

MUNICIPALITY OF THE COUNTY OF
ANTIGONISH

COUNCIL MEETING AGENDA

Tuesday, January 17th, 2016 at 7:30pm

Municipal Administration Centre

- 1) Call to Order – Chairman, Warden Russell Boucher
- 2) Approval of Agenda
- 3) Approval of Municipal Council Minutes of December 20th, 2016
- 4) Business Arising from Minutes
- 5) Presentations:
 - a) Staff Sg. Holly Glassford – Antigonish RCMP
 - b) PVSC
- 6) Correspondence
 - a) Housing Nova Scotia
- 7) Committee Reports
 - a) Committee of the Whole – December 20th, 2016 (Board Appointments)
 - b) Committee of the Whole – January 17th, 2017 (will be provided at meeting)
- 8) Reports from Individual Council Members on Outside Boards, Committees, and Commissions
- 9) Miscellaneous Business
- 10) Adjournment

Present:

Councillors:	Warden Russell Boucher	Deputy Warden Owen McCarron
	Councillor Mary MacLellan	Councillor Rémi Deveau
	Councillor Donnie MacDonald	Councillor John Dunbar
	Councillor Hugh Stewart	Councillor Gary Mattie
	Councillor Vaughan Chisholm	Councillor Bill MacFarlane

Regrets: None

Also present: Glenn Horne, Municipal Clerk/Treasurer
Beth Schumacher, Deputy Clerk

Media: Corey LeBlanc, Antigonish Casket
Ken Kingston, 98.9 XFM

Gallery: Travis DeCoste

The meeting was called to order at 7:47pm by the Chair, Warden Boucher.

APPROVAL OF AGENDA

An amendment was made to move item 9(b) – the appointments of community members to municipal committees, to the in-camera agenda for the Committee of the Whole.

Min #2016-154 (Approval of Agenda)

MOVED by Councillor MacDonald, SECONDED by Deputy Warden McCarron that the agenda be approved, as amended. Motion carried.

APPROVAL OF MINUTES

Warden Boucher called for the approval of the Municipal Council Minutes of November 15th, 2016.

Min #2016-155 (Approval of Minutes)

MOVED by Councillor Deveau, SECONDED by Councillor MacLellan, that the Municipal Council minutes of November 15th, 2016 be approved. Motion carried.

BUSINESS ARISING FROM THE MINUTES

There was no business arising from the minutes.

PRESENTATIONS

John James Barter

This presentation was postponed to occur later in the meeting to accommodate Mr. Barter. When Mr. Barter arrived, Warden Boucher expressed the Municipality's gratitude for his years of service with the Building for Youth Commission (Arena Commission). Mr. Barter was presented with a plaque.

CORRESPONDENCE

Correspondence has been received from the following:

- a) 4H Antigonish – Thank-you letter
- b) OMA / Fire Marshall - Notice of Building Code Regulation changes
- c) NS Power – Auld’s Cove lights response
- d) Chez Deslauriers – Update 2016
- e) Eastern Mainland Housing Authority – Confirmation of Committee Appointment
- f) Antigonish Affordable Housing Society – Thank-you letter
- g) ESREN – 3 year strategy

COMMITTEE REPORTS

Committee of the Whole – December 6th, 2016

Min #2016-156 (St. Martha’s Foundation)

MOVED by Councillor MacLellan, SECONDED by Councillor Deveau, that the request made by the St. Martha’s Hospital Foundation to provide \$500,000.00 over ten (10) years, in the amount of \$50,000.00 each year, be approved. Motion carried.

Min #2016-157 (Establishing an Audit Committee)

MOVED by Councillor MacDonald, SECONDED by Deputy Warden McCarron, that Municipal Council establish the Committee of the Whole as the Audit Committee and direct staff to draft amendments to the Committee of the Whole policy reflective of that decision. Motion carried.

Min #2016-158 (Joint Council Terms of Reference)

MOVED by Councillor MacLellan, SECONDED by Councillor MacFarlane that Municipal Council approves the Joint Council Committee Terms of Reference. Motion carried.

Min #2016-159 (Antigonish Senior’s Care Van)

MOVED by Councillor Stewart, SECONDED by Deputy Warden McCarron, that Municipal Council provide a grant of \$1000.00 to the Antigonish Senior’s Care Van. Motion carried.

Min #2016-160 (Antigonish Early Childhood Intervention Program)

MOVED by Deputy Warden McCarron, SECONDED by Councillor MacDonald, that Municipal Council provide a grant up to a maximum amount of \$2,500.00 to the Antigonish Early Childhood Intervention Program. Motion carried.

Committee of the Whole – December 20th, 2016

Min #2016-161 (Generators)

MOVED by Councillor Stewart, SECONDED by Councillor Dunbar that Municipal Council approves the purchase of two (2) diesel generators from Sansom at the quoted price. Motion carried.

Min #2016-162 (Mount Cameron and Hwy 337 Water System Review)

MOVED by Councillor Stewart, SECONDED by Councillor MacDonald, that Strait Engineering be awarded the review of the Mount Cameron and Hwy 337 water system. Motion carried.

Min #2016-163 (Canada 150 Legacy Project)

MOVED by Deputy Warden McCarron, SECONDED by Councillor Stewart, that Municipal Council, in consultation with the Strait Regional School Board, explore the feasibility of constructing a multi-purpose outdoor structure at Saint Andrew Junior School to mark the 150th year of confederation, and that the professional services of a firm or company be obtained for the purpose of designing and determining the construction costs of the multi-purpose outdoor structure. Motion carried.

MOTIONS**Min #2016-164 (Road Name Change Petition)**

MOVED by Councillor MacDonald, SECONDED by Councillor MacFarlane, that Municipal Council approve the naming of an unnamed private lane off of MacNeil Road to Terag Lane. Motion carried.

MISCELLANEOUS BUSINESS*Updates and Reports from Individual Council Members*

Deputy Warden McCarron reported that he attended:

- High-speed Internet strategy meeting
- Municipal Open House
- Town Tree Lighting
- UNSM Conference

Councillor Deveau reported that he attended:

- Municipal Open House
- Town Tree Lighting
- Santa Claus Parade
- UNSM Conference
- Crime Prevention Meeting

Councillor MacLellan reported that she attended:

- Library Meeting
- RK MacDonald Orientation
- UNSM Conference

Councillor Mattie reported that he attended:

- UNSM Conference
- Angus Bowie Appreciation Night
- RK MacDonald Orientation

Warden Boucher reported that he attended:

- Coady Student event in Havre Boucher
- CEDI workshop
- Highway Opening
- St. FX Graduation
- Mayors and Wardens Meeting

Warden Boucher then took the opportunity to wish a Merry Christmas, Season's Greetings, and a Happy New Year to the residents of the County, members of Council, the Media, and Municipal Staff.

MOTION TO ADJOURN

Min #2016-165 (Motion to Adjourn)

MOVED by Councillor Chisholm, seconded by Councillor MacDonald that the Council meeting adjourns at 8:04pm. Motion carried.

Warden Russell Boucher

Glenn Horne, Municipal Clerk/Treasurer

County of Antigonish

January 17, 2017

Diane Beaton, Area Manager

Lloyd MacLeod, Sr. Manager, Commercial Valuation



Agenda

- About PVSC
- Key Dates
- Municipal Profile, 2017 Assessment Roll
- Mandate
- Valuation Process
 - CAP
 - Statement of Property Use
- Value-Added Shared Services
- Questions

About PVSC

- Municipally funded, independent, not-for-profit organization that provides assessment services for 50 municipalities in Nova Scotia
- Governed by a Board of Directors
- 130 employees across the province
- ~ 600,000 assessment accounts
- Provides annual assessment rolls to municipalities and annual assessment notices to property owners
- 2016-17 Municipal Funding: \$17.1 Million → 6th consecutive year maintained

PVSC Quality Measures

- Ongoing or annual quality measures:
 - Audits and Statistical Testing
 - Publishing Preliminary Assessments
 - Property Owner Satisfaction Surveys
 - Appeal Surveys
 - Municipal Satisfaction Surveys
- 2016 achievements:
 - **One of six** Canadian organization to be awarded **Gold** by Excellence Canada for meeting and exceeding criteria in its *Excellence, Innovation and Wellness* standard
 - Transitioned from a two-year to a one-year base date (for 2017 assessments)
 - Certified by the International Property Tax Institute (IPTI) for adherence to assessment best practice, industry quality standards and our legislative mandate. Final report score: 89.5/100
 - Great Place to Work Certified by *Great Place to Work, Canada*

Key Dates

- **Base date:** January 1st of the previous year (example: 2017 assessments have a base date of January 1, 2016 - sales that have occurred on either side of the base date are used to determine market valuations)
- **State date:** December 1st, prior to sending assessment notices—reflects the physical state of a property
- **Preliminary assessments:** October each year
- **Roll transmitted to municipalities:** Last week of December
- **Assessment notices mailed to property owners:** January 13, 2017
- **31 Day Appeal Period:** 31 days from the date on the assessment notice (February 13, 2017)
- **Income and Expense Request for Information:** February 17, 2017

Municipal Profile 2017 Assessment Roll

2017 Assessment Roll	
Total Assessment	\$1,133,095,100
Commercial	\$196,351,100
Residential	\$936,744,000
Residential with CAP	\$705,655,000

2017 Assessment Roll	
Total Number of Properties	13,937
Residential	13,421
Commercial	491
Apartments	25

Municipal Profile 2017 Assessment Roll

- Review and Analyze Base Date Sale Transactions

Year	Residential	Apartment	Commercial
2017	247	0	3

Note: The sales used in this section are base year sales, excluding \$0 , \$1 and unqualified sales. Base year sales occur on either side of Jan. 1st, 2016.

- Review and Analyze Permits

Year	Total Permits Issued
2017 (Dec. 1, 2015 – December 1, 2016)	247

Sample 2017 Assessment Notice

Dwelling Unit(s): 1		Property taxes will be based on <i>Taxable Assessed Value</i> (and/or <i>Acres</i> in the case of exempt forest property).		
Municipality: MUNICIPALITY OF PROPERTYVILLE				
2017 PROPERTY ASSESSMENT		<i>Carlos Resendes for the Director of Assessment</i>		
Classification	Assessed Value	Capped Assessment	Acres	Taxable Assessed Value
RESIDENTIAL TAXABLE	\$264,800	\$232,300		\$232,300
2017 TOTAL	\$264,800	\$232,300		\$232,300

Assessed Value: is based on market value as of January 1, 2016 and reflects the property's physical state as of December 1, 2016.

Capped Assessment: the capped assessment value of the property, if eligible.

Taxable Assessed Value*: is used to calculate property taxes and is either the Assessed Value or the Capped Assessment, which ever is lower.

*exempt forestry property is based on acreage.

PVSC Mandate

Legislated mandate

- Nova Scotia Assessment Act
- Property Valuation Services Corporation Act

Section 42 Nova Scotia Assessment Act:

“All property shall be assessed at its market value, such value being the amount which in the opinion of the assessor would be paid if it were sold on a date prescribed by the Director in the open market by a willing seller to a willing buyer, but in forming his opinion the assessor shall have regard to the assessment of other properties in the municipality so as to ensure that, subject to Section 45A, taxation falls in a uniform manner upon all residential and resource property and in a uniform manner upon all commercial property in the municipality”

Valuation Process

- PVSC uses **mass appraisal**, analyzing the market factors that would affect the value in any given area. There are three internationally accepted valuation methods:
 1. Cost
 2. Income
 3. Direct Comparison
- PVSC also takes into account individual property characteristics to reflect the uniqueness of each property within the framework of the broader analysis of the local market, such as:
 - Land characteristics (size, topography, zoning, etc.)
 - Building characteristics (depreciation, vacancies, additions, renovations, damage due to flooding, fire, contamination, etc.)

Cost Approach Methodology

- Property types:
 - Owner occupied property (residential)
 - Special purpose properties (commercial)
- Most commonly used valuation method in Nova Scotia
- Based on the assumption that a potential owner would pay no more for a property than what it would cost for them to acquire the land and build themselves



**Replacement
Building Costs**

— **Depreciation** +



Land Value

= **Value**

Income Approach

- Property types:
 - Office Buildings
 - Hotels/Motels
 - Apartments
 - Retirement Homes
 - Manufactured Home Parks
 - Retail Complexes
 - Industrial (Warehouses)



- Typical investors buy income producing properties, not for the value of the bricks and mortar, but for the income that they are capable of generating
- The income approach is based on determining the amount of income that a property can earn, after expenses, and converting that net operating income into an estimate of market value
- Income producing property owners are sent a request for income and expense information each February

Direct Comparison Approach

- Property types:
 - Condos
 - Land
- Used to value homogenous properties with a significant number of sales



Property Attributes

- Property attributes that are taken into consideration when determining a property value are:
 - Location
 - Construction quality and method
 - Quality of construction materials
 - Condition, size, age and utility of building
 - Proximity to other value influences (nuisances)
 - Damage from fire, flood, etc.
 - Other factors that could affect sales price, with the exception of landscaping

Capped Assessment Program Overview

- Provincial Legislation - places a "cap" on the amount that residential property assessments can increase year over year
- The capped assessment value increases each year by the Nova Scotia Consumer Price Index (CPI).
 - This means that even if the assessed value of a property did not increase, the capped assessment value (if eligible) will increase in accordance with the CPI
 - 2017 CPI = 1.4%
 - 2016 CPI = 0.3%
 - 2015 CPI = 2.1%
 - 2014 CPI = 0.9%
- When a residential property is purchased, provided it was not an eligible family transaction, the CAP on that property is removed. The CAP, if eligible, is placed back on the property after one year, using the assessed value as it's base.

CAP Eligibility

- **Eligible**

- At least 50% owned by a Nova Scotia resident
- Residential property with less than four dwelling units or vacant resource
- Annual increase in market value greater than the Nova Scotia Consumer Price Index
- Ownership remained within the family
- Owner occupied condominium
- Manufactured home
- Manufactured home park, co-operative housing, residential or resource portions of commercial farm

- **Not Eligible**

- Majority owned by an out of province resident
- Commercial property
- New construction
- Transfer in ownership during the year unless to a close family member
- Non-owner occupied condominium

Statement of Property Use

- PVSC requires up-to-date information to determine if a property is farm land used for agricultural purposes or forest property used for *bona fide* forestry purposes.
- Activities that could generate a request to complete a *Statement of Property Use* form:

PVSC	Municipality
<ul style="list-style-type: none">• Sale• Subdivision of the land• Client request or inquiry• PVSC site visit/area review	<ul style="list-style-type: none">• Inquiry• Permits

- 198 Statement of Property Use forms were issued in the municipality since 2014.
- Upon receipt of this information, PVSC either confirms or changes the property's exempt farm or forestry classification.

Change in Use Tax

- Upon receipt of *Statement of Property Use* forms for properties involved in transaction, subdivision or sale, a Change in Use Tax **may** apply.
 - Section 77(3) of the Municipal Government Act
- The *Change in Use Tax* applied is based on 20% of the assessed value, determined at the time of the exempt classification cessation.
- For family transfers of land, a *Statutory Declaration* can be filled out by the property owner, which may provide exemption for a *Change in Use Tax*.

Value-Added Municipal Services

- Integrated Property Services Council (IPSC)
 - Responsible for overseeing the operation of *existing* value-added municipal shared services and supporting the development of *new* services
 - Authorizing authority is the UNSM, AMA and PVSC
- Current Initiatives:
 - **Open Data:** A single source Open Data Portal for municipal government and assessment data, www.thedatazone.ca
 - **Permit Data eXchange (PDX):** An online repository where municipalities and PVSC can share permits and inspection data, including documents and photos
 - **eDelivery:** eDelivery allows municipalities, utilities and PVSC to provide their customers with the option to receive assessment notices, tax bills and utility bills online through Canada Post's epost™ service
 - **Single Address Initiative (SAI):** The Single Address Initiative (SAI) was established to improve the management and sharing of civic and mailing address data for property services

Questions?

PVSC Service Centre

1-800-380-7775

15 Arlington Place Suite #6

Truro, NS

B2N 0G9

www.pvsc.ca



2017 Assessment by the Numbers

50 The number of municipalities in Nova Scotia

619,798 The number of properties in Nova Scotia

585,684 Residential Properties

335,790 CAP Eligible Residential Properties

34,114 Commercial Properties

\$ 105B In Assessed Value

Assessed Value By Region

Region	Residential	Residential with CAP	Commercial	Total
Central	\$41,766,747,400	\$37,825,634,700	\$13,967,589,100	\$55,734,336,500
South	\$10,635,724,000	\$9,688,918,500	\$2,142,832,400	\$12,778,556,400
North/West	\$15,846,129,700	\$14,260,831,800	\$3,576,951,100	\$19,423,080,800
East	\$13,238,038,500	\$11,390,113,200	\$4,113,581,400	\$17,351,619,900
Provincial Total	\$81,486,639,600	\$73,165,498,200	\$23,800,954,000	\$105,287,593,600

2016 Achievements

1st Assessment jurisdiction in North America to achieve IPTI Certification for adherence to assessment best practices and standards.

1 of 6 Canadian organizations awarded **GOLD** by *Excellence Canada* for Excellence, Innovation and Wellness.

\$17,391 raised for Habitat for Humanity, Nova Scotia

39,723
Sale Transactions

34,880
Client Inquiries

10,043
Permit Reviews

8,223
2016 Appeals



Fact Sheet

History

Property Valuation Services Corporation (PVSC) is the independent, not-for-profit, municipally funded assessment authority for Nova Scotia. Created in 2007, PVSC is responsible for providing valuation and related property and information services to Nova Scotia municipalities, property owners and the Province of Nova Scotia.

With approximately 140 employees across the province, PVSC supports its stakeholders by:

- Using mass appraisal to determine valuations for more than 600,000 properties in Nova Scotia
- Providing an annual assessment roll to municipalities
- Administering the property assessment appeal process

Assessment Functions

Municipalities use assessments to calculate property taxes. Property taxes help to pay for services such as garbage pick-up, snow removal, sewers, new roads and repairs, and police and fire services.

Assessment Process

PVSC adheres to mass appraisal methodology standards as set by the [International Association of Assessing Officers \(IAAO\)](#), and is mandated by the [Nova Scotia Assessment Act](#) and governed by the [PVSC Act](#).

Property values are based on the real estate market as of January 1st one year prior to the current assessment year. PVSC also takes into account the physical state of the property, which captures new construction, renovations, demolitions and a property's change in use.

Quality and Legislative Compliance

Throughout the year, audits and statistical testing are performed to ensure the quality and validity of the assessment roll.

- Assessment Act and IAAO quality standards
- Professionally certified and designated employees
- Enterprise Risk and Quality Framework Program
- Notification, inquiry management and appeal process: client satisfaction surveys conducted annually
- Roll Quality Program (year-round)
- Peer review process (fall)
- Advanced Notification and Consultation (fall)
- Roll Validation Program (year-end)

Key Assessment Dates

Base Date: January 1st of the previous year. For example: 2017 assessments have a base date of January 1, 2016—sales that have occurred on either side of the base date are used to determine market valuations.

State Date: December 1st, prior to sending assessment notices—reflects the physical state of a property. For Example, 2017 assessments have a state date of December 1, 2016

Income & Expense Request for Information: February.

Preliminary assessments: October each year.

Capped Assessment Program Rate: November—reflects the Consumer Price Index (CPI) for Nova Scotia as received from Statistics Canada.

Roll Transmitted to Municipalities: Last week of December.

Assessment Notices Mailed to Property Owners: January.

31 Day Appeal Period: 31 days from the date on the assessment notice.



Fact Sheet

Board of Directors

The PVSC's Board of Directors is comprised of six municipally elected representatives, three municipal administrators, three independent members, and the Executive Director of the UNSM.

The responsibilities of the Board are to:

- Establish a long-term strategic plan
- Create multi-year capital and operational budgets
- Ensure external financial and quality audits are completed
- Appoint a CEO
- Encourage partnership opportunities with stakeholders
- Communicate to its stakeholders, including reporting to the UNSM at its annual meeting

Current Membership:

Jimmy MacAlpine, PVSC Chair, Warden, Municipality of the District of Digby; Alex Morrison, Councillor, County of Annapolis; Connie Nolan, CAO, Municipality of East Hants; Amanda Whitewood, Director of Finance/CFO, Halifax Regional Municipality; Mike Dolter, CAO, Town of Truro; Greg Keefe, Independent Director; Michele McKenzie, Independent Director; and, Betty MacDonald, Executive Director, Union of Nova Scotia Municipalities.

Vision

To be a world class leader of market valuation and integrated property services, recognized for excellence – in our people, products and our business

Achieving Excellence

During the summer of 2016, PVSC invited [Excellence Canada](#), Canada's authority on organizational excellence, to complete a benchmark assessment of the organization against their *Excellence, Innovation and Wellness* standard. After completing an over-arching assessment of PVSC, including employees, customers, leadership, governance, planning, processes, social responsibility, suppliers, partners, and results, PVSC was awarded Gold in Excellence, Innovation and Wellness.

In 2015, PVSC became the first assessment jurisdiction in North America to be certified by the [International Property Tax Institute \(IPTI\)](#), confirming PVSC's compliance with its legislative mandate and with IAAO best practice and quality standards for mass appraisal.

Value-Added Services

Through a joint partnership between PVSC and the municipalities, the Integrated Property Services Council (IPSC) was established to oversee the operation of existing value-added property related services and to support the development of new services to increase operational and administrative efficiencies for municipalities.

PVSC Contact Information

If you have questions, please contact us.

1-800-380-7775 (Within North America)

1-902-893-5800 (Outside North America)

www.pvsc.ca

Property and Assessment Open data: www.thedatazone.ca

January 4, 2017

Warden Russell Boucher
Municipality of the County of Antigonish
285 Beech Hill Road, RR6
Antigonish, NS
B2G 0B4



7 Campbell's Lane
New Glasgow, NS B2H 2H9
t 800-933-2101 | 902-755-5065
f 902-752-7133
www.housing.novascotia.ca

Dear Warden Boucher:

Are you aware that **Housing Nova Scotia** offers programs throughout Nova Scotia which help keep low and modest income homeowners in their own homes, and in the communities they've helped to build, for as long as they can? Our goal is to help eligible families, seniors and persons with disabilities make their homes safer and more accessible.

Some of the ways that we do this are through the provision of grants and forgivable loans for major repairs or renovations to one of the following areas: structural, plumbing, electrical systems, heating systems and fire safety. We also provide funding for accessibility modifications such as ramps, handrails, height adjustments to countertops, and bathroom renovations, as well as emergency repairs to heating systems, chimneys, doors and windows, foundations, roofs, walls, floors and ceilings, plumbing, electrical systems, etc. All projects that we provide funding for are expected to improve the housing stock and provide safe housing for the owners.

We are an income tested program and the homeowners' income must be below the established CMHC income limit guidelines, however, anyone in need should apply to have their income level verified. Additionally, there may be other criteria depending upon the program, but again we encourage applications from those in need.

We need your help in getting the message out to the residents of Antigonish County. We would like to request that our information be included as a tagline on your municipal tax bills, as well as on your website and in your newsletters. Our programs can improve the quality of life for your residents, and repairs and renovations contribute to the both the economy and the tax base in rural Nova Scotia.

We would be happy to come and speak to the municipality staff and/or elected officials regarding our programs so that they can share this information with your residents. Please give me a call and we can arrange a meeting at a time that's convenient for you and your team. We look forward to working with you to improve the lives of the resident's in Antigonish County.

I can be reached at (902)755-7037 to discuss how we can work together and more information on our programs can be found on the Housing NS website at <http://www.housing.novascotia.ca/>.

Yours sincerely,

A handwritten signature in blue ink, appearing to read "Anne E. Baxter", with a long horizontal flourish extending to the right.

Anne E. Baxter
Program Manager

Tagline suggestion for Tax Bills:

You may be eligible for financial assistance to help you renovate or modify your home to meet your changing needs – Call Housing Nova Scotia at 1-844-424-5110 to find a program that meets your needs.

MUNICIPALITY OF THE COUNTY OF
ANTIGONISH

TO: MUNICIPAL COUNCIL
FROM: GLENN HORNE, MUNICIPAL CLERK TREASURER
SUBJECT: COMMITTEE OF THE WHOLE REPORT – Additional Items
DATE: December 20th, 2016

The Committee of the Whole was re-convened at 8:13pm on Tuesday, December 20th, 2016. The following Councillors were present:

Warden Russell Boucher
Deputy Warden McCarron
Councillor MacLellan
Councillor MacDonald
Councillor Stewart
Councillor Chisholm
Councillor Deveau
Councillor Dunbar
Councillor Mattie
Councillor MacFarlane

The following recommendations were made:

- The Committee recommends that Municipal Council appoint the following members of the public to the Active Transportation, Economic Development, Planning, and Sustainable Advisory Committees and the Antigonish Heritage Museum Board:

Active Transportation	Economic Development	Heritage Board	Planning	Sustainability (formerly ICSP)
Jack Beaton Dale Bogle Monica Schuegraf	Rose Julian John G. MacDonald Travis DeCoste	Judy Julian	Carroll MacAdam Mike MacEachern	Christene Almon Christine Briand Robert Cochrane