

**\*\*\* AGENDA \*\*\***  
**Tuesday, October 17, 2023**  
**\*\*START TIME 6:30 p.m.\*\***

1. Disclosure of pecuniary interest.
2. Committee Reports.
3. Resolution: Adopt the minutes of the meeting held October 3, 2023.
4. Resolution: Support Town of Midland Resolution regarding "Catch and Release" Justice in Ontario.
5. Resolution: Authorize Conference attendance in 2024.
6. Resolution: Approve circulation of a Request for Quotation for Museum Foundation Repairs.
7. Resolution: Approve circulation of a Request for Proposal for a Human Resources Consultant - Compensation, Pay Equity and Human Resources Policies Review.
8. Resolution: Approve the 2023 Accessibility Plan Update.
9. Correspondence.
10. Accounts to pay.
11. By-Law: Confirming Proceedings of Council at its meeting held October 17, 2023.
12. Adjournment.

Council meetings will be held in person at 2381 Highway 654, Township of Nipissing Community Centre and virtually utilizing the Zoom platform; and will be livestreamed to the Township of Nipissing YouTube channel.

<https://www.youtube.com/channel/UC2XSMZqRNHbwVppelfKcEXw>

# MINUTES

TOWNSHIP OF NIPISSING

Tuesday, October 3, 2023

A regular meeting of the Township of Nipissing Council was held on Tuesday, October 3, 2023 starting at 6:30 p.m.

The meeting was held in person at the Township of Nipissing Community Centre, and livestreamed to the Township of Nipissing YouTube Channel.

**Present:** Mayor Tom Piper and Councillors Tom Butler, Shelly Foote, Stephen Kirkey and Dave Yemm.

**Guest:** Ed Veldboom, Russell Christie LLP, via Zoom.

**Staff:** Operations Superintendent Dan MacInnis; Administrative Assistant-Deputy Clerk Kristin Linklater; Land Planning and Technology Administrator-Deputy Treasurer John-Paul Negrinotti; Fire Chief-MLEO-CEMC Will Bateman and Municipal Administrator-Clerk-Treasurer Kris Croskery-Hodgins.

**Disclosure of pecuniary interest:** None.

## **Committee Reports:**

**Councillor Shelly Foote:** Township of Nipissing Recreation Committee

**Councillor Stephen Kirkey:** Powassan District Union Public Library Board – event update.

**Mayor Tom Piper:** Eastholme Home for the Aged Board of Management, SNF Lake Advisory Committee.

Delegation: David Cernanec provided a presentation on public concerns shared by the group "Save the Rock".

Mayor Piper read a prepared list of previously provided concerns and resulting information on the matter of "The Rock".

## **R2023-186 D. Yemm, S. Foote:**

THAT Council authorizes the procurement of a peer review of the survey work of the shore road allowance in front of Pt Broken Lot 11, Concession 19, for the purpose of confirming the location. All costs for these inquiries to be included in the 2024 Budget and payment supplied by taxation.

**Defeated.**

Ed Veldboom left the meeting.

A two minute recess was called to allow audience members the opportunity to leave.

## **R2023-187 S. Kirkey, T. Butler:**

That the minutes of the Council meeting held September 19, 2023, be adopted as published.

**Carried.**

## **R2023-188 T. Butler, D. Yemm:**

That we authorize the signing of a Memorandum of Understanding with the South Shore Restoule Snowmobile Club for use of municipal road allowances.

Appendix A – Snowmobile Trails on Township Roads and Road Allowances.

Appendix B – Map detailing trails on Township Roads and Road Allowances. **Carried.**

**R2023-189 S. Kirkey, T. Butler:**

THAT we authorize the Mayor to sign a letter requesting reconsideration of Central Ambulance Communication Centre (CACC) boundaries between Nipissing and Parry Sound Districts as it affects call-taking and alerting services for the Township of Nipissing Fire Department. **Carried.**

**R2023-190 S. Foote, D. Yemm:**

WHEREAS the Township of Nipissing recognized the urgent need for physicians in Northern Ontario as it is experiencing a shortage of trained physicians and specialist physicians;

AND WHEREAS life expectancy of Northern residents is more than two years lower than the Ontario average, and mental health and addictions are at a four-times higher rate;

AND WHEREAS one in eight Northern residents does not have access to a family doctor, and many must travel long distances to access healthcare services representing the failure of healthcare in Northern Ontario;

AND WHEREAS communities in Northern Ontario require access to equitable health care, especially underserved rural, Indigenous, and Francophone communities;

AND WHEREAS in April of 2022, the Government announced an unprecedented medical expansion for NOSM University's medical programs;

AND WHEREAS the current base funding rates for the Northern School of Medicine University (NOSM) have not been increased sufficiently to accommodate growth and expansion;

THEREFORE, BE IT RESOLVED THAT the Township of Nipissing strongly requests the Provincial Government grant NOSM University's request for a permanent increase in annual base funding by \$4.0 million before the end of this fiscal year so it can continue to deliver on the mandate that the Conservative Government initially established in response to the needs of Northern municipalities.

FURTHER BE IT RESOLVED THAT a copy of this motion be forwarded to Premier Doug Ford, Minister of Health and Deputy Premier Sylvia Jones, Minister of Colleges and Universities Jill Dunlop, MPPs Greg Rickford, Vic Fedeli, George Pirie, Ross Romano, Kevin Holland, AMO, NOSM, FONOM and the Northern Ontario Academic Medicine Association.

**Carried.**

**R2023-191 T. Butler, D. Yemm:**

THAT we accept the resignation of Doug Walli as a Township of Nipissing representative appointed to the Powassan District Union Public Library Board and the Golden Sunshine Municipal Non-Profit Housing Corporation Board of Management, effective immediately. **Carried.**

Discussion of the Draft Strategic Plan included public input from those in attendance and in writing.

**R2023-192 T. Butler, S. Kirkey:**

That we accept the correspondence as presented. **Carried.**

**R2023-193 D. Yemm, S. Foote:**

That the statement of accounts dated: September 28, 2023; totaling \$176,568.77 be approved.  
**Carried.**

**R2023-194 S. Foote, T. Butler:**

That we pass By-Law No. 2023-41, being a by-law to confirm the proceedings of Council at its meeting held on October 3, 2023.

Read a first, second and third time and passed this 3<sup>rd</sup> day of October. **Carried.**

**R2023-195 D. Yemm, S. Kirkey:**

That the meeting be adjourned. Time: 8:02 p.m. Next regular meeting to be held October 17, 2023.

**Carried.**

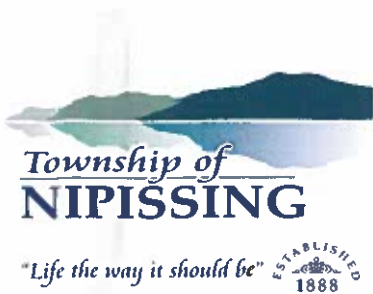
Mayor:

Municipal Administrator:

Minutes prepared as per Section 228 (1)(a) of the Municipal Act, S.O. 2001, c. 25.

Clerk to record, without note or comment, all resolutions, decisions and other proceedings of the council.

Minutes to be approved by Council at the next regular Council Meeting.



TOWNSHIP OF NIPISSING

RESOLUTION

DATE: October 17, 2023

NUMBER: R2023-

Moved by

Seconded by

THAT the Council of the Township of Nipissing supports the Town of Midland Resolution passed September 6, 2023, requesting the Federal and Provincial Governments investigate meaningful improvements to the current Ontario legal system which results in "catch and release" justice, exhausting resources that are over-burdened.

For      Against

PIPER  
BUTLER  
FOOTE  
KIRKEY  
YEMM

Carried

Mayor: Tom Piper

**THE CORPORATION OF THE  
TOWN OF MIDLAND**

575 Dominion Avenue  
Midland, ON L4R 1R2  
Phone: 705-526-4275  
Fax: 705-526-9971  
info@midland.ca



September 8, 2023

The Senate of Canada  
Ottawa, ON  
K1A 0A4

Via Email: [sencom@sen.parl.gc.ca](mailto:sencom@sen.parl.gc.ca)

Premier Doug Ford  
Legislative Building  
Queen's Park  
Toronto ON  
M7A 1A1

Via Email: [premier@ontario.ca](mailto:premier@ontario.ca)

Dear Premier Ford:

**Re: "Catch and Release" Justice is Ontario**

At its September 6, 2023, Regular Council Meeting with Closed Session the Council for the Town of Midland passed the following Resolution:

*That the Town of Midland send a letter to the Federal and Provincial Governments requesting meaningful improvements to the current state of "catch and release" justice in the Ontario legal system. Police Services across Ontario are exhausting precious time and resources having to manage the repeated arrests of the same offenders, which in turn, is impacting their morale, and ultimately law-abiding citizens who are paying the often significant financial and emotional toll of this broken system; and*

*That this resolution be sent to other Municipalities throughout Ontario for their endorsement consideration.*

Thank you.

Yours very  
truly,

**THE CORPORATION OF THE TOWN OF MIDLAND**

*Sherri Edgar*

Sherri Edgar, AMCT  
Municipal Clerk  
Ext. 2210



TOWNSHIP OF NIPISSING

RESOLUTION

DATE: October 17, 2023

NUMBER: R2023-

Moved by

Seconded by

THAT we approve RFQ-2023-01, Foundation Repair – Nipissing Township Museum Office Building for circulation.

The successful bid is expected to be included in the 2024 municipal Budget.

For      Against

PIPER  
BUTLER  
FOOTE  
KIRKEY  
YEMM

Carried

Mayor: Tom Piper

**REPORT TO COUNCIL**

Date: October 13, 2023  
From: Kris Croskery-Hodgins, Municipal Administrator-Clerk-Treasurer  
Re: RFP – Human Resources Consultant – Compensation, Pay Equity and Policy Review

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**BACKGROUND/OVERVIEW**

The Township of Nipissing went through a review from the Pay Equity Commission in 2009 resulting in retroactive payment to employees affected. This was an unbudgeted and unexpected result, adversely affecting the 2009 municipal budget.

A review of the Human Resources procedures, pay equity structure and compensation grid was performed in 2009 by Bob Young, HR Consultant.

An RFP was issued in 2016 for a review of position descriptions, compensation, pay equity compliance and the Human Resources Policy and Procedure Manual. This was awarded to Stratford Managers, cost \$27,120.00. Janet LeClair was retained as the Township's HR consultant on an as-needed basis.

Issuing an RFP for a review of position descriptions, market wage comparison, pay equity compliance and Human Resources Policies review is timely and will provide an amount for the 2024 Budget.

There have been a number of changes made to all position descriptions within the Township and two organizational structure revisions, since the last review in 2016.

**FINANCIAL IMPACT**

The RFP is designed to be circulated in 2023, to be awarded December 5, 2023 and beginning the project in January 2024 for inclusion in the 2024 budget year. Having this project completed within the first quarter of 2024 will provide accurate information for the budget process and provide a budget forecast for several years.

**RECOMMENDATION:**

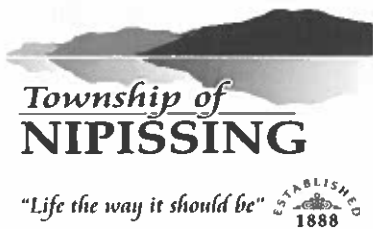
**That Council authorize the circulation of the RFP for a Human Resources Consultant – Compensation, Pay Equity and Policy Review.**

Respectfully,



Kris Croskery-Hodgins, Municipal Administrator





TOWNSHIP OF NIPISSING

RESOLUTION

DATE: October 17, 2023

NUMBER: R2023-

Moved by

Seconded by

THAT we authorize the circulation of a Request for Proposal for a Human Resources Consultant – Compensation, Pay Equity and Policy Review.

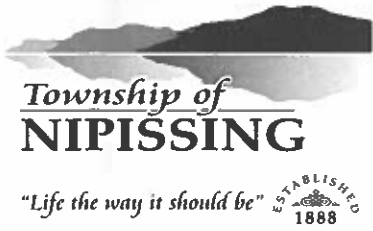
The project to be included in the 2024 municipal budget.

For      Against

PIPER  
BUTLER  
FOOTE  
KIRKEY  
YEMM

Carried

Mayor: Tom Piper



TOWNSHIP OF NIPISSING

RESOLUTION

DATE: October 17, 2023

NUMBER: R2023-

Moved by

Seconded by

THAT we approve the updated Township of Nipissing Multi-Year Accessibility Plan for 2023, as presented.

For      Against

PIPER  
BUTLER  
FOOTE  
KIRKEY  
YEMM

Carried

Mayor: Tom Piper



# DRAFT

**TOWNSHIP OF NIPISSING**  
45 Beatty Street  
Nipissing, ON P0H 1W0  
Phone: (705) 724-2144  
Fax: (705) 724-5385  
[www.nipissingtownship.com](http://www.nipissingtownship.com)

## **TOWNSHIP OF NIPISSING** **MULTI- YEAR ACCESSIBILITY PLAN**

Updated: October 17, 2023  
Resolution: R2023-XX

### **COMMITMENT**

The Township of Nipissing is committed to the continued improvement of access to all municipally owned facilities, premises and services and the provision of services to all members of the community with disabilities. This Multi-Year Accessibility Plan outlines our approach to ensuring that our services are provided in an accessible manner to our employees and to the public.

### **BACKGROUND**

The Accessibility for Ontarians with Disabilities Act, 2005 (AODA) established integrated standards for every designated public sector organization and to every other person or organization that provides goods or services to members of the public or other third parties and that has at least one employee in Ontario.

### **OBLIGATIONS**

Ontario Regulation 191/11 made under the Accessibility for Ontarians with Disabilities Act, 2005, requires that municipalities prepare a multi-year accessibility plan which outlines the organization's strategy to prevent and remove barriers and meet its requirements under this Regulation. The AODA sets out the roadmap for an accessible Ontario by 2025. It contains standards in the following areas:

- Customer service
- Information and Communications
- Employment
- Transportation
- Built Environment

## **APPROACH**

- Develop and review policies and procedures
- Incorporate accessibility into planning processes
- Continued training for staff
- Engage the public in feedback
- Work to remove barriers to employment
- Continue to make facilities accessible
- Ensure there is access to information and communications

## **Other Organizations & Agencies Participating in this Plan**

There are no groups or organizations actively involved in the municipality at this time, therefore no participation from other organizations and agencies took place.

The Council and Staff of the Township of Nipissing have compiled this plan utilizing their personal experiences and the experiences shared with them from the residents of the Township. Council has an open approach for all residents to bring concerns forward to the Township Office for consideration, all suggestions and concerns will be received in this format and dealt with at the next regularly scheduled Council meeting in order to address all accessibility concerns that arise.

Inquiries regarding this plan can be directed to the Township Office:

Phone: 705-724-2144  
Fax: 705-724-5385  
Email: [admin@nipissingtownship.com](mailto:admin@nipissingtownship.com)

## **MULTI-YEAR ACCESSIBILITY PLAN**

The Township of Nipissing's Multi-Year Accessibility Plan outlines a phased-in strategy to prevent and remove barriers and addresses the current and future requirements of Accessibility for Ontarians with Disabilities Act.

The Township will review the Accessibility Plan annually, to be completed no later than December 31. The review will be presented to Council for approval at a regularly scheduled Council meeting before the end of year. The approved Accessibility Plan will be posted to the Township website for public viewing as well as a copy being available at the Township Office for review on request.

The Township of Nipissing maintains Accessibility Policies in Appendix B to this plan. Please refer to the Policy document for specific policies covering:

- Customer Service
- Emergency Management Information
- Integrated Accessibility Standards Regulations including:
  - Information and Communications Standard
  - Employment Standard
  - Design of Public Spaces
- Procuring or Acquiring Goods, Services or Facilities
- Training

At present, there are no barriers to accessibility that have been identified for immediate action. A notice will be placed for Accessibility Concerns in a Township Newsletter, annually, being mailed to all property owners for feedback.

Council and Committee meetings are livestreamed to the Township of Nipissing YouTube channel and copies remain for viewing. Closed Captioning is provided through the Zoom application for all meetings.

**Current Buildings:**

1. Municipal Office  
45 Beatty Street, Nipissing, ON P0H 1W0

The office building has an accessibility ramp leading to the back door of the building. An automatic door opener is installed on this door. The building consists of the office and reception spaces and an accessible washroom available for public use.

This building is used for elections at all levels of government as well as providing an important venue for all residents to participate in local government and access municipal services. Adequate accessibility is a priority for Council.



*Life the way it should be*

The Township Office parking lot was paved in 2021, providing an even, safe walking area for pedestrians, free of trip hazards upon entry to the Office.

2. Nipissing Community Centre  
2381 Hwy 654, Callander, ON P0H 1H0

The Community Centre has an accessibility ramp to the main hall entrance. **An automatic door opener was installed on this door June 2018 with the assistance of an Enabling Accessibility grant.** This building consists of the main reception hall, kitchen, fitness centre and Fire Station #1. This facility is rented for functions and used for municipal events, and is the location of Municipal Council meetings.

The washrooms at this facility are available for public use and each washroom has a larger cubicle with an outward opening door and mobility aid bars mounted on the walls within the stalls. The entrance ways are all suitable for all mobility concerns. The entrance to the hall is accessible for all mobility concerns as well. All entry points are suitable for a wide range of mobility concerns.

*Identified Issues:*

- there are 2 steps down into the kitchen area
- there are no paddle type fixtures in the kitchen to aid those with mobility concerns – **Updated 2010.**
- fitness centre has fixed equipment and can only be accessed down 2 flights of stairs
- floor tiles are lifting which could cause a safety concern for mobility issues – **Floor replaced 2010.**
- parking areas need to be identified as handicapped spaces with signage – **Signage installed, areas designated in 2010.**

The kitchen area is rented out with the facility but is not considered a customer access area. Access to all events and washroom facilities are available on a flat and even surface, ensuring equal access to all who attend. A kitchen is present for the preparation of food. Service animals are not permitted within the kitchen area but are welcome in the reception hall and washrooms.

The fitness centre cannot be equipped with a level access door due to drainage and landscape constraints. Alternate arrangements can be made to have portable weights and exercise balls brought to the main hall for use for those who cannot access the fitness centre.

The stairs leading to the fitness centre have contrasted and raised strips at the edge of each stair to aid those with visual concerns. **Contrast strips and stair coverings replaced June 2018 to maintain a high visual contrast and grip with the assistance of an Enabling Accessibility Grant.**

A grant has been applied for to improve the access ramp, to have automatic door appliances installed and to have the tile floor replaced with an improved flooring option. Upgrades to the kitchen such as paddle type fixtures have also been applied for. – **Upgrades to the kitchen sinks and fixtures were completed as well as the floor replaced, however funding was not adequate to replace the current access ramp or install automatic door openers.**  
**2010**

**October 2015 – Quotes for an automatic door opener and new door with window are being obtained and will be reviewed for installation in the early Spring of 2016. This will improve the safety and accessibility of this entrance.**

***2016 - Grant opportunities did not approve the funding application. It will be re-applied for on the next available grant initiative to update the door and automatic opener.***

***2017 – A Grant application was submitted to the Enabling Accessibility Fund for this repair and replacement of the stair coverings to the Fitness Centre. The application is in the review stage. An application was also submitted to the Trillium Capital Fund for this project, no word received as of the date of this report.***

***2018 – A Grant was approved through the Enabling Accessibility Fund which provided for the replacement of the entrance door to the Community Centre which is now equipped with a window for safety and an automatic door opening device. The stair coverings leading to the Fitness Centre have been replaced and the contrasted, raised edges are improved.***



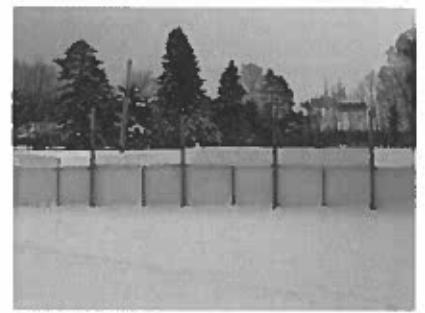


*Life the way it should be*

3. Heritage Rink (Outdoor Seasonal Skating Rink)  
Blake & Beatty Street, Nipissing, ON P0H 1W0

This facility is a seasonal rink which is flooded and maintained by the Township. There is a current schedule for family skating and hockey, to allow for equitable use for all residents, safely. An ice ramp is created from the building to the ice surface in the season.

At this time there has been no request for special use such as sledge hockey or a designated time for a person with visual concerns; however, these times can be scheduled for the rink at any request submitted to the Township Office.



4. Nipissing Township Museum  
Hwy 654, Nipissing, ON P0H 1W0

The Museum consists of three main buildings accessed by the public. Accessibility ramps have been constructed for the main office and the church building. The Museum is staffed during the operating season. All tours are personally guided by a staff member, ensuring that individuals with any concerns are personally attended to with all items being described or discussed as necessary.

This facility offers a unique accessibility feature by providing personal attention to all visitors and ensuring that all concerns are addressed and overcome. The Museum hosts seasonal events. These events take place on the grounds of the museum and there are many volunteers and staff members present to ensure that all visitors are attended to if required. The festivities on the lawns are accessible to all and enjoyed by many.

*Identified Issues:*

- the current ramps used are aging and no longer secure, they are removed each season and stored but they require replacement for this season as they are longer safe for use and have been disposed of. – **Replaced with new ramps 2013.**
- **New ramp, front porch, walkway and gazebo with accessible entry point were installed and completed in the Summer of 2020 however the facility was not open for public access during the 2020 season due to Covid restrictions.**
- signage for handicapped designated parking spot to be installed. – **Installed 2010.**
- **Visual definition strip to be painted or installed on the stairs in front of the main office. Priority for 2017. – Completed in July 2017.**



*Life the way it should be*



**5. Heritage Park Playground:**

Constructed and opened July 2022, the playground structures were procured with accessibility being part of the Request for Proposal. A concern was identified for the use of the accessible swing. A mat covering the ground cover is required for ease of use. To be considered in the 2024 Receptions Budget.



Items for further action:

- purchase a projector for office use **\*\* Purchased July 23, 2009.**
- renovate washroom at Township Office **\*\*Completed 2011.**
- doorbell notification for ramp **\*\* Grant application awaiting approval. – no grant approved. **Automatic door opener installed in new door on new ramp instead, 2012.****
- pavement paint for parking designation and parking designation signs x 2 for the Township Office **\*\*Installed signs 2010.**
- ramps for museum x 2 **\*\* Brought to the attention of the Museum Board for consideration of design and contract. **\*\*Ramps replaced and small removable ramps constructed for all entrances 2013.****
- **New Museum ramp, porch, walkway and gazebo installed 2020.**
- parking designation signs x 2 for Community Centre **\*\*Installed 2010.**
- parking designation sign x 1 for Museum **\*\*Installed 2010.**
- notification signs for service animal entrance at Community Centre, Museum, Township Office **\*\*Installed 2010.**
- post Accessibility Plan on Township website **\*\* Resolution of support from Council received July 14, 2009, posted as available on our website as of July 24, 2009.**
- **Washroom/changerooms at the municipal beaches were removed and accessible portable units are rented in their place starting in 2023.**
- **A concern was raised with the older style debit machine in the Township Office wired to the service desk and not able to be lifted to a better vision range. An updated wireless machine has been installed October 2023.**

Update completed October 31, 2015 for 2015 review.

Update completed December 20, 2016 for 2016 review.

Update completed November 7, 2017 for 2017 review.

Update completed October 2, 2018 for 2018 review.

Update completed December 5, 2020 for 2020 review.

Resolution #R2020-222

Update completed December 14, 2021 for 2021 review.

Update completed December 12, 2022 for 2022 review.

Update completed October 17, 2023 for 2023 review.

**TOWNSHIP OF NIPISSING  
ACCESSIBILITY POLICIES**

The Township of Nipissing is committed to improving accessibility. We will put the following policies into practice as required by the Accessibility for Ontarians with Disabilities Act (AODA).

The Township is committed to training staff on Ontario's accessibility laws and on accessibility aspects of the Human Rights Code that apply to persons with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers and other staff members.

**Initiative:**

Council and Staff of the Township of Nipissing will review the current status of all buildings owned and operated by the municipality and general policies and procedures of the municipality and identify, remove and prevent barriers for people with disabilities. The Township of Nipissing is updating its Strategic Plan in 2023. No concerns regarding accessibility concerns were brought forward during that process.

During all Official Plan reviews the following objectives will be considered:

- To build awareness of and sensitivity to accessibility issues and barriers and to provide support efforts to improve accessibility.
- To review and develop policies to ensure the prevention of and removal of existing barriers.
- To create and build on public awareness of accessibility programs and services available.

**ACCESSIBLE CUSTOMER SERVICE POLICY**

The Township of Nipissing is committed to excellence in serving all customers including people with disabilities. We will ensure that our staff are trained and familiar with various assistive devices we have on site or that we provide that may be used by customers with disabilities while accessing our goods or services. We will communicate with people with disabilities in ways that respect their disability and will ensure independence, dignity and equal opportunity to all.

The Township of Nipissing welcomes guide animals to all Township buildings, parks, cemeteries and municipal events held within the Township with the sole exception of kitchen facilities where restricted by health regulations.

A person with a disability who is accompanied by a support person will be allowed to have that person accompany them on municipal premises. Entry fees for individual events will not be charged for support persons. Customers will be notified of this through a notice posted on municipal premises when relevant on our website.

In the event of a planned or unexpected disruption to services or facilities for customers with disabilities including the Township Office, Community Centre, Outdoor Rink, Fitness Centre, Museum or Playground, the Township of Nipissing will notify customers promptly. This clearly posted notice will include information about the reason for the disruption, its anticipated length of time, and a description of alternative facilities or services, if available. The notice will be placed at the affected location(s) and on the Township website and social media platforms used by the municipality.

The Township of Nipissing will provide training to employees, volunteers and others who deal with the public or other third parties on our behalf. Training will also be provided to people involved in the development of policies, plans, practices and procedures related to the provision of our goods and services. All municipal employees, including the Volunteer Fire Department, will be trained as soon as possible after starting employment.

Training will include the Township of Nipissing's Accessibility Plan, how to interact and communicate with individuals with various types of disabilities and updates to the Accessibility Plan as they are made.

Customers who wish to provide feedback on the way the Township of Nipissing provides goods and services to people with disabilities can provide a written submission by mail, fax or email or visit the Township Office in person or by telephone to discuss the matter with a member of Staff. An individual may also provide a written request to the Office to be placed on the Agenda of the next regularly scheduled Council meeting to address Council.

All feedback, suggestions, concerns and ideas shall be reviewed by Staff and corrected if possible or brought forward to Council for consideration supported by a report by Staff on options to correct or improve situations as they arise.

### **EMERGENCY PREPAREDNESS PROCEDURES**

Upon request, the Township of Nipissing will provide The Corporation of the Township of Nipissing Community Emergency Plan in an accessible format. The document can be made available in braille or modify font size to accommodate visual impairment. There is also a resource to convert the document to a Screen Reader to allow for appropriate communication support.

## **INTEGRATED ACCESSIBILITY STANDARDS REGULATION**

Under the AODA, 2005, all public and private sector organizations must meet the requirements of accessibility standards established by regulation. This policy establishes the Integrated Accessibility Standards Regulation in the areas of Information and Communications Standard, Employment Standard and the Design of Public Spaces Standard for the Township of Nipissing.

### **Information and Communications Standard**

The Township of Nipissing is committed to meeting the communication needs of people with disabilities. When asked, we will provide information and communications materials in accessible formats or with communication supports. This includes publicly available information about our goods, services and facilities, as well as publicly available emergency information.

The Township will consult with people with disabilities to determine their information and communication needs.

### **Employment Standard**

The Township of Nipissing will notify the public and staff that, when requested, we will accommodate disabilities during recruitment and assessment processes and when people are hired. If needed, we will provide customized workplace emergency information to employees who have a disability.

### **Design of Public Spaces**

The Township of Nipissing will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces.

Public spaces include:

- Recreational trails/beach access routes
- Accessible off-street parking
- Service-related elements like service counters and waiting areas

## **PROCURING OR ACQUIRING GOODS, SERVICES OR FACILITIES**

The Township of Nipissing will use accessibility criteria and features when procuring or acquiring goods, services or facilities except where it is not practicable to do so. In which case, if required, an explanation will be provided.



## **TRAINING**

The Township of Nipissing will provide all employees and new employees as required, a copy of the Accessibility Policies for the Township of Nipissing. Training will also include a fact sheet on how to approach people with varying disabilities. These items will be provided to employees to own and refer to.

Training on the Accessibility Policies will be provided to all employees, focusing on the Township Policies and the Ontario Human Rights Code. When required, updates and refresher sessions will be provided during the regularly scheduled monthly staff meetings. Training on current policies will be provided to all employees before January 1, 2014 and updated regularly.

## **MODIFICATIONS TO THIS OR OTHER POLICIES**

Any of our policies that do not respect and promote the dignity and independence of people with disabilities will be modified or removed.

Updated to October 17, 2023.



# TOWNSHIP OF NIPISSING CORRESPONDENCE

**October 17, 2023**

1. Letter from the Municipality of Bluewater regarding Childcare availability in Ontario.
2. Minutes of the Township of Nipissing Recreation Committee meetings held September 11, 2023 and October 2, 2023.
3. Minutes of the Nipissing Township Museum Board meeting held October 4, 2023.

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# Municipality of *Bluewater*

October 2, 2023

The Honourable Lisa M. Thompson  
Member of Provincial Parliament (MPP)  
408 Queen Street, P.O. Box 426  
Blyth, ON N0M 1H0

Re: Childcare availability in Ontario

Dear Minister Thompson:

The Municipality of Bluewater is concerned about the critical issue of childcare availability in our province and how it is linked to educational requirements and low wages within the childcare sector. We believe that addressing these issues is crucial for the well-being of our families and the future prosperity of Bluewater and Ontario.

Childcare availability in Ontario has become an increasingly pressing problem for parents and guardians. Access to affordable, high-quality childcare is essential for families to balance work and family responsibilities, and it plays a vital role in supporting the early development and education of our children. However, the lack of available childcare spaces is a significant barrier for many parents, limiting their ability to participate fully in the workforce and achieve financial stability.

We suspect that one of the key factors contributing to the shortage of childcare spaces is the educational requirements imposed on childcare workers. While it is important to ensure the safety and well-being of children in childcare settings, the current educational requirements may be overly restrictive. These requirements often result in a shortage of qualified childcare providers, making it challenging to expand the availability of childcare services.

This year in the Municipality of Bluewater, we have childcare facilities and before and after school programs that have closed or have reduced capacity due to lack of qualified staffing. These recent closures and capacity issues have imposed a significant amount of stress on families in our community.

Additionally, low wages within the childcare sector are a significant concern. Many qualified and passionate individuals are discouraged from pursuing a career in childcare

due to the low wages and limited opportunities for professional growth. This low-wage structure not only makes it difficult to attract and retain skilled childcare educators but also effects the quality of care children receive. Investing in the professional development and fair compensation of early childcare educators is essential to ensure that our children receive the best care possible and the best start in life.

**To address these issues and improve childcare availability in Ontario, the Municipality urges you to consider the following actions:**

1. **Review and Reform Educational Requirements:** Work with relevant stakeholders to review and potentially revise the training methods of early childcare educators, striking a balance between safety and accessibility by increasing the praxis model to learning.
2. **Invest in Professional Development:** Advocate for increased investment in professional development opportunities for childcare workers to enhance their skills and qualifications.
3. **Increase Wages:** Support initiatives to increase the wages of childcare workers, ensuring that they are paid a fair and competitive salary for the vital work they do.
4. **Expand Funding:** Work to secure additional funding for the expansion of childcare services and facilities, especially in underserved and rural communities.
5. **Promote Public Awareness:** Raise public awareness about the importance of accessible and high-quality childcare services and the need for policy changes.

This is an urgent matter that is expected to worsen and your timely response to these concerns is needed.

By addressing these issues, we can make significant strides toward improving childcare availability in Bluewater and Ontario and ensuring that families have the support they need to thrive. We kindly request your timely support and advocacy on these matters and would be grateful for any updates or initiatives related to childcare reform in our province.

Thank you for your attention to this critical issue. We look forward to your continued dedication to the well-being of Ontario's families and children.

Sincerely,



Mayor Paul Klopp for the  
Council of the Municipality of Bluewater

cc: Premier Doug Ford  
Ben Lobb, Huron-Bruce MP  
Hon. Michael Parsa, Minister of Children, Community and Social Services  
All Ontario Municipalities

## MINUTES

Township of Nipissing Recreation Committee  
September 11, 2023

A meeting of the Township of Nipissing Recreation Committee was held on Monday, September 11, 2023 starting at 6:30 p.m.

The meeting was held in person at the Township of Nipissing Community Centre, and livestreamed to the Township of Nipissing YouTube Channel.

**Present:** Mayor Tom Piper; Kathy Shaw; Andrew Barry; Terri Reidt; Lauren Stillar; Margaret Hughes and Ron Phillips.

**Staff:** Administrative Assistant – Deputy Clerk Kristin Linklater, Secretary to the Board. Will Bateman, Fire Chief, CEMC, Municipal By-law Officer.

**Absent:** Councillor Shelly Foote; James Scott; Terrilynn Paynter.

Disclosure of pecuniary interest: None.

### **MOTION NUMBER 2023-22**

**Moved by: Kathy Shaw Seconded by: Terri Reidt**

That we accept the Minutes from July 10, 2023. **Carried.**

Kathy Watson – 15 Minute Presentation – Event Ideas. – **Absent.**

### **MOTION NUMBER 2023-23**

**Moved by: Marg Hughes Seconded by: Andrew Barry**

To Donate Rental Space for Stay on Your Feet Falls Prevention Classes. **Carried.**

### **Discussion:**

a) Bottle Drive:

- Deferred last pickup for Bottle returns.
- Rescheduled pick up for future date.
- Bear Creek Landfill bottle pick up to be done every 2 weeks.
- Community service hours can be provided to students.
- Bags requested for collection.

b) Teen Dance:

- Turnout was well attended with close to 40 attendees.
- Canteen had a positive turnout.
- Would like to hold another teen dance, on October 14, 2023.
- Kristin & Terri to run canteen again.
- Admission: Food Bank Donation.
- 11-16 age range still in place.

c) Volunteer Thank You BBQ:

- Deferred to next agenda.

d) Information Boards:

- \$ 200 - \$ 300 Dollars to Build.

- Placement will be at both Landfills for now, next year Park and Beaches.
- e) Movie in the Park / Soccer Update:
  - Home Hardware Popcorn Donation of \$ 200.00.
  - Thank you to Tom Morrow for the Popcorn and Donations.
  - Great Turnout.
  - Great turnout of local residents in attendance to event.
  - Feed Back to maybe have Fireworks earlier.
  - Soccer net take down to be determined.
  - Rink Shack organization day to be determined.
- f) Farmers Market:
  - Deferred to later date.
- g) Senior Programming:
  - Chair Yoga – Details to come.
  - VON – Classes – Details to come.
  - Karate Classes – Details to come.
  - Social Media Post – put it out there, what do people want?
- h) Trunk Sale:
  - 10 Signed up to date.
  - Located at the soccer field this year, for more space for vendors.

**MOTION NUMBER 2023-24**

**Moved by: Lauren Stillar**

**Seconded by: Terri Reidt**

To approve the Purchase of Materials for (2) Information Boards. **Carried.**

**MOTION NUMBER 2023-25**

**Moved by: Andrew Barry**

**Seconded by: Kathy Shaw**

Motion to Approve Teen Dance October 14, 2023. **Carried.**

**Commanda Community Update:**

- Yard Sale and Fall Dance will be held September 23, 2023.

**MOTION NUMBER 2023-26**

**Moved by: Kathy Shaw** **Seconded by: Terri Reidt**

That the Meeting is hereby adjourned at 7:13 p.m. Next Meeting to be held October 2, 2023. **Carried.**

Chairperson:

Secretary:

Minutes to be approved by the Board at the next scheduled Board Meeting.

## MINUTES

Township of Nipissing Recreation Committee  
October 2, 2023

A meeting of the Township of Nipissing Recreation Committee was held on Monday, October 2, 2023 starting at 6:30 p.m.

The meeting was held in person at the Township of Nipissing Community Centre, and livestreamed to the Township of Nipissing YouTube Channel.

**Present:** Mayor Tom Piper; Councillor Shelly Foote; Kathy Shaw; Terri Reidt; Lauren Stillar; and Ron Phillips.

**Staff:** Administrative Assistant – Deputy Clerk Kristin Linklater, Secretary to the Board. Will Bateman, Fire Chief, CEMC, Municipal By-law Officer.

**Absent:** Andrew Barry; James Scott; Terrilynn Paynter and Margaret Hughes.

Disclosure of pecuniary interest: None.

### MOTION NUMBER 2023-26

**Moved by: Tom Piper    Seconded by: Terri Reidt**

That we accept the Minutes from September 11, 2023. **Carried.**

### Discussion:

a) Bottle Drive:

- \$ 183.70 Collected from Wolfe Lake Landfill.
- \$ 124.80 Collected from Bear Creek Landfill.

b) Trunk Sale:

- Inquires about holding a Trunk Sale in the Spring. (May)
- Feedback – well organized.
- 16 Vendors present.
- Next year to hold it in the soccer field, for more room.
- Commanda also had a yard sale that day, there were 16 vendors inside and outside, great attendance.

c) Teen Dance:

- DJ is booked for event.
- October 14, 2023, 7-10 p.m.
- Set up at 6 p.m. ready for 7 p.m.
- With school back in, the attendance should be up.

d) Chili Cook Off:

- Open the invitation to EMS and other agencies.
- Plaque with names on for return.
- Small Trophy to take home.
- Powassan Voodoo's will come to the Chili Cook Off Night.
- Chili Cook Off Poster to be edited.

e) Halloween:



- Pre-Bag Candy
  - Need Volunteers, for handing out candy, decorating and clean up.
  - Suggested date of October 29<sup>th</sup> for bagging candy.
  - Scotia Bank donated 120 bags for Halloween.
  - Halloween Coloring Contest for a prize.
  - Age groups (4 and under) (5-9) (9-12)
  - Coloring contest sheets will be drop off at Station 1 and Station 2 (Fire Halls) on October 31, 2023. Judging will take place at the next Council Meeting.
  - Coloring Contest to be posted to social media as well as dropped off at the school, and will be made accessible to all.
- f) Rink Shack/Rec Shed Clean Out:
- October 29, 2023 at 10:00 a.m.
  - Social Media Post to claim lost and found items. Items not claimed will be donated.
- g) Budget Update:
- No questions on budget update provided.
- h) 2024 Event and Budget:
- Events – what events would you like to see happen in 2024.
  - Who’s leading events.
  - Provide and set event dates.
  - How much it will cost for each event. (rough budget)

**MOTION NUMBER 2023-27**

**Moved by: Tom Piper    Seconded by: Terri Reidt**

To approve the Purchase of Halloween Candy. **Carried.**

**Commanda Community Update:**

- Yard Sale and Fall Dance was held September 23, 2023 was well received.
- Bizarre and Bake Sale to be held November 26, 2023.
- Childrens Party and Community Dinner to be held December 10, 2023.

**MOTION NUMBER 2023-28**

**Moved by: Tom Piper    Seconded by: Terri Reidt**

That the Meeting is hereby adjourned at 7:16 p.m. Next Meeting to be held November 6, 2023.

**Carried.**

Chairperson:

Secretary:

Minutes prepared as per Section 228 (1)(a) of the Municipal Act, S.O. 2001, c. 25.

Clerk to record, without note or comment, all resolutions, decisions and other proceedings of the council.

Minutes to be approved by the Board at the next scheduled Board Meeting.

**MINUTES**

Nipissing Township Museum Board of Management  
October 4, 2023

A regular meeting of the Nipissing Township Museum Board of Management was held on Wednesday, October 4, 2023 starting at 6:30 p.m.

The meeting was held in person at the Township of Nipissing Community Centre, 2381 Hwy 654.

**Present:** Councillor Steve Kirkey, Councillor Dave Yemm, Norah Jackson; Debbie Renette and Gladys Bateman

**Regrets:** Mary Heasman

**Staff:** Gillian Bernas, Interim Museum Manager; Will Bateman, Fire Chief-MLEO-CEMC and Kris Croskery-Hodgins, Secretary to the Museum Board.

**MOTION NUMBER 2023-30**

**Moved by: Dave Yemm                      Seconded by: Debbie Renette**

That we approve the Minutes of the Nipissing Township Board Meeting held September 6, 2023, as presented. **Carried.**

**Fall Fest** – Donations and fundraising totals and overall participation and attendance figures were provided.

**MOTION NUMBER 2023-31**

**Moved by: Dave Yemm                      Seconded by: Gladys Bateman**

That we approve the Nipissing Township Museum Operating Standards as presented. Attached as "Appendix A". **Carried.**

**MOTION NUMBER 2023-32**

**Moved by: Debbie Renette                      Seconded by: Gladys Bateman**

THAT the 2024 Heritage Day Theme will be "150<sup>th</sup> Anniversary – Nipissing-Rosseau Road: Heritage Families".

The date of the celebration will be August 18, 2024. **Carried.**

**MOTION NUMBER 2023-33**

**Moved by: Dave Yemm                      Seconded by: Norah Jackson**

THAT the Nipissing Township Museum 2024 Events will be:  
Museum Fall Fest/Recreation Trunk Sale – date to be determined, possibly September 14, 2024. **Carried.**

**MOTION NUMBER 2023-34**

**Moved by: Dave Yemm                      Seconded by: Gladys Bateman**

That the Candy budget for 2024 will be \$1,500.00.  
That the Merchandise and Book budget for 2024 will be \$1,500.00. **Carried.**

**MOTION NUMBER 2023-35**

**Moved by: Dave Yemm                      Seconded by: Debbie Renette**

That we accept the quotation from PastPerfect Software for the purchase of a cataloguing program for use in the Museum.

Price Quote #49076, \$1,300.00 (US Dollars).

Purchase to be authorized through the 2024 Operating Budget. **Carried.**

**MOTION NUMBER 2023-36**

**Moved by: Dave Yemm**

**Seconded by: Gladys Bateman**

That the Board meeting is hereby adjourned at 7:40 p.m. Next meeting will be held Wednesday, April 3, 2024 at 6:30 p.m. **Carried.**

Chairperson:

Secretary:

Minutes prepared as per Section 228 (1)(a) of the Municipal Act, S.O. 2001, c. 25.

Clerk to record, without note or comment, all resolutions, decisions and other proceedings of the council.

Minutes to be approved by the Board at the next scheduled Board Meeting.