AGENDA

Thursday, December 11, 2025 at 6:30 p.m.



Board Meeting Via Zoom Video Conference

- 1. CALL MEETING TO ORDER.
- 2. TRADITIONAL LAND ACKNOWLEDGMENT.
- 3. DISCLOSURE OF PECUNIARY INTEREST.
- 4. APPROVAL OF AGENDA. ®
- 5. APPROVAL OF MINUTES: ®
 - **5**.1 November 13, 2025
- 6. DEPUTATIONS & PRESENTATIONS.
- 7. **REPORTS**:
 - 7.1 Chair
 - 7.2 Chief Administrative Officer
 - 7.3 Director of Finance
- 8. OUTSTANDING ISSUES.
- 9. **NEW BUSINESS:**
 - 9.1 Housing Loss Prevention and Encampment Response Strategy 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) a decision concerning negotiations for an agreement or contract between the Board and a third party
- ii) the disclosure of intimate, personal or financial information in respect of a member of the Board or a committee or an employee or perspective employee of the Board

11. CORRESPONDENCE:

11.1 NBPSDHU Overdose Report

12. ADJOURNMENT. ®

MEETING MINUTES

Thursday, November 13, 2025 at 6:30 PM



Board Meeting Location: 1 Beechwood Drive, Parry Sound, Ontario (In-Person)

Board Members Present:

Jerry Brandt
Gail Finnson
Sharon Smith
Tom Lundy
Irene Smit
Janice Bray
Ted Collins
Teri Brandt
Peter McIsaac
Rick Zanussi
Teresa Hunt
Jamie McGarvey

Board Members Absent:

Sean Cotton Joel Constable

Staff:

Tammy MacKenzie, CAO JJ Blower, Communications Officer Sylvia Roy, Director of Finance Danielle Villeneuve, Director of Human Resources

1. CALL MEETING TO ORDER:

The meeting was called to order by Rick Zanussi at 6:30 PM.

- 2. TRADITIONAL LAND ACKNOWLEDGMENT.
- 3. DISCLOSURE OF PECUNIARY INTEREST.
- 4. APPROVAL OF AGENDA

Resolution 25 11 01

CARRIED

Moved by Teresa Hunt

Seconded by Irene Smit

"THAT the agenda of the Regular Meeting of the Board held on November 13, 2025 be accepted as presented."

5. APPROVAL OF MINUTES:

5.1 October 9, 2025

Resolution 25 11 02

CARRIED

Moved by Tom Lundy

Seconded by Jerry Brandt

"THAT the Board meeting minutes of Thursday, October 9, 2025 be approved as presented."

6. DEPUTATIONS & PRESENTATIONS.

7. REPORTS:

7.1 Chair

A verbal report was presented by the Chair, noting that our DSSAB continues to exceed provincial averages each month in several key areas (as outlined in the OW report). He also highlighted the data in the drug overdoses report.

7.2 Chief Administrative Officer

A written report was provided, and Ms. MacKenzie was available to answer any questions. No submissions have been received to date for the TWOMO board member vacancy, so the posting will remain open. The Sponsor a Family campaign has launched for families supported through Esprit Place or identified under the Special Priority Program in community housing; this marks the third year of the initiative. An Expression of Interest for Affordable Housing Opportunities has been issued and will close next week. The Meadow View property in Powassan currently has one available unit, and interest in that unit has increased over the past week. Our housing teams will be hosting National Housing Day events on November 26th at the Parry Sound DSSAB office and November 27th at the South River Community Centre. The event poster will be shared with the Board, and both events will run from 1:00 p.m. to 3:00 p.m.

7.3 Director of Finance

A verbal report was provided. Ms. Roy presented the Financial Report for the period ending October 31, 2025. It was noted that we have recently been advised of upcoming funding changes, including a reduction of \$114K in Ontario Works, while funding for Esprit Place and the Homelessness Prevention Program will remain consistent with 2025 levels. Child Care funding will decrease by \$21K for EarlyON and \$71K for Child Care Service Management.

Ms. Roy shared that this type of year-to-date financial report will be provided regularly throughout 2026 to give the Board more comprehensive information. Member Gail Finnson commented on the report's clarity and readability. Ms. Roy also highlighted that the reduction in Ontario Works funding is likely related to the transition to centralized intake.

Member Ted Collins suggested that future reports could include a comparison to the previous year when reviewing the budget in December. Ms. Mackenzie explained that this is difficult because funding structures change significantly from year to year; such comparisons are typically prepared during the audit, when program and funding adjustments can be fully accounted for.

8. OUTSTANDING ISSUES.

9. **NEW BUSINESS:**

9.1 Board Meeting Dates 2026

A list of dates was provided to the Board for 2026 meetings.

10. IN-CAMERA: 1

Resolution 25 11 03

CARRIED

Moved by Teri Brandt Seconded by Sharon Smith

"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:

ii) the disclosure of intimate, personal or financial information in respect of a member of the Board or a committee or an employee or perspective employee of the Board."

Resolution 25 11 04

CARRIED

Moved by Peter McIsaac Seconded by Gail Finnson

"THAT the Board now rises out of In-Camera without report."

11. CORRESPONDENCE.

11.1 NBPSDHU Overdose Report

12. ADJOURNMENT.

Resolution 25 11 05

CARRIED

Moved by Janice Bray Seconded by Ted Collins

"THAT the Board meeting now be adjourned at 7:14PM, and that the next Regular meeting be held Thursday, December 11, 2025 at the hour of 6:30 PM via Zoom Video Conference."



Chief Administrative Officer's Report

December 2025

Mission Statement

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

OMSSA Policy Conference (Toronto, ON. December 2-4, 2025)

From December 2-4th, I was pleased to attend the OMSSA 2025 Policy Conference alongside our Director of Income Support & Stability, and Director of Women's Services. This year's conference, coinciding with OMSSA's 75th anniversary, provided a timely forum to explore evolving social and economic pressures on Ontario's social assistance and human services systems.

We were especially proud to participate in and support the launch of OMSSA's 2026–2029 Strategic Plan. Our involvement underscores both our commitment to system-wide collaboration and our dedication to shaping policies that strengthen income support and stability, women's services, housing services, and children's services across the province. The insights gained and the relationships reinforced at the conference will inform our strategic planning and service delivery as we move into 2026.



(Pictured: Aaron Stauch, OMSSA Executive Director launches the 2026-2029 Strategic Plan at the OMSSA Policy Conference in Toronto.



We would also like to congratulate Henry Wall, past CEO of the Kenora District Services Board, who was recognized at the conference with the Patti Moore Human Services Integration Award and honoured for his outstanding service as President of OMSSA's Board. This is an achievement we proudly celebrate alongside our Northern partners! (Pictured at left, Henry Wall, past CEO of Kenora District Services Board, and NOSDA Partner).

Housing & Homelessness Plan Update

The Housing Operations and Service Management department is updating the District's Housing and Homelessness Plan, along with developing a Housing Needs Assessment. Consultations will begin in January 2026 through surveys, focus groups, interviews, and discussions with those with lived experience. This plan helps us understand what type of housing people are in need of, what supports are working well, and where improvements are needed across the district. This update will look at understanding the current and future housing needs, identify gaps in supports for people experiencing homelessness and affordability concerns, strengthening partnerships between service providers, and plan for housing growth over the next decade. The final plan is due to the Ministry of Municipal Affairs and Housing by May 29, 2026. VINK Consulting will lead us through this process. Board and Leadership engagement will be essential as the process moves forward.

Early Childhood Educators Professional Learning Event

On October 24, 2025, the Child Care Service Management team hosted a full-day professional learning event for Early Childhood Educators from across the District of Parry Sound at the Bobby Orr Community Centre. The workshop, *Growing the Heart of Our Work*, was facilitated by

Jessica and Karen from Discovery Professional Learning and focused on reconnecting educators with their purpose through values-driven practice, reflection, and the power of play.

A total of 111 participants attended the session, which featured an inspiring keynote on cultivating passionate, pedagogical, and playful cultures, followed by interactive, play-based breakout sessions exploring equity, inclusion, and meaningful learning environments. The day offered educators the opportunity to recharge, deepen their practice, and strengthen connections within the early learning community.



National Housing Day Event

On November 24, 2025, our Housing team hosted a well-attended National Housing Day event at our Parry Sound office from 1:00-3:00 p.m., welcoming community partners and members of the public. Due to winter weather, the event planned for South River has been postponed, to

a date to be determined.





'Everyday Impact'

This month, we are proud to recognize Amanda VanKoughnett, HR Coordinator, for her outstanding commitment and quick action in responding to a last-minute challenge to our First Aid training schedule.

When the facilitator unexpectedly cancelled the day before the sessions were set to begin, Amanda immediately understood the impact this could have on our licensing requirements for child care facilities at the shelter and the essential training needs of staff working throughout the community. Rather than accepting a delay, she stepped in without hesitation.

Drawing on her strong relationships and deep understanding of organizational needs, Amanda worked tirelessly to secure a new facilitator and coordinate fresh training dates on an extremely tight timeline. She collaborated closely with supervisors, communicated



swiftly with employees, and ensured that every detail - from attendance to logistics - was handled with care. Thanks to her diligence and determination, the new sessions proceeded smoothly and were highly successful.

Amanda's passion for supporting staff and her unwavering dedication to fostering a safe, well-prepared workplace truly shine through in moments like this. Her commitment to employee training not only safeguards our compliance but also strengthens the confidence and readiness of our teams across the organization. We are grateful for Amanda's leadership, resilience, and the everyday impact she brings to DSSAB.

Licensed Child Care Programs

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

Age Group	Fairview ELCC	First Steps ELCC	Highlands ELCC	Waubeek ELCC	НССР	Total
Infant (0-18M)	3	1	3	4	13	24
Toddler (18-30M)	5	6	11	26	29	77
Preschool (30M-4Y)	16	15	17	26	46	120
# of Active Children	24	22	31	56	88	221

Fairview ELCCC has children ready to be enrolled as soon as they turn 18 months of age and will be at their operational capacity by January. The Home Child Care Program had one approved home close this month and have 16 active homes remaining, 11 in east Parry Sound and 5 on the west.

School Age Programs October 2025

Location	Enrollment
Mapleridge After School	26
Mapleridge Before School	10
Home Child Care	23
# of Active Children	59



Inclusion Support Services October 2025

Age Group	EarlyON	Licensed ELCC's	Monthly Total	YTD Total	Waitlist	New Referrals	Discharges
Infant (0-18M)	0	0	0	5	0	0	0
Toddler (18-30M)	5	12	17	26	0	5	0
Preschool (30M-4Y)	11	33	44	54	0	6	0
School Age (4Y+)	1	13	14	26	0	1	3
Monthly Total	17	58	75		0	12	3
YTD Total	37	77		114	18	55	31

Fairv their mon

EarlyON Child and Family Programs October 2025

Activity	June 2025	July 2025	Aug 2025	Sept 2025	YTD
Number of Child Visits	864	754	1348	1701	9164
Number of Unique Children Attending			164YTD		
Number of Adult Visits	688	582	951	1232	7006
Number of Unique Adults Attending			134 YTD		
Number of Professionals (NEW stat July 2025)		21	25	49	95
Number of Virtual Programming Events	10	8	10	10	74
Number of Engagements through Social Media	117	102	85	218	1,123
Number of Views through Social Media	14,644	21,627	19,900	37,990	186,776



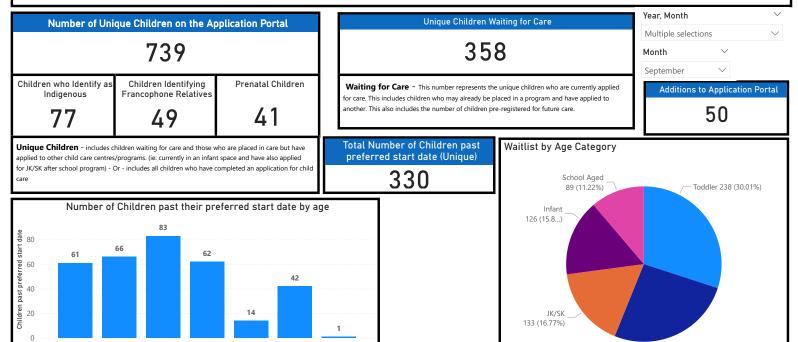


5

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 September 2025

Pre-School 207 (26.1%)



Toddler

School Age Preschool,

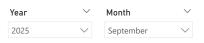
Preschool

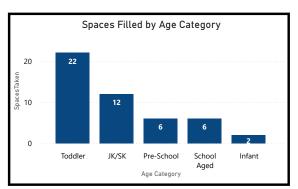
Age Category

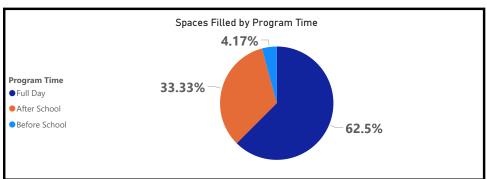
JK/SK

Infant

Aged Out



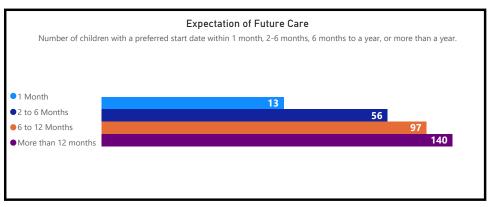




Children Placed	Spaces Filled
46	48

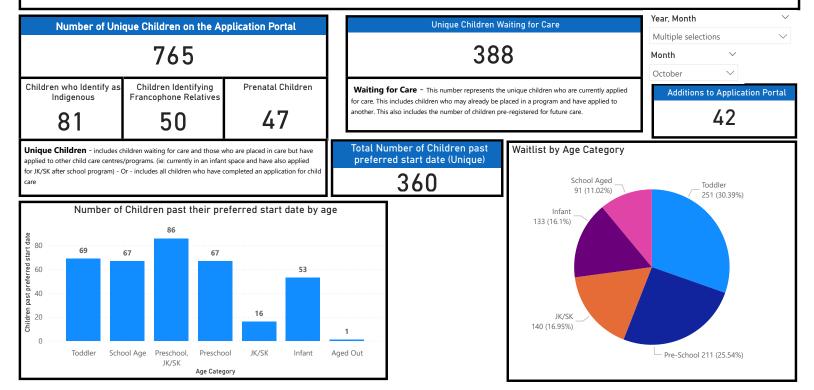
 $\label{lem:children} \textbf{Children Placed -} \ \ \text{The number of unique children placed in a program}.$

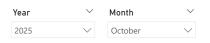
Spaces Filled - The number of spaces filled by a child. A child may be placed in more than one space, ie: before school space and after school space.

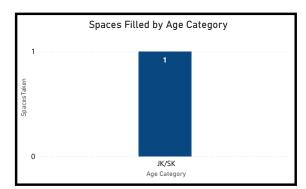


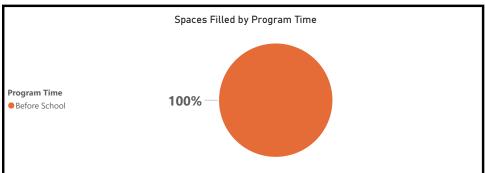
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Data for October 2025





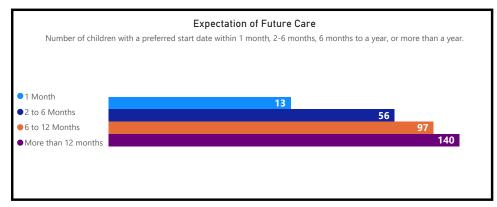


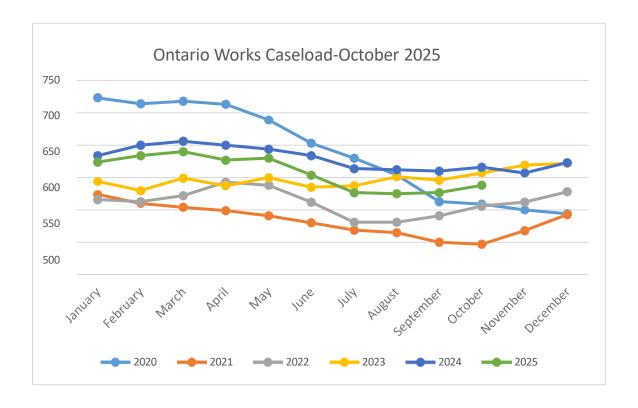


Children Placed	Spaces Filled
1	1

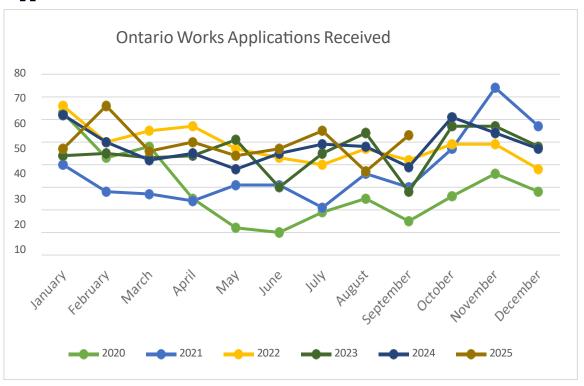
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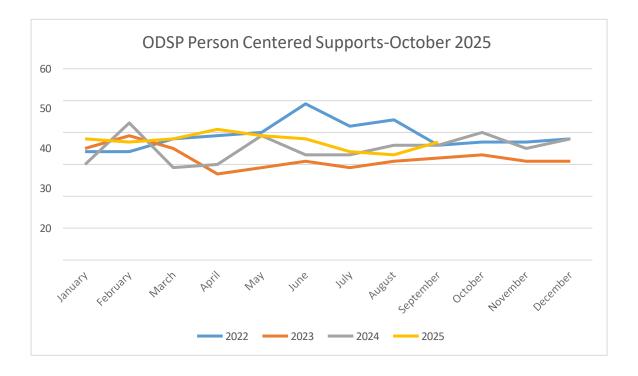




Ontario Works Intake Unit - Social Assistance Digital Application (SADA) Ontario Works Applications Received



ODSP Participants Receiving Person Centred Supports through Ontario Works



The OW Caseload continues to hold steady at **588** cases. We are providing **36** ODSP participants Person-Centred Supports. We also have **61** Temporary Care Assistance cases. **51** 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

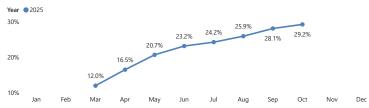
Percentage of OW + NDA Members with mandatory participation requirements that have created a Social Assistance Action Plan (Cumulative Year-to-Date)*



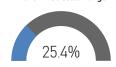
Provincial Value for Latest Month in Selected Range



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



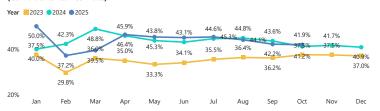
Percentage of Ontario Works cases exiting to employment (Cumulative Year-to-Date)
Year 2023 2224 2225



Provincial Value for Latest



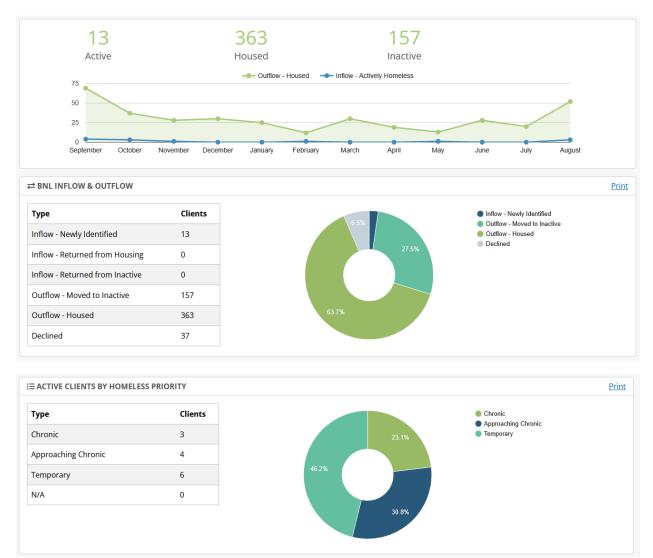
Percentage of Ontario Works cases who exit the program and return within one year (Cumulative Year-to-Date)



Provincial Value for Latest Month in Selected Range



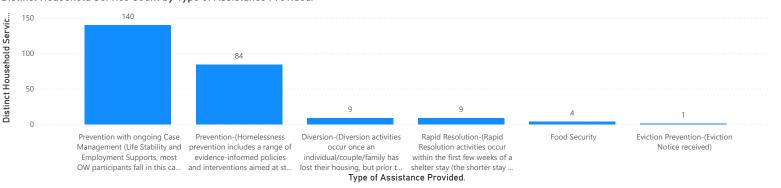
The By Name List is real-time list of all known people who are experiencing homelessness in our community that are willing to participate in being on the list and connecting with our agency for ongoing support to maintain affordable and sustainable housing. The individuals who are connected to this program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



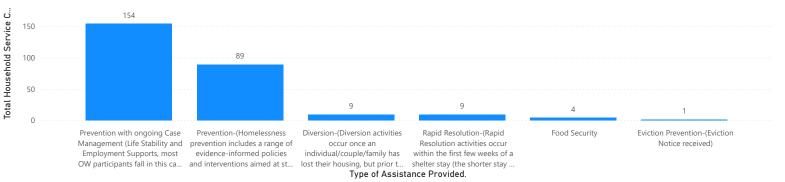
Month

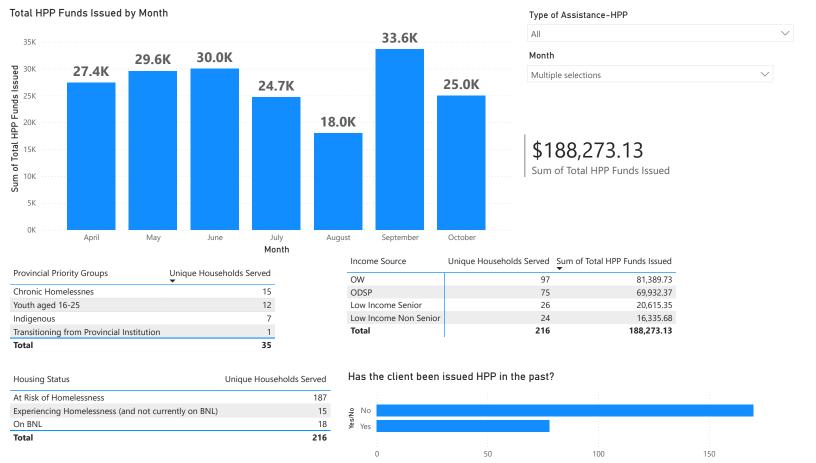
Multiple selections

Distinct Household Service Count by Type of Assistance Provided.



Total Household Service Count by Type of Assistance Provided.





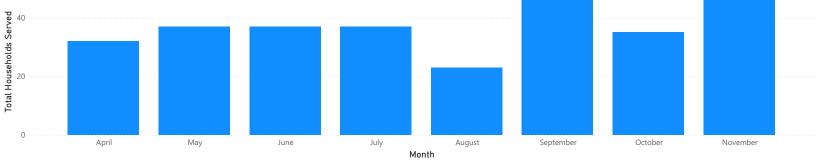
Type of Assistance Provided.	Low Income Non Senior	Low Income Senior	ODSP	OW	Total ▼
Prevention with ongoing Case Management (Life Stability and Employment Supports, most OW participants fall in this category)	6	11	36	89	140
Prevention-(Homelessness prevention includes a range of evidence-informed policies and interventions aimed at stopping housing loss before it occurs.)	14	14	46	10	84
Diversion-(Diversion activities occur once an individual/couple/family has lost their housing, but prior to shelter entry or first night sleeping outside. Explore safe, appropriate options in community or mediation.)	4		1	4	9
Rapid Resolution-(Rapid Resolution activities occur within the first few weeks of a shelter stay (the shorter stay the better) or time on the street when an individual/couple/family cannot be diverted.)	1	1	2	5	9
Food Security				4	4
Eviction Prevention-(Eviction Notice received)	1				1
Total	26	26	84	112	246



248

Total Households Served

Total Households Supported through HPP by Month-All



Parry Sound District Housing Corporation

October 2025

Activity for Tenant Services

	Current	YTD
Move outs	1	18
Move in (centralized waitlist along with internal transfers)	4	30
L1/L2 hearings	2	13
N4 Delivered to tenant or filed with the LTB– Notice of eviction for non-payment of rent	0	6
N5 Filed with the LTB- notice of eviction disturbing the quiet enjoyment of the other occupants	5	16
N6 Filed with the LTB –notice of eviction for illegal acts or misrepresenting income for RGI housing	0	1
N7 Filed with the LTB – notice of eviction for willful damage to unit	0	1
Repayment agreements—new (formal &	1	17
No Trespass Order	1	1
Mediation/Negotiation/Referrals	19	206
Tenant Home Visits/Wellness Checks	18	393
Tenant Engagements/Education	0	21

Property Maintenance October 2025

Pest Control		Monthly pest control inspections were completed at 10 buildings. 42 units were inspected. 33 units were inspected. Of the 33, 4 units required treatment.
Vacant Units	6	4 one-bedroom, 2- multiple bedrooms (asbestos abatement, and significant repair contributes to longer vacancy times)
Vacant Units - The Meadow View	2	2 market units
After Hours Calls	2	monitoring station offline, water in basement
Work Orders	84	Work orders are created for our staff to complete routine maintenance repairs for all DSSAB/LHC Buildings
Purchase Orders	222	Purchase Orders are for services, and materials required outside of the Housing Operations Department scope of work for the LHC properties
Fire Inspections	1	Annual fire suppression inspection completed on a 6-storey senior building
Annual Inspections	0	Annual inspections continue across the district
Inspections (other)	11	Housekeeping, Fire Prevention Officer follow up, and preconstruction/postconstruction
Incident Reports	0	

Housing Programs

Social Housing Centralized Waitlist Report October 2025

3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3			
	East Parry Sound	West Parry Sound	Total
Seniors	57	140	197
Families	180	508	688
Individuals	575	176	751
Total	812	824	1636
Total Waitlist Undup		448	



SPP = Special Priority Applicant

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

Month 2024	New App.	New SPP	Cancelled	Housed	SPP Housing	Month 2025	New App.	New SPP	Cancelled	Housed	SPP Housing
Jan	3		2	1		Jan	9	0	0	2	
Feb	5		11	1		Feb	8	0	2	3	
Mar	7		3	3		Mar	9	1	4	1	
Apr	10	1	7			Apr	6	1	10		
May	4	1	5	1		May	11		1	2	
June	1		15	3		June	12	2	1	2	
July	9	1	19			July	14			2	1
Aug	9	1	21			Aug	9	1	1	2	1
Sept	6		16	2		Sept	7	4	1	2	2
Oct	6		9	4		Oct	8		1	1	
Nov	10	1	17	3		Nov					
Dec	11		6	3	2	Dec					
Total	81	5	131	21	2	Total	93	9	21	17	4

Capital Projects October 2025

General Overview

October continued the transition from summer construction into winter preparedness, with several remediation, siding, roofing, and mechanical projects advancing toward completion. Multiple units previously under abatement or interior restoration reached final inspection stages, while ongoing structural and mechanical work continued to address system aging, water infiltration concerns, and long-term asset preservation needs. Planning and procurement activity increased during the month to align the remaining 2025 work with year-end timelines and to prepare for 2026 capital implementation.

Hazardous Material Remediation and Water Damage Repairs

- Abatement and restoration work continued at several locations, with multiple units completing final testing, drywalling, and finishing.
- Clearance inspections were performed on completed abatement sites, allowing turnover processes to begin.
- Additional units identified for remediation through routine inspections were added to the fall workplan, with environmental testing scheduled.
- Repairs related to water damage, including mould remediation and interior restoration, progressed steadily and remained on track for November completion.

Doors, Siding, Painting, and Cosmetic Upgrades

- Exterior siding projects that began in late summer progressed through final stages, with several buildings receiving finishing work and touch-ups.
- Quotes for additional painting and cosmetic upgrades were reviewed and remain pending budget review for the upcoming cycle.
- Masonry repair recommendations submitted earlier in the fall remained under review, with contractor selection anticipated for early 2026.

Capital Projects October 2025 cont'd...

Roofing and Structural Projects

- Fall roofing work advanced where weather permitted, including attic remediation and replacement activities that began in September.
- Foundation and structural reinforcement work continued, addressing previously identified building deficiencies.
- Engineering assessments and contractor coordination remained active throughout October to support safe and compliant repair execution.
- Structural finishing, including drywalling and carpentry in remediated areas, progressed to near completion.

HVAC. Electrical, and Generator Work

- Generator-related work progressed, with components on order and installation coordination underway.
- Mechanical repairs, including plumbing deficiencies and HVAC adjustments, were completed at several sites.
- Electrical upgrades continued, with panel replacements and system enhancements progressing as materials became available.

Landscaping and Site Enhancements

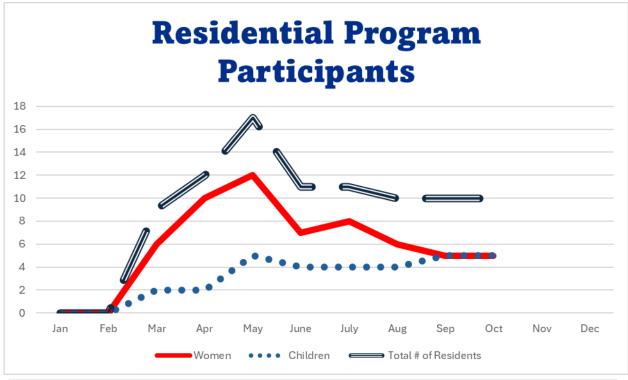
- Fall landscaping projects, including privacy plantings and minor site enhancements, were initiated and are expected to conclude before winter.
- Remaining exterior grading, asphalt, and drainage improvements were partially completed, with some work deferred to spring 2026 due to weather limitations.

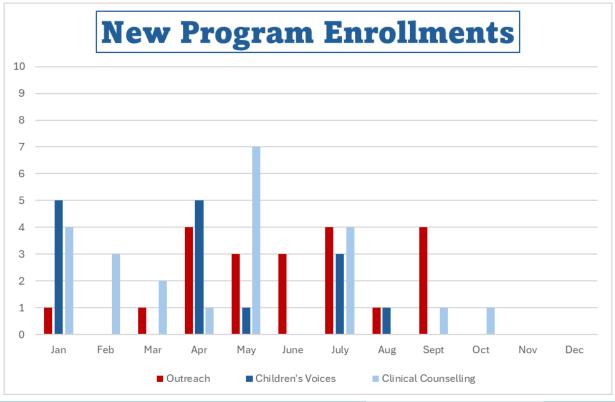
Summary

The Capital team maintained strong momentum through October, completing several abatement and restoration projects while advancing roofing, siding, and mechanical upgrades. Portfolio readiness for winter improved through continued infrastructure repairs, heating system preparation, and strategic planning. Year-end procurement and contractor scheduling remain underway, ensuring that outstanding fall projects progress into November and early winter as planned.

Esprit Place Family Resource Centre







Social Media Stats

Facebook -District of Parry Sound Social Services Administration Board	JUNE 2025	JULY 2025	AUG 2025	SEPT 2025	OCT 2025	NOV 2025
Total Page Followers	749	749	770	780	786	791
Post reach/views this period	11,121	11,941	5,904	33,114	18,590	23,572
Post Engagement this Period (# of reactions, comments, shares)	77	75	37	211	138	178

Facebook -Esprit Place Family Resource Centre	JUNE 2025	JULY 2025	AUG 2025	SEPT 2025	OCT 2025	NOV 2025
Total Page Followers	225	225	229	229	229	250
Post reach/views this period	580	815	1,314	424	313	17,684
Post Engagement this Period (# of reactions, comments, shares)	10	0	27	2	3	189

DSSAB LinkedIN Stats https://bit.ly/2YyFHlE	JUNE 2025	JULY 2025	AUG 2025	SEPT 2025	OCT 2025	NOV 2025
Total Followers	548	551	558	561	561	579
Search Appearances (in last 7 days)	371	205	132	122	113	170
Total Page Views	52	35	22	26	27	77
Post Impressions	650	660	715	235	1092	2,953
Total Unique Visitors	29	20	12	14	15	29

Instagram - Esprit Place Family Resource Centre https://www.instagram.com/espritplace/	JUNE 2025	JULY 2025	AUG 2025	SEPT 2025	OCT 2025	NOV 2025
Total Followers	104	105	107	109	112	115
# of accumulated posts	65	65	66	67	69	81



REPORT TO THE BOARD OF DIRECTORS

DATE PREPARED: November 27th, 2025	PROGRAM: Income Support and Stability			
MEETING DATE: December 11 th , 2025	REPORT NO: 9.1			
PREPARED BY: Jeff Degagne, Director of Income	PRESENTED BY: Jeff Degagne, Director of			
Support and Stability	Income Support and Stability			
SUBJECT: Update on the Housing Loss Prevention and Encampment Response Strategy				

Proposed Resolution:

For Information Only

Introduction:

To provide an update to the Board on the implementation of the Housing Loss Prevention and Encampment Response Strategy and an update on our goal of Ending Chronic Homelessness in 2026

Background:

An overview of the strategy was presented in August to the Board. This report will serve as an overview on the progress we have made to this point. 3 key areas will be highlighted in this update.

- 1. Definitions
- 2. Data Informed Decision Making
- 3. Community Engagement and Public Messaging

Comments:

A copy of the report 'District of Parry Sound Social Services Administration Board Housing Loss Prevention and Encampment Response Strategy' is attached for reference

Financial Considerations:

N/A

Strategic Initiatives:

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

- Modernize Service System Planning
- Strengthen Collaboration
- Holistic Approach to Human Services
- Achieve Organizational Excellence

Legislative/Risk Analysis:

N/A

Recommendation/Conclusion:

For Information Only.

District of Parry Sound Social Services Administration Board Housing Loss Prevention and Encampment Response Strategy

Prepared By:

ORGCODE CONSULTING INC.

June 2025



LAND ACKNOWLEDGEMENT

OrgCode Consulting Inc.'s main office is located on the treaty lands and traditional territory of the Mississaugas, Neutral, Huron-Wendat and Haudenosaunee. This land is covered by the Dish With One Spoon Wampum Belt Covenant, an agreement between the Haudenosaunee and Anishinaabek to share and care for the resources around the Great Lakes. We acknowledge the Indigenous Peoples whose footsteps have marked this land for time immemorial.

1. Introduction and Background Information

In February 2025, the District of Parry Sound Social Services Administration Board contracted with OrgCode Consulting Inc. to assist with an Encampment Response Strategy focused on an assessment of unsheltered realities in the District, current strategies and approaches to address housing crisis and homelessness as well as a chance to identify opportunities for continuous service enhancements. OrgCode spent time with local staff, assessing unsheltered homelessness and identifying the scope and realities facing homelessness prevention and response efforts.

During the OrgCode time in the District, unsheltered homelessness within encampments was not as prominent an issue as expected. However, it was evident that people living in severe economic poverty and limited, unaffordable housing options are increasing the literal homelessness risk for local households. As the District of Parry Sound face increasing pressures from rising housing costs, insufficient housing supply, and widening income and health disparities, a structured and integrated strategy becomes crucial. Like many Canadian communities, the District and its community partners are working to respond to increasing requests for eviction prevention supports and demands for emergency housing. In the midst of high living costs and limited affordable housing, homelessness prevention for vulnerable households and a focus on ensuring that any homelessness episodes are rare, brief and non-recurring remains a primary focus for the District moving forward.

Housing loss prevention to households at the greatest risk of entering sheltered and unsheltered homelessness (not just those with eviction notices) and strategic responses to prevent and assess unsheltered homelessness are essential components of a compassionate, effective, and housing-focused approach to addressing homelessness. This strategy offers a comprehensive framework for preventing housing loss, reducing the inflow into homelessness, and responding to unsheltered homelessness with dignity, empathy, and a human rights-based lens. By promoting early intervention, cross-sectoral partnerships, and evidence-informed action, the plan aims to ensure that homelessness is rare, brief, and non-recurring.

2. A Strategic Response Reducing Homelessness, with a Focus on Preventing Unsheltered Homelessness

With the incorporation of evidence-informed homelessness prevention and homelessness resolution approaches, OrgCode believes that the District of Parry Sound is a community where homelessness can be rare, brief, and non-recurring. This includes the prevention of unsheltered homelessness and proactive responses to encampments that are coordinated, housing focused and aligned with human rights-based responses. The below principles are recommended for all homelessness response activities and programming in the District:

Evidence-Informed and Strengths-Based:

 Programs and policies are guided by current research, best practices, and real-time system data to ensure interventions are effective and responsive to community needs.

Evidence-Driven and Data-Informed:

• Solutions to homelessness are most effective when developed and implemented collaboratively with service users, local agencies, Indigenous partners, health services, and people with lived experience.

Housing Focused and Human Rights-Based:

 A rights-based approach ensures that all individuals have access to adequate housing, food, water, and services, in accordance with international human rights standards.

Culturally Safe and Inclusive:

 Cultural safety requires awareness of power imbalances, systemic racism, and historical trauma. Services must be respectful of and responsive to the cultural identities of those served, particularly Indigenous Peoples.

Community-Led and Partnership-Based:

 Transparency includes clear communication about goals, challenges, and progress. Accountability ensures that services meet standards, achieve outcomes, and responsibly use public resources.

Transparent and Accountable Commitment to Ending Homelessness:

 Housing First is a philosophy and approach that prioritizes access to permanent housing without preconditions such as sobriety, treatment, or service participation. It is grounded in the belief that housing is a basic human right and serves as a stable foundation for recovery and community reintegration. Prevention-focused systems aim to reduce inflow into homelessness through early identification, diversion, eviction prevention, and rapid problem-solving.

3. Definitions

To support local collaboration and coordinated efforts in addressing housing crises and homelessness across the District, it is essential to use shared definitions grounded in evidence and national best practices. The following definitions are adapted from the Diversion and Housing Loss Prevention Guide (OrgCode & CAEH, 2022), the Reaching Home Glossary for Communities (Government of Canada, 2024), and the Canadian Observatory on Homelessness.

Homelessness

Homelessness is the situation of an individual or family without stable, safe, permanent, and appropriate housing, or the immediate ability to acquire it. It includes those staying in emergency shelters, living unsheltered in public or private spaces not meant for habitation, provisionally accommodated (e.g., couch surfing), or discharged from institutions with no housing to return to.¹ Homelessness exists on a spectrum from hidden and episodic to chronic and unsheltered, shaped by structural inequities and system gaps.²

Prevention

Homelessness prevention includes a range of evidence-informed policies and interventions aimed at stopping housing loss before it occurs. This includes:

- Assistance with rental or utility arrears
- Conflict resolution and mediation services

- Legal aid and eviction prevention supports
- Safety planning and relocation for survivors of violence
- Housing-focused discharge planning from hospitals, corrections, or care systems

Prevention efforts require early identification, coordinated assessment, and individualized, housing-focused support.³

Encampments

Encampments are outdoor locations with a group of tents, makeshift shelters, or other informal structures where two or more individuals reside for extended periods. Often located in parks, wooded areas, riverbanks, or urban underpasses, encampments form when people experiencing unsheltered homelessness are unable to access safe, appropriate, or low-barrier alternatives.

Effective responses must be grounded in trauma-informed practice, uphold human rights, and avoid punitive or enforcement-led approaches.⁵ Responses should prioritize trust-building, voluntary engagement, and pathways to permanent housing.

Progressive Engagement:

An approach that starts with the least intensive services and scales up based on participant needs and preferences. It prioritizes relationship-building, participant autonomy, and housing-focused outcomes while avoiding unnecessary barriers to services.

Diversion

Diversion activities occur once an individual/couple/family has lost their housing, but prior to shelter entry or first night sleeping outside. Explore safe, appropriate options in community or mediation.

Rapid Resolution

Rapid Resolution activities occur within the first few weeks of a shelter stay (the shorter stay the better) or time on the street when an individual/couple/family cannot be diverted.

OrgCode & CAEH. Diversion and Housing Loss Prevention: A Practice Guide for Communities. Canadian Alliance to End Homelessness, 2022. Canadian Observatory on Homelessness. Canadian Definition of Homelessness, 2012. OrgCode & CAEH. Diversion and Housing Loss Prevention: A Practice Guide for Communities, 2022. Government of Canada. Homelessness Glossary for Communities, July 2024, p. 10. Available at: https://homelessnesslearninghub.ca/wp-content/uploads/2024/04/HPD-HomelessnessGlossaryForCommunities-July2024-EN.pdf

Defining Homelessness Further in the Local Context

Living in Motel	Status	Living with	Status	Living in	Status	Living	Status
		Family& Friends		a room		in a	
		r diriii) de riii dia		a reem		trailer	
Are they living	Homeless	Have they been	Housed	Is there a	Housed	Is there	Housed
there with support	Homeless	living there for over	liouseu	transaction	liouseu	access	liousea
of an agency		6 months		for use of		to water	
(example: OPP		0 1110111113		the space		and	
voucher)				(paying a		hydro	
,				monthly		,	
				fee)			
Are they living	Housed	Do they pay rent	Housed	Do they	Housed	To they	Housed
there of their own		or contribute to		have use		have a	
self determination		the household		of a		right to	
and able to				kitchen		the land	
reasonably afford				and		they are	
it				washroom		on	
Do they want to	Housed	Are they actively	Housing	Do they	Housed	No	Homeless
continue living		being asked to	loss	want to		hydro	
there long term,		leave but are able	preventio	continue		and	
with or with out		to stay until they	n	living there		water	
financial		find new		long term			
assistance		accommodation	5	A 11 1		1 11	_
Are they ok living	Housing	Do they need to	Diversion	Are they ok	Housing	Is the	Encampm
there for now with	loss	leave today		living there	loss	trailer in	ent
out the assistance	prevention			in the short term but	prevention	araupina	
of a voucher, but eventually would				would		grouping of other	
like to move				eventually		trailers,	
			1	I GACHIONIA	1	HUIIGIS.	1
like io move				•		•	
like to move				like to		texts and	

4. Coordinated System Response

A robust homelessness response system requires defined roles, shared protocols, and seamless integration across partners. Coordination ensures that no individual falls through the cracks and that services are not duplicated.

- Maintain a clear protocol for sheltered as well as unsheltered homelessness and encampment response, case conferencing, and housing prioritization.
- Establish Terms of Reference for joint tables like Impact Tables and Coordinated Access working groups.
- Ensure data sharing and privacy agreements allow for timely referrals and collaboration.
- Embed roles for Indigenous organizations, health partners, and housing providers.

5. Data-Informed Decision Making and Practices

A homelessness response system must be rooted in accurate, timely, and actionable data to drive continuous improvement, align resources, and support strategic decision-making. Data helps identify trends, target interventions, and assess the impact of programs and policies over time.

- Use of shared data platform (FIIT) to monitor inflow/outflow from homelessness.
- Regular care conferencing to adjust interventions for supported households.
- Outcome tracking: housing stability rates, returns to homelessness, landlord partnerships.
- Use a By-Name List to maintain real-time awareness of who is experiencing homelessness and their status.
- Analyze inflow and outflow data to monitor the system's ability to prevent and resolve homelessness.
- Establish dashboards to track key indicators such as housing placements, returns to homelessness, service engagement, and length of time homeless.
- Embed data discussions into regular team meetings and system planning tables to foster a culture of learning and adaptation.
- Ensure all staff understand the value of documentation, how it informs system change, and how to use data ethically and effectively.

• Share anonymized, aggregated data with the public and stakeholders to build transparency and advocate for policy changes.

When data is embedded in every layer of the system—from frontline decision-making to executive-level policy—it enables responsive, targeted, and efficient solutions that are aligned with real community needs.

6. Progressive Engagement Model

Progressive Engagement is a service philosophy where minimal assistance is offered at initial engagement, with more intensive services provided over time based on client readiness and demonstrated need. This model builds trust, reduces service resistance, and promotes sustained housing outcomes.

- Initial Light Touch: Assist with ID, benefits, and basic needs.
- Trust-Building: Consistent, judgment-free outreach and follow-up.
- Escalated Support: Based on participant goals, barriers, and timelines.
- Flexibility: Allow disengagement/re-engagement without penalty.
- Accountability: Track goals and progress through housing plans and case notes.

7. Homelessness Prevention Framework

Effective housing loss prevention requires a multi-pronged approach that combines early detection of risk, coordinated intervention, and strategic resource allocation. It must be recognized that poverty reduction and homelessness prevention are very different strategies and the focus here is on the prevention of homelessness for people with the greatest risk of entering the homelessness response system. Prevention efforts focus on individuals and families who are housed (with or without a formal tenancy or lease agreement) but at imminent risk of becoming sheltered or unsheltered homeless due to eviction, family breakdown, income loss, or system discharge.

7.1 Early Intervention & Upstream Strategies

 Systematic risk screening in community services (e.g., income assistance, health care, schools) to ensure that households with multiple factors increasing the risk of sheltered and unsheltered homelessness are identified and supported proactively.

- The recognition that prevention of eviction protocols for households with a formal lease must integrate legal clinics and tenant support programs.
- Collaboration with landlords to mediate disputes, mediation with family and friends to secure safe and appropriate places to stay in community as well as flexible resources to address arrears before eviction notices are issued and/or contribute to the expenses of host homes for those that have no formal housing options.

7.2 Targeted Supports for Households with the Greatest Risk of Entering/Re-Entering Homelessness

- Personalized housing retention plans with actionable goals and timelines.
- Flexible financial support for rent, utilities, and moving costs.
- Connections to benefits, employment programs, and identification services.

8. Emergency Sheltering Response Protocol

The entry point to the homelessness response system must be coordinated, housing-focused and person-centered. All emergency accommodations are focused on starting with thorough, resourced and consistent diversion practices and, when diversion is not possible, a process of rapidly and actively re-housing individuals.

- Create clear and actionable processes in the case of emergency housing response, across all options (shelter, hotel, motel, etc.).
- Include communication and collaboration protocols between any community partners that may be booking participants into these options such as by-law, emergency services, etc.
- Utilize consistent diversion, housing plan and case management templates across all emergency shelter options.
- Define consistent data collection processes for shelter, hotel and motel users that allows for specific information on the outcomes of emergency housing responses to actively adjust practices.

9. Unsheltered Response Protocol, including Encampment Prevention and/or Resolution

It is recognized that unsheltered homelessness does not happen by accident and is highly preventable in communities that maintain a focus on prevention and

early homelessness responses and a commitment to housing resolutions. When unsheltered homelessness and encampments occur, they must be addressed with a balance of compassion, rights-based practice, and housing-focused interventions. A well-coordinated unsheltered response strategy can build trust with individuals staying outside, connect them to needed services (problem solving that considers safe, appropriate – even temporary - housing options in community, indoor emergency housing options and access to basic needs), and facilitate permanent housing solutions while minimizing harm.

9.1 Ethical Engagement

- Recognize unsheltered homelessness, including encampments, as a housing systems failure, not personal failure.
- Approach individuals respectfully, acknowledging their right to privacy and autonomy.
- Since homelessness is a housing problem, communities should remain focused on housing solutions, not just the provision of basic needs.
- Avoid enforcement-led displacement unless immediate health/safety risks are present.

9.2 Outreach and Relationship Building

- Designate specialized outreach workers/teams with trauma-informed training.
- Conduct regular visits with supplies, referrals, and rapport-building goals.
- Integrate outreach with Coordinated Access and By-Name List management with a focus on ensuring that unsheltered households are incorporated into the community prioritization processes.

9.3 Housing Transitions and Case Management

- Develop individualized housing plans upon first contact.
- Employ progressive engagement to escalate supports appropriately.
- Coordinate warm transfers to shelter, transitional, or permanent housing with wraparound services.

9.4 Data Management

- Formalize encampment response data collection to ensure dependable, up to date and accurate information regarding the number of encampments and the number of people in encampments.
- Include real-time data entry and updates as part of data and documentation protocols.
- Utilize consistent definitions of encampment and unsheltered homelessness that have been socialized with staff when collecting data.

9.5 When diversion efforts and emergency shelter options are not possible, address immediate needs for people experiencing unsheltered homelessness, including encampments

- Ensure access to clean water, hygiene products, blankets, food, and waste disposal.
- Provide harm reduction materials such as naloxone and safe-use kits.
- Respect self-determination in relocation decisions when shelter, temporary safe locations or permanent housing options are not immediately available.

10. Community Engagement and Messaging

Communities play a key role in shaping perceptions, reducing stigma, and contributing to solutions. Proactive public education is essential to maintain public trust, prevent misinformation, and support advocacy.

- Develop messaging strategies that highlight strengths-based narratives and data-informed realities.
- Create 'What To Do If You See...' guides for the public to support compassionate responses.
- Host regular town halls, share newsletters, and celebrate housing successes.
- Train BIAs and community associations on homelessness support and referral protocols.

11. Implementation and Performance Monitoring

Successful implementation depends on clear timelines, ownership, and performance metrics. Progress should be monitored regularly to ensure continuous quality improvement.

- Identify milestones (e.g., full encampment protocol rollout, outreach training completion).
- Establish key performance indicators (e.g., # housed, length of time homeless, housing retention rates).
- Conduct quarterly reviews with internal and external stakeholders.
- Adjust policies based on feedback, outcomes, and system capacity.

12. Monitoring Progress and Striving for Service Excellence

Ongoing monitoring is critical for ensuring continuous improvement and achieving excellence in the community's housing loss prevention and encampment response efforts. A culture of evaluation, reflection, and learning helps align practices with emerging needs, best practices, and evolving community expectations.

- Establish a community dashboard to publicly report key metrics (e.g.: number of households stabilized, time to housing, housing retention rates).
- Use feedback loops, including client satisfaction surveys, staff debriefs, and community consultations, to identify areas for improvement.
- Maintain regular performance reviews of service contracts and frontline operations.
- Recognize and celebrate achievements, innovative practices, and exemplary partnerships to promote morale and excellence.
- Encourage peer learning and capacity building through cross-agency collaboration, training, and shared practice models.

12. Implementation Plan

The following implementation plan outlines key activities, responsible parties, and target timelines to operationalize the District of Parry Sound's Homelessness Prevention and Resolution Strategy. It reflects a phased, adaptable approach aligned with community capacity, seasonal realities, and available resources.

Strategic Activity	Responsible Parties	Timeline	Key Outputs/Indicators
Establish strategy oversight and community advisory group	DSSAB leadership, municipal reps, Indigenous partners	Months 1–2	Steering committee formed, TOR approved
Deliver staff training on diversion, harm reduction, housing-based case management, trauma-informed outreach and housing loss prevention	Training leads, partner agencies	Months 1–3	90% staff trained; post-training survey results
Launch coordinated unsheltered response protocol, including encampment prevention and resolution	Outreach teams, CA staff, housing navigators	Months 2–4	Protocols in place; 100% staff equipped with response tools
Strengthen landlord engagement and tenancy support tools	Housing workers, landlords, DSSAB housing team	Months 3–6	Increase in landlord partnerships; toolkit distributed
Implement shared documentation tools and housing plan templates	ISNs, data team, community partners	Months 4–6	Templates used consistently; case reviews documented

Develop and	Policy and data	Months 5–7	Live dashboard;
publish community	teams		quarterly updates
data dashboard			
Evaluate strategy	Steering	Bi-annually	Lessons learned;
and adjust	committee,		revisions adopted
implementation	evaluation		
roadmap	consultant		

Conclusion

Ending homelessness requires intentional, strategic, and coordinated action from all levels of government, community partners, and local residents. This strategy outlines a comprehensive roadmap to prevent housing loss (not just traditional eviction prevention), strengthen homelessness resolution as well as respond to unsheltered homelessness (including encampments) with compassion, and drive system change using data, collaboration, and innovation.

By centering housing as a human right, integrating trauma-informed care, and fostering a culture of continuous improvement, communities can significantly reduce homelessness and enhance wellbeing for all. Success will depend on sustained leadership, transparent communication, and a shared commitment to ensure every person has a safe and permanent place to call home. Housing First is an approach that provides immediate access to permanent housing without preconditions. A prevention-focused system identifies risks early, intervenes before homelessness occurs and aligns local goals with national and provincial standards of service excellence and housing outcomes.

As the system matures, excellence will be measured not only by efficiency and outcomes, but also by how equitably and respectfully services are delivered. Monitoring must be participatory, transparent, and future-focused—fostering a system where learning is continual and excellence is shared.

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
Week 28: November 24 th to November 30 th , 2025	4	1	November 17 th , 2025 November 27 th , 2025 November 28 th , 2025 November 29 th , 2025	4	North Bay Sundridge West Nipissing On Reserve (Name Supressed)	Alcohol Benzodiazepines Crack Fentanyl (2) Prescription Opioids Non-Opioid Pharmaceutical
Week 27: November 17 th to November 23 rd , 2025	4	1	November 13 th , 2025 November 18 th , 2025 November 19 th , 2025 November 20 th , 2025	4	North Bay (4)	Fentanyl Unknown Opioid
Week 26: November 10 th to November 16 th , 2025	2	0	November 9 th , 2025 November 11 th , 2025	2	Powassan Seguin	Cocaine Non-Opioid Pharmaceutical
Week 25: November 3 rd to November 9 th , 2025	3	0	November 3 rd , 2025 November 6 th , 2025 (2)	3	Armour North Bay South River	Benzodiazepines Non-Opioid Pharmaceutical Unknown Opioid
	2	0	October 28 th , 2025	2		

Week 24: October 27 th to November 2 nd , 2025			October 31 st , 2025		North Bay (2)	Fentanyl Unknown Opioid
Week 23: October 20 th to October 26 th , 2025	1	0	October 23 rd , 2025	1	The Archipelago	Polypharmacy
Week 22: October 13 th to October 19 th , 2025	3	0	October 9 th , 2025 October 10 th , 2025 October 12 th , 2025	3	McDougall Parry Sound Sundridge	Alcohol Hallucinogens/Party Drugs Marijuana/Cannabis Prescription Opioid (2)
Week 21: October 6 th to October 12 th , 2025	2	0	October 7 th , 2025 (2)	1	North Bay On Reserve (Name Supressed)	Cocaine Crack Crystal Meth Fentanyl (2)
Week 20: September 29 th to October 5 th , 2025	5	0	September 27 th , 2025 September 29 th , 2025 October 1 st , 2025 October 2 nd , 2025 October 5 th , 2025	5	Magnetawan North Bay (3) Seguin	Crystal Meth Don't Know Fentanyl Unknown Opioid (2)
Week 19: September 22 nd to September 28 th , 2025	6	0	September 12 th , 2025 September 23 rd , 2025 September 25 th , 2025 September 26 th , 2025 (3)	6	North Bay (4) Parry Sound West Nipissing	Alcohol Crystal Meth Fentanyl (4) Unknown Opioid (2)
	3	0	September 17 th , 2025	3	North Bay (3)	

Week 18: September 15 th to September 21 st , 2025			September 19 th , 2025 September 21 st , 2025		Parry Sound	Cocaine Crystal Meth Fentanyl Unknown Opioid
Week 17: September 8 th to September 14 th , 2025	3	0	September 9 th , 2025 September 12 th , 2025 (2)	3	North Bay On Reserve (Name Supressed) Parry Sound	Fentanyl (3)
Week 16: September 1 st to September 7 th , 2025	4	0	August 29 th , 2025 September 2 nd , 2025 (2) September 4 th , 2025	4	North Bay Magnetawan Parry Sound (2)	Cocaine Crack Crystal Meth Prescription Opioid Polypharmacy Unknown Opioid (2)
Week 15: August 25 th to August 31 st , 2025	4	1	August 27 th , 2025 August 29 th , 2025 August 30 th , 2025(2)	4	North Bay (2) Parry Sound West Nipissing	Cocaine Unknown Opioid (3)
Week 14: August 18 th to August 24 th , 2025	5	0	August 19 th , 2025(2) August 20 th , 2025 August 21 st , 2025(2)	5	McDougall North Bay (2) Powassan West Nipissing	Fentanyl Benzodiazepines Prescription Opioid Non-Opioid Pharmaceutical Unknown Opioid (2)
Week 13: August 11 th , to August 17 th , 2025	1	0	August 16 th , 2025	1	Powassan	Non-Opioid Pharmaceutical

Week 12: August 4 th , to August 10 th , 2025	1	O A	August 8 th , 2025	1	Seguin	Prescription Opioid
Week 11: July 28 th to August 3 rd , 2025	3	O A	August 2 nd , 2025 (3)	3	Parry Sound (2) South River	Crack Fentanyl Unknown Opioid
Week 10: July 21 st to July 27 th , 2025	9	1	July 21 st , 2025 July 23 rd , 2025 (3) July 24 th , 2025 July 25 th , 2025 (2) July 26 th , 2025 (2)	9	Armour Nipissing First Nation North Bay (4) Parry Sound (2) West Nipissing	Alcohol Fentanyl (3) Polypharmacy Unknown Opioid (5)
Week 9: July 14 th to July 20 th , 2025	4	1	July 8 th , 2025 July 14 th , 2025 July 19 th , 2025 July 20 th , 2025	3	North Bay (3) Parry Sound	Benzodiazepines Fentanyl (2) Marijuana/Cannabis Unknown Opioid
Week 8: July 7 th to July 13 th , 2025	0	0	N/A	N/A	N/A	N/A