

MUNICIPAL LEADER

The Magazine of the
ASSOCIATION
OF MANITOBA
MUNICIPALITIES

WINTER 2010



INCLUSIVE COMMUNITIES

AMM 11th Annual Convention Review

PM40065075

New Premier, New Local Government Minister • Bill 35

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On the Cover:

Our special report addresses Manitobans with disabilities, new Manitobans, older Manitobans and young Manitobans.

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AMM MISSION STATEMENT

The Association of Manitoba Municipalities identifies and addresses the needs and concerns of its members in order to achieve strong and effective municipal government.



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Has the pendulum SWUNG TOO FAR?



Doug Dobrowolski, President

It amazes me as I look back over the last 18 years as an elected official how times have changed. Not only have the demands on our time increased but our role as elected officials has taken on a whole new meaning.

Our accessibility to the public with cell phones, e-mail, and text messaging would have some say these are important tools to respond to any situation at a moment's notice. Others say people want information now and more importantly, they want answers.

The council agendas are longer and with more complex issues to deal with. But for me the biggest issue is frustration. Sit back a minute and look at it from the average person's perspective. Someone comes to you with a problem and they expect you to solve that problem in a reasonable timeframe. Little do they know how dependent we, at the municipal level, are on the other orders of government to make a decision.

So has the pendulum swung too far? As an order of government we are elected to govern, and yet often we are unable to. Rather, it seems we are spending more time filling out forms, trying to comply with the latest regulation, finding the "right" department to take us from start to finish, reacting to constantly changing demographics, all while trying to balance a budget. We don't need any additional roadblocks.

The average person doesn't want to hear your problems. They want an answer to their problem. Therein lies the frustration. For generations there has been a dislike with someone else making decisions for us on the things we do every day. That someone or somebody who feels it would be in our best interest to do things a certain way, yet really does not have the practical experience or the actual hands-on ability to give advice.


The AMM Board of Directors feels this frustration too and has identified as a top priority the need to review how government works in Manitoba. We want to make sure both the Province and

municipalities have the tools they need to meet the expectations placed upon them. We call this review the 4Rs - roles, responsibilities, resources and relationships.

The AMM spent the past year actively laying out the case for why this review is necessary, raising it at every minister meeting we attended. So far, the Province appears open to participating. I am hopeful we can travel down this road together to find a new way of governance in the province - one in which municipalities have the appropriate level of responsibilities and the corresponding access to the resources needed to meet those responsibilities.

Over the years the AMM has worked with the Province on providing the tools necessary to make us better elected officials, in our knowledge and decision-making abilities. I also encourage you to take advantage of the professional development seminars the AMM provides throughout the year. Taking part in these sessions will help you to be better informed and add to your skill-set and comfort level to deal with the issues you face every day.

As we begin a new year, there will be no shortage of challenges. We can always go into great debate on what is the right thing to do, but I believe it all comes back to the basics - attitude and values. This is what will continue to make our towns, villages, cities, and municipalities strong enough to face those challenges and overcome many obstacles.

In closing, I'd like to congratulate my partners on the AMM executive team, Urban Vice-President **Shirley Kalyniuk** and Rural Vice-President **Roger Wilson**, on being acclaimed to their positions. I think I can safely speak for all of us when I say we learned a great deal over the past year, and I look forward to serving another year with both Roger and Shirley. Finally, to our members, I wish you all the best in the coming year and I look forward to working with you all. 

Looking back in ORDER TO LOOK AHEAD



Joe Masi, Executive Director

The AMM 11th Annual Convention has come and gone and if the success of an event can be measured by the "buzz" generated by its speakers, then our event was very successful indeed. The AMM always strives to provide high quality speakers for our membership and yet I believe we outdid even ourselves this time around. I know I appreciated the once in a lifetime opportunity to see and hear Senator **Roméo Dallaire** as much as all of you did! Our other keynote speakers – **David Barber** and **David Foot** – were also excellent and gave us plenty to think about as we move forward in this new decade. In my opinion our Convention is one of the highest quality municipal events in Canada and I believe we demonstrated that ably in 2009.

One of the first official activities of the New Year for the AMM Board of Directors is strategic planning. This year's strategic planning session was held in early January, and while part of the session focuses on topics such as board governance and approaches to lobbying, it is primarily an exercise in defining our goals for the year. We began by recapping the previous year's plan and reviewing the status of the priority areas identified.

OVER THE PAST YEAR, THE AMM:

- Made infrastructure and the need for alternate revenue our top issue and saw the global economic crisis result in further investments in infrastructure;
- Focused on downloading and unfunded mandates by surveying our members to find out they are increasingly taking responsibility for areas not typically municipal in nature, or dealing with new provincial regulations without accompanying funding;
- Continued to push for movement on the recycling fee and saw the new stewardship regulation for packaging and printed paper coming into effect, along with throne speech promises

to tackle electronic and household hazardous waste; and

- Made progress on water issues by working with the Province and the Conservation District Association on a CD framework, receiving increased funding for drainage and sitting on the Manitoba Water Services Board.

Not surprisingly, our focus areas for 2010 will be much the same – infrastructure, the need for alternate revenue and funding for new mandates. One task will be to keep infrastructure and the need for alternate revenue at the top of our agenda now that those large investments in infrastructure have all but come to an end. In terms of both the need for alternate revenue and the downloading issue, the Province has opened the door to a discussion on the 4Rs – the roles, responsibilities, resources and relationships between the Province and municipalities – something the AMM has been pushing for some time. In addition, focus will return to the reduction of education tax on property.

With the strategic plan in place, it is time to turn our attention to the regular member events taking place in 2010. Our municipal visits have begun and we will soon be in the midst of Mayors, Reeves and CAOs meetings. Plans are well underway for the Municipal Officials Seminar and MTCML Trade Show in April. District meetings will follow in June, and we've even begun planning the 12th Annual Convention! It truly never stops and that is one of the reasons why our association is successful. If lobbying is our work, then our members are the glue that holds everything together. Each and every time we can come together to forward our goals, we become stronger. Thank you for your continued support in our events and I look forward to seeing you throughout the coming year.

Happy New Year! ■

Joe Masi

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2010 ECO CALENDAR

The Honourable **Bill Blaikie**, Minister of Conservation recently announced the 2010 Eco Calendar offering valuable tips for saving money and protecting our environment is now available. It is produced by Green Manitoba, along with Manitoba Hydro, Manitoba Conservation, Manitoba Education, Citizenship and Youth, the City of Winnipeg, Miller Environmental Corporation, Tire Stewardship Manitoba, Manitoba Association for Resource Recovery Corporation and the Manitoba Education for Sustainable Development Working Group.

The 2010 Eco Calendar It is available at a variety of outlets across the province including Safeway, Sobeys, City of Winnipeg libraries and most Manitoba municipal offices.

LEADING THE WAY

The Honourable **Dave Chomiak**, Minister of Innovation, Energy and Mines announced in mid-November Manitoba will lead the country in energy-efficiency standards for replace-

ment furnaces and boilers used in homes and small businesses. Home-owners and small businesses will see a significant reduction in heating bills. Greenhouse-gas emissions will be greatly reduced as required under the *Climate Change and Emissions Reduction Act*.

Under the new standards, furnaces will be required to have a minimum efficiency of 92%, an improvement of 14% from the current federal minimum standard of 78%. Hot water boilers will be required to have a minimum efficiency of 82% and low-pressure boilers a minimum 80%. The federal standard is 80% for hot water boilers and 75% for low pressure steam boilers.

It is estimated the new standards will reduce greenhouse gas emissions by more than 800 tonnes in the first year.

HEADINGLEY DIVIDED HIGHWAY PROJECT

Thanks to provincial and federal funding of approximately \$11.3 million, announced November 6, 2009, the Trans-Canada Highway going through Headingley will receive upgrades to improve safety and traffic flow.

The Headingley Divided Highway Project will also create jobs for the local construction industry.

The 1.7 kilometre section of the Trans-Canada Highway being upgraded is part of the National Highway System route.

This project is part of Canada's 2009 Economic Action Plan and the Province of Manitoba's commitment of \$1.6 billion for infrastructure to stimulate the economy which in turn creates jobs and improves provincial roads.

MANITOBA IMPLEMENTS BIODIESEL MANDATE

Early November saw Premier **Greg Selinger** announce Manitoba is the first province to implement a biodiesel mandate. This mandate supports the 2008 regulation requiring biodiesel manufacturers be licensed and the implementation of fuel quality standards.

Biodiesel is more environmentally friendly as there are fewer emissions than regular diesel, therefore reducing greenhouse-gas emissions by



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an estimated 56,000 tonnes. This is the equivalent of 11,000 fewer vehicles on Manitoba roads. It is a safe, non-toxic, renewable, clean-burning fuel made from different sources including oilseeds, animal fats from rendering facilities and restaurants used oils and greases. Biodiesel



is also biodegradable in water and more odour friendly.

The present fuel tax exemption for Manitoba produced biodiesel will be replaced with a 14 cent-per-litre, five-year production grant. Manitoba Hydro, Winnipeg School Division and Canada Safeway fleet vehicles are currently using biodiesel.

ENHANCED POWER TO DEAL WITH DERELICT VEHICLES

Proposed legislation enhancing problem vacant and derelict vehicles would recognize revitalization of communities as a key municipal priority, according to the Honourable **Ron Lemieux**, Minister of Local Government. The proposed legislation, announced December 2, 2009, would streamline the process the City of Winnipeg must follow, reduce timelines to redevelop and revitalize properties, and give this authority to other municipalities.

The City of Winnipeg's authority to take title of vacant and derelict buildings began in 2002 and is unique in Canada. The City has asked for these changes to improve effectiveness, and the AMM has asked for the same power to deal with vacant and derelict buildings province-wide.

NEIGHBOURHOODS ALIVE! FUNDING FOR BRANDON

Thanks to the *Neighbourhoods Alive!* program, seven community projects in the City of Brandon will receive \$165,700 in funding as recently announced by the Honourable **Kerri Irvin-Ross**, Minister of Housing and Community Development.

Projects receiving funding are:

- \$50,000 for the Small Grants Fund to provide grants up to \$5,000 for local community groups for community revitalization projects.
- \$30,000 to provide grants up to \$1,000 for local homeowners and landlords for exterior home improvements.
- \$22,500 for local businesses in the

Brandon Neighbourhood Renewal Corporation (BNRC) for exterior storefront improvements.

- \$22,000 for providing hands-on training in home repair and maintenance for the residents living in Brandon's older neighbourhoods.
- \$8,300 for community gardening in the BNRC district.
- \$17,500 to Brandon Museums Inc. for the development of the Daly Museum Victorian garden.
- \$15,438 for a new Neighbourhoods Alive! Community Youth Recreation program for the children and youth of the City of Brandon.

Neighbourhoods Alive! is a long-term, community-based, social and economic development strategy that supports and encourages community-driven revitalization efforts.

MANITOBA'S POPULATION GROWTH BEST SINCE 1971

According to the Manitoba Bureau of Statistics (MBS), Manitoba's population

stood at 1,226,000 as of October 1. This is 16,900 more people since Oct. 1, 2008, for a 1.4% increase. According to MBS estimates, provincial growth of nearly 17,000 individuals would translate into a 1.4% increase that will likely place Manitoba ahead of the national growth rate and in the top tier among the provinces, the largest 12-month growth rate since at least 1971 when modern-day record keeping began.

Driving this record-breaking growth were people moving to Manitoba from around the world, the minister said. Over the last 12 months, an estimated total of 13,101 immigrants made their new homes in Manitoba. This is well above the 10,902 who arrived in the previous 12-month period. It is also the largest immigrant arrival since at least 1971.

Much of the growth during the last several years can be attributed to the success of the Provincial Nominee Program. Of the more than 13,100 individuals who arrived in Manitoba during the last 12 months, over three-quarters were provincial nominees. **L**

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And the list keeps growing...

An overview of the AMM's survey of MUNICIPAL DOWNLOADS AND UNFUNDED MANDATES



By Tyler MacAfee, Director of Policy and Communications

Doesn't it seem like at every council meeting the agenda is getting longer and longer? Municipalities seem to be getting involved in more and more areas, either as a result of other orders of government not meeting their responsibilities or new municipal responsibilities being set out by the Province. These increasing expectations make it harder and harder for municipal government to deliver core services and tackle core challenges.

At AMM we are increasingly hearing these concerns from you. To try to get a better handle on the scope of this the AMM asked all municipalities to let us know:

- In what areas is your municipality involved today that are really provincial responsibilities?
- What additional responsibilities has your municipality been mandated to take on that did not previously exist.

DOWNLOAD OR UNFUNDED MANDATE?

While the end result is the same, there is a distinction to make between a download and an unfunded mandate. A download is when one order of government abdicates its responsibility and leaves another to provide the service or take on that responsibility. This may be done intentionally or unintentionally, but either way the end result is the same. An

SURVEY'S TOP 5 ISSUES:

- Health Care Professional Recruitment – 53%
- Provincial Roads – 45%
- Water Plant Engineering Assessments – 42%
- PSAB – 40%
- Drainage – 36%

unfunded mandate is when an order of government creates new rules for another order of government yet there is no corresponding financial support.

While the distinction between the two is necessary, the end result remains the same – more for you to do as elected municipal officials.

RESULTS OF SURVEY


There is no doubt from the replies to the questions that municipalities are facing nearly insurmountable challenges. From 85 municipalities responding to our survey, a total of 61 different areas were raised spanning every Provincial department.

What was evident from the survey is municipal governments are exceeding their anticipated responsibilities. While *The Municipal Act* talks about spheres of jurisdiction rather than defined responsibilities, the survey reveals municipalities are working in areas well beyond the most liberal application of the Act. Not only are municipalities recruiting doctors from overseas, but they are also being asked to help residents complete applications for provincial rebates and services, cost-sharing upgrades to Provincial highways and helping pay for hospitals.

The reality is as the order of government closest to the people, municipalities are being asked to fill the void left when other orders of government don't meet their mandates. A community needs a doctor, so municipalities are forced to step in and help finance recruitment efforts. Residents need help with forms, so they go to their local municipal office to help them out. The survey also shows municipalities are quick to step in when it is needed, but too often there is no accompanying financial support.

NEXT STEP

As you saw at the recent convention, the list of municipal concerns is growing. The AMM will be incorporating the information gained in the survey into our lobbying in the coming year. We have already had the opportunity to raise many of these concerns with the government in the past and will now use this new information to reinvigorate our lobbying position. We have also raised concerns with downloading and unfunded mandates with the Premier and Cabinet at our annual meeting during the Convention and will continue to do so throughout the year during our one-on-one meetings.

The AMM would like to thank all those municipalities that responded to the survey and we will continue to bring your issues forward to government. 



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NEW CAMPAIGN FINANCE RULES FOR MANITOBA MUNICIPALITIES

New legislation brings important changes for Manitoba municipal elections. Bill 35, The Municipal Conflict of Interest and Campaign Financing Act, was passed October 8, 2009, and puts in place campaign finance rules for municipalities throughout Manitoba. The legislation applies to all general municipal elections and by-elections.

NEW CAMPAIGN FINANCE RULES

Campaign finance rules are a key component of transparent elections. Rules are already in place for federal and provincial elections, and for elections in many municipalities, large and small, across Canada. They have been in place in Winnipeg for many years.

This new legislation affects candidates, senior election officials (SEOs), chief administrative officers (CAOs) and municipal councils. The legislation:

- Requires municipalities to pass a campaign finance by-law establishing specific rules for their municipality;
- Requires candidates to register with the SEO before they can accept contributions and spend money on their campaigns;
- Establishes a campaign period when candidates can accept campaign contributions and spend money;
- Allows only residents of Manitoba to contribute to a candidate's campaign, and bans union and corporate contributions;
- Sets contribution limits;
- Requires potential candidates to keep a record of contributions and expenses and to file an election finance statement with the CAO.

A variety of supports to help candidates, councils, CAOs and SEOs are available. Manitoba Local Government has prepared a candidate's guidebook, campaign financing manuals and training seminars for CAOs and SEOs. *The Municipal Act Procedures Manual* has also been updated and distributed to all municipalities. As well, information on campaign financing is also available on the Department's website, at http://web5.gov.mb.ca/mfas/mfas_elections.aspx.

The AMM has also distributed a template Campaign Contributions and Expenses by-law to all municipalities.

Campaign Finance By-law:

All municipal councils will be responsible to pass a campaign finance by-law for their municipality. The by-law must contain certain provisions, to establish campaign finance rules in your municipality.

The template Campaign Contributions and Expenses by-law will contain all of the required legislative provisions. In addition, it will include a simple, easy to use election finance statement for candidates.



Municipalities should pass their campaign finance by-law before May 1, 2010, the beginning of the campaign period. The three resort communities of the Town of Winnipeg Beach, the Village of Dunnottar and the RM of Victoria Beach should have their by-law in place before January 25, 2010.

Candidate registration:

Prospective candidates must register with the SEO before they are allowed to accept contributions or spend money on their campaign. Most prospective candidates spend a nominal amount on their campaign, for example for gas expenses. Registration is required even where candidates anticipate spending only a nominal amount.

Candidates will be able to register well in advance of the election in order to begin their campaigns, but no later than the last day of nominations. Once registered, candidates may accept contributions or spend money during a campaign period that is established by legislation. The campaign period is approximately eleven months long, beginning six months before Election Day.

Prospective candidates who fail to register, and who accept contributions or spend money, could be subject to a fine of up to \$5,000.

Campaign contributions:

Not all candidates will receive contributions but for those that do, there are rules that need to be followed.

Legislation establishes who can contribute to a candidate's campaign and how much can be contributed. Only residents of Manitoba¹ will be allowed to make a contribution – union, corporate and anonymous donations are banned.

Limits on individual donations to candidates are:

- \$1,500 (per contributor) to a candidate for mayor / reeve and a councillor elected at large;
- \$750 (per contributor) for a candidate for a councillor elected by ward.

These limits will also apply to the amount that a candidate may contribute towards his or her own campaign. It is important to remember that gifts in kind are also considered contributions, and their value is counted in the contribution limit.

Campaign expenses:

During the course of their campaign most candidates will spend a minimal amount, such as gas for travelling throughout the municipality while they are campaigning.

Municipalities will establish the maximum amount a candidate can spend on their campaign in their Campaign Contributions and Expenses by-law. Councils will have discretion in the amount set and how it will be calculated. For example, some municipalities may want to consider:

- Setting a dollar amount per candidate so that all candidates are subject to the same limit;
- Setting an amount calculated on an amount per voter or resident. Limits would be different for candidates in a municipality that elects members on a ward basis.

Recording contributions and expenses:

Throughout the campaign period, candidates are responsible to keep records of any contributions they have received or expenses they have incurred. These records are important because they will assist candidates to later complete their election finance statement.

Filing an Election Finance Statement:

Once the election is over all registered candidates, regardless of whether they are nominated or elected, must file a simple election finance statement.

The election finance statement is filed with the CAO of the municipality by the deadline set in the municipality's by-law, and must be no later than 210 days after the election (May 25, 2011 for the October 2010 general municipal election).

Once filed, the statements may be viewed by any member of the public.

Filing is important and there are penalties if candidates do not file their election finance statement. A registered candidate who is elected may ultimately lose their council seat. A registered candidate who is not elected will not be able to run in the next general election.

STRONGER CONFLICT OF INTEREST RULES

Disclosure of statements of assets and interests:

Bill 35 also strengthened long-standing conflict of interest rules that apply to all members of council under *The Municipal Council Conflict of Interest Act*. Currently all council members are required to file a statement of assets and interests each year and to update the statement as changes occur. These requirements have not changed.

No changes have been made to when the Statement must be filed or what must be included in it. As in past, council members are only required to disclose real estate holdings in the municipality and personal financial interests that you, or your spouse or dependent child have. Remember, only the nature of the financial interest must be disclosed, not the financial details.


Beginning in 2009, council members' statements are now required to be available for public inspection. Beginning December 1, 2009, any person may ask at the municipal office during the municipality's office hours, to look at a member's 2009 statement (but not copy it). Statements for 2008 or earlier are

not available for public inspection. Manitoba Local Government has updated the *Municipal Act Procedures Manual* to include new information about conflict of interest requirements. Information is also available at http://www.gov.mb.ca/ia/conflict_interest_act.html.

Employee code of conduct:

The legislation also requires municipalities to adopt a code of conduct for employees, a good business practice for any employer. Manitoba Local Government has updated the *Municipal Act Procedures Manual* to include a comprehensive section on how to develop an employee code of conduct. A sample code of conduct is also included.

New legislation reflects the principles of transparency and accountability that citizens expect of all levels of government. These important new changes are consistent with requirements currently in place for most municipal and provincial governments across Canada.

For additional information about new campaign finance and conflict of interest rules, contact your Municipal Services Officer, at (204) 945-2572. 

REFERENCE

1. Residents of the Flin Flon boundary area may contribute to a candidate running for election in the City of Flin Flon, as these individuals may also run and vote in the Flin Flon municipal election.



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MANITOBA'S 21ST PREMIER: GREG SELINGER

With former Premier Gary Doer's stunning resignation from elected politics on August 27, 2009, a new face at the helm of our province was inevitable. What wasn't clear at the time was that the new face would be one very familiar to Manitobans.

Greg Selinger was certainly no stranger to provincial politics having served as Finance Minister since the NDP electoral victory of October 1999. During this time he oversaw a number of key initiatives and introduced 10 consecutive balanced budgets. Before his time as Finance Minister, the MLA for St. Boniface cut his teeth in municipal politics, being elected in 1989 as a councillor for the City of Winnipeg. His appointments during this time included chair of the City's Committee on Finance and Administration as well as a seat on the Executive Policy Committee.

Much of Premier Selinger's work in public life has been built on a solid academic base. He was educated at the University of Manitoba, Queen's University in Kingston, Ontario, and the London School of Economics, where he received his Ph.D. Prior to entering politics he was Associate Professor in the Faculty of Social Work at the University of Manitoba, teaching courses in social policy and community development.

Premier Selinger is married to Claudette Toupin and they have two sons.

The AMM recently asked the Premier what were his priorities for municipalities in the coming years. He replied:

"Our priority for Manitoba communities is to build on a strong commitment to economic stimulus investments to create and preserve jobs during challenging economic times, and develop permanent assets that provide long-term benefits to communities. These investments are supporting more than 1,500 projects in every region of the province, creating 12,000 direct jobs and an additional 10,000 jobs in related industries.

I also think it is vital to ensure municipalities have the resources they need to work on our shared priorities. Since we were elected, revenue sharing has increased by 84%. I am committed to building on the success of that strong partnership."

The AMM is looking forward to working with Premier Selinger in his new role.



Premier Greg Selinger addressed AMM delegates at the Annual Convention Gala of November 25, 2009.

*Our priority
for Manitoba
communities is to
build on a strong
commitment to
economic stimulus
investments to create
and preserve jobs
during challenging
economic times, and
develop permanent
assets that provide
long-term benefits
to communities.*

— Premier Greg Selinger

A NEW NAME AND A NEW FACE: LOCAL GOVERNMENT MINISTER RON LEMIEUX

On November 3rd, 2009 Premier Selinger rebranded the municipal portfolio as Local Government, replacing the department of Intergovernmental Affairs. Appointed to lead the new department was **Ron Lemieux**.

Minister Lemieux was first elected to the Manitoba Legislature in 1999 in the constituency of La Verendrye, becoming the first successful NDP candidate in the riding's history. Since his election Minister Lemieux has served as Minister of Infrastructure and Transportation, Minister of Education and Youth, Minister of Culture, Heritage, Tourism and Sport and Minister of Consumer and Corporate Affairs.

An educator prior to entering public life, Lemieux earned his Bachelor of Arts and Bachelor of Education degrees from the University of Winnipeg. He also completed post baccalaureate certification in education from the University of Manitoba.

Before becoming an educator Minister Lemieux worked as a recreation director. He was also employed as a provincial civil servant and brings with him an intimate knowledge of how government works. Minister Lemieux was also a standout defenseman for the Dauphin Kings of the Manitoba Junior Hockey League, helping lead them to the 1971-72 title.

The Minister's community involvement has included coaching and serving as volunteer Vice-President of the Lorette Sports Centre. Ron and his wife Val have lived near Lorette for over 30 years and they have three adult children.

The new Department of Local Government represents a change in focus and a recognition that we are here to work directly in partnership with municipal governments across the province."

— Minister Ron Lemieux




Minister Ron Lemieux also addressed AMM delegates.

The Municipal Leader asked Minister Lemieux for his thoughts on his new portfolio and his new department and he said:

"As the new Minister of Local Government, I am excited by the opportunity to work in a proactive cooperative way with all municipal governments. Together we can build a more vibrant province by expanding and renewing our infrastructure, growing our communities and creating the

economic opportunities needed to make our province strong and a great place to be. The new Department of Local Government represents a change in focus and a recognition that we are here to work directly in partnership with municipal governments across the province."

As Minister of Local Government, we look forward to seeing Minister Lemieux at many future AMM events. 

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New faces LED BY NEW PREMIER

By Tyler MacAfee, AMM Director of Policy & Communications

After an exciting few months

in Manitoba politics the Manitoba Legislature was back in business on November 30 with a new Premier, some new faces on the front benches and a new Throne Speech.

THRONE SPEECH – HARDER TIMES AHEAD

This year's Throne Speech made it clear that the rosy days of near 3% average economic growth are on hold for a while. Forecasting a 0.2% decline in the economy, the speech failed to deliver any big news for municipalities.

Of interest to municipalities is the commitment to increase infrastructure spending by 50% over the previous year, largely as a result of participating in the national stimulus program. While already allocated,

this money will be spread across Manitoba and some will be for municipal infrastructure.

Also of interest to municipalities is the commitment to introduce legislation to give all municipalities the authority to take title of vacant and derelict buildings and speed up the process. A new Act will also be introduced to provide a transparent framework for evaluating the full cost of public-private partnerships. The AMM will also now play a role in the oversight of the Water Services Board as the Board tries to improve service to municipalities.

As always the AMM will monitor these commitments to ensure they are implemented.

BILL 3 – THE CITY OF WINNIPEG CHARTER AMENDMENT AND MUNICIPAL AMENDMENT ACT (DERELICT PROPERTY)

Bill 3 makes changes to both the *Municipal Act* and City of Winnipeg Charter to make it easier for municipalities to address growing issues with derelict buildings. The AMM has been working on this issue for some time, and has resolutions on the books going back to 2005. Bill 3 gives municipalities the ability to regulate the condition and maintenance of vacant dwellings and non-residential buildings. Farm property, as defined under *The Municipal Assessment Act*, is exempt from the legislation. Through by-laws municipalities



Taking part in the AMM's annual meeting with Cabinet were (L-R) Jennifer Howard, Minister of Labour and Immigration; Rosann Wowchuk, Minister of Finance; Stan Struthers, Minister of Agriculture, Food and Rural Initiatives; Peter Bjornson, Minister of Entrepreneurship, Training and Trade; Premier Greg Selinger; President Doug Dobrowolski; Kerri-Irvin Ross, Minister of Housing and Community Development; Ron Lemieux, Minister of Local Government; Nancy Allan, Minister of Education; Flor Marcelino, Minister of Culture, Heritage and Tourism; and Christine Melnick, Minister of Water Stewardship.

are able to take action after 90 days and issue preliminary and second notices.

AMM MEETS WITH CABINET

On November 26, 2009, the AMM Board of Directors met with Premier **Greg Selinger** and members of Provincial Cabinet in what has become an annual meeting. President **Doug Dobrowolski** chaired the meeting and took the opportunity to present some of the AMM's priority issues to the new premier.

President Dobrowolski began by outlining the core challenges facing municipalities today, primarily the municipal infrastructure deficit. While Premier Selinger clearly predicted (during his address to delegates at the AMM Gala the evening before) that finances will be tight in the next few years, President Dobrowolski stressed the negative impact the deficit is having on Manitoba's economy. He explained the ever-increasing responsibilities that municipalities face and the need to reduce the amount of downloading. He also pointed out the need for a new approach to municipal funding, including an alternate source of revenue. Premier

President Dobrowolski explained the ever-increasing responsibilities that municipalities face and the need to reduce the amount of downloading.


Selinger committed to looking at ways to solving the downloading issues.

Other items discussed included the Onsite Wastewater Management Regulation, with the Premier indicating he would like to sit down and work out a solution for implementation. While the legislation is not going to change, the Premier suggested the creation of a working group of senior department officials may help to reduce the pressure on affected landowners.

Premier Selinger also committed to explore the feasibility of a medical school at Brandon University.

The Greyhound service issue was discussed as well, with the Premier acknowledging that it is unlikely all routes will be saved given the limited federal assistance that has been forthcoming. He suggested a made-in-Manitoba solution is the answer.

Other items discussed during the meeting included CD funding, funding for regional palliative care, and water and wastewater operator training.

The AMM distributed a position paper to those in attendance outlining dozens of other issues. The paper is available on the AMM website at http://www.amm.mb.ca/pol_cabinet.html. 



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By Lynne Bereza, AMM Communications Coordinator

A PASSION for politics

If you asked anyone if they would like a job involving upwards of 200 days away from home each year, driving endless kilometers from meeting to meeting, on a continual quest for recognition, support and funding for your members, while at the same time continuing to serve your own council and keeping up with various community and family responsibilities, most of us would answer with a resounding “not a chance.”

But if you ask President **Doug Dobrowolski**, Urban Vice-President **Shirley Kalyniuk**, or Rural Vice-President **Roger Wilson** why they do all these things as members of the AMM Executive, they will inevitably give you the same answer – all are driven by a passion for municipal politics. And that is not the only thing they have in common – the three were all acclaimed to their positions on the AMM executive during the AMM 11th Annual Convention.

Although the AMM Board of Directors is made up of 18 members from across the province, it is the executive members, along with Executive Director Joe Masi, who typically are the “face” of the AMM. And invariably it is President Dobrowolski



(L-R) VPs Roger Wilson (Urban) and Shirley Kalyniuk (Rural) and President Doug Dobrowolski

who is on the road the most. In fact, Doug logged 228 days of travel last year – meaning almost a full third of his life was spent working on the AMM’s issues. He is quick to point out, however, “We all realized there was a big time commitment involved when we put our names forward, and there are so many positive aspects to the job. For me, I enjoy seeing Manitoba while getting to know our members better.”

A relative newcomer to the executive with just one year under his belt, Rural Vice-President Roger Wilson cites a fairly steep learning curve for his decision to run for another term. “In reality,” he says, “it’s going to take more than one year to really get up to speed on what is required of this job.” That is only one of the reasons, however. “It’s fun – it’s enjoyable getting to meet all the people that we get to meet and go the places we get to go,” he admits.

Shirley Kalyniuk, now in her fourth term as Urban Vice-President, also uses the “P” word in describing her desire to keep on going. “I am passionate about politics, I love a challenge, I love to meet people, I like seeing all parts of our province, and I enjoy the

camaraderie that goes with this job,” she explains. “And as Roger says, it takes more than one year or even two years – it’s my fourth year and I’m finally getting to know all the names that go with all the faces!”

Much of the travelling the executive does is around municipal visits. Since its inception 11 years ago, the AMM has endeavored to visit every municipality at least once during each four year election cycle. With 198 member municipalities, that’s roughly 50 visits per year. Generally, the visits are divided into the seven districts and done over a 3-5 day period. The visits allow the executive to meet with local councils, hear their issues and concerns, and simply get to know them. As well, the face-to-face nature of the visits allows for more open communication than some of the larger events do. “We’re always out there talking to our members at municipal visits, and if they don’t like something, they’re going to tell us,” Doug says. “Our members are really good about that”.

When asked if there are any benefits of working with an established executive after a year, Doug points out the three all served

on the board as directors for a number of years prior to moving up to the executive level. "We have a comfort level that I think helps a lot when you're operating as a team." That comfort level helps when on the road as well. "You become almost like a family," says Shirley. She also points out the need to be able to take a joke. "You have to have a thick skin, and as municipal politicians we definitely have that!"

All three executive members stress the support of family is essential to anyone considering taking on such a time-consuming role. Shirley has the blessing of husband Nick along with her 5 children and 11 grandchildren. Doug's wife Kelly and their three grown daughters encourage him every step of the way. And in Roger's case "In my family I am the kid" he jokes.

The support of council is also paramount. "Without it I wouldn't be here," Doug says bluntly. "I'm working with seven other people who may have to adjust their schedules to accommodate mine and I really appreciate that." It also works both ways, with most councils recognizing the benefit of having one of their own on the AMM executive. "We

I appreciate the support but I don't consider it a pass


— President Doug Dobrowolski

are exposed to so much good quality information at this table," explains Roger, "and we do get to take a lot of that back home to our councils."

The biggest issue in the coming year is a need for a review of the roles, resources, and responsibilities of not just municipalities, but all orders of government. In a nutshell, municipalities need more funding. "We're looking at a

basket approach to the need for alternate revenue," explains Doug. "There is not one simple answer to this problem. But we're not going to give up – the need is there. We have to keep pushing away at this. Whether it's provincial or federal government, we just can't continue accepting more responsibility without proper financial compensation."

The knowledge and experience the group has gained over the past year is encouraging. For Executive Director Joe Masi, "It is gratifying to see the membership show confidence in their executive", he says, adding "for me, from a continuity perspective, it does make things a little easier, and we get along well. I look forward to working with them for another year."

As for being acclaimed, President Doug stresses "I appreciate the support but I don't consider it a pass", a sentiment echoed by both VPs. "We have to work hard on the issues and always represent this organization at a professional level." Of course, having a passion for the work helps a great deal too, and that is something this team has in abundance. 

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AMM Education PROGRAM 2010 A WINNER



By Donna Belbin, AMM Events Coordinator

The AMM Education Program is comprised of three one day workshops designed to make the most of the municipal officials' invested time, broaden their knowledge and improve their skills so they can effectively achieve the goals of their community. This year's education program includes the following sessions:

THE ETHICAL MOMENT & EFFECTIVE SELF-MANAGEMENT

Workshop Leader:

Cec Hanec, Cec Hanec & Associates Inc.

Friday, February 5, 2010

9:00 am to 3:30 pm

Canad Inns, Portage la Prairie

Registration Fee: \$110.00 plus GST

As a key official of the Association of Manitoba Municipalities it is important to take time for yourself professionally as part of your annual personal strategic planning. With that in mind this educational program day will not only enhance your leadership tool kit but also energize you to be more productive.

The day will be broken up into two parts. The morning session, **Effective Self Management**, will provide you with validated insights on how you behaviourally handle time driven issues with tips and strategies essential for managing multiple priorities encountered on a daily basis.

In the afternoon the focus will be on The **"Ethical Moment"**. On an ongoing basis, as a leader/manager, you will be faced with making ethical decisions or handling situations that may challenge your integrity, values and ethics. "The real question is not 'Will this occur? Rather it is: "How **'personally ready'**, are you to handle those 'ethical' moments...so that you are able to play a more proactive role in ensuring organizational integrity and accountability?"

Join us on February 5, 2010 in Portage la Prairie as I show you how to **increase your leadership tool kit**.

LEADER BIO:



Cec Hane is principal of **Cec Hanec & Associates**. She is an award winning presenter, trainer and facilitator in innovative solutions and processes that energize and inspire businesses, organizations and individuals to be productive and successful. Cec draws on her extensive experience in the cross industry business sectors, government and not-for-profits to provide her clients with hands on expertise and personal insight.

RESPONDING TO CANADIAN CULTURAL DIVERSITY

Workshop Leader:

Priti Shah, PRAXIS Conflict Consulting

Friday, March 26, 2010

9:00 am to 3:30 pm

Canad Inns Polo Park, Winnipeg

Registration Fee: \$100.00 plus GST

Have you ever wondered why persons from certain cultural backgrounds:

- Won't make direct eye contact when conversing with you?
- Refuse to line up in a queue?

- Answer "yes" even though they do not understand what you are saying?
- Wear traditional clothing such as a sari, turban or burka?
- Bring numerous family members with them to an appointment?

Cultural diversity is an important dynamic of the province of Manitoba. In literature promoting immigration to our region our mosaic of different cultural backgrounds is always a featured selling point. It is not false advertising.

Manitoba's diversity of cultures leads to rich communities and organizations that benefit from a wide range of talents, skills, ideas and experiences. Organizations report increased ability to serve a diversity of clientele, larger market potential, improved supplier relationships and opportunities, increased organizational innovation, increased opportunities for investors, sponsors and partners, improved corporate citizenship and enhanced reputation within the community.

Cultural diversity, however, is not without its challenges. Both newcomers and well established municipalities report experiencing adjustments as new Canadians try to learn and sort out Canadian norms and culture, while at the same time trying to both share and retain aspects of their own culture. Lack of understanding of cultural differences can lead to misunderstandings between co-workers, clients and service providers, organizations and suppliers or even neighbours.

We will explore these topics on March 26, 2010 in Winnipeg at the AMM's session on Responding to Canadian Cultural Diversity: *Building Bridges Across Cultures*.

LEADER BIO:



Priti Shah is a lawyer, mediator, arbitrator, investigator and facilitator and operates **PRAXIS Conflict Consulting** in Winnipeg.

Priti has travelled extensively and represented the Government of Canada and the Organization for Democratic Institutions and Human Rights in September 1998 as an observer of the parliamentary elections in Bosnia & Herzegovina.

In addition to presentations on equality, diversity and harassment, Priti trains in the areas of effective communication, conflict resolution, negotiation and mediation skills and board governance.

STRATEGIC THINKING AT THE SPEED OF CHANGE

Workshop Leader:

Steve Pilote, *People First HR Services*

Monday, May 17, 2010

9:00 am to 3:30 pm

Victoria Inn, Brandon

Registration Fee: \$100.00 plus GST

Effective strategic thinking is key to the success of any organization. But how many **opportunities are wasted** because organizations are slow to act? How often do organizations invest in doing the wrong things well or waste **'money and resources'** on unproductive initiatives? How is it that some organizations always seem to adapt while others struggle to implement even the most obvious change initiatives?

Setting and implementing effective strategy requires a new approach of **'listening and cultivating'** thoughts and ideas from all levels of the organization. This session will bring new awareness of strategic thinking as an organization wide function. Reframe change as an opportunity. By **communicating, consulting and enabling**

all levels, change can become a culturally accepted and embraced norm. Ideas can become **catalysts to positive change**.

Leaders who are able to engage their teams in **strategic thinking** will set the correct strategies. Ideas can and will lead to good solutions while creating positive, productive working environments, where everyone contributes to the overall success of the organization. Change becomes a welcomed and accepted everyday workplace occurrence in a **cooperative environment**.

Course Topics for Discussion


- What is Strategy?
- Strategic Thinking.
- Deliberate and Emergent Strategic Thinking.
- Communicating your Purpose.
- Mining Ideas.
- Communicating, Consulting and Enabling Change.
- Change and Transition.

See you on May 17 in Brandon as you learn how to become a strategic change master!

LEADER BIO:



Steve Pilote is a Senior Consultant with **People First HR Services** where he plays a lead role in all Leadership and Supervisory Development and Change Management assignments. Prior to joining People First, Steve served the Winnipeg community as a member of the Winnipeg Police Service eventually rising to the rank of Inspector, reporting directly to the Chief of Police.

Steve brings a unique perspective and deep experience in the development and delivery of training programs that provide participants with meaningful tools and techniques as well as a deeper understanding of the human side of leading. 

PLEASE NOTE:

- Pre-registration is required for all workshops via online, email or fax.
- Workshop sign in will begin at 8:15 a.m. on each day. Each workshop will begin promptly at 9:00 a.m.
- Refreshments, a catered lunch and all workshop materials are included in the registration fee.

Cancellations must be received in writing (fax or email) to 856-2370 or dbelbin@amm.mb.ca no later than FOUR business days prior to the event. Space is limited – book early to avoid disappointment!

- Cancellations received after the deadline will be charged in full.
- Replacement attendees are welcome. No shows will be charged in full.
- The AMM reserves the right to cancel the workshop and reschedule due to unavoidable circumstances.
- In the event that registrations for workshops are below the minimum quota required to cover costs they may be cancelled by the AMM.

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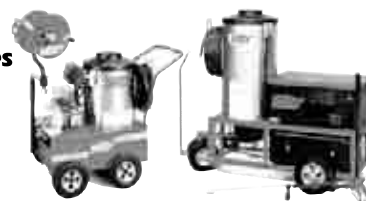
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AMM 11th ANNUAL CONVENTION REVIEW

Lynne Bereza, AMM Communications Coordinator

If there were any doubts that the AMM 11th Annual Convention might pale in comparison to the extra-celebratory 10th anniversary of the previous year, they have been put to rest. Just ask any of the 916 registered delegates – or any of the 997 Gala attendees who were lucky enough to see hypnotist Wayne Lee perform his magic! But, more on that later...here is a day-by-day recap of the event.

MONDAY, NOVEMBER 23



Vic Toews

Monday started off in leisurely fashion, which was all the better for strolling through the jam-packed Display Area. Whether chatting with displays, entering draws, signing in at the registration desk, or just relaxing with a cup of coffee, delegates made sure the Manitoba Room was a busy spot.

Kicking off with the Annual Business Meeting, Monday afternoon was full steam ahead with a full agenda, followed by an address by the President of the Treasury Board, the **Honourable Vic Toews**.



David Foot

Monday started off in leisurely fashion, which was all the better for strolling through the jam-packed Display Area. Whether chatting with displays, entering draws, signing in at the registration desk, or just relaxing with a cup of coffee, delegates made sure the Manitoba Room was a busy spot.

Toews stated under the current federal government, municipalities have seen “unprecedented infusions of financial support” and pointed to the 107 stimulus projects, 16

provincial-territorial projects and 52 communities-component projects funded under Building Canada in just 7 months. However, he also stressed the global recession arrived with lightning speed and while there are early tentative signs of it receding, a return to balanced budgets would take time.

The first keynote speaker was demographics expert **Dr. David Foot**, author of *Boom, Bust & Echo: How to Profit from the Coming Demographic Shift in the 21st Century*. Contending that demographics can explain “two-thirds of everything,” Foot explained that change can’t be avoided, but an understanding of demographics can help build an understanding of the past and a vision for the future. He pointed out the trend of young people moving from small communities to large cities means the stress of Canada’s aging population will increasingly lie with small communities. “If you come from a smaller community, the seniors are going to have a major role in the way you spend on infrastructure,” he said.

In one of the most diverse panels to present to AMM delegates, the plenary session “What does an ideal community look like?” offered four perspectives to answer that question. After hearing from Manitobans with disabilities, older Manitobans, younger Manitobans, and new Manitobans, attendees had a much better grasp of what communities need to provide to be truly inclusive. (*This session is recapped in more detail in this issue’s special report on inclusive communities.*)

The final speaker of the day was Assistant Commissioner **Bill Robinson**, Commanding Officer of RCMP “D” Division.

The Icebreaker Reception took place Monday evening and a great time was had by all. Thanks again to all our sponsors. We could not put on this great event for our delegates without your generous contributions. Congratulations to the Icebreaker prize draw winner Councillor **Ray Drayson**, RM of Langford, who won an ASUS Touch Screen EEE Laptop!

MINISTERIAL FORUM

The following members of Provincial Cabinet participated in this year’s Ministerial Forum:

- Premier Greg Selinger
- Minister of Health, Theresa Oswald
- Minister of Justice and Attorney General, Andrew Swan
- Minister of Entrepreneurship, Training and Trade, Peter Bjornson
- Minister of Finance, Rosann Wowchuk
- Minister of Education, Nancy Allan
- Minister of Labour and Immigration, Jennifer Howard
- Minister of Housing and Community Development, Kerri Irvin-Ross
- Minister of Water Stewardship, Christine Melnick
- Minister of Culture, Heritage and Tourism, Flor Marcelino
- Minister of Agriculture, Food and Rural Initiatives, Stan Struthers
- Minister of Local Government, Ron Lemieux
- Minister of Infrastructure and Transportation, Steve Ashton

TUESDAY, NOVEMBER 24



Ron Bell

Day Two of the Convention began with the Opening Ceremonies. In true AMM fashion, the event began precisely on time. What delegates may not know is that the official kilt worn by Past-President **Ron Bell** was mysteriously missing! A quick “kilt run” by Manitoba Hydro’s **Rob Cox** ensured Past-

President Bell was able to lead the procession in a timely fashion, with delegates unaware anything was amiss.

We then heard from our new Minister of Local Government, **Ron Lemieux**, who explained that most of the Building Canada funding has now been rolled out in Manitoba and described looking through all the applications as difficult, as “the list was huge.” Minister Lemieux did commit to push for municipal involvement in the next funding project, stating “Municipalities have to have a seat at the table.” The AMM will be sure to remind the minister of that when the time comes!

Keynote Speaker Senator **Roméo Dallaire** then took the stage to an unsurprisingly packed house. Dallaire, author of *Shake Hands with the Devil: The Failure of Humanity in Rwanda*, was one of the event’s most anticipated sessions, and he did not disappoint. Comments ranged from “the best speaker I have ever witnessed,” to “After he finished, I couldn’t get up. I just had to sit for a few minutes and absorb what I’d heard.”

Dallaire expertly walked us through several themes of leadership and the need to send our 18-30 year-olds out into the world because, “The youth of



Roméo Dallaire

this nation don’t see a huge world. They don’t see borders. They see a globalized generation.” And while every single one of Dallaire’s words were absorbed, the cliché “you could have heard a pin drop” was absolutely true when he spoke of his time in Rwanda. Lacing these stories throughout his presentation, the overriding theme was one of humanity. He explained that 80% of humanity is living in inhuman conditions, and yet, in the end, “all humans are human.”

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Tuesday afternoon, Municipal Service Officers **Gail Anderson**, **Linda Baleja** and **Don Reid** walked delegates through *Bill 35: The Municipal Conflict of Interest and Campaign Financing Act*. The presenters did not enjoy a smooth ride with the AMM audience, but answered the many questions they received with grace and ease. Not everyone in the audience was opposed. Councillor **Duane Nicol**, City of Selkirk, stated he was “very appreciative of this legislation.” However, most comments were more similar to that of Councillor **Hugh Sigurdson**, RM of St. Laurent, who described the extent of his campaigning as



Dr. David Barber

“an 8 ½ x 11 sheet mailed out at a cost of about \$75.” Most of the audience seemed to agree accountability is a good thing, with Mayor **Martin Harder**, City of Winkler, commenting, “I don’t think there is a single person here who doesn’t want to be accountable to the ratepayers.”

With only one nomination for the position of AMM President, **Doug Dobrowolski** was acclaimed to serve his second term in this post. Congratulations, Doug!

The first resolutions session of the 11th Annual Convention took place on Tuesday, and we heard from Mayor **Basil Stewart**, President of the Federation of Canadian Municipalities, as well.

WEDNESDAY, NOVEMBER 25

Keynote speaker **Dr. David Barber** took the stage first thing Wednesday morning. Barber is a former climate change skeptic who, during a recent expedition, discovered that permanent Arctic sea ice has all but disappeared. His description of his



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discovery brought to life the role of Arctic sea ice for AMM delegates and raised many questions. Dr. Barber answered his own question – “Why should we care?” – by explaining “Because the Arctic is an early indicator of climate change and it’s changing faster than we originally predicted, meaning that the global response to climate change is going to change a lot faster than we predicted, too.”

Delegates then heard from Progressive Conservative Leader **Hugh McFadyen** and Manitoba Liberal Party



Hugh McFadyen

Leader **Dr. Jon Gerrard**. Both took the Province to task on the recent ban of sewage ejectors. McFadyen accused the government of having no connection whatsoever to the life in rural communities, stating, “None of us disagrees with the goal. It’s a debate over



Jon Gerrard

how as opposed to what.” His words on Bill 35 may even be somewhat prophetic: “I fear legislation like this will keep good people out of municipal politics.”

Resolutions session #2 and 3 were concluded early in the afternoon, leaving the only other order of business for the day an election for AMM Vice-Presidents. With only one nomination for both Urban and Rural VP, **Shirley Kalyniuk** and **Roger Wilson** were respectively acclaimed to serve their positions for another year. Congratulations to both!

RESOLUTIONS RECAP

Total Resolutions - 51

Withdrawn - 1

Defeated - 2

Late - 1

Carried - 48

Wednesday evening’s Gala was a spectacular event. Premier **Greg Selinger** presented his first official address to AMM delegates, giving a clear message: “Finances are going to be tight in the next few years.” The Premier called on all municipalities to work together with their federal and provincial counterparts, stating, “We’ll be able to work our way through this and come out stronger on the other end.”

This year’s Honorary Life recipients were **Lorne Boguski** and **Les Magnusson**. Congratulations to both gentlemen on your years of dedication!

Finally, no one in attendance will soon forget the Gala entertainment, hypnotist **Wayne Lee**. Lee had his volunteers expertly performing just as he wanted them to, much to the delight of the audience! Those participating on stage are all great sports who garnered much well-deserved applause. Their willingness to be a part of this great show made it an extra-special (and extra-entertaining) evening for the entire room. Kudos to you all!



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HOT TOPICS

- The hot-button issue this year was arguably resolution #12 regarding the Onsite Wastewater Management Systems Regulation. The resolution calls for the Province of Manitoba to have the new regulation apply on a case-by-case basis where there are scientifically justified environmental concerns and identified high risk areas.
- The resolution carried easily and continued to prompt many questions during the Ministerial Forum. Perhaps the most memorable quote from the debate came from Councillor Bill Fleury of the RM of Woodlands, who said that there was no scientific proof backing up the ban on sewage ejectors. "No one has died from a sewage ejector – ever," he stated. "People have died from the H1N1 vaccine, but I don't see them running out and banning that vaccine. This overreaction by the province has to be addressed immediately. We can't afford this luxury."
- Another high-profile resolution was #19, calling for the AMM to lobby the Province of Manitoba for the creation and operation of a rural medical school at Brandon University, something Reeve Sandy Sanderson of the RM of Glenwood called "one of the best ideas put forward in recent times."
- Resolution #4 asking for the AMM to strike a steering committee to identify barriers to women's participation in municipal government was also drew a great deal of attention.
- Resolutions calling for increased funding for infrastructure carried as well, with the exception of #25 regarding priorities for the Building Canada Fund. This was declared to be "moot" by the delegate body as the fund is all but spent in Manitoba.

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to City of Winkler
CAO Vince
Anderson, who
won the HED and
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THURSDAY, NOVEMBER 26

The final day of the AMM Annual Convention is always widely anticipated due to the Ministerial Forum, and this year's forum included a record number of Ministers (see sidebar). With several ministers having recently taken over new departments, some were still becoming acclimatized to their new portfolios. However, with so much of Cabinet in attendance, many of the ministers who formerly held those positions were able to shed light on various issues.

While questions varied, the hot-button issue this year was clearly the ban on sewage ejectors. Premier Selinger repeatedly stated the regulation would stay in place, but suggested flexibility was needed and


committed to putting together a working group to study the situation.

Other issues that were raised included:

- Nutrient removal
- Elimination of park fees
- Inflatable dykes in flood-prone areas
- Plans for Highway #3
- GST rebate for municipalities
- Immigration issues
- Wastewater treatment
- Infrastructure deficit
- DFA agreement
- Policing issues
- Daycare issues
- Public Utilities Board issues
- Hospital infrastructure
- Walkways/highways

Garth Manness, President and CEO of Credit Union Central of Manitoba, gave a presentation on Manitoba's economic climate immediately before the Ministerial Forum.

The final order of business of the 11th Annual Convention was to draw for the grand prize of a \$2,000 travel voucher sponsored by HED and the AMM. Congratulations to CAO **Vince Anderson**, City of Winkler, on winning the grand prize.

All in all, the AMM 11th Annual Convention succeeded in highlighting the *world of opportunities* that exists for Manitoba's municipalities. From demographics to climate change to humanitarianism, we learned we can navigate the burning issues taking place around the world by beginning in our own back yards. It all begins by making our communities more inclusive for our citizens, which we touched on during Convention and which we explore in greater detail throughout this issue. Just remember to keep asking yourselves the same question as you go forward: *What if?* 



Lorne Boguski



Les Magnusson



Wayne Lee

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Are you thinking about seeking nomination as or becoming a candidate in a federal, provincial, territorial or municipal election? If you work for a federal organization subject to Part 7 of the *Public Service Employment Act*, you must:

- obtain permission from the Public Service Commission of Canada (PSC) before taking any other steps;
- submit your request at least 30 days before the date you require the PSC's permission; and
- obtain leave without pay during the election period, if necessary.

The PSC will only grant permission if it is satisfied that seeking a nomination or becoming a candidate will not impair or be perceived as impairing your ability to perform your duties in a politically impartial manner.

You can only make public your intention to be a candidate and undertake related activities after the PSC has granted you permission.

For more information and to obtain the name of your organization's designated political activities representative please contact the PSC:

www.psc-cfp.gc.ca/plac-acpl/index-eng.htm
pa-ap@psc-cfp.gc.ca
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Vous pouvez seulement annoncer publiquement votre intention d'être candidat et entreprendre des activités relatives à la candidature après en avoir obtenu la permission de la CFP.

Pour plus de renseignements et pour connaître le nom du représentant désigné en matière d'activités politiques de votre organisation, communiquez avec la CFP :

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Canada

Niverville Heritage Centre



A PROVEN WINNER

Where can you find a doctor's office, a primary health care centre, a daycare, an assisted living facility, and an event centre – all under one roof? The answer is the Niverville Heritage Centre. This innovative concept is a proven winner for the Town of Niverville, located 30 km. south of Winnipeg. Described as a multi-purpose facility, it serves as an inter-generational meeting place in the heart of this progressive and quickly expanding community.

The idea was born in 2003, when Niverville town council was struggling with the growing community's need for health care services and seniors housing. According to **Steve Neufeld**, Chief

Operating Officer of the Niverville Heritage Centre (and former councillor), the existing two-room medical centre was under-servicing the community. "Niverville was the largest community in all of Manitoba without a personal care home or hospital, and we are also the fastest growing community in Manitoba according to the last two Censuses." However, as fast as the community was growing, it was losing its elderly residents. "Once our seniors were getting to a point in their lives where homecare was no longer adequate, they had to move away from the community that they helped to build. At a time in their life when they needed the community the most they had to leave it," explains Neufeld.

In 2002, the town struck a health committee to look at options, and in discussions with the South East Regional Health Authority, agreed to provide a building if the RHA would lease the space. The town renovated a 4,000 sq. ft. area that was in addition to the local banquet centre (a former abandoned hatchery revitalized by a private citizen in the late 1990s), and the Niverville Primary Health Centre was born.

Eventually, the town purchased the entire facility and property from the private citizen with an eye on even further expansion. "We began developing more of the commercial space, found an anchor tenant, and started to add components together under one roof." The intent, according to Neufeld, was to build a business case to enable the creation of an assisted living and supportive care residence for seniors and a structure that would serve as a community gathering place. With a 2005 fundraising drive raising \$2 million, and working together with their financial partner, the Niverville Credit Union; the Niverville Credit Union Manor – an

Once our seniors were getting to a point in their lives where homecare was no longer adequate, they had to move away from the community that they helped to build.

Assisted Living & Supportive Care residence for seniors and persons with disabilities and a 7,000 sq. ft. timber framed atrium were completed in 2007. Today, "The profit pockets we created with the event centre and the commercial space essentially keep the rates as low as possible for the residents at the NCU Manor."

Recently expanded to nearly 6,000 sq. ft., the Niverville Primary Health Care Centre boasts services that include a homcare resource coordinator, primary health care nurse, public health nurse, a lab for blood testing, nurse practitioner, midwifery services, family first program (education of young mothers), mental health workers and more. In addition to the Primary Health Care Centre the Niverville Heritage Centre also includes a medical centre with three full-time doctors, a physiotherapist and sports injury clinic and a recently-added dental centre.

The event centre that now hosts over 120 events per year including weddings, receptions, anniversary celebrations, graduations and more. In September 2008, the Growing Minds Child Care Centre was added serving the needs of the young families of the community. They too are looking to expand in the near future as the demand for quality child care services increases.

Neufeld estimates approximately 40,000-50,000 people visit the 80,000 sq. ft. centre each year to take advantages of services, attend events, visit loved ones, and more in what was, as little as 12 years ago, an abandoned facility. He points out the combined facilities employ about 50 people as well.

Neufeld says the inclusive nature of the facility was top-of-mind from the beginning. "One of the things we did NOT want to do



The profit pockets we created with the event centre and the commercial space essentially keep the rates as low as possible for the residents at the NCU Manor."




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Niverville Heritage Centre

was to build a facility for the residents not connected to anything. We did a lot of research, and while seniors want to have their private space – which they do here – they also want to be connected to something vibrant,” he stresses. For example, the residents have their meals at the “Heritage Café,” but it is open to the public from 10:00 to 3:00 for family members and visitors to join them. The outdoor “Heritage Gardens” allow seniors to continue a hobby many enjoy, with volunteers assisting with the gardening and connecting with the seniors as well. Finally – speaking of inter-generational – children attending Growing Minds Daycare take part in activities with residents, such as baking and gardening.

The atrium anchoring the entire facility also encourages the residents’ connection to community. This atrium hosts community events such as Remembrance Day services and Christmas concerts, and it is completely accessible for the seniors if they choose to attend these events.

So what is next? As recently as November, 2009, the town purchased a private personal care home in St. Adolphe. The intent is within three years to transfer the license and build a new facility attached to the Heritage Centre. “Assisted living, supportive care, *and* a personal care home will complete the circle of aging in place,” says Neufeld. 

The Niverville Heritage Centre is located at 100 Heritage Trail in Niverville MB.

Visit our website for more information
www.heritagecentre.ca

Niverville Heritage Centre Facts:

.....
 The Heritage Centre has over 80,000 sq. ft. of residential, commercial and banquet space

.....
 The banquet facility hosted 127 events in 2008 with 15,000 guests passing through the doors

.....
 There are 65 weddings booked for 2010

.....
 Revenues grew by 40% over 2007

.....
 The installation of geothermal heating saves an estimated \$25,000 per year in utility costs

.....
 NCU Manor contains 24 assisted living suites and 11 supportive care suites for a total of 35 residences

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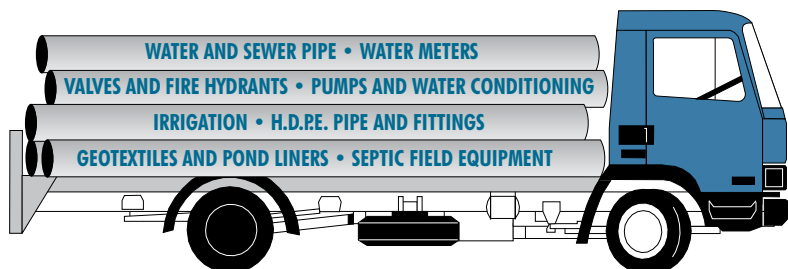
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MAKING THE “LAKE FRIENDLY” DIFFERENCE

Submitted by the South Basin Mayors and Reeves

The South Basin Mayors and Reeves in cooperation with Manitoba Water Stewardship officially launched the Lake Friendly Label Campaign on June 16, 2009 in Gimli, Manitoba. The Lake Friendly Label Campaign was created through a contest for local school children and developed by the Mayors and Reeves from nine communities in the South Basin of Lake Winnipeg: Gimli, St Andrews, Selkirk, St. Clements, Victoria Beach, Alexander, Bifrost, Dunnottar and Winnipeg Beach. The Lake Friendly initiative originated out of a deep concern over the deteriorating water quality of Lake Winnipeg, the tenth largest freshwater lake in the world. The Lake Friendly initiative is a grassroots response to the Lake Winnipeg Stewardship Board's recommendations of December 2006 for protecting and improving the health of Lake Winnipeg and its watershed.

The Lake Winnipeg watershed is home to five million residents and is the second largest watershed in Canada covering parts of four provinces and four US states. There are many factors that contribute to the declining health of our lakes, rivers and streams but the most important issue facing Manitoba's lakes and rivers is excessive contributions of the nutrients nitrogen and phosphorous. Every year 8,000 tonnes of phosphorous and 90,000 tonnes of nitrogen enter Lake Winnipeg. These excess nutrients that enter the waterways through surface runoff, wastewater discharge and other human activities have caused massive algal blooms and related toxins leading to fouled beaches, habitat deterioration and a reduction in water quality.

The Lake Friendly Label was created to promote education and encourage advocacy by providing residents and visitors to our community access to products that will not further negatively impact the water quality in our lakes, rivers and streams. The Lake Friendly Label easily identifies products that are Environment Canada's EcoLogo™ certified. EcoLogo™ is North America's largest, most respected environmental standard and certification mark. EcoLogo™ provides assurance that the products bearing the logo meet stringent standards of environmental leadership. EcoLogo certifies environmental leaders covering a large variety of categories, helping you find and have confidence in the products you are purchasing. The South Basin Mayors and Reeves began this initiative by enlisting the help of local retailers as they were identified as the key to the success of the project. Currently there are 23 Lake Friendly retailers in the South Basin of Lake Winnipeg participating in this exciting local initiative. Lake Friendly products are easily recognizable as stickers, shelf talkers and window clings help residents to make choices that are truly environmental and Lake Friendly.

The South Basin Mayors and Reeves recognize that collective action in protecting our water resources can have a significant impact on water quality. The South Basin Mayors and Reeves would like to ask all communities in Manitoba to get involved in this exciting initiative and help to protect the beauty, integrity and quality of all of our freshwater resources. Join us in making a difference – the “Lake Friendly” difference. 



WHO ARE WE?

The South Basis Mayors and Reeves are:

- Tammy Axelsson, Mayor, Gimli
- Don Forfar, Reeve, St. Andrews
- Don Pepe, Mayor, Winnipeg Beach
- Rick Gamble, Mayor, Dunnottar
- David Bell, Mayor, Selkirk
- Steve Strang, Mayor, St. Clements
- Bill McDonald, Reeve, Victoria Beach
- Harold Foster, Reeve, Bifrost
- George Harbottle, Reeve, Alexander

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Upcoming EVENTS

February, 2010

17-19 Midwestern Municipal Visits

March

15-23 AMM Mayors, Reeves and
CAOs meetings

April

14-15 Municipal Officials Seminar
and MTCML Trade Show –
Keystone Centre, Brandon

20-21 Lobby Days

Who should get **THE CALL**



Ernie Epp, President, MMAA

My article this time is to provide AMM membership with knowledge of a direction MMAA has recently initiated, along with some background of why this direction is underway. First, here are a few examples of background information:

1. I had a situation where a Manitoba Conservation employee (we'll call him George) who, instead of calling the CAO or the Public Works Director, called a member of council about a lagoon inspection he had recently completed.

When I learned this had taken place, I called George. I stated my surprise that he hadn't called the Town's Public Works Director or me. I suggested for George to call a council member was inappropriate for a couple of reasons. First, if there were concerns, the Public Works Director is the person responsible for the lagoon. Second, if there is an issue of enough concern that Council should know about it, then it is the CAO, the person who oversees the day-to-day operations of the Town and reports to Council any concerns regarding those day-to-day operations, that is to be con-




tacted. When I suggested to George his actions would be like me calling the Minister of Conservation instead of George every time I had a question related to Manitoba Conservation, George finally understood the point I was making.

2. A CAO told me about an assessor that called a council member to discuss an assessment issue for a privately owned property in the municipality. The CAO contacted the assessor and had to provide a similar rationale as I did in order for the assessor to understand how inappropriate his action had been.

3. More recently, a regional health authority sent out a notice of a meeting regarding H1N1. It was interesting to note those invited included mayors, reeves, and school superintendents. So I contacted the regional health authority. I asked why superintendents were invited but municipal CAOs weren't, or why mayors and reeves were, but not school board chairs. Given the intent of the meeting, it seemed clear this was an information update for municipalities to understand what the regional health authority would be doing and what limited role the municipalities would have. It really was an administrative session.

These are three examples of situations that take place far more often than they should. MMAA has come to realize it is time to educate other levels of government and others about proper protocol. A discussion with Manitoba Local Government has confirmed agreement that employees should be contacting employees, and politicians should be contacting politicians. A notice has gone out to members of MMAA explaining this agreement. MMAA members have been asked to speak with government employees whenever they come across a situation where proper protocol is not kept. As an alternative, MMAA will contact the government employee where the MMAA member is not comfortable making direct contact.

By ensuring this protocol is maintained, MMAA believes those individuals who are in a position to best deal with any issue presented by a government employee will receive the information needed. 



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INCLUSIVE COMMUNITIES



- pg.32** What is an ideal community? FOUR PERSPECTIVES
- pg.35** Manitobans with disabilities
VISITABLE HOUSING TOWARDS LIVABLE AND INCLUSIVE COMMUNITIES
- pg.36** New Manitobans MULTICULTURALISM IN MANITOBA
- pg.37** Older Manitobans AGE-FRIENDLY MANITOBA UPDATE
- pg.40** Older Manitobans TRANSPORTATION IN AGE-FRIENDLY COMMUNITIES
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What is an ideal community?

FOUR PERSPECTIVES

What does an ideal community look like? Does it have enough adequate housing? Does it have a lot of support services? Do people feel respected, heard and understood? It turns out an “ideal” community needs all those things and quite a few more. A plenary session at the recent AMM annual convention offered the opinions of a number of people representing a variety of demographic groups to help us answer this question. The perspectives given were those of:

- New Manitobans
- Older Manitobans
- Young Manitobans
- Manitobans with Disabilities

The moderator of the session was AMM Past-President **Ron Bell**, Mayor of the Town of Birtle.

YOUNG MANITOBAN PERSPECTIVE

Wayne Kelly is a student and practitioner of community development and a champion for youth leadership at local, provincial, and national levels.

Kelly noted that the first step in defining what youth want is defining who youth *are*. Youth today are made up of 15-30 or 35 year olds, not the 15-20 year olds of days gone by. These youth represent 20-25% of Manitoba’s population, or 230,000 people across the province.

Youth are the future of communities and it is important to remember they are future community members, so the community of the future has to be better for the people that are young today. Youth are our future taxpayers, our future business owners, our future mayors, reeves and councilors – and you don’t want them leaving your community tomorrow.

As a youth growing up in rural Manitoba, Kelly drew from his own experience in describing why youth leave communities. Understanding what youth think about the community *BEFORE* they leave is very important and very instrumental in getting them back. “If youth feel the community was a positive place, one in which they were welcomed, they will want to return. If it was a place where they felt excluded, not heard, not respected, or

treated as a “problem” they will not want to return,” he explained.

Kelly stressed that generally youth want the same thing everyone else wants – economic opportunities, employment opportunities, vacation opportunities, recreation opportunities. But the million dollar question is what *type* of opportunities? And the easiest way to find this out is to ask them. He suggested using surveys, questionnaires, focus groups, invitations to council meetings, or simply asking your sons and daughters and their friends what they would like in their community and to identify what things will make their community a place they would like to live in long term.

THE 10 ELEMENTS

There are 10 interrelated elements that make up livable and inclusive communities.

- Health & well-being
- Support services
- Leisure/recreation
- Spiritual/cultural
- Education/training
- Employment/jobs
- Outdoor environment
- Housing
- Transportation
- Volunteerism

*Canadian Centre
for Disability Studies*

Kelly also pointed out that when trying to engage youth, having one youth council member or representative is a great start – but it is not enough. Remember that youth represent one quarter of the population, and that is a good target to shoot for. Kelly asked the audience, “wouldn’t it be great in a few years to see 25% of the people in the AMM delegate body represented by people under 30?”

Finally, Kelly mentioned youth complain a great deal about “tokenism” – being allowed to say their piece and then sitting down and nothing further happens. Stressing development, planning, and commun-

ity-building are skills that take time to build, Kelly explained youth sometimes put forth ideas that may not be realistic. However, it is up to community leaders and those trying to engage youth to take the time to explain the planning process, how decisions are made, how projects are chosen. Not all ideas will be appropriate for the community, but helping youth figure out which ones *ARE* will go a long way to engaging youth now and into the future. As Kelly stressed, working together and including their ideas and opinions – “not on behalf of them, not for them...but with them” – is the key.

MANITOBANS WITH DISABILITIES PERSPECTIVE

Dr. Olga Krassioukova-Enns and **Laura Rempel** are with the Canadian Centre on Disability Studies. Their focus is on livable and inclusive communities, visitable housing and aging with disabilities.

Dr. Krassioukova-Enns began by pointing out that every age group in every generation has the same desire – to have a high quality of life; access to environmental, cultural, and human resources; a broad range of opportunities; be involved in planning; and to feel safe. They want to live in a place that fosters good schools, housing, public transit, and jobs.

These desires are not only for people with disabilities, not only for people who are aging, and not only for young people. But at some point in our lives it becomes more important to us as we lose the capacity to be included.

Dr. Krassioukova-Enns stressed we will all experience at least temporary or partial disability at some point in our life. In fact, by 2010, Baby Boomers will spark 1.4 million increase in the number of working age Canadians with some form of disability. Currently, 4.4 million (14%) of people have disabilities. The incidence of disability increases with age, and 1.75 million (43%) of persons with disabilities in Canada are 65 yrs or older. Because the percentage of the 65+ age group is growing (estimated to be 23% by 2041), the percentage of persons with disabilities is growing, too.

Persons with disabilities face a number of issues, including social isolation, income and housing issues, transportation issues,



inadequate design of products and services, and attitudinal issues, among others.

Dr. Krassioukova-Enns and Ms. Rempel stressed the importance of livable communities and how visitable housing fits into this concept, explaining the concept of “livability” as inclusion, diversity and social and environmental sustainability for all generations. Some of the things that make a community livable are access to appropriate housing, housing, transportation and support services; connection to family and friends; public spaces; and recreation and cultural services.

Dr. Krassioukova-Enns pointed out that, when you visit a neighbour’s house, you need to be able to do several things to consider the home “visitable.” You need to get in the door, first of all. You need to be able to visit your friends or family and share a meal. And finally – “you have to pee!” Zero step entrances, wider doors at entrances and bathrooms, and a bathroom on the main floor are all things that make a home “visitable” by all persons.

Promoting visitable housing also keeps people in their homes longer. This has many benefits including an increase

in social inclusion, economic stability through aging in place (not needing to move to institutions), better health, and added value to homes. In other words, it benefits everyone: friends and family, seniors, and youth.

For more information on visitable housing, see the article *Visitable Housing towards Livable and Inclusive Communities* in this issue.

NEW MANITOBAN PERSPECTIVE

Mamadou Ka is the Vice-Chair of the Manitoba Ethnocultural Advisory and Advocacy Council and Vice-President of the AFMM, the organization representing new Manitobans from a francophone background.

Mr. Ka described immigration as “something in Canada which nobody can deny.” Over the past three years, Manitoba has welcomed almost 10,000 immigrants and it is projected that we will see 20,000 immigrants per year by 2015 or 2020. “So we can’t close our eyes right now,” Ka explained.

Using Winkler, Morden, and Steinbach as examples of communities with high numbers of immigrants settling

and trying to find jobs, Ka explained there are five important factors that need to be understood to assist new immigrants in a community. One of the first factors, not surprisingly, is finding employment. The second factor is offering an EAL (English as an Additional Language) program, and the third is affordable housing for new immigrants.

While jobs, housing, and language barriers may be three initial difficulties that municipalities can assist new immigrants with, the situation is far from simple, according to Ka.

Pointing out that immigrants generally live below the poverty line, he also explained that when refugees come to Canada, they are required to pay back the funds for their plane tickets. So many people find themselves working at a minimum wage job, taking care of their families, and trying to pay back the government for their plane ticket, which all add up to a very difficult financial situation. “What this means is that immigrants that come to Canada are generally going to be poor for the first 5-10 years,” said Ka.

This factor creates another problem in immigrant families. Ka noted that the fourth factor for new Manitobans is employment, training and programs for 12-16 year olds. This demographic is the age group most vulnerable to gang recruitments. Young people coming from African countries like Somalia and Sudan have parents who are working night and day to support their families and pay their bills, and their children are being recruited into gangs. Ka described this as one of downtown Winnipeg’s biggest problems.

“One of the things any municipality should think about is programs for 12-16 year olds, and developing social sup-

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port for these children,” said Ka, noting that jobs are not enough. There are many immigrants that come to Canada from war afflicted areas, and often these refugees are suffering from post-traumatic stress syndrome.

“You can’t just accept people to Canada and give them housing and food. Those people, most of the time, have seen unimaginable things. One of the things nobody should expect is to see those kids integrate easily. We need to help them. They need those supports.”

OLDER MANITOBAN PERSPECTIVE

Connie Newman is Executive Director of the Manitoba Association of Multi-Purpose Senior Centres. She also proudly told the audience, “I’m involved with skateboarding, and I’m 61 years old and loving it!”

Newman began by stating, “What do we want as we age? We want independence. Independence, independence, and independence!”

Quoting an advocate for seniors, Newman explained some of the things each of us can expect as we age. “Aging is a journey that awaits each of us. We will age and our senses may fail us – a hearing loss, a puzzling change in our taste buds, a need for reading glasses, a sensitivity to textures and to temperatures. We will age and our senses will still delight in the sounds, colours and textures in the world around us.”

According to Newman, by 2015 there will be more seniors 65 years and older than there will be 9-14 year olds. “For the first time in history, we as seniors are going to dominate the population.” She then asked:



Plenary session participants included (L-R) Connie Newman, Wayne Kelly, Mamadou Ka, Moderator Ron Bell, Dr. Olga Krassioukova-Enns, and Laura Rempel.

“What will that do to your community, city, town, village or RM? Are you ready for the changing demographic in your area?”

Because transportation is very important for seniors, Newman stressed the importance of Handivans and told the audience: “This is something municipalities have to think about.” As well, wheelchairs, walkers and scooters are common forms of transportation for not only seniors but others and are being used on busy streets, causing safety issues. “I’ve been in contact with at least five communities in Manitoba where this has become an issue,” she noted.

Access to public buildings is also important. Doors must be wide enough for walkers and wheelchairs. Staying physically active is also important. In cold weather, seniors need access to indoor programs. They need to know how to get there. They need access to medical services, and may need transportation to doctor appoint-

ments. As Newman put it, “As seniors, we want to continue to do it all, for ourselves, for as long as we can”.

Aging in place is important, as most people feel the same way – “I want to stay in my own home as long as possible.” They need to be able to hire local businesses for repairs and yard work at a reasonable cost. On the other hand, if their families are not nearby, some seniors experience isolation. They need access to assisted living units. Older Adults/seniors want safe, affordable housing with additional supports.

These are just some of the issues seniors have, and that we will ALL have as we age. Newman suggested a good starting point for councils is to look at the priorities of local age-friendly groups and commit to work together. After all, most seniors want the same thing: “They want to stay in their own community”. ■

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Manitobans with disabilities

VISITABLE HOUSING TOWARDS LIVABLE AND INCLUSIVE COMMUNITIES

The aging of the Canadian population is a popular topic with policy experts, city planners, academics and the media. The Federal report: Canada's Aging Population (2002) estimates by 2026 nearly 20% of Canada's population will be 65+. This aging population has important implications in terms of health care, community planning, community attractions and spending patterns.

There is also recognition of a significant contribution of the older generation to our families, and to social and economic spheres in our communities and our societal responsibility to ensure meaningful participation in the community. Participation includes affordable accessible housing, accessible (and universal) community design, caregiver relationships, disability supports, leisure and volunteering opportunities, access to assistive devices and to public transportation among others. Overall, we all want to be included in planning and participate in all aspects of social and economic life of our communities. In many cases we have done well with making changes to our public spaces, however, some areas are sadly lacking attention in Canada.

One of the key areas is housing. Most people desire to remain in their own homes and communities as they age, however current housing stock and community design often prohibit this. We all want to continue to be included and include other people in our lives, but quite often we cannot even 'visit' each other in our own homes. In many private homes in Canada, we have front steps, narrow doors and bathrooms that are difficult to use – all this makes full participation difficult not only for those with disabilities but for people of all ages and abilities.

'Visitable' homes (no step entry, wider entry door and access to the bathroom on main floor) contribute to the health and well-being of not only individuals who reside in those homes. Visitable homes can open their doors to neighbours, family members and the whole community. Such homes allow people with all levels of abilities, to stay connected, interact, and expand their social networks. Visitable



Visitable house in the summer

homes also allow people with disabilities and seniors stay in their homes longer as they don't need to move out of the community to institutions, specialized housing or larger centres. This contributes significantly to economic and social stability, promotes safety and injury prevention, decreases costs on the health and home care systems and increases overall quality of life.

Visitability is a policy and technical strategy to change the way we think about social inclusion, interactions in our own homes, and participation in our communities. To make visitability a norm, inclusive, sustainable community leadership and approaches to community planning and the design and construction of single and multi-family homes are required. There is no standard template for development of socially and environmentally sustainable communities, but there are important elements and principles, such as:

- Environmentally sensitive development;
- Well-designed and well-constructed buildings that take into account the lifecycle of structure and occupants;
- Interconnected residential and community services; and
- A built environment that addresses equality.


It is important to engage and respond to the diversity of each community's needs and encourage personal and community action to increase inclusion and well-being of your community. These principles are not specific to retirement-age communities, but are examples of good design practices that can be applied to downtown, suburban and rural areas - benefiting everyone. Visitability encourages all sectors



Visitable house in the winter

(local government, builders, developers and individual citizens) to focus on low-cost, low-tech, easily-adopted measures to improve the housing industry, accessibility and strengthen communities.

Implementing livable, sustainable and visitable housing principles at the design and planning phase of new housing and community developments provides better integration into the natural and built environments, and results in time, cost and material savings as fewer modifications are required later on. Existing housing stock and neighbourhoods that require modifications to make them more inclusive also need to be addressed.

CCDS has developed a model for livable and inclusive communities that identifies inclusive community assessment and planning processes, as well as practices and policy principles that were recently piloted in six communities across Canada (including Rossburn and Selkirk in Manitoba). The model assists urban and rural centres to evaluate, plan and take action towards ensuring our communities can offer an improved quality of life to its residents now and in the future. There is evidence to show that visitable housing is one promising practice that will bring a community together and improve quality of life in all its members. 

For more information and to learn how your community can participate in building more livable and inclusive communities (and specifically on visitable housing), visit our website at www.disabilitystudies.ca or contact CCDS at Tel: 204 287-8411, TTY: 204 475-6223, email: ccds@disabilitystudies.ca.

New Manitobans

MULTICULTURALISM IN MANITOBA

Manitoba has a unique and vibrant blend of many heritages. As one of the most ethnically diverse provinces in Canada, Manitoba continues to be a destination for new immigrants, who enrich our multicultural fabric. Today, more than 100 languages are spoken across the province, as Manitobans proudly maintain the traditions of their ancestors. This diverse resource assists Manitoba's entry into new global markets and helps to promote the province as a preferred immigration destination around the world.

MANITOBA PROVINCIAL NOMINEE PROGRAM (PNP)

- People from all over the world immigrate to Manitoba, Canada by applying directly to the government of Manitoba through the Provincial Nominee Program.
- The Manitoba Provincial Nominee Program is for skilled workers who want to move and settle here. The program (known as the Manitoba PNP) is the way most people immigrate to Manitoba. Each year the province welcomes more than 10,000 people from all over the world.
- The first step in finding out more about the Provincial Nominee Program is to visit the Province of Manitoba's comprehensive immigration website at www2.immigratemanitoba.com. The website provides information for potential immigrants, new immigrants, Manitoba employers, regional communities, and others.
- Divided into four main categories – Choose Manitoba, How to Immigrate, Prepare to Move, and Arrive and Settle – the website offers step-by-step instructions for immigration related services.

Immigration and multiculturalism are recognized as vital to our continuing growth and development. Manitoba Immigration and Multiculturalism actively supports these through programs, services, policies and legislation. The most essential piece of legislation is the *The Manitoba Ethnocultural Advisory and Advocacy Council Act*. The Act, passed in 2001, created a 21-member body with 16 members nominated by ethnocultural organizations and community groups, and five members appointed by the minister. This body, the Manitoba Ethnocultural Advisory and Advocacy Council (MEAAC), provides information, advice and recommendations to the minister on behalf of the multicultural community on ethnocultural matters.

According to **Denise M. Viardo Koh**, MEAAC chairperson, "*Our mission is to promote cultural retention, social harmony and equality.*"


MEAAC's four standing committees examine issues raised by the government or the ethnocultural communities to recommend action. Each committee looks at issues, policies, programs, and priorities relevant to its area of interest: outreach and communications; youth; settlement and integration, and inclusive and sustainable communities.

Our success as a council requires the support and cooperation of all ethnocultural communities. We sincerely invite you to meet and dialogue with us. Together, we can overcome many of the challenges of cultural diversity and work toward attaining societal harmony where every citizen in our province will experience the benefits of equal opportunity, freedoms and mutual understanding. We can contribute to making our community more inclusive and welcoming to new immigrants.

This is our vision, and we hope you can help us attain this -- a thriving, multicultural, ethnically diverse, well-integrated, self-sustaining cultural community that connects to all its peoples, preserves our various heritages and cultures and makes Manitoba stronger as a whole."

For more information about the MEAAC, visit www2.immigratemanitoba.com/browse/multi/meaac/.

STATS AND FACTS

- According to the 2006 Census of Canada there were 151,230 foreign-born people, which represents 13.3% of Manitoba's population and 3.6% of the foreign-born in Canada.
- From 1998 to 2007, 63,531 immigrants came to Manitoba.
- In 2006 there were 71,225 foreign-born people age 25 to 54. Of those, 60.4% had post-secondary certificate, diploma or degrees.
- In 2006, of the 611,280 people in the labour force, foreign-born people accounted for 14.7% (89,750).
- Manitoba immigrants had a higher full-time employment rate (73.4%) than the national rate (69.8%).
- In 2007, Manitoba welcomed 334 French-speaking immigrants, a 27% increase over 2006. The percentage of immigrants with English language ability has been 53% in recent years.
- According to the 2006 census the top immigrant-receiving communities were Winnipeg (79.1%), Brandon (1.8%), Winkler (1.3%) and Steinbach (1.1%).
- Between 2001 and 2006, the communities that experienced the largest absolute growth of their foreign-born population were Winnipeg (11,015), Brandon (665) and Steinbach (580).
- In 2007, 10,955 immigrants landed in Manitoba. The total number represents a 9% increase from 2006 (10,051) and a 35.3% increase from 2005.
- Of the 10,955 immigrants, 70% were accepted under the Manitoba Provincial Nominee Program for Skilled Workers, 12.3% were family class, 11% were refugees, and 6% were federal economic immigrants.
- By country of last permanent residence, 30% came from Philippines, 13% from Germany, 9% from India and 6% from China.
- In 2006, 76.7% of the Manitoba's foreign-born population age 18 and over were Canadian citizens. 

Data sources:

Statistics Canada: Census 2006,
Labour Force Survey
Citizenship and Immigration Canada:
Canada Landed Immigrant Data System
Prepared by Manitoba Labour and Immigration

Older Manitobans

AGE-FRIENDLY MANITOBA UPDATE

Design for the young, and you exclude the old; design for the old and you include the young. — BERNARD ISAACS

Manitoba is indeed on its way to becoming the most age-friendly province in Canada. On November 16, 2009, the Manitoba Seniors and Healthy Aging Secretariat hosted the fourth round of the Age-Friendly Manitoba Initiative (AFMI), with the joining of 16 new communities. This round brought the total number of communities to 66.

All the participating communities from across Manitoba, from as far north as Gillam to the most southern tip of the province (Gretna and Franklin), the municipal government, private citizens, and the business community are engaging in age-friendly dialogue, projects and activities. All of these activities are in an effort to shape communities to further enable

older adults to lead independent lives, and be able to fully engage and be active, contributing members of their community.

The Age-Friendly Manitoba will address the current and the future needs of a growing seniors' population. The end results will benefit everyone. For example, implementing Age-Friendly Manitoba will create an environment of social cohesion, respect and enhanced opportunities for healthy, active living for all citizens—young and mature.

Below are just a few of the great activities that are taking place across Manitoba.

Gimli has developed an Annual Business Award for businesses with the most age-friendly features. For more information please contact the Gimli Age-Friendly Advisory committee.

Gladstone was featured at the 2009 Canadian Association of Gerontology for their efforts to better meet the housing

needs of their older population. For more information please contact the mayor of Gladstone, **Eileen Clarke**.

The Pas Age-Friendly Advisory Committee is embarking on an inter-generational project piloted at The Pas elementary Schools. The project involves age appropriate activity pages and games that enhance and promote positive images of older adults.

Pinawa is currently working on a grocery/pharmacy delivery system; making public buildings more accessible, and extending sidewalks.

Roblin & Cartwright have helped provide the Cartwright-Mather Merry Makers Drop In Centre with a wheel chair accessible washroom. 

Next: See which Manitoba municipalities are becoming more age-friendly



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AGE-FRIENDLY COMMUNITIES


The following Manitoba communities are currently in the process of becoming more age-friendly.

- Alexander, RM
- Brokenhead, RM
- De Salaberry, RM
- Erickson, Town
- Glenboro, Village
- Hamiota, RM
- Minitonas, Town
- Shoal Lake, Town
- Snow Lake, Town
- St. Laurent, RM
- Steinbach, City
- Swan River, RM
- Thompson, City
- Treherne, Town
- Coldwell, RM
- Louise, RM
- Roblin, RM
- Cartwright, Village
- Morris, Town
- Pinawa, LGD
- Macdonald, RM
- Gladstone, Town
- Arborg, Town
- Gilbert Plains, Town
- The Pas, Town
- Elkhorn, Village
- Gimli, RM
- Portage la Prairie, City
- Dauphin, City
- Brandon, City
- Armstrong, RM
- Dufferin, RM
- Franklin, RM
- Ritchot, RM
- Springfield, RM
- Shoal Lake, RM
- Carman, Town
- Gillam, Town
- Gretna, Town
- Morden, Town



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- Stonewall, Town
- Virden, Town
- Crystal City, Village
- Beausejour, Town
- Carberry, Town
- Dunnottar, Village
- Edward, RM
- Eriksdale, RM
- Flin Flon, City
- Hamiota, Town
- Morris, RM
- North Cypress, RM
- Notre-Dame-de-Lourdes
- Pilot Mound, Town
- Riverton, Village
- Roblin, Town
- Selkirk, City
- Siglunes, RM
- St. Francois Xavier, RM
- Victoria, RM
- Wawanesa, Village
- West St. Paul, RM
- Westbourne, RM (Plumas)
- Winkler, City

For more information
regarding the Age-Friendly
Manitoba Initiative, contact:

Seniors & Healthy
Aging Secretariat
822-155 Carlton Street,
Winnipeg, MB R3C 3H8
Phone: 204-945-6565
Email: seniors@gov.mb.ca
Website: www.gov.mb.ca/shas

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Older Manitobans

TRANSPORTATION IN AGE-FRIENDLY COMMUNITIES

The complexity of providing adequate transportation in rural areas of Manitoba is becoming increasingly recognized as a priority issue to ensure a sustained quality of life for rural seniors. The Transportation Options Network for Seniors (TONS) Rural Subcommittee was formed in December 2008 to address rural transportation options for older adults in Manitoba. The mandate of TONS is to inform and educate Manitobans on transportation options that enhance quality of life and promote age friendly communities.

Recent activities of the Rural Subcommittee include research on the Mobility Disadvantaged Transportation Program (MDTP) and the development of the Community Transportation Toolkit. The Tool Kit and MDTP guidelines are available on the TONS website: www.tonsmb.org.

COMMUNITY TRANSPORTATION TOOLKIT

The aim of this research was to examine the opportunities and barriers of operating and accessing a successful handi-van program in rural areas of the province.



Many communities in Manitoba have established and operate a handi-van service to improve accessibility for mobility disadvantaged persons living in rural Manitoba, allowing them to participate fully in community life. Many communities throughout rural Manitoba receive funding provided by the Department of Local Government (formerly Intergovernmental Affairs) through the MDTP to support the provision of handi-van services. In 2009, the Province will provide annual funding support to 66 municipalities in Manitoba.

Handi-van services are an important resource for older adults in rural Manitoba where fewer and fewer transportation options are available. Services provide an effective and efficient travel option that connects older adults to medical needs as well as to life enhancing activities

that may otherwise be neglected. In communities with few transportation resources, handi-van programs also lend support to families and care givers that currently help meet the essential needs of Manitoba's aging populations.

This Toolkit is meant to inform various groups on how the MDTP guidelines may be implemented in a way that meets the unique and diverse needs of each community, while maintaining the integrity and intention of the MDTP program.

These groups include stakeholders such as:

- handi-van service providers
- handi-van users
- Senior service providers
- Municipal governments

The Tool Kit consists of three modules to inform communities as to how best make the guidelines work to the advantage of their locality. These modules include:

MODULE 1

Interpreting the MDTP Guidelines: A User-friendly Reader for Communities

This is a guide to the foundations of MDTP funding and will be useful for community members who:

- Are considering establishing a handi-van service and need to know the basics or;
- Would like to become more informed about, or become involved with an existing handi-van service

MODULE 2

Planning For and Improving Handi-van Service: A Discussion Guide and Checklist

This section will be useful for community members who:

- Would like to make informed decisions as they consider establishing a handi-van service;
- Are seeking solutions to current challenges in order to enhance a existing handi-van service;
- Are addressing community changes by preparing for future handi-van service needs.

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MODULE 3

A Guide to Community and Regional Engagement: For Stakeholders of Handi-van Services

This section will help engage others in conversations about transportation for mobility disadvantaged community members and will be useful for those who:

- Are considering establishing a handi-van service and want to ensure it is responsive to community and regional needs;
- Would like to see an existing handi-van service work with other communities to improve the affordability and accessibility of the service or;
- Are seeking financially viable alternatives to handi-van where the community is too small or isolated to support its own service.

WHAT DOES THE HANDI-VAN PROGRAM MEAN TO YOUR COMMUNITY?

Communities are shrinking and essential services like grocery stores and hospitals are continually being relocated to larger centres. Family members and younger people are moving to larger towns and cities, and volunteer involvement is decreasing. This is a growing issue, but also an opportunity to predict and plan for changes in your community.

A community handi-van service must make decisions with vision, thoughtfulness and purpose for both the present and the future. Whether a community is looking to enhance, to establish or to explore a handi-van service, life in rural Manitoba is changing, and all services to citizens, including handi-van service must reflect these changes.

Municipal governments are an important part of handi-van service provision. These bodies are responsible for funding, policy support and sometimes for running the program. Other municipalities within the service area of a handi-van service also have a role to play. Because the provision of accessible transportation can be more of a barrier for small or more isolated communities, the ability of these small municipalities to work with other communities is important. The support that these “extra” municipalities may deliver to another community’s handi-van service can allow for service to continue where it might not otherwise be feasible.

At rural round table discussions, it was discovered that many municipal councils

were not very involved in their handi-van programs. Most participants (both government and service providers) saw the value in communicating and connecting with municipal councils.

Connecting with sponsoring municipalities and opening lines of communication may help share the importance of transportation for older adults and begin to address any challenges the handi-van service or wider community may face. **L**

If you are interested in **more information** on TONS or getting involved in the Rural Subcommittee please contact Lisa Tinley, TONS Coordinator, at 668-6299 or ltinley@shaw.ca

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Young Manitobans

CHILD CARE FUNDING IN MANITOBA

Investment in child care stimulates local economies, provides social infrastructure to parents, supports workers, and their employers, and is an investment in human development and education, which leads to a productive environment. Yet finding quality and affordable child care is often an enormous challenge for working parents.

Statistics Canada information from 2006 indicates that two-thirds of Manitoba mothers and 92% of fathers with children under 6 years of age are in the labour force. Finding quality and affordable child care is not just a problem limited to urban centres. Many communities throughout Manitoba are facing severe shortages of child care spaces that are directly related to years of insufficient capital and operating funding for child care facilities.

In April 2008, the Province announced Family Choices, the second Five-Year-Plan for Child Care. Family Choices has committed to fund 6,500 spaces and 35 new child care sites by 2013. It also recognizes the development of a centralized, early learning and child care availability waiting list is necessary to provide parents with current, reliable information about the availability of child care in their communities. Further, there are also plans to increase the number of child care workers by 1,900.

While the government has made an effort to increase the number of ECEs through wage increases, recruitment campaigns, scholarships, and increased training opportunities, more can be done. According to PeopleFirst HR Services, the wages of ECEs are 19-23% below market. In 2009, Manitoba

ECEs received a 3% funding increase to support their salaries. Currently at the wage employers are willing or able to pay, not enough ECEs are interested in filling the many vacancies that exist across the province. Unfortunately, compensation remains a barrier in pursuing child care as a long-term career.

Manitoba municipalities recognize the importance of having quality child care services and are particularly concerned with the sufficient availability of child care since these services are part of a thriving economy. In fact, every \$1 spent on childcare in Manitoba generates \$1.58 worth of economic activity (*Municipal Leader, Spring*

2008). Since 2007, the AMM has been working with the Province of Manitoba to establish more rural childcare services to strengthen the rural economy.

More recently, at the AMM 11th Annual Convention this past November, Convention Resolution #18/09 became official AMM policy. This policy will see AMM lobby the Province of Manitoba to meet with stakeholders to determine the needs of adequate daycare, and then initiate the programs necessary to ensure those needs are met.

The AMM appreciates the Province of Manitoba's recognition of the need to improve child care through the announcement of the five-year Family Choices agenda. In the meantime, the AMM will continue to lobby the Provincial Government for immediate and long-term action to address the needs of families and child care facilities across the province. ■



Licensed childcare facilities are also struggling to recruit and retain Early Childhood Educators (ECEs). According to Manitoba Child Care Association (MCCA) President **Michele Henderson**, the gap between the supply of and demand for ECEs continues to be the most significant problem for licensed child care centres suffering a decade-old workforce shortage. In a recent letter to Manitoba MLAs, she describes directors of licensed child care centres as “terrified” with each resignation and each time they hear government announce new spaces, because the shortage of ECEs grows with each new facility licensed or each existing program expanded.

The Manitoba government made a commitment to improve and strengthen child care with the launch of the first Five-Year Plan for Child Care in 2002. This program funded over 5,000 additional child care spaces, implemented new child care subsidy levels, and increased wages for Early Childhood Educators in its first five years.

Young Manitobans MAKING WAY FOR YOUTH AT YOUR COUNCIL TABLE



"There is a simple way to find out what the youth in your community want. Ask them."

— WAYNE KELLY, AMM ANNUAL CONVENTION, NOVEMBER 23, 2009

Most communities want one thing above all else, and that is growth. Growth represents vitality, wealth, health, diversity, and of course, income in the form of tax dollars. Especially at the municipal level, where we rely so heavily on property taxes, a growing community is considered a thriving community. Growth represents many challenges too, mainly in the form of strain on infrastructure and services, but overall, growth is seen as a positive, essential thing for community quality of life.

Given that, the out-migration of youth is a huge issue in many rural communities. A loss of our younger citizens represents a loss of some of that vitality, that freshness, and indeed, loss of growth. Our seniors are so important to our communities, but our youth are the future. They are future business owners, future home owners, and yes, future taxpayers. By finding out what youth want, municipalities can both encourage their young people to remain in the community or to return after they have spent time away doing other things.

One of the most obvious ways local councils can tap into the ideas and energy of youth – and find out what your community needs to do to encourage them to stay – is to appoint a youth member of council.

One community that has had an active sitting youth member for several years is the Town of Morden – they are on their seventh youth member, in fact! According to CAO **Ernie Epp**, the benefits are both for the individual as well as the organization.

YOUTH MAKING HISTORY

On November 4, 1992, history was made in Manitoba municipal politics as the first student was sworn in as a honorary councillor on the Town of Arborg council. In a ceremony at the Arborg Collegiate, **Christine Hewlco** was sworn in before the Minister of Rural Development at the time, **Len Derkach**, provincial government staff, parents, teachers, the RCMP, media, and the superintendent and trustees of the Evergreen School Division, along with the students.

Over the ensuing months, Hewlco attended all council meetings and presented monthly reports of students' concerns. She even presented a resolution at the annual meeting of municipalities in April, 1993 in Thompson, addressing the issue of the high and sometimes prohibitive costs of students relocating to Winnipeg or other large centres to pursue post-secondary education. The resolution called for subsidies or grants to enable rural youth to aspire to higher education that many careers require.

Former Mayor **Bert Kindzierski** wanted to ensure the interests of local youth were articulated and represented in the town, and was instrumental in initiating this program. In a presentation at a 2003 Youth and Community Leadership Conference, Kindzierski explained how "having spent 24 years on town council, the last 15 years as mayor, I had given a great deal of thought on how we could get students from our high school involved and make them part of the decision-making process in our community."

In the same presentation, Kindzierski had some suggestions for the future: "I believe the Province should be more involved if we want to have our youth be more involved. The Province should provide greater leadership in this area. AMM should be more involved and work with the Province to encourage participation. Student councillors could attend AMM regional meetings, seminars; even hold their own workshop..."

Kindzierski's suggestions remain as timely today as they were in 2003, and his ideas as notable as they were back in 1992. For youth to become involved, council must first open the door.

- 1 | The individual gains experience in local politics, which looks good on a resume.
- 2 | There is a voice representing youth at the table. At times there are topics that are of real interest to youth, so the member can speak with peers and/or monitor what peers think of those topics.
- 3 | The exposure sparks interest in younger people regarding local issues, which helps ensure the entire population is involved.
- 4 | Long-term, it is hoped this program will lead to future local government leaders in politics. As a bonus, youth members are also expressing interest in careers in local government administration.

"It is a fantastic learning and growing opportunity, as it allows a student to enter the world of adults and be treated as an equal."

— SHELISA KLASSEN, YOUTH COUNCILLOR, TOWN OF MORDEN

The last point is worth pondering for a moment. Have you looked around your council table lately? With a municipal election coming up later this year, some communities may experience a dearth of citizens coming forward to take on the responsibility. And the same holds true for CAOs. With many eligible to retire in the coming years, fostering interest in local government – either at the political or administrative level – can only help to ensure interest remains in these types of careers.

The Town of Morden's youth member of council, **Shelisa Klassen**, says while she chose to become a youth member to get involved in the community, a budding interest in government was also a contributing factor. "I have always been really interested in how government works. I attended Forum for Young Canadians in March this last year and loved learning about the inner workings of federal government so I thought that I would enjoy learning about local government just as much."

Klassen adds, "Some of the things I like about it are the fact that I get to be a representative of youth in the community, voicing what I think their opinions would be to council regarding certain issues. It is also interesting to learn about all the things that Town Council must balance in order to try and please as many people as possible."

The Town of Arborg is currently on their 15th youth member of council, and in fact was the first municipality in Manitoba to include a youth member (see sidebar). CAO **Lorraine Bardarson** says the presence of a youth member is positive. "For most youth, this would be their first exposure to politics and its inner workings. It is an opportunity for students to gain an understanding of local government as well as raise their issues and concerns at the Council table – issues and concerns which council may not otherwise be aware of."

Some councils may prefer to have a youth advisory committee or group charged with reviewing and bringing forward plans and proposals, rather than just one young person. Other jurisdictions have such groups, such as the Mayor's Youth Advisory Committee in Burlington, Ontario. In such cases, the mandate of the existing group could be expanded. Another approach is that of the Village of Breton, Alberta (population 550). There, the Council comprising the mayor and four councillors also has not only youth advisors, but two senior advisors as participants in meetings. Now that is an inclusive council!


Gimli's Youth Community Partnership (YCP), formed in 2006 and including about 30 members, is another good example. With support from Gimli's Mayor and Council, the YCP appointed one of its members to municipal council as a youth representative. But it didn't end there as other members of the YCP were named to the municipal recreation and environment committees. YCP has also been involved with the council in discussions around recreation issues, such as the proposed building of a skateboard park and the establishment of a new youth drop-in centre. In other words, council is not simply paying lip service to having youth representation – these youth truly are making their voices heard.

HOW TO INVOLVE YOUTH

Under the *Municipal Act*, a council may appoint a youth member to sit with the council and to participate in its deliberations, for a term and on conditions that the council may decide.

The only qualification is that the youth member must be less than 18 years of age or enrolled as a full-time student in a school. The youth member is not counted for the purpose of determining a quorum and is not a voting member; rather they are there to gain experience and to provide a different perspective to council.

Naturally, there must be positive spin-offs for the students involved, and Klassen sums those up by saying, "I definitely would recommend it to other students, especially those who are interested in government or helping their community, because it is a great way to feel like you are making a difference. It is also a fantastic learning and growing opportunity, as it allows a student to enter the world of adults and be treated as an equal. I have really enjoyed my experience so far as the youth member for Morden Town Council."

Isn't it time you invited a youth – or group of youth – to sit at YOUR council table? 

Sources:

Child- and Youth-Friendly Land-use and

Transport Planning Guidelines for Manitoba

Richard Gilbert and Catherine O'Brien January 15, 2009

www.gimliyouth.com/aboutus.htm



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Young Manitobans

GIMLI YOUTH PRACTICE ACTIVE CITIZENSHIP

For the past four years, high school and university aged students in the RM of Gimli have stepped up their involvement in community affairs through a program they named “Youth Community Partnership” (YCP). The aim of the program has not been to increase volunteer hours of youth, although that happens naturally in this initiative, but rather to engage youth as leaders and decision-makers on a variety of issues important to them and their community.

Local “adult” community leaders and activists met back in 2005 to consider how to mobilize the energy and passion of youth. It was decided that the most effective project would recruit youth “on their own terms.” With the strong support of Gimli High School, focus groups and questionnaires solicited student opinion on their town. What did they like or dislike? What were they involved in or not? What would they keep the same or change? From this process, a report was written and students were invited to form a group that would work with the results and contribute to the betterment of their community.

The issues identified by youth, and still true today, included recreation, transportation, environment, education, employment and the role of youth. The local recreation centre was in disrepair, there were students living outside Gimli who were unable to participate in local activities, there was concern about rural education measuring up to what was provided in urban centres (although students saw the school as a very positive place), there was frustration with the menial and minimum wage nature of jobs, and students were concerned that adults and seniors saw and treated them as loiterers, shoplifters and troublemakers.

The aim of Gimli YCP has been to support and train youth to tackle these issues as active citizens. With strong acceptance from the RM Council, YCP has sent a youth representative to Council the past four years, as well as naming members to the local environment and recreation committees. YCP members have participated in a “My Ideal Gimli” visioning session and then attended local strategic planning sessions. They have also had a bearpit session with local MLA **Peter Bjornson**, met with the weekly Interlake Spectator newspaper, and sought the opinion of the Mayor and local businesspeople on a number of issues. YCP has held two well-



Global Connections - YCP members and author of this article Zack Gross pose lakeside with three Tanzanian visitors who've come to solicit support for a youth environmental education project related to Lake Victoria.



A cheque presentation by Manitoba Government MLAs and Cabinet Ministers to Evergreen School Division, Gimli High School personnel and a YCP and Enviro Club representative for the preparation of a course on Lake Winnipeg Environmental Issues.

attended Community Consultations to report on its activities.

Taking positive, concrete action on the issues of importance to them, YCP members have applied for funding and implemented a number of small projects related to teen health and environmental issues. Funds from Green Manitoba and from the Environmental Youth Corps allowed them to take on two summer projects, one to educate the public about Lake Winnipeg pollution issues and another to retrofit showers, toilets and faucets in 40 Gimli homes




Peter, Cody, Zev and Luke discuss a community issue at a YCP high school workshop.

YCP members take seriously their role of making a difference in their community and this program has proven to be a training ground for tomorrow's leaders.

with water conservation kits. YCP also received a small grant from the Interlake Regional Health Authority to survey students on their eating habits and then distribute healthy snacks around the school at lunch time.

In the area of recreation, to fill a gap that many students felt led to teen alcohol and drug problems, YCP has held three band concerts, highlighting local young musicians while raising money for environmental causes. YCP has also built a relationship with the Gimli Recreation Centre and hopes to have youth events, or just opportunities to hang out in the lounge there, on a regular basis. YCP members have also made presentations to local schools and visiting groups on their organization and on the issues that concern them.

On global issues, Youth Community Partnership has worked with the RM, teachers, business owners and local congregations to form a Gimli Fair Trade Committee and achieve "Fair Trade Town" status on July 1, 2009, a status that only seven communities in Canada currently hold. Fair Trade products ensure that producers are paid a living wage, that the environment is not harmed by production, and that a premium goes back into Third World communities to provide education, health care and other benefits. Fair trade products include many foods (coffee, tea, sugar, chocolate, etc.), as well as clothing, sports balls and handicrafts. The RM's resolution includes green and fair trade purchasing and a future twinning and development assistance relationship with a community overseas. YCP members have been fundraising and grant seeking toward this.

These efforts have earned YCP recognition in recent years, including the Premier's Voluntary Service Award and the Excellence in Sustainable Development Award. More important, however, has been the experience and satisfaction of being involved in one's community as an active citizen. YCP members take seriously their role of making a difference in their community and this program has proven to be a training ground for tomorrow's leaders. 

Zack Gross is an "adult" mentor of Youth Community Partnership.

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Winter weather PRECAUTIONS

By Ken Fingler, Director, Risk Management, HED Insurance & Risk Services

Manitoba was blessed with a very pleasant November, but we all know that winter storms are inevitable. While we hope for a mild winter without heavy snow, we know we are bound to have at least a few severe storms and periods of extremely cold temperatures.

It is very important to have a plan in place to reduce the damaging effects of winter storms and methods to deal with problems should they arise.

When the temperatures hover around freezing, a rainstorm will often result in heavy ice accumulations that can bring down power lines (causing power outages) and produce ice on roads, parking lots, sidewalks and stairs resulting in hazardous conditions that are ripe for auto accidents and pedestrian slip-and-falls.

Heavy snowfalls can result in roof collapse; while melting snow can produce falling snow/ice that could damage vehicles or injure passersby.

There are many areas that are exposed to loss from winter storms but we will look more closely at property and liability hazards and methods to reduce the potential for loss.

PROPERTY LOSS HAZARDS:

- Building roof collapse from snow and ice loads
- Water from melting snow/ice leaking into cracks or poorly sealed joints
- Freezing of piping with resultant water damage from leaks
- Spoilage or damage to perishables through lack of heat or refrigeration.

LIABILITY LOSS HAZARDS:

- Injury to public or staff resulting from slip and falls on snow/ice accumulations
- Damage to passersby and vehicles from falling snow, ice or icicles



- Damage to public and their vehicles from potholes in parking lots or on sidewalks/driveways
- Damage to property of others due to failure to protect property in your care.

EXTERIOR SAFETY PRECAUTIONS:

- Remove snow and ice from sidewalks, stairs and ramps as soon as possible following a snow storm.
- Sand and salt all walking or driving surfaces to reduce icy surfaces.
- Block off areas around buildings susceptible to falling snow pack, ice or icicles especially where walkways or parking areas are close to the buildings.

BUILDING STRUCTURES – ROOFS:

Roof collapses from snow and ice load occur more often than one would think. Severe damage to buildings could occur if the accumulated weight of snow/ice build-up exceeds the designed snow load limit.

Collapse often occurs several days or even weeks after a heavy snow or ice storm. The snow and ice accumulates over

several days or numerous storms followed by warmer weather and refreezing that increases the density and weight of the snow/ice pack.

These roof collapses can result in extensive damage to the building and contents as well as disruptions to the business operation. Often roofs collapse suddenly, giving the occupants little, if any, warning to evacuate the building. Many people have been injured and a few have perished in these accidents.

WHAT CAUSES THESE COLLAPSES?

The most common cause is the buildup of snow and/or ice that exceeds the roof's load carrying capacity. While roofs are designed to withstand the snow load levels that are normal to each region, unusually heavy/wet snowfalls or accumulations can stress a roof's limitations. Over time, stress to the roof system weakens its structure causing it to collapse.

Low pitched and flat roofs are more susceptible to collapses, thus careful attention needs to be given to the level of snow accumulation on these roofs. Normally,

snow does not accumulate to great depths on flat roofs as most is blown off. However, under unusual conditions where heavy and wet snowfalls occur, the snow sticks and doesn't blow off easily, thus overstressing the roof.

Moreover, steeply pitched roofs with large spans are also susceptible to sagging and may collapse under unusually heavy snowfalls. As well, additions to buildings may be subject to increased snow loads if they have lower height roofs. Snow may blow off the higher roof and accumulate onto the level. In the case of lean-to type additions to large buildings with peaked or arched roofs such as arenas, snow accumulations on the higher roof may suddenly slide off the roof as the snow pack melts, and then crash down on the addition, resulting in its roof to collapse.

All of these cases may be prevented with careful monitoring of the snow loads and removal of excess snow accumulations.

Caution is needed when removing snow or ice from your roof as workers could be injured by falls, and secondly, considerable damage to the roofing materials may be done when using excessive force to remove snow or ice.

The best line of prevention is a well-planned and executed procedure for snow/ice removal rather than waiting for problems with the structure to become evident.

USING MAINTENANCE STAFF FOR SNOW/ICE REMOVAL:

Personnel delegated to this operation must be physically capable, properly trained and have the right equipment to do the job without endangering themselves, others or the structure.

USING CONTRACTORS FOR SNOW/ICE REMOVAL:

Select contractors on the basis of experience, response times and diligence.

Verify that the contractor has adequate liability insurance to cover his operations and obtain a certificate of insurance with the municipality added as an additional insured.

SNOW/ICE REMOVAL:

- When heavy snow falls are forecast, your maintenance staff should be prepared to inspect roof areas for heavy snow loads. Pay particular attention to vulnerable areas (sheltered corners, lower roof sections, etc.) where snow tends to accumulate.

- Snow or ice should be removed from overloaded areas after establishing that the roof can hold the extra weight of equipment and workers.
- Do not compound the problem by piling snow on another section of the roof before removal. This could overload that section causing a collapse.
- Repeat the process after each new storm being cautious to leave 3-4" of snow/ice over the roof covering to prevent damage to the roofing material which could lead to water leaks when the temperature increases. Avoid using pick type tools that could pierce or damage the roof membrane.
- Avoid using open flame torches to melt ice as this will often damage the roofing or the joint seals resulting in water leaks later on.
- Remove snow/ice accumulations from skylights and around heating, ventilation and air conditioning units taking care not to walk on snow covered skylights.
- Keep all drains, eaves troughs and roof edges clear of snow and ice to allow for melting ice to run off.
- Provide warning signs and corridor off areas along buildings when snow or ice may fall onto parking areas or walkways. Extra precautions are needed to clear the area during snow removal from roof tops.
- Drains and downspouts should be kept clear and directed away from walkways, parking areas or locations where water can pond presenting slip and fall hazards when the water freezes or water damage problems when warm weather arrives.

WATER DAMAGE:

Water damage from frozen piping produces the second highest loss amounts next to fire damage claims. Extreme cold weather presents risks of water and heating line freezing which could burst and result in heavy water damage if not detected quickly.

Careful preparation in the fall and frequent monitoring during the cold weather are vital in the prevention of water damage losses:

- Heating systems should be checked and serviced every fall to ensure that they are working properly.
- Check buildings frequently during cold snaps to ensure that all windows and doors are closed


properly and that heating systems are functioning properly.

- Do not turn down thermostats below 10C (50F) especially during cold weather. Heater failure could result in frozen pipes in a very short time.
- Install low temperature alarms that will alert an alarm center if inside temperatures drop to 5C (41F).
- Maintain temporary heaters that could be used quickly in case of furnace failure.
- Drain water lines, toilets, tanks that may not be used during the winter.
- Check buildings, heating and water systems frequently during the winter to detect problems early.

EMERGENCY HEATING/POWER SYSTEMS:

Severe winter storms have often resulted in heating system failures from heavy usage or even wide spread power outages that necessitate the use of temporary heating systems to prevent freezing of water lines, perishable contents etc.

Measures taken to recover from heat or power outages could present additional hazards that may prevent threat to occupants.

- Care must be taken to operate heaters properly to avoid carbon monoxide poisoning and possible fires:
- Do not use any temporary equipment such as barbecues, camp stoves or unvented portable heaters for heating or cooking inside buildings.
- Do not use any emergency power generator indoors unless directly vented to the outside. It's recommended that portable generators be located outside.
- Ensure that all heaters and generators are kept well away from combustibles, especially curtains or drapery that may move and fall on heaters.
- Do not attempt to dry clothing or boots directly on heaters. 

If you have any questions or concerns please contact:

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General principles for accommodating EMPLOYEES WITH DISABILITIES



Bernice R. Bowley, Fillmore Riley

As an adjunct to the Special Report in this issue, I thought it opportune to review the issue the need for developing and implementing policies and procedures for accommodating employees with disabilities.

The Manitoba **Human Rights Code** protects Manitobans from discrimination on the basis of a number of grounds, including physical or mental disability in the workplace. Further information can be obtained from the Manitoba Human Rights Commission website (www.gov.mb.ca/hrc/).

'Discrimination' is broadly interpreted and can mean any different treatment, as compared to other employees who do not share the disability. Discrimination includes a failure to make arrangements to reasonably accommodate an employee's disability.

As employers, municipalities must consider whether any employee may be under a disability, regardless of its cause or visibility. Creation of a disability policy with accommodation features is recommended. Some physical disabilities may require medical treatment, medication or the use of aids such as a wheelchair. Mental disabilities may be

harder to perceive and include depression, addiction to alcohol, drugs, or gambling, or other mental illness. Disabilities can affect mobility, communication, learning, and coping abilities in the workplace.

When a disability interferes with the work to be done, it is often possible to remove or reduce the handicap by making adjustments in the work environment.

Discrimination includes a failure to make arrangements to reasonably accommodate an employee's disability.



The concept of reasonable accommodation for all particular circumstances cannot be covered in an article of this size. However, municipalities must implement an adequate process, and make sufficient efforts to alter the workplace or job description or both to accommodate a disabled employee, even if there is increased expense associated with the process and those changes.

Here are a few examples of reasonable accommodation of a disability:

- Construction of a ramp, widening a doorway and construction of a wheelchair accessible washroom facility for an employee who becomes wheelchair bound;
- Modification of work equipment;
- Addition of safety or preventative measures and equipment;
- Altering existing practices or procedures for tasks, or adopting new ones;
- Time off or a flexible schedule for medical or mental treatments;
- Reasonable consideration of physician-directed absences of leaves for clinical depression or other mental conditions; and
- For a position requiring occasional travel, the re-assignment of work to minimize travel demands for an employee who becomes unable to obtain a driver's licence, due to epilepsy or low-vision.

A municipality is obliged by the *Code* to seriously consider ways to accommodate or to adjust a workplace, procedure, policy or service for a disabled employee.

The onus is on the municipality to show that reasonable efforts at accommodation have been made. Accommodation which creates an undue hardship for the business, because of costs or other factors, is not necessary but it is up to the municipality to establish that it made all reasonable efforts and to provide actual evidence that the accommodation was unduly difficult.

Discrimination and failure to accommodate a disabled employee can result in an embarrassing and potentially expensive complaint to the Human Rights Commission. ■

Bernice Bowley is a partner with Fillmore Riley LLP. Her practice is focused on general commercial insurance litigation, municipal law and employment law. She has appeared before all levels of court in Manitoba, as well as various administrative tribunals including the Manitoba Labour Relations Board, the Automobile Injury Compensation Appeal Commission, and the Pension Appeals Commission.

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The PFA staff: (L-R) Duane Gladden, Julie Sorenson, Lidia Cronin, Lorraine Boake, Kaala Johnson and Gerald Rhodes.

NEWS FROM PFA



PFA is excited to announce that Bio Diesel will be available

through Imperial Oil in the New Year! As well, as a newly upgraded website that will allow members to obtain their invoices online, see daily rack, breaking news updates for their specific areas and so much more; look for it to be up in the New Year!

Over the last year Prairie Fuel Advisors (PFA) has seen a fair amount of growth across Manitoba. In the New Year through MTCML, PFA hopes to continue to provide competitively priced petroleum products and great service for AMM members. PFA wanted to personally thank the Manitoba membership for their business over the last year. PFA is looking forward to the continued growth and working with member municipalities in the future. 

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The DELEGATES



Husband and wife team Councillor Donna Morken and Mayor Al Morken, Town of Rivers



Reeve Dunc Stewart from the RM of Brenda with AMM Past-President, Mayor Ron Bell, Town of Birtle



Mayor Doris Moore, Town of Macgregor chats with former RM of Portage la Prairie CAO Rick Locke



AMM Policy Analyst Lynn Ferguson (right) hands the daily bulletin to Reeve Harold Foster, RM of Bifrost



A happy group of delegates!



City of Portage la Prairie Councillors Jeff Bereza and Janet Shindle



Reeve Robert Misko, RM of Hillsburg (far right) enjoys coffee with his fellow delegates.



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Delegates from the Town of Neepawa and RM of Langford wait for a session to begin.

The DISPLAYS



Acklands-Grainger



Councillor Darrell Vrooman, RM of Strathcona, chats with representatives from the GENIVAR booth



Decorative streetlamps at the Philips-Lumec booth

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Councillor Bill Fleury, RM of Woodlands, visits the Innovative Laser Works booth.



Manitoba Hydro's Greg Bradco and Rob Cox hand out their always popular tote bags.

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The GALA



The head table is piped in.



Wayne Lee's guests were easily hypnotized.



Participants wondering what's coming next...



Local Government staffers (L to R) Gail Anderson, Lynne Nesbitt, and Jennifer Penner



A willing participant...and a great sport!



L to R: Councillor Earl Dyck, Town of Altona and CAO David Wolanski, Town of Plum Coulee



Mayor Larry Oakden, Town of Hamiot and Judy Oakden

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Prairie Mobile Communications	59	866-914-2929	www.prairiemobile.com
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