



HortTrades.com



Landscape Ontario Horticultural Trades Association

2018 **ANNUAL
REPORT**

2018 LO ANNUAL REPORT

PRESIDENT'S MESSAGE

Continuing to build a solid future



The pioneers of this great association laid a solid foundation. Their vision was to have the entire profession under one association and to recognize the long term financial health of any business or organization is dependent on real estate ownership.

With great financial stewardship of staff and volunteers, Landscape Ontario is about to embark on its

greatest financial investment to its members to date. The building renovation has been approved by the board and the renovation is well underway. By now, the inside of the building has been totally gutted.

With fresh dreams of the future this renovation will give the association the facilities to deliver to leading services to its members.

In keeping with great leadership, Canadian Nursery Landscape Association (CNLA) and LO have come to terms with a sale of 10 per cent of the property. This relationship is industry-leading and not seen anywhere in North America. The collaboration between our two governing bodies is very beneficial to the profession. It will allow us both to focus on our own priorities.

LO Building Committee Chair (and past CNLA Board Rep), Karl Stensson stated to me in an email, "I think this is a great

collaboration which cements the ties of the two associations. Both associations support and need each other and play vital, independent roles in keeping our industry healthy. There are no other associations like these two in the world and this goes a long way to say that the two will grow in the future instead of shrink, like most others have."

The next pillar to securing a more solid future - our strategic plan, is also well underway. As I write this message, I am about to embark on a two-day strategic planning session with leaders of our profession. My hope is that by the end of this process, we will have a very clear path to our future. In particular, how we acquire and move members through the engagement funnel that was discussed at a recent Provincial Board meeting. We know that times are changing, and as an association, we must change as well. What that looks like right now is not clear, but it will be something I will make sure gets done while serving as your president.

Everything our association stands for could not be accomplished without our dedicated, home office staff and the many dedicated volunteers who serve the association. For that, I am grateful and thankful for everything you do.

Here's to a great 2019 and a brighter future!

Respectfully submitted,

Warren Patterson
President 2018

TREASURER'S REPORT

Finances continue to strengthen the association



Financially, Landscape Ontario is on solid ground. The vision and wisdom of our hardworking founders over 40 years ago is still alive and well today. Our Membership and Trade Show departments exceeded expected budgets, and Communications (Publishing) was slightly above previous year performance. Our investments from the proceeds of the land sale saw a net

gain of over \$500,000.

After operating costs, the association has a net profit of \$149,000. This was distributed into the following funds:

Technology Fund: \$10,000

Promotional Fund: \$10,000

Horticultural Profession Development Fund: \$129,000

Year end fund balances

Horticultural Profession Development Fund: \$1,187,323

Horticulture Centre Improvement Fund: \$4,423,455

Technology Fund: \$34,050

Promotional Fund: \$21,066

Legacy Fund: \$6,043,276

Total \$11,709,170

Being in a favourable position enables the association to continue its vision of a prosperous, professional, ethical, recognized and valued profession.

Respectfully submitted,

Ed Hansen
Treasurer 2018

MEMBERSHIP AND PUBLIC RELATIONS REPORT

Promoting professional members



Through numerous initiatives targeted to consumers, media and potential members, Landscape Ontario continued to spread the word in 2018 about our amazing members, as well as the many benefits of our profession.

Media members

Our ongoing campaign to enlist members of the media continues to be very successful. In 2018, we concentrated on making media connections throughout the local chapters. We offer media (including garden writers, bloggers and broadcasters), a complimentary membership in Landscape Ontario that entitles them to free admission to our trade shows and events. We also send them exclusive press releases that keep them up-to-date on activities involving the green profession. We package the information in a way that makes it concise, relevant, and easy for the media members to then share with their own audiences.

Canada Blooms

The Canada Blooms theme in 2018 was “Let’s Go to the Movies.” Our members were certainly in the spotlight with their inspiring, creative gardens. Media loved the theme and displays. A report from the festival’s public relations firm showed we had several million impressions, including TV, radio, print and of course, social media.

Home and garden shows

Several LO chapters participated in local home and garden shows. In Windsor, Waterloo and Ottawa, chapter members volunteered to answer questions from the public and handed out copies of our popular *Garden Inspiration* magazine.

Garden Inspiration magazine

Our main consumer publication featured award-winning landscapes by LO members, new plants, and real-life accounts of the many benefits of working with a professional member of Landscape Ontario. The publication had a focus on the hot topics for 2018: food, fun and family. We distributed over 30,000 copies at Canada Blooms and an additional 20,000 at other events.

Garden Days

This national program happened once again in June. Several of our members participated in local events that promoted the joys of gardening and encouraged people to visit public gardens.

Membership

In 2018, we saw approximately a five per cent increase in membership. Our challenge moving forward is to implement and maintain a successful member retention strategy.

Member days

This past spring we continued our popular road trips and set up a displays at several Associate member locations. We served food, greeted existing members, and promoted the benefits of membership to other contractors and suppliers.

Membership activities

During the summer, LO chapters held many social and sporting events, including: baseball and golf tournaments, that provided many opportunities for both active and associate members to have fun, network and raise funds for local charities and projects.

Supporting other causes

During the past year, we continued to support the Royal Botanical Garden (RBG) and Toronto Botanical Garden (TBG) with their exciting expansion plans. In addition, we lend an industry voice on several advisory boards.

Summary

2018 was a very positive year for membership. With the onset of the building renovation, even though we had to pack up 25 years’ worth of stuff and throw out 25 years of garbage, then find and move into much smaller, temporary offices, it was business as usual throughout the ordeal. Thanks goes to your membership department staff, and to the other LO departments who helped to promote and support our many initiatives and our members. Most importantly, a big thank you to all our fabulous member volunteers across province.

Respectfully submitted,

Denis Flanagan CLD

LO Manager of Membership and Public Relations 2018

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EXECUTIVE DIRECTOR'S REPORT

Top initiatives and issues of 2018



2018 was a busy year! Every sector reported strong growth. Members seem happy with the current strength of the market, however two perennial issues dominated: the labour shortage and profitability continue to be concerns. Both issues are linked and interrelated. The most serious challenge facing members is finding good employees.

Many members tell me they could take

on 30 per cent more work, if only they had more help. The labour shortage issue is critical to future success. It is a barrier to the future growth of our profession. Although we have a very well developed Future Workforce Development Plan, labour will remain the number one priority for the association. This was confirmed during our recent strategic planning session.

Sector group summaries

Here is a brief summary of issues and activities for each of the LO sector groups:

Garden Centre Group

The very successful International Garden Centre Association (IGCA) Congress has energized Ontario's Garden Centre Group. They continue looking for ways to remain relevant in a changing retail climate of buying groups and a shrinking market of independents. Many traditional independents are selling their land to developers.

Irrigation Group

The LO Irrigation Sector Group has been working with water purveyors to promote best practices with respect to water use. Their goal is to change the image of irrigation from a "water waster" to a "water steward." They helped to create and promote the Water Smart Irrigation Professional (WSIP) program. They embrace and promote the use of grey water and storm water retention techniques, such as rain gardens, soil preparation, cistern systems, etc.

Landscape Contractors and Grounds Management Groups

Zoning issues are a perennial problem for these sectors. The regulatory burden for small businesses continues to get worse. Access to labour is still the number one priority. We are involved in promoting the Canadian Landscape Standard (CLS) and promoting pre-qualification. We are also promoting Low Impact Development (LID) processes. Fusion Landscape Program (FLP) accreditation and the Water Smart Irrigation Professional (WSIP) program.

Landscape Designers Group

The group has a strong focus on professional development. The Landscape Designer Conference continues to attract a strong following. The promotion of the Certified Landscape Designer (CLD) designation is a priority. They are also working to obtain a Name Act. A recent partnership with the Association of Professional Landscape Designers (APLD) will see the CLD program become international.

Lighting Group

The group is focused on professional development. Their very popular Lighting Symposium continues to be their best vehicle for networking and education. They have also been active in promoting low voltage lighting standards.

Growers Group

The sector has been focused on promoting Ontario-grown plants. The Growers Grove at Canada Blooms was very well received. Professional development, export markets and research have been high on their list of activities. The protection of the FARMS offshore worker program is essential.

Snow and Ice Management Group

Slip and fall claims and liability issues have created an environment where it is very costly for snow removal contractors to obtain insurance. In some cases, insurance companies are refusing to insure snow operations. The main priority is to push for legislation that will reduce liability exposure for professional accredited contractors. The group has also recently published a Snow Operations Risk Management Manual. They are also involved in helping members deal with the salt inventory shortage.

Turf Management Group (lawn care)

The major issue is the absence of effective plant protection products. We continue to advocate for the availability of low risk products. Lawn care has an image problem. The life-enhancing benefits of turf are being obscured by a narrow focus on inputs required to keep turf healthy (water, fertilizer, mowing, etc.). We are developing a science-based document focused on the many benefits of turf.

The main issue: Labour Shortage

We are addressing the labour issue with numerous short- and long-term strategies, but the issue seems to be getting worse. We have a full-time person dedicated to promoting Apprenticeship. We also hired a new Youth Engagement Coordinator. We continue to promote the Specialist High Skills Major (SHSM) program and Landscape.jobs website. Our

Human Resource Development Committee (chaired by Harold Deenen and managed by Sally Harvey) is broad, complex and extensive. Human resource development is by far the number one priority of the association, as well as most associations across North America. We look forward to making progress on this significant issue.

Building update

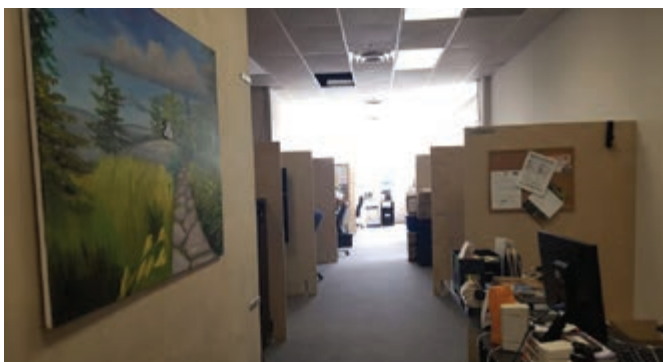
The association building has been completely gutted and will be renovated with brand new classrooms (including a practical classroom) and offices. The landscape will also better reflect our profession. We are currently in temporary offices. If all goes according to plan, we will be back at the home office in June 2019.

Summary and highlights of 2018 in pictures

It is said that a picture is worth a thousand words. In order to respect your time, here is an overview of 2018.



The building completely gutted.



Temporary offices. Everyone has an eight-foot table and plywood dividers.



The master landscape plan for the Milton home office is being developed by a dream team of landscape architects, including: Haig Seferian, Paul Brydges, Dave Wright, Kathy Zhu, Scott Wentworth and Ron Koudys.



LO's Peer-to-Peer Network of business owners grew to over 150 members. The group is a reflection of our "community for mutual benefit" ethic. It is a very beneficial program available for free to LO members.



The salt inventory shortage caused a lot of anxiety this year, forcing salt suppliers and contractor buying groups to source their own supplies of salt from overseas. This photo was taken at the docks in Hamilton, Ont.

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The Highway of Heroes Living Tribute continues to raise momentum. This wonderful project, chaired by Mark Cullen, is focused on planting 117,000 trees along Highway 401 from Trenton to Toronto to honour the sacrifice of our fallen soldiers. An additional 1.8 million trees will be planted adjacent to the highway to thank those who have served in our military during times of war. So far, \$3.8 million of the \$10 million required has been raised. 90,000 trees have been planted so far. Above: LO Honorary Life Members, Bob Tubby and Mark Cullen planting trees at Highway 401 and Meadowvale.



Don Cherry is now a supporter of the Highway of Heroes Living Tribute campaign.



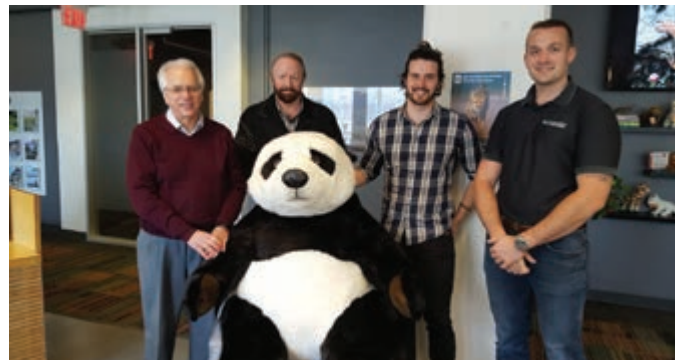
LO Past President and Honorary Life Member, Paul Olsen, passed away in March, 2018. Paul was a tireless supporter of the association and profession. We planted a tree in Paul's memory at the LO home office with the participation of Paul's family.



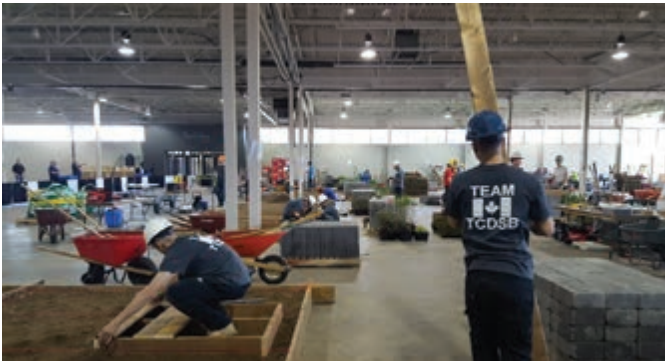
LO was involved in eight Come Alive Outside Green Streets Challenges this year, coordinated by our newest staff member, Lissa Schoot-Uiterkamp. These pop-up parks showed up all over the province. We were even able to shut down the busy Yonge and Bloor Street intersection in downtown Toronto twice this year. These events dramatically showcase the value of our profession to society. Above is a pop-up park in Picton, Ont.



Celebrating at Yonge and Bloor in Toronto. "When you stare at too much concrete you forget the earth is alive." – Bruce Cockburn.



LO's Snow and Ice Sector Group partnered with World Wildlife Fund on the Chlorides Forum. Together, we are advocating for mandatory Smart about Salt (SAS) Accreditation with liability protection for accredited companies.



The Skills Canada Competition elevates the profession in the eyes of thousands of students. Here, one of the high school teams builds a landscape.



LO's Golden Horseshoe Chapter's annual Gear up for Spring event continues to be very popular.



The Growers Industry Auction was held at NVK Holdings in Dundas, Ont.



This year, as with the past eight years, LO members volunteered to renovate St. James Park.



A drawing of the new building façade facing Highway 401. It will feature the Landscape Ontario logo on green glass with a large dry stone wall built in front of the building.



Meeting with the executive of the Association of Professional Landscape Designers (APLD) to discuss an international Certified Landscape Designer Designation.

The future

One of the most important activities in 2018 was the revisiting of our strategic plan. Facilitated by Nathan Helder of Southbrook Consulting, the committee of volunteers consisted of: Dave Wright, Warren Patterson, Mark Humphries, Gregg Salivan, Paul Brydges, Lindsay Drake Nightingale, Kimberly Khoury, Lindsey Ross, Gerald Boot, Michael Garcia, Mark Bradley, Jennifer Lemcke, Christine Moffit, Michael Gucciardi and Jamie Perras. The committee spent two days framing the plan for LO's Provincial Board of Directors and members.

Landscape Ontario has always been planning oriented. Previous plans have become prophetic documents. We are one of the largest and most relevant horticultural trades organizations in the world because we have made the effort to listen to our membership and develop programs and activities that focus on building a prosperous, professional, ethical, recognized and valued profession. The future looks very bright for the profession and our organization.

Respectfully submitted,

Tony DiGiovanni

LO Executive Director 2018

2018 Chapter reports

The regional needs of members are served through a network of nine chapters. Through monthly meetings and special events, the chapters represent an ideal way for member companies to keep abreast of concerns regarding the profession. The two most sought after membership benefits — education and networking opportunities — are provided through the association's regional chapter structure.

Durham

President: Norm Mills

Secretary/Treasurer: Carol Fulford

Past President: Mark Humphries

Provincial Board Rep: Christopher Muller

Directors: Brian Alcock, Scott Lloyd, Brian Shelfoon, Janice Shingler

The Durham Chapter usually holds meetings on the first Tuesday of the month at the Moose Lodge in Oshawa.

Oct. 3, 2017: The evening chapter meeting saw about 27 people attend to learn about local regulations for landscapers from Pickering bylaw officials, thus getting loads of good information, as well as saving lots of money on fines.

Nov 9, 2017: Members helped plant trees for the Highway of Heroes Living Tribute campaign at the General Motors south property. Over 35 dignitaries, local high school horticulture students and LO members played in the mud and rain (remember 2017, it rained every day!), and generally had a good gardening time. I recently inspected the project and it has an almost 100 per cent survival rate, proving rain is great for gardens, but not so much for gardeners.

Nov. 14, 2017: LO Executive Director, Tony DiGiovanni, updated our membership on changes to employment laws in Ontario under *Bill 148*. Fred Young from Workplace Safety and Prevention Services (WSPS) freshened us up with WHMIS 2015 updates, followed by a lively roundtable discussion about any and all pertinent topics. Participants included: educators, first and second generation landscape and horticulture professionals, as well as some who are now retired from the profession. Over 40 members had an enjoyable, insightful evening.

Jan. 2018: Congress days — no need to say more!

Feb. 2018: Our February meeting was (permanently) rescheduled until April due to normally lousy weather in early February (plus many members have returned from the sunny south by April!).

March 6, 2018: We held a daytime meeting where Jim Slykhuis led a safety meeting and LO's Alex Gibson presented the many benefits to employers and employees utilizing the

Apprenticeship Program. Over 50 people attended the daytime meeting. Numbers were slightly down due to a busy spring and a Unilock seminar held close by. Moving forward, our Chapter Board has made a mental note (and advises other chapters), to also check the seminar schedules of the large stone suppliers before setting dates for their own chapter meetings.

Elections were held at the March meeting, and now with a total of 11 volunteers on our board, many hands will make light work (but the Chapter President still has to write his own report!).

April 3, 2018: Our next daytime meeting had about 40 people attend to get the latest information on human resources from external sources for the industry, including workplace mental health, group benefits and bylaw enforcement.

June 16, 2018: Most of the executive participated in a charity landscape for the Kids Safety Village in Whitby. Over \$5,000 in nursery stock and related items were donated, including an engraved, commemorative rock (that was actually found on site). A heartfelt thank you to all who donated time, equipment and product.

I feel the Durham Chapter had a very successful year, and I would once again like to thank all members who have led before me, with special thanks to Janice and Carol for keeping me in-line and well fed — no small feat for either. I wish Jon Agg all the best in his new position as president of the chapter.

Respectfully submitted,

Norm Mills

President 2017-2018

Georgian Lakelands

Vice President: Michael Di Nunzio

Treasurer: Ken Dutka

Secretary: Laurie-Ann Stuart

Provincial Board Rep: Margot Byers

Directors: Lynne Barnes, Chris Mason, Teresa Matamoros, Jen Raedts, Rob Redden, Debbie Wood

In September 2017, the chapter held its fourth annual Putting Challenge at Cascades Putting Course, Blue Mountain Village in Collingwood. Over 50 putters were in attendance and the evening concluded with a delicious dinner at Rusty's in the Village, and awards for our best and most honest putters.

The third annual Georgian Lakelands Chapter Awards of Distinction was held on Nov. 30 at Casino Rama in Orillia. The awards recognize suppliers, staff and volunteers within the chapter. Nominations were accepted for the various award categories from Oct. 16-27, followed by voting by LO members



Past-presidents of the Georgian Lakelands Chapter were in attendance for the Chapter's annual Awards of Distinction evening in November 2017.

and their employees from Oct. 30 to Nov. 10. Categories included: Best Hardscaping Material Supplier, Best Plant Material Supplier, Equipment and Accessory Supplier of the Year, Best Supplier or Service Provider to the Landscape Industry, Best Salesperson of the Year, Best Boss of the Year, Employee of the Year, and the Georgian Lakelands Chapter Volunteer of the Year. It was wonderful to have the past presidents of the Georgian Lakelands Chapter in attendance to present the awards and celebrate the history of the chapter. The evening continues to grow and we look forward to expanding the program in the future. Congratulations to all our 2017 winners!

The chapter continues to rotate meeting locations throughout the major cities/towns within our large geographic boundary. We continue working on meeting members where they live and making meetings more accessible to members across the chapter.

The November chapter meeting featured a "town hall" format, where LO Executive Director, Tony DiGiovanni, discussed *Bill 148* and how it would impact business owners. It was a great opportunity for discussion and for members to share the challenges they have been facing for hiring and retaining quality staff.

Unfortunately, we were unable to host the Huntsville meeting this year, but we look forward to a revitalization of this event next year.

Despite unexpected warm temperatures from Mother Nature in late February, we were still able to host our annual Ski and Spa Day in Collingwood. The chapter continues to welcome members from across the province to join us for this popular event and we are looking forward to an even bigger turnout in 2019.

Our March chapter meeting has become synonymous with safety training. This year, Jennifer Threndyle, an *Accessibility for Ontarians with Disabilities Act (AODA)* specialist with

Workplace Safety Prevention Services, gave an insightful presentation on what business owners need to do in order to comply with AODA regulations. The afternoon portion of the meeting was hosted by Ministry of Transportation Ontario (MTO) Officer, Hank Dubee. Hank was able to answer all questions about commercial vehicle safety and the many regulations business owners and staff need to be aware of. This meeting was designed to help members and their staff take a proactive approach to compliance, both on the roads and in construction.

Our 2018 year concluded with a new event: the Summerfest BBQ hosted at Sheridan Nurseries in Georgetown. Green industry professionals from across the province attended the event, which was coupled with the annual Trial Garden Open House at the University of Guelph and Landscape Ontario home office. After spending the day touring the gardens, folks made their way to Sheridan for tours, games, a gourmet meal, dancing, samplings from local breweries, and more.

Thank you to the Georgian Lakelands Chapter board members for their hard work in organizing these events and taking care of all the behind-the-scenes work. Thank you to our members who continue to support our events, including our generous sponsors, volunteers and everyone who helps to make these events a success. We couldn't do it without you.

We look forward to continuing to offer new education and training opportunities throughout the Chapter and providing opportunities for members to meet and connect with fellow professionals, as we continue to grow and develop the Georgian Lakelands Chapter.

Respectfully submitted,
Georgian Lakelands Chapter Board 2017-2018

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The Golden Horseshoe Chapter's annual Chicken Roast continues to be a popular family event.

Golden Horseshoe

President: Fran MacKenzie

Vice President: Tim Rivard

Past President: Jeff Smith

Treasurer: Andrew Barz

Provincial Board Rep: Tim Cruickshanks

Directors: John Bos, Chris Church, Chris DeCock, Allard DeVries, Christopher Utter, Fiore Zenone

Chapter Coordinator: Mary Thompson

What a year it's been!

Sept. 2017: The Chapter's annual Chicken Roast was held at Bobcat of Hamilton in Stoney Creek, Ont. The successful event featured delicious, roasted chicken, and lots of fun and games for children. The event was well-attended.

Feb. 2018: The GHC continued its February tradition of hosting a family-friendly event and combined Family Day with a family bowling day at Splitsville Entertainment in Hamilton. The day was a complete success and a great way for members to network and have fun with colleagues and families.

March 2018: Once again, our Gear Up for Spring trade show was an amazing event and continues to grow each year. We had a record turnout with over 300 visitors, and sold-out exhibitor booth space. This event features presentations and seminars, many geared toward safety, in a effort for everyone to start the season with the latest information on regulations and safe work practices. We are looking forward to an even bigger event in 2019.

Aug. 2018: Our annual golf tournament also saw a record turnout of golfers and very generous sponsors this year. Once again, the tournament was held at Willow Valley Golf Course in

Hamilton. The golf tournament included representatives from the MS Society of Canada, who once again commented that our event is the most successful fundraising golf tournament of the season for them. Hats off to our golfers for being so generous. It was a great day and a great time had by all.

Respectfully submitted,

Fran MacKenzie

President 2017-2018

London

President: Matt Hart

Past President: Pete Vanderley

Secretary: Heather Jerrard

Provincial Board Rep: Michael Pascoe CLT

Treasurer: Michelle Peeters

Directors: Carla Bailey (social and trade events), Cindy Buelow (member recruitment/retention), Pam Cook (plant symposium), Bill Degraaf (golf), Derek Geddes (membership recruitment/retention), Ryan Marshall, Ramon Pieters, Greg Schaafsma (golf), Jarrett Woodard (social and trade events)

Chapter Coordinator: Wendy Harry

The London Chapter held its annual golf tournament at Echo Valley Golf Course in early September, 2017. Once again, the sold out event was our biggest fundraiser of the year. Proceeds from the event enable the chapter to support members with excellent chapter meetings and build funds for future community greening projects.

The first of our four chapter meetings took place in October with Jay Murray, owner of TLC Professional Landscaping, and



The London Chapter's Plant Symposium offers students, industry pros and the public a jump on plant-related topics just before spring.

a London Chapter member. Jay spoke on the implications of *Bill 148* and how the legislation would present major challenges and changes to all business owners in the province. Jay provided a thorough analysis of the financial costs most landscape businesses could expect to incur. His insight certainly helped many businesses with their 2018 budget preparation.

In November, Emily Beekmans spoke on mental health issues in the workplace; a rising concern that more businesses are facing. Emily spoke about the roles and responsibilities employers have toward staff, and helped to educate us all on how to recognize the warning signs, how to help employees and where to go for support. The meeting was an eye-opener for many on how mental health can affect those who suffer from it.

In February, Dave Lebert, Sandler Training, London, spoke on how to get business referrals. Dave gave everyone some good pointers on where to look for referrals and how to be a bit more aggressive in getting them.

On Feb. 9, the London Chapter hosted its second annual Plant Symposium at the Lamplighter Inn in London. Over 180 people attended, including many students from the design and horticulture programs at Fanshawe College. In addition, many LO and OALA members, and garden enthusiasts from the public, came out to hear our fabulous speakers. Topics covered the latest in plant trends, including: Paul Zammit, *Rethinking Beauty-Planting With a Greater Purpose and Pollinators Too!*; Mathis Natvik, *Merging Ecology, Aesthetics and Infrastructure with Landscape Design*; Brenda Gallagher, *Problems with Invasive Plants*; and Lorraine Johnson, *Growing Edible Native Plants*. Additionally, many sponsors/vendors set up booths to provide a very appealing and interesting market place area. Thank you to our major sponsor, OALA (Ontario Association of Landscape Architects), for their support, as

well as lunch sponsor, Baseline Nurseries and coffee sponsor, Grand River Brick and Stone. We look forward to holding this event again in 2019.

Finally, in March, we hosted our annual MTO safety meeting. This timely meeting is always well-attended. It is a great reminder on what we need to do to comply and also avoid any unnecessary fines that can unexpectedly add to the cost of running a business. Of course, being compliant also makes all of us safer while on the road.

Respectfully submitted,
Pete Vanderley

Ottawa

President: Steve Neumann

Past President: Ed Hansen

Treasurer: Tyler Owen

Provincial Board Rep: Lindsey Ross

Directors: Ryan Bond, Cory MacCallum, Marc Carriere, Steve Montcalm, Mary Stewart, Chris Urquhart

Chapter Coordinator: Martha Walsh

Members of Landscape Ontario's eastern-most chapter continue to volunteer and support all chapter events and initiatives. The 2017-2018 season once again saw members strive to make their community a better place.

Over the past year, member volunteers of the Ottawa Chapter supported the following events: LO Board of Directors, local chapter meetings, 12th annual Ottawa Day of Tribute to the Canadian Military, ongoing maintenance of the Ottawa Cancer Survivors Park, the Ottawa Chapter Awards of Distinction, GreenTrade Expo, Living Landscapes at the Ottawa Home and Garden Show, and the annual Ottawa Chapter Charity Golf Tournament. The many volunteers are great mentors who work closely with educators to provide great leadership examples and opportunities to students in both the Horticultural Diploma and Apprenticeship Programs at Algonquin College.

A core group of 11 member companies proudly volunteer to maintain the Ottawa Cancer Survivors Park from May to October. The maintenance of the park also provides valuable, hands-on experience to students from Algonquin College via the member companies involved. The passion and commitment in volunteering time and expertise to benefit the local community is passed down from member to student through participation in this amazing project.

The 2018 Ottawa Chapter Charity Golf Tournament elected to raise funds for a new charity this year: The Do It for Daron (DIFD) foundation. The organization inspires conversations, raises awareness and transforms youth mental health through the legacy of Daron Richardson. Held July 26, the tournament raised over \$5,000 for the charity, which will be presented to DIFD at the November 2018 chapter meeting. The golf event

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GreenTrade Expo celebrated its 25 year milestone in 2018.

concluded with the presentation of a Landscape Ontario Honorary Lifetime Membership Award to Jim Bauer. It was Bauer, who worked alongside Casey van Maris, to finally establish a chapter of Landscape Ontario in our nation's capital. Mr. Bauer's family was in attendance for the award presentation, along with many members of the Ottawa Chapter. Chapter Past President, Ed Hansen presented the award, providing a personal account of his experiences with Mr. Bauer. Thanks to the Ottawa golf committee members for making the 2018 event such a success: Chris Urquhart, Randi-Lee Bell, Steve Montcalm, Lindsey Ross, and Jenn Siba.

Membership increased in the Ottawa Chapter by 16 per cent in 2017/2018, with more representation from sector groups and chapter associates. Chapter meeting topics this past year included: Jay Murray on how the new minimum wage regulations could affect your business; MTO and Ottawa police services joined together to walk members through all they need to know about snow and the roads; and how ransomware can affect your business and how to protect yourself. The final chapter meeting of the year once again took place in March, and was a celebration of the gardens at Living Landscapes, presented by members of the Ottawa Chapter of Landscape Ontario, as part of the Ottawa Home and Garden Show. Huge thanks to chapter board member, Marc Carriere for all of his on-site support with Living Landscapes.

GreenTrade Expo, presented by the Ottawa Chapter, celebrated its 25th year on Feb. 14. The 2018 event included the Ottawa Awards of Distinction, held the prior evening, with awards handed out for both chapter and associate members. GreenTrade Expo featured 100 exhibitors, and included complimentary entrance and parking, plus a craft beer tent in support of the Ottawa Food Bank. Many members remarked on how quickly the 25 years have passed, and how the show has become a must-attend-event for professionals in both Eastern Ontario and Western Quebec. Show Producer, Bruce Morton, who has been involved with the event since its inception, summed up the event as follows: "This whole event wouldn't be possible without the remarkable work and

dedication of our volunteers, as well as the generous support of our many sponsors. They don't just make the event possible, they make it fun, as well. We're privileged to have such a great group of companies and organizations supporting us."

The Ottawa Chapter added a new event this year. Under the lead of Ottawa Chapter Provincial Board Rep, Lindsey Ross, the first annual Ottawa Chapter Spa Day was held at Le Nordik Spa in Chelsea, Que., on March 27. A total of 29 attendees took time to relax in the spa baths and enjoy an easy afternoon of networking in preparation for the upcoming season.

Thank you to all chapter board members for their support of all chapter events and initiatives this season.

Respectfully submitted,

Steve Neumann

President 2018

Toronto

President: Jonas Spring

Past President: Ryan Heath

Treasurer: Sabrina Goettler

Vice President: Janet Mott

Secretary: Joe Pereira

Provincial Board Rep: Jon Durzi

Directors: Keren Abu, Paulo Domingues, Raffy Hanimyan, Wendy Ladd, John Larsen, Skai Leja, Christie MacFadyen, Bonnie Scott

It has been a busy year for the Toronto Chapter!

Chapter meetings started off with a focus on green buildings and interior landscaping and design. Guest speakers included: Dr. Brad Bass, Leon Wasser, and Wolfgang Amelung. These three experts in the field of "indoor greening" discussed the science and practice of creating green building environments using living walls to generate fresher, healthier indoor air.

The November Chapter meeting was a town hall-style meeting at Humber College, hosted by LO Executive Director, Tony DiGiovanni to discuss *Bill 148* legislation and how it impacts business owners. It was a great opportunity for members to discuss and share the challenges they have been facing when trying to hire and retain quality staff. Round table discussion topics included: wages, overtime, vacation pay and paid leave.

2017 wrapped up with a winter social hosted at Amsterdam Barrel House.

The 2018 chapter meeting season began at Ryerson University with a focus on using ecology as a sales strategy. Jonas Spring and Sean James shared their experiences in designing and constructing sustainable landscapes, and how these trends are becoming attractive sales features for homeowners.

The chapter's full-day February meeting featured all things safety related. Khaim Nong of Sorbara Law discussed the



The Toronto Chapter helped to bring the Green Street Challenge to community members in downtown Toronto.

impending cannabis legislation and what business owners need to do to prepare and update their employee policy manuals. Jim Slykhuis returned for an update on commercial vehicle safety regulations, including a sample walkaround inspection. Joe Pereira from Landscapes by Lucin and Marcelo Manfrini from Elite Concrete, facilitated a training and question and answer session on how they prepare their teams for compliance with health and safety regulations. These industry professionals provided real world examples and effective tips on training staff.

Chapter meetings concluded for the year with our AGM and a discussion on harassment in the workplace, prompted by the large attention given to the #MeToo movement this year. The chapter partnered with METRAC, an organization dedicated to providing education and training to creating safe, inclusive workplaces. Discussions included the risk faced by designers when entering the homes of strangers when doing design consultations, how to handle a harassment situation as a team leader/business owner, how to create an inclusive 'crew culture,' and how to manage conflicts within a small business.

The Toronto Chapter bursary program saw continued success for its second year. The bursary program allows the chapter to support multiple community greening projects across the GTA, with grants of up to \$1,500 for each project. The bursary committee, made up of Toronto Chapter Board members, select applicant projects that enhance physical, mental and spiritual wellness; offer environmental benefit, such as pollinator or wildlife gardens; provide community or

educational benefit, such as community gardens. This year, 20 projects were selected including community, food and pollinator gardens, as well as seed exchanges. We look forward to seeing the progress of these initiatives and being able to continue our support of more community greening initiatives in the future.

The chapter continued its' popular 'shop talk sessions' across the GTA this year. The sessions were inspired by the informal meetings that would take place either before or after a standard format chapter meeting, where members would take the opportunity to catch up with each other and compare notes on the challenges and opportunities of the season in a more relaxed, candid format. The shop talk sessions have no agenda, no expert speakers, just the chance to get together and talk about concerns, successes and challenges. We look forward to continuing these successful networking events in the future.

This summer, we tried moving our annual golf tournament slightly north within the chapter boundaries, to the Cardinal Golf Club. The course offered new tests for golfers and our loyal players came out in full force. The event was very generously supported by multiple sponsors who made the day a success. Proceeds from the event go toward chapter greening initiatives, including the chapter bursary program, and we are very grateful for all of the support.

Although it was a smaller tournament this year, Richmond Greens hosted our 2018 baseball tournament, with four teams in attendance. We look forward to re-vamping this event for 2019 to make baseball even bigger and better than ever!

Thank you to the Toronto Chapter board members for

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their hard work in organizing these events and taking care of all the behind-the-scenes work. Thank you to our members who come and support our events, including our generous sponsors, volunteers and everyone who helps to make these events a success.

Respectfully submitted,
Jonas Spring
President 2017-2018

Upper Canada

President: Paul Doornbos CLP, CLT
Vice President: Jesse Perrin
Past President/Provincial Board Rep: Terry Childs
Treasurer: Pamela McCormick
Secretary: Neil Bouma
Directors: Judy deBoer-Bell, David Gunn, Andre Ypma

The Upper Canada Chapter continues to rotate meeting locations between Kingston and Belleville in an effort to make meetings more accessible to members across our wide-spread chapter.

The 2017-2018 meeting season began with a discussion hosted in Belleville that focused on snow and ice management with guest speaker, Mark Humphries. Mark spoke candidly and shared his experience in snow and ice removal with those in attendance. It proved to be a very informative meeting.

The November chapter meeting in Kingston was set to be a featured presentation on Fusion Gardening, but due to the forthcoming legislation, became a discussion surrounding *Bill 148* and how it would impact our members.

The new year of meetings began in Belleville with a presentation from John Higo on landscape lighting, and was also the first meeting with our Level 2 Apprenticeship students.

February's meeting was back in Kingston and featured more roundtable discussions with a focus again around *Bill 148*.

The March meeting in Belleville featured our AGM and annual elections.

Our final meeting of the year featured presentations on commercial vehicle inspections, workplace safety and locate agreements. In addition, a number of vendors were given the opportunity to display products and speak with members.

After a hiatus last year due to the effects of weather on our members' business schedules, our annual golf tournament returned this year. The tournament was smaller in numbers, but equally successful in raising funds for our local scholarships and educational opportunities. A fun day was had by all participants.

Once again, Upper Canada Chapter was well-represented on the association's Show Committee this year, as well as on other provincial committees. The chapter looks forward to continuing to offer local education and training opportunities for LO members and their staff. We look forward to the coming

year with new leadership at the helm, and the opportunity for others to develop their leadership skills by becoming involved in the various roles within the chapter's governance or committees, as others move on to the role of mentors or other opportunities at the national level and outside our organization.

Respectfully submitted,
Paul Doornbos CLP, CLT
President 2017-2018

Waterloo

President: Jeff Thompson
Vice President: Thomas Blatter CLP
Past President: Randy Adams
Treasurer: Robert Tester
Secretary: Blake Sicard
Provincial Board Rep: Jason Dietrich
Directors: Trevor Garner, Eric Horst, Mike Silva

The Waterloo Chapter had an exciting and eventful year with chapter meetings and social events which continue to grow.

The chapter's sporting events continue to thrive, thanks to the hard work of our golf and baseball committees, and the generous support of our members. Proceeds from our golf tournament were donated to the Waterloo Chapter's scholarship fund, KidsAbility and our School Greening Project fund.

While fall is still a busy time of year in the landscaping world, our September meeting continues to see a great turnout. The chapter hosted guest speaker, Stacey Curry Gunn, a communications professional specializing in communications strategy and storytelling, to help companies build their brand and achieve their business goals. Stacey shared insight into the latest trends in social media marketing, and discussed strategies on how to effectively market businesses through the many social media platforms.

The October chapter meeting featured low impact development landscaping. Jeff Thompson discussed how this landscape approach is becoming legislated, who this will affect, and examples of local projects as reference for landscape professionals.

As the temperatures dropped, the chapter's annual snow and ice meeting returned in November. This meeting discussed the future of snow and ice management and included a panel discussion on many topics, including: best management practices, challenges and solutions to snow and ice management, and risk management for employees and clients. The panel was made up of industry experts including: Kathleen Walsh, Property Manager for The Cora Group; James Chmiel, Chief Operating Officer at Erb and Erb Insurance Brokers; Amanda Christiaens, Assistant Vice President Commercial Practice at HortProtect (Marsh Canada); Dave Wright, landscape contractor and owner/operator of Wright Landscape

Services; and Rob Tester, landscape contractor and owner/operator of Salt Connection and TNT Property Maintenance.

The chapter's November tradition, the annual Fall Freeze-up Dinner and Dance was held again at Bingemans, featuring live music, dancing, and raffle prizes. This event offers members a great way to end the season with family and staff. The event was enjoyed by over 150 members and guests.

The year ended with a round table discussion that focused on employment legislation changes in Ontario and what impact they have on local businesses. Topics included: employment issues, financial challenges and effective use of technology.

Chapter meetings resumed in February 2018 with guest speaker, Khiam Nong of Sobara Law. Ms. Nong discussed the budding topic of cannabis in the workplace and an employer's duty to accommodate staff with a prescription for medical marijuana. Attendees also had the opportunity to discuss all things Apprenticeship with Alex Gibson, Landscape Ontario's Apprenticeship Coordinator. Gibson shared information on the financial grants available to employers, and how apprenticeship training can aid in employee retention.

The March chapter meeting hosted representatives from Workplace Safety and Prevention Services (WSPS), for a conversation on mental health literacy and awareness. This training provided participants with a better understanding of the stigmas associated with mental health issues, and the tools to develop positive workplace mental health strategies that are fundamental to the safety, health and well-being of the workforce.

The spring of 2018 was a very busy time for both our members and the chapter. Each spring, we sponsor the Kitchener-Waterloo Home and Garden Show. Our booth saw over 2,500 attendees this year, each taking home a pine or spruce seedling for their yard.

Just before the hectic rush of spring, the chapter hosted its annual safety meeting at Premier Equipment. Representatives from the Workplace Safety Insurance Board (WSIB) hosted a discussion on rate changes for 2018. They shared valuable information on how businesses can reduce their premiums by enacting health and safety policies, as well as a review of what is required for compliance with WSIB.

We are looking forward to another eventful season of strengthening the Landscape Ontario brand, while supporting each of our members in developing their businesses. Thanks to our wonderful members who plan and participate each of these events and our numerous social activities. It is great to be a member of the Waterloo Chapter.

Respectfully submitted,

Jeff Thompson

President 2017-2018

Windsor

President: Jay Terryberry

Vice President: Sal Costante

Past President: Donald Tellier CLT

Treasurer: Joe Santarosa Jr.

Secretary/LOWC Assistant: Violet Harris

Directors: Jessica Aytoun, Dan Garlatti, Vince Murphy

Our annual chapter meetings started out with a timely presentation on recruiting and retaining staff. In October, John Dobrowsky from Sandler Training talked to a small, but interested group of members on how to manage staff and prepare them for future leadership roles.

The November meeting had Kelly Devaere from Plant Products discuss fertilizer choices, as well as key pests and their controls — a well-received topic since the introduction of the cosmetic pesticide ban a number of years ago.

In December, members and their employees took part in the chapter's annual bowling night. A great crowd gathered for bowling, food, prizes and more. It was a timely event held just before the holidays.

The January meeting was highlighted with a presentation from Workplace Safety and Prevention Services (WSPS) that discussed the new rules and regulations that all companies must follow in regards to the *Accessibility for Ontarians with Disabilities Act (AODA)* and mental health in the workplace.

Another well-attended meeting in February looked at how business owners can grow their company using social media marketing. Mike Pennington gave an interesting and humorous approach to the benefits of social media in the workplace.

The wrap-up of our chapter meetings in March was the best attended meeting of the year. Matthew Mitchell and his colleagues from the Ministry of Transportation Ontario (MTO) gave their annual presentation to members and their employees on what to do when travelling from site to site, proper documentation for each employee and vehicle, and what to expect when stopped on the roadside.

The LOWC annual Bob Girard Memorial Golf Tournament was held in September at Sutton Creek Golf Club. A fine day of golf and an after-party was enjoyed by all.

For many years, the Windsor Chapter has been involved with the Hospice of Windsor, lending a hand with landscaping and maintenance on an annual basis. A major expansion on the grounds is taking place this fall, but we still hope members and students from the St. Clair College Horticulture Program will be able to participate in our fall clean up, as well as help to revamp many of the garden areas on the grounds.

Once again, our fall/winter meeting schedule is ready to go and I hope to see many new members (and the regulars) over the next few months.

Respectfully submitted,

Jay Terryberry

President 2017-2018

2018 Sector reports

The scope and mandate — and therefore the needs — of the industry sectors served by Landscape Ontario are distinctly different. The specific requirements of each of these groups are facilitated by the association's sector group structure. The objective of each sector group is to respond to current concerns resulting from marketplace pressures and government legislation.

Garden Centre

Chair: Michael Van Dongen

Members: Brian Alcock, Barry Benjamin, Perry Grobe, Kevin Jack, Kennedy Johnston, Art Vanden Enden

With the support of the Landscape Ontario team, LO's Garden Centre Sector Group has had a productive year. This year's Garden Centre Symposium, celebrated in conjunction with Congress, featured a half-day event for garden centres on Jan. 10, 2018. The event started with two compelling presentations from David Coletto, an expert on marketing research within Canada and generational studies. The members who were able to attend left with a very insightful and almost humbled accounts of how to hire Millennials, and how to sell to Millennials. For the members who couldn't attend, viewing some of David's insights on YouTube, and learning more about the Millennial demographic are time well spent. The event concluded with the LO Garden Centre Awards of Excellence, showcasing the innovation and creativity of our retail members.

The Canadian Nursery Landscape Association (CNLA) and Garden Centres Canada, under the leadership of Robin Godfrey, had a very productive year. The International Garden Centre Association (IGCA) Congress was hosted in Niagara Falls, Ont., in September 2017. The event that gathers garden centre owners together from all over the world, proved to be a huge success, both financially and in bringing our sector members together. Everyone involved should be very proud of our coordinated efforts.

The CNLA, in partnership with Retail Council of Canada, was also able to deploy an upgraded online training and certification tool, which modernizes and opens up training to newcomers in our sector. It is available as a free trial this year, and we encourage all garden centres to explore this program available to them.

The sector group continues to work on and discuss the following:

- Assessment of consumers' perceptions on the value of horticultural products.
- Study of consumers' processes and research methods prior to purchasing plants.

As always, we welcome garden centre owners and operators to join our group. We now host many meetings online, making it more convenient than ever to contribute to the sector group.

Respectfully submitted,

Michael Van Dongen

Chair 2017-2018

Grounds Management

Chair: Brad Paton CLT

Members: Kevin Almeida, Sarah Beckon, Craig Cole, Brent Giles, Jeff McMann CHT, Rodger Tschanz

The main focus for our group for the 2018 year, was to host another successful lecture series that contained a strong lineup of industry experts, who would hold the interest of not just our own maintenance sector, but those in the landscape profession as a whole.

The 2018 lecture event was held at Lionhead Golf and Conference Centre in Brampton, Ont. Our first speaker, Bob Reeves, drew in the crowd almost instantly with his talk titled, "Beyond Organic Matter". Reeves demonstrated how microbial life in soil is important to everyone in the landscape profession, as healthy soil means healthy plants. We ran way over our allotted time for the question period — a good indication that people were in need of more information.

Our next presenter, Rich Hawkes, continued on the same train of discussion with a presentation titled, "Improving soils through Organics."

We were very fortunate to have Roger Tschanz, Trial Garden Manager from the University of Guelph, join the group to discuss and update us on the star performers of his latest trials. It is always great to get a sneak peek at the exciting new plant material that will be arriving in garden centres across the province in the near future.

Before sending everyone home with full bellies and lots of great information, we ended the day with a shot of adrenaline, courtesy of Paul Zammit. Paul's enthusiastic energy flowed through the room, as he discussed container gardening and how to fill even the darkest corner with lots of colour.

As a group, we look forward to growing on our success of the past year and already have a great lineup of informative and entertaining speakers ready for the 2019 lecture.

Respectfully submitted,

Brad Paton CLT

Chair 2017-2018

Growers

Chair: John Mantel

Vice Chair: Rob Albrecht

Treasurer: Bill Putzer

CNLA Rep: Mark Ostrowski

Members: Jamie Aalbers, Andrew Barbour, Rob Beedie, Steve Burgess, Ben Cullen, Jeff Gregg, Serge Leclair, Jennifer Llewellyn, Glen Lumis, John Moons, Rob Naraj, Ed Patchell, Bill Putzer, Fred Somerville, Mark Verbinnen, Rita Weerdenburg, Jeanine West, Nick Winkelmolen, Richard Worsley

In September 2017, our annual Growers Industry Auction was hosted by Brookdale Treeland Nurseries in Schomberg, Ont. It was a very successful event that raised over \$25,000 for scholarships, research, and industry development.

In November, our annual Fall Dinner Meeting was held at Piper's Heath Golf course in Milton. Over 60 people took time to network and catch up after another busy growing season. Education for the evening was provided by our guest speakers, Ken Linington, Labour Issues Coordinating Committee, and John Van de Vegte, Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA).

In January 2018, a new initiative was launched at Congress called GreenLIVE! The result of a partnership between the LO Growers Sector Group and the International Society of Arboriculture Ontario (ISAO) Chapter, GreenLIVE! provided live demonstrations led by experts from both groups on everything from the selection and transport of trees, to site preparation and proper planting techniques, to maintenance and long-term care. GreenLIVE! will return to Congress in 2019, bigger and better than ever.

The annual Growers Short Course returned to Royal Botanical Gardens in Burlington, Ont., on Feb. 7. Keynote speaker, Mark Krautman of Heritage Seedlings held informative and engaging talks titled, "Innovative Production Practices," and "Marketing Trends in Ornamentals." Updates on many research projects and initiatives were also provided on behalf of representatives from University of Guelph, Canadian Food Inspection Agency (CFIA), Vineland Research and Innovation Centre, and OMAFRA.

In March 2018, the Growers Group produced a large, interactive display at Canada Blooms. The intent was to educate the public as to the production of nursery plants right here in Ontario, and put a face to the men and women who work in our sector.

I would like to take this opportunity to thank the many volunteers and staff who work diligently on behalf of all growers in Ontario.

Respectfully submitted,

John Mantel

Chair 2017-2018

Hardscape Committee

Chair: Shawn Giovanetti

Vice Chair: Dave O'Malley

Secretary/Treasurer: Nick Lang

Members: Bill Beldham, Frank Bourque, Andrew Colautti, Andrew Dancsak, Michael Luelo, Erica Pignatelli, Mark Wilkier, Jarrett Woodard

LO Hardscape golf tournament

The 2018 golf tournament was a success for the committee. We had over 90 golfers who enjoyed amazing fall weather and great on-course experiences. The attendance and customer feedback were great and will help the committee make future tournaments even better. There were multiple hole-in-one contests, great food stations and an improvised dunk tank. The course always delivers a great dinner and exceptional service. All proceeds from the event go toward HardscapeLIVE!, the committee's premier production at Landscape Ontario Congress. Next year's tournament should not be missed.

HardscapeLIVE! at Congress 2018

Our third year of HardscapeLIVE! was a huge success for the committee and for Congress. There was a noticeable increase in attendance over last year, and some attendees were asked to participate in each of the six unique sessions. Space was at a premium, but the crowds spilled into the aisles to catch a view. Our hardscape-based education was definitely a hit! The committee added the amazingly-talented and professional, Frank Bourque, as our lead instructor for HardscapeLIVE! 2018. Frank educated us all on tools of the trade, lighting and water features, and amazed the crowd with intricate designs of raised patios and barbecues. HardscapeLIVE! continues to be a main attraction at Congress. We are very excited to build upon the momentum from 2018 to provide an even bigger and better experience at Congress 2019. With the return of Frank Bourque, HardscapeLIVE! will continue to be a leading-edge feature that drives educational initiatives within the profession.

Respectfully submitted,

Shawn Giovanetti

Chair 2017-2018

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Irrigation

Chair and Provincial Board Rep: Steve Macartney

Past Chair: Chris Le Conte

Members: Dean Armstrong, Paul Barker, Tyler Burnell, Andrew Cordeiro, Mark Donohue, Jeremy Harris, Steve Hernandez, John Lamberink, Steve Marysiuk, Don McQueen, Roy Neves, Paul Proulx, Tony Serwatak, Natnael Taera

I would like to take this opportunity to say thank you to all members of the LO Irrigation Sector Group for their hard work and dedication over the past year.

This year, the weather brought a lot of challenges to our sector. A cool, wet spring caused a delay in getting onto job sites and performing system start ups, which condensed our spring, and also taxed our workforce. The hot and dry summer kept us busy throughout the summer months and well into fall.

Being able to find reliable, qualified staff is an increasing issue for our sector, and I foresee this as an even bigger issue in the future.

New “smart” technology continues to lead the way in controller operation and how we manage our sites. This constantly-evolving technology makes ongoing education very important to contractors who must prove they can use the components to be successful. This is what makes the Water Smart Irrigation Professional (WSIP) program so important.

The annual Irrigation Conference saw a change in both timing and location this year, held Feb. 2, 2018, at Lionhead Golf and Conference Centre in Brampton, Ont. The full-day Irrigation Conference had approximately 110 professionals in attendance. The conference featured the following speakers:

- Rob Cooke, Central Turf and Irrigation Supply, on “IT” for Irrigation Water Management.
- Jim Lloyd, CIC, on Profitable Pricing of Irrigation Systems, and Selling Profitable Irrigation Systems.
- Jeremy Harris, Region on Peel, on Water Smart Irrigation Professional Program.

A special thank you to all our sponsors who ensure the quality of speakers for the event.

In addition to our annual learning event, the sector group has been working on:

- Continuing with the WSIP program with Peel and York.
- Promotion of the certification program.
- Labour issues – qualified workers.
- Promoting the professionalism of the irrigation sector.
- Developing an irrigation library at Landscape Ontario.

The future looks good for contractors who keep up with new technologies and training. The Irrigation Sector Group will continue to work with municipalities to be part of the solution.

Respectfully submitted,

Steve Macartney

Chair 2017-2018

Landscape Contractors

Chair: Allan Kling CLP

Provincial Board Rep: Peter Guinane

Members: Thomas Blatter, Janet Ennamorato, Jason Gaw, Arvils Lukss, Joseph Morello, Rob Redden

The annual Contractor Lecture, an initiative of the LO Landscape Contractor Sector Group, took place Feb. 22, 2018 at Lionhead Golf and Conference Centre in Brampton, Ont. Chris Mace, Vice President of Landscape and Design at Gelderman Landscape Services, presented a very interesting slide presentation that highlighted many challenges and successes over Chris’ career as a landscape designer and project manager. Mark Hartley followed with a presentation of select projects he has designed over his 30 years as one of Toronto’s foremost landscape architects.

The 2019 Contractor Lecture will feature Darren Bosch, Design and Client Services Manager for The Landmark Group. Darren will share his experiences working with a successful landscape contractor. Lisa Rapoport, Partner, PLANT Architect, will provide a landscape architect’s perspective to those in attendance. The lecture will take place on Jan. 10, 2019 from 1:00 to 4:00 p.m., and is co-locating with Congress ’19.

Members of the sector group have assisted the organizing committee of Canada Blooms, the Toronto’s Flower and Garden Festival, in helping to select builders for the 2019 festival.

The sector group has also assisted with GreenLIVE! in the preparation of its program for Congress 2019. GreenLIVE! is a joint effort of the International Society of Arboriculture Ontario (ISAO) and the LO Growers Group. The initiative features experts on the show floor covering a variety of plant material-related topics of interest to contractors and grounds professionals on the proper handling, planting and transporting of plant material.

A major initiative undertaken by the group and spearheaded by past Chair, Peter Guinane, was the preparation and delivery of an estimating workshop for landscape contractors throughout the province. Peter presented to LO’s Upper Canada Chapter last winter, and plans are being made to make the seminar available as a video presentation.

New initiatives being explored by the sector group include:

- The development of programs aimed at attracting recent immigrants, including refugees, to the landscape trades.
- The effects and costs of attracting and keeping staff under the *Fair Workplaces, Better Jobs Act, 2017 (Bill 148)*, including the increases to minimum wage.
- Updating the group’s *Labour Rate Card*.
- The development of an insurance or warranty program for clients of LO contractors.

Respectfully submitted,

Allan Kling CLP

Chair 2017-2018

Landscape Designers

Chair: Jen Cuddie

Past Chair: Chris Clayton

Provincial Board Rep: Kelly Keates

Members: Paul Brydges, Erin Crawford-Ellis, Brandon Gelderman, Sean James, Ron Koudys, Laura Marsh, Nick Morgante, Carolyne Planck, Fred Post, Haig Seferian, Ron Swentiski, Audriana VanderWerf, Andrea Weddum

Our sector received news just a few days after the Landscape Designers Conference in January that altered the path to legislative recognition of our profession; The Ontario Attorney General turned down the Ontario Association of Landscape Architects (OALA) request for a *Practice Act*.

I believe landscape designers should determine their future in light of the OALA not being able to go ahead with their legislation agenda as proposed. It should take two years to get things sorted out. Now is an opportunity for designers to consult and work out a new direction. To that end, I stepped down as chair of the group in April to create new leadership for landscape designers, and to avoid any perceived conflict of interest because I am a full member of the OALA.

Jen Cuddie was elected Chair for 2018.

Respectfully submitted,

Christopher Clayton

Chair 2017-2018

Chair: Jen Cuddie (current)

I agree with Chris' comments regarding the opportunity to consult with designers, as we continue to support the OALA with the understanding of the benefit it will create for designers in creating a *Name Act*. We are developing a survey that will be circulated at the 2019 Designer Conference and online, to determine regionally what resources would be valuable to landscape designers. From there, we are hoping to create some development strategies to both support and educate them.

The work of the sector group continues to ensure a smooth Design Conference 2019, and we are continuing work with CNLA to review portfolios of CLD candidates. We have developed a subcommittee to review the marking template and some of the content around the CLD process, to continually streamline it for both applicants and those who administer it.

Respectfully submitted,

Jen Cuddie

Chair 2018

Lighting

Chair: Carl Hastings

Provincial Board Rep: Jamie Riddell

Members: Terry Childs, Frank DiMarco, John Higo, Ron Iserhot, Ken Martin, Rob Redden, James Solecki

The LO Lighting Sector Group had a very busy year and continues its work in the areas of professional development, education, and eventually, certification. The group is also working on initiatives that will help to raise the awareness of professional outdoor lighting design and installation.

Our 9th annual Landscape Lighting Conference was held Feb. 1, 2018 at Lionhead Golf and Conference Centre in Brampton, Ont. This event featured a number of workshops throughout the day. Guest speakers included: John Higo and James Riddell (live demonstration on variations of lamp and integrated light technology); Frank DiMarco (trials and tribulations of running a successful business); Carl Hasting and Conrad Monteiro (purchasing a company); and James Solecki (architectural side of landscape lighting). Special thanks to all of our sponsors who helped support the event to ensure it was a success.

The group also participated in judging the landscape lighting categories in Landscape Ontario's annual Awards of Excellence program.

Once again, the group offered their services to the feature garden builders at Canada Blooms, and assisted with the planning of the 2018 event. We will continue to work with organizers for the 2019 festival.

In 2019, one of our main priorities is to continue to promote the value and significant role of the lighting sector.

Respectfully submitted,

Carl Hastings

Chair 2017-2018

Turfgrass Management (formerly Lawn Care)

Chair: Gavin Dawson

Vice Chair: Kyle Tobin

Provincial Board Rep: Alan White

Members: Scott Bowman, Dr. Michael Brownbridge PhD, Kevin Falls, Paul Gaspar, Rohan Harrison, John Ladds, John Mcintosh, Don McQueen, Ken Pavely, Tom Somerville, Tim Tripp, Steve Tschanz, Bill Van Ryn, Kerry Whale

Our group entered 2018 with a new name, formerly the Lawn Care Sector Group, we now work together under the more appropriately named, Turfgrass Management Group. We believe this more accurately identifies the sector of the green industry that our group of professionals practice their trade.

We saw 2018 begin with another successful IPM

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Symposium, which annually occurs the day before the Congress trade show begins. This year's Symposium saw an ever-increasing diversity of attendees, including those from professional lawn care, sports turf, golf, and municipal parks and public works employees. These attendees were provided a wide range of seminar topics, from lawn pests and diseases, to invasive plants, turfgrass benefits, the environment, and weather patterning.

Once again, on Earth Day weekend in April, a clean-up of St James Park in Toronto was organized by Kyle Tobin and Alan White, members of the Turfgrass Management Group. They were assisted by more than 30 Landscape Ontario member company volunteers and joined by local residents, members of the St. Lawrence Market Business Improvement Association, and even Toronto Police Services. With sponsorship by LO member companies Plant Products and Lawn Life, their work included raking, core aeration, seeding and fertilizing the park's turfgrass.

2018 gave us a summer of hot, dry conditions throughout many areas of the province. Similar to the summer of 2016, this presented a challenge for our industry professionals to provide timely weed control. As can be expected, these conditions were ideal for a range of turfgrass insect infestation and damage, from chinch bug to billbug to sod webworm. Equally frustrating was the flourishing canopy of crabgrass that invaded many turfgrass areas. With an extremely limited, and in many of these cases, empty, tool box of control products, our industry professionals battled through 2018 to meet the demands of clients and care for their landscapes.

The Turfgrass Management Group has been engaged in several key projects in 2018. Most notably is an effort to provide awareness to the environmental benefits of healthy turfgrass in the urban environment. To this end, our group has distributed a Request for Proposal (RFP) to research groups across North America for the completion of a scientific literature review of the environmental benefits of turfgrass. While there are many studies, papers, and research documents that have broached this topic, the purpose of this review is to include studies that address the carbon balance of the inputs required to develop and maintain healthy turf. We passionately believe this topic is poorly understood, misrepresented to the public, and as stewards of the environment, deserving of our attention. The ultimate goal is provide a plain language document, supported by the science-based content of this literature review, to raise awareness of the environmental benefits of turfgrass.

Respectfully submitted,

Gavin Dawson

Chair 2018-2019

Snow and Ice Management

Chair: Jamie Perras

Treasurer: Robert Roszell

Provincial Board Rep: Mark Humphries

Members: Jon Agg, David Amadori, Paul BeauParlant, Gerald Boot CLM, Dan Booth, Megan Campbell, Thomas Carre, Lee Gould, Jim Monk, Terry Nicholson, Brian Perras, Phill Sexton, Shawn Sowten, Robert Tester, Martin Tirado

Our Snowposium event was moved to Lionhead Golf and Country Club this year, as Landscape Ontario's home office is currently under renovation. The change in venue meant we were unable to include the equipment trade show, however, that did not affect attendance of the event. We had one of the most successful Snowposiums ever. Thank you to all of the organizers and sponsors for their hard work and generosity to bring back our Snowposium after a one year hiatus.

This past year, we have continued to focus our efforts on a solution to the issues surrounding slip and fall lawsuits. A big step was creating the *Snow and Ice Operations Risk Management Guideline*. The long-term strategy is to use the Smart about Salt (SAS) Program, along with the new *Guidelines*, to enhance the professionalism of Landscape Ontario members so that we can reduce the liability associated with snow operations.

Key objectives:

Deal with slip and fall issues:

- Created the *Snow and Ice Operations Risk Management Guideline*.
- Plan to make this available to all members through LO Enews, magazines, trade shows, and chapter meetings in the near future.
- Landscape Ontario plans to host workshops to help members understand how to use this guideline to improve their own risk management processes.

Government relations:

- Last year, we retained lawyer, Rob Kennaley, to review the New Hampshire legislative models regarding liability issues and report back his findings. His report was helpful in creating the *Snow and Ice Operations Risk Management Guidelines*.

Environmental stewardship:

- Continue to educate contractors on best practices and calibration when applying salt. We plan on having a calibration demonstration at Snowposium 2019.
- Work with the World Wildlife Fund Canada (WWF) to find a solution to reduce the amount of chlorides in the Great Lakes.

Respectfully submitted,

Jamie Perras

Chair 2017-2018

2018

Committee reports

Building Committee

Chair: Karl Stensson

Directors: Hank Gelderman CLT, Haig Seferian CLD, Marc Thiebaud, Rene Thiebaud, Bob Tubby CLM, David Turnbull, Neil Vanderkruk, Charlie Wilson

After many years looking at various scenarios, budgets and architectural drawings for the Landscape Ontario home office renovation project, I am delighted to report the complete building renovation finally became a reality in 2018.

The project will see the renovation of the existing warehouse space to feature new, expanded offices for both LO staff and tenants, more, larger classrooms (including a practical classroom), proper storage and lunchroom and more meeting space. The renovation will meet both current and long-term needs of the association.

The final concept and budget were presented at a special Building Committee meeting held Dec. 20, 2017. Those details were then presented, and approved, at a special Provincial Board of Directors meeting held immediately after the LO AGM on Jan. 10, 2018.

With an approved budget of \$5.1 million, the construction contract was awarded to Maple Reinders and a kick-off construction meeting was held May 1, 2018. This meeting signified the first time all key players (design, construction, staff and members) were together at the same meeting.

With demolition set to begin in the summer of 2018, LO staff and tenants were required to pack up and move out of the building by July 1. Staff are currently working from a temporary office elsewhere in Milton.

The building permit application was submitted to the Town of Milton in late June and approved in early August.

A complete demolition of the interior of the building took place over a couple of weeks in early August. By that time, the demolition permit was also obtained.

For the past several months, a core construction team has met regularly on-site every two weeks to go over details, make decisions, and discuss any issues related to the project. The LO team includes project manager, Tom Ingersoll. Tom's expertise in estimating and construction management ensures a keen eye is being kept on the budget, and that LO representatives can make informed decisions to keep the project on track.

When it is completed in 2019, the brand new LO building will better reflect the values, professionalism and leadership of both the association, its mission and our members. It will help our goal of raising the professionalism of those in the industry by providing a world-class facility for training, education and

networking of which all members can be proud.

As we look forward to this exciting, new future, we must also reflect on our history and our past. In March, long-standing committee member, visionary and LO past president, Paul Olsen, passed away. The owner of Brookdale Treeland Nursery, Paul often voiced his opinion (rather vocally) in many building committee meetings. Paul always stressed the need for the association to occupy both a building and a property that truly reflected the passion, expertise and skill of the association and its members. Paul's vision is becoming a reality. The building will forever be a part of Paul's widespread legacy.

CNLA and Canada Blooms will also operate from the renovated building. CNLA has purchased a 10 per cent stake in the property for just over \$1.2 million. A design committee with the expertise of Haig Seferian, Paul Brydges, Ron Koudys, Scott Wentworth and David Wright has also met and begun the process of creating a landscape design to complement the new building and to also act as a showcase for the entire profession.

LO members can follow the progress of the home office renovation via a blog available at gfl.me/h4a3.

Respectfully submitted,

Karl Stensson

Chair 2017-2018

Canada Blooms

Canada Blooms celebrated its 22nd anniversary in 2018. Over 22 years, we have become one of the world's best garden events. In March, Canada Blooms was named by American Express as one of the Top 5 Festivals in the world held in March.

Everyone who has built, volunteered and supported Canada Blooms has a lot to be proud of.

In 2018, Canada Blooms had a total attendance of 166,891 visitors. We have inspired over 2,230,000 potential gardeners, environmentalists, floral enthusiasts, and maybe even some eventual employees over the past 22 years.

In 2018, Canada Blooms was proud to partner with Landscape Ontario member, Joe Genovese of Genoscape Landscape, to build the Highway of Heroes Garden. This was one of the finest and most important gardens ever built at Canada Blooms over the 22 years. The garden helped to raise both awareness and funds for this important project.

Canada Blooms also supports the many non-profit areas of our industry. At the 2018 festival, Canada Blooms donated floor space and exposure valued by our auditors at \$586,795.

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Landscape Ontario members on the Canada Blooms 2017/18 Board were: Janet Ennamorato (co-chair) Jeff Winkelmolen, Ryan Heath and Lou Savoia. Joining the board for 2017/18 is Charlie Bancheri and Lindsey Drake Nightingale.

Respectfully submitted,

Janet Ennamorato

Co-Chair 2017-2018

Canadian Nursery Landscape Association

**Landscape Ontario members present
on the CNLA Board of Directors:**

Provincial Representative and Climate Change Adaptation

Chair: Alan White

Past President: Rene Thiebaud

Vice President, Member Services and Insurance Chair:

Gerald Boot CLM

Human Resources Chair: Harold Deenen CLM

The Canadian Nursery Landscape Association (CNLA) is a national, not-for-profit federation of nine provincial landscape and horticulture trades associations, which represent over 3,900 member companies in the landscape, retail garden centre, and nursery sectors. Once membership is approved with Landscape Ontario, the company automatically gains access to the national association, CNLA.

The CNLA Executive Committee has identified six tactical priorities to focus on over the two years of Bruce Hunter's presidency. These six areas are: public relations and climate change, government relations, provincial memberships, industry human resources, revenue generation, and professional development. Each of these priorities are considered with each project and activity undertaken by the association.

Skills Canada National Competition

CNLA's Industry Human Resources Committee supported the 2018 Skills Canada National Competition (SCNC) in the Landscape Gardening section. Seven teams competed at the Edmonton Expo Centre, June 4-5. The team from Nova Scotia won the event, with Ontario placing second and Quebec in third. Skills Canada hosts regional competitions across the country each year, culminating with the national event. Skills Canada 2019 will be held in Halifax, N.S., at the Halifax Exhibition Centre, May 28-29.

Limited availability of skilled labour has been identified by the CNLA Executive Committee as a key priority. By supporting Skills Canada, CNLA hopes to connect with and encourage youth to choose a career in our profession.

IGCA Congress

CNLA Executive Director, Victor Santacruz, Garden Centres Canada Chair, Robin Godfrey and GCC staff lead Bill Kiervin, attended the International Garden Centre Association (IGCA) Congress in Prague, Czech Republic, Sept. 16-21, 2018. Over five days, 180 members from 19 countries toured nine different garden centres, one of the largest nurseries in the country, one big box competitor and one supplier factory. Delegates were welcomed at almost every stop by local musicians playing traditional music.

The range of products included plants, trees and cut flowers, florist services, of course, but also clothing, wines, soaps, oils, tea, gourmet foods and cafés. One garden centre had over 150,000 café customers last fiscal year. Truly, these centres are destinations worth visiting.

Another great initiative coming out of the Congress is the announcement of a Student Exchange Program, where young industry members can connect with a host garden centre in another country to gain and exchange valuable experiences. More information on this venture will be available in the new year.

The Congress also had business sessions where information was shared on the top issues facing members (weather, economy, finding qualified staff, changing consumer behaviour and competition). Additional metrics included average sales per customer and labour costs, among others. There were three morning seminar presentations from industry veterans which became topics of conversation on the buses as we headed out on the tours. IGCA Congress will be held in Windsor, England, Sept. 1-6, 2019.

Climate Change Adaptation Committee

During the August 2016 CNLA summer meetings in Kelowna, B.C., the CNLA Board of Directors approved a motion to create the Climate Change Adaptation (CCA) standing committee. The original goal of the committee was to investigate the creation of a CNLA foundation. At the January 2017 CNLA meetings in Toronto, Ont., the CCA committee recommended a foundation be created, and a motion was approved to create the "Green Cities Foundation."

Today, there are two distinct groups: the CCA standing committee, an oversight group made up of CNLA committee chairs, and the Green Cities Foundation, an arms-length organization currently made up of both industry representation (CNLA) and non-industry individuals with a commitment to fulfilling the mission of the foundation, "Connecting plants and people for a greener, healthier urban climate." Mary Aziz-Stoetzer was hired in 2018 as the executive director of the foundation. Currently, the foundation is still awaiting approval of charitable status from the Canada Revenue Agency.

Each CNLA committee has a role to play in terms of climate change adaptation. We need to be seen as experts on this subject matter. The public needs to understand the value of our members' products and services. Industry needs a strong

voice with government to influence policy. The CCA committee will work to align individual committee priorities, to provide one voice in the broader climate narrative in order to provide a sustainable and prosperous future for our members.

Member Services Committee

The Member Services Committee works to ensure members have access to discount programs that directly impact their bottom line. The vehicle and equipment programs continue to be the most popular among members, with thousands of dollars worth of discounts available. Members can access the extensive list of member savings programs through the CNLA website or by contacting the Member Services Team.

Government Relations Committee

CNLA staff, along with Government Relations Chair, Michael Murray, are building and maintaining relationships with key individuals in Ottawa (and across Canada), to give members a voice at the federal, provincial and municipal levels. Key areas of focus include promoting the *Canadian Landscape Standard* (CLS) as the single, authoritative resource for landscape construction projects across Canada. We also continue working toward the creation of a National Garden Centre of Environmental Excellence in Ottawa.

National garden

CNLA and Canadensis: The Garden of Canada (Canadensis), formed a working group to increase collaboration in the pursuit of a national botanical garden in Ottawa, Ont. Representatives for each group met in Ottawa on May 17, 2018, to discuss strategies as well as a potential stakeholder meeting and public forum in the fall of 2018 to advance the goal of a botanical garden in our nation's capital.

Tim Kearney, CNLA staff for the national garden and Landscape Canada, was named chair of the working group by members: Gerry Lajeunesse, Canadensis acting chair; John Westeinde, Canadensis board member; Jeff Turner, CNLA Ottawa board member; and Richard Rogers, CNLA Ottawa board member. Canadensis will name another member to finalize the group of six. Canadensis is a registered charity based in Ottawa, Ont., dedicated to creating a national botanical garden in the capital. Canadensis develops summer garden projects and related programming on a yearly basis at the future Canadensis site within the Central Experimental Farm in Ottawa with the support of the National Capital Commission (NCC) and Agriculture and Agri-Food Canada (AAFC). The charity also published a comprehensive business plan for a national garden in 2012, and will be releasing an updated document in the coming months. The new working group marks a commitment by CNLA and Canadensis to work together and to present a unified voice to stakeholders and government officials in the promotion of a national botanical garden in Ottawa. More information regarding a stakeholder meeting, planned for 2019, will be shared as soon as possible.

Professional Development Committee

The Professional Development Committee (PDC) is committed to achieving national Red Seal Harmonization. The committee also works on the Landscape Industry Certification program and improving access and uptake on Apprenticeship Programs.

In 2018, the National Association of Landscape Professionals (NALP) announced plans to reshape the Landscape Industry Certification (LIC) Technician Exam for Hardscape and Softscape Installation, as well as Ornamental and Turf Maintenance modules. NALP owns the LIC program, which the CNLA, via provincial associations, is a licensee of the program. NALP is developing an online format that will replace current, hands-on and written testing. CNLA's Professional Development Committee (PDC) is reviewing the proposed changes to ensure the new test and testing method will meet the needs of industry across Canada.

Conclusion

In conclusion, CNLA's mission is to undertake initiatives and form alliances in order to achieve sustainable prosperity for members and stakeholders. CNLA staff and volunteers work hard to ensure members get the most out of the association.

Respectfully submitted,

Alan White

CNLA Representative 2018

Communications Committee

Chair: Hank Gelderman

Members: Gerald Boot CLM, Laura Catalano, Jeremy Feenstra, Mark Fisher, Marty Lamers, Bob Tubby, Nick Winkelmolen, Dave Wright

I have served on LO's Communications Committee (formerly Publishing Committee) for many years, and appreciate the important role communications plays in LO's continued success.

Landscape Ontario magazine informs members of association initiatives and events, recognizes volunteers, and serves as LO's official record. We have extended its reach and effectiveness with LO Enews. Same mission, different medium. The association is also supported and energized by our outstanding website, *HortTrades.com*. Recent improvements include suggested related content, and improved archiving of magazine stories. The site attracts over 9,000 users per month.

Sister magazine, *Landscape Trades*, serves a totally different audience: 8,834 horticulture professionals across Canada. It provides authoritative information to promote business success for the green trades that is available nowhere else. Advertising revenue from *Landscape Trades* significantly supports LO's goals. Plans for 2019 include a new February issue, expected to improve both reader service and ad revenue.

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Besides publishing hundreds of print and electronic pages every year, your Communications team serves as an in-house creative agency for Congress and other LO initiatives.

Consumer promotion is another important service your team provides. Green for Life, *LandscapeOntario.com* and public relations efforts all promote the joys and benefits of horticulture and connect potential customers with LO members.

The Committee thanks longstanding sales manager, Steve Moyer, for his professional efforts over so many years and wishes him well as he looks forward to his next chapter. Committee members have dedicated a tree in the Highway of Heroes Living Tribute campaign in Steve's honour. I continue to be impressed by the energy, enthusiasm and passion of the LO Communications team, and believe LO members are getting outstanding value from the team's efforts. Thanks are also due to Committee members, who volunteer their time to provide valuable guidance.

Respectfully submitted,

Hank Gelderman

Chair 2017-2018

Show Committee

Chair: Nathan Helder

Vice chair: Terry Childs

Past chair: Michael LaPorte CHT

Members: Brian Cocks CHT, Douglas Coote, Paul deGroot, Everett DeJong, Barry Dickson, Lindsay Drake Nightingale, Beth Edney CLD, Kim Icton, Christopher Muller, Rebecca Parker, Mike Riehm, Klaas Sikkema, Peter Vanderley, Jason Vettese

Congress is proudly hosted by Landscape Ontario's Show Committee. The many events that make up Congress serve the dual purpose of meeting members' needs for product sourcing and for professional development. The events include: exhibits, education seminars, peer networking, and special features, such as the New Product Showcase, HardscapeLIVE!, DriveLIVE!, GreenLIVE! and student gardens.

Congress, Canada's Premier Green Industry Trade Show and Conference, ran Jan. 9-11, 2018. Canada's top green industry event generated a lot of energy among both exhibitors and industry professionals, who helped to celebrate 45 years of beautifying Ontario. Among the main highlights was the upswing in exhibit sales. Revenue trended nearly \$40,000 above the event's budget of \$2.1 million. Attendance increased by two per cent over 2017, with close to 14,500 delegates. Partner, the Canadian Fence Industry Association (CFIA), and sponsors were on hand to celebrate, including: Banas Stones, Stone Arch, G&L Group, Landscape Ontario Hardscape Committee, *Landscape Trades* magazine, Connon Nurseries/CBV, NVK Holding, Landscape Ontario Growers Group, Dynascape, LMN and Greenius.

We enjoyed continued success of our Digital VIP Pass campaign. It again helped to increase the attendance at the show. The digital passes allow exhibitors to market the show to their dealers, suppliers and customers, with the ability to send custom messages to those audiences, encouraging them to visit their booths at Congress.

2018 also marked the second year for the Congress smartphone app. This app gives both exhibitors and attendees full access to show information in the palm of their hand. The app's download rate tripled from last year's launch.

HardscapeLIVE! returned to the show floor for a third year, with a new presenter, Frank Bourque, offering live demonstrations twice daily. LO's Hardscape Committee worked to ensure the topics were relevant to the audience. This perennial feature was once again a success and helped delegates enhance their technical know-how.

GreenLIVE!, a new feature, was an up-close approach to learning important basics of tree selection, preparation, planting and maintenance. In partnership with Landscape Ontario's Growers Group and International Society of Arboriculture - Ontario (ISAO), GreenLIVE! included several experts on stage, twice daily. Topics included: Selection of Trees, Plant Handling and Transport, Site Preparation, Proper Planting Techniques, Maintenance During Establishment and Long Term Care. The sessions highlighted dos and don'ts to prepare contractors for the upcoming season.

The New Product Showcase was revamped this year, with added décor and lighting. The redesign highlighted new equipment, tools and technology, new plant introductions and planting innovations. There's no better place to get an overview of the latest and most creative product releases than at the New Product Showcase. Attendees get to see and learn about hot industry trends, all in one place. It is an exciting and "must see" feature.

The Canada Blooms Campus (student gardens) returned this year. A few hundred students spent two days building gardens. Participating schools included: Durham Collage, Fanshawe College, Niagara Parks Commission School of Horticulture, and University of Guelph, Ridgetown Campus. Materials were provided by a number of exhibitors and LO members. Lunch was sponsored and hosted by Gelderman Landscaping Services. Brian Cocks volunteered his time and expertise to oversee the safety and operations during the build.

The conference program that runs concurrently with the trade show was formatted to optimize scheduling and to deliver maximum value to attendees. Each day began with a keynote speaker, followed by multiple sessions to improve the business skills of members of our profession.

A number of events were revamped and helped to bring new energy to the event as a whole. The LO Awards of Excellence ceremony, IPM Symposium, Landscape Designer Conference, Peer to Peer Network workshop, Garden Centre Symposium and Tailgate Party, all helped to strengthen the community culture for our delegates.

I would like to thank our generous partners for their continued support of this great event. Their contributions enhance Congress and the attendee experience.

I would also like to thank Kristen McIntyre, former Conference and Event Manager at Landscape Ontario. Kristen was a dedicated employee of Landscape Ontario for 18 years and contributed to elevating the Congress Conference to the high level standard it is today. Kristen has left Landscape Ontario to pursue other opportunities and we wish her all the best.

Finally, it is my pleasure to thank the many dedicated volunteers and committee members for all their guidance, insights and help. Our success stems from the personal touch that our volunteers add to our events. The Trade Show team continues to be a strong group of leaders who are willing to take risks and try out new things. They continue to lead the way for shows within the North American market.

Respectfully submitted,

Nathan Helder

Chair 2018

Human Resource Development

Chair: Harold Deenen CLM

Members: Paul Doornbos CLM, CLT; Harry Gelderman CLT; Peter Guinane; Michael Pascoe CLT; Richard Rogers CLT; Alan White

The Human Resource Committee had a busy year in light of the political arena in Ontario, and the many changes in labour legislation. Nonetheless, it was another successful year with focus on innovative partnerships, programs and services, advancing our government relations and expanding our voice to support a progressive business environment on behalf of our member businesses. Our efforts continued toward achieving our goal to develop a highly-skilled workforce of choice, employed by employers of choice. This committee oversees the activities of Landscape Ontario's Education and Labour Development department. We are pleased to present a brief summary of the highlights of the past year.

Workforce promotion and development

Increasing the availability of a skilled workforce remains our top priority. Strategic partnerships and programs focused on promoting and developing our future workforce to build a supply who may choose to funnel through any of the four pathways: direct to work, Apprenticeship, college, university.

With that, we added to our internal capacity to support workforce career promotion by welcoming Lissa Schoot Uiterkamp as LO's new Youth Engagement and Come Alive Outside Program Coordinator to our team.

The GreenCareersCanada.ca website continues to be a growing tool that provides valuable information and resources

aimed at our incumbent and the future workforce, parents, educators, policy makers and employers within the profession. LO continues to support the over 100 green industry feeder programs and 24 Specialist High Skills Major (SHSM) in horticulture and landscape programs across the province.

Thanks to strong leadership provided by our co-chairs: Michael Pascoe, Fanshawe College and Tyler Graham, Westlane Secondary School, LO worked on behalf of the Horticulture Educators Association (HEA) to continue to focus on improving awareness and opportunities for connecting educators, students and secondary and post-secondary programs with careers and program supports. A priority has been to develop a new pilot program that involves employers and suppliers to the profession that will support SHSM students and teachers toward achieving required experiential learning certificates in the areas of tree planting, equipment operation and hardscape sections, etc. Official launch is anticipated in 2019.

LO continued to participate in several workforce development and promotion events and experiential learning days/programs aimed at attracting those from under-represented groups (youth, women, low income earners, Aboriginal or First Nation and, newcomers) to our profession across the province this past year. After presentations to over 100 technical teachers, the Upper Canada School Boards and the Ontario Youth Apprenticeship Program (OYAP), contracted us to deliver a Women in Trades (WIT) experiential learning day for 320 secondary school girls at Kemptville Campus in May. It was an amazing event, that changed minds! LO partnered with the Rideau Ottawa Valley Learning Network, and other Employment Ontario providers to pilot the Ready Set Grow Program in Ottawa that provided adults learners with a 'career tasting' of what the profession has to offer and then connected them to our employers, and pathways to develop their careers.

Our reach was extended with the support of many employers who were provided presentation templates and print resources by LO to support their firm's workforce development and recruitment activities in their communities.

The Skills Ontario Elementary Workshops enabled over 300 grade seven students to experience a planting activity that resulted in them taking home a planter full of edibles and native plants, accompanied with care sheets that included career information. The Skills Ontario Competition was another success, with both the Horticulture and Landscape, and Landscape Design competitions hosting a record number of competitors (over 50 secondary and post-secondary student competitors). Ontario Horticultural Trades Foundation (OHTF) generously donated monetary prizes for first, second and third place winners. Special recognition goes to Algonquin College, who represented Team Ontario this year at the National Competition and put Ontario back on the podium, achieving a silver medal in the Landscape Gardening Competition.

Landscape Ontario began a new level of partnership with Come Alive Outside (CAO) and successfully coordinated nine

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Green Street Challenges and two Design Challenges in Ontario in 2018. This program has created positive awareness and recognition of the contributions and benefits provided by the landscape and horticulture profession to over 15,000 youth and families in our communities across Ontario.

The CAO Design Challenge provided designs to both C.M.L. Snider in Prince Edward County and P.L. Robertson in Milton. The CAO Design Challenge engages post-secondary landscape design students to design a natural play space based on the ideas gained from a collaborative workshop with the school teachers, parent council members and students. The designs are created with mentorship from an LO member companies, who work with the school to make the winning design a reality.

Our workforce development strategies connected on many levels with the provincial mandate letters assigned to the respective Ministries overseeing secondary and post-secondary education released by the previous government. Since the June election, there have been numerous strategic points of contact with the new government to communicate our professions' priorities that we expect will support policy forward.

Horticulture Technician/Landscape Horticulturist Apprenticeship Program

LO completed its second year as a Group Sponsor (GS) in the Eastern Ontario region, and due to the success in the east, we expanded our program to the south western region. The GS program was initiated as a solution to support employers, employees and apprentices with the complex Apprenticeship program application, registration and completion process. We continue to support our five colleges offering the in-class training portion of the program: Algonquin College (Ottawa), Fanshawe College (London), Humber College (Toronto), Loyalist College (Belleville) and Mohawk College (Stoney Creek).

Starting at Congress 2018, LO mobilized a strategic awareness and engagement campaign to increase registration numbers. LO participated in numerous Apprenticeship events over the year to promote the program within the profession to youth, job-seekers, government and potential partners. We broke ground at Canada Blooms 2018, with the launch of the first Apprenticeship booth, promoting the Horticulture Technician program and related apprenticeship programs to the public in partnership with the Ministry of Advanced Education and Skills Development/Ministry of Training Colleges and Universities (MAESD/MTCU) and the Ontario College of Trades (OCOT). This booth was a game changer both for awareness to the consumer, but also for our partners in Apprenticeship.

The program promotion efforts have resulted in increased inquiries and 400-500 website hits monthly. The accelerated efforts of our Group Sponsor program have resulted in increased registrations for Level 1 (from 65 to 131) from Sept.

1, 2016-Aug. 31, 2017, compared to Sept. 1, 2017-Aug. 31, 2018.

In addition, it is important to note the Group Sponsor program has enabled and advanced our government relations opportunities and provided access to partnerships and programs that support our workforce development objectives. LO appreciates the work undertaken by the MAESD/MTCU and OCOT to enable our profession's Horticulture Technician Apprenticeship program and workforce development initiatives.

Professional development

Strategic partnerships and programs focused on providing 115 relevant professional development opportunities to our 1,350 professional employers and their workforce from across the province. In response to ongoing requests for more on-line learning opportunities, we continue to investigate and partner with on-line training providers.

The Water Smart Irrigation Professional (WSIP) training and certification program sponsored by our municipal partners, the Region of Peel, York Region and the City of Hamilton, continues to provide specialized training and certification to the sector. The program is growing and currently promotes 34 certified companies and 68 individuals as Water Smart Irrigation Professionals that provide "water smart" irrigation system efficiency and maintenance services to clients to support environmental protection and sustainable water use.

The Fusion Landscape Professional (FLP) training and certification program launched with strong participation in the fall of 2017 and winter 2018. Thanks to our municipal partners, the Regional Municipality of York and Peel Region, who recognize the critical role that the landscape profession has in addressing and managing the adverse effects of climate change, conserving water resources and addressing lot level stormwater management. The FLP program was developed to expand the current knowledge base for experienced professionals who provide design, installation, and/or maintenance products and services to their clients. The FLP program strives to inspire Fusion Landscapes as an industry standard and encourages collaboration between landscape professionals so that Fusion principles and elements are considered and incorporated into every landscape.

Health and safety

LO is active on many committees and represents the profession at numerous consultation tables to ensure our priorities are known. We are pleased to continue to build on our trusted partnership with Workplace Prevention Services (WSPS), to deliver health and safety communications, programs and resources to support our members toward providing healthy and safe workplaces. This past year has been busy as we navigated through significant legislative changes to the *Employment Standards Act*. We also participated in several areas of focus and consultations regarding:

- Prevention System

- WSIB Rate Framework
- Small Business Tools
- Workplace Mental Health
- Substance Abuse and Use/Fit for Work
- Contractor Safety
- Employer Accreditation
- Supervisor Competency
- Working at Heights
- *Accessibility for Ontarians with Disabilities Act (AODA)*
- Designing Public Spaces
- Websites, etc.

We anticipate more changes in health and safety in 2018-2019.

Landscape Industry Certification program

The National Association of Landscape Professionals (NALP) announced plans to reshape the Landscape Industry Certification (LIC) Technician exam process for Hardscape and Softscape Installation, and Ornamental and Turf Maintenance modules this past summer. NALP is developing an online format that will replace the current hands-on and written testing format. LO's committee, led by Harry Gelderman CLT, is supporting CNLA's Professional Development Committee (PDC), in the review of the proposed changes to verify that the new test and testing method will meet the needs of industry across Canada.

The LO and CNLA committees are working together to ensure that new candidates, as well as in-progress candidates, have as many opportunities as possible to complete the process and earn their designation. LO will continue to schedule exams in 2019 to support completions.

Please note, those who have already achieved their certification will not be affected by these changes.

The Ornamental Maintenance Test continues to be offered at Fanshawe College as the esteemed Integrated CLT test program in the country. This format is promising for the future of our post-secondary graduates and our profession as graduates leave with a Diploma in Horticulture and a CLT designation. Thanks to our Fanshawe partners for their ongoing support and leadership and for pioneering this opportunity for our future workforce.

The Certified Landscape Designer (CLD), the Certified Landscape Manager (CLM) and the Landscape Company Accreditation programs continue to be offered to industry professionals and recognize firms and individuals who strive to be best in class.

Government relations and advocacy

We continued outreach and connection with multiple provincial ministries and organizations including: Ministry of Labour, Ministry of Finance, Ministry of Environment and Climate Change, Ministry of Education, Ministry of Advanced Education and Skills Development/Ministry of Training Colleges and Universities, Ontario College of Trades,

Ministry of Transportation, Workplace Safety Prevention Services, Workplace Safety and Insurance Board, Ministry of Agriculture Food and Rural Affairs, Canadian Agricultural Human Resources Council, the Labour Issues Coordinating Committee, and numerous other related organizations.

This outreach allowed us several opportunities to inform policy that impacts our profession. Activities included informing government on modernization of the Apprenticeship program and employer sponsor incentives, along with participation in budget, labour relations and health and safety consultations. The conversation often focused on workforce development solutions. Our profession is experiencing a severe shortage of low, medium and high-skilled workers, due to the impact of the retiring workforce. We also are celebrating growing demand exasperated by government recognition of the role that landscape and horticulture professionals have in designing, building and maintaining green infrastructure and resolving issues caused by climate change that negatively impacts our communities. We are a profession known to have 'in-demand' careers. Our efforts will continue to focus on developing strategic solutions that reduce the pressures caused by a workforce shortage, and provide relevant workforce development and professional development opportunities that support our objectives to create a climate where our employers of choice who employ a workforce of choice can competently and professionally meet consumer demand.

In closing, we reflect back to what was, indeed, an interesting year. The economy of our southern neighbours has been chugging along, despite what some may classify as questionable management on both sides of the border. The ripple effect has seen multiple increases in the Bank of Canada prime rate and an unusually low unemployment rate for Ontario. However, unemployment continues to be high for our youth, still hovering over 12 per cent, while people 25 and older are unemployed at a rate of 5 per cent. For obvious reasons, our government is focused on reducing this number. We are also focused on this potential group of future employees.

While the government appears bent on closing our doors to new immigrants and offshore labour, we continue to lobby for the availability of this resource. It appears the folks in Ottawa are starting to listen and have even officially admitted there is something to this "seasonal" thing. Employment and Social Development Canada (ESDC), is also listening to us and want to sit down and "roll-up our sleeves," to see if we can figure out a solution.

The availability of labour continues to haunt our industry and I don't see that changing in the near future. What I do know, is that the staff and volunteers of Landscape Ontario will continue working together to find a solution.

Respectfully submitted,
Harold Deenen CLM
 Chair 2017-2018

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IPM Symposium

Chair: Steve Tschanz

Committee members: Michael Brownbridge PhD, Gavin Dawson, Paul Gaspar, Rohan Harrison, John McIntosh, Don McQueen CIT, Ken Pavely, Lee Ratcliffe, Richard Reed, Tom Somerville, Tim Tripp MSc, Kyle Tobin, Bill Van Ryn Jr, Don Voorhees, Kerry Whale, Alan White

The 53rd annual Integrated Pest Management (IPM) Symposium was held in the Cohen Ballroom of the Toronto Congress Centre in conjunction with the 2018 Congress trade show and conference.

The key to lawn IPM is the use of cultural practices that optimize growth of grasses and minimize conditions favourable to pest insects, weeds or pathogens. The IPM Symposium has been a uniquely respected event since 1965. The event qualifies attendees to earn Continuing Education Credits (CECs) from the IPM Council of Canada.

The full-day event featured numerous topics on soil, common misconceptions, urban landscape, climate change and new challenges.

Keynote speaker, James Garriss of Browning Media LLC, presented, "Weather Patterning for Turfgrass Success." Others speakers included:

- Jim Chatfield, Ohio State University, "Host Ranges of Pests & Pathogens: Why it Matters?"
- Jennifer Llewellyn, Ontario Ministry of Agriculture, Food and Rural Affairs, "What the Foliage?"
- Scott Olan, Ministry of Environment and Climate Change, "Ministry of Environment and Climate Update."
- Kelli Sherman, Ontario Invasive Plant Council, "Top Three Invasive Plants Impacting Turf Professionals."

The day ended with a presentation by Dr. Michael Brownbridge from Vineland Research and Innovation Centre, titled, "Turfier than it looks: Sustainable Turf Systems and How They Benefit our Environment."

Special thanks to our sponsors. We could not achieve the high level of experience to our guests without their contributions.

The IPM Symposium will continue to strive to educate professionals in the field of turf and landscape management.

Thank you to the attendees for their continued support to the profession.

Respectfully submitted,

Steve Tschanz

Chair 2017-2018

Pesticide Industry Council

Chair: Gavin Dawson

Secretary: Tony DiGiovanni

Manager PIC: Tom Somerville

In 2000, the Ontario Ministry of Environment (MOE) implemented new requirements under the *Pesticide Act* (originally, *Ontario Regulation 914*). Under the new requirements, anyone who applied pesticides had to be either licensed or have Technician Status. The new regulation required that all unlicensed assistants, working with licensed exterminators, must complete a basic pesticide safety course to acquire the Technician Status in order to legally apply pesticides.

The Pesticide Technician Program (PTP) was established as the "basic pesticide safety course" to acquire Technician Status and meet the new requirements. The PTP is a two-part, basic pesticide safety program that incorporates both a practical component and an academic exam in the training requirements.

The Pesticide Industry Council (PIC) was formed on behalf of the pesticide industry and has worked with MOE since 2000 to meet the requirements and administer the Pesticide Technician Program. Landscape Ontario agreed to be the administrator of the Pesticide Technician Program on behalf of the Ontario Ministry of Environment under the guidance of a Memorandum of Understanding (MOU).

PIC is a council that has representation from Hydro One, Ontario Golf Superintendents Association, Professional Lawn Care Association of Ontario, Urban Pest Management Council, Crop Protection Institute, International Society of Arboriculture, Ontario Parks Association, Ontario Vegetation Management Association, Structural Pest Management Association, University of Guelph and Landscape Ontario Horticultural Trades Association.

This is the 18th year the Pesticide Industry Council has administered the Pesticide Technician Program and the 10th year working within the Cosmetic Ban on pesticides (Regulation 63-09).

In the 2017-2018 season, over 860 technicians enrolled in the PTP program.

Respectfully submitted,

Tom Somerville

Manager 2017-2018

2018 Volunteers

Every year Landscape Ontario benefits from amazing contributions through the volunteer efforts of members, who serve their association throughout the year in a wide variety of duties.

Sitting on various committees, LO members help to decide the future of the profession and the association, or helping to plan, organize and run many special events. Landscape Ontario's world-class events, education and programs are the direct result of the thousands of volunteer hours that help to keep the association strong and valuable. Members who have freely offered their time, energy and expertise are listed below:

Jamie Aalbers

Northern Mini Roses

Keren Abu

M.E. Contracting

Randy Adams

RM Adams Trucking

Robert Adams

Adams Landscaping
and Property Maintenance

Jon Agg

Pristine Property Maintenance

Rob Albrecht

John's Nursery

Brian Alcock

Alcock Nurseries

Bob Allen

RW Allen Horticultural Services

Kevin Almeida

Almeida & Almeida Landscaping

David Amadori

Dean Armstrong

Vanden Bussche Irrigation
& Equipment

Jessica Aytoun

Carla Bailey
TLC Professional Landscaping

Justin Baker

Wright Landscape Services

Andrew Barbour

Connon Nurseries/CBV Holdings

Paul Barker

Automatic Rain

Andrew Barz

Meadowbrook Landscape
Contracting

Jim Bauer

Bauer Landscape & Garden
Maintenance

Paul BeauParlant

Innovative Surface Solutions

Sarah Beckon

Allweather Landscape

Rob Beedie

Enviro's Wholesale Nursery

Bill Beldham

Barry Benjamin

Barry Benjamin & Associates

Thomas Blatter CLP

Dreamestate Landscaping

Gerald Boot CLM

Boot's Landscaping
& Maintenance

Dan Booth

B.P. Landscaping & Snow Removal

John Bos

Bos Landscaping

Neil Bouma

Picture Perfect
Landscaping Quinte

Frank Bourque CCPI, ARPT

Greenmark

Scott Bowman

Speare Seeds

Ryan Boyd

Peter Smit & Sons

Mark Bradley

TBG Environmental

Dave Braun

Braun Nursery

Michael Brownbridge PhD

Vineland Research
and Innovation Centre

Paul Brydges CLD

Brydges Landscape Architecture

Cindy Buelow

Baseline Nurseries
& Garden Centre

Steve Burgess

Braun Nursery

Tyler Burnell

Burtro Lawn Sprinklers

Margot Byers

Ladybird Garden Design

Megan Campbell

Marsh Canada

Thomas Carre

Innovative Surface Solutions

Marc Carriere

Permacon Ottawa

Laura Catalano

Nisco National Leasing

Harry Chang

Humber College

Phil Charal

Allweather Landscape

Terry Childs

Nature's Way Landscaping

Chris Clayton

Christopher Clayton
Landscape Architect

Brian Cocks CHT

Brian Cocks Nursery
& Landscaping

Andrew Colautti

Cohen and Cohen Natural Stone

Craig Cole

Cedar Springs Landscape Group

Pam Cook

Fanshawe College Main Campus

Douglas Coote

DG Coote Enterprises

Andrew Cordeiro

Done-Right Lawn Sprinkler
& Landscape Lighting

Sal Costante

Cedar Springs Decks and Fences

Erin Crawford-Ellis

Hill'N Dale Landscaping

Tim Cruickshanks

Cruickshanks Property Services

Jen Cuddie

Cuddie Landscape Planning

Ben Cullen

Mark's Choice

Bruce Cullen

Toronto Zoo

Mark Cullen

Mark's Choice

Jon Cundy

S. Charlebois Haulage
and Excavating

Andrew Dancsak CLT

Permacon

Gavin Dawson

TRUGREEN

Judy deBoer-Bell

Treefrog Design

Paul DeGroot

NVK Holdings

Everett DeJong

Redbud Supply

Allard DeVries

DeVries Landscaping
& Maintenance

Lexi Dearborn

Dearborn Designs & Associates

Harold Deenen CLP

Hank Deenen Landscaping

Bill Degraaf

Permacon

Keith Desjardins

Desjardins Landscaping

Michael Di Nunzio

Vanden Bussche Irrigation
& Equipment

Frank DiMarco

DiMarco Landscape Lighting

Barry Dickson

B.R. Dickson Equipment

Jason Dietrich

Ace Lawn Care

Paulo Domingues

Aquamann Irrigation

Mark Donohue

Rain Bird International

Paul Doornbos CLP, CLT

Thornbusch Landscaping
Company

Lindsay Drake Nightingale

Yorkshire Garden Services

Jon Durzi

Miller Waste Systems
(Miller Compost)

Ken Dutka

Hill'N Dale Landscaping

Jim Edmonds

The Gardener Landscaping

Beth Edney CLD

Designs By The Yard

Janet Ennamorato

Creative Garden Designs

Kevin Falls

Speare Seeds

Jeremy Feenstra

Floristerra Greenhouses
and Landscape Centre

2018 LO ANNUAL REPORT

Carmine Filice CLP
Greentario Landscaping (2006)

Mark Fisher
The Escarpment Company

Carol Fulford
Gerrits Property Services

Michael Garcia
Soares Landscaping

Dan Garlatti
Garlatti Landscaping

Trevor Garner
LP Landscape Plus

Paul Gaspar
Weed Man - Toronto

Jason Gaw
Sycamore Landscape

Brandon Gelderman
Gelderlands Inc

Hank Gelderman
Gelderman Landscape Services

Brent Giles
Clintar

Shawn Giovanetti
Techo-Bloc

Lee Gould
Smart About Salt Council

Jeff Gregg
V Kraus Nurseries

Perry Grobe
Grobe Nursery & Garden Centre

Michael Gucciardi
International Landscaping

Peter Guinane
Oriole Landscaping

David Gunn
Gunn-Duncan Landscaping

Raffy Hanimyan
Elite Concrete

Ed Hansen
Hansen Lawn & Gardens

Jeremy Harris BA
Region of Peel

Violet Harris

Rohan Harrison
Premier Turf

Matt Hart
MPH Hardscapes

Carl Hastings
Moonstruck Lighting

Ryan Heath
Ryan Heath
Professional Landscaping

Nathan Helder
Gelderman Landscape Services

Steve Hernandez
Turf Care Products Canada

John Higo
Illumicare Group Limited

Mark Humphries
Humphries Landscape Services



LO's Provincial Board of Directors at the 2018 AGM.

Rebecca Hurrell
Bobcat of Toronto and Bobcat of Barrie

Kim Icton
Somerville Nurseries

Colin Imrie
Bobcat of Tri Cities

Tom Intven
Canadale Nurseries

Ron Iserhot
Vanden Bussche Irrigation & Equipment

Kevin Jack
Scotts Canada (Fafard)

Heather Jerrard
TLC Professional Landscaping

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Kennedy Johnston
Peter Knippel Nursery

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Ginkgo Design

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Ontario Ministry of Agriculture, Food and Rural Affairs

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Allan Kling CLP
Urban Garden

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Kobes Nurseries

Ron Koudys BLA, MED, OALA, CSLA, ASLA, RLA, MI, CLD
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Jim Pattison Lease

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Turf Management Systems

John Lamberink
Aquality Irrigation and Illumination

Marty Lamers
Oaks Landscape Products

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John Larsen
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Smart Watering Systems

Serge Leclair
Kam's Growers Supply

Skai Leja
Skai Leja Landscape Design

Jennifer Lemcke
Weed Man USA - Turf Holdings

Jennifer Llewellyn Bsc, MSc
Ontario Ministry of Agriculture, Food and Rural Affairs

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Cotter Landscaping

Rebecca Lord
International Society of Arboriculture - Ontario Chapter (ISAO)

Michael Luelo
Oaks Landscape Products

Arvils Lukss
Landscapes By Lucin

Glen Lumis PhD
University of Guelph

Cory MacCallum
Greenscape Watering Systems

Fran MacKenzie
Bay King Chrysler

Steve Macartney
Raintree Irrigation & Outdoor Systems

John Mantel
AVK Nursery Holdings

Laura Marsh
Earth Art Landscapes

Kevin Marshall CLT
Turf Pro Landscaping

Ken Martin
Ken Martin Landscape Lighting and Design

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Rain Bird International

Chris Mason
Sheridan Nurseries

Teresa Matamoros
Garden Holistics

Pamela McCormick

Simply Landscaping
& Garden Designs

Jim McCracken

McCracken Landscape Design

Jeff McMann NPD, ISA, CHT, TRAQ

Mount Pleasant Group
of Cemeteries

Burke McNeill**Don McQueen**

Nutri-Lawn - Burlington Irrigation

John McIntosh

Enviromasters Lawn Care

Norm Mills

The Gardenin' Guy

Christine Moffit

Christine's Touch Gardening

Jim Monk

Markham Property Services

Steve Montcalm

Gifford Associates
Insurance Brokers

Conrad Monteiro

Moonstruck Lighting

John Moons**Joseph Morello**

Premier Landscaping & Design

Nick Morgante

Unilock Limited

Janet Mott

Christine's Touch Gardening

Christopher Muller

O.J. Muller Landscape Contractor

Vince Murphy

Caesars Windsor

Rob Naraj CHT

Sheridan Nurseries

Steve Neumann

Algonquin College

Roy Neves

DJ Rain

Terry Nicholson

Clintar

Dave O'Malley, CSP

Brooklin Concrete Products

Mark Ostrowski

Laurel Forest Farms

Tyler Owen

Thunderbolt Contracting

Rebecca Parker

NVK Holdings

Audrey Partridge

Partridge Fine Landscapes Ltd

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Fanshawe College

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Ferguson Forest Centre

Brad Paton CLT

Shades of Summer
Landscaping & Maintenance

Warren Patterson

Barrie's Garden Centre

Ken Pavely

Lawn Life Natural Turf Products

Michelle Peeters

Baseline Nurseries
& Garden Centre

John Peets

John Peets Landscaping

Joe Pereira

Landscapes By Lucin

Brian Perras

B.P. Landscaping & Snow Removal

Jamie Perras

B.P. Landscaping & Snow Removal

Jesse Perrin

Green Things Landscaping 2010

Frans Peters

Humber Nurseries

Erica Pignatelli

Best Way Stone

Carolyn Planck

Unilock

Paul Proulx

Hunter Industries

Bill Putzer

Putzer (M) Hornby Nursery

Jan Raedts

LA Gardens

Rob Redden

In-Lite Design

Garry Reisky

Terraform Contracting

Jamie Riddell

SiteOne Landscape Supply

Mike Riehm

Envirobond Products

Tim Rivard

Bobcat of Hamilton

Lindsey Ross

Living Green Landscaping

Robert Roszell

Road Equipment Links

Gregg Salivan

Salivan Landscape

Joe Santarosa, Jr

Santerra Stonecraft

Greg Schaafsma

Grand River Natural Stone

Haig Seferian OALA, CLSA, FASLA, CLD, LO

Seferian Design Group

Tony Serwatuk

HydroSense Irrigation
Design & Consulting

Brian Shelfoon

Techniseal

Janice Shingler

Sheridan Nurseries

Gord Shuttleworth

Delaware Nursery

Blake Sicard

UPI Energy

Klaas Sikkema**Jeff Smith**

Lynden Lawn Care

James Solecki

Integra Bespoke Lighting Systems

Nick Solty

Solty and Sons

Fred Somerville

Somerville Nurseries

Tom Somerville

Landscape Ontario

Shawn Sowten

IPS

Jonas Spring

Ecoman

Karl Stensson

Sheridan Nurseries

Mary Stewart

Living Green Landscaping

Laurie-Ann Stuart

LA Gardens

Ron Swentiski CLD

Trillium Associates

Natnael Taera

Landscape Irrigation Systems

Donald Tellier ODH, CLIA, CIC, CID, CLT

Deerbrook Landscaping
and Nursery

Jay Terryberry

St Clair College

Robert Tester

TNT Property Maintenance

Marc Thiebaud

OGS Grounds Maintenance
Specialists

Rene Thiebaud

OGS Landscape Services

Michael Thomas

The Investment Guild

Jeff Thompson BES, RHAP

Native Plant Source

Kyle Tobin

LawnSavers Plant Health Care

Tim Tripp MSc

Neudorff North America

Rodger Tschanz

University of Guelph

Steve Tschanz

Turf Management Systems

Blake Tubby

Arbordale Landscaping

Bob Tubby CLP

Arbordale Landscaping

David Turnbull

David Turnbull & Associates

Chris Urquhart CLP

Green Unlimited

Christopher Utter

Broadleaf Landscaping
& Snow Removal

Michael Van Dongen

Van Dongen's
Landscaping & Nurseries

Bill Van Ryn Jr**Peter Vanderley**

Vanderley Landscaping

Art Vanden Enden CHT

Sheridan Nurseries

Mandy Vandenberg

Town of Richmond Hill

Audriana VanderWerf

Town of Bradford West
Gwillimbury

Neil Vanderkruk

NVK Holdings

Mark Verbinnen

Verbinnen's Nursery

Jason Vettese

Best Way Stone

Mike Watson

Kelly's Tree Care

Andrea Weddum

Royal Botanical Gardens

Jeanine West

PhytoServ

Kerry Whale

Allturf

Alan White

Turf Systems

Mark Wilkie

Blythedale Sand & Gravel

Charlie Wilson

Bruce Wilson Landscaping

Nick Winkelmolen

Winkelmolen Nursery

Jarrett Woodard

Grand River Brick & Stone

Richard Worsley

Uxbridge Nurseries

Dave Wright

Wright Landscape Services

Andre Ypma

Modern Earthscapes Land
Design

Fiore Zenone

Tumbleweed Landscape
Contracting

Youbin Zheng

University of Guelph

Monica van Maris

Van Maris Holdings

2018 LO ANNUAL REPORT

Landscape Ontario Audited Financial Statements YEAR ENDED AUGUST 31, 2018

Balance Sheet

	2017 Audited Statements	2018 Audited Statements
Assets		
Cash	346,919	185,626
Investments	11,911,528	12,485,703
Accrued Interest	84,986	71,846
Accounts Receivable	2,429,415	2,673,612
Prepaid Expenses	625,395	691,088
Capital Assets	0	0
Land/Building-Vineland	57,645	57,645
Land/Building-Head Office	572,380	825,285
Total Assets	16,028,268	16,990,804
Liabilities and Surplus		
Accounts Payable	576,983	784,516
Accounts Payable-Sector Groups	2,156	42,254
Accounts Payable-Chapters	557,073	591,979
Accounts Payable-Special Projects	196,556	346,496
Deferred Revenue	3,418,186	3,516,390
Horticultural Centre Improvement Fund	4,181,486	4,423,455
Horticultural Profession Development Fund	1,303,924	1,058,275
Technology Fund	507	24,050
Promotion Fund	21,066	11,066
Legacy Fund	5,657,348	6,043,276
Net Income	112,983	149,048
Total Liabilities and Surplus	16,028,268	16,990,804

Fund Allocations

	2017 Audited Statements	2018 Audited Statements
Horticultural Profession Development Fund		
Opening Balance	1,508,412	1,386,907
Expenditures	(364,976)	(447,172)
Revenues-Funding/Miscellaneous	160,489	118,540
Transfer from (to) other Funds	0	0
Transfer from Net Income	82,983	129,048
Closing Balance	1,386,907	1,187,323
Horticultural Centre Improvement Fund		
Opening Balance	3,998,290	4,181,486
Expenditures	(136,529)	(306,258)
Revenues-Funding/Miscellaneous	319,725	295,322
Capitalized Renovation Expenses	0	252,905
Transfer from Net Income	0	0
Closing Balance	4,181,486	4,423,455
Technology Fund		
Opening Balance	29,973	30,507
Expenditures	(29,466)	(6,457)
Transfer from Net Income	30,000	10,000
Closing Balance	30,507	34,050
Promotion Fund		
Opening Balance	31,066	21,066
Expenditures	(10,000)	(10,000)
Transfer from Net Income	0	10,000
Closing Balance	21,066	21,066
Legacy Fund		
Opening Balance	5,239,530	5,657,348
Expenditures	0	0
Revenues-Funding/Miscellaneous	417,819	385,928
Transfer from (to) other Funds	0	0
Transfer from Net Income	0	0
Closing Balance	5,657,348	6,043,276

Income Statement - Departmental Summary Pre-Allocations

	2017 Audited Statements	2018 Audited Statements	2018 Revised Budgets	2019 Revised Budgets	2020 Proposed Budgets
Revenue					
General	254,887	230,284	233,200	172,164	172,164
Membership	1,404,801	1,482,786	1,426,500	1,492,000	1,492,000
Publications	943,887	935,893	978,000	1,004,000	1,004,000
Congress	2,232,350	2,344,001	2,257,000	2,306,900	2,306,900
Education	217,241	211,210	197,000	224,800	224,800
Total Revenue	5,053,166	5,204,174	5,091,700	5,199,864	5,199,864
Expenses					
General	2,615,440	2,654,872	2,715,142	2,681,500	2,681,500
Membership	769,687	752,833	781,824	806,664	806,664
Publications	253,219	244,495	231,500	238,000	238,000
Congress	1,186,378	1,271,307	1,234,910	1,278,110	1,278,110
Education	115,460	131,620	95,000	151,125	151,125
Total Expenses	4,940,183	5,055,126	5,058,376	5,155,399	5,155,399
Net Income (Loss)	112,983	149,048	33,324	44,465	44,465

Landscape Ontario Audited Financial Statements YEAR ENDED AUGUST 31, 2018

Income Statement - General

	2017 Audited Statements	2018 Audited Statements	2018 Revised Budgets	2019 Revised Budgets	2020 Proposed Budgets
Revenue					
Rent	105,742	94,155	80,000	40,000	40,000
Administration Fees	83,448	87,622	90,000	85,000	85,000
Earned Interest	41,978	35,127	45,000	30,000	30,000
Gains/Losses-Investments	13,980	5,350	10,000	10,000	10,000
Information Technology/Web Fees	8,400	7,650	7,200	6,664	6,664
Miscellaneous	1,339	380	1,000	500	500
Total Revenue	254,887	230,284	233,200	172,164	172,164
Administrative Expenses					
Property Taxes	55,412	66,576	70,000	100,000	100,000
Telephone	22,729	21,679	23,000	23,000	23,000
Hydro	43,790	34,623	52,000	50,000	50,000
Heat	15,303	15,768	17,000	18,000	18,000
Water	6,217	4,994	8,000	6,000	6,000
Maintenance-Yard	79,172	55,301	60,000	40,000	40,000
Maintenance-Building	67,855	56,364	70,000	50,000	50,000
Office Supplies	34,824	30,511	30,000	30,000	30,000
Office Equipment	10,129	10,805	8,000	10,000	10,000
Computer Equipment/Software	6,943	9,896	7,000	8,000	8,000
Information Technology/Web Expenses	22,532	22,374	23,000	23,000	23,000
Postage	11,768	14,291	12,000	13,000	13,000
Courier	475	554	1,000	500	500
Audit	21,000	21,000	22,000	22,000	22,000
Legal Fees	2,151	2,999	2,000	2,000	2,000
Advertising	0	350	1,000	500	500
Insurance Expense	21,561	25,004	22,000	22,000	22,000
Meeting Expenses	16,301	19,885	17,000	20,000	20,000
Travel	72,929	79,106	65,000	65,000	65,000
Dues & Subscriptions	10,152	8,250	10,000	10,000	10,000
Donations	559	508	1,000	1,000	1,000
Training (Staff)	1,320	3,803	2,500	2,500	2,500
Miscellaneous Expenses	21,061	16,433	16,000	15,000	15,000
Bank Charges & Interest	84,215	80,873	78,000	80,000	80,000
(Gain) Loss on Foreign Exchange	(19,407)	(22,493)	(8,000)	(10,000)	(10,000)
Total Administrative Expenses	608,992	579,453	609,500	601,500	601,500
Compensation					
Wages	1,747,824	1,804,593	1,835,642	1,810,000	1,810,000
Benefits	152,821	163,937	159,000	160,000	160,000
Source Deductions	105,803	106,889	111,000	110,000	110,000
Total Compensation	2,006,448	2,075,420	2,105,642	2,080,000	2,080,000
Total Expenses	2,615,440	2,654,872	2,715,142	2,681,500	2,681,500
Net Income (Loss)	(2,360,553)	(2,424,588)	(2,481,942)	(2,509,336)	(2,509,336)
Wage Allocations	1,518,500	1,547,784			
Overhead Allocations	694,093	680,223			
Net Income (Loss) Net of Allocations	(147,960)	(196,581)			

Income Statement - Education

	2017 Audited Statements	2018 Audited Statements	2018 Revised Budgets	2019 Revised Budgets	2020 Proposed Budgets
Revenue					
Special Projects	0	20,960	0	20,000	20,000
Trade Courses	204,178	183,577	190,000	203,500	203,500
Certification	13,063	6,673	7,000	1,300	1,300
Total Revenue	217,241	211,210	197,000	224,800	224,800
Expenses					
Special Projects	8,154	25,056	0	25,600	25,600
Trade Courses	88,355	81,664	75,000	100,150	100,150
Certification	4,274	2,549	4,000	1,700	1,700
Promotion	2,677	10,350	4,000	11,675	11,675
Foundation Scholarships Funding	12,000	12,000	12,000	12,000	12,000
Total Expenses	115,460	131,620	95,000	151,125	151,125
Net Income (Loss)	101,781	79,591	102,000	73,675	73,675
Wage Allocations	(176,474)	(177,085)			
Overhead Allocations	(86,762)	(85,028)			
Net Income (Loss) Net of Allocations	(161,454)	(182,523)			

2018 LO ANNUAL REPORT

Landscape Ontario Audited Financial Statements YEAR ENDED AUGUST 31, 2018

Income Statement - Publishing, *Landscape Trades Magazine*

	2017 Audited Statements	2018 Audited Statements	2018 Revised Budgets	2019 Revised Budgets	2020 Proposed Budgets
Revenue					
Advertising	687,420	687,042	720,000	735,000	735,000
Web Display Ads	2,670	930	1,500	1,000	1,000
Polybag	38,123	35,328	33,000	35,000	35,000
Classified Ads	1,392	785	500	500	500
Subscriptions	1,843	1,381	1,500	1,500	1,500
Member Subscriptions	44,000	44,000	44,000	44,000	44,000
Total Revenue	775,447	769,466	800,500	817,000	817,000
Discounts					
Member Discounts	85,137	87,809	75,000	75,000	75,000
Agency Discounts	15,407	13,707	15,000	15,000	15,000
Total Discounts	100,544	101,516	90,000	90,000	90,000
Gross Revenue	674,903	667,950	710,500	727,000	727,000
Expenses					
Printing	60,817	60,281	60,000	62,000	62,000
Freelance Editorial	10,852	9,684	12,000	10,000	10,000
Editorial Travel	985	251	1,000	1,000	1,000
Sales Travel	19,642	15,393	12,000	13,000	13,000
Mail Preparation	3,340	3,464	2,700	2,800	2,800
Poly Bag Costs	10,415	8,096	10,000	10,000	10,000
Postage (2nd Class)	56,735	55,330	59,000	59,000	59,000
Postage (Foreign)	3,582	3,410	2,600	2,800	2,800
Courier Charges	910	1,472	800	800	800
Subscription Campaign	0	0	0	0	0
Promotion/Media Kits	3,444	5,082	2,000	2,000	2,000
CCAB Circulation Audit	6,025	4,348	5,500	5,500	5,500
Miscellaneous	520	1,906	250	250	250
Bad Debts	5,863	0	1,000	1,000	1,000
Total Expenses	183,129	168,718	168,850	170,150	170,150
Net Income (Loss)	491,774	499,231	541,650	556,850	556,850

Income Statement - Publishing, *Landscape Ontario Magazine*

	2017 Audited Statements	2018 Audited Statements	2018 Revised Budgets	2019 Revised Budgets	2020 Proposed Budgets
Revenue					
Advertising	184,753	168,719	190,000	190,000	190,000
Polybag	20,781	15,494	15,000	15,000	15,000
Classified Ads	1,780	495	500	500	500
Web Classified Ads	240	0	0	0	0
Enews Ads	12,000	24,650	10,000	17,000	17,000
Subscriptions	175	77	0	0	0
Member Subscriptions	44,000	44,000	44,000	44,000	44,000
Total Revenue	263,728	253,435	259,500	266,500	266,500
Discounts					
Member Discounts	26,648	25,484	26,000	26,000	26,000
Agency Discounts	2,920	1,651	1,000	1,500	1,500
Total Discounts	29,568	27,135	27,000	27,500	27,500
Gross Revenue	234,160	226,300	232,500	239,000	239,000
Expenses					
Printing	24,747	28,333	22,000	25,000	25,000
Editorial Travel	2,744	3,137	1,500	2,000	2,000
Mail Preparations	2,750	3,025	2,600	2,600	2,600
Poly Bag Costs	6,554	6,050	4,500	5,000	5,000
Postage	18,344	18,482	17,300	17,500	17,500
Miscellaneous	20	1,376	250	250	250
Bad Debts	0	0	500	500	500
Total Expenses	55,158	60,404	48,650	52,850	52,850
Net Income (Loss)	179,002	165,896	183,850	186,150	186,150

Landscape Ontario Audited Financial Statements YEAR ENDED AUGUST 31, 2018

Income Statement - Publishing, Special Projects

	2017 Audited Statements	2018 Audited Statements	2018 Revised Budgets	2019 Revised Budgets	2020 Proposed Budgets
Revenue	34,824	41,644	35,000	38,000	38,000
Expenses	14,931	15,372	14,000	15,000	15,000
Net Income (Loss)	19,893	26,272	21,000	23,000	23,000

Summary - Publishing

	2017 Audited Statements	2018 Audited Statements
Net Income (Loss) Publishing Department	690,669	691,399
Wage Allocations	(467,050)	(466,730)
Overhead Allocations	(130,142)	(127,542)
Net Income (Loss) Net of Allocations	93,476	97,127

Income Statement - Membership Services

	2017 Audited Statements	2018 Audited Statements	2018 Revised Budgets	2019 Revised Budgets	2020 Proposed Budgets
Revenue					
Membership Dues	1,248,626	1,303,287	1,300,000	1,350,000	1,350,000
Awards of Excellence	72,571	80,275	74,000	80,000	80,000
Merchandise	2,128	2,200	2,500	2,000	2,000
Referral Fees	81,475	97,024	50,000	60,000	60,000
Total Revenue	1,404,801	1,482,786	1,426,500	1,492,000	1,492,000
General Expenses					
CNLA Membership Dues	361,354	383,968	399,500	410,000	410,000
Member Subscriptions	88,000	88,000	88,000	88,000	88,000
Awards of Excellence	100,196	100,877	100,000	100,000	100,000
Membership Plaques	9,662	165	11,000	0	0
Annual Report	2,156	3,161	2,500	3,000	3,000
Merchandise	2,222	0	2,500	2,500	2,500
Membership Booth	12,497	14,147	12,000	15,000	15,000
Promotion-Members	38,918	32,471	38,000	40,000	40,000
Promotion-Canada Blooms	35,870	45,370	20,000	40,000	40,000
Promotion-GFL/Branding	30,047	0	1,000	0	0
Total Expenses	680,922	668,159	674,500	698,500	698,500
Chapters and Sector Groups					
Durham Chapter	9,400	9,232	9,232	9,232	9,232
Georgian Lakelands Chapter	9,508	9,588	9,588	9,700	9,700
Golden Horseshoe Chapter	9,756	9,786	9,786	9,802	9,802
London Chapter Group	8,584	8,464	8,464	8,752	8,752
Ottawa Chapter	9,400	9,406	9,406	9,404	9,404
Toronto Chapter	11,040	11,044	11,044	11,054	11,054
Upper Canada Chapter	5,000	5,120	5,120	5,040	5,040
Waterloo Chapter	9,466	9,484	9,484	9,500	9,500
Windsor Chapter	5,120	5,200	5,200	5,680	5,680
Designers Group	1,031	995	3,000	3,000	3,000
Garden Centre Group	0	94	3,000	3,000	3,000
Grounds Maintenance Group	1,226	2,809	3,000	3,000	3,000
Growers Group	2,030	2,876	3,000	3,000	3,000
Interiorscape Group	0	0	3,000	3,000	3,000
Irrigation Group	367	891	3,000	3,000	3,000
Landscape Contractors Group	1,204	(562)	3,000	3,000	3,000
Landscape Lighting Group	1,807	543	3,000	3,000	3,000
Snow & Ice Group	3,665	(1,302)	3,000	3,000	3,000
Turf Management (Lawn Care) Group	160	1,006	3,000	3,000	3,000
Total Chapter and Sector Groups Expenses	88,765	84,674	107,324	108,164	108,164
Total Expenses	769,687	752,833	781,824	806,664	806,664
Net Income (Loss)	635,114	729,953	644,676	685,336	685,336
Wage Allocations	(441,082)	(473,192)			
Overhead Allocations	(173,523)	(170,056)			
Net Income (Loss) Net of Allocations	20,508	86,705			

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Landscape Ontario Audited Financial Statements YEAR ENDED AUGUST 31, 2018

Income Statement - Tradeshow, Congress

	2017 Audited Statements	2018 Audited Statements	2018 Revised Budgets	2019 Revised Budgets	2020 Proposed Budgets
Revenue					
Exhibit Space	2,209,674	2,312,173	2,230,000	2,296,900	2,296,900
Exhibit Space-Partners	57,638	49,275	55,000	50,000	50,000
Registration	118,122	125,783	135,000	120,000	120,000
Sponsorship	52,116	69,188	50,000	60,000	60,000
Miscellaneous	1,788	5,675	2,000	0	0
Total Revenue	2,439,338	2,562,093	2,472,000	2,526,900	2,526,900
Discounts					
Member Discounts	202,288	214,093	210,000	215,000	215,000
Member Discounts-Partners	4,700	4,000	5,000	5,000	5,000
Total Discounts	206,988	218,093	215,000	220,000	220,000
Gross Revenue	2,232,350	2,344,001	2,257,000	2,306,900	2,306,900
Expenses					
Exhibit Hall	437,963	453,988	451,200	467,000	467,000
Security	24,625	27,702	26,000	28,000	28,000
Show Services	119,824	110,082	118,760	118,560	118,560
Feature Area	3,000	6,800	3,000	4,000	4,000
Garden Subsidy	17,396	22,918	16,500	24,000	24,000
Speakers	34,672	48,018	50,000	35,000	35,000
Conferences-Food and Beverage	33,742	40,277	35,350	29,450	29,450
Registration Services	41,907	44,094	42,100	46,300	46,300
Audio Visual Equipment	26,730	27,578	27,800	28,400	28,400
Receptions	49,629	62,015	55,000	55,000	55,000
Printing	19,491	18,418	22,300	22,300	22,300
Promotion	39,894	27,908	26,000	26,000	26,000
Advertising	26,089	32,444	36,900	36,900	36,900
Photography	2,625	2,675	3,000	3,000	3,000
Flowers	1,256	781	1,200	1,200	1,200
Move In/Move Out	113,754	114,476	117,000	117,000	117,000
Travel	62,074	73,395	60,000	65,000	65,000
Parking	14,930	15,675	15,500	15,900	15,900
Police	2,121	2,121	2,300	2,300	2,300
Postage	17,181	16,586	19,500	19,500	19,500
Janitorial	67,005	92,330	70,000	98,000	98,000
Software	11,083	11,083	12,000	12,000	12,000
Labour	2,250	1,500	5,000	5,000	5,000
Commissions-Partners	11,200	9,990	13,500	12,300	12,300
Miscellaneous	5,938	8,454	5,000	6,000	6,000
Total Expenses	1,186,378	1,271,307	1,234,910	1,278,110	1,278,110
Net Income (Loss)	1,045,973	1,072,694	1,022,090	1,028,790	1,028,790
Wage Allocations	(433,895)	(430,777)			
Overhead Allocations	(303,666)	(297,598)			
Net Income (Loss) Net of Allocations	308,412	344,319			

Investments

	Year End Aug 31/17	Year End Aug 31/18
Bonds/GIC's recorded at cost		
Res Transalta Utilities	649,299	145,072
Res Fairfax Financial	0	400,697
Province of Quebec	450,000	450,000
Royal Bank GIC (Waterloo Chapter)	60,000	60,000
Bank of Montreal	399,999	399,999
Cash Position	3,684	125
Total Bonds/GIC's	1,562,982	1,455,893
Mutual Funds/Equities recorded at market value		
Nexus/RBC Portfolio	4,895,565	5,225,201
TD Wealth Portfolio	5,078,909	5,420,507
RBC Dominion Securities	374,072	384,102
Totals Mutual Funds/Equities	10,348,546	11,029,811
Total Investments	11,911,528	12,485,703