

FEDERATION OF NORTHERN ONTARIO MUNICIPALITIES

MINUTES

Thursday, July 23, 2026

Virtual

D. Plourde, President

D. Whalen, Past President

L. Watson, 2nd Vice President

A. MacNevin, Director

L. Feldman, Director

R. Carrier, Director

L. Carleton, Director

T. Kelly, Director

Regrets

M. Horsfield, 1st Vice President

P. Lefebvre, Director

S. Hollingsworth, Director

M. Signoretti, Alternate Director

Guests

Stacie Fiddler, Manager, The Labour Market Group

Paul Kugelmass, Manager, Education and Training, Association of Municipalities of Ontario

Petra Wolfplass, Director, Membership Centre, Association of Municipalities of Ontario

Staff

M. Bain, Executive Director

1.0 Welcome and President's Report

President Dave Plourde shared his written President's report (Page 8) with the Board.

A. **MacNevin** moved, **SECONDED** by **R. Carrier** that the President's Report be received
MOTION CARRIED.

2.0 ADDITIONS TO/APPROVAL OF AGENDA

D. **Whalen** moved, **SECONDED** by **T. Kelly**, that the Agenda be approved as presented.
MOTION CARRIED.

3.0 Timed Delegations

Stacie Fiddler, Executive Director of The Labour Market Group, presented the preliminary findings from a workforce survey conducted in partnership with FONOM to better understand municipal labour force challenges across Northeastern Ontario. She noted that workforce shortages are a nationwide issue, driven by the retirement of experienced employees and an insufficient number of skilled workers entering the labour market. The survey found that municipalities of all sizes are experiencing recruitment challenges, with the smallest municipalities reporting the greatest difficulty attracting qualified candidates. The most difficult positions to fill are senior management, public works and finance, while competition from industries such as mining and other public sector employers continues to affect recruitment efforts. Many municipalities have increased salaries or adjusted pay grids to remain competitive, although budget limitations remain a concern. Respondents identified several barriers to recruitment and retention, including non-competitive wages, a limited local labour pool, and the remoteness of many Northern communities. The survey also highlighted uncertainty around communicating the value of municipal pension plans to prospective employees. Municipalities expressed interest in practical resources such as salary benchmarking, shared HR services, centralized job postings, recruitment templates and best-practice guides. Ms. Fiddler advised that the survey represents an important first step and that a comprehensive report with recommendations will be provided to FONOM to support future workforce planning initiatives.

Petra Wolfbeiss, Director of the Membership Services Centre at the Association of Municipalities of Ontario (AMO), and **Paul Kugelmass**, Manager of Education, presented AMO's new **Local Leadership Foundations** program, developed in partnership with the Institute on Governance (IOG). They explained that the program was created in response to the increasing complexity of municipal governance and the need to better prepare newly elected and returning members of council for the responsibilities of public office. The curriculum was developed following extensive consultation with municipal leaders, administrators and governance experts across Ontario.

The presenters outlined a flexible learning model that combines self-paced online learning with interactive workshops. The program includes five core modules covering governing in practice, municipal decision-making, finance and budgeting, civility and integrity, and community engagement, along with an additional leadership module designed specifically for heads of council. Participants may complete individual modules or the full series, with those completing all core modules receiving a Local Leadership Foundations Certificate.

3.0 Timed Delegations - continued

The program is intended to complement, rather than replace, municipality-specific orientation programs by providing a consistent foundation in municipal governance across Ontario. Workshops will be offered both in person and online, with municipalities or groups of municipalities able to host a two-day council orientation. The presenters encouraged municipalities to consider the program as an investment in informed, confident and effective local leadership following the 2026 municipal election.

4.0 ADOPTION OF MINUTES OF THE Sunday, May 10th, 2026, BOARD MEETING

L. Carleton moved, **SECONDED** by **L. Watson**, that the Minutes be accepted as presented.

MOTION CARRIED.

5.0 BUSINESS ARISING FROM THE MINUTES

- 5.1 M. Bain reported on FONOM's first Queen's Park Advocacy Day, highlighting its success in strengthening relationships with provincial decision-makers and advancing Northern Ontario priorities. Coordinated by KWM, the day included meetings with Ministers, Parliamentary Assistants, opposition critics, senior staff and the Premier's Office, focusing on transportation, policing, mental health, housing, recycling and airport infrastructure. An evening reception provided additional opportunities to reinforce FONOM's advocacy messages. The report concluded that the initiative enhanced FONOM's reputation and demonstrated the value of dedicated advocacy days. The Board also received the event budget, which totaled \$17,468.95.
- 5.2 M. Bain presented a summary of the 2026 FONOM Conference survey results, noting that delegates expressed a high level of satisfaction with the educational sessions, keynote speaker, Minister participation, networking opportunities, meals, hospitality and social events. Feedback confirmed the conference delivered exceptional value and reflected positively on the City of Timmins and FONOM. The introduction of the Minister-Municipal Delegations was especially well received, with delegates appreciating the opportunity to engage in direct discussions with Ministers. Based on this positive feedback, staff recommended continuing the Minister-Municipal Delegation program at future FONOM conferences, while also considering suggestions to enhance networking opportunities, practical presentations and accommodation of dietary needs. Mac is communicating with the City of Timmins for an update on the financials.
- 5.3 M. Bain updated the Board on advocacy activities undertaken since the previous meeting, including visits to Ottawa and Thunder Bay with President Dave Plourde to advance FONOM's priorities with provincial and federal leaders. Discussions focused on transportation infrastructure, economic development and strengthening relationships with the government. The Board also reviewed FONOM's messaging on Highway 11 and Highway 17, reaffirming the importance of promoting both corridors as nationally significant transportation routes. Directors discussed the Province's plans to continue four-laning

5.0 BUSINESS ARISING FROM THE MINUTES

Highway 69 and emphasized the need to maintain momentum for investments in Highways 11 and 17 to improve safety and support economic growth across Northern Ontario. Mac will write a letter to the Minister of Transportation requesting an update on the four-laning of Highway 69.

- 5.4 M. Bain presented a proposal to establish a Northeastern Ontario Community Safety and Well-Being Roundtable, bringing together municipalities, police, health care, Indigenous organizations, social service agencies and other partners to improve collaboration and develop coordinated recommendations for the Province. The Board held an extensive discussion, recognizing the value of greater coordination while noting that Community Safety and Well-Being Plans are currently managed differently across municipalities, with some municipalities having limited involvement in their development and implementation. Directors also expressed concern that introducing the initiative late in the current municipal term could limit its effectiveness. The Board requested that staff further develop the proposal and present it for consideration at the March 2027 Board meeting.

6.0 NEW BUSINESS

- 6.1 Resolution Received – Signs of Hate - Community Safety and Well-Being Plan
Municipality of Magnetawan
- 6.2 Resolution Received – Employment Service Program
Township of South Algonquin and one other Municipality
- 6.3 Resolution Received – Provincial health care spending
Town of Northeastern Manitoulin and the Islands
- 6.4 Resolution Received – NEOMA Highway Task Force re Highway 11-17
Township of Hornepayne and one other Municipality
- 6.5 Resolution Received – Harmonization of Ontario Provincial Standards for Roads
Municipality of Calvin
- 6.6 Resolution Received – Province to undertake a review of the use of Current Value Assessments and weighted assessments
Municipality of Mattawan and four other Municipalities
M. Bain will write to the Premier asking for MPAC to undertake the review
- 6.7 Resolution Received - Highway 11 and Hwy 17 Road Visibility and Reflective Safety
Village of Sundridge
- 6.8 Letter Received – Establish a dedicated Northern Ontario Physician Recruitment and Retention Fund
Town of Bruce Mines

7.0 Correspondence/Information Items

- 7.1 Resolution Received – OCIF Funding passed 2026
- 7.2 Resolution Received – Equitable Access to Housing and Infrastructure Funding for
- 7.3 Letter Received – Response to our letter
- 7.4 Resolution Received – Closure of LifeLabs
- 7.5 Resolution Received – Sustainable Funding for Maintenance of Forest Access Roads
- 7.6 Resolution Received – Tar and Chip Surface
- 7.7 Resolution Received – Funding an in-hospital MRI at West Parry Sound Hospital
- 7.8 Letter Received – Strengthening Canada’s National Resilience – Highway 11 as
- 7.9 Resolution Received – Hwy 11-17 - Rest Stop Areas
- 7.10 Resolution Received – Support of Special Economic Zones
- 7.11 Resolution Received - A Call to Return to Property Tax Reassessment Cycle
- 7.12 Thank you, Letter received – Policing Grant
- 7.13 Resolution Received - Veterinary College Expansion Program
- 7.14 Letter Received - Ministry of Infrastructure
- 7.15 Resolution Received - Federal Investment in Highway 11 and 17
- 7.16 Resolution Received - Bill 97 - Freedom of Information and Protection of Privacy Act
- 7.17 Information Received – Ontario Federation of Agriculture
- 7.18 Resolution Received - Calls for Action Fatal Collision Northern Highways
- 7.19 Letter Sent – to Premier Doug Ford
- 7.20 Letter Received - Relocation of Huntsville Cancer Clinic Oncology Clinic
- 7.21 Letter Received - Bail and Sentencing Reform Act (Bill C-14)
- 7.22 Resolution Received - Guaranteed Livable Basic Income
- 7.23 Resolution Received - Strengthening Mental Health and Addictions Crisis Response to
- 7.24 Resolution Received - School Bus Stop-Arm Camera Systems
- 7.25 Letter Sent - Public Consultation on the Future of Billy Bishop Toronto City Airport
- 7.26 Resolution Received - Intimate Partner Violence
- 7.27 Information Received - connecting links and wide loads
- 7.28 Letter Received - Ontario Hospitals that are underfunded by the Health Funding
- 7.29 Resolution Received - ICI Recycling Depots – ERP Implementation
- 7.30 Resolution Received - Urgent Action on Highway Safety – Highways 11 and 17

8.0 ADMINISTRATIVE MATTERS

- 8.1 **D. Whalen** moved, seconded by **L. Carleton**, that the Board receive the list of Expenditures with correction (*Attached Page 9*) for May 1, 2026 – July 13, 2026
MOTION CARRIED.
- 8.2 **T. Kelly** moved, seconded by **R. Carrier**, that the Board receive the Financial Report (*Attached Page 10*) ending July 13, 2026
MOTION CARRIED.
- 8.3 M. Bain shared with the Board that the financials from the 2026 FONOM Conference have not been received. Lorne and Mac will follow up with Dave Landers
- 8.4 M. Bain updated the Board on the GoNorth Video projects.

8.0 ADMINISTRATIVE MATTERS

- 8.5 M. Bain shared with the Board an update on the Northern Hospitality Suite. Noting that he has recently sent out the volunteer sign-up sheet. Due to renovations at the Westin, we will not have a balcony this year.

9.0 REGIONAL REPORTS

District of Temiskaming

D. Whalen reported that there has been considerable attention from the Provincial and Federal governments on the Temiskaming agriculture sector recently.

District of Parry Sound

L. Carleton reported that the Parry Sound Municipal Association will be held this Fall in September

District of Sudbury

R. Carrier reported that Hydro One will hold a meeting next week to provide details on the proposed transmission line between Sudbury and Barrie. Renée also noted that the District is experiencing a strong and busy tourism season.

District of Manitoulin

A. MacNevin reported that smoke from the Canadian and Oregon forest fires has occasionally affected air quality in the region. He noted that, during periods of heavy smoke, some sailboats have temporarily left the waters around the island.

District of Cochrane

D. Plourde reported that Kap Paper is currently operating profitably, due in part to the closure of competing mills. He also advised that the company is working with a European firm to explore converting the facility to manufacture Medium-Density Fibreboard (MDF), creating a value-added opportunity for the region.

District of Nipissing

T. Kelly shared that East Ferris has seen an increase in NIMBYism by some new residents. Also, residents are using AI to argue against new development within the municipality.

City of Timmins

L. Feldman reported that the City is experiencing a busy construction season, with several projects progressing throughout the community. He noted that preparations are well underway for the upcoming **Rock the River** weekend and expressed his appreciation to the many volunteers and City staff whose efforts are helping make the event possible. Lorne also advised that construction of Golden Manor remains on budget and on schedule, with the facility expected to open in November.

City of Greater Sudbury – No Report provided

City of North Bay – No Report provided

City of Sault Ste Marie – No Report provided

District of Algoma – No Report provided

10.0 OTHER BUSINESS

11:0 IN CAMERA - none

12.0 NEXT MEETING Friday, October 2nd, 2026, in Little Current

13.0 ADJOURNMENT – A. MacNevin moved, seconded by **T. Kelly**, that the Board meeting be adjourned at 4.18 pm.

ADOPTION OF MINUTES OF July 23rd, 2026

_____ moved, seconded by _____ that the Minutes be accepted as presented on October 2, 2026.

MOTION CARRIED.

President Dave Plourde

**FONOM President's Report
Board of Directors Meeting
Thursday, July 23, 2026 (Virtual)**

Since our last meeting, FONOM has continued to build momentum on the priorities established by this Board. I want to thank each of you for your commitment and participation. Your willingness to attend meetings, advocate with the government, and represent FONOM has strengthened Northern Ontario's voice.

Our Annual Conference in Timmins was another tremendous success. We welcomed municipal leaders from across Northeastern Ontario, six Provincial Ministers, industry partners, and government agencies. The conference once again demonstrated that FONOM is an important forum for discussing the issues that matter most to our municipalities.

One of our biggest accomplishments was holding FONOM's first dedicated Queen's Park Advocacy Day. Board members participated in more than twenty meetings with Ministers, Parliamentary Assistants, Opposition Critics, senior ministry officials, and representatives from the Premier's Office. Those meetings focused on transportation, policing costs, healthcare, housing, mental health and addictions, energy, and economic development. The day significantly raised FONOM's profile and reinforced the value of speaking with one coordinated Northern voice.

Transportation remains our highest advocacy priority. Working alongside NOMA, we have continued to build support for the four-laning of Highway 11 and expanded passing lanes and multi-lane opportunities along Highway 17. We have also strengthened relationships with ROMA, the Ontario Trucking Association, industry leaders, and municipalities across Ontario, creating a broad coalition in support of these nationally significant transportation corridors.

Following our meeting with Premier Ford in Thunder Bay, NOMA and FONOM sent a joint letter thanking the Premier for his commitment to include Highway 11 and Highway 17 among Ontario's national infrastructure priorities and for agreeing to raise these projects with Prime Minister Carney. We also reaffirmed our commitment to continue working with both governments to move these projects forward as critical trade, economic, and nation-building infrastructure.

I also want to recognize several additional advocacy initiatives completed since our last meeting. FONOM provided formal support for Nipissing University's proposed Bachelor of Community Planning program, recognizing the importance of training and retaining planners in Northern Ontario.

We also submitted comments supporting the modernization of Billy Bishop Toronto City Airport while emphasizing the importance of maintaining air ambulance access for Northern Ontario patients requiring specialized care in Toronto.

Looking ahead, our priorities remain unchanged. We will continue advocating for transportation improvements, fair policing funding, healthcare access, mental health and addictions reform, housing and infrastructure investments, forestry and critical mineral development, affordable and reliable energy, and stronger economic opportunities across Northern Ontario.

There is no question that FONOM's voice continues to grow. Governments are listening, our partnerships continue to strengthen, and municipalities across the North are working together more effectively than ever before.

Thank you again for your continued dedication to FONOM and to the communities we represent. I look forward to today's discussions and to continuing our work together on behalf of Northern Ontario.

8.1

List of Expenditures			
May 1, 2026 - July 13, 2026			
2026-05-01	City of Timmins, Parry Sound's Sponsorship	979	\$ 3,500.00
2026-05-06	Schumacher Lions Den - Hall Rental - Delegations	980	\$ 250.00
2026-05-06	Madeleine Charbonneau - O'Canada	981	\$ 100.00
2026-05-06	Sofie Marazzo - O'Canada	982	\$ 100.00
2026-05-17	Terry Kelly - March and May Board	983	\$ 913.00
2026-05-17	Lynn Watson - March and May Board	984	\$ 1,054.14
2026-05-17	Renée Carrier - May Board	985	\$ 702.92
2026-05-17	Sandra Hollingsworth - March and May Board	986	\$ 962.80
2026-05-17	Al MacNevin - May Board	987	\$ 713.00
2026-05-17	Danny Whalen - May Board	988	\$ 553.36
2026-05-17	Sellebration productions	989	\$ 19,464.25
2026-06-02	Mac Bain - Board, Conference expenses until May 15	990	\$ 6,728.74
2026-05-21	Danny Whalen - Queens Park	991	\$ 1,445.76
2026-05-21	Dave Pourde - Board & Conference	992	\$ 1,659.04
2026-05-28	Maggie Horsfield - Board	993	\$ 684.92
2026-05-31	Service Fees		\$ 33.00
2026-05-31	Martyn Funeral Home - Printing Conference	995	\$ 320.00
2026-05-31	Town of Kapuskasing - Dave's Hotel Timmins	996	\$ 470.08
2026-05-31	Mac Bain - Statement 5	997	\$ 5,416.66
2026-06-04	Lynn - Queen's Park Days	998	\$ 1,396.80
2026-05-22	Good Gauley productions - GoNorth Videos	994	\$ 26,933.55
2026-06-05	Mac Bain - Expenses QP and Ottawa	999	\$ 12,649.19
2026-06-07	KWMitchell Consulting	1000	\$ 11,300.00
2026-06-08	Al MacNevin - Queen's Park	1001	\$ 1,390.16
2026-06-09	Dave Plourde - various meetings, QP & Ottawa	1002	\$ 5,574.98
2026-06-15	Dave Plourde - Timmins & Thunder Bay	1003	\$ 1,139.04
2026-06-15	Mac Bain Expenses - May 15-June 15	1004	\$ 1,390.21
2026-06-18	AMO Insurance Coverage	1005	\$ 452.00
2026-06-18	Redbrick Communicatians - Media Relations	1006	\$ 4,498.81
2026-06-18	Mac Bain - Thunder Bay Meeting with premier	1007	\$ 2,535.61
2026-06-20	Maggie Horsfield - Queen's Park	1008	\$ 1,220.36
2026-06-23	Town of Kapuskasing - Memorial Tree	1009	\$ 136.59
2026-06-23	Debra Bain - Rent April, May, and June	1010	\$ 1,200.00
2026-06-30	Mac Bain - Statement 6	1011	\$ 5,416.66
2026-06-30	Service Fees		\$ 30.50
2026-07-06	Clark Communication - Website Maintanance	1012	\$ 1,193.28
2026-07-12	Lynda Carleton - May Board and Buttertarts	1013	\$ 777.73
			\$ 124,307.14

8.2

FONOM			
Financial Summary			
April 1, 2026 - March 31, 2027			
as of July 13, 2026			
	<u>Budget</u>	<u>YTD</u>	<u>Variance</u>
Revenue			
Membership	\$ 35,000.00	22,717.63	12,282.37
AMO Reimbursements	\$ 6,500.00	-	6,500.00
NOHFC	\$ 75,000.00	-	75,000.00
Northern Suite at AMO	\$ 14,000.00	6,000.00	8,000.00
Investment Interest + Misc	\$ -	129.75	-
Conference	\$ 75,000.00	27,279.20	47,720.80
Donations + Tax Return	\$ 10,000.00	10,000.00	-
FedNor - GONorth & SNOED	\$ 54,000.00	29,687.00	24,313.00
Transfer from Reserves*	\$ 50,000.00	22,961.51	50,000.00
	319,500.00	118,775.09	223,816.17
Expenses			
Service Fees	\$ 260.00	80.25	179.75
Board Meetings	\$ 40,000.00	9,791.26	30,208.74
Amo Board Meeting & Mou	\$ 19,000.00	1,606.71	17,393.29
Provincial Committee Meetings	\$ 65,500.00	2,144.74	63,355.26
Advertising - Clark Communications	\$ 1,500.00	-	1,500.00
Insurance	\$ 500.00	452.00	48.00
General & Admin	\$ 15,500.00	3,908.65	11,591.35
Audit And Legal Fees	\$ 5,000.00	-	5,000.00
Staff Wages	\$ 75,000.00	16,249.98	58,750.02
Staff Travel	\$ 4,000.00	-	4,000.00
Executive Honorarium	\$ 5,000.00	-	5,000.00
Northern Hospitality Amo	\$ 14,000.00	323.73	13,676.27
Conference Expense	\$ 14,000.00	51,120.09	(37,120.09)
GoNorth Campaign	\$ 60,000.00	60,956.41	(956.41)
Catch n Release	\$ -	-	-
SNOED Program	-	-	-
Highway Advocacy	-	44,040.55	(44,040.55)
Other	-	-	-
	319,260.00	190,674.37	128,585.63
	240.00	(71,899.28)	95,230.54