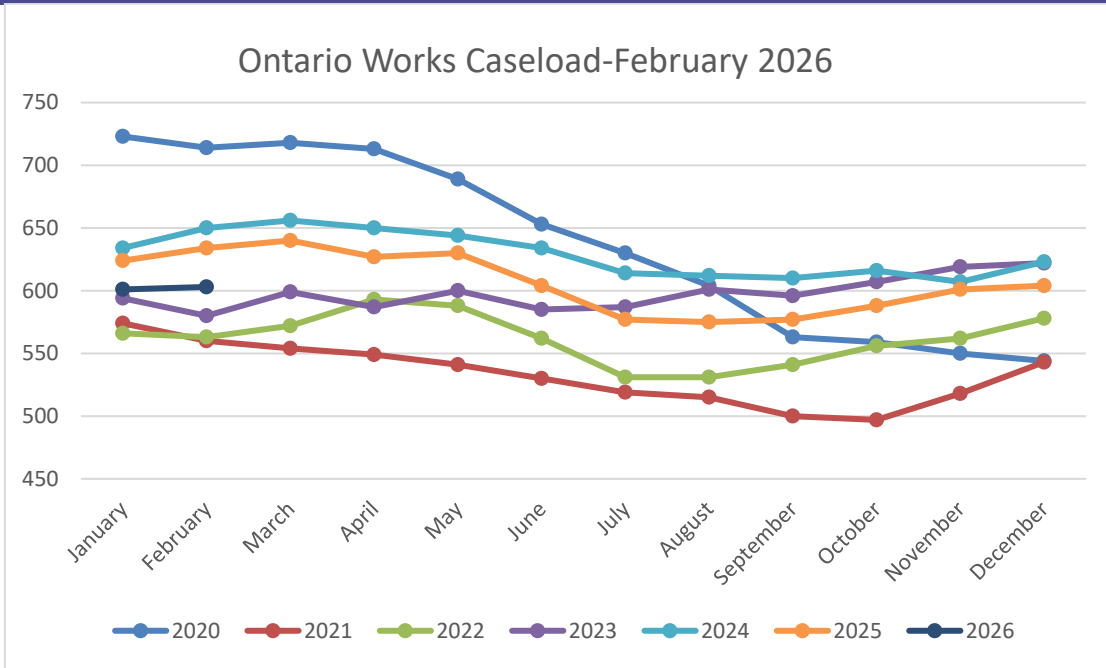
In March, Income Support and Stability partnered with Housing Programs to deliver a presentation at Parry Sound High School. The session was interactive, and students engaged thoughtfully, asking insightful questions and sharing their perspectives.

The presentation provided an overview of DSSAB, including the programs and services available and how to access them. We also discussed housing supports and offered guidance on how to respond when encountering someone experiencing homelessness.

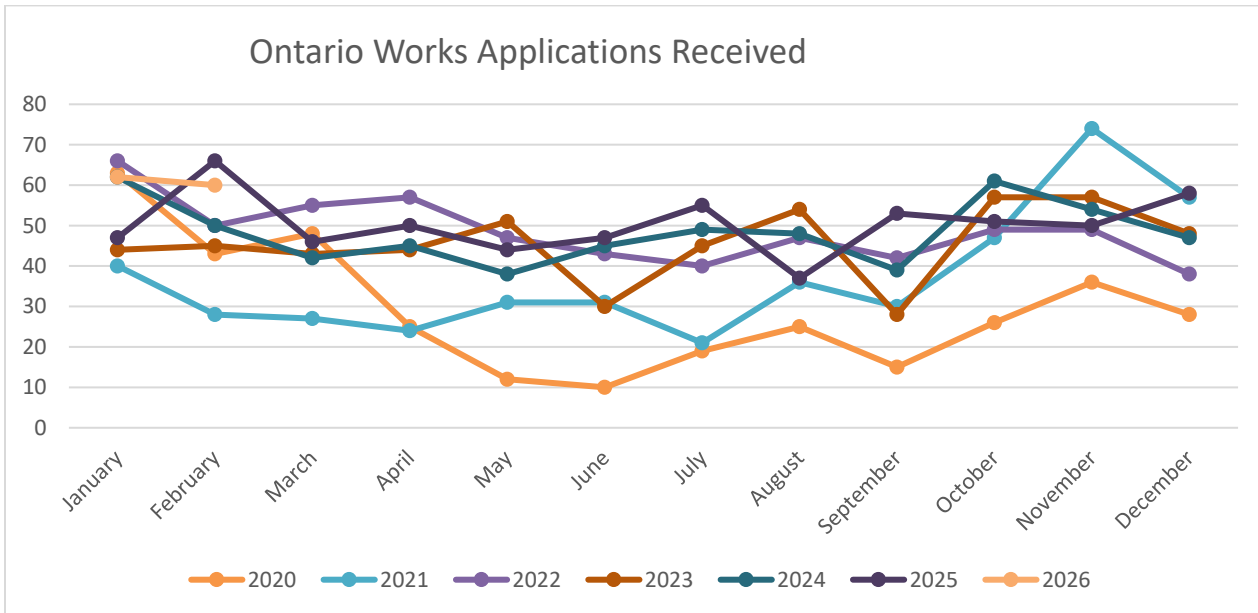
Overall, it was an enjoyable and meaningful experience for both staff and students.

On March 24 and 25, two ISNs attended a conference in Toronto hosted by the Ontario Association of Interval and Transition Houses (OAITH), titled Pathway to Possibilities: Fostering a Community of Knowledge and Hope. Staff participated in a meet-and-greet session where they networked, exchanged knowledge, and connected with other frontline workers, leaders, and organizations. The conference also highlighted OAITH's funding through the Ministry of Children, Community and Social Services (MCCSS) to support the development and implementation of a Community of Practice for the Transitional Housing Support Program.

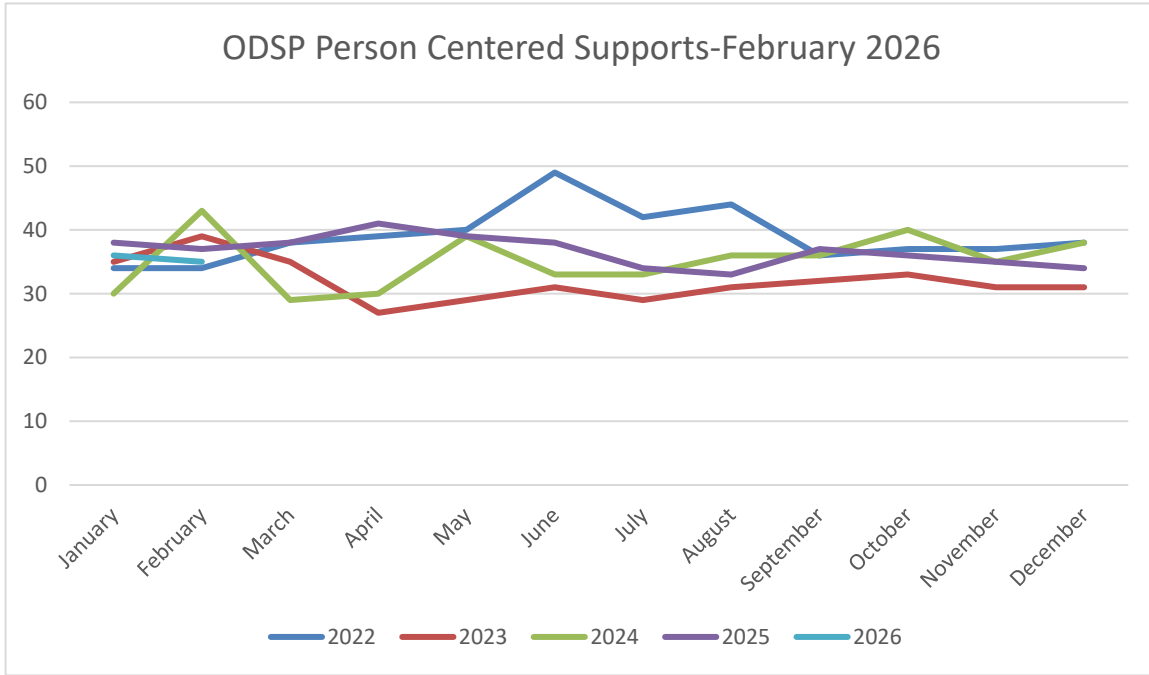
On March 26 and 27, the Supervisors of Income Support and Stability, along with three ISNs, attended the Muskoka DART (Domestic Abuse Response Team) Conference in Port Carling. Guest speakers delivered presentations on a wide range of topics, and staff gained valuable insights and practical strategies to better support women and children in our district who are fleeing domestic violence.



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



### ODSP Participants in Ontario Works Employment Assistance



The OW Caseload continue to hold steady at **603** cases. We are providing **35** ODSP participants Person-Centred Supports. We also have **56** Temporary Care Assistance cases. **60** applications were received through the province's Ontario Works Intake Unit (OWIU).

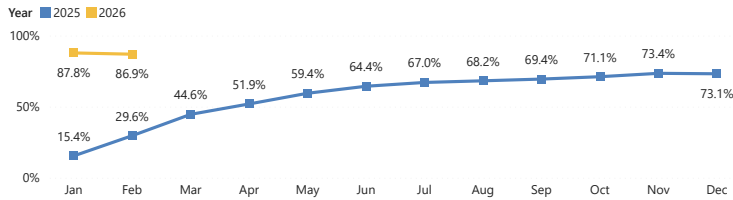
## Ontario Works (OW) Performance Measures

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

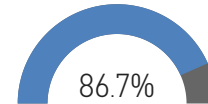
- Crisis & Safety-homelessness, personal safety
- Health-medical, mental health counselling, addiction treatment
- Life Skills-Literacy and Basic Skills such as budgeting, time management
- Community Supports-Housing, transportation and legal support

### \*NDA-Non-Disabled Adult

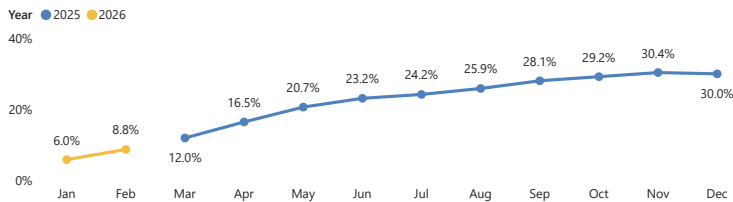
**Percentage of OW + NDA Members with mandatory participation requirements that have created a Social Assistance Action Plan (Cumulative Year-to-Date)\***



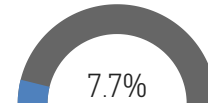
**Provincial Value for Latest Month in Selected Range**



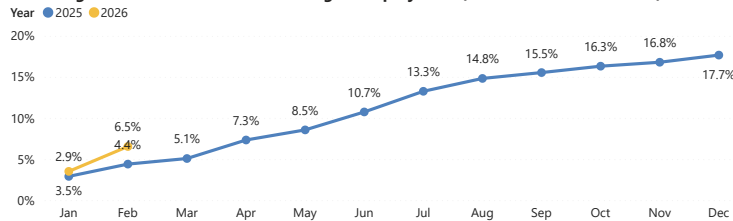
**Percentage of OW + NDA Members with mandatory participation requirements that are referred to EO (Cumulative Year-to-Date)**



**Provincial Value for Latest Month in Selected Range**



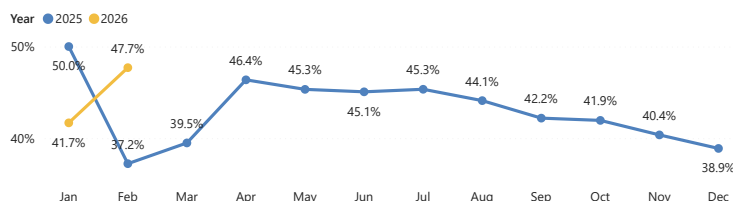
**Percentage of Ontario Works cases exiting to employment (Cumulative Year-to-Date)**



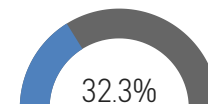
**Provincial Value for Latest Month in Selected Range**



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

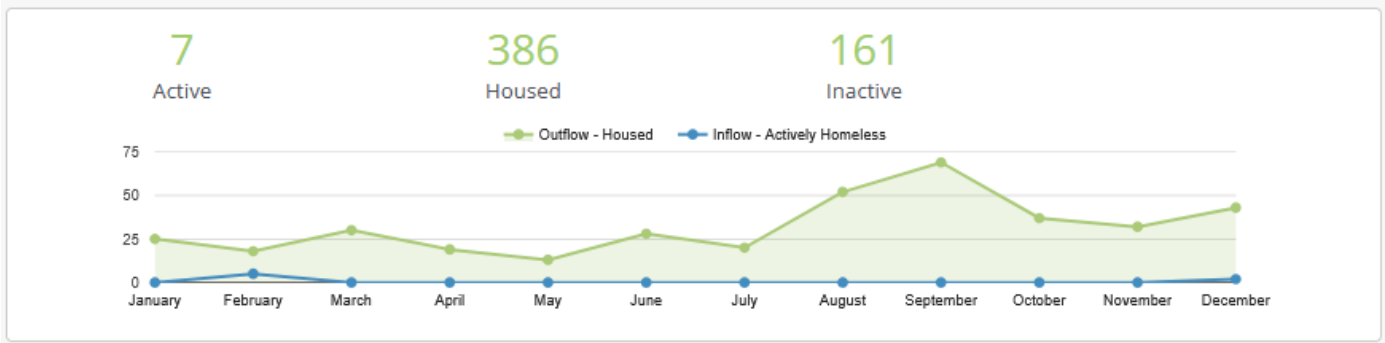


**Provincial Value for Latest Month in Selected Range**



## By Name List

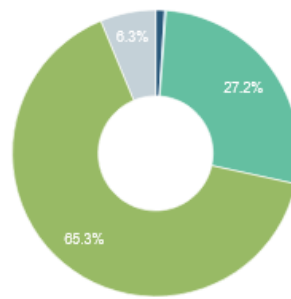
The By Name List is real-time list of all known people who are experiencing homelessness in our community that are willing to participate in being on the list and connecting with our agency for ongoing support to obtain affordable and sustainable housing. The individuals who are connected to this program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



### BNL INFLOW & OUTFLOW

[Print](#)

Type	Clients
Inflow - Newly Identified	6
Inflow - Returned from Housing	1
Inflow - Returned from Inactive	0
Outflow - Moved to Inactive	161
Outflow - Housed	386
Declined	37

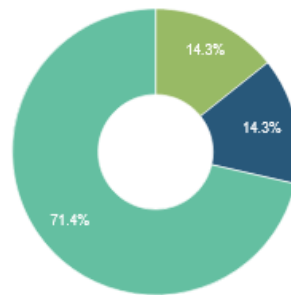


- Inflow - Newly Identified
- Inflow - Returned from Housing
- Outflow - Moved to Inactive
- Outflow - Housed
- Declined

### ACTIVE CLIENTS BY HOMELESS PRIORITY

[Print](#)

Type	Clients
<a href="#">Chronic</a>	1
<a href="#">Approaching Chronic</a>	1
<a href="#">Temporary</a>	5
<a href="#">N/A</a>	0



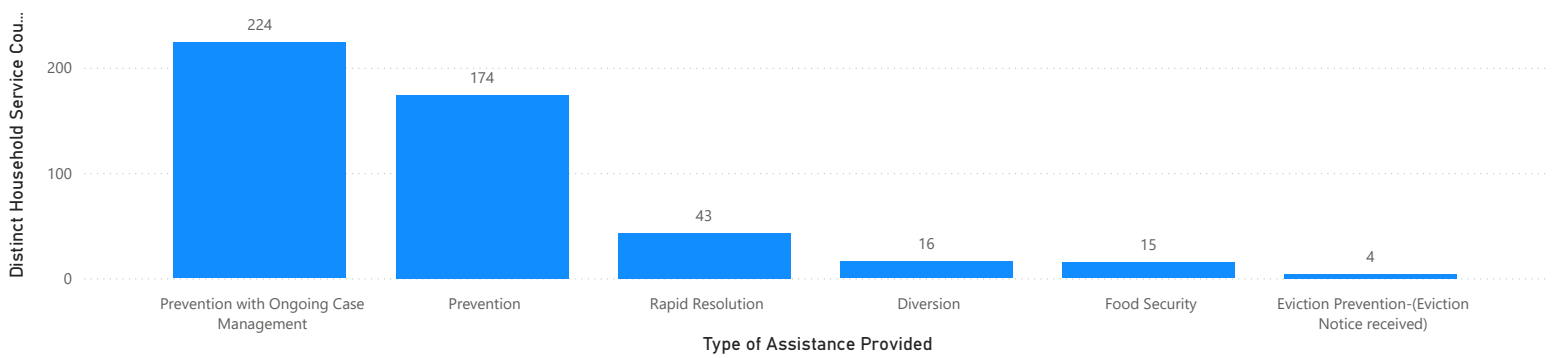
- Chronic
- Approaching Chronic
- Temporary

Month, Year

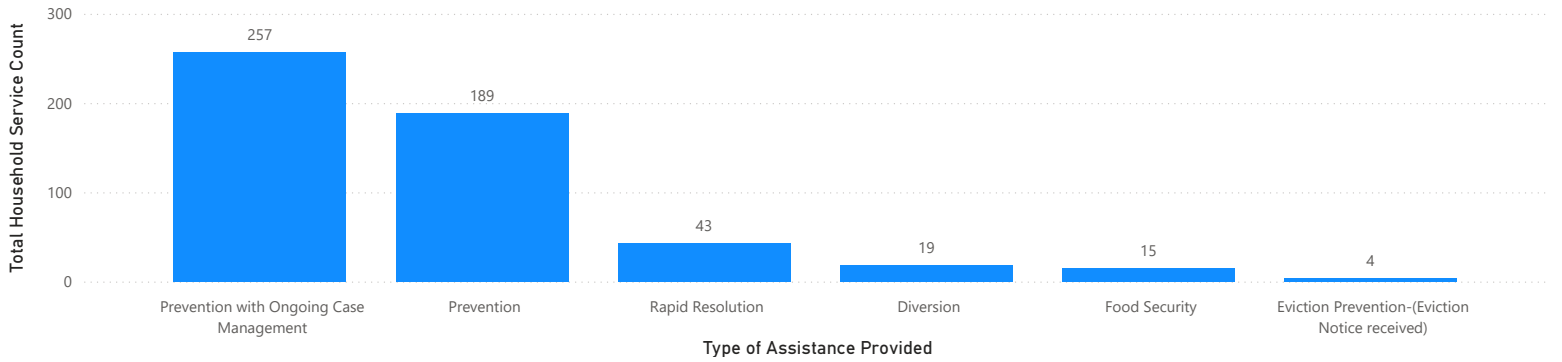
Multiple selections



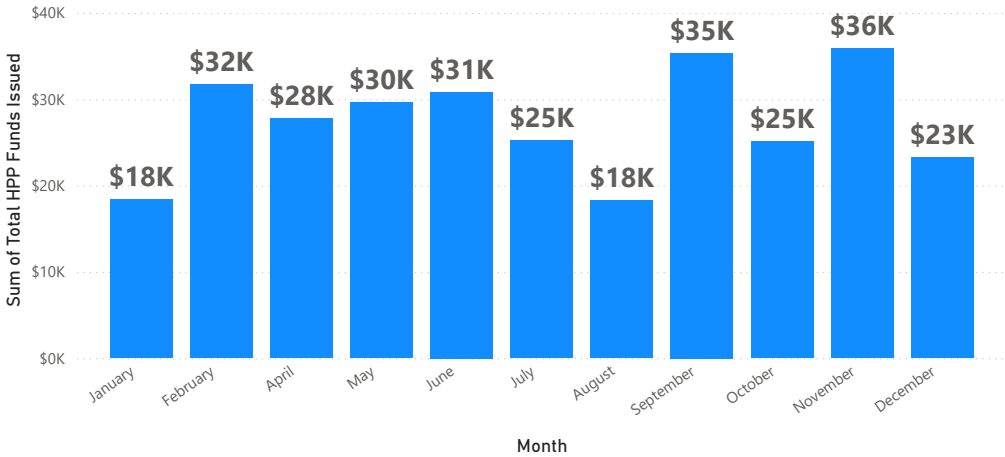
Distinct Household Service Count by Type of Assistance Provided



Total Household Service Count by Type of Assistance Provided



**Total HPP Funds Issued by Month**



Type of Assistance-HPP

All

Month, Year

Multiple selections

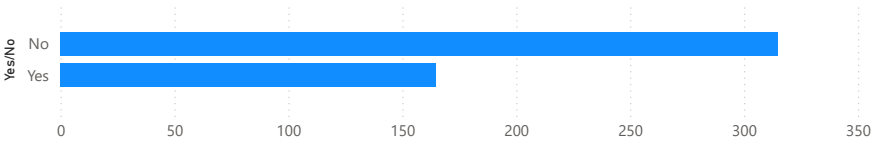
**\$301,372.65**  
Sum of Total HPP Funds Issued

Provincial Priority Groups	Unique Households Served
Chronic Homelessness	20
Indigenous	11
Transitioning from Provincial Institution	3
Youth aged 16-25	23
<b>Total</b>	<b>56</b>

Income Source	Unique Households Served	Sum of Total HPP Funds Issued
OW	151	\$138,759.34
ODSP	116	\$104,215.01
Low Income Senior	58	\$36,652.04
Low Income	80	\$21,746.26
<b>Total</b>	<b>388</b>	<b>\$301,372.65</b>

Housing Status	Unique Households Served
At Risk of Homelessness	334
Experiencing Homelessness (and not currently on BNL)	46
On BNL	24
<b>Total</b>	<b>388</b>

**Has the client been issued HPP in the past?**



Type of Assistance Provided	Low Income	Low Income Senior	ODSP	OW	Total
Prevention with Ongoing Case Management	18	15	55	138	224
Prevention	52	44	65	17	174
Rapid Resolution	14	5	7	17	43
Diversion	5	2	4	5	16
Food Security	1		2	12	15
Eviction Prevention-(Eviction Notice received)	1	1	1	1	4
<b>Total</b>	<b>91</b>	<b>67</b>	<b>134</b>	<b>188</b>	<b>474</b>

Month, Year

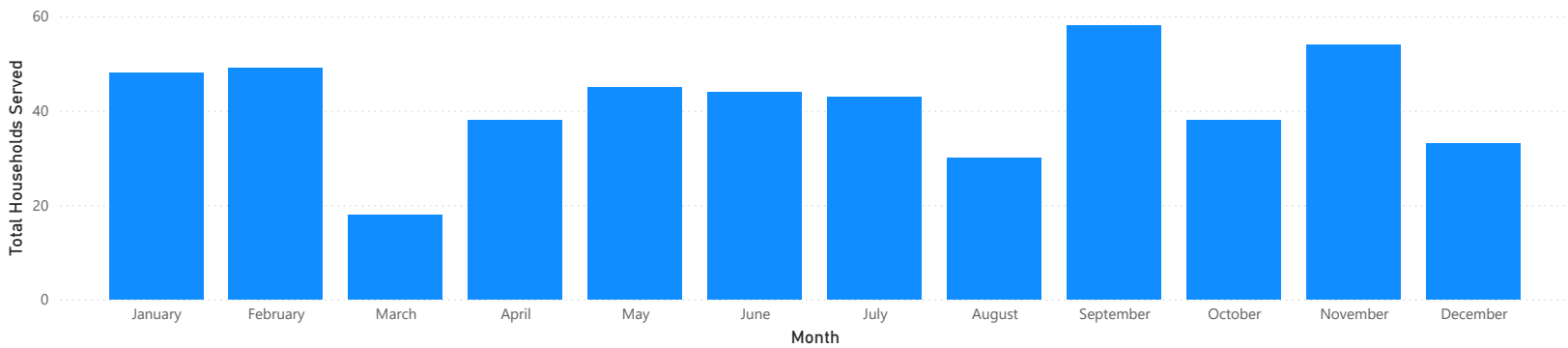
**388**

Unique Households Served

**480**

Total Households Served

Total Households Supported through HPP by Month-All



## Housing Programs Update—February 2026

Social Housing Centralized Wait List Report			
	East	West	TOTAL
February 2026	Parry Sound	Parry Sound	
<b>Seniors</b>	52	140	<b>192</b>
<b>Families</b>	181	514	<b>695</b>
<b>Individuals</b>	577	177	<b>754</b>
<b>TOTAL</b>	<b>810</b>	<b>831</b>	<b>1641</b>
<b>Total Wait List Unduplicated</b>			<b>450</b>

Social Housing Centralized Wait List (CWL) 2025-2026 Comparison Applications and Households Housed from the CWL												
Month 2025	New APP	New SPP	Cancelled	Housed	SPP Housed	Month 2026	New App	New SPP	Cancelled	Housed	SPP Housed	
Jan	9			2		Jan	6	0	9			
Feb	8		2	3		Feb	11	2	5	1		
Mar	9	1	4	1		Mar						
Apr	6	1	10			Apr						
May	11		1	2		May						
June	12	2	1	2		June						
Jul	14			2	1	Jul						
Aug	9	1	1	2	1	Aug						
Sept	7	4	1	2	2	Sept						
Oct	8		1	1		Oct						
Nov	1	1	1			Nov						
Dec	7		5	2	1	Dec						
<b>Total</b>	101	10	27	19	5	<b>Total</b>	17	2	14	1	0	
						**SPP = Special Priority Placement**						

Housing Programs saw a very busy first quarter of 2026. We ‘soft’ launched our online applicant portal for Rent-Geared-to-Income through a mass mail out to all current waitlist applicants. This communication included instructions on how to log in to the portal to complete updates and changes to their own applications alongside a waitlist update form. To date, we have received 138 updates of almost 400 that went out, with several of those have been online. We will continue to work with applicants over the coming months to ensure their applications are up to date, and they have been able to log in to their online account, should they choose to. Once our waitlist update is complete, we will publicly launch the applicant portal, so those wanting to apply for Rent-Geared-to-income housing can apply and manage their applications online. This will provide another option for people to apply for housing in the District of Parry Sound.

Our team worked hard to allocate the remaining COHB (Canada Ontario Housing Benefit) funds to clients in our district. We received the allocation late in 2025 and had to have it spent by the end of January 2026. In total, we were able to assist twenty-one households with the 2025-2026 COHB allocation. We are still receiving phone calls and emails daily from residents in our district, as well as community partners, for this funding and hope to receive information soon regarding the 2026-2027 allocation.

We were able to assist five households in the first quarter with Ontario Renovates Home Repair funding through OPHI (Ontario Priorities Housing Initiative) funding. These applications were all received and approved very quickly due to the late allocation in 2025. The Ontario Renovates Home Repair program was last active over ten years ago under different allocations of funding and assisted many households over several years with various repairs to their homes, so it was great to see some of our OPHI allocations go toward this program again. The approved projects will start very soon and will be complete by the end of 2026. They include new roofs, windows, and furnaces, allowing clients to safely remain in their homes.

Another component of our COCHI (Canada Ontario Communities Housing Initiative) and OPHI allocation for 2025-2026 was to provide rent supplements in our district. A rent supplement is a subsidy provided directly to the landlord that bridges the gap between a tenant's calculated rent contribution and the market rent for the unit. Households receiving a rent supplement must be on the Rent-Geared-to-Income waitlist in our district and must accept any offer of housing. This approach supports movement along the local housing continuum.

Each area in Ontario is now mandated to meet rent supplement targets, and that number varies by service area. We were able to meet our target of six and make connections with new landlords, while continuing to support the other twelve existing rent supplement agreements.

The Housing Programs team provides ongoing, hands-on support to rent supplement tenants, landlords, and community partners throughout the life of each agreement. Significant time is spent meeting with tenants and landlords to ensure a clear understanding of program requirements, roles, and responsibilities. The team also connects tenants to appropriate supports, making referrals to community partners such as CMHA for support needs including mental health, hoarding, and counselling, and coordinating with internal departments for assistance with moving costs or medical-related coverage. In addition, staff work closely with landlords to facilitate access to services such as fire inspections and Landlord and Tenant Board resources, when needed. Through this collaborative approach, strong relationships have been established with community partners and private market landlords, strengthening our ability to support tenants and promote housing stability.

## HOUSING OPERATIONS AND SERVICE MANAGEMENT

### February 2026 Statistical Information

#### Activity for Tenant Services

	CURRENT MONTH	YEAR TO DATE
Move-Outs	4	5
Move In (Centralized Waitlist along with Internal transfers)	2	3
L1/L2 Hearings	0	3
N4 Delivered to tenant or filed with the LTB– Notice of eviction for non-payment of rent	1	1
N5 Filed with the LTB– notice of eviction disturbing the quiet enjoyment of the other occupants	0	2
N6 Filed with the LTB –notice of eviction for illegal acts or misrepresenting income for RGI housing	0	0
N7 Filed with the LTB – notice of eviction for willful damage to unit	0	0
Repayment Agreements (new) (Formal & informal)	0	0
No Trespass Order	0	0
Mediation/Negotiation/Referrals	44	78
Tenant Home Visits/Wellness checks	48	87
Tenant Engagements/Education	7	7

## Tenant Services Q1 (January, February and March)

In the first quarter, Tenant Services handled three LTB hearings: one tenant compensation claim for bedbugs was dismissed, and two led to court-ordered agreements to vacate based on uncorrected disturbances. Additionally, eight N5 notices for behavior correction and six N4 notices for rent arrears were issued, successfully resolving some issues without further escalation to the Landlord Tenant Board.

Tenant Services continues to find ways to be more successful in collecting from past tenants' prior arrears. This quarter we began garnishing wages from one past tenant and have received payments collected by the Credit Bureau as well as from past tenants themselves as they wish to be eligible once again for the Centralized Wait List for Community Housing.

Tenant Services is diligently working on the Case Manager module within our housing software YARDI. Currently the team is creating the content for cases that will be helpful in tracking the progression of certain processes in Tenant Services, Maintenance, Capital, and Housing Programs. This will allow the Housing Operations and Service Management team to work together in a collaborative, organized and recorded fashion resulting in improved customer service to the people we serve.

Tenant Services has also been planning the spring educational events at the apartment buildings which will be coming up in the next quarter. It will be flower and vegetable seed planting as well as guidance on completing annual reviews (specifically the bank form portion of it) in collaboration with Housing Programs.

**CRAFT, LEARN  
& Grow**

Join us for a fun and hands-on activity! Decorate your own small clay pot, plant some seeds to take home, and watch something beautiful grow. While we craft, Housing Program staff will walk through the Annual Review package; what they are, why they're needed, and how to complete them. Come grow your knowledge and your garden!

**173 MAIN ST.  
COMMON ROOM**

Thursday | 1:30 PM to  
April 9, 2026 | 3:00 PM

Hosted by :  
Tenant Services &  
Housing Programs

## Activity for Property Maintenance

Pest Control		Monthly pest control inspections were completed at 8 buildings. 32 units were inspected. Of the 32 units, 2 units required treatment.
Vacant units	8	4 one-bedroom, 4- multiple bedrooms (asbestos abatement, and significant repair contributes to longer vacancy times)
Vacant units: TMV	1	1-Market unit
After Hours Calls	12	monitoring station offline, no heat, leaks, ice build up, kitchen sink drain blockage, kitchen faucet damage
Work Orders	178	Work orders are created for our staff to complete routine maintenance repairs for all DSSAB/LHC Buildings
Purchase Orders	215	Purchase Orders are for services, and materials required outside of the Housing Operations Department scope of work for the LHC/DSSAB properties
Fire Inspections	2	2 Fire inspections completed on properties in February with Huronia Alarms/FPO's. Monthly inspections continue at every building.
Annual Inspections	0	Annual inspections will be planned for early spring.
Inspections (Other)	35	Housing keeping, Fire Prevention Officer follow up, pests, and preconstruction/postconstruction
Incident Reports	1	Slip, with no injuries

## **Maintenance Q1 (January, February and March)**

The Maintenance Department remained highly active throughout the past few months, responding to a particularly unpredictable winter season. Significant snowfall created ongoing challenges; however, the safety of our tenants and staff remained our top priority. The team responded promptly and diligently to all weather-related demands, ensuring that properties were maintained in a safe and accessible condition.

As the winter season begins to wind down, the Maintenance department is preparing to shift its focus toward upcoming summer maintenance activities and seasonal priorities.

In addition, fire safety inspections were a key focus as we concluded 2025. The Maintenance Department coordinated and scheduled numerous inspections with Fire Prevention Officers across all respective municipalities. We are pleased to report that all properties successfully met the required standards. Our tenants also played an important role, demonstrating cooperation and responsiveness in addressing any requests identified during inspections.

Looking ahead into 2026, the Maintenance Department is preparing to begin its annual inspection program and remains committed to maintaining high standards across all properties.

## **Capital Projects Monthly Report—January to March 2026**

This quarterly report provides an overview of capital project activities undertaken between January and March 2026. The quarter marked the transition from budget approval into active implementation planning for the 2026 capital program. Work focused on organizing approved budgets into deliverable work plans, maintaining winter operations, advancing investigations and consultant procurement, moving priority projects through approvals, and positioning a number of spring and summer projects for execution.

### **Hazardous Material Remediation and Water Damage Repairs**

Remediation activity continued through the quarter as required, with work progressing through clearance, reinstatement, and closeout sequencing in accordance with applicable inspection and environmental clearance protocols. Winter conditions also continued to cause localized interior damage associated with ice damming, necessitating response and repair activities. By quarter end, attic remediation has moved from investigation in February to ongoing planning following site inspections and March coordination, with various projects on hold due to budget constraints.

### **Plumbing, HVAC, and Duct Maintenance**

Winter HVAC maintenance and inspections continued throughout the quarter to support reliable building operations. At an administrative building, duct insulation work progressed from active installation in January

to near completion in February and was completed in March. Follow-up leak detection is continuing, weather permitting, and interior repairs will proceed once the leak source has been confirmed resolved. Septic tank replacements also remained active through the quarter under consultant procurement, with work focused on securing the technical support required to advance the project.

### **Doors, Siding, Painting, and Cosmetic Upgrades**

No significant new district-wide door, painting, or cosmetic upgrade projects were mobilized during the quarter, as these scopes remained subject to prioritization within the broader 2026 capital work plan. However, the childcare walkway projects advanced steadily and reached the final stage in late 2025, with completion anticipated within the following month, weather permitting. Various siding and window replacement projects were reviewed during the quarter, but remained deferred due to budget constraints and are anticipated to be reconsidered through the 2027 budget process.

### **Generator and Electrical Work**

No major new generator installations or repair projects advanced during the quarter. Electrical planning activity continued in support of future work, including investigation and scope development for electrical panel replacements in townhomes. At an apartment complex, heater replacement moved into quote and RFQ activities during February, and the RFQ was issued in March; however, the project is expected to remain on hold due to budget limitations pending final direction.

### **Roofing and Eavestrough Projects**

No major new roof replacement or eavestrough projects were delivered during the first quarter; however, winter response activity remained important. Ice-damming events continued to inform repair priorities and reinforced the need to identify measures to reduce recurring seasonal risk.

### **Structural Repairs, Infrastructure and Foundation Assessments**

Structural and infrastructure work continued to progress across several priority projects. Within an apartment complex, work advanced through building department requirements during January and February, and the permit was issued by March, with project scheduling underway. A new build also continued in surveying and planning throughout the quarter. During March, the design advanced to a revised three-storey, 88-unit building, with phase one planning underway. A driveway replacement project similarly progressed from quote and RFQ activities in February to a contract award in March, with completion targeted for July 15, 2026. A parking lot paving project also remained active within the 2026 capital program through the quarter. During February, the project was positioned for later-season implementation through pre-construction coordination, and by March, a re-kick-off meeting had been scheduled for March 31, 2026, to support renewed coordination and implementation planning.

### **Security Enhancements**

No new security enhancement projects were undertaken during the quarter. Existing measures remained in place and operational, with ongoing monitoring continuing to support building safety and access control across the portfolio.

## **Consulting and Engineering Contracts**

Consultant and engineering activity remained a significant component of the capital program during the quarter. January included a mandatory site visit associated with an active tender and continued investigation work tied to siding replacement and septic replacement planning. Through February and March, consultant procurement remained underway for septic tank replacements. Window replacements at childcare facilities also advanced materially through this period, moving from board approval stage in February to board approval received, contract award completed, and kick-off scheduling underway in March. These activities reflect continued emphasis on front-end planning, procurement discipline, and sequencing work so projects can move efficiently into implementation.

## **Childcare Capital Acceleration**

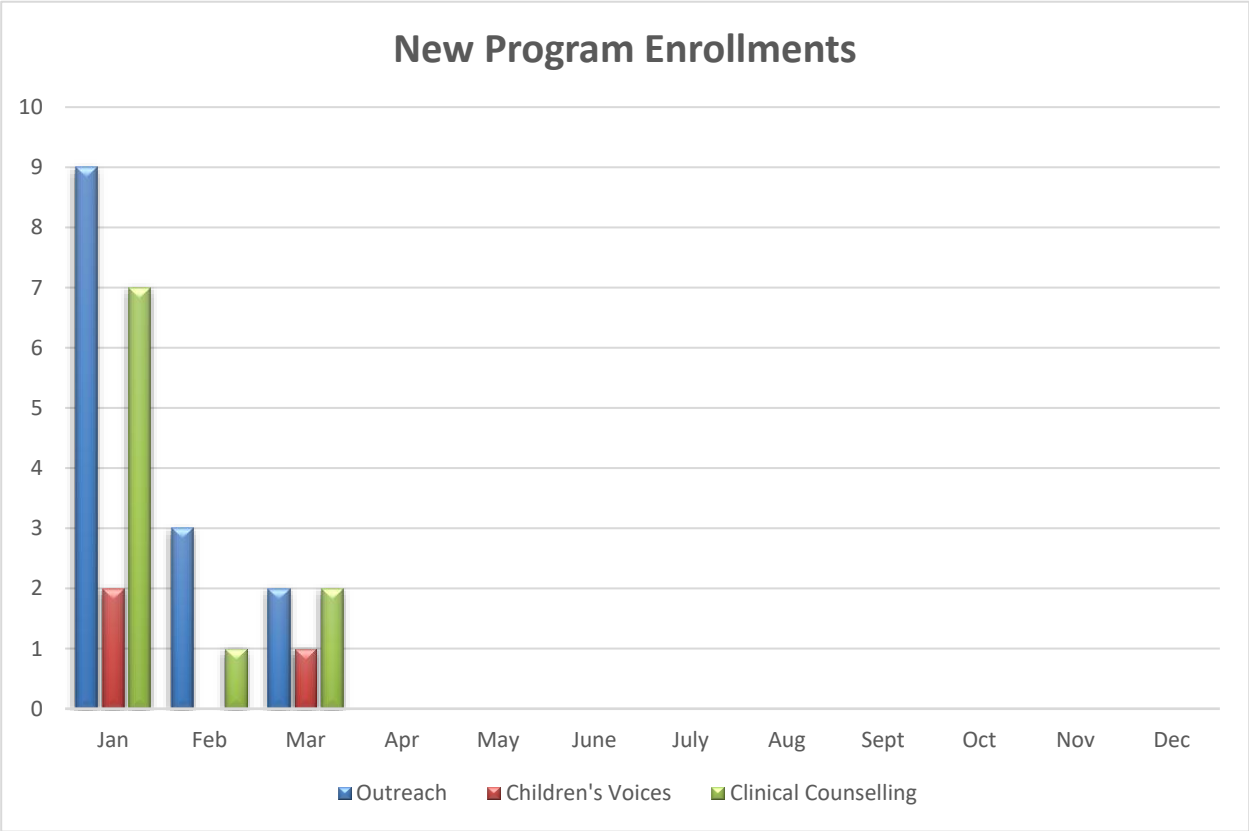
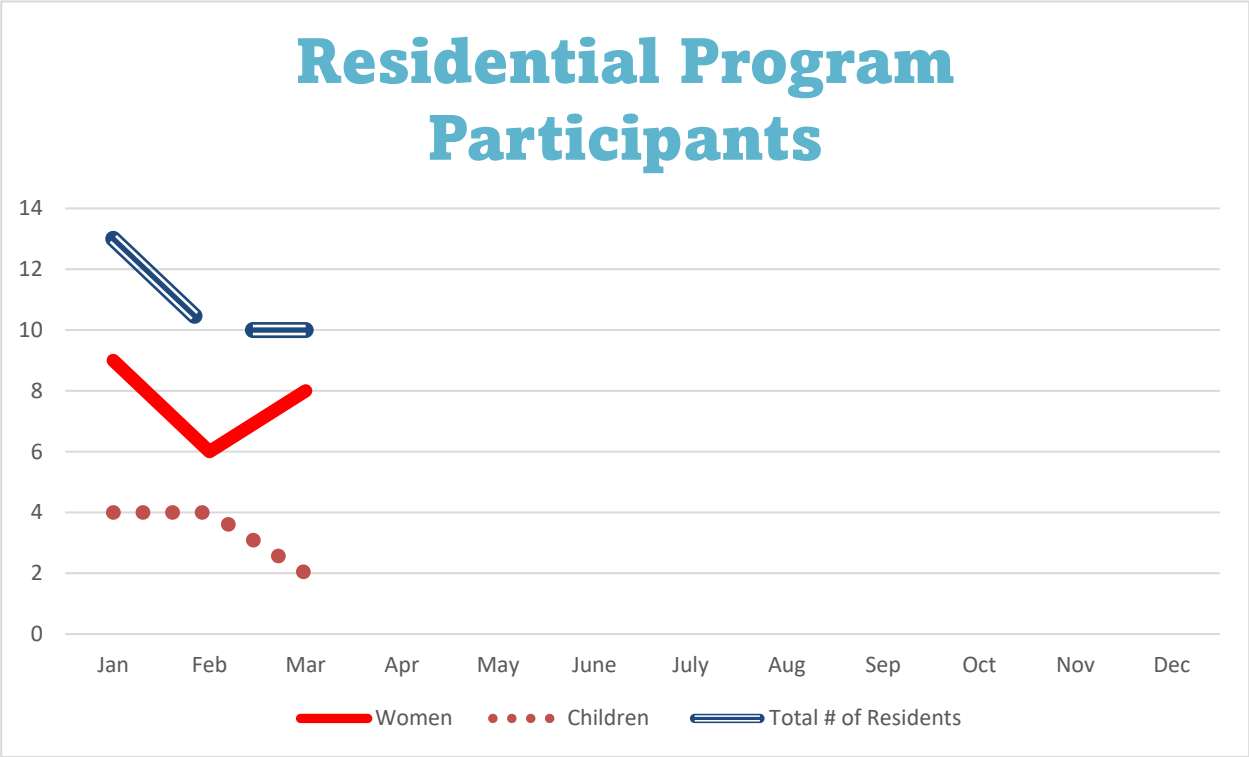
Childcare-related capital activity remained selective during the quarter, with efforts focused primarily on the window and walkway-related scopes. Window replacements advanced to award and mobilization planning, while childcare walkway improvements moved toward completion subject to weather. No other major childcare acceleration initiatives were undertaken during the reporting period.

## **Completion Highlights (January-March 2026)**

The first quarter of 2026 was defined by mobilizing the approved capital program, advancing priority projects through procurement and approvals, and positioning multiple scopes for spring and summer delivery. Key accomplishments included completion of the duct insulation work, board approval, and contract award for window replacements, permit issuance, progression of a new build to a revised three-storey, 88-unit concept with phase one planning underway, and contract award for driveway replacements with a July 15, 2026, completion target. At the same time, the quarter provided clarity on projects that will require future budget consideration, including windows serving an administrative building, siding projects, ceiling tile replacements, and heater replacements.

In summary, the quarter demonstrated steady progress in moving the 2026 capital program from budget approval into active delivery planning. Procurement, consultant coordination, design development, and site-specific investigation work have established a clear foundation for the next phase of implementation. The upcoming reporting period will focus on advancing Belvedere paving following the March 31 re-kick-off meeting, mobilizing Waubeek window replacements, continuing phase one planning for the revised Waubeek build, finalizing scheduling at Callander, supporting contract delivery for Dublin driveways, and continuing procurement and budget review for projects that remain in planning or on hold.

Esprit Place Family Resource Centre Update – February 2026



## Social Media Stats

<b>Facebook –District of Parry Sound Social Services Administration</b>	<b>OCT 2025</b>	<b>NOV 2025</b>	<b>DEC 2025</b>	<b>JAN 2026</b>	<b>FEB 2026</b>	<b>MAR 2026</b>
Total Page Followers	786	791	797	819	837	841
Post Reach this Period (# of people who saw post)	18,590	23,572	5332	26,803	56,115	16,807
Post Engagement this Period (# of reactions, comments, shares)	138	178	132	913	1,760	847

<b>Facebook -Esprit Place Family Resource Centre</b>	<b>OCT 2025</b>	<b>NOV 2025</b>	<b>DEC 2025</b>	<b>JAN 2026</b>	<b>FEB 2026</b>	<b>MAR 2026</b>
Total Page Followers	229	248	249	250	251	251
Post Reach this Period (# of people who saw post)	313	17,684	2136	884	308	1972
Post Engagement this Period (# of reactions, comments, shares)	3	189	34	10	3	15

<b>DSSAB LinkedIN Stats</b> <a href="https://bit.ly/2YyFHIE">https://bit.ly/2YyFHIE</a>	<b>OCT 2025</b>	<b>NOV 2025</b>	<b>DEC 2025</b>	<b>JAN 2026</b>	<b>FEB 2026</b>	<b>MAR 2026</b>
Total Followers	561	579	585	594	598	601
Search Appearances (in last 7 days)	113	170	147	154	80	60
Total Page Views	27	77	23	44	50	33
Post Impressions	1092	2,953	1124	1521	1735	1465
Total Unique Visitors	15	29	16	21	20	16

<b>Instagram - Esprit Place Family Resource Centre</b> <a href="https://www.instagram.com/espritplace/">https://www.instagram.com/espritplace/</a>	<b>OCT 2025</b>	<b>NOV 2025</b>	<b>DEC 2025</b>	<b>JAN 2026</b>	<b>FEB 2026</b>	<b>MAR 2026</b>
Total Followers	112	115	115	117	120	122
# of accumulated posts	69	81	81	81	81	82

**DISTRICT OF PARRY SOUND SOCIAL SERVICES ADMINISTRATION BOARD  
 FINANCIAL REPORT - FOR MANAGEMENT PURPOSES ONLY  
 FOR THE PERIOD ENDING MARCH 31, 2026  
 3 MONTHS - 25%**

	YEAR TO DATE	2026 BUDGET	% Used	REMAINING
<b>Income Support</b>				
Income Support Financial Assistance	1,568,703	\$8,262,000	19%	6,693,297
Income Support Program	707,544	3,213,000	22%	2,505,456
	<b>2,276,246</b>	<b>11,475,000</b>	<b>20%</b>	<b>9,198,754</b>
<b>Child Care Service Program</b>				
Child Care Service Management	677,305	3,627,885	19%	2,950,580
External Child Care Providers	1,304,757	4,186,650	31%	2,881,893
Directly Operated Child Care	1,333,614	6,306,581	21%	4,972,967
Quality Assurance	53,459	187,032	29%	\$133,573
Early Years	268,596	1,278,509	21%	1,009,913
Inclusion Support Services	165,178	792,970	21%	627,791
	<b>3,802,910</b>	<b>16,379,628</b>	<b>23%</b>	<b>12,576,718</b>
<b>Housing Service Program</b>				
Housing Service Management	424,838	1,449,209	29%	1,024,372
Property Maintenance & Capital Projects	924,159	4,877,074	19%	3,952,915
Tenant Services	171,280	839,767	20%	668,486
NOAH Meadowview Housing	164,600	653,850	25%	489,250
	<b>1,684,877</b>	<b>7,819,900</b>	<b>22%</b>	<b>6,135,023</b>
<b>Community Service Programs</b>				
Social Assistance Restructuring Fund	173,800	293,200	59%	119,400
Women's Services	247,951	1,066,567	23%	818,617
Housing Stability	515,462	2,069,349	25%	1,553,887
DSSAB Buildings Maintenance	122,696	555,480	22%	432,784
	<b>1,059,909</b>	<b>3,984,596</b>	<b>27%</b>	<b>2,924,687</b>
<b>Corporate Service Programs</b>				
Administration	668,523	2,526,723	26%	1,858,200
Information Technology	256,348	1,176,694	22%	920,346
	<b>924,871</b>	<b>3,703,417</b>	<b>25%</b>	<b>2,778,546</b>
<b>Contributions to Capital Reserves</b>				
Social Housing Capital Fund	210,867	843,466	25%	632,600
DSSAB Buildings Capital Fund	125,000	500,000	25%	375,000
Information Technology Reserve	37,500	150,000	25%	112,500
	<b>373,367</b>	<b>1,493,466</b>	<b>25%</b>	<b>1,120,100</b>
<b>Total Operating Costs</b>	<b>10,122,180</b>	<b>44,856,007</b>	<b>23%</b>	<b>34,733,826</b>



## REPORT TO THE BOARD OF DIRECTORS

<b>DATE PREPARED: May 4, 2026</b>	<b>PROGRAM: Administration</b>
<b>MEETING DATE: May 14, 2026</b>	<b>REPORT NO: 9.1</b>
<b>PREPARED BY: JJ Blower</b>	<b>PRESENTED BY: JJ Blower</b>
<b>SUBJECT: Adjustment to LHC Board</b>	

### **Proposed Resolution:**

THAT the Board approve the amendment of Resolution 25 01 05 to remove Irene Smit and Tom Lundy as Directors from the Parry Sound District Housing Corporation, and add Jon Kidd, Earl Manners, and Linda Alkins as Directors.

### **Introduction:**

Effective January 28, 2026, Councillor Irene Smit resigned from her position as a Member of the DSSAB Board. Ms. Smit has been replaced as the representative for Area Six by Councillor Linda Alkins of the Municipality of Callander. Therefore, it is recommended by staff that Ms. Smit be removed as Director from, and Ms. Alkins be added as Director to, the Parry Sound District Housing Corporation (LHC).

Following the passing of Councillor Tom Lundy of the Township of The Archipelago, he is no longer able to serve as a Member of the DSSAB Board. Effective April 17, 2026, Councillor Earl Manners of the Township of The Archipelago has been appointed as the Area Two representative. Therefore, it is recommended by staff that Councillor Lundy be removed as a Director from, and Councillor Manners be added as a Director to, the Parry Sound District Housing Corporation (LHC).

The Area Seven TWOMO representative position has remained vacant since 2025 following the resignation of Ted Knight. This vacancy has now been filled, with Jon Kidd appointed as the Area Seven representative for the TWOMO area. Therefore, it is recommended by staff that Jon Kidd be appointed as a Director to the Parry Sound District Housing Corporation (LHC).

### **Background:**

The Parry Sound District Housing Corporation (the Local Housing Corporation or LHC) is a wholly owned subsidiary of the District of Parry Sound Social Services Administration Board (the DSSAB). It was incorporated under the Business Corporations Act and as such must appoint Officers and Directors, appoint auditors, approve financial statements, file tax returns, etc. each year. At the time of formation of the LHC and transfer of social housing to the DSSAB in 2000, the initial Board members were appointed by the Ministry of Municipal Affairs and Housing. Shortly thereafter, for efficiency of operations and also to reflect the reality of the ownership and responsibility for the LHC, the DSSAB Board started the process of appointing all DSSAB Board Members and relevant staff as Officers and Directors of the Corporation.

Operationally, this has allowed us to act on the business of the Corporation at our regular Board meetings. All activities related to the business of social housing are conducted by the DSSAB. The LHC holds title to the social housing property. Relevant minutes are transferred to the Parry Sound District Housing Corporation minute books and files.

**Financial Considerations:**

No financial impact.

**Strategic Initiatives:**

The project has the potential to help the PSDSSAB achieve its high-level strategic goal of:

- Achieve Organizational Excellence

**Legislative/Risk Analysis:**

Governance Risk: Failing to formally update the LHC Board composition to reflect DSSAB membership changes may create confusion regarding governance accountability and could raise concerns about the legitimacy of Board decisions if challenged.

Reputational Risk: Failing to formally update the LHC Board composition to reflect DSSAB membership changes may appear as poor oversight or a lack of due diligence.

Mitigation: These risks are mitigated by proceeding with the proposed resolution, aligning the corporate governance of the LHC with the DSSAB's established structure and practices.

**Recommendation/Conclusion:**

THAT the Board approve the amendment of Resolution 25 01 05 to remove Irene Smit and Tom Lundy as Directors from the Parry Sound District Housing Corporation, and add Jon Kidd, Earl Manners, and Linda Alkins as Directors.



## REPORT TO THE BOARD OF DIRECTORS

<b>DATE PREPARED: May 4, 2026</b>	<b>PROGRAM: Administration</b>
<b>MEETING DATE: May 14, 2026</b>	<b>REPORT NO: 9.2</b>
<b>PREPARED BY: JJ Blower</b>	<b>PRESENTED BY: JJ Blower</b>
<b>SUBJECT: Adjustment to NOAH Board</b>	

**Proposed Resolution:**

THAT the Board approve the amendment of Resolution 25 01 06 to remove Irene Smit and Tom Lundy as Directors from the Non-Profit Organization for Almaguin Housing Inc. (NOAH) Board, and add Jon Kidd, Earl Manners, and Linda Alkins as Directors.

**Introduction:**

Effective January 28, 2026, Councillor Irene Smit resigned from her position as a Member of the DSSAB Board. Ms. Smit has been replaced as the representative for Area Six by Councillor Linda Alkins of the Municipality of Callander. Therefore, it is recommended by staff that Ms. Smit be removed as Director from, and Ms. Alkins be added as Director to, the Non-Profit Organization for Almaguin Housing Inc. (NOAH) Board.

Following the passing of Councillor Tom Lundy of the Township of The Archipelago, he is no longer able to serve as a Member of the DSSAB Board. Effective April 17, 2026, Councillor Earl Manners of the Township of The Archipelago has been appointed as the Area Two representative. Therefore, it is recommended by staff that Councillor Lundy be removed as a Director from, and Councillor Manners be added as a Director to, the Non-Profit Organization for Almaguin Housing Inc. (NOAH) Board

The Area Seven TWOMO representative position has remained vacant since 2025 following the resignation of Ted Knight. This vacancy has now been filled, with Jon Kidd appointed as the Area Seven representative for the TWOMO area. Therefore, it is recommended by staff that Jon Kidd be appointed as a Director to the Non-Profit Organization for Almaguin Housing Inc. (NOAH) Board.

**Background:**

NOAH is a wholly owned subsidiary of the District of Parry Sound Social Services Administration Board (the DSSAB). It was incorporated under the Business Corporations Act and as such must appoint Officers and Directors, appoint auditors, approve financial statements, file tax returns, etc. each year. The DSSAB Board annually appoints all DSSAB Board Members and relevant staff as Officers and Directors of the Corporation on an annual basis in January each year. Operationally, this has allowed us to act on the business of NOAH at our regular Board meetings. All activities related to the business of NOAH are conducted by the DSSAB. Relevant minutes are transferred to the NOAH minute books and files.

**Financial Considerations:**

No financial impact.

**Strategic Initiatives:**

The project has the potential to help the PSDSSAB achieve its high-level strategic goal of:

- Achieve Organizational Excellence

**Legislative/Risk Analysis:**

Governance Risk: Retaining a Director who is no longer affiliated with the parent Board (DSSAB) may create confusion regarding governance accountability and could raise concerns about the legitimacy of Board decisions if challenged.

Reputational Risk: Failing to formally update the NOAH Board composition to reflect DSSAB membership changes may appear as poor oversight or a lack of due diligence.

Mitigation: These risks are mitigated by proceeding with the proposed resolution, aligning the corporate governance of NOAH with the DSSAB's established structure and practices.

**Recommendation/Conclusion:**

THAT the Board approve the amendment of Resolution 25 01 06 to remove Irene Smit and Tom Lundy as Directors from the Non-Profit Organization for Almaguin Housing Inc. (NOAH) Board, and add Jon Kidd, Earl Manners, and Linda Alkins as Directors.



## REPORT TO THE BOARD OF DIRECTORS

<b>DATE PREPARED:</b> March 23, 2026	<b>PROGRAM:</b> CAO's Office
<b>MEETING DATE:</b> May 14, 2026	<b>REPORT NO:</b> 9.3
<b>PREPARED BY:</b> JJ Blower (Communications Officer)	<b>PRESENTED BY:</b> Tammy MacKenzie, Chief Administrative Officer
<b>SUBJECT:</b> Strategic Plan Update	

**Introduction:**

To provide the Board with an annual update for the 2025 calendar year, on progress made on the 2021-2026 Strategic Plan.

**Background:**

In October 2021, the Board passed the following resolution:

***Resolution 211007***

“THAT the Board approves the DSSAB’s 5-year Strategic Plan as prepared by Housing Services Corporation (HSC).”

To ensure this plan continues to guide our work, an report has been provided to the Board annually, and posted publicly on our website.

**Comments:**

Staff continue to make good progress on the Strategic Plan, as outlined in this document. This report includes some of the highlights of the work completed towards those goals in 2025. Should the board wish to see the highlights from previous years, they can be found on our website at <https://www.psdssab.org/board-and-administration/strategic-plan/>

**Financial Considerations:**

Aside from staff time, there were no costs associated with the development of this annual report.

**Strategic Initiatives:**

The provision of this annual report has the potential to help the PSDSSAB achieve its high-level strategic goal of: **Achieve Organizational Excellence**

**Legislative/Risk Analysis:**

There are no requirements to provide this report annually, but the risk of not doing so is that the Strategic Plan lives on a shelf and accountability is lost. It is our commitment to continue providing these reports through the life of the current Strategic Plan.

**Recommendation/Conclusion:**

For Information Only.

# Progress update - April 2026

## Strategic Plan 2021-2026

[CLICK HERE TO VIEW THE 2025 UPDATE](#)

### Modernize Service System Planning

#### Improve digital and electronic access to programs and services

- Implemented an advanced housing operations software to improve service efficiency, including a tenant-facing portal for rent payments, ledger access and maintenance requests.
- Continued expansion of the District of Parry Sound Child Care Application Portal (OneHSN) which provides an easier way to find & apply for childcare
- Modernized network operations and core IT services to better support digital service delivery and internal workflows.
- Developed and implemented, with our internal documentation system, a process to track the homeless population in conjunction with our By Name List. We are now able to measure the number of people who are at risk of homelessness being supported through our programs/staff.

### Strengthen Collaboration

#### Strengthen communications and information sharing with municipalities

- Income Support & Stability teams hosted community clinics in each of our member municipalities across the District, meeting individuals where they live.
- Hosted a successful Take Back the Night event in Market Square Park in Parry Sound to raise awareness of gender-based violence.
- Supported community engagement events recognizing International Women's Day.
- Release of Early Years and Child Care Service System Plan.

#### Work together with partners to balance local priorities with operational and financial realities

- Continued to pursue and administer successful funding opportunities with other levels of government
- Worked closely with paralegal on serving notices and evictions, improving success with Landlord and Tenant Board orders.
- Continued building and strengthening relationships with various community partners such as CMHA, OPP, West Parry Sound Health Centre, Community Paramedicine, etc.)

### Holistic Approach to Human Services

#### Continue to promote integration between internal and external program & service areas and support the implementation of a single window access to integrated human services

- Continuing our Mental Health program with Community Counselling Centre.
- Program Directors now meet weekly to discuss operations and priorities.

#### Pursue opportunities to pilot innovative programs and services that support life stabilization of residents

- Expanded traditional housing supports (from 4-6 units) and supported client progress toward stable housing (including program 'graduations')
- Expansion project underway with Adventure Academy (8 new spaces) pending licence.
- To build engagement, the Housing team hosted two barbecue events geared to tenants living in DSSAB and non-profit housing.
- Tenant service implemented a seasonal newsletter for tenants and also facilitated education sessions for those in our housing units.

### Effective Infrastructure Renewal

#### Assess all DSSAB assets; including housing, child care, and public sites

- News security doors and access control systems installed at child care facility.
- Supported a capital project at Beaucrest with Parry Sound Non-Profit Housing.
- Finalized COCHI/OPHI projects and flowed funding to four housing providers.
- Implemented regular building and unit inspections to strengthen preventative maintenance.
- Completed and advanced multiple capital projects in DSSAB buildings.
- Completed extensive housing unit renovations in response to mould and/or asbestos issues.
- Installation of a new generator at Highlands Child Care Centre.
- Roof replacement at Beechwood administration building.
- Began HVAC improvements at Beechwood building.
- Completed renovation of Esprit Place

### Achieve Organizational Excellence

#### Continuous improvement in administrative, governance, planning, procedures, and policies to enable the DSSAB to achieve shared strategic goals

- Completed a comprehensive non-union pay equity and market review.
- Rebuilt and revitalized the staffing compliment at Esprit Place.
- Blended/consolidated two positions into one in the CAO's office.
- Revamped the staffing structure of the Child Care Service Management division.



### Modernize Service System Planning

#### Transform business practices to support more responsive delivery based on outcomes

- Shift of responsibility to Tenant Services to now maintain tenant ledgers and process payments.
- Completed the DSSAB core network infrastructure rebuild, including installation of new servers and switches.
- Migrated to a more robust data protection solution to enhance data storage and backup protocols.
- Expanded cybersecurity and completed an assessment to mitigate risks.
- Advanced network operations modernization.
- Introduced Events Registry System for EarlyON which allows families to sign-in digitally, and also provides opportunity for data collection and reporting demographics.



### Strengthen Collaboration

#### Incorporate Indigenous Truth and Reconciliation guiding principles and practices in the engagement, development and delivery of programs and services

- Senior staff met at Wasauksing First Nation to exchange information on policies and share perspectives through a cultural lens, and learn more about the opening of their new shelter in a collaborative way.
- Currently Developing a relationship protocol between Parry Sound Friendship Centre, Miigwansag Child Care, and the Child Care Service Management program.
- Inclusion Support Services continues to include Indigenous-led child and family settings located in our First Nations communities.
- Tenant Education provided to urban native community housing



### Holistic Approach to Human Services

#### Prevent and respond to homelessness and develop solutions to assist people to access housing across all levels of the housing continuum

- Delivered homelessness prevention supports to approximately 500 individuals/households through coordinated prevention and stabilization efforts.
- Development and implementation of Housing Loss Prevention and Homelessness Response Plan with OrgCode consulting.
- Members of the Income Support and Stability Team attended the Leadership Academy presented by the Canadian Alliance to End Homelessness.
- Continued training in Trauma Informed Care was provided to the Income Support and Stability team.
- Integrated Employment Services was implemented March 1, 2025 and PSDSSAB has continued to work closely with Employment Ontario Partners and College Boreal in this effort to minimize client impact and improve employment outcomes.
- Implemented Centralized Intake Expansion and supported clients to access needed financial supports.



### Effective Infrastructure Renewal

#### Develop a housing priority plan that outlines options to support core need households, including repurposing existing infrastructure and building new financially assisted housing

- Launched an Expression of Interest inviting qualified housing partners to advance new affordable housing projects across the District.
- Reopened Esprit Place on March 8, 2025 to service women and children fleeing gender-based violence through following renovations using provincial SSRF funding.
- Negotiated and finalized a new 10-year operating agreement with Golden Sunshine Non-Profit housing.
- Successful expansion of the Transitional Program to include 1 unit in Parry Sound and one unit in Powassan. Participants continue to work intensely with their DSSAB team member to address their barriers and goals to move towards permanent housing and employment.



### Achieve Organizational Excellence

#### Build a culture of employee engagement, training, and collaboration

- Developed a new operational model for Esprit Place Family Resource Centre grounded in evidence and trauma/violence informed practice.
- Supervisors attended high level leadership training.
- Employee Survey on Performance Reviews
- Introduced the Respectful Workplace Plan
- Introduced the Everyday Impact award
- Made a significant investment across the agency to increase training opportunities for all employees including (but not limited to) Workplace Bullying & Harassment, Pronouns 101, Naloxone, Safe Sharps Disposal, various CPA Ontario training, Human Trafficking, Serious Occurrence Report training, Crisis Intervention, OrgCode training, Winter Driving, 'Stay or Go' training, various Child Care trainings, Non-Bias Interview training, OneHSN training.

# Progress update - April 2026

## Strategic Plan 2021-2026

[CLICK HERE TO VIEW  
THE 2025 UPDATE](#)

### Modernize Service System Planning

#### Explore creative options to offer and support enhanced or expanded programs and services

- Income Support & Stability teams hosted community clinics in each of our member municipalities across the District, meeting individuals where they live. These clinics were hosted in collaboration with municipalities, and our EarlyON programs.
- 66B Waubeek has been leased to a child care operator who is now operating at full capacity, thereby supporting the expansion of licensed child care capacity within the district.
- Further, the YMCA North Eastern Ontario was awarded with an expansion of 30 spaces at a new site in Callander.
- A district-wide training day was successfully delivered to all child care operators, equipping them with creative strategies to enhance and expand programs across the district.
- Tenant and applicant portal was launched improving waitlist updates and providing improved communications.
- Housing Operations program has modernized the way unit inspections are conducted creating efficiencies.

### Strengthen Collaboration

#### Work with community health organizations to better integrate health supports into the services we offer

- Continued to support the West Parry Sound Ontario Health Teams (OHT) as a Collaborative Partner
- Engaged in partnership discussions with Ontario Health North
- Signed a new Memorandum of Understanding between the DSSAB and Parry Sound District Emergency Medical Services (EMS) to continue coordination and case support in 2025-2026.
- Continued our partnership with WPSHC for our Mental Health and Addictions Social Worker.
- Director of Income Support and Stability remains as the co-chair of the Health and Social Services Network (HSSN).
- we also participate in the Parry Sound Age Friendly Committee to help seniors age in place.
- Supervisors of ISS are on the Naloxone Community of Practice hosted by the NBPSDHU.
- EarlyOn Supervisor sits on the committee for 'The Basics', a collaboration with the local health unit and community partners.

### Holistic Approach to Human Services

#### Demonstrate progress in moving towards integrated human services planning & delivery

- Ongoing enhancements of our internal case management system with further integration of other DSSAB programs to streamline current processes
- To support Ontario Works participants under age 18, we have continued our service agreement with the Elizabeth Fry Society of Simcoe/Muskoka to provide trustee support
- Offered free Income Tax Clinics in collaboration with Sudbury Credit Counselling to support low-income individuals with their personal tax needs.
- To continue addressing transportation barriers across the district, our Income Support & Stability team operates vans on both the east and west sides, improving access to services for clients who face challenges with transportation.

### Effective Infrastructure Renewal

#### Sustain and revitalize the community housing assets

- Enhanced regular building and unit inspections improving preventative maintenance measures
- Completed the installation of new windows at Sunset Court (Belvedere)
- Completed exterior upgrades at 66 Church Street housing building
- Continued ongoing asbestos abatement and mould remediation, as required.
- Critical siding replacement at a family housing unit.
- Replacement of drainage system underneath parking lot of Sunset Court housing building.
- Completed and advanced multiple capital projects in community housing portfolio.
- Implemented a new asset management system for housing assets.

### Achieve Organizational Excellence

#### Improve communications with various stakeholders and local media

- Start of our community education program on Homelessness and Homelessness Prevention.
- Launched the redesigned Parry Sound DSSAB website, enhancing accessibility and user experience.
- Delivered tenant education sessions across the District, including Parry Sound Non-Profit tenants, and improved overall tenant communication and service delivery.
- Participated in delegations with Ministry representatives on behalf of the DSSAB and Northern Ontario at conferences held by the Association of Municipalities of Ontario (AMO), the Rural Ontario Municipalities Association (ROMA), and the Northern Ontario Service Deliverers Association (NOSDA).
- Continued active participation in policy and information exchange conferences held by the Ontario Municipal Social Services Association (OMSSA) including DSSAB access to the Infrastructure Ontario Loan Program and targeted action on homelessness.
- Continued building and strengthening relationships with local MP and MPP



March 11, 2026

RE: 2025 Food and Housing Affordability Data

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At the Township of Carling's Regular Meeting of Council held on March 10, 2026 Council passed the following resolution:

**26-020.7**

**Moved by Councillor Wing  
Seconded by Councillor Doubrough**

**WHEREAS** improved financial stability allows municipal residents to participate, contribute and invest in their local economies and communities;

**AND WHEREAS** poverty puts additional pressure on municipalities, who are responsible for delivering necessary public and social services to support residents who are struggling with the consequences of inadequate income;

**AND WHEREAS** income is an important social determinant of health that greatly impacts on physical and mental health;

**AND WHEREAS** the 2025 North Bay Parry Sound food affordability results show that households reliant on social assistance do not have enough money for the costs of living;

**NOW THEREFORE BE IT RESOLVED** that the Township of Carling supports efforts to raise awareness about and work to reduce poverty, homelessness and food insecurity;

**AND FURTHER BE IT RESOLVED** that the Township of Carling endorse the recommendations from the North Bay Parry Sound District Health Unit and call on the Province of Ontario to increase Ontario Works and Ontario Disability Support Programs rates to reflect the costs of living and index Ontario Works rates to inflation going forward;

**AND FURTHER BE IT RESOLVED** that the Township of Carling provide correspondence of these resolutions to the North Bay Parry Sound District Health Unit, neighbouring municipalities, Graydon Smith MPP, Parry Sound –Muskoka, Scott Aitchison MP, Parry Sound –Muskoka, District of Parry Sound Social Services Administration Board (DSSAB), Associations of

Municipalities of Ontario, Federation of Northern Ontario Municipalities and the Council of Ontario Medical Officers of Health

**Carried**

If you require further information, please do not hesitate to contact the undersigned at 705-342-5856 ext. 9181 or mtaylor@carling.ca

Sincerely

A handwritten signature in cursive script, appearing to read "Mackenzie Taylor".

Mackenzie Taylor  
Deputy Clerk

CC: North Bay Parry Sound District Health Unit  
Municipalities in North Bay Parry Sound Health Unit District  
Graydon Smith, Minister of Provincial Parliament for Parry Sound –Muskoka  
Scott Aitchison, Minister of Parliament for Parry Sound –Muskoka  
District of Social Services Administration Board  
Association of Municipalities of Ontario  
Federation of Northern Ontario Municipalities  
Council of Ontario Medical Officers of Health



11.2

March 16.

The Natural Place to Be

**SENT VIA EMAIL:** [premier@ontario.ca](mailto:premier@ontario.ca)

March 9<sup>th</sup>, 2026

The Honourable Doug Ford  
Premier of Ontario  
Legislative Building, Room 281  
Queens Park  
Toronto, ON M7A 1A1

Dear Premier Ford;

**RE: Food and Housing Affordability in the Nipissing and Parry Sound Districts**

At the regular meeting of the Township of Seguin Council held March 2<sup>nd</sup>, 2026, Council passed Resolution No. 2026-059 endorsing the recommendations of the North Bay Parry Sound District Health Unit regarding housing and food security.

Copy of Resolution No. 2026-059 is enclosed.

Sincerely,

Donna McLeod  
Clerk's Department

Inc.

cc: Hon. Michael Parsa, Minister of Children, Community and Social Services  
Hon. Sylvia Jones, Minister of Health

Victor Fedeli, MPP, Nipissing

Graydon Smith, MPP, Parry Sound-Muskoka

John Vanthof, MPP, Timiskaming-Cochrane

District of Parry Sound Social Services Administration Board

District of Nipissing Social Services Administration Board

North Bay Parry Sound District Health Unit

March 16

Resolution No. 2026-059



**The Corporation of  
the Township of Seguin**

Moved by CG Greg Gietty

Seconded by KA Ken Adams Date March 2nd, 2026

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**WHEREAS**, improved financial stability allows municipal residents to participate, contribute, and invest in their local economies and communities;

**AND WHEREAS**, poverty puts additional pressure on municipalities, who are responsible for delivering necessary public and social services to support residents who are struggling with the consequences of inadequate income;

**AND WHEREAS**, poverty, homelessness and food insecurity have detrimental impacts on physical and mental health;

**AND WHEREAS**, income is an important social determinant of health that greatly impacts a household's ability to pay for the basic costs of living, including housing and food;

**AND WHEREAS**, the 2025 North Bay Parry Sound food affordability results show that households reliant on social assistance do not have enough money for the costs of living.

**NOW THEREFORE BE IT RESOLVED THAT** The Corporation of the Township of Seguin does hereby support efforts to raise awareness about, and work to reduce poverty, homelessness and food insecurity.

**AND FURTHER BE IT RESOLVED THAT** The Corporation of the Township of Seguin does hereby endorse the recommendations from the North Bay Parry Sound District Health Unit and call on the Province of Ontario to increase Ontario Works and Ontario Disability Support Program rates to reflect the costs of living, and index Ontario Works rates to inflation going forward.

**AND THAT** a copy of this resolution be forwarded to the Honourable Doug Ford (Premier), the Honourable Michael Parsa (Minister of Children, Community and Social Services), the Honourable Sylvia Jones (Minister of Health), Victor Fedeli,



**The Corporation of  
the Township of Seguin**

MPP (Nipissing), Graydon Smith, MPP (Parry Sound-Muskoka), John Vanthof, MPP (Timiskaming-Cochrane), the District of Parry Sound Social Services Administration Board, the District of Nipissing Social Services Administration Board and the North Bay Parry Sound District Health Unit.

<u>DIVISION LIST</u>	<u>Yea</u>	<u>Nay</u>	<u>Absent</u>	<u>Abstain</u>
Adams	—	—	—	—
Buszynski	—	—	—	—
Collins	—	—	—	—
Fellner	—	—	—	—
Finnson	—	—	—	—
Getty	—	—	—	—
MacDiarmid	—	—	—	—

CARRIED *CPM*

DEFEATED —

## Ok. Nipissing Parry Sound Overdose Incident Report

This report will be updated and sent weekly, every Monday, to inform community organizations and first responders of overdoses and/or negative drug reactions within our community.

	Overdoses or Negative Reactions Reported	Deaths Reported	Date	Number of Times 911 Called	Location	Substances Involved
<b>Week 49: April 20<sup>th</sup> to April 26<sup>th</sup>, 2026</b>	9	0	April 16 <sup>th</sup> , 2026 April 20 <sup>th</sup> , 2026 (4) April 21 <sup>st</sup> , 2026 April 23 <sup>rd</sup> , 2026 (2) April 16 <sup>th</sup> , 2026	7	North Bay (7) Parry Sound (2)	Crack Fentanyl (4) Unknown Opioid (4)
<b>Week 48: April 13<sup>th</sup> to April 19<sup>th</sup>, 2026</b>	7	0	April 12 <sup>th</sup> , 2026 April 13 <sup>th</sup> , 2026 (2) April 15 <sup>th</sup> , 2026 (3) April 17 <sup>th</sup> , 2026	6	Magnetawan First Nation Nipissing First Nation (2) North Bay (2) Parry Sound (2)	Alcohol Cocaine (2) Crack Fentanyl (3) Polypharmacy Prescription Opioids Unknown Opioid
<b>Week 47: April 6<sup>th</sup> to April 12<sup>th</sup>, 2026</b>	8	1	April 6 <sup>th</sup> , 2026 (2) April 7 <sup>th</sup> , 2026 (3) April 8 <sup>th</sup> , 2026 April 9 <sup>th</sup> , 2026 April 11 <sup>th</sup> , 2026	7	Nipissing First Nation North Bay (6) West Nipissing	Fentanyl (3) Unknown Opioid (5)
<b>Week 46: March 30<sup>th</sup> to April 5<sup>th</sup>, 2026</b>	13	3	March 30 <sup>th</sup> , 2026 April 1 <sup>st</sup> , 2026 (5) April 2 <sup>nd</sup> , 2026 (3) April 3 <sup>rd</sup> , 2026 (2) April 4 <sup>th</sup> , 2026 (2)	13	Nipissing First Nation (4) North Bay (9)	Fentanyl (4) Unknown Opioid (9)

<b>Week 45:</b> March 23 <sup>rd</sup> to March 29 <sup>th</sup> , 2026	0	0	N/A	N/A	N/A	N/A
<b>Week 44:</b> March 16 <sup>th</sup> to March 22 <sup>nd</sup> , 2026	8	0	March 3 <sup>rd</sup> , 2026 March 4 <sup>th</sup> , 2026 March 7 <sup>th</sup> , 2026 March 8 <sup>th</sup> , 2026 March 16 <sup>th</sup> , 2026 (4)	6	North Bay (2) Parry Sound (2) On Reserve (Name Supressed) Parry Sound, Uno, Centre Part Powassan Seguin	Alcohol Cocaine (3) Crack (2) Fentanyl Non-Opioid Pharmaceutical (2) Prescription Opioids
<b>Week 43:</b> March 9 <sup>th</sup> to March 15 <sup>th</sup> , 2026	0	0	N/A	N/A	N/A	N/A
<b>Week 42:</b> March 2 <sup>nd</sup> to March 8 <sup>th</sup> , 2026	1	0	March 3 <sup>rd</sup> , 2026	1	Parry Sound	Fentanyl
<b>Week 41:</b> February 23 <sup>rd</sup> to March 1 <sup>st</sup> , 2026	0	0	N/A	N/A	N/A	N/A
<b>Week 40:</b> February 16 <sup>th</sup>	3	0	February 17 <sup>th</sup> , 2026 February 19 <sup>th</sup> , 2026	2	North Bay	Crack Fentanyl (2)

to February  
22<sup>nd</sup>, 2026

February 22<sup>nd</sup>, 2026

On Reserve (Name  
Supressed)  
Parry Sound

Non-Opioid  
Pharmaceutical

Week 39:  
February 9<sup>th</sup> to  
February 15<sup>th</sup>,  
2026

1

0

February 9<sup>th</sup>, 2026

1

Perry

Non-Opioid

Week 38:  
February 2<sup>nd</sup> to  
February 8<sup>th</sup>,  
2026

3

0

February 2<sup>nd</sup>, 2026 (2)  
February 8<sup>th</sup>, 2026

3

North Bay (3)

Prescription Opioids  
Unknown Opioids (2)

Week 37:  
January 26<sup>th</sup> to  
February 1<sup>st</sup>,  
2026

4

1

January 22<sup>nd</sup>, 2026  
January 29<sup>th</sup>, 2026  
January 30<sup>th</sup>, 2026  
February 1<sup>st</sup>, 2026

4

North Bay (4)

Fentanyl (4)

Week 36:  
January 19<sup>th</sup> to  
January 25<sup>th</sup>,  
2026

4

0

January 20<sup>th</sup>, 2026  
January 23<sup>rd</sup>, 2026  
January 25<sup>th</sup>, 2026 (2)

4

Nipissing  
North Bay  
Parry Sound, Unorganized,  
Northeast Part  
Whitestone

Alcohol (2)  
Cocaine  
Crack  
Fentanyl  
Hallucinogens/Party Drugs  
Polypharmacy  
Prescription Opioids

Week 35:  
January 12<sup>th</sup> to  
January 18<sup>th</sup>,  
2026

2

0

January 17<sup>th</sup>, 2026  
January 18<sup>th</sup>, 2026

2

Perry  
Seguin

Alcohol  
Hallucinogens/Party Drugs  
Marijuana/Cannabis  
Unknown Opioid

2

0

2

Week 35:  
January 12<sup>th</sup> to  
January 18<sup>th</sup>,  
2026

January 17<sup>th</sup>, 2026  
January 18<sup>th</sup>, 2026

Perry  
Seguin

Alcohol  
Hallucinogens/Party Drugs  
Marijuana/Cannabis  
Unknown Opioid

Week 34:  
January 5<sup>th</sup> to  
January 11<sup>th</sup>,  
2026

3

1

December 30<sup>th</sup>, 2025  
January 3<sup>rd</sup>, 2026  
January 5<sup>th</sup>, 2026

1

North Bay (2)  
Seguin

Don't Know (2)  
Non-Opioid  
Pharmaceutical

Week 33:  
December 29<sup>th</sup>  
to January 4<sup>th</sup>,  
2026

0

0

N/A

N/A

N/A

N/A



March 2026

## In this issue a focus on the Ontario and Regional Unemployment and Participation Rates – 2025-2026

### JOBS REPORT FEBRUARY 2026

TOTAL NUMBER OF JOB POSTINGS

467

NIPISSING

133

PARRY SOUND

75

from  
January

14

from  
January

TOP INDUSTRY WITH VACANCIES

NIPISSING

Health Care & Social Assistance (31%)

PARRY SOUND

Health Care & Social Assistance (27.1%)

To view the full report, visit our website  
[www.thelabourmarketgroup.ca](http://www.thelabourmarketgroup.ca)  
[readysethired.ca](http://readysethired.ca)

Questions or concerns?  
Feel free to contact us at  
[info@thelabourmarketgroup.ca](mailto:info@thelabourmarketgroup.ca)



T. 705.478.9713

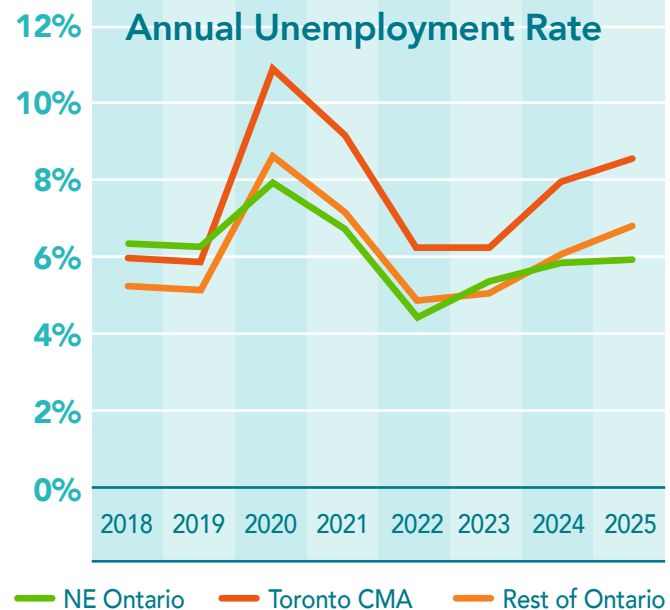
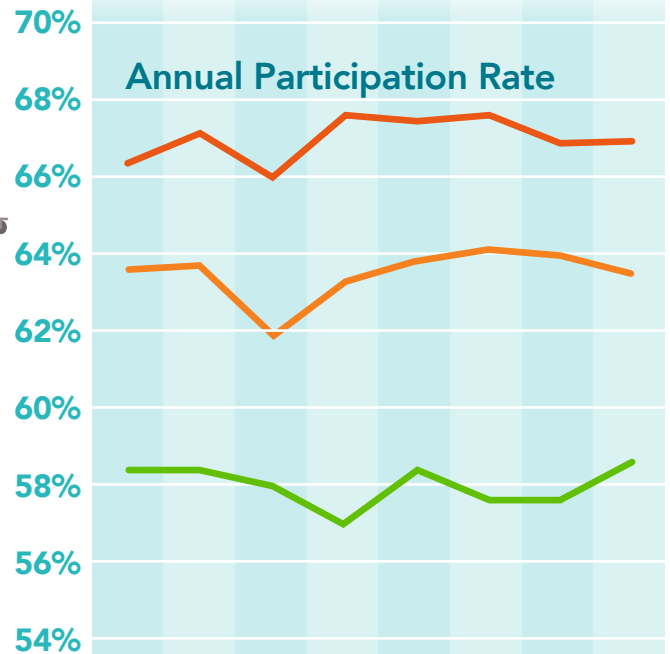
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P1B 3B9

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**The participation rate** measures the percentage of the working-age population (typically age 15 or 16+) that is either employed or actively seeking work (the labour force). It is calculated as  $\text{Labour Force} \div \text{Working-Age Population} \times 100$  and represents the share of the population that is economically active. It includes both employed individuals and those actively looking for work, and helps gauge overall labour market health and economic potential.

**The unemployment rate** measures the percentage of the labour force that is jobless but actively seeking and available for work. It is calculated as  $\text{Unemployed Persons} \div \text{Labour Force} \times 100$  and reflects labour market utilization among those participating in the labour force.



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

# COMPARING MEDIAN EMPLOYMENT INCOME FOR MEN AND WOMEN

The general trend was for incomes to stay in a relatively narrow range between 2017 and 2020, with only Parry Sound males showing consistent growth in their median employment income. In 2021, there was a slight increase in the median employment income figure; In 2022, the median employment income dropped in all areas, in part because lower-paid workers returned to work, but also because inflation actually reduced the real income of individuals.



## Median Employment Income for Men 2017-2023 (2023 dollars)

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

## Median Employment Income for Women 2017-2023 (2023 dollars)

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

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

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

## 2026 WORKFORCE WEEK

APRIL 20 - 24, 2026

STAY TUNED FOR A FULL WEEK OF EVENTS!

Questions or concerns?  
Feel free to contact us at  
info@thelabourmarketgroup.ca



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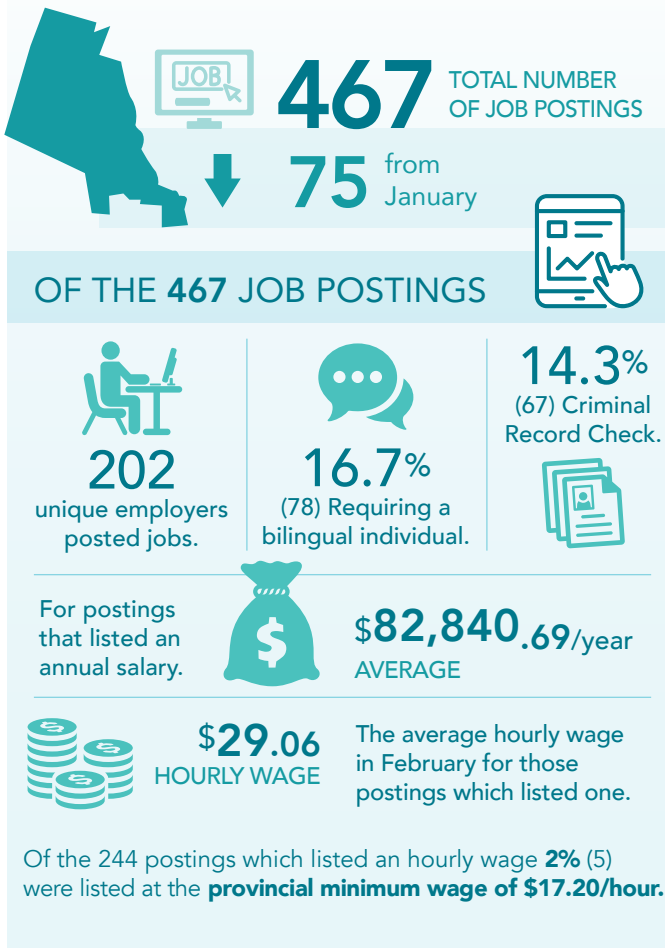
# MONTHLY JOBS REPORT

February 2026

The Labour Market Group  
Guiding partners to workforce solutions.

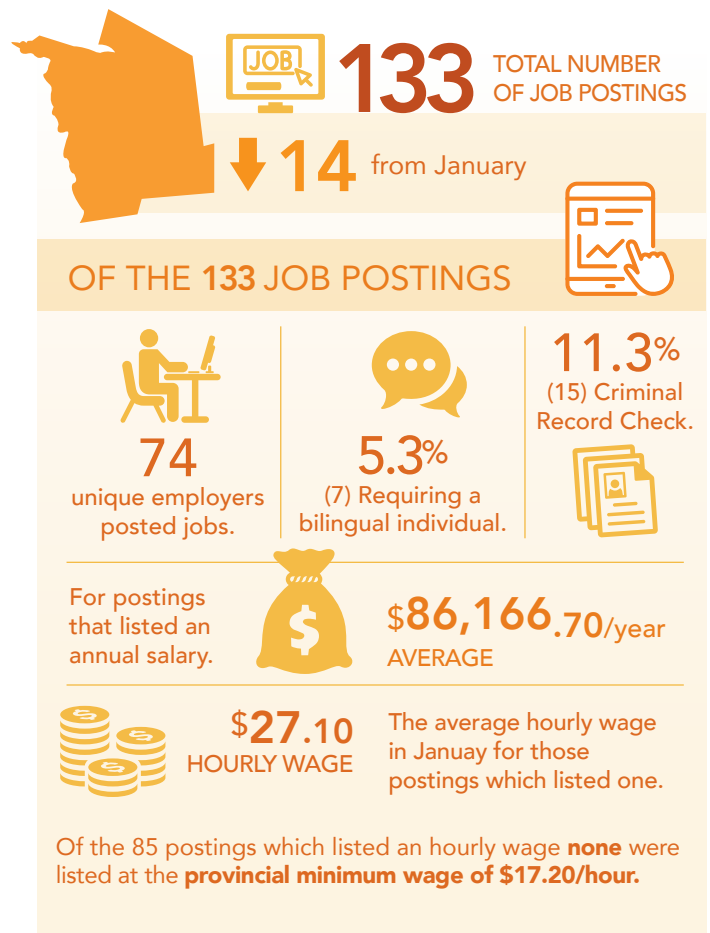
## NIPISSING DISTRICT

There were 467 job postings recorded in February for the Nipissing District, a month-over-month decrease of 13.8% (-75 postings) compared to January. Year-over-year, activity saw a decline of 4.5% (-22 postings) compared to February 2025 (489 postings). Despite this dip from the start-of-year surge, the volume remained stable relative to history, sitting 0.8% above the previous four-year



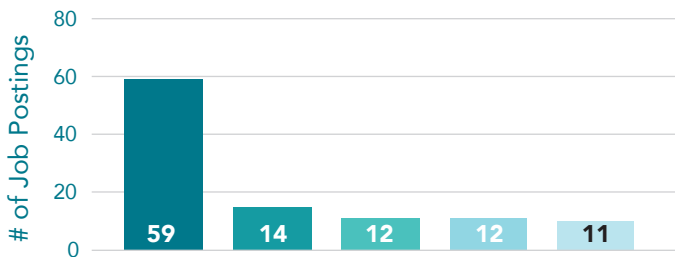
## PARRY SOUND DISTRICT

There were 133 job postings recorded in February for the Parry Sound District, representing a month-over-month increase of 11.8% (+14 postings) compared to January. Year-over-year activity saw a decrease of 13.6% (-21 postings). Despite the modest monthly gain, the volume remained significantly below historical levels, sitting 15.4% below the previous four-year average. Employer participation trended downward with 74 unique employers posting vacancies, a decrease of 7.5% (-6 employers) from January.



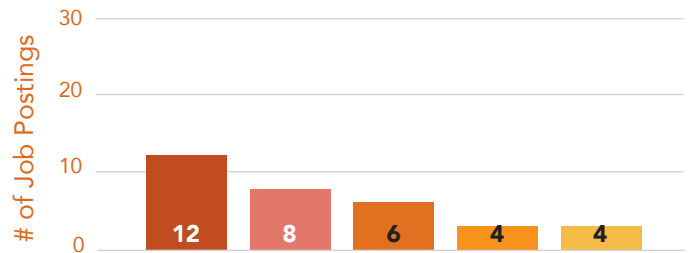
## TOP 5 EMPLOYERS POSTING JOBS

- North Bay Regional Health Centre
- Voyageur Aviation Corp
- Ontario Northland
- West Nipissing General Hospital
- Conseil scolaire catholique Franco-Nord



## TOP 5 EMPLOYERS POSTING JOBS

- West Parry Sound Health Centre
- Wasauksing First Nation
- Home Depot
- Derrick Johnstone Construction
- District of Parry Sound Social Services Administration

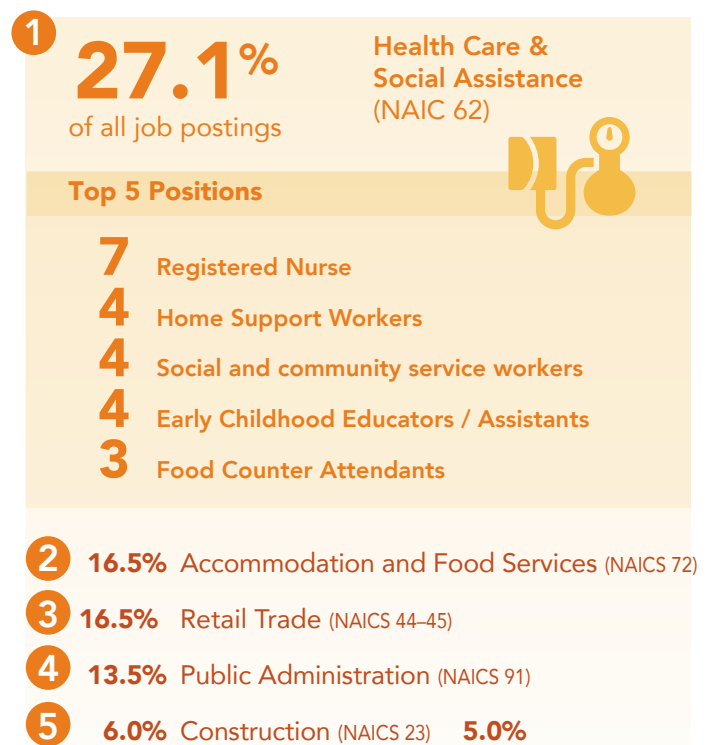


## TOP 5 INDUSTRIES HIRING (NAICS)



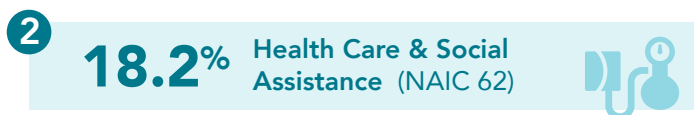
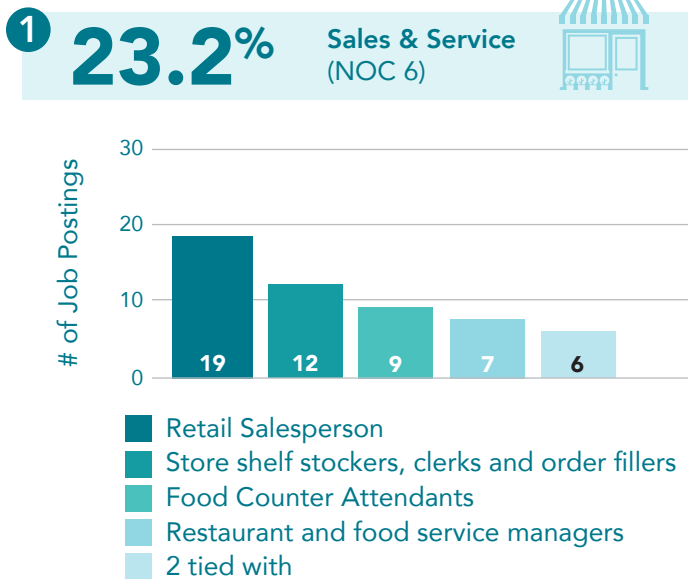
The Health Care and Social Assistance (NAICS 62) sector remained the largest contributor in February, accounting for 29.8% (139) of all postings. The largest month-over-month increase in share occurred in Accommodation and Food Services (NAICS 72), which grew by 1.9% (+6 postings). The largest month-over-month decrease in volume was recorded in the Transportation and Warehousing (NAICS 48-49) sector, which dropped by 1.2% (-14 postings).

## TOP 5 INDUSTRIES HIRING (NAICS)



The Health Care and Social Assistance (NAICS 62) sector remained the largest contributor in February, accounting for 27.1% (36) of all postings. The largest month-over-month increase in share occurred in Accommodation and Food Services (NAICS 72), which grew by 6.5% (+10 postings) as local hospitality businesses began early recruitment for the spring and summer seasons. The largest month-over-month decrease in share was recorded in Educational Services (NAICS 61), which dropped by 4.3% (-5 postings).

## TOP 3 OCCUPATIONAL CATEGORIES (NOC)



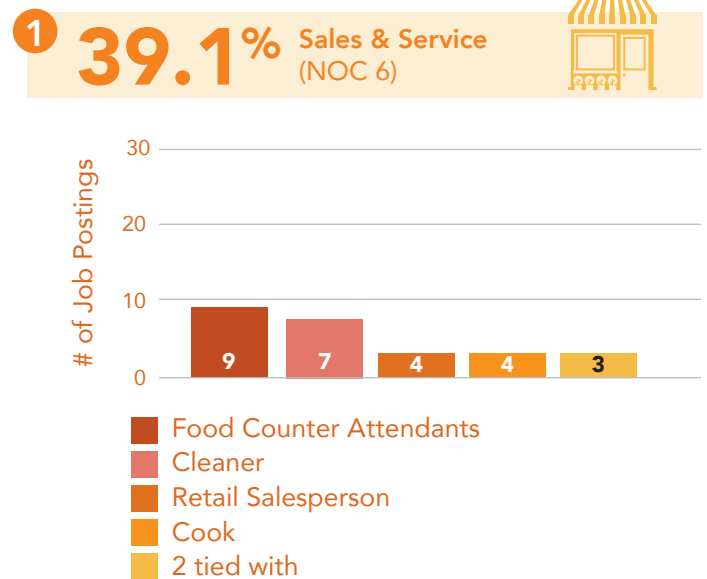
- Registered Nurse (21)
- Registered Practical Nurse (13)
- Nurse aides, orderlies and patient service associates (9)
- Medical laboratory technologists (5)
- 2 tied with (4)



- Financial managers (8)
- Administrative Assistant (7)
- Administrative Officer (7)
- Accounting technicians and bookkeepers (4)
- Receptionist (4)

Sales and Service (NOC 6) remained the largest occupational group, making up 24.8% (116) of postings. The largest month-over-month increase in share was seen in this group, rising by 1.6%. The largest month-over-month decrease in volume occurred in Business, Finance and Administration (NOC 1) with -17 postings. 37 managerial postings were recorded in February, with the highest concentration in Sales and Service (15 roles), and Business, Finance and Administration (13 roles). There were no senior management positions.

## TOP 3 OCCUPATIONAL CATEGORIES (NOC)



- Automotive Service Technician (4)
- Bus drivers, subway operators and other transit operators (3)
- Auto body collision mechanics (2)
- Delivery service drivers (2)
- Material Handler (2)



- Social and community service worker (5)
- Early Childhood Educators / Assistants (5)
- Home Support Worker (4)
- 3 tied with (1)

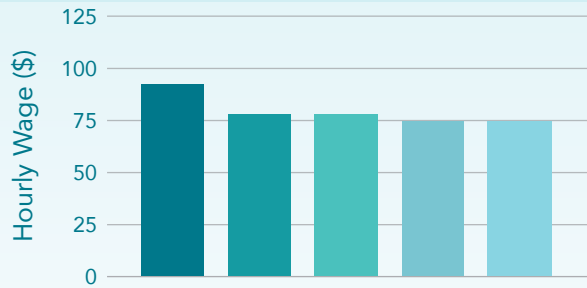
Sales and Service (NOC 6) remained the largest occupational group, making up 39.1% (52) of postings. The largest month-over-month increase in share was seen in Trades, Transportation and Equipment Operators (NOC 7), which rose by 3.1% as technical and transport roles gained momentum. The largest month-over-month decrease in share occurred in Education, Law and Social, Community and Government Services (NOC 4), which fell by 8.2% (-8 postings). 6 managerial positions were advertised in February of which, 3 were in Sales and Service. There were two senior manager roles posted this month, both in the Public Administration industry.

## TOP 5 HOURLY WAGE VACANCIES



**\$91.00**

**Representant(e) Services  
Aux Membres - Verner**  
@ Caisse Alliance



**\$74.46** **Nurse Practitioner - Emergency**  
@ North Bay Regional Health Centre

**\$69.17** **Nurse Practitioner**  
@ West Nipissing General Hospital

**\$66.40** **HRIS Project Manager**  
@ North Bay Regional Health Centre

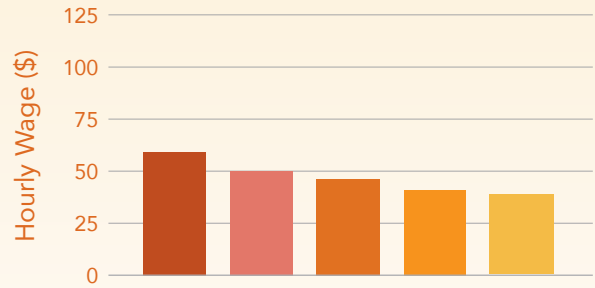
**\$64.17** **Financial Controller**  
@ Hands, TheFamilyHelpNetwork.ca

## TOP 5 HOURLY WAGE VACANCIES



**\$57.68**

**Registered Nurse - Surgical Services**  
@ West Parry Sound Health Centre



**\$50.00** **Automotive Service Technician**  
@ ROAD RUNNER AUTOMOTIVE

**\$46.00** **Marine Technician**  
@ Rosseau Road Powersports and Marine Ltd.

**\$42.27** **Primary Care Paramedic**  
@ West Parry Sound Health Centre

**\$40.00** **Automotive Service Technician**  
@ Adams Bros. Construction

## TOP 3 ANNUAL SALARY VACANCIES

**\$250,000.00**

**General Manager**  
@ Stockfish Automotive Group

**\$135,000.00**

**Financial Controller**  
@ G&P Welding and Ironworks

**\$117,936.00**

**Account Manager - Lumber**  
@ GreenFirst Forest Products Inc.



## TOP 3 ANNUAL SALARY VACANCIES

**\$166,167.00**

**Chief Municipal Manager**  
@ Ontario Municipal Administrators  
Association (OMMA)

**\$104,000.00**

**Chef**  
@ Glenn Burney Lodge

**\$80,000.00**

**Accountant**  
@ GF Preston Ltd



**Lowest Annual Salary \$38,000.00**

**Food Service Worker**  
@ Subway

**Lowest Annual Salary \$52,000.00**

**Sales Manager - Retail (Assistant)**  
@ Mark's/L'quipieur

52.2% (244 postings) listed an hourly wage in February, with an average of \$29.06/hour. This represents a 2.4% decrease (-\$0.70) from the 12-month average of \$29.76/hour, as the market adjusted following the high wage offerings seen in January. Only 2.0% (5 postings) were listed at the provincial minimum wage. For postings that listed an annual salary, the average was \$82,840.69, which is 3.8% higher (+\$3,060.82) than the 12-month average.

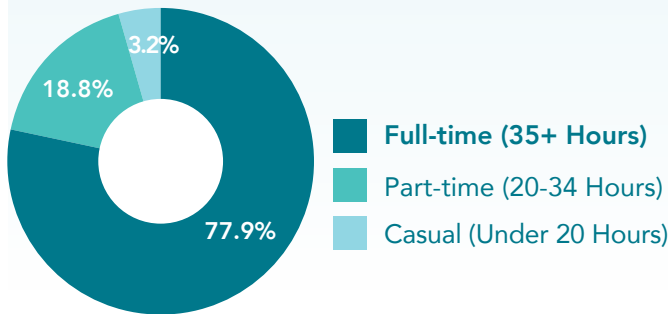
63.9% (85 postings) listed an hourly wage in February, with an average of \$27.10/hour. This represents a 1.5% decrease (-\$0.40) from the 12-month average of \$27.50/hour. None of the postings were listed at the provincial minimum wage. For postings that listed an annual salary, the average was \$86,166.70, which is 15.6% higher (+\$11,633.23) than the 12-month average, though this figure is influenced by a smaller sample size.

## FULL-TIME / PART-TIME BREAKDOWN

**77.9%** of listings in February

↓ **0.5%**  
from January

77.9% of job postings (364) in February were for full-time positions. This represents a slight decrease of 0.5% from January (78.4%)



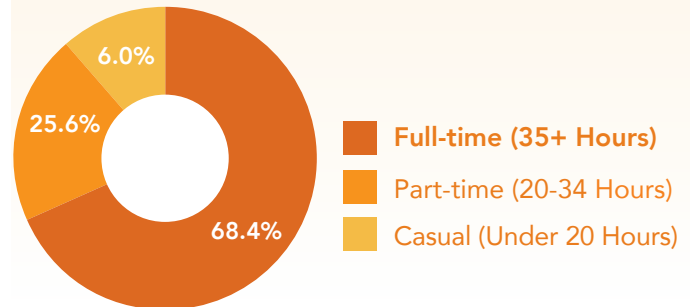
**467** Postings listed hours offered (100%)

## FULL-TIME / PART-TIME BREAKDOWN

**68.4%** of listings in February

↑ **7.9%**  
from January

68.4% of job postings (91) in February were for full-time positions. This represents an increase of 7.9% from January (60.5%), perhaps a signal that employers are moving back to full-time stability after a brief spike in part-time and casual offerings at the start of the year.



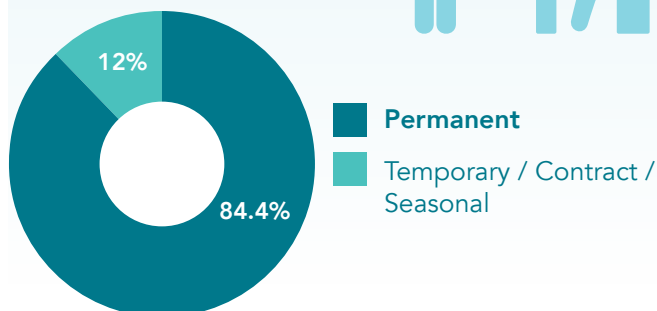
**133** Postings listed hours offered (100%)

## TERM OF EMPLOYMENT

**84.4%** of listings in February

↓ **3.6%**  
from January

84.4% (394) of postings in February were for permanent positions, compared to 88.0% in January, a decrease of 3.6%.



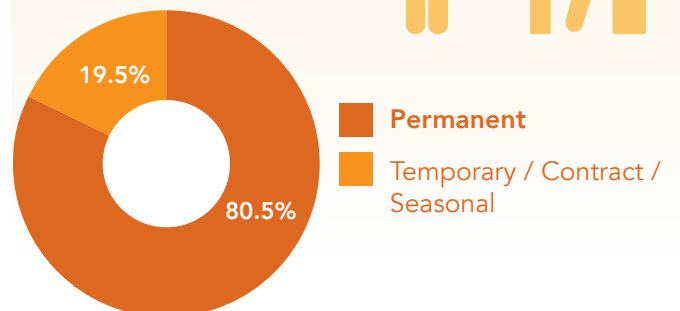
**467** Postings listed hours offered (100%)

## TERM OF EMPLOYMENT

**80.5%** of listings in February

↓ **1.5%**  
from January

80.5% (107) of postings in February were for permanent positions, compared to 82.4% in January, a decrease of 1.9%.



**133** Postings listed hours offered (100%)

# ALL EMPLOYERS WITH POSTINGS IN MONTH



## NIPISSING DISTRICT

401 Auto - North Bay Chrysler  
 A&S Towing  
 A&W Restaurant  
 A1 Blasting Mats  
 Action Car and Truck Accessories  
 Aecom  
 Alzheimer Society Sudbury-  
 Manitoulin North Bay and  
 Districts  
 Aramark Canada Ltd.  
 Bayshore Health Care  
 Best Western North Bay Hotel  
 & Conference Centre  
 Beyond Sushi  
 Binx Professional Cleaning  
 Black & McDonald Limited  
 Blue Sky Family Health Team  
 Boart Longyear Inc.  
 Bradwick Property Management  
 Brainworks  
 Brand Momentum Inc.  
 Bumper to Bumper - H.E. Brown  
 CJ Limited - Charm Diamond  
 Centres  
 CTS Canadian Career College  
 Caisse Alliance  
 Callon Dietz  
 Campus Living Centres  
 Canada Post  
 Canadian Adventure Camp  
 Canadian Forces Morale  
 and Welfare Services  
 Canadian Mental Health  
 Association  
 Canadore College  
 CarePartners  
 Carter's|OshKosh  
 Cascades Casino  
 Cementation Canada  
 Chad's Grass Snow and More  
 Chatters  
 Cineplex Inc.  
 Closing the Gap Healthcare  
 Columbia Forest Products Ltd  
 Commissionaires  
 Community Counselling Centre  
 of Nipissing  
 Community Living North Bay  
 Conseil scolaire catholique  
 Franco-Nord  
 Conseil scolaire public du  
 Nord-Est de l'Ontario  
 Contrans Flatbed Group  
 Cooper Equipment Rentals  
 Cosmoprof Canada  
 Crisis Centre North Bay  
 DECO Windshield Repair  
 Dawson Dental  
 Defence Construction Canada

Designed Roofing Inc  
 District of Nipissing Social Services  
 Administration Board  
 Dominos Pizza  
 Dynamic Dentistry  
 Dyno Nobel  
 EMCO Corporation  
 EMJ Metals  
 Eagles Nest Gas Bar  
 Ecotrex Ltd.  
 Empire Living Centre  
 Englobe Corp.  
 Evergreen Landscaping  
 Executive Aviation  
 FDM4  
 Fairfield Inn & Suites by Marriott  
 North Bay  
 Fastenal  
 Fat Bastard Burrito Co.  
 First Onsite  
 First Student / First Transit  
 Foundation Health Canada  
 Fowler Construction  
 G&P Welding and Ironworks  
 GATEWAY ELECTRIC MOTORS  
 GFL Environmental  
 GardaWorld  
 Gardewine  
 Gateway Optometry  
 Gervais Restaurant and Tavern,  
 Country Style Donuts  
 Giant Tiger  
 Gincor Werx  
 GoodLife Fitness  
 Green Vision  
 GreenFirst Forest Products Inc.  
 Guy's Tire Sales Inc  
 North Bay Hydro  
 North Bay Machining Centre Inc.  
 North Bay Mazda  
 North Bay Museum  
 North Bay Parry Sound District  
 Health Unit  
 North Bay R.C Cemeteries  
 North Bay Regional Health Centre  
 North Bay Symphony Orchestra  
 North Bay-Mattawa Conservation  
 Authority  
 North Care Dental  
 Northern Credit Union  
 One Kids Place Children's Medical  
 Treatment Center of North East  
 Ontario  
 Ontario Health  
 Ontario Ministry of Natural  
 Resources and Forestry  
 Ontario Ministry of Transportation  
 Ontario Northland  
 Oxford Learning Centres, Inc.  
 P&G Auto Parts  
 PHARA  
 ParaMed Home Health Care

Peoples Jewellers  
 PerrinAhmad LLP  
 Popeyes Chicken - North Bay  
 PosPro Financial  
 Premier Mining Products  
 Rahn Plastics Inc.  
 Redpath Mining Contractors  
 and Engineers  
 Regis Canada  
 Riv Chip Stand  
 Robinson's Pharmasave  
 Royal LePage Real Estate  
 S.A. Marshall Enterprises Inc  
 Sangster Law  
 Savage Ford Sales Limited  
 Science North  
 Scotiabank  
 Seaboard Transport Group  
 Serco Canada Inc.  
 ServiceMaster Restore North Bay  
 Shoppers Drug Mart  
 Sienna Senior Living  
 Sobey's Inc.  
 Stockfish Automotive Group  
 Sturgeon Dental  
 Sturgeon Falls Brush and  
 Contracting Ltd  
 Subway  
 Subway - Pinewood Park Drive  
 Subway - Shirreff Ave.  
 Subway - Trout Lake Road  
 Sword Management  
 TC Energy  
 Taco Bell  
 The Brick North Bay  
 The Children's Aid Society of  
 the District of Nipissing and  
 Parry Sound  
 The Corporation of the City  
 of North Bay  
 The Sisters of St. Joseph of  
 Sault Ste. Marie  
 Tim Hortons  
 Tip Top Tailors  
 Torba Restaurants Inc  
 Trans Canada Safety  
 Tulloch Engineering  
 U-NEED-A-CAB  
 Under the Hood Automotive  
 Union of Ontario Indians  
 United Rentals of Canada Inc.  
 Valois Motel & Restaurant  
 Victorian Order of Nurses / VON  
 Volkswagen North Bay  
 Voyageur Aviation Corp  
 Voyago  
 Wagg's Petroleum Equipment Ltd.  
 Walmart  
 West Nipissing General Hospital  
 Wolseley Canada Inc.  
 YMCA of Northeastern Ontario  
 ZEDD Customer Solutions



## PARRY SOUND DISTRICT

Abell Pest Control Inc.  
 Adams Bros. Construction  
 Almaguin Highlands  
 Community Living  
 Aramark Canada Ltd.  
 Bernard's Bistro On The Lake  
 Bourgeois Ford North  
 Bowman Landscaping  
 and Excavation  
 CIBC  
 CSN Buchans  
 Callander Public Library  
 Camp Kodiak  
 Camp Manitou  
 Canada Post  
 Canadian Mental  
 Health Association  
 Canadian Shield Health  
 Care Services Inc.  
 CarePartners  
 Clara's Place Preschool Inc.  
 Closing the Gap Healthcare  
 Community Living Parry Sound  
 Conseil scolaire catholique  
 Franco-Nord  
 Crofters Food Ltd  
 Derrick Johnstone Construction  
 District of Parry Sound Social  
 Services Administration Board  
 Don Cherry's Sports Grill  
 Parry Sound  
 Eastholme Home for the Aged  
 GF Preston Ltd  
 Gardens of Parry Sound  
 Retirement Home  
 Giesler Marine Limited  
 Glenn Burney Lodge  
 Home Depot  
 Ideal Supply Inc.  
 Jolly Roger Inn & Resort  
 Lee's Cleaning Services  
 Legend Spirits  
 Log Cabin Inn & Catering  
 Magnetawan Grill and Grocery  
 Mark's/L'quipueur  
 Ministry of the Environment,  
 Conservation and Parks  
 Municipality of Callander  
 Nails by Siri  
 No Frills - Stacie and Troy's  
 Ontario Ministry of Natural  
 Resources and Forestry  
 Ontario Municipal Administrators  
 Association (OMMA)  
 Parry Sound Friendship Centre  
 Pizza Hut

Continued on next page

Pizza Hut - Parry Sound  
ROAD RUNNER AUTOMOTIVE  
Rosseau Road Powersports  
and Marine Ltd.  
Royal Bank of Canada  
Shear Perfection  
Sobey's Inc.  
South Parry Lumber  
St. James United Church  
Subway  
Subway - Parry Sound  
The Friends  
The Home Depot - Parry Sound  
The Township of Armour  
Tim Hortons  
Tim Hortons Foundation Camps  
Town and Country Motel  
Town of Parry Sound  
Trestle Brewing Company Limited  
Upton Quality

Value Buds  
Victorian Order of Nurses / VON  
Voyago  
Walmart  
Walmart - Parry Sound  
Wasauksing First Nation  
West Parry Sound Health Centre  
Western Financial Group  
Wilson Transportation LTD  
YMCA of Simcoe/Muskoka



## WHAT IS THE LMG MONTHLY JOBS REPORT?

This Jobs Report is a monthly publication produced by the Labour Market Group.

Each month we compile this report based on our job portal **readysethired.ca**.

**Readysethired.ca** is an online job portal that provides and collects real time job postings within the districts of Nipissing and Parry Sound. These postings are updated daily and provide job seekers with a one stop shop for local current employment opportunities.

FOR MORE INFORMATION & FURTHER DETAILS ABOUT LOCAL JOBS, PLEASE CONTACT :

The Labour Market Group  
readysethired.ca  
info@thelabourmarketgroup.ca



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Guiding partners to workforce solutions.