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Municipal Council Meeting Agenda

Tuesday, October 24, 2023 – 9:00 a.m.

MODL Council Chambers – 10 Allée Champlain Drive, Cookville

1.	Call to Order	
1.1	Mi'kma'ki Territorial Acknowledgement	
2.	Announcements, Acknowledgements, Recognition	
2.1	Proclamation – Crohn's & Colitis Awareness Month.....	1
3.	Public Input (15 Minutes)	
4.	Changes/Approval of Agenda (as circulated)	
5.	Approval of Minutes - September 26, 2023 & October 10, 2023	
6.	Business Arising from Minutes	
7.	Awarding of Tenders/RFPs - Nil	
8.	Presentations/Scheduled Times	
8.1	Riverport Inn B&B, Ben Brooks, Owner/Operator.....	9:15 a.m. 2-11
8.2	Tenant Partner Opportunity, Jane Davies, CEO Lumia Health	10:15 a.m. 12-26
9.	Consideration of Correspondence - Nil	
10.	Recommendations from Committees & Boards	
10.1	Policy & Strategy Committee	27
10.1.1	Inter-Municipal Regional Anti-Racism & Diversity Agreement	28-33
10.1.2	IDEA 2024-2028 Action Plan	34-47
10.1.3	Adult Recreation Subsidy Program	48-55
10.1.4	Letter to Department of Public Works re Adventure Trail Association - Signage	56-57
10.1.5	Letter to NS Department of Public Works re Public Safety Measures	58-60
10.2	Lunenburg County Accessibility Advisory Committee (LCAAC)	
10.2.1	Appointment to LCAAC – Scott Lutes	61
11.	Staff Reports	
11.1	Planning & Development Services	
11.1.1	Tree Planting Event 2023	62-70

12. Mayor's/Deputy Mayor's/Councillors' Matters

- 12.1 LCLC Update
- 12.2 Region 6 Update
- 12.3 Deputy Mayor's Update
- 12.4 Mayor's Update

13. Added Items

14. In Camera

- 14.1 Contract Negotiations under Section 22(2)(e) of the MGA
- 14.2 Contract Negotiations under Section 22(2)(e) of the MGA
- 14.3 Contract Negotiations under Section 22(2)(e) of the MGA

15. Adjournment

Crohn's and Colitis Awareness Month Proclamation

Whereas Crohn's and Colitis Canada is a national, volunteer-based non-profit organization supporting the over 270,000 Canadians living with inflammatory bowel disease, a chronic autoimmune disease that causes the body to attack healthy tissue, leading to inflammation of part of or all of the digestive system; and

Whereas, people living with IBD routinely endure abdominal pain, cramping, fatigue, internal bleeding, and frequent and urgent bowel movements - in some cases over 20 times a day.

While more than five million people globally live with IBD, Canada has one of the highest prevalence rates in the world, with the Atlantic provinces having the highest rates in the country. By 2030, experts predict the number of Canadians living with IBD to exceed 400,000- one per cent of the population. Currently there is no cure; and

Whereas, every November, Canada celebrates Crohn's and Colitis Awareness Month. As part of this initiative, landmarks across Canada are illuminated red in a show of support for everyone impacted by IBD; and

Whereas, to learn more about Crohn's and Colitis Canada and the work the organization does, please visit crohnsandcolitis.ca.

Therefore, I, Carolyn Bolivar-Getson, Mayor of the Municipality of the District of Lunenburg, do hereby proclaim the month of November 2023 be **Crohn's and Colitis Awareness Month**.

Council
Item: #8.1
Date: October 24, 2023
Authorization: T. MacEwan





Electric Bus



Community Engagement

COMMUNITY



CLINIC



- The Riverport Board of Trade
- The Lunenburg/Queens Business Collective





Saturday, Dec 3rd
Doors Open At 7:30, Show At 8

THE RIVERPORT INN
PROUDLY PRESENTS...

KATE QUINN & TYLER KEY

Friday, Nov 4th
Doors Open At 7:30, Show At 8

THE RIVERPORT INN
PROUDLY PRESENTS...

GARRET MASON

THE RIVERPORT INN PRESENTS **Feb 18th**

NICK & JON
HALLEY & SUTERS

The phenomenal drummer/percussionist, keyboardist, composer and conductor **Nick Halley** (James Taylor, Oscar Castro-Neves, David McGuinness) returns to The Riverport Inn with with guitar virtuoso instrumentalist sensation **Jon Suters**, James Taylor, Neville Brothers, Ed Mann (Frank Zappa) to present a dynamic duo who will dive into their combined world, jazz and classical repertoire, to serve up a delicious set list that promises to delight your ears!

THE RIVERPORT INN PRESENTS **FEB 25th 8PM**

'MAKING A SHOW OF MYSELF'

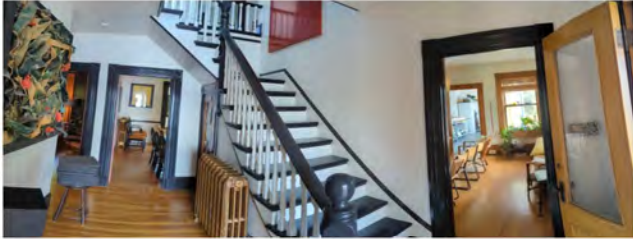
THE NEW ALBUM WITH **MARY KATE O'FLANAGAN**

ADVANCE TICKETS ONLY THROUGH **520**

LAUGH-INN
AN EVENING OF STAND-UP COMEDY

5:30 **7:30** **9:30**

TRAVIS ENGLAY DAN HENDRICKSEN CHRIS BEEFORD



Cancelled Events

All Women's Jazz Trio
April Fools Comedy Show w/Old Confidence Lodge
East Indian Music and Food Festival
Governor Gerneral's Nominated 1 Man Play
Sattellite Location for Just for Laughs Comedy Festival
Garret Mason return Show
2 Comedy Shows

- Community and cultural loss.
- Economic Loss - Show Ticket HST
- Local Bistro loss of business
- Lunenburg Resturaunts loss of Business
- Wintertime business driver, loss to Riverport Inn B&B

Guest Quotes

“Absolutely magical South Shore retreat.”

“Rivals the very best European boutique hotel experience!”

*“A beautiful oasis. The attention to detail was over and above any location we have experienced in our collective travels.
Historical treasure!”*

“The Riverport Inn B&B is a place of creative energy, thoughtful hospitality and love.”

Artist Quotes

“The Best Small Comedy Room in Nova Scotia”

“Amazing Sound!”

“Due entirely to the resourcefulness of the new owners, world-class musicians, comedians and performers are coming to the Lunenburg Peninsula just to have a show there.”

Nova Scotia's Underground Economy

"In Nova Scotia, the underground economy is estimated to have amounted to 2.9% of provincial GDP in 2018, a **total of \$1.28 billion.**"

- 7 Years of The OCL



Economic Development

Whether relocating, expanding or forging new opportunities, the Municipality of the District of Lunenburg is a great place to do business. Located in the heart of Nova Scotia's beautiful South Shore we offer a rural setting within an hour's drive to Metropolitan Halifax. The Municipality offers everything you need for establishing or growing your business success.

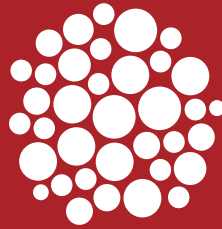
- MODL attitudes towards business.
- Inspectors responsibilities

An Invitation to Council

- Foster Business environment
 - Craft sensible regulation
 - View 'culture' as 'business'.
- Acknowledge the importance of small business.
 - Support, retain, attract.



Council
Item: #8.2
Date: **October 24, 2023**
Authorization: T. MacEwan



LUMINA HEALTH

Total Care Collective

Tenant Partner Opportunity



Welcome to Lumia Health!

We are delighted to propose an exciting project for Nova Scotians: Lumia Health in the District of Lunenburg.

Included in this document is an outline of the tenant experience, real estate details, and the prospective tenant journey within this amazing collaborative health centre.

Lumia will be a truly collaborative healthcare community working to improve health outcomes for Nova Scotians. Built in the District of Lunenburg's Osprey Village, this new development will be home to an ecosystem of progressive health partners delivering holistic, patient-centered services and will complement Nova Scotia Health.

Contents

Tenant Partner Opportunities District of Lunenburg, Osprey Village	2
Property Highlights	3
Believe in the Power of Collaboration	3
District of Lunenburg Community Hub	3
About Osprey Village in the District of Lunenburg	4
Tenant Partner Model	5
Sample Tenant Partner Mix	5
Information for New Tenant Partners	6
Lumia Health Program: Composition	8
A. Health Navigator	8
B. Accessibility	9
C. Business development	9
D. Marketing and promotion	9
E. Shared resources and technology	10
Tenant Partner Contributions	11
Collaboration, Program Reporting & Transparency	12
Transformative Healthcare that puts patients first	13



LUMIA HEALTH

Total Care Collective



This is a sample rendering. Design is subject to change.

Tenant Partner Opportunities District of Lunenburg, Osprey Village

Opening 2025 | Spaces 1,200 - 15,000 sq. feet

Built in the District of Lunenburg's Osprey Village, this new development will be home to an ecosystem of progressive health partners delivering holistic, patient-centered services and support.

Nova Scotia Health can benefit from complementary partners to improve access and deliver transformative healthcare solutions. Lumia Health welcomes skilled health services that are needed in this region to guide patients through a multidisciplinary care experience. Lumia Health will be able to provide the care Nova Scotians need and deserve as outlined in the Action for Health Plan.

Property Highlights

- Two story - 45,000 square feet
- Modern, tilt-up design
- Natural light throughout
- High-efficiency heating and cooling
- Environmentally friendly and sustainable construction
- Ample surface-level parking
- Outdoor shared green space and walking trails
- Purpose-built environment combining community space with like-minded tenant partners committed to helping patients on their health journey

District of Lunenburg Community Hub

Lumia Health will also be home to the District of Lunenburg Community Hub which will include:

- Local farmer's market
- Commercial community kitchen
- Cafe
- Community meeting and education spaces



Believe in the Power of Collaboration

As a truly collaborative health ecosystem, Lumia Health tenant partners will leverage technology to practice holistic care and directly engage with Nova Scotians who are taking control of their health and wellbeing.

About Osprey Village in the District of Lunenburg

- Located in an established and fast-growing service and residential hub with future developments planned for housing, seniors living residences, outdoor recreation facilities, walking trails, a community hub and more
- Close to high-traffic retail and restaurant locations including Canadian Tire and Walmart
- Conveniently located just minutes from Highway 103, with quick access to surrounding municipalities including Bridgewater, Lunenburg, Chester and Mahone Bay and the region of Queens



Tenant Partner Model

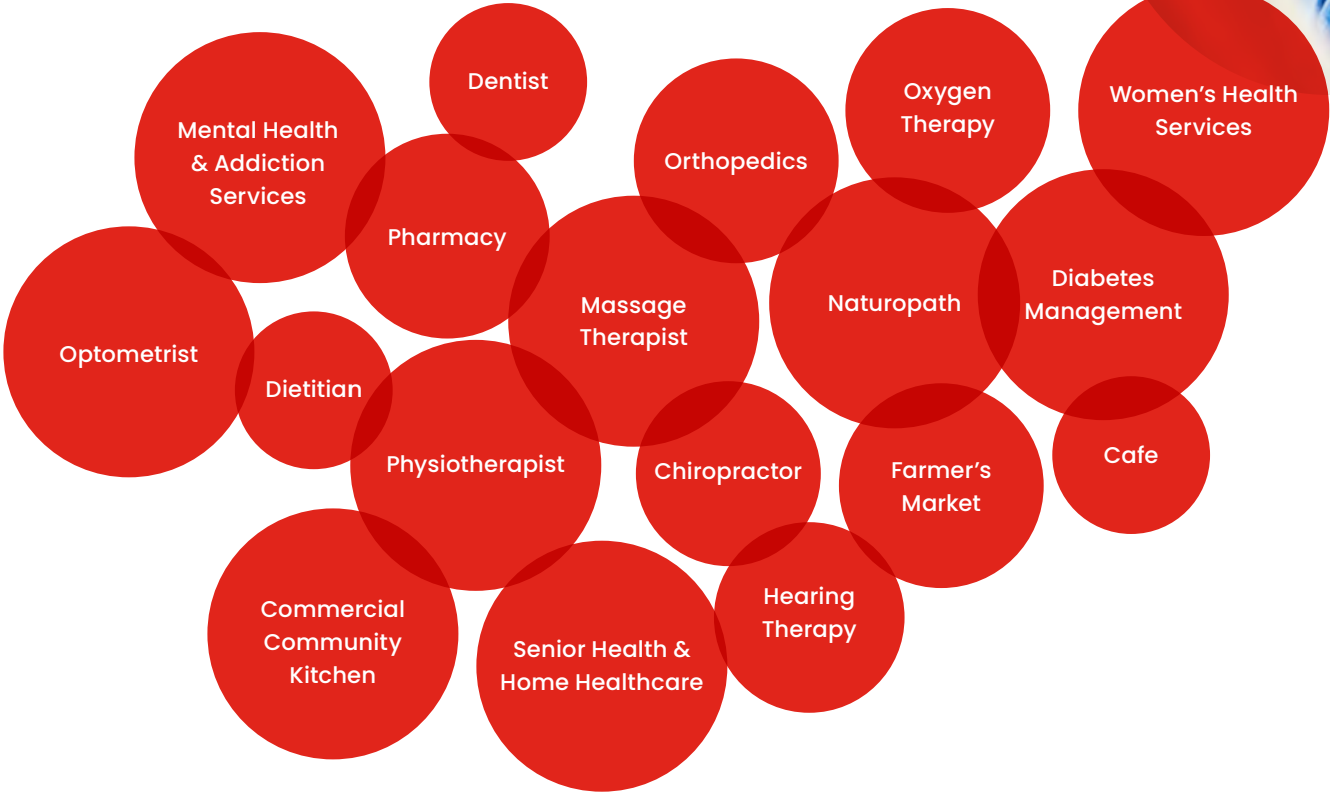
As a complementary partner of Nova Scotia Health, Lumia Health is committed to improving healthcare access for Nova Scotians. The benefit of Lumia Health's presence in communities is multi-pronged. In addition to improving health access and outcomes, the Lumia Health will be an incubator for small businesses to leverage a collaborative ecosystem. By working together in service of their patients, Lumia's

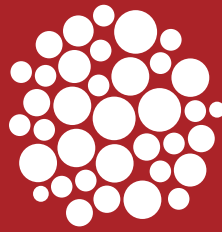
tenant partners will have a profound and lasting impact on healthcare in the region.

Lumia Health is an ecosystem that thrives off of the collaboration and innovations of its tenant partners. Embodying the elements of technology, access, navigation, and collaboration, Lumia Health tenant partners will work together to provide seamless and holistic healthcare to patients.

Sample Tenant Partner Mix

Each Lumia Health Centre is designed to be unique with a variety of tenant partners that reflect the market, its residents and the needs in the region. Lumia welcomes a variety of diverse health providers, health services and businesses with health advancing products. Lumia Health's tenant partners will collaborate as a total care collective for Nova Scotians. Below is a sample of tenant partners for the District of Lunenburg, Osprey Village:





LUMIA
HEALTH

Total Care Collective

Information for New Tenant Partners



Welcome!

By joining us, you will be part of an inspiring and innovative vision for the future of healthcare: a first -of-its-kind, holistic health ecosystem to address the multi-faceted health needs of Nova Scotians.

Your place in Lumia Health will be unlike any other business relationship you may have experienced in the past. At Lumia Health, the distinction between a typical tenant arrangement versus that of a true partnership is why we refer to businesses like yours as Lumia Health tenant partners.

We understand, appreciate, and greatly value what you bring to your patients—a wealth of health knowledge, a skilled practice, and a commitment to support improved health outcomes for individuals and communities. To help you do what you do best, we have created the Lumia Health Program.

We've created a collaborative health ecosystem to better enable Nova Scotians to be a proactive participant in their own health. We are committed to breaking down barriers that stand in the way of healthcare innovation and will work collaboratively with you and other tenant partners to lead the charge for new and better access.

As a tenant partner at Lumia Health, you will be the driving force behind your work and vision. The Lumia Health program is designed to support Nova Scotia Health's impact, while improving health outcomes for the patients you will serve as our valued tenant partners.

We hope you'll join us,

Jane Davies
CEO, Partners for Care

jane.davies@nshealth.ca
(902)223-9796

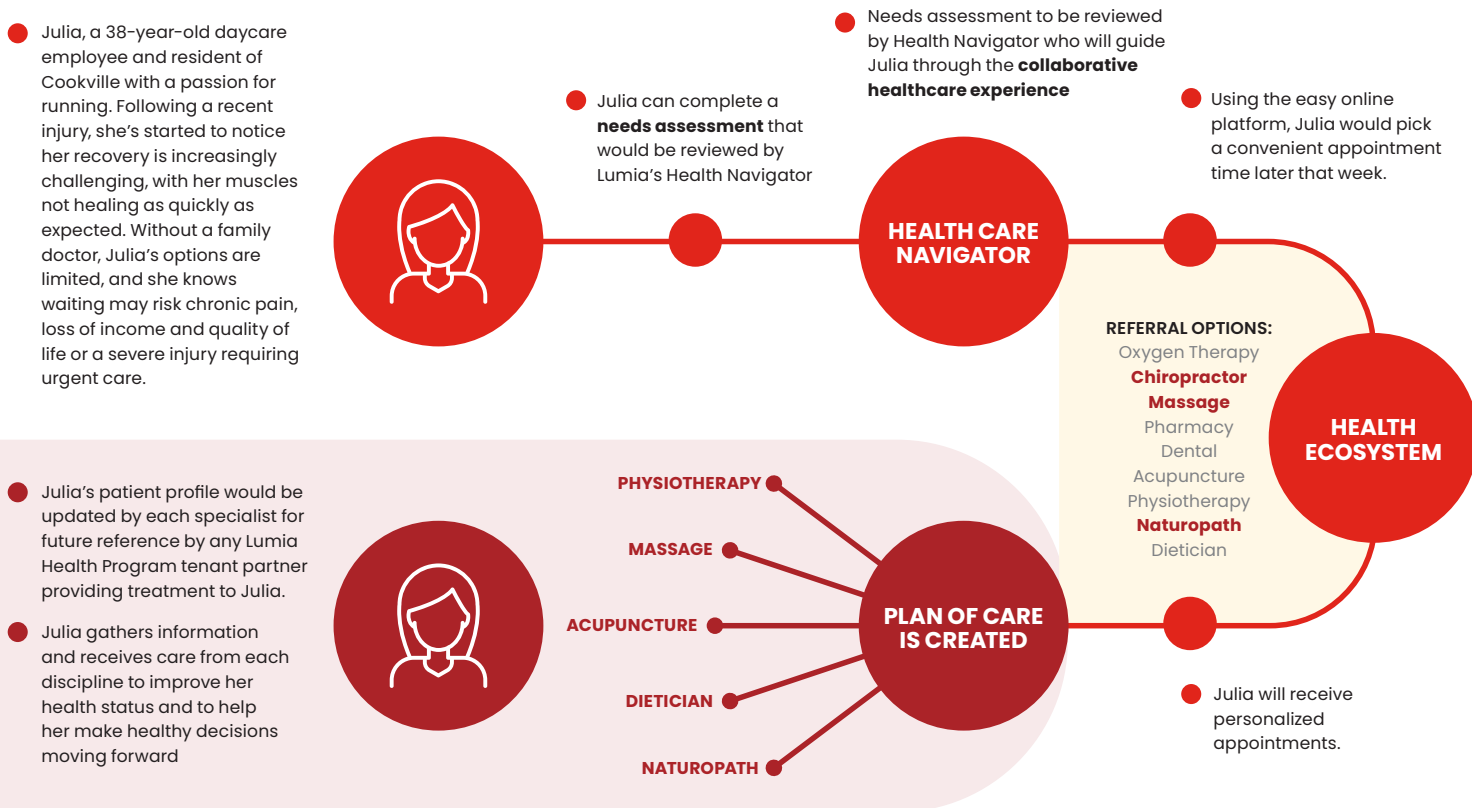
Lumia Health Program: Composition

A. Health Navigator

Lumia Health Navigator is a skilled healthcare professional who is a central figure of the Lumia Health program. They support patients by helping them understand the healthcare services available and leveraging navigation technology. They are key to realizing the collaborative care approach that will support

healthy outcomes. For patients who require financial support, the Health Navigator will oversee a standardized process to determine the funding needed to support them on their health journey.

The following provides an example patient journey where the Lumia Health Navigator plays a key role in the patient experience:



B. Accessibility

One of the most profound impacts that Lumia Health can bring to communities is to create access for those who do not have the financial resources or capacity to invest in their health. The Lumia Health Navigation Team will guide patients through the Lumia Health Program ecosystem to connect them with tenant partners. The Navigation Team will initially have access to two streams of support for patients in need of extra assistance.

First, as an organization with Charitable Status, Partners for Care will establish the Lumia Health Access Program to receive donations and investments with the express purpose of funding access to Lumia Health tenant partners through the Navigation Team. The second stream, a reflection of tenant partners who share Lumia Health's vision, will be a fund of in-kind hours donated by tenant partners monthly to serve those who are approved by the Navigation Team. As a result, Lumia will complement the public healthcare system by removing some of the current strain, addressing the public's need for non-urgent care and improving health outcomes for Nova Scotians.

C. Business development

As an extension of Lumia Health's promotional efforts, tenant partners will also benefit from Lumia Health's ongoing business and relationship development activities at local, regional, and provincial levels. From the launch and major announcement of Lumia Health to our participation in the small business and industry association network, everything we do will tell the story of an innovative "Total Care Collective", driving new business and reputational benefits for every tenant partner in our program while being an economic and social catalyst in Nova Scotia.

D. Marketing and promotion

Your business exists to help patients achieve their personal health goals and to become the very best version of themselves. Lumia Health's dedicated marketing and promotion efforts will support your business and mission by attracting new patients to Lumia Health. Through traditional, digital, and social marketing efforts, we'll raise awareness of Lumia Health, our tenant partners, and the impact of seeking services and treatment from businesses and providers under our innovative and truly collaborative model.

E. Shared resources and technology

For patients, Lumia Health's core differentiator is the impact made possible by a Health Navigation model that centralizes patient health and enables true collaboration among providers. The Lumia Health Navigation Team will guide patients through the Lumia Health Program ecosystem to connect them with tenant partners. Through technology, and with patient consent, the Health Navigation team will enable true collaboration between tenant partners —providing shared access to patient records for those who are actively involved in their treatment and care.

Technology will be a critical component of Lumia Health's patient experience, including:

- i.) health technology will support patients through the orientation process, including health navigation and being paired with the most appropriate tenant partner provider(s).
- ii.) centralized patient record database and CRM to enable interdisciplinary collaboration.
- iii.) user-friendly patient dashboard and portal, accessible to patients and tenant partners involved in their health journey.

In addition to the Navigation Team and state-of-the-art technology, Lumia Health's approach includes supports such as:

- New Patient Orientation and Profile Setup
- Appointment Scheduling Support
- Health and Wellness Education programming (webinars, videos, content and training)
- Facilitating patient-centered initiatives such as flu-shot clinics, blood collection, specimen collection
- Training on accessing virtual care



2

Tenant Partner Contributions

The Lumia Health Program is designed to be sustainable, producing a lasting impact on businesses and patients of Nova Scotia Health. As a valued Tenant Partner, your place in the Lumia Health Centre is much more than a rent-per-square-foot exchange. The success of our Total Care Collective

requires the success of our individual tenant partners, which is why we have designed an ecosystem that balances tenant partner financial investments and benefits to you and your business. Tenant Partners will contribute to the Lumia Health Program, including the technology, health navigation model, marketing and business development efforts. There are three core components of every Tenant Partner's monthly contribution:

- i.) Rent – a per-square-foot occupancy rate based on the tenant lease
- ii.) Lumia Health Program Fee – paid on a square-foot basis
- iii.) In-kind hours – based on Tenant Partner, to support patient access



3 Collaboration, Program Reporting & Transparency

As a valued Tenant Partner, you will have access to information about our operations, performance and plans. In partnership with the Lumia Health operations team, Partners for Care will provide administrative and governance support, including:

- A. Annual reporting (including financial analysis, funding and strategic direction)**
- B. Semi-annual General Meeting and Tenant Partner Town Hall**
- C. Tenant Partner Input Sessions on topics such as Lumia Health's Access Program, marketing efforts, networking opportunities, health navigation, the patient experience, technology and more.**





Transformative Healthcare that puts patients first

Lumia Real Estate is a joint initiative made possible by Lindsay Construction, rcs Construction, and Partners for Care. Partners for Care will be the sole operator of Lumia Health, overseeing the innovative and collaborative healthcare offering within the new centre.

This first-of-its-kind healthcare centre is proud to partner with the Municipality of the District of Lunenburg. Learn more at www.joinlumiahealth.ca.

Information

Jane Davies
Chief Executive Officer
Partners for Care

902 223 9796
Jane.davies@nshealth.ca

Learn more at www.joinlumiahealth.ca.



LUMIA HEALTH

Total Care Collective

Created by

for **Partners
Care** Agenda Page 26

Council

Item: #10.1

Date: October 24, 2023

Authorization: T. MacEwan



Municipality of the District of Lunenburg

10 Allée Champlain Drive, Cookville, Nova Scotia, Canada, B4V 9E4

Phone: 902.543.8181 Fax: 902.543.7123 Web Site: www.modl.ca

October 17, 2023

To Her Worship, Mayor Bolivar-Getson, and Councillors
of the Municipality of the District of Lunenburg

Dear Mayor and Councillors:

The Policy & Strategy Committee, in session on Tuesday, October 17, 2023, made the following recommendations to Council:

1. That Municipal Council approve the terms of the Inter-Municipal Regional Anti-Racism and Diversity Agreement, as presented, and authorize the execution of same by the Mayor and Municipal Clerk.
2. That Municipal Council adopt the Inclusion, Diversity, Equity, and Accessibility (IDEA) 2024-2028 Action Plan, and that staff work collaboratively with the Regional Anti-Racism Coordinator on implementing the plan.
3. That Municipal Council direct staff to develop a policy for Councils consideration respecting an Adult Recreation Subsidy Program, as presented.
4. That Municipal Council direct the Mayor to write to the Provincial Minister responsible for Public Works, Kim Masland, and copy MLA, Susan Corkum-Greek, and the Chair of the Adventure Trail Association, requesting the installation of "trail crossing ahead" signs on the approaches to the Adventure Trail on the Cornwall Road due to the public's safety.
5. That Municipal Council direct the Mayor to write to the Provincial Minister responsible for Public Works, Kim Masland, and copy the local MLAs, requesting the clearing of ditches, the replacement of undersized and damaged culverts, and the addition of new culverts, specifically where the land topography creates excessive water over roads during storm events including but not limited to the Fancy Lake area.

Respectfully submitted,

Chairperson and Members
Policy & Strategy Committee

AN INTER-MUNICIPAL REGIONAL ANTI-RACISM AND DIVERSITY AGREEMENT

THIS AGREEMENT is made in five copies this on (DATE) _____.

AMONG:

The **Municipality of the District of Lunenburg**, a municipal body corporate pursuant to the *Municipal Government Act*;

-and-

The **Municipality of the District of Chester**, a municipal body corporate pursuant to the *Municipal Government Act*;

- and -

The **Town of Bridgewater**, a municipal body corporate pursuant to the *Municipal Government Act*;

-and-

The **Town of Mahone Bay**, a municipal body corporate pursuant to the *Municipal Government Act*.

-and-

The **Town of Lunenburg**, a municipal body corporate pursuant to the *Municipal Government Act*.

WHEREAS the parties wish to jointly support and advance anti-racism and anti-discrimination initiatives and promote equity, diversity and inclusion initiatives to identify and address systemic racism and inequity in government policy, legislation, programs and services in Lunenburg County.

NOW THEREFORE witness in consider of the mutual promises and covenants contained herein the parties hereto agree as follows:

General

1. The Purpose of this inter-municipal services agreement, hereafter called (Agreement) is to provide for coordinated Anti-Racism and Diversity services referred to in this Agreement as the (region).

Host Municipality

2. The Municipality of the District of Chester is hereafter called the Host Municipality, and as such, will provide office space and support.
3. The Host Municipality will be responsible for all administrative functions including financial, record keeping, minute taking and reporting on behalf of the Lunenburg County Anti-Racism & Anti-

Discrimination Advisory Committee.

4. The Host Municipality will include the Anti-Racism and Diversity Coordinator, assets, and activities on their Municipality's liability insurance policy.

Anti-Racism & Anti-Discrimination Committee

5. A Lunenburg County Anti-Racism & Anti-Discrimination Advisory Committee (ARADAC) has been established and Terms of Reference agreed upon by all parties.
6. As per the TOR:
 - a. The Lunenburg County Anti-Racism & Anti-Discrimination Advisory Committee (ARADAC) is established to advise the respective administrations and elected bodies of the Town of Lunenburg, Municipality of the District of Lunenburg, Municipality of Chester, Town of Bridgewater and Town of Mahone Bay to advance, strengthen, support, and unify the five municipal units in adopting and implementing Anti-Racism and Anti-Discrimination initiatives throughout the Region.
 - b. The ARADAC works with partners and communities to help lead and support anti-racism and anti-discrimination initiatives and promote equity, diversity and inclusion initiatives. They would work to identify and address systemic racism and inequity in government policy, legislation, programs and services.
 - c. The Committee has the following responsibilities:
 - i. Provide ongoing advice, education, information and recommendations to the five Municipal Councils and staff on internal and external projects, initiatives, or policy via the Anti-Racism and Diversity Coordinator.
 - ii. Develop and recommend to municipalities a regional action plan which will provide regional-level guidance and coordinated approaches and strategies on actions to be taken by the municipalities.
 - iii. Support the Regional Coordinator for Anti-Racism and Anti-Discrimination initiatives.
 - iv. Develop and propose an annual budget to the Anti-Racism and Diversity Coordinator, to be reviewed and proposed to the five (5) Municipal Councils for consideration.
 - v. Provide advice, when requested, on projects and policies undertaken by municipalities including municipal plans, development, human resource policies and other projects.
 - vi. Remain apprised and connected to new municipal, provincial and federal directives, regulations and initiatives that impact or intersect with Anti-Racism and Anti-Discrimination or funding opportunities.
 - vii. Collaborate with the Lunenburg County Accessibility Advisory Committee and Regional Accessibility Coordinator.
 - viii. Liaise with community members through regular engagement, maintain transparency, and provide a framework and platform for reporting back to the community.
 - ix. Collaborate and build relationships with community members and organizations that address Anti-Racism and Anti-Discrimination through events, programming,

training and other forms of support.

Anti-Racism and Diversity Coordinator

1. All parties agree that an Anti-Racism and Diversity Coordinator shall be hired for a term ending March 31, 2026.
2. All parties agree that the Anti-Racism and Diversity Coordinator shall be a contractor of the Municipality of the District of Chester and shall serve as the coordinator and administrative support for the Lunenburg County Anti-Racism & Anti-Discrimination Advisory Committee (ARADAC) and shall provide support for the development of local anti-racism and diversity plans to each Municipal Unit based on additional hours purchased by each unit.
3. The Anti-Racism and Diversity Coordinator will provide anti-racism and diversity expertise and inform municipal administrators of their professional responsibilities to ensure inclusive practices at each municipal unit.
4. The Anti-Racism and Diversity Coordinator may speak on behalf of the ARADAC and provide updates to respective councils. During the first year of the initiative, the Committee shall report to Councils once per quarter and thereafter, at least twice per year.
5. Not less than quarterly, the Anti-Racism and Diversity Coordinator shall meet with the CAO, or designate, of each municipal unit to assess overall service delivery in the preceding quarter and to plan for the anticipated needs of the upcoming quarter.
6. The Host Municipality is empowered to acquire or contract for the use of equipment, facilities, and personnel necessary or advisable to carry out the responsibilities assigned to the Anti-Racism and Diversity Coordinator by this Agreement.
7. Should the position of the Anti-Racism and Diversity Coordinator become vacant, it will be the responsibility of the CAO of the Municipality of the District of Chester to fill the vacancy in accordance with the hiring policies of the Municipality of the District of Chester. The selection committee shall be determined by the CAOs of the participating municipalities.
8. The parties shall share the cost of operations of the Anti-Racism and Diversity Coordinator based on an annual budget.
 - a. The cost sharing formula will be based on the Uniform Assessment of the previous year and will be adjusted annually. For 2023-24 budget year the following formula applies:

	22-23 Uniform Assessment	%
Town of Mahone Bay	\$145,777,562	2.52%
Town of Lunenburg	\$298,368,092	5.15%
Town of Bridgewater	\$715,142,664	12.35%
Municipality of the District of Chester	\$1,741,116,861	30.08%

Municipality of the District of Lunenburg	\$2,887,963,821	49.89%
TOTAL	\$5,788,369,000	100.00%

- b. The CAOs of the participating units shall recommend to the parties of this Agreement an Operating and Capital Budget by February 1 of the fiscal year prior to the fiscal year of the recommended budget. The approving parties must represent more than half of the approved budget.
 - c. Actual dollar contribution of the Municipalities shall be based on the annual budget of the Anti-Racism and Diversity Coordinator and Lunenburg County Anti-Racism and Anti-Discrimination Committee.
 - d. The Host Municipality will invoice the other contributing Municipality(s) for their portion of the actual costs that are additional to their annual contribution. Actual expenditures will be reviewed yearly and surplus funds, if any, will be credited against the participating units' following year's contribution, based on the cost sharing formula referenced to in this section herein.
 - e. In the event Anti-Racism and Diversity Coordinator requires additional money for capital or operating purposes, any such increase shall require the approval of all parties to the agreement.
9. The fiscal year of the Anti-Racism and Diversity Coordinator shall be from April 1 to March 31 of the following year.

Termination of Agreement

- 10. This Agreement has effect commencing August 1, 2023, and ending April 1, 2026.
- 11. By motion of each Council, the term of the agreement may be extended by mutual agreement.

Indemnification

- 12. Each party shall indemnify its representatives from any liability that may arise as a result of that member.

Dispute Resolution

- 13. If any disagreement arises among the parties as to the proper interpretation of this agreement that cannot be resolved, the parties shall submit the area of disagreement to an arbitrator as provided by the *Arbitration Act*.
- 14. The parties acknowledge and agree that all headings are inserted for convenience only and do not form part of the agreement.
- 15. This Agreement is governed by the laws of Nova Scotia.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by the hands of their duly authorized officers and the affixing of their respective seals the day and year first above written (15)

Dated this ____ day of _____, _____ A.D.

Signed, sealed and delivered in the presence of;

Per: _____

Municipality of the District of Lunenburg

Per _____

Witness

Carolyn Bolivar-Getson, Mayor

Per: _____

, Deputy Mayor

Per: _____

Municipality of the District of Chester

Per _____

Witness

Allen Webber, Warden

Per: _____

Floyd Shatford, Deputy Warden

Per: _____

The Town of Bridgewater

Per _____

Witness

David Mitchell, Mayor

Per: _____

Francis Kangata, Deputy Mayor

Per: _____

The Town of Mahone Bay

Per _____

Witness

David Devenne, Mayor

Per: _____

, Deputy Mayor

Per: _____

The Town of Lunenburg

Witness

Per _____

, Mayor

Per: _____

, Deputy Mayor

Copy



Municipality of the District of Lunenburg

Report to Council

Report To: Policy & Strategy Committee
Submitted By: Sarah Kucharski, Manager, Corporate Services & Communications
Date: Tuesday, October 17, 2023
Re: Inclusion, Diversity, Equity, and Accessibility 2024-2028 Action Plan

BACKGROUND

By selecting Anti-Racism as a Strategic Priority in 2021, Council made a commitment to investing in funding and staff resources to explore anti-racism and inclusion issues in the Municipality.

The Administration Department engaged Nova Scotia's Chrysalis Human Rights Agency to support MODL in ensuring that EDI is integrated across the organization within our policies, procedures, practices, culture, and norms.

Chrysalis Human Rights Agency completed a comprehensive assessment and review of our equity, diversity, and inclusion policies and procedures, provided introductory EDI training to staff and Council, and submitted a recommended Inclusion, Diversity, Equity, and Accessibility 2023-2028 Strategic Plan.

Using the consultant's strategic plan as a guiding document, MODL staff have developed an Action Plan entitled **IDEA at MODL**.

IDEA at MODL reflects the commitment to advance inclusion, equity, diversity, and accessibility of equity-deserving groups. The plan incorporates the principles of the Accessibility for Nova Scotians Act, the Dismantling Racism and Hate Act, Count Us In: Nova Scotia's Action Plan in

Response to the International Decade for People of African Descent and the Truth and Reconciliation Calls to Action.

DISCUSSION

IDEA at MODL sets out strategic directions and senior-level accountabilities intended to empower employees and departmental units to engage and assist in the advancing of IDEA at all levels. It includes a set of proposed structures and approaches with explicitly desired outcomes that will support efforts across our community as we seek to become more inclusive, diverse, equitable and accessible.

Staff are recommending to Council that MODL Council adopt this plan, and that staff be directed to work collaboratively with the soon-to-be-hired Regional Anti-Racism Coordinator on implementing the plan. This will allow MODL to establish and affirm an inclusive, diverse, equitable and accessible workplace culture, from the grassroots to the senior-most levels.

TIMELINE

IDEA at MODL intends to generate lasting transformation for employees and residents. To this end, the Plan uses a phased approach to set the groundwork for change. It adopts a continuous improvement approach—building on successes and drawing on lessons from less successful initiatives.

2024: Year One: Foundation Building

The first phase of the Plan lays the foundation for IDEA. The foundational step includes:

- assigning a staff member with an add on responsibility for IDEA at MODL
- putting personnel policies in place,
- developing accountability and governance models,
- making connections and,
- collecting data.

The first phase involves planning and allocating resources for IDEA action items and an increased awareness in the workplace and promotion of the benefits and values of IDEA.

2025-2026: Years Two and Three: Investment and Implementation

The second phase prioritizes the investment and implementation of the Plan. This is the phase where the planned programs and activities are carried out.

2027-2028: Years Four and Five: Monitoring, Evaluating, Adapting

The Plan's final phase involves evaluating and improving the IDEA policies, procedures, and initiatives. We will build upon successes and improve areas where we fell short of reaching our goals. We will also evaluate social changes and opportunities for new approaches to the Plan.

BUDGET IMPLICATIONS

There will be an annual cost of roughly \$5,000 to develop an add on IDEA responsibility for a current staff member (similar to the Corporate Services Supervisor and Assistant Emergency Coordinator roles).

Most of the actions outlined in **IDEA at MODL** can be accomplished through the existing staff resources, with the support of the new Regional Anti-Racism Coordinator expected to join the region in 2024.

Some actions may require the services of consultants with expertise in IDEA, and these will be incorporated into the Municipality's annual budget process.

Report Preparation	
Department	Administration
Report Prepared by	Sarah Kucharski, Manager, Corporate Services & Communications
Report Approved by	
Date Reviewed by C.A.O.	



IDEA AT MODL

(Inclusion, Diversity, Equity, and Accessibility)

2024-2028 Strategic Plan

Copy

Land Acknowledgement¹

We acknowledge that we are located in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq people, who, in 1725 first signed the Treaties of Peace and Friendship with the British Crown. Those treaties did not deal with the surrender of lands and resources, but instead recognized Mi'kmaq title and negotiated a path toward an ongoing relationship between nations. We acknowledge we carry out our daily work in Mi'kma'ki.

We convey our respect to all indigenous peoples living in this region, to the knowledge keepers, and to their brave and resilient leaders, past and present.

At the Municipality of the District Lunenburg (MODL), we recognize that the work towards creating a fairer and more just workplace for more people, and the efforts we make to recognize and ameliorate the conditions that perpetuate injustices among us, must begin by also recognizing the injustice that lies at the base of the place we live and work. And then, together, we move towards a more just world for all of us.

Introduction

MODL is committed to making our community more inclusive, diverse, equitable and accessible. **IDEA at MODL** reflects the commitment to advance inclusion, diversity, equity, and accessibility of equity-deserving groups. The plan incorporates the principles of the **Accessibility for Nova Scotians Act, the Dismantling Racism and Hate Act, Count Us In: Nova Scotia's Action Plan in Response to the International Decade for People of African Descent and the Truth and Reconciliation Calls to Action**.

Goals

The **IDEA at MODL** Plan aims to advance an environment with a fundamental shared commitment to respectful engagement and human dignity. This strategic plan seeks to establish and affirm an inclusive, diverse, equitable and accessible workplace culture, from the grassroots to the senior-most levels. It sets out strategic directions and senior-level accountabilities intended to empower employees and departmental units to engage and assist in the advancing of IDEA at all levels.

It includes a set of proposed structures and approaches with explicitly desired outcomes that will support efforts across our community as we seek to become more inclusive, diverse, equitable and accessible. However, this is not a top-down plan. Every employee has a role to

¹ A territorial or land acknowledgement involves making a statement recognizing the traditional territory of the Indigenous people(s) who called the land home before the arrival of settlers, and in many cases still do call it home. Indigenous peoples have been acknowledging the land at the start of gatherings, ceremonies, and events for time immemorial.

play in achieving our collective goals. We must take deliberate action informed by promising practice and institutional data. Working together, we can ensure IDEA thrives in our workplace and enriches the lives of all.

Timeline

IDEA at MODL intends to generate lasting transformation for employees and residents. To this end, the Plan uses a phased approach to set the groundwork for change. It adopts a continuous improvement approach – building on successes and drawing on lessons from less successful initiatives.

Year One: Foundation Building

The first phase of the Plan lays the foundation for IDEA. The foundational step includes:

- assigning a staff member with an add on responsibility for IDEA at MODL
- putting personnel policies in place,
- developing accountability and governance models,
- making connections and,
- collecting data.

The first phase involves planning and allocating resources for future IDEA investments and ongoing expenditures of new programs and initiatives. The outcome for this phase is an increased awareness in the workplace and promotion of the benefits and values of IDEA.

Year Two and Three: Investment and Implementation

The second phase prioritizes the investment and implementation of the Plan. This is the phase where the planned programs and activities are carried out (listed in the **Action Plan**).

Year Four and Five: Monitoring, Evaluating, Adapting

The Plan's final phase involves evaluating and improving the IDEA policies, procedures, and initiatives.

We will build upon successes and improve areas where we fell short of reaching our goals. We will also evaluate social changes and opportunities for new approaches to the Plan.

Vision

MODL is committed to cultivating a culture that values, supports, and promotes equity, human rights, respect, and shared accountability. Our workplace encourages and supports individual and collaborative efforts to identify and address inequities. We welcome and enable contributions of all voices as we engage with diverse ideas, knowledge, and perspectives to pursue inclusive service delivery.

Mission

MODL will work to achieve an inclusive, diverse, equitable, and accessible place to live and work. We are committed to achieving equitable access and opportunities in employment, retention, and advancement; and to a working environment free from discrimination, bullying, and harassment.

We envision—and will cultivate—a community that recognizes equity and diversity as fundamental to achieving inclusive excellence in service and community engagement. We acknowledge that this commitment requires identifying and addressing obstacles, barriers, and biases that limit equitable and accessible opportunities. We will intentionally pursue and implement system-wide equity and access initiatives and embed diversity and inclusion in all MODL structures, programs, policies, and practices. Determined to influence those formal and informal structures and mechanisms that limit access and equity, we will use principles of fairness and evidence-based policies and practices to support decision-making; collect and analyze disaggregated data; establish equity goals and benchmarks; and develop and implement policies.

Recognizing that achieving IDEA goals requires responsible and accountable leadership at all levels, we will regularly evaluate and report on progress towards achieving inclusion, diversity, equity, and accessibility.

Principles

Diversity: We commit to increasing diversity, expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, or (dis)ability status.

Equity: We commit to working actively acknowledging the systemic power and privilege and distribution of resources to enhance access and inclusive outcomes for equity-deserving groups. We will create spaces that value, celebrate, amplify our diversity. We are committed to a policy of equal opportunity for all persons.

Inclusion: We commit to pursuing deliberate efforts to ensure that our workplace embraces difference, and that every individual feels a sense of belonging. By building a critical mass of diverse groups in our workplace and creating a vibrant climate of inclusiveness, we can more effectively leverage the resources of diversity to advance our collective capabilities.

Accessibility: We commit to removing barriers to full and equitable access to participation in work and community life. We recognize that accessibility involves removing all obstacles and addressing social and attitudinal barriers to inclusion.

Human Rights: We are committed to promoting the dignity of all persons and taking focussed actions to prevent discrimination and hate for equity-deserving groups.

Continuous Improvement and Evaluation: We are committed to centering IDEA in all aspects of our work at MODL. We acknowledge that IDEA requires ongoing effort, reflection, and adaptation. We commit to engagement with the MODL community to ensure that our actions are meaningful in meeting our IDEA vision and goals.

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IDEA at MODL Action Plan

This Action Plan is a comprehensive approach to IDEA at MODL. It includes five core categories: IDEA centered Employment practices, Leadership and Accountability, Community and Culture, Service Delivery, and Learning and Development.

We identified dimensions of IDEA under each of the broad categories and have developed activities, initiatives, and timelines to achieve long-term goals.

1. IDEA Employment

The goal for employment at MODL is to maintain equitable and inclusive recruitment and retention practices, advancement, and compensation practices which value diverse perspectives. It also cements the commitment for leaders at MODL to model and promote IDEA. We have considered dimensions of recruitment, candidate selection, onboarding and orientation, assessment and advancement, personnel review committee plan and workplace policies.

1.1 IDEA Personnel

- 1.1.1 MODL will hire a .2 FTE IDEA Coordinator, responsible for overseeing the implementation of the plan, advise leadership, and plan champions. This will be an add-on responsibility for a current MODL employee.
- 1.1.2 Enrol MODL staff member responsible for IDEA in EDI Certificate at Dalhousie University.

1.2 Workplace Census

- 1.2.1 Research best practices and respectful terminology (Employment Equity Act) to create baseline workplace census.
- 1.2.2 MODL will regularly administer workplace census.
- 1.2.3 MODL will use the results of the census to create a responsive recruitment plan to attract employees from equity-deserving groups.

1.3 Recruitment

- 1.3.1 Review job descriptions to identify on the job training versus skills the candidates must already possess.
- 1.3.2 Develop employment equity statement and include on all job postings. Encourage applicants to self-identify and provide designated groups first consideration for roles.
- 1.3.3 Develop list of community partners that can assist in recruiting from designated groups.
- 1.3.4 Share all new job postings with community partners from equity-deserving communities. Provide partners with information to assist candidates to successfully apply and demonstrate key competencies.
- 1.3.5 Identify new markets to advertise employment at MODL.

1.4 Candidate Selection

- 1.4.1 Develop standard interview questions and consistent scoring to ensure applicants are measured based on the same criteria. Circulate interview questions prior to enable candidates prepare answers.

1.5 Onboarding and Orientation

- 1.5.1 Continue to engage in social onboarding (e.g., assign a buddy outside training and management staff, welcome from management and staff).
- 1.5.2 Continue to schedule new employee orientations to assist employees in completing tax and benefits documentation, provide overview of corporate policies and introduce departmental leads and management team.

1.6 Employee Assessment and Advancement

- 1.6.1 Ensure employees are aware of the skills that will be measured, the performance standard and enable self-measurement opportunities.
- 1.6.2 Review career pathways to advancement at MODL to identify and remove identity related barriers.
- 1.6.3 Explore ways to prioritize advancement to equity-deserving candidates in middle and upper management.
- 1.6.4 Ensure external recruitment of senior leadership positions prioritize finding candidates from equity-deserving groups.

1.7 Social Equity Policy Review

- 1.7.1 Develop Social Equity Policy Review framework which considers who is impacted by each policy and potential risks to inequitable application.
- 1.7.2 Prioritize policy review according to their impact on IDEA at MODL. Develop a schedule for review and amendments to policies, and schedule for routine reviews of policies.
- 1.7.3 Based on results of review, internal IDEA committee will recommend amendments to and introduction of IDEA personnel policies.

2 Leadership and Accountability

Transparency and accountability are important levers to drive IDEA. Accountability towards IDEA ensures ownership and defines answerability, liability, and reporting. MODL will develop monitoring systems to hold leadership accountable for meeting IDEA commitments.

Inclusive leadership and accountability are crucial to achieving the IDEA goals and targets. This section focuses on three critical dimensions of this category: leadership commitment and business case, consensus building, committees, and reporting structure.

2.1 Leadership Commitment and Business Case

- 2.1.1 Leadership will draft a statement of commitment to achieving the goals set forth in IDEA at MODL.
- 2.1.2 Leaders will demonstrate their commitment to IDEA by sponsoring initiatives, participating in events, inviting IDEA conversations, and articulating how they are advancing IDEA at the departmental level with accountabilities with the Champion of IDEA at MODL.
- 2.1.3 Leaders and decision makers will include IDEA targets in their departmental business plans and projections through the Annual Budget document.

2.2 Consensus Building

- 2.2.1 Develop internal and external communications plan restating commitment and encourage employees and residents to participate in achieving IDEA goals.
- 2.2.2 Establish a variety of methods to collect disaggregated data of the MODL staff complement and external community. Disaggregated data is information that has been broken down by detailed sub-categories, for example by marginalised group, gender, region or level of education.
- 2.2.3 Use results from data collection to address the concerns and issues identified. Plans may include education and awareness campaigns, communications plan that addresses and discredits common myths about IDEA and creating welcoming communities.

2.3 Committees and Reporting Structure

- 2.3.1 Ensure recruitment plan for Accessibility Committee (NS Accessibility Legislation requirement) is intersectional to attract representations from diverse equity-deserving communities.
- 2.3.2 Establish internal IDEA committee to collaboratively identify steps towards creating an inclusive and welcoming MODL.
- 2.3.3 Departmental managers will provide regular updates to IDEA initiatives and targets. Leadership performance evaluations include metrics of IDEA.

3 Community and Culture

We aim to embed IDEA within MODL policies, practices, and formal and informal gatherings. MODL will systemically involve community involvement in decision-making and prioritize initiatives that promote IDEA and sustainability.

3.1 IDEA Branding

- 3.1.1 Identify successful IDEA brand campaigns, consult with graphic designers, and gather community feedback that highlights key components of IDEA.

- 3.1.2 Create an accessible design that highlights aspirational elements of IDEA in MODL (e.g., eye catching logo, easy to read promotion materials, fact sheets).
- 3.1.3 Ensure that IDEA logo and "more information" links are included in all communications and publications, featuring IDEA logo and information on promotional material including tourism guides.

3.2 Community Outreach and Partner Engagement

- 3.2.1 Create more opportunities for solutions-based community gatherings with question-based agendas (e.g., ask residents, "What can we do to improve housing equity in MODL?")
- 3.2.2 Identify community leaders within equity-deserving communities and plan opportunities for consultation/engagement (e.g., a series of townhalls, round tables and one on one meetings) to seek feedback and build consensus for MODL IDEA initiatives.
- 3.2.3 Create awareness of IDEA at Council and invite presentations from equity-deserving groups and organizations. Reserve time on agenda for IDEA-specific presentations.
- 3.2.4 Raise Mi'kmaq, African Nova Scotia, Rainbow, and Trans Flags. Ensure diverse and respectful representation in décor, statues, and tributaries, etc.

3.3 IDEA Workplace Culture and Employee Engagement

- 3.3.1 Continue to provide regular opportunities to enable employees to interact socially (e.g., monthly lunch or potluck, games and sports, group wellness activities).
- 3.3.2 Co-create annual calendar of cultural observances/days of significance and recognize holidays or significant dates through a variety of ways (e.g., host celebrations to commemorate holidays and significant dates and serve culturally appropriate foods sourced from local vendors).
- 3.3.3 Develop a policy for Land Acknowledgement, Equitable and Accessible Meeting Practices, IDEA sourced refreshments and gifts.

3.4 Truth and Reconciliation

- 3.4.1 Plan to implement the Truth and Reconciliation Commission of Canada's Calls to Action with focus on Professional Development and Training for Public Servants.

4 Service Delivery

MODL aims to create IDEA policies and practices to equitably serve an increasingly diverse community.

4.1 Policies and Procedures

- 4.1.1 MODL will become a signatory in the Recreation Nova Scotia Anti-Racism Charter.

- 4.1.2 Create outcomes-based decision making/risk assessment model when developing services and initiatives (e.g., ask “what are the possible implications for the populations served?”).
- 4.1.3 Contact customers/residents/organizations that have identified poor service delivery to understand what went wrong and how can we do better.
- 4.1.4 Update the Customer Complaints Handling Policy 092 to include citizens rights to be treated fairly, free from discrimination and to produce equitable outcomes. This document will outline expectations for citizens to refrain from abusive or offensive behaviours, and potential consequences from violations. It should allow customers to report incidents of discrimination, bias, or unequal outcomes. Develop process to address incident (e.g., complainant directed approach), examine what conditions needed to prevent similar incidents (e.g., education, policy changes).

4.2 Accessibility

- 4.2.1 Invest in initiatives that promote equitable access to working and living at MODL. Make accessibility a standing agenda item for Senior Management Team meetings.

4.3 Safer Spaces

- 4.3.1 MODL will create guidelines for MODL staff posting on public forums.
- 4.3.2 Review signage, online information, physical spaces, for ease of understanding, variety of formats, use of images and symbols, ensure language is not out-dated or offensive.

5 Learning and Development

MODL will provide ongoing learning and development resources to employees and prioritize ongoing collective awareness and growth on IDEA related topics. MODL is committed to provide opportunities for employees to learn and grow together.

5.1 Onboarding Education

- 5.1.1 All employees are provided with information about IDEA policies and goals and are required to routinely review and acknowledge they have reviewed and understand the policies.
- 5.1.2 Employees are routinely provided with engaging education to describe key IDEA concepts and expectations for inclusive behaviours in the workplace.

5.2 Employee Development

- 5.2.1 Research educational suppliers, internal resources, speakers, workshops, seminars, and the resources needed to acquire/develop learning tools.

- 5.2.2 Job-relevant learnings (managers, customer service); mandatory education, incentivized opportunities to participate in external IDEA education. Employee training and education review schedule to ensure training consistent with best practices.
- 5.2.3 Develop framework for managers and employees to identify learning resources that will improve their IDEA awareness and skills. Create policy to ensure employees have paid time to attend self-identified and performance related educational programs.

Summary

We recognize that making MODL a more inclusive, diverse, equitable, and inclusive community will require participation and engagement from leaders, employees, residents and local organizations and businesses. We would like to thank the significant contribution of employees and residents in creating this plan and their IDEA efforts in everyday life. Although we acknowledge there is much left to be done, we are excited to begin the journey towards **IDEA at MODL**, together.

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District of Lunenburg Municipal Council

Adult Recreation Subsidy Program

1

Today's Objectives



- **Develop Adult Recreation Subsidy Program guidelines**
- **Discussion Points:**
 - Concept Overview
 - Definitions
 - Community Demographics
 - Benefits
 - Strategic Priority
 - Best Practices
 - Eligibility
 - Procedure
 - Next Steps



2

Adult Recreation Subsidy Program Concept



- In line with PRO Kids, an adult subsidy program will provide residents of the Municipality of the District of Lunenburg aged 19+ funding assistance to participate in recreation, culture, and physical activity opportunities.



Municipality of the District of Lunenburg
Recreation, Parks, and Tourism Department

3

Definitions



Access: Understanding the ways people interact with their environment and recognizing the barriers that prevent equitable participation in active living.

Barrier: Something that makes it harder for some people to participate. Nova Scotia's Accessibility Act defines a barrier as "anything that hinders or challenges the full and effective participation in society of persons with disabilities, including a physical barrier, an architectural barrier, an information or communications barrier, an attitudinal barrier, a technological barrier, a policy, or a practice."

Equity: A commitment to fairness. Equitable access is different from equal access. Equality means everybody is treated the same; equity means everybody is treated fairly, based on their needs and abilities. Equity recognizes and values differences, removing systemic barriers and accommodating individual differences, as needed.

**Source: MODL Active Living Strategy*



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Recreation, Parks, and Tourism Department

4

Community Demographics



- MODL Population: 25,545, +2.7% since 2016
- MODL Population Ages 19+: 19,245
- MODL Median Age of the Population: 53.6
- MODL Median Total Income: \$34,800
- MODL Unemployment Rate: 10.9%
- Nova Scotia Unemployment Rate: 5.7%
- MODL Prevalence of low income based on the low-income measure, after tax: 33.3%

*Statistics Canada Census 2021



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Recreation, Parks, and Tourism Department

5

Benefits of Adult Recreation Subsidy Program



- Reduce barriers
- Improve accessibility
- Equitable opportunities
- Healthy communities
- Increase engagement
- Positive role modeling
- Increase individual physical, social, mental, and emotional health
- Support local non-profit organizations



Municipality of the District of Lunenburg
Recreation, Parks, and Tourism Department

6

Strategic Priority Links



Active Living Survey

- Goal: Accessible and inclusive opportunities for active living that provide opportunities for social connection within MODL.
- **4.2 Reduce barriers to participation in active living and daily movement to help ensure equitable access**
 - Support low-income populations by offering free and subsidized opportunities, and assist with funding opportunities (e.g., PRO Kids, Equipment Loan, Free/Subsidized Programming)

MODL Value

- Equity and Inclusion: We take action to change and grow to be a truly diverse, equitable, and inclusive municipality.



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Recreation, Parks, and Tourism Department

7

Best Practices



- Town of Kentville – Spike Fund
- Halifax Regional Municipality – Recreation Funding Access Program
- Municipality of East Hants – RecAccess Program
- YMCA Lunenburg County – Financial Assistance Program



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Recreation, Parks, and Tourism Department

8

MODL Property Tax Rebate Program



- MODL has an existing financial assistance program in place for homeowners.
- Homeowners with household incomes under \$40,700 are eligible to receive up to \$570 relief from their property tax bill, based on their household income.
- The budget for this program is \$213,400. Staff have the authority to spend 10% over this budget, allowing for \$234,740 to be awarded.
- An additional \$20,000 was approved by Council this fiscal, bringing the budget to \$254,740.



Municipality of the District of Lunenburg
Planning and Development Services

9

Eligibility



- Residents of the Municipality of the District of Lunenburg
- Ages 19+
- Experiencing financial need to participate in organized recreation activities



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Recreation, Parks, and Tourism Department

10

Procedure



- Applicant will complete application and submit to MODL
- Program Administrator will review and check reference
- Applicant will be notified of approval/denial
- Staff will process approval/denial accordingly
- Staff will manage tracking of applications
- Prepare annual report for Council



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Recreation, Parks, and Tourism Department

11

Possible Funding Partners



- United Way of Lunenburg County
- Province of Nova Scotia



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Recreation, Parks, and Tourism Department

12

Budget Implications



- **Proposed budget for pilot: \$5,000 (currently in PRO Kids budget)**
- **Donations will be sought from individuals and organizations**
- **Once the funding from all sources is gone, applications will be denied**



Municipality of the District of Lunenburg
Recreation, Parks, and Tourism Department

13

Next Steps



- **Draft policy**
- **Develop application form and formal procedure**
- **Bring back to Council for policy approval: November 2023**
- **Promote program to community**
- **Anticipated Launch: December 2023**



Municipality of the District of Lunenburg
Recreation, Parks, and Tourism Department

14

Recommended Motion



- That the Policy and Strategy Committee recommend to Council that staff pursue the Adult Recreation Subsidy Program, as presented, and develop a policy to outline the criteria of the program; and further that \$5,000 of the 2023/2024 recreation budget be allocated to funding the program.



Municipality of the District of Lunenburg
Recreation, Parks, and Tourism Department

15



Thank You

Tissy Bolivar

tissy.bolivar@modl.ca

(902) 541-1335

Municipality of District of Lunenburg
10 Allee Champlain Drive
Cookville, NS B4V 9E4



16



Council

Item: #10.1.4

Date: **October 24, 2023**

Authorization: T. MacEwan

Adventure Trail Association:

Claudette Garland, Chair

320 Aulenback Point, Sweetland, BOJ 1E0

hgarland@ns.sympatico.ca

September 28, 2023

Honourable Susan Corkum-Greek
97 Kaulbach Street, Suite 201
P.O. Box 220
Lunenburg, NS
BOJ 2C0

Dear Susan Corkum-Greek, MLA Lunenburg

I am writing on behalf of the Board of the Adventure Trail Association and would like to take this opportunity to bring a serious safety concern to your attention.

Our trail crosses the busy Highway 324/Cornwall Road in Blockhouse, close to the 4-way stop (please see the enclosed map). This is a high-traffic trail section, regularly used by ATVs, cyclists, walkers and even horse riders; we also know that the local Waldorf School regularly takes groups of children on this part of the trail. All trail users need to use extreme caution when crossing the road. We have clear signage on the trail to indicate there is an upcoming road crossing and that users must stop, but strongly feel that motorists on Highway 324 should also be made aware of the trail crossing, before a serious injury or death occurs.

We acknowledge that the speed limit in this area is already 50kms and that traffic nearing and crossing the 4-way stop is travelling at a relatively slow speed, but traffic heading towards Highway 103 is accelerating, traffic coming from Highway 103 may still be in "highway mode" around the trail crossing, and traffic travelling from Mahone Bay uses a slipway when heading towards Highway 103 and is not required to stop at the 4-way, therefore potentially travelling faster and not concentrating on looking ahead to where the trail crossing is, but over their shoulder to check it is safe for them to enter Highway 324/Cornwall Road.

We are requesting "Trail Crossing Ahead" signs be installed on the approaches to the trail on Highway 324 and are asking for your help in moving this forward with Nova Scotia Public Works.

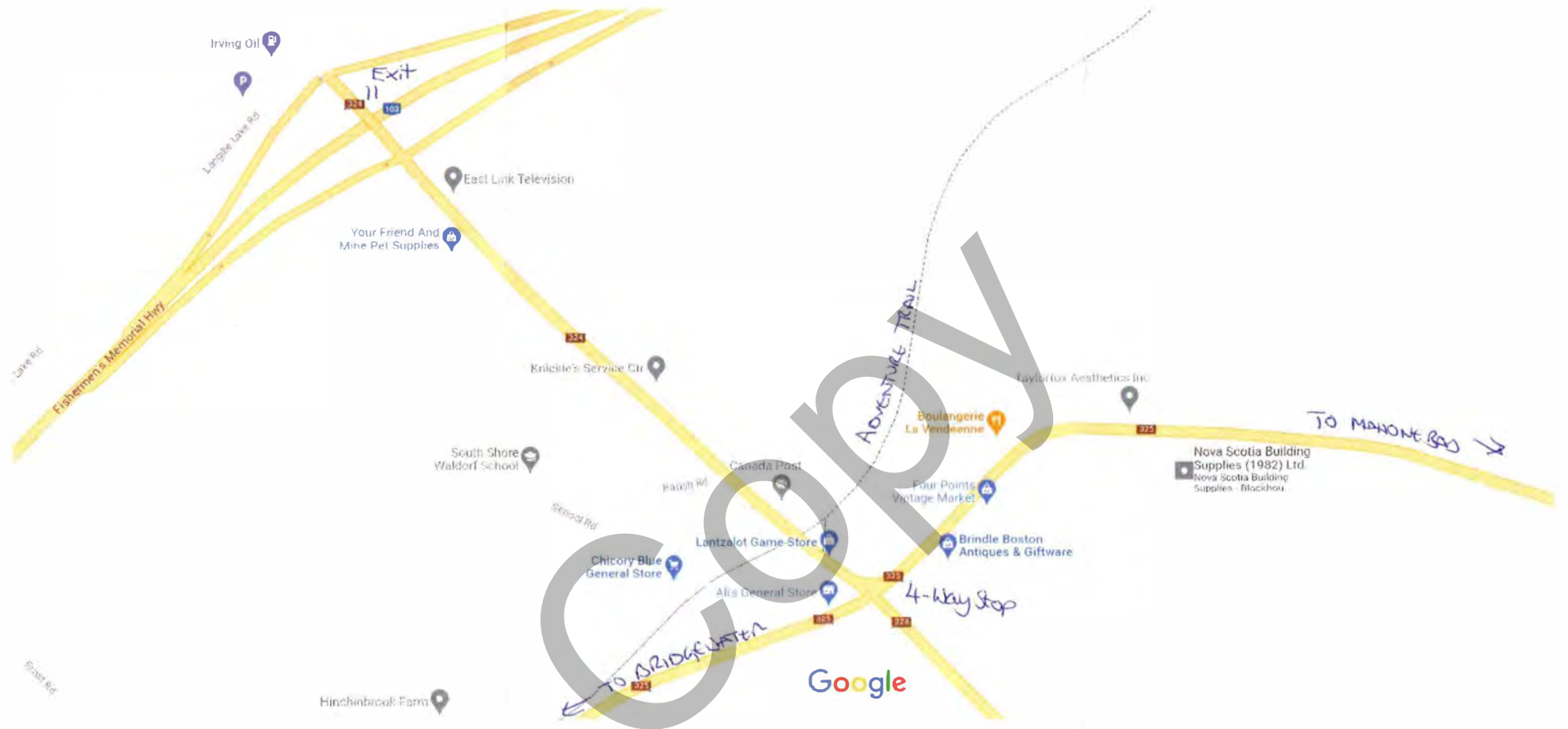
Yours sincerely,

Claudette Garland, Chair
Adventure Trail Association

Copies to:

Mitchell Conrad, Area Manager, Nova Scotia Department of Public Works

Mayor Bolivar-Getson, Municipality of the District of Lunenburg



Map data ©2023 100 m

**Request for Agenda Items under
Mayor's/Deputy Mayor's/Councillors' Matters**

Council
Item: #10.1.5
Date: October 24, 2023
Authorization: T. MacEwan

TO: Chief Administrative Officer
FROM: Wendy Oickle
DATE: Oct 7/2023

1. Agenda Item
Councillors' Matters Request for a letter to DPW
By Council

2. On what agenda do you want the item placed?
Policy and Strategy

3. Do you have written material to circulate with the agenda? Yes No

If you do, please attach it to this form. If you do not, please explain. Photo

4. What is its relevance to Council or the committee?
To help with the safety of residents and emergency
vehicles during a major rain or flood event in the Fancys
lake area.

5. What outcome(s) are you seeking?
To have the Committee recommend to Council
to request the Mayor to write a letter to Provincial
DPW asking them to assist in Public Safety by cleaning out ditches, replacing
undersized & damaged culverts, add new culverts where
the land topography creates excessive water over the road, specifically
in the Fancys Lake area.

Councillor's Signature W Oickle

Date Oct 7/2023

Approval for agenda: Yes No

Reason for Denial:

Mayor or Chair of Committee

Date







Lunenburg County Accessibility Advisory Committee (LCAAC)

October 11, 2023

Municipal Councils of:

Town of Mahone Bay

Town of Bridgewater

Town of Lunenburg

Municipality of the District of Chester

Municipality of the District of Lunenburg

RE: Appointment of Lunenburg County Accessibility Advisory Committee Community Member

Dear Members of Council,

The Lunenburg County Accessibility Advisory Committee (LCAAC) currently has one vacancy for a community member as one of the appointees has resigned.

On October 11, 2023, the Lunenburg County Accessibility Nominating Committee comprised of the Mayors and Wardens of the five Lunenburg County municipalities (or their designates) reviewed the applications received from the public call for volunteers and makes the following recommendation to the five Municipal Councils in Lunenburg County:

To appoint Scott Lutes to the Lunenburg County Accessibility Advisory Committee for a term of two years.

With regards,

Ellen Johnson, MSc(OT), OT Reg(NS)

Regional Accessibility Coordinator

ejohnson@chester.ca

902-277-0456

EVENT OVERVIEW

Council
Item: #11.1.1
Date: October 24, 2023
Authorization: T. MacEwan

TREE PLANTING EVENT

2023



LCCAP2030
Local Climate Change Action Plan 2030



INTRODUCTION AND BACKGROUND

INTRODUCTION

The act of planting trees is not merely an environmental gesture; it is a profound investment in the future of the Municipality of the District of Lunenburg and the planet. In this report, discussed is the recent tree planting event that took place on September 9th, 2023, shedding light on details that contributed to its success. This report will discuss the various advertisement methods employed to reach the residents of MODL and the potential for future tree giveaways. Additionally, this overview will provide key takeaways and recommendations derived from the experience, emphasizing the importance of such tree planting programs. The report provides a detailed analysis of the event, including tree species, public engagement, and tree tracking. Furthermore, MODL will examine areas where improvements could have been made and offer recommendations to refine future tree planting events, ensuring that the commitment to environmental sustainability continues to grow stronger with each passing season.

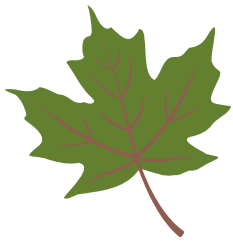


BACKGROUND

The event aimed to give away 500 trees to the residents of the Municipality of the District of Lunenburg, a step towards achieving the Municipality's climate action goals. This endeavour is woven into the fabric of the Municipality's Local Climate Change Action Plan 2030 (LCCAP2030), a comprehensive strategy aimed at mitigating the effects of climate change and fostering sustainable practices within the community. MODL committed to plant 10,000 trees by 2030 as part of their community climate actions. On September 9th, MODL showed their commitment to sustainability by supporting residents planting trees on their property for a greener future.

PROJECT OVERVIEW

The core of this project revolved around the acquisition and distribution of 500 trees. The turnout of approximately 200 community members in the initiative showed MODL's dedication to the environment. A selection of 100 red spruce, 200 red maple, 100 red oak, and 100 white pine trees was made to enhance the local landscape and promote biodiversity. Scheduled to span from 2:00 p.m. to 7:00 p.m. on September 9th, the event's timing was adjusted, and occurred from 2:00 p.m. to 5:00 p.m. This project aimed to create a greener and more sustainable community by encouraging residents to care for the environment and create a lasting legacy for future generations to enjoy.



Red Maple



Red Oak



Red Spruce



White Pine

**200 approx.
participants**

500 Trees

**15 Staff and
Members of
Council**

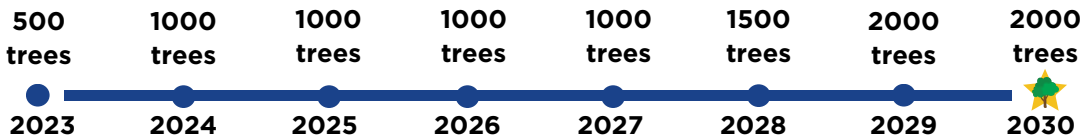


OBJECTIVES AND GOALS

OBJECTIVES

To reach the goal of planting 10,000 trees by the end of the decade, MODL will break it down into smaller parts to track progress. By setting this objective, MODL wants to make the community greener and stronger by planting a measurable amount of trees every year.

TREE PLANTING TIMELINE



TOTAL: 10,000 TREES BY 2030

GOALS

- **Community Engagement:** Engage the community actively. This involves planting trees and educating residents on the significance of tree planting.
- **Yearly Tree Planting Targets:** Break down the overall goal into annual targets.
- **Species Diversity:** Aim to plant a diverse range of native tree species to promote biodiversity and resilience against pests and diseases.
- **Tree Tracking:** Implement a tracking system to monitor the growth and health of the planted trees
- **Documentation:** Maintain detailed records of all tree planting activities, including species, locations, and outcomes.



OUTREACH STRATEGIES

PURPOSE

The purpose of actively engaging and effectively communicating with community members was to maximize participation in the free tree giveaway event. By spreading the message and engaging the community, MODL informed residents about the event, its benefits, and the positive impact of tree planting on the environment. Media outreach inspires participation, ensuring success and a lasting legacy of environmental stewardship in MODL.



ADVERTISING

To effectively promote the event and informational materials associated with the 2023 free tree giveaway, a versatile approach was employed. These methods and materials included:

- Newspaper ads
- Radio ads
- Social media
 - Facebook postings
- Engagement Website

“The lines did move pretty quickly. Next year they might give away 1000 trees!” - Facebook user

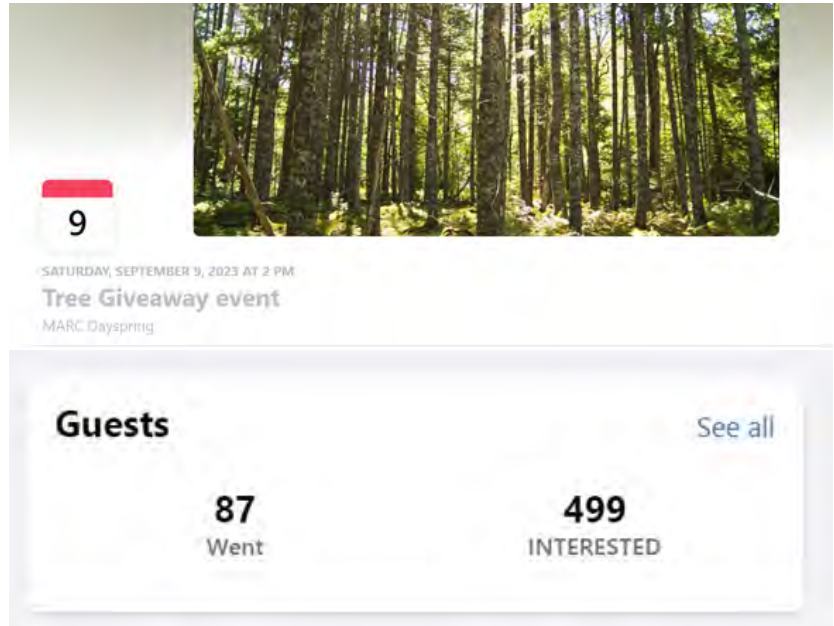
“What a wonderful initiative, I hope this is done again next year.” - Event participant



OUTREACH STRATEGIES

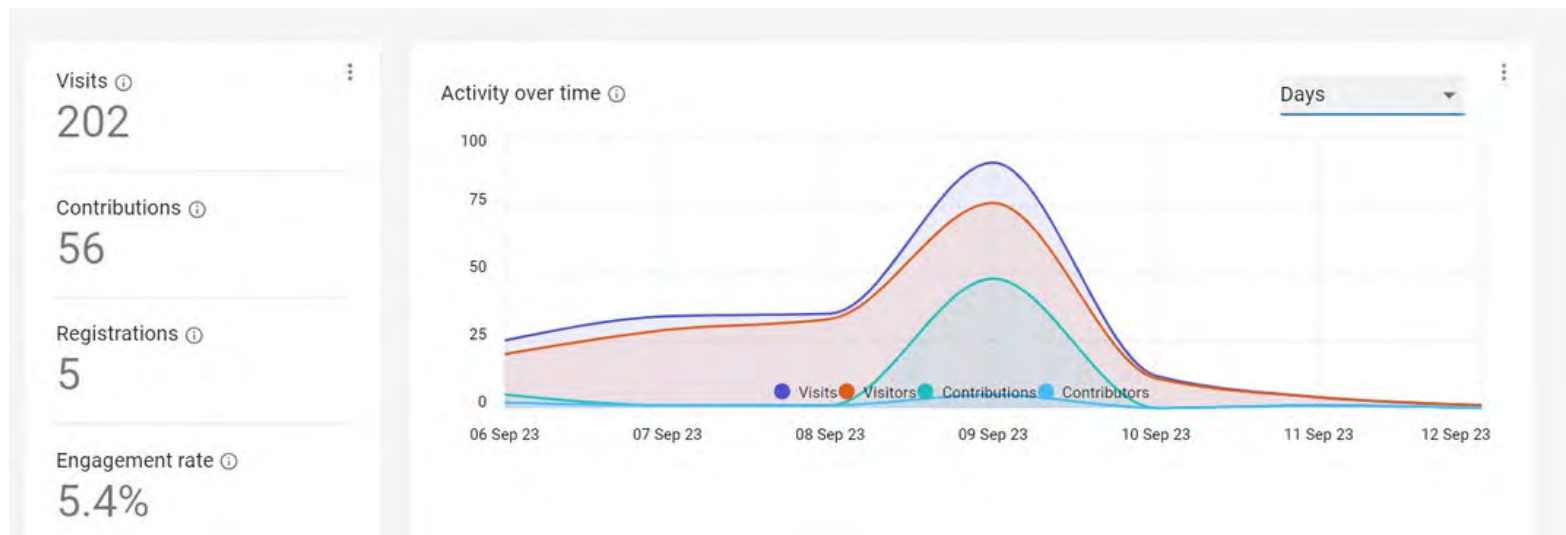
FACEBOOK EVENT PAGE

Creating a Facebook event page was instrumental in effectively distributing information about the tree giveaway event to community members. Facebook offers a user-friendly platform where residents can easily access event details, including the date, time, and location, and receive real-time updates and relevant information. It fosters engagement and encourages participants to RSVP, share the event with their networks, ask questions, facilitating a sense of community involvement.



ENGAGEMENT WEBSITE

The Municipality of the District of Lunenburg recognized the importance of a centralized and accessible platform to inform residents about the free tree giveaway event. To achieve this, Engage.MODL was used as a one-stop destination for all event-related information. This dedicated webpage hosted crucial details such as the event's date, time, and location, along with valuable guidance on tree planting techniques and information about invasive plants and animals, empowering residents with knowledge to make informed choices. Additionally, the page featured a list of the trees available for the giveaway allowing, residents to understand their options. To encourage community involvement and gather essential data, a user-friendly form was incorporated, enabling residents to provide valuable information about their free tree once planted on their property.





EVENT ACCOMPLISHMENTS

All 500 trees allocated for distribution found eager recipients within MODL, ensuring their future growth and contribution to the local environment. Over 150 registrations on the Engage website shows a strong interest in the event and environmental initiatives. During the event, the efficient process of distributing trees resulted in a smooth and seamless experience for residents. The event had a high turnout, showing the community's enthusiasm and recognition of its significance. These accomplishments show the community's dedication and unity in creating a healthier environment.

**500 TREES
PLANTED**

**HIGH ATTENDANCE
RATE**

**150+ ENGAGE
REGISTRATIONS**

RECOMMENDATIONS

TIME ADJUSTMENT

Based on observations during the event, the decision was made to change the ending time of this year's tree planting event from 2:00 pm to 5:00 pm. The pace of resident arrivals had slowed after the initial two hours, when a substantial number of registrations had occurred. It is recommended to shorten the event's duration to three hours. It's worth reconsidering the time day the tree giveaway event occurs. To guarantee success and attract more attendees, it's recommended to align the event time with residents' availability by scheduling it in the morning or early afternoon.

PREPARATION

To enhance preparations for the next tree giveaway event, several key recommendations have been identified. It's crucial to conduct on-site technology testing days before the event. The online registration form was tested, but technical problems caused delays and manual sign-ups. To prevent future disruptions, on-site testing will be done in advance to identify and rectify any issues.

It's advisable to schedule a staff meeting days before the event, rather than on the day itself. The pre-event meeting will answer questions, define roles, and make a detailed plan for a smoother event.

There's a recommendation to explore local tree suppliers for future events. For future tree events, MODL will source trees from local suppliers within MODL or the broader South Shore area. This approach not only supports local businesses but also aligns with the community's commitment to sustainability by reducing transportation emissions associated with tree procurement.

The tree tracking system MODL used this year involved using two numbers; the Assessment Account Number (AAN) and a tree number. It is recommended moving forward to use only the respective AAN to the property where the trees are planted and tracking the specific tree species in that location.

FACILITATION

It is suggested to reconsider the event layout, prioritizing the improvement of efficiency. This may involve optimizing the arrangement of distribution stations, signage placement, and traffic flow to reduce wait times and ensure a smoother experience for participants.

In addition, assigning staff members to crowd and traffic control duties is advisable to prioritize participant safety.

AREAS FOR IMPROVEMENTS

Time Adjustment

3 hour long event instead of 5 hours.

Earlier in the morning/day.

Preparation

Testing technology on-site prior to event.

Mutual understanding and communication between staff participating.

Localize tree purchasing.

Adjust tree tracking.

Facilitation

Evaluate layout of the tree pickup location.

Increase crowd and traffic control.



CONCLUSION

The 2023 tree giveaway event in the Municipality of the District of Lunenburg represented more than just a momentary act of environmental goodwill. As MODL reflects on the success of the event that occurred on September 9th, 2023, this report has illuminated the critical factors that contributed to its accomplishments. This event overview has explored the diverse methods used to reach residents and the potential for future tree giveaways. The report emphasizes the significance of tree planting initiatives in the community and offers valuable insights and recommendations for future events. The insights and recommendations present in this report provide a clear roadmap to a greener, more sustainable future that is paved with shared dedication, informed choices, and continuous improvement, echoing the sentiment that every tree planted is an investment in a better tomorrow.



Tree Planting Event Overview

September, 2023

This project overview report was completed by the Municipality of the District of Lunenburg's Planning & Development Services Department.

