

AGENDA

Thursday, September 10, 2026 at 6:30 p.m.

Board Meeting Via Zoom Video Conference



-
1. **CALL MEETING TO ORDER.**
 2. **TRADITIONAL LAND ACKNOWLEDGMENT.**
 3. **DISCLOSURE OF PECUNIARY INTEREST.**
 4. **APPROVAL OF AGENDA. ®**
 5. **APPROVAL OF MINUTES:**
 - 5.1 August 13, 2026 ®
 6. **DEPUTATIONS & PRESENTATIONS.**
 7. **REPORTS:**
 - 7.1 Chair
 - 7.2 Chief Administrative Officer
 - 7.3 Director of Finance
 8. **OUTSTANDING ISSUES.**
 9. **NEW BUSINESS.**
 10. **IN-CAMERA: 1**

THAT pursuant to Section 38 of the District of Parry Sound Social Services Administration Board's Procedural Rules, the Board moves to an In-Camera session in order to address matters pertaining to:

 - vi) a decision concerning negotiations for an agreement or contract between the Board and a third party.
 11. **CORRESPONDENCE:**
 - 11.1 NBPSDHU Overdose Report
 - 11.2 Labour Market Group – Jobs Report June 2026
 - 11.3 Labour Market Group – Labour Focus July 2026
 12. **ADJOURNMENT. ®**

MEETING MINUTES

Thursday, August 13, 2026 at 6:30 PM



Board Meeting Location: 1 Beechwood Drive, Parry Sound, Ontario (Virtual)

Board Members Present:

Jerry Brandt
Ted Collins
Joel Constable
Teresa Hunt
Earl Manners
Gail Finnon

Jamie McGarvey
Teri Brandt
Sharon Smith
Jon Kidd
Janice Bray
Rick Zanussi (Chair)

Board Members Absent:

Linda Alkins
Sean Cotton
Peter McIsaac

Staff:

Tammy MacKenzie, *CAO*
JJ Blower, *Communications & Executive Secretary*
Sylvia Roy, *Director of Finance*
Sharon Davis, *Director of Housing Operations & Service Management*

1. CALL MEETING TO ORDER:

The meeting was called to order by the Chair at 6:31 PM.

2. TRADITIONAL LAND ACKNOWLEDGMENT.

3. DISCLOSURE OF PECUNIARY INTEREST.

4. APPROVAL OF AGENDA

Resolution 26 08 01

CARRIED

Moved by Joel Constable

Seconded Teresa Hunt

“THAT the agenda of the Regular Meeting of the Board held on August 13, 2026 be accepted as presented.”

5. APPROVAL OF MINUTES:

5.1 July 9, 2026

Resolution 26 08 02

CARRIED

Moved by Sharon Smith

Seconded by Teri Brandt

“THAT the Board meeting minutes of Thursday, July 9, 2026 be approved as presented.”

6. DEPUTATIONS & PRESENTATIONS.

7. REPORTS:

7.1 Chair

The Chair provided a verbal report noting recent Ontario Works successes against provincial levels.

7.2 Chief Administrative Officer

A written report was provided, and Ms. MacKenzie was available to answer questions.

7.3 Director of Finance

A written report was provided, and Ms. Roy was available to answer questions.

8. OUTSTANDING ISSUES.

9. NEW BUSINESS:

9.1 Housing and Homelessness Plan & Housing Needs Assessment

A written report was prepared and presented by the Director of Housing Operations and Service Management, along with a presentation from Cassandra Vink of VINK Consulting.

Resolution 26 08 03

Moved by Jerry Brandt

Seconded by Teresa Hunt

CARRIED

“THAT the Board of Directors approve the District of Parry Sound Social Services Administration Board’s 10-Year Housing and Homelessness Plan, 2026–2036, as presented.”

Janice Bray entered the meeting at 6:58pm

9.2 Lame Duck Period

A written report was prepared and presented by the Communications & Executive Secretary.

Resolution 26 08 04

Moved by Earl Manners

Seconded by Joel Constable

CARRIED

“WHEREAS the DSSAB Governance and Accountability Guideline #9 provides authority to the DSSAB to delegate its powers and duties under this or any other Guideline to a person or body, subject to the restrictions set out in Guideline #9;

AND WHEREAS the DSSAB Governance and Accountability Guideline #9 establishes the restricted acts of the Board after nomination day;

NOW THEREFORE be it resolved:

THAT the Board hereby delegates its authority to the CAO to deal with the restrictions established in DSSAB Governance and Accountability Guideline #9 as outlined below:
Restrictions:

- appointment or removal from office of any member of the Board;
- hiring or dismissal of any employee of the Board;
- disposition of any real or personal property of the DSSAB which had a value exceeding \$50,000 when it was acquired by the DSSAB, unless the disposition was included in the most recent budget adopted by the DSSAB before nomination day;
- making any expenditures or incurring any other liability which exceeds \$50,000, unless the liability was included in the most recent budget adopted by the DSSAB before nomination day, excluding normal day-to-day business expenditures, e.g. Ontario Works.

10. IN-CAMERA: 1

Resolution 26 08 05

CARRIED

Moved by Ted Collins

Seconded by Sharon Smith

“THAT pursuant to Section 38 of the District of Parry Sound Social Services Administration Board’s Procedural Rules, the Board moves to an In-Camera session in order to address matters pertaining to:

- iv) a decision concerning negotiations for an agreement or contract between the Board and a third party.”

Resolution 26 08 06

CARRIED

Moved by Jamie McGarvey

Seconded by Janice Bray

“THAT the Board now rises out of In-Camera without report.”

Resolution 26 08 07

CARRIED

Moved by Teri Brandt

Seconded by Jon Kidd

“WHEREAS there is a demonstrated need for affordable housing throughout Northern Ontario; and

WHEREAS the Northern Ontario Service Deliverers Association (NOSDA) has developed a Portfolio Build to advance affordable housing projects across the region; and

NOW THEREFORE BE IT RESOLVED THAT the Board approves the Chief Administrative Officer to proceed with Phase 2 pre-development costs for property at 66 Waubeek Street in the Town of Parry Sound in the amount of up to \$950,000 plus applicable taxes.

FURTHER BE IT RESOLVED that the funds be drawn from Reserves and that the CAO be authorized to perform all functions and execute all agreements to effect this resolution.

11. CORRESPONDENCE.

11.1 NBPSDHU Overdose Report

12. ADJOURNMENT.

Resolution 26 08 08

CARRIED

Moved by Earl Manners

Seconded by Ted Collins

“THAT the Board meeting now be adjourned at 8:31 PM, and that the next Regular meeting be held Thursday, September 10, 2026 at the hour of 6:30 PM via Zoom Video Conference.”

DRAFT



Chief Administrative Officer's Report

September 2026

Mission Statement

To foster healthier communities by economically providing caring human services that empower and enable the people we serve to improve their quality of life.

A decorative horizontal bar at the bottom of the page, consisting of a solid blue bar with a light blue curved segment on the right side.

Association of Municipalities of Ontario Conference (Ottawa, Aug 16-19, 2026)

At the recent Association of Municipalities of Ontario (AMO) Conference, the Northern Ontario Service Deliverers Association (NOSDA) held several key meetings with provincial ministries to advocate for priorities affecting Northern communities, with our CAO Tammy MacKenzie joining the delegation to ensure a strong voice for the North.

NOSDA's delegation met with the Honourable Raymond Cho, Minister for Seniors and Accessibility to highlight the importance of creating a Northern Ontario Aging in Place Strategy, bringing together affordable housing, accessibility, transportation, health care, and community supports. NOSDA also shared how its proposed Housing Portfolio Project, which includes approximately 1,200 affordable housing units across Northern Ontario, presents an opportunity to incorporate accessibility and age-friendly design from the outset and support seniors in remaining connected to their communities.



Pictured: Charene Gilles (CAO, Rainy River DSB), Fern Dominelli (NOSDA Executive Director), Lynn Watson (NOSDA Vice-Chair), the Honourable Raymond Cho (Minister for Seniors and Accessibility), Michelle Boileau (NOSDA Chair), Tammy MacKenzie (CAO, Parry Sound DSSAB), Ken Ranta (CEO, Thunder Bay DSSAB).

NOSDA had the opportunity to meet with representatives from Ontario's Ministry of Children, Community and Social Services (MCCSS) to discuss the important connection between income stability, housing stability, and workforce participation. The discussion reinforced the importance of ensuring people have the stability and supports they need to secure housing, and build stronger futures. We appreciate the opportunity to share Northern Ontario's priorities and look forward to continued collaboration.



'Everyday Impact' – August 2026

Jessica Cargill

Jessica is a valuable member of our Esprit Team. She brings a background of working knowledge and applies it to her new role as a Residential Program Worker. She provides expectational support to the residents through her compassion and kindness.

If a resident is struggling or just wants to chat, Jessica will take the time to make a cup of tea for them and sit down in a warm and caring atmosphere and just listen and provide sound supportive guidance.

When not in the shelter working, residents will always ask when her next shift is. She takes the time to make a meaningful difference in the lives of each resident. She is not only supportive to the residents but also to her coworkers and is an all-around team player!



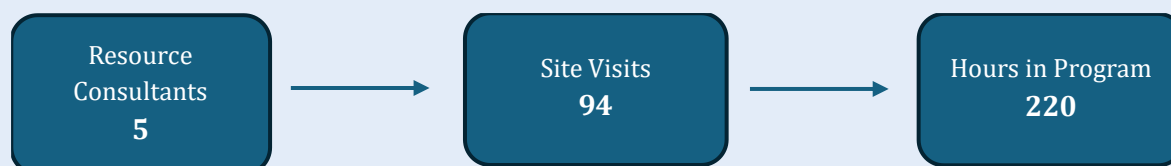
Inclusion Support Services – July 2026

Age Group	EarlyON	Licensed ELCC	Monthly Total	Discharges	Referrals	Waitlist
Infant (0–18 months)	0	1	1	0	1	0
Toddler (18–30 months)	2	5	7	0	1	0
Preschool (30–47 months)	8	43	51	0	0	0
JK/SK (48 months–6 years)		21	21	2	0	0
School Age (6 years+)	1	1	2	0	0	0
Monthly Total	11	71	82	2	2	0
Year to Date	15	77	94	8	31	0

Active Caseload: 82 Children

Referrals: 2 (*children may be referred for more than one reason*)

- 2 Speech and Language Delays,



EarlyON Child and Family Centre Reporting Month: July 2026

Activity	Monthly Total	Year to Date
Number of Child Visits	769	5983
Number of Unique Children - monthly	259	878
Number of Adult Visits	537	4339
Number of Unique Adults - monthly	187	742
Number of Professionals	19	202
Number of Virtual Programming Events	9	15
Number of engagements - social media	888	2829
Number of views - social media	29771	157376

EarlyON Literacy Program, July 2026

The goal for promoting literacy in the early stages/years of life is to support continued communication, and language development. This includes encouraging talking, listening, singing, storytelling, reading, and building vocabulary through play. Early literacy skills and experiences help prepare/set children up for success with writing and reading as they enter school.

The ways that we help to build these skills are through a multitude of hands-on activities, learning through environment and play, and interactions among peers and trusted adults. By making literacy/learning fun and engaging it helps young children remember experiences and connect new information to what they already know.

When children learn through play, stories, songs, movement, hands-on activities, and positive interactions, they are more likely to stay interested, participate, and recall what they learned. These types of learning experiences not only support language, but they encourage confidence, creativity, and overall development

July Summary	
Total Visits	14
Total Programs/Centres	14
Total Hours	33.50
Total Children	111
Total Professionals	38
Total Adults	85
Total Families	71

Funding Sources for District Wide Childcare Spaces

Child Care Service Management

Total Children by Funding Source – July 2026

ACTIVE		
Funding Source	# of Children	# of Families
CWELCC	46	45
CWELCC Full Fee	233	229
Extended Day Fee Subsidy	4	4
Fee Subsidy	59	49
Full Fee	1	1
Ontario Works	1	1
Total Active:	344	329

NEW		
Funding Source	# of Children	# of Families
CWELCC	2	2
CWELCC Full Fee	6	6
Extended Day Fee Subsidy	1	1
Fee Subsidy	33	27
Full Fee	0	0
Ontario Works	0	0
Total New:	42	36

EXITS		
Funding Source	# of Children	# of Families
CWELCC	0	0
CWELCC Full Fee	0	0
Extended Day Fee Subsidy	0	0
Fee Subsidy	5	5
Full Fee	0	0
Ontario Works	0	0
Total Exits:	5	5

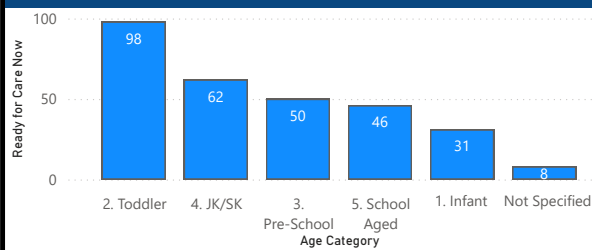
The District of Parry Sound Child Care Application Portal was launched on July 24, 2024. Since implementation, operators and child care service management staff have been working to "clean" the Application Portal by removing duplicates, training staff and assisting families with updating their profiles.

Registry and Waitlist Data for July 2026

Children Waiting for Primary Care

295

Children Waiting for Primary Care by Age Category



Unique Children Waiting for Care

518

Children who Identify as Indigenous

74

Children Identifying Francophone Relatives

49

Waiting for Care - This number represents the unique children who are currently applied for care. This includes children who may already be placed in a program and have applied to another. This also includes the number of children pre-registered for future care.

Additions to Application Portal

34

Children Placed

10

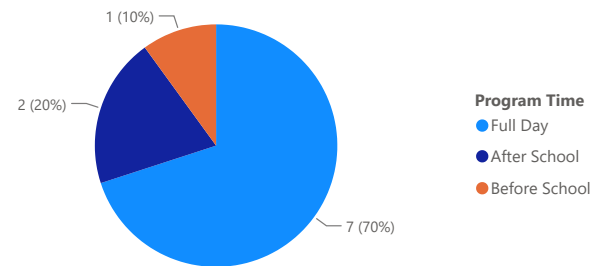
Spaces Filled

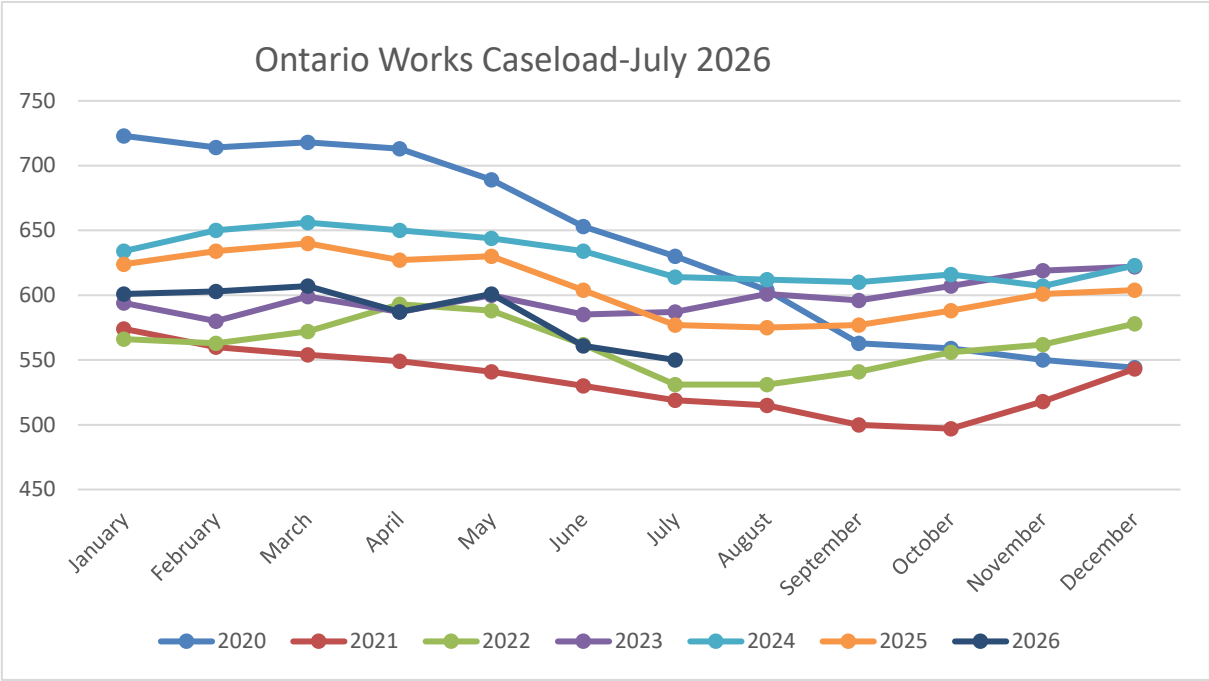
10

Children Placed - The number of unique children placed in a program.

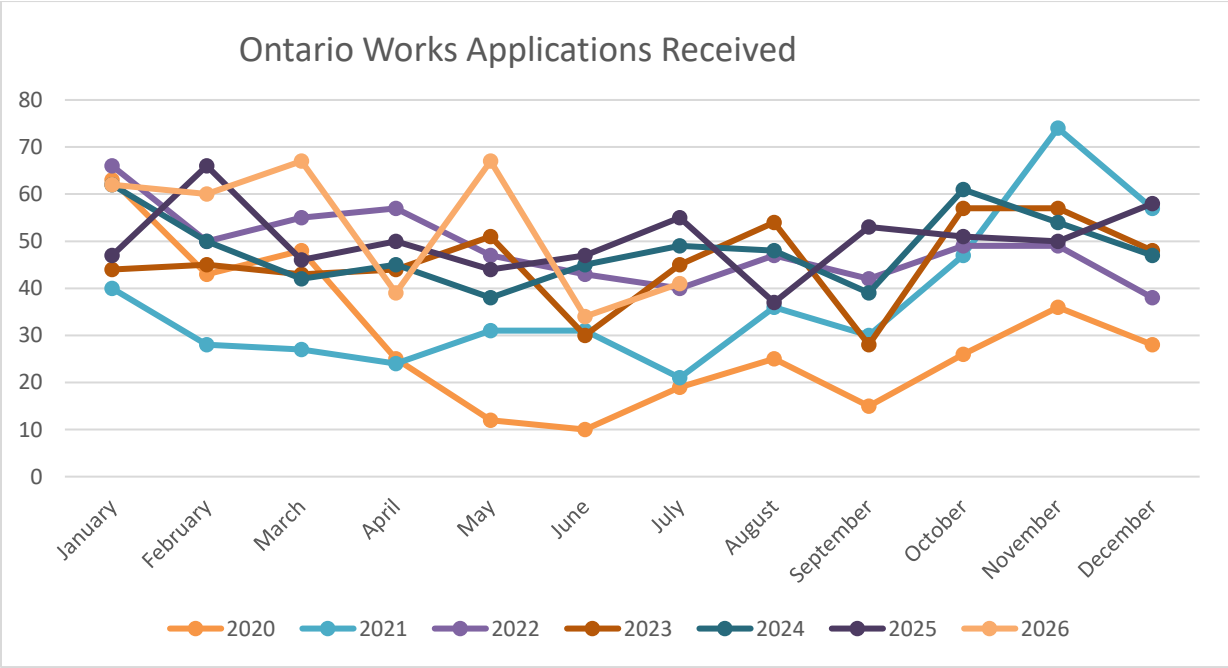
Spaces Filled - The number of spaces filled by a child. A child may be placed in more than one space, ie: before school space and after school space.

Spaces Filled by Program Time

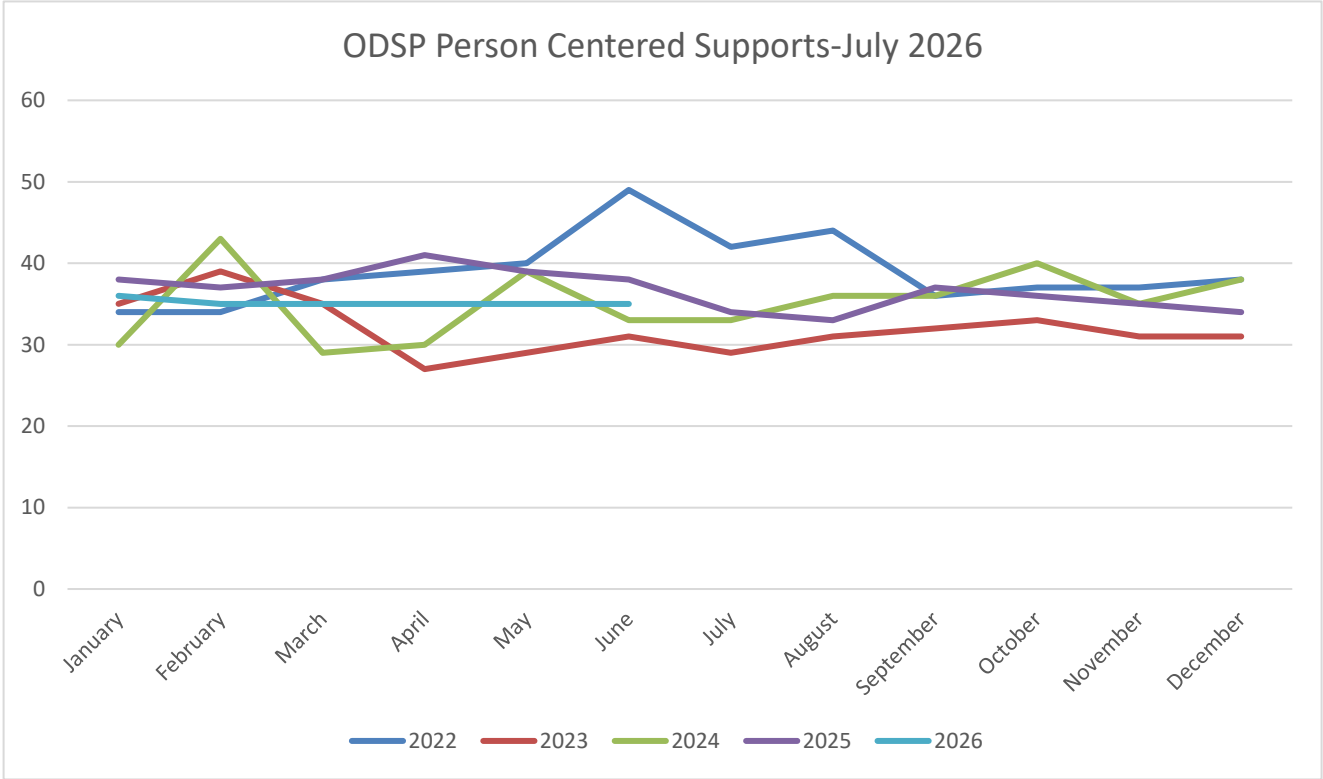




Ontario Works Intake - Social Assistance Digital Application (SADA) & Local Office Ontario Works Applications Received



ODSP Participants in Ontario Works Employment Assistance



The OW Caseload continue to hold steady at **550** cases. We are providing **35** ODSP participants Person-Centred Supports. We also have **56** Temporary Care Assistance cases. **41** applications were received through the province’s Ontario Works Intake Unit (OWIU).

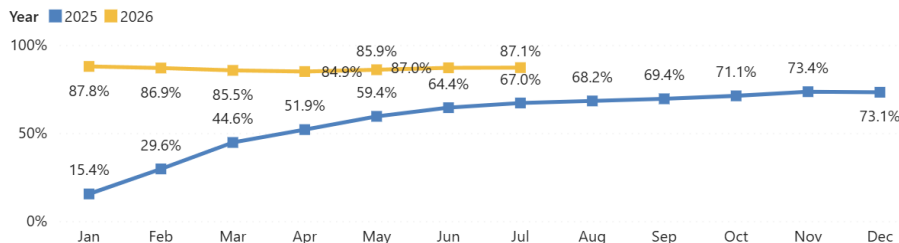
Ontario Works (OW) Performance Measures

On March 1st, 2025, as part of the province's Employment Services Transformation, we officially entered Integrated Employment Services model (IES) along with our Northeast DSSAB partners with our new Service System Manager College Boreal. This means that employment assistance for Social Assistance recipients now moves under the Employment Ontario umbrella. We are responsible for providing Person Centered Supports to SA Recipients in 4 Support Pillars.

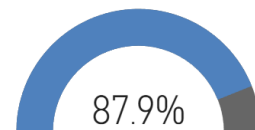
- Crisis & Safety-homelessness, personal safety
- Health-medical, mental health counselling, addiction treatment
- Life Skills-Literacy and Basic Skills such as budgeting, time management
- Community Supports-Housing, transportation and legal support

*NDA-Non-Disabled Adult

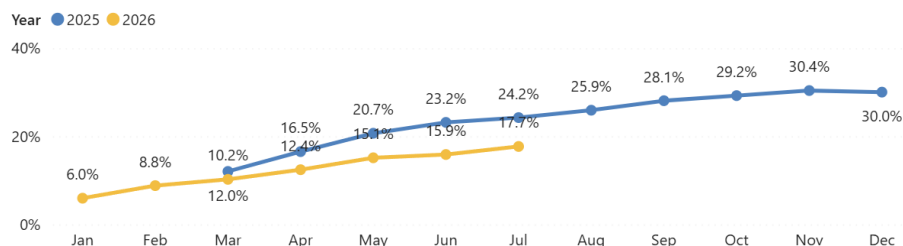
Percentage of OW + NDA Members with mandatory participation requirements that have created a Social Assistance Action Plan (Cumulative Year-to-Date)*



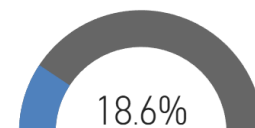
Provincial Value for Latest Month in Selected Range



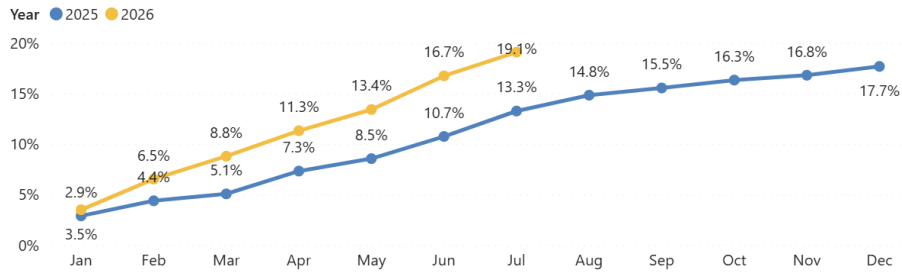
Percentage of OW + NDA Members with mandatory participation requirements that are referred to EO (Cumulative Year-to-Date)



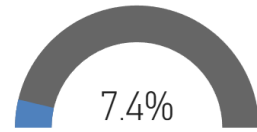
Provincial Value for Latest Month in Selected Range



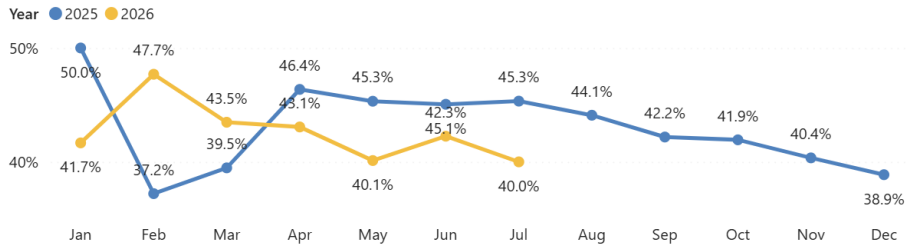
Percentage of Ontario Works cases exiting to employment (Cumulative Year-to-Date)



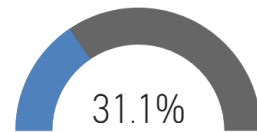
Provincial Value for Latest Month in Selected Range



Percentage of Ontario Works cases who exit the program and return within one year (Cumulative Year-to-Date)

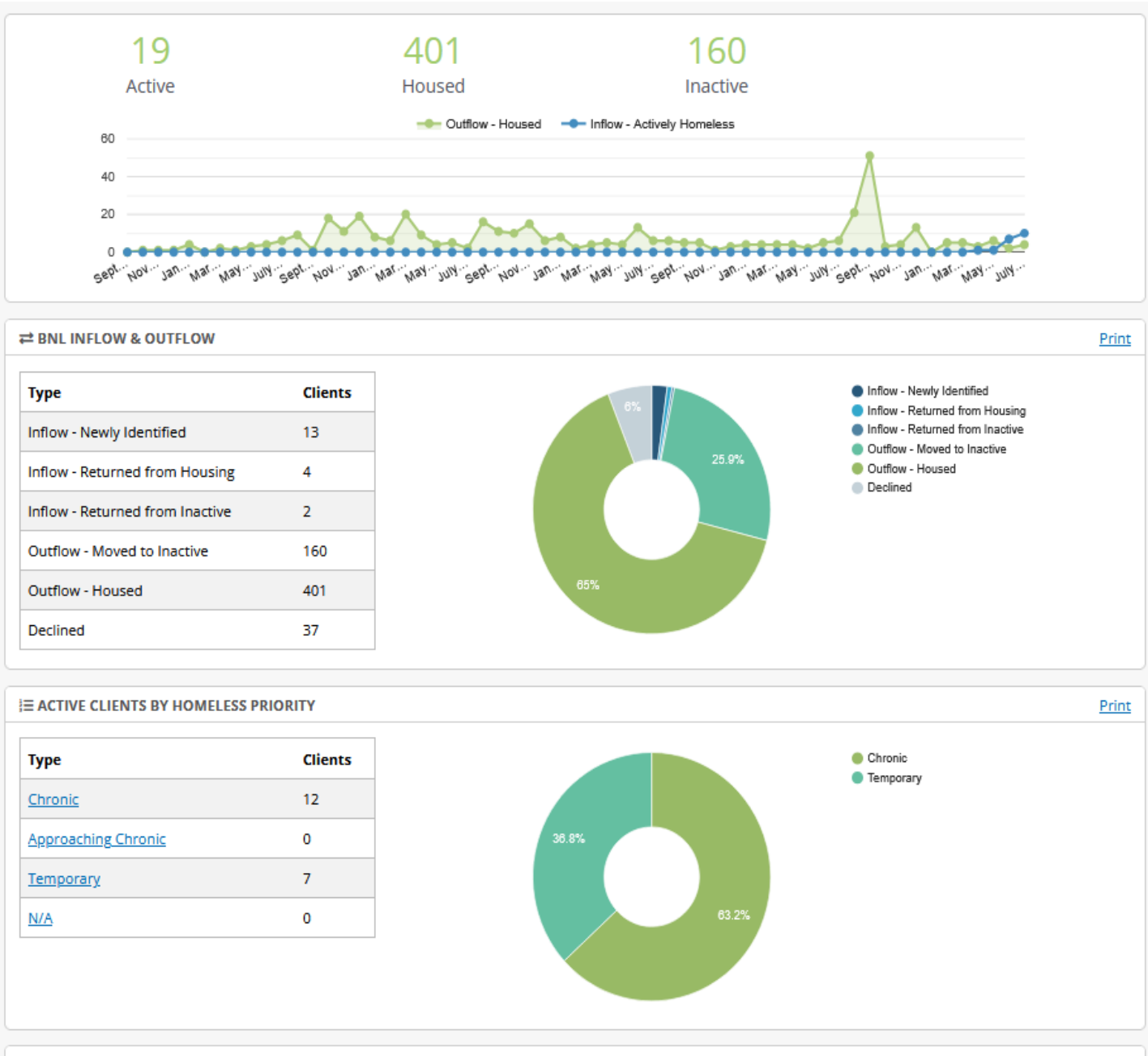


Provincial Value for Latest Month in Selected Range

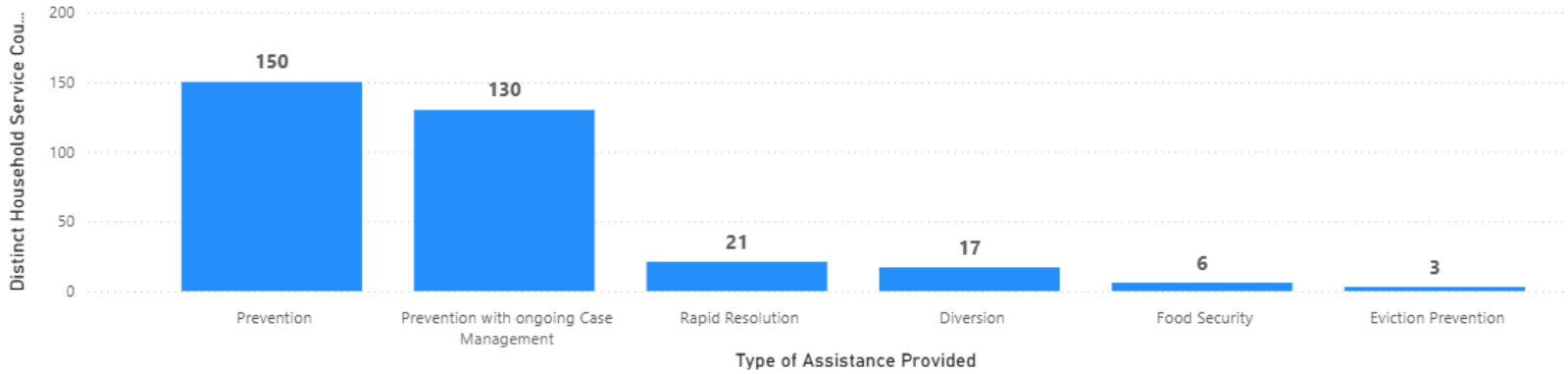


By Name List

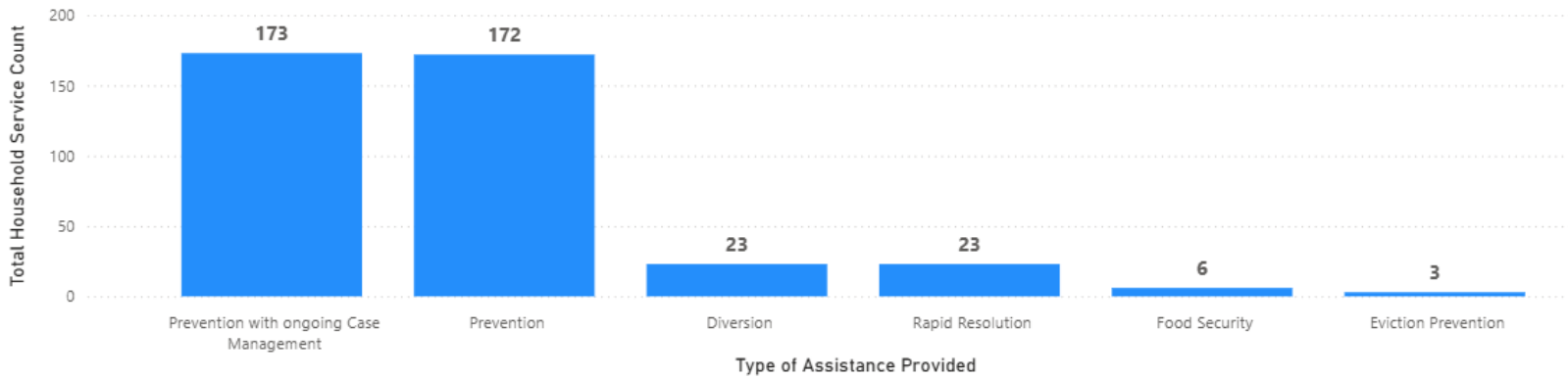
The By Name List is real-time list of all known people who are experiencing homelessness in our community that are willing to participate in being on the list and connecting with our agency for ongoing support to obtain affordable and sustainable housing. The individuals who are connected to this program are provided Intense Case Management supports with the foundations from Coordinated Access towards housing focused solutions.



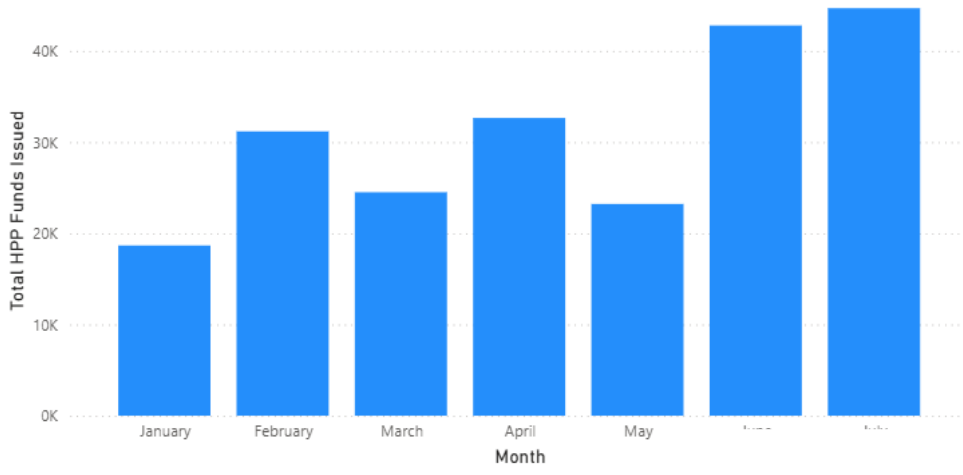
Distinct Household Service Count by Type of Assistance Provided



Total Household Service Count by Type of Assistance Provided



Total HPP Funds Issued by Month



Type of Assistance-HPP

All

Year, Month

Multiple selections

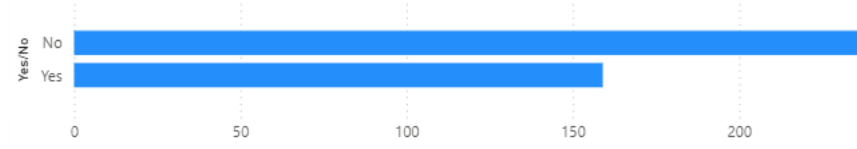
217,668.07
Total HPP Funds Issued

Provincial Priority Groups	Unique Households Served
Chronic Homelessness	13
Indigenous	13
Transitioning from Provincial Institution	4
Youth aged 16-25	18
Total	47

	Households Served	Total HPP Funds Issued
At Risk of Homelessness	115	105,680.44
Experiencing Homelessness	82	75,184.78
Low Income Non Senior	64	16,798.45
Low Income Senior	43	20,004.40
Total	294	217,668.07

Housing Status	Unique Households Served
At Risk of Homelessness	267
Experiencing Homelessness (and not currently on BNL)	24
On BNL	15
Total	294

Has the client been issued HPP in the past?



Type of Assistance Provided	Low Income Non Senior	Low Income Senior	ODSP	OW	Total
Diversion	3	4	5	5	17
Eviction Prevention			2	1	3
Food Security			2	4	6
Prevention	41	33	58	20	150
Prevention with ongoing Case Management	17	9	19	88	130
Rapid Resolution	7		8	6	21
Total	68	4			

Year, Month

Multiple selections

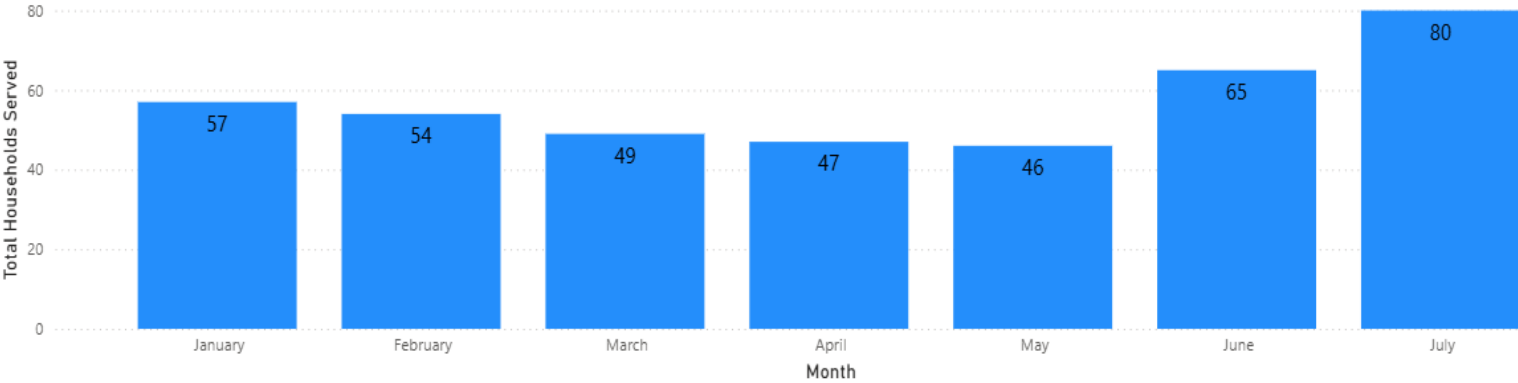
294

Unique Households Served

398

Total Households Served

Total Households Supported through HPP by Month-All



Housing Programs Update—July 2026

Social Housing Centralized Wait List Report			
	East	West	TOTAL
	Parry Sound	Parry Sound	
July 2026			
Seniors	58	155	213
Families	189	503	692
Individuals	699	190	889
TOTAL	946	848	1794
Total Wait List Unduplicated			489

Social Housing Centralized Wait List (CWL) 2025-2026 Comparison Applications and Households Housed from the CWL												
Month 2025	New APP	New SPP	Cancelled	Housed	SPP Housed	Month 2026	New App	New SPP	Cancelled	Housed	SPP Housed	
Jan	9			2		Jan	6	0	9			
Feb	8		2	3		Feb	11	2	5	1		
Mar	9	1	4	1		Mar	9		5	3	1	
Apr	6	1	10			Apr	4			1	1	
May	11		1	2		May	21	1				
June	12	2	1	2		June	14		8	3		
Jul	14			2	1	Jul	15			4	3	
Aug	9	1	1	2	1	Aug						
Sept	7	4	1	2	2	Sept						
Oct	8		1	1		Oct						
Nov	1	1	1			Nov						
Dec	7		5	2	1	Dec						
Total	101	10	27	19	5	Total	80	3	27	12	5	
						SPP = Special Priority Placement						

Summary:

- There were fifteen new approved applications to the centralized waitlist in the month of July. Two applications received were ineligible – one due to arrears with a social housing provider and another due to assets in excess.
- Four applicants were housed from the waitlist, with three of them holding special priority status.
- No applications were cancelled in July.
- Three Special Priority applications were in progress, with another two sent out at the request of the applicant and/or community partner.
- Two new rent supplements started July 1, with another four anticipated to start August 1

HOUSING OPERATIONS AND SERVICE MANAGEMENT

July 2026 Statistical Information

Activity for Tenant Services

	CURRENT MONTH	YEAR TO DATE
Move-Outs	3	20
Move In (Centralized Waitlist along with Internal transfers)	4	14
L1/L2 Hearings	1	5
N4 Delivered to tenant or filed with the LTB– Notice of eviction for non-payment of rent	1	5
N5 Filed with the LTB– notice of eviction disturbing the quiet enjoyment of the other occupants	3	15
N6 Filed with the LTB –notice of eviction for illegal acts or misrepresenting income for RGI housing	0	1
N7 Filed with the LTB – notice of eviction for willful damage to unit	0	0
Repayment Agreements (new) (Formal & informal)	1	6
No Trespass Order	0	0
Mediation/Negotiation/Referrals	46	246
Tenant Home Visits/Wellness checks	173	419
Tenant Engagements/Education	18	69

Activity for Property Maintenance

Pest Control		Monthly pest control inspections were completed at 8 buildings. 38 units were inspected. Of the 38 units, 2 units required treatment.
Vacant LHC units	12	Vacancy includes units requiring capital repairs
Vacant units: TMV	3	
After Hours Calls	9	monitoring station offline, Fridge repairs required
Work Orders	200	Work orders are created for our staff to complete routine maintenance repairs for all DSSAB/LHC Buildings
Purchase Orders	186	Purchase Orders are for services, and materials required outside of the Housing Operations Department scope of work for the LHC/DSSAB properties
Fire Inspections	3	Fire inspections completed on properties in July with Huronia Alarms/FPO's. Monthly inspections continue at every building.
Annual Inspections	127	Annual inspections completed in July.
Inspections (Other)	10	Housing keeping, Fire Prevention Officer follow up, pests, and preconstruction/postconstruction
Incident Reports	0	

Capital Projects Monthly Report - July 2026

Monthly Board Report

This monthly report provides an overview of capital project activities undertaken during July 2026. The month focused on continued advancement of the approved 2026 capital program through completion, deficiency review, quotation recommendations, scheduling, contractor coordination, and progression of building envelope and site infrastructure priorities. Key activity included completion of a generator repair item, continued final inspection tracking for generator-related work, completion of one siding phase and commencement of the next phase, deficiency review for a large driveway and concrete scope, preparation of quote recommendations for several asphalt and concrete locations, continued tracking of mechanical and backflow items, and further coordination of remediation, roofing, eavestrough, exterior door, fencing, lighting, and ceiling items requiring pricing, scheduling, or final direction.

Hazardous Material Remediation and Water Damage Repairs

Remediation and water-damage-related activity continued during July through budget review, quotation tracking, and coordination with associated repair work. One remediation scope involving interior ceiling and flooring removals remained active through budget review and further direction. An attic remediation scope remained quoted and continued to require roofing review before related decking, re-shingling, and abatement follow-up can be finalized. Additional remediation-related repair items, including interior restoration, exterior wall repair, and kitchen replacement priorities, remained pending further quotation, scope confirmation, or implementation direction. These items continued to require coordination between investigation, abatement, construction repair, maintenance turnover, and final close-out requirements.

Plumbing, HVAC, and Duct Maintenance

Plumbing and mechanical work progressed during July primarily through tracking of previously completed and awarded scopes. One domestic hot water heater replacement had been completed, while another domestic hot water heater scope had advanced through quotation and award coordination and remained subject to scheduling and close-out requirements. Backflow preventor work remained complete for the previously closed scope, with no major new backflow completion recorded during the reporting period. No major new district-wide HVAC project was otherwise mobilized in July. Mechanical priorities will continue to be tracked through quotation, award, scheduling, completion, inspection, and future building-performance review as required.

Doors, Siding, Painting, and Cosmetic Upgrades

Exterior finish-related scopes advanced during July through siding completion, next-phase start-up, quotation, and site review. One siding phase was completed late in the month and remained subject to deficiency verification before final payment. A subsequent siding phase commenced near the end of July, while another approved siding scope remained scheduled for future start-up. Exterior door quotation activity continued for another building-envelope item, and a fencing-related scope advanced through site review with quotation still required. Several additional exterior and cosmetic repair priorities, including sealants, beam refinishing, exterior wall repairs, and kitchen replacement work, remained pending quotation, re-pricing, or final direction before proceeding.

Generator and Electrical Work

Generator and electrical activity continued during July through completion, final inspection tracking, and close-out coordination. One generator repair scope was completed on July 7th following prior inspection and deficiency follow-up. A separate backup-generator connection remained operational and continued through final inspection and close-out tracking. Lighting and ceiling-related items remained active across the portfolio, with previously completed work in place, one ceiling-related phase still outstanding, and another lighting and ceiling scope remaining at the quotation review stage. No major new electrical panel replacement was completed during July. Electrical and generator scopes will continue to be tracked through inspection, deficiency correction, quotation, approval, and final close-out as required.

Roofing and Eavestrough Projects

Roofing and eavestrough activity remained active during July through quotation, re-quotation, and coordination with remediation requirements. An attic remediation scope continued to require roofing review before related decking and re-shingling requirements can be confirmed. Shed shingling work remained pending quotation. Eavestrough work also continued through re-quotation and emergency quote activity, with one scope requiring additional pricing review due to budget pressure and contractor capacity concerns, and another scope progressing through emergency quotation. Roofing and eavestrough priorities remain connected to broader building envelope planning where drainage, remediation, exterior renewal, budget availability, and contractor scheduling overlap.

Structural Repairs, Infrastructure and Foundation Assessments

Structural and site infrastructure work advanced during July through deficiency review, quote recommendation preparation, and continued assessment of remaining paving and concrete priorities. A large driveway and concrete scope remained active, with work having commenced earlier and a July site meeting held to review deficiencies and confirm follow-up requirements. Several asphalt and concrete quote recommendations were prepared for submission in July, while other locations remained pending quotation or further review. Additional family-unit driveway locations had not yet been fully assessed or quoted. Masonry work that had previously commenced continued to be tracked through implementation and completion coordination. Remaining infrastructure priorities, including driveways, concrete, exterior wall repairs, sealants, beams, and related site work, continued to require quotation, review, deficiency follow-up, or final direction.

Security Enhancements

No new security enhancement projects were undertaken during July. Existing measures remained in place and operational, with ongoing monitoring continuing to support building safety and access control across the portfolio. Any future security-related work will continue to be coordinated through the approved capital plan and reported as procurement, scheduling, or implementation milestones occur.

Consulting and Engineering Contracts

Consultant, contractor, and engineering coordination remained a significant component of the capital program during July. Quotation review and recommendation preparation continued to support asphalt, concrete, driveway, siding, eavestrough, roofing, remediation, exterior door, fencing, lighting, and ceiling-related work. Site review activity supported both deficiency follow-up and quotation preparation, while several items remained pending contractor pricing, revised pricing, scheduling confirmation, or supervisory direction. These activities continue to support procurement discipline, budget validation, and appropriate implementation sequencing before additional work proceeds.

Childcare Capital Acceleration

Childcare-related capital activity remained selective during July. A backup-generator connection serving a childcare-related facility remained operational and continued through final inspection and close-out tracking. No major new childcare-specific capital project was otherwise completed during the reporting period. Childcare-related priorities remained subject to the approved capital plan and will continue to be reported as procurement, inspection, scheduling, access, tenant communication, or implementation milestones occur.

Completion Highlights (July 2026)

July was defined by continued movement of the 2026 capital program through completion, deficiency review, quotation recommendation, site review, scheduling, and close-out tracking. Key accomplishments included completion of one generator repair scope, completion of one siding phase subject to final deficiency verification, commencement of the next siding phase, a deficiency review meeting for a large driveway and concrete scope, preparation of several asphalt and concrete quote recommendations for submission, continued tracking of a backup-generator final inspection, and advancement of a fencing-related item through site review. The month also clarified several items requiring continued quotation, re-quotation, repair coordination, or final direction, including remediation and roofing follow-up, shed shingling, eavestrough pricing, exterior door quotation, lighting and ceiling work, exterior wall repairs, sealants, beams, kitchen replacement work, and remaining asphalt, concrete, and driveway locations.

In summary, July demonstrated continued progress across the approved 2026 capital program, with several scopes advancing through completion, start-up, deficiency review, quote recommendation, and close-out coordination. The next reporting period will focus on siding deficiency verification and continued siding implementation, follow-up on driveway and concrete deficiencies, submission and review of asphalt and concrete quote recommendations, generator final inspection close-out, eavestrough re-pricing, remediation and roofing coordination, exterior door and fencing quotations, and continued implementation of mechanical, electrical, structural, building envelope, and infrastructure priorities.

Social Media Stats

Facebook –District of Parry Sound Social Services Administration	FEB 2026	MAR 2026	APR 2026	MAY 2026	JUN 2026	JULY 2026
Total Page Followers	837	841	849	865	884	893
Post Reach this Period (# of people who saw post)	56,115	16,807	9473	10,273	9353	10,827
Post Engagement this Period (# of reactions, comments, shares)	1,760	847	261	743	391	383

Facebook -Esprit Place Family Resource Centre	FEB 2026	MAR 2026	APR 2026	MAY 2026	JUN 2026	JUL 2026
Total Page Followers	251	251	251	252	252	253
Post Reach this Period (# of people who saw post)	308	1972	275	354	186	706
Post Engagement this Period (# of reactions, comments, shares)	3	15	2	8	11	6

DSSAB LinkedIN Stats https://bit.ly/2YyFHIE	FEB 2026	MAR 2026	APR 2026	MAY 2026	JUNE 2026	JULY 2026
Total Followers	598	601	604	609	612	612
Search Appearances (in last 7 days)	80	60	35	51	37	17
Total Page Views	50	33	9	32	31	5
Post Impressions	1735	1465	666	1282	1024	677
Total Unique Visitors	20	16	7	12	20	4

Instagram - Esprit Place Family Resource Centre https://www.instagram.com/espritplace/	FEB 2026	MAR 2026	APR 2026	MAY 2026	JUN 2026	JULY 2026
Total Followers	120	122	122	123	124	125
# of accumulated posts	81	82	82	83	84	85

District of Parry Sound Social Services Administration Board

Monthly Financial Board Report

For the Period Ending July 31, 2026

Prepared for the Board of Directors

Executive Summary

As of July 31, 2026, year-to-date operating expenditures total \$24.5 million, representing 55% of the approved annual operating budget of \$44.9 million. At the seven-month point in the fiscal year, expenditures would be expected to be approximately 58.3% under a straight-line spending pattern.

Overall, spending is on track against budget. No significant budget pressures have been identified through the July reporting period. Variances across program areas are primarily attributable to normal timing differences, caseload-driven expenditures, payment schedules, and the seasonal nature of maintenance and capital activities.

Financial Summary

Program Area	YTD Actual	2026 Budget	% Used	% Remaining
Income Support	\$ 5,450,607	\$ 11,475,000	47%	53%
Child Care Service Program	\$ 9,515,383	\$ 16,379,627	58%	42%
Housing Service Program	\$ 4,256,134	\$ 7,819,900	54%	46%
Community Service Programs	\$ 2,227,171	\$ 3,984,596	56%	44%
Corporate Service Programs	\$ 2,145,203	\$ 3,703,416	58%	42%
Contributions to Capital Reserves	\$ 871,189	\$ 1,493,466	58%	42%
Grand Total	\$ 24,465,686	\$ 44,856,006	55%	45%

Key Financial Highlights

- Total year-to-date expenditures: \$24.47 million.
- Approved 2026 operating budget: \$44.86 million.
- Overall budget utilization: 55%.
- Straight-line benchmark at July 31: 58.3%.
- Overall status: On Track
- Primary variance drivers: timing of payments, seasonal maintenance and capital work, program delivery schedules, and demand-driven assistance expenditures.

Program Variance Analysis

Income Support

Income Support expenditures total \$5.45 million, representing 47% of the annual budget of \$11.48 million. Spending is below the year-to-date benchmark. Financial Assistance expenditures are primarily driven by caseload demand and are reimbursed through provincial funding programs. As a result, the DSSAB has limited direct control over expenditure levels in this area. The Income Support budget required to operate the program is

currently on target at 57%. This is an area within our direct control, and expenditures are tracking in line with budget expectations.

Child Care Service Program

Child Care Service Program expenditures total \$9.52 million, representing 58% of the annual budget of \$16.38 million. Overall, expenditures are generally aligned with expectations. Variances within individual program areas are primarily related to timing of payments, program delivery, and service activity throughout the year. Quality Assurance is higher than benchmark because salaries and benefits are above budget due to a Ministry-approved Team Lead position funded through MCCSS Innovation Funding received after budget approval. The associated funding is also recorded as revenue in the department, offsetting the additional staffing expense.

Child Care Service Management is currently tracking above budget, primarily due to a \$1.01 million payment made to the YMCA of Northeastern Ontario in support of the development of a new childcare center in Callander, Ontario. The corresponding funding has been received from the Ministry of Children, Community and Social Services (MCCSS) through an Early Learning and Child Care (ELCC) infrastructure grant. The grant is currently recorded on the balance sheet as deferred revenue and will be recognized in the 2026 operating results to offset the related expenditure. As a result, the variance is timing-related and is not expected to have a net impact on the 2026 operating position.

Housing Service Program

Housing Service Program expenditures total \$4.26 million, representing 54% of the annual budget of \$7.82 million. Housing Services Management is currently tracking above budget for this point in the year, primarily due to COCHI/OPHI expenses for our LHC and non-profit providers. These expenditures were not included in the original budget, as they are fully offset by corresponding grant funding. Excluding the COCHI/OPHI related expenditures, the remainder of Housing Service Management is tracking closely in line with budget expectations for this point in the year. There is a slight favourable variance in Property Maintenance and Capital Projects, due to the seasonal nature of maintenance and capital work. Activity is expected to increase during the summer and fall construction period.

Community Service Programs

Community Service Programs expenditures total \$2.23 million, representing 56% of the annual budget of \$3.98 million. The Social Assistance Restructuring Fund is reporting expenditures at 76% of budget, primarily due to the annual Food Security Program allocation being distributed earlier in the year. This variance is timing-related and is not expected to result in a year-end pressure.

Corporate Service Programs

Corporate Service Programs expenditures total \$2.15 million, representing 58% of the annual budget of \$3.70 million. Corporate Services expenditures are tracking as expected and no variance is expected for year-end.

Contributions to Capital Reserves

Contributions to Capital Reserves total \$871,189, representing 58% of the annual budget of \$1.49 million. Reserve contributions are tracking in line with the seventh-month benchmark.

Areas for Continued Monitoring

Area	Current Status	Monitoring Consideration
Quality Assurance	75% used	Above benchmark; new Team Lead funded via Innovation Funding. Revenue to offset.
Housing Service Management	71% used	Above benchmark; LHC & Non-Profit capital via OPHI/COCHI Funding. Revenue to offset.

Social Assistance Restructuring Fund	76% used	Timing-related due to early-year Food Security Program allocation.
Child Care Service Management	77% used	Above benchmark; new Callander Expansion Project funded via ELCC Infrastructure Funding. Revenue to offset.
Income Support Financial Assistance	44% used	Demand-driven and provincially funded; monitor caseload trends.

Risk Assessment

At this stage of the fiscal year, the overall financial risk is assessed as low. The organization has expended 55% of its annual budget through July 31, compared with the expected straight-line benchmark of 58.3%. Several program areas are below benchmark due to timing and seasonality rather than permanent savings. As such, the current favourable variance should be interpreted cautiously until summer maintenance, capital, and program delivery activities are further advanced.

No immediate corrective action is recommended.

Conclusion

As of July 31, 2026, the District of Parry Sound Social Services Administration Board is in an on track financial position. Total expenditures are slightly below the year-to-date benchmark, and most program areas are tracking in line with expectations.

Finance will continue to monitor program expenditures, revenues, and emerging risks and will provide monthly updates to the Board.

DISTRICT OF PARRY SOUND SOCIAL SERVICES ADMINISTRATION BOARD
FINANCIAL REPORT - FOR MANAGEMENT PURPOSES ONLY
FOR THE PERIOD ENDING JULY 31, 2026
7 MONTHS - 58.3%

Program	YTD Actual	2026 Budget	% Used	% Remaining
Income Support				
Income Support Financial Assistance	3,632,204	8,262,000	44%	56%
Income Support Program	1,818,403	3,213,000	57%	43%
Subtotal - Income Support	5,450,607	11,475,000	47%	53%
Child Care Service Program				
Child Care Service Management	2,789,412	3,627,885	77%	23%
Directly Operated Child Care	3,423,575	6,306,581	54%	46%
Early Years	702,191	1,278,509	55%	45%
Inclusion Support Services	418,872	792,970	53%	47%
Quality Assurance	140,717	187,032	75%	25%
External Child Care Providers	2,040,615	4,186,650	49%	51%
Subtotal - Child Care Service Program	9,515,383	16,379,627	58%	42%
Housing Service Program				
Housing Service Management	1,024,290	1,449,209	71%	29%
Property Maintenance & Capital Projects	2,398,570	4,877,074	49%	51%
Tenant Services	437,223	839,767	52%	48%
NOAH Meadowview Housing	396,052	653,850	61%	39%
Subtotal - Housing Service Program	4,256,134	7,819,900	54%	46%
Community Service Programs				
DSSAB Buildings	296,810	555,480	53%	47%
Housing Stability	1,099,650	2,069,349	53%	47%
Social Assistance Restructuring Fund	224,200	293,200	76%	24%
Women's Services	606,511	1,066,567	57%	43%
Subtotal - Community Service Programs	2,227,171	3,984,596	56%	44%
Corporate Service Programs				
Administration	1,518,522	2,526,723	60%	40%
Information Technology	626,681	1,176,694	53%	47%
Subtotal - Corporate Service Programs	2,145,203	3,703,416	58%	42%
Contributions to Capital Reserves				
Social Housing Capital Fund	492,022	843,466	58%	42%
DSSAB Buildings Capital Fund	291,667	500,000	58%	42%
Information Technology Reserve	87,500	150,000	58%	42%
Subtotal - Contributions to Capital Reserves	871,189	1,493,466	58%	42%
GRAND TOTAL	24,465,686	44,856,006	55%	45%

Nipissing Parry Sound Overdose Incident Report

This report will be updated and sent weekly, every Monday, to inform community organizations and first responders of overdoses and/or negative drug reactions within our community.

	Overdoses or Negative Reactions Reported	Deaths Reported	Date	Number of Times 911 Called	Location	Substances Involved
Week 15: August 24 th to August 30 th , 2026	3	1	August 25 th , 2026 August 28 th , 2026 August 29 th , 2026	1	North Bay Parry Sound West Nipissing	Don't Know Fentanyl (2)
Week 14: August 17 th to August 23 rd , 2026	1	0	August 18 th , 2026	1	Parry Sound	Non-Opioid Pharmaceutical
Week 13: August 10 th to August 16 th , 2026	7	0	August 10 th , 2026 (3) August 11 th , 2026 August 14 th , 2026 (2) August 15 th , 2026	4	North Bay (4) Parry Sound West Nipissing (2)	Fentanyl (3) Non-Opioid Pharmaceutical Unknown Opioid (3)
Week 12: August 3 rd to August 9 th , 2026	5	0	August 4 th , 2026 (2) August 5 th , 2026 August 7 th , 2026 August 8 th , 2026	5	North Bay (5)	Fentanyl (2) Unknown Opioid (3)
	9	0	July 27 th , 2026 July 29 th , 2026	9	North Bay (8) The Archipelago	Fentanyl (4) Hallucinogens/Party Drugs

Week 11: July 27 th to August 2 nd , 2026			July 31 st , 2026 August 1 st , 2026 (3) August 2 nd , 2026 (3)			Unknown Opioid (4)
Week 10: July 20 th to July 26 th , 2026	2	0	July 24 th , 2026 July 26 th , 2026	2	Magnetawan First Nation Parry Sound	Alcohol Fentanyl Marijuana/Cannabis
Week 9: July 13 th to July 19 th , 2026	3	0	July 13 th , 2026 (2) July 14 th , 2026	1	North Bay Parry Sound (2)	Fentanyl Polypharmacy (2)
Week 8: July 6 th to July 12 th , 2026	5	0	July 7 th , 2026 July 9 th , 2026 (2) July 10 th , 2026 July 11 th , 2026	3	North Bay (2) Parry Sound Seguin The Archipelago	Alcohol Benzodiazepines Cocaine Crack Don't Know (2) Non-Opioid Pharmaceutical Prescription Opioids (2) Unknown Opioid
Week 7: June 29 th to July 5 th , 2026	17	1	June 29 th , 2026 (2) June 30 th , 2026 (4) July 1 st , 2026 July 2 nd , 2026 (3) July 3 rd , 2026 (5) July 4 th , 2026 July 5 th , 2026	17	North Bay (13) Parry Sound (4)	Alcohol Cocaine (2) Crack (2) Fentanyl (7) Marijuana/Cannabis (2) Non-Opioid Pharmaceutical Unknown Opioid (7)
	9	1	June 18 th , 2026 June 22 nd , 2026	9	North Bay (4) Parry Sound (2)	Alcohol Cocaine

Week 6: June 22 nd to June 28 th , 2026			June 23 rd , 2026 June 24 th , 2026 (2) June 25 th , 2026 June 26 th , 2026 June 27 th , 2026 (2)		Mattawa Burk's Falls West Nipissing	Crack Don't Know (2) Fentanyl (2) Heroin (2) Prescription Opioids Unknown Opioid
Week 5: June 15 th to June 21 st , 2026	4	1	June 15 th , 2026 June 18 th , 2026 June 19 th , 2026 June 20 th , 2026	4	North Bay (4)	Fentanyl Unknown Opioid (3)
Week 4: June 8 th to June 14 th , 2026	2	0	June 8 th , 2026 June 13 th , 2026	2	Parry Sound Powassan	Alcohol Don't Know Polypharmacy
Week 3: June 1 st to June 7 th , 2026	10	0	June 1 st , 2026 (5) June 2 nd , 2026 (2) June 5 th , 2026 June 6 th , 2026 (2)	9	North Bay (8) Parry Sound West Nipissing	Fentanyl (2) Non-Opioid Pharmaceutical Unknown Opioid (7)
Week 2: May 25 th to May 31 st , 2026	5	0	May 18 th , 2026 May 27 th , 2026 (2) May 28 th , 2026 May 29 th , 2026	4	North Bay (3) Nipissing First Nation Unknown	Fentanyl (4) Unknown Opioid
Week 1: May 18 th to May 24 th , 2026	6	0	May 18 th , 2026 May 19 th , 2026 May 20 th , 2026 (2) May 21 st , 2026 May 22 nd , 2026	6	North Bay (3) Parry Sound (2) Nipissing First Nation	Fentanyl (2) Non-Opioid Pharmaceutical Polypharmacy Unknown Opioid (2)
	5	0		5		

Week 52: May 11 th to May 17 th , 2026			May 11 th , 2026 (2) May 12 th , 2026 May 15 th , 2026 (2)		Burks Falls North Bay (2) Parry Sound (2)	Cocaine Fentanyl Polypharmacy (2) Prescription Opioids Unknown Opioid
Week 51: May 4 th to May 10 th , 2026	7	1	April 30 th , 2026 May 4 th , 2026 May 5 th , 2026 May 7 th , 2026 May 8 th , 2026 May 9 th , 2026 May 10 th , 2026	5	North Bay (6) Perry	Crystal Meth Fentanyl (4) Polypharmacy Unknown Opioid (2)
Week 50: April 27 th to May 3 rd , 2026	12	0	April 26 th , 2026 (2) April 27 th , 2026 April 29 th , 2026 (2) April 30 th , 2026 (4) May 1 st , 2026 (3)	12	Nipissing First Nation North Bay (7) Parry Sound (2) West Nipissing (2)	Benzodiazepines Fentanyl (5) Prescription Opioid Unknown Opioid (6)
Week 49: April 20 th to April 26 th , 2026	9	0	April 16 th , 2026 April 20 th , 2026 (4) April 21 st , 2026 April 23 rd , 2026 (2) April 26 th , 2026	7	North Bay (7) Parry Sound (2)	Crack Fentanyl (4) Unknown Opioid (4)
Week 48: April 13 th to April 19 th , 2026	7	0	April 12 th , 2026 April 13 th , 2026 (2) April 15 th , 2026 (3) April 17 th , 2026	6	Magnetawan First Nation Nipissing First Nation (2) North Bay (2) Parry Sound (2)	Alcohol Cocaine (2) Crack Fentanyl (3) Polypharmacy Prescription Opioids Unknown Opioid
	8	1				

Week 47: April 6 th to April 12 th , 2026			April 6 th , 2026 (2) April 7 th , 2026 (3) April 8 th , 2026 April 9 th , 2026 April 11 th , 2026	7	Nipissing First Nation North Bay (6) West Nipissing	Fentanyl (3) Unknown Opioid (5)
Week 46: March 30 th to April 5 th , 2026	13	3	March 30 th , 2026 April 1 st , 2026 (5) April 2 nd , 2026 (3) April 3 rd , 2026 (2) April 4 th , 2026 (2)	13	Nipissing First Nation (4) North Bay (9)	Fentanyl (4) Unknown Opioid (9)
Week 45: March 23 rd to March 29 th , 2026	0	0	N/A	N/A	N/A	N/A
Week 44: March 16 th to March 22 nd , 2026	8	0	March 3 rd , 2026 March 4 th , 2026 March 7 th , 2026 March 8 th , 2026 March 16 th , 2026 (4)	6	North Bay (2) Parry Sound (2) On Reserve (Name Supressed) Parry Sound, Uno, Centre Part Powassan Seguin	Alcohol Cocaine (3) Crack (2) Fentanyl Non-Opioid Pharmaceutical (2) Prescription Opioids
Week 43: March 9 th to March 15 th , 2026	0	0	N/A	N/A	N/A	N/A
Week 42: March 2 nd to	1	0	March 3 rd , 2026	1	Parry Sound	Fentanyl

March 8th,
2026

Week 41:
February 23rd
to March 1st,
2026

0

0

N/A

N/A

N/A

N/A

Week 40:
February 16th
to February
22nd, 2026

3

0

February 17th, 2026
February 19th, 2026
February 22nd, 2026

2

North Bay
On Reserve (Name
Supressed)
Parry Sound

Crack
Fentanyl (2)
Non-Opioid
Pharmaceutical

Week 39:
February 9th to
February 15th,
2026

1

0

February 9th, 2026

1

Perry

Non-Opioid

Week 38:
February 2nd to
February 8th,
2026

3

0

February 2nd, 2026 (2)
February 8th, 2026

3

North Bay (3)

Prescription Opioids
Unknown Opioids (2)

Week 37:
January 26th to
February 1st,
2026

4

1

January 22nd, 2026
January 29th, 2026
January 30th, 2026
February 1st, 2026

4

North Bay (4)

Fentanyl (4)

Week 36:
January 19th to
January 25th,
2026

4

0

January 20th, 2026
January 23rd, 2026
January 25th, 2026 (2)

4

Nipissing
North Bay
Parry Sound, Unorganized,
Northeast Part

Alcohol (2)
Cocaine
Crack
Fentanyl

					Whitestone	Hallucinogens/Party Drugs Polypharmacy Prescription Opioids
Week 35: January 12 th to January 18 th , 2026	2	0	January 17 th , 2026 January 18 th , 2026	2	Perry Seguin	Alcohol Hallucinogens/Party Drugs Marijuana/Cannabis Unknown Opioid
Week 34: January 5 th to January 11 th , 2026	3	1	December 30 th , 2025 January 3 rd , 2026 January 5 th , 2026	1	North Bay (2) Seguin	Don't Know (2) Non-Opioid Pharmaceutical
Week 33: December 29 th to January 4 th , 2026	0	0	N/A	N/A	N/A	N/A

MONTHLY JOBS REPORT

June 2026

The Labour Market Group

Guiding partners to workforce solutions.

NIPISSING DISTRICT

There were 731 job postings recorded in June for the Nipissing District, representing a 26.7% increase (+154 postings) compared to May and the strongest month of 2026 so far. This volume sits 25.1% above the previous four-year June average (585) and 59.3% higher than June 2025 (+272), marking a significant expansion in summer hiring activity. Employer participation grew alongside volume, with 296 unique employers active in the market, a 16.1% increase (+41) from May, indicating broad-based hiring across the district.



OF THE 731 JOB POSTINGS



296

unique employers posted jobs.



15.3%

(112) Requiring a bilingual individual.

24.2%
(177) Criminal Record Check.



For postings that listed an annual salary.



\$77,579.79/year
AVERAGE



\$28.54
HOURLY WAGE

The average hourly wage in June for those postings which listed one.

Of the 389 postings which listed an hourly wage 0.3% (1) were listed at the **provincial minimum wage of \$17.20/hour.**

PARRY SOUND DISTRICT

There were 195 job postings recorded in June for the Parry Sound District, representing a 24.2% increase (+38 postings) compared to May and a 74.1% increase over June 2025 (+83). This volume sits well above the previous four-year June average, marking a strong start to the summer hiring season. Employer participation grew alongside volume, with 99 unique employers active in the market, a 12.5% increase (+11) from May.



OF THE 195 JOB POSTINGS



99

unique employers posted jobs.



2.1%

(4) Requiring a bilingual individual.

10.3%
(20) Criminal Record Check.



For postings that listed an annual salary.



\$81,331.24/year
AVERAGE

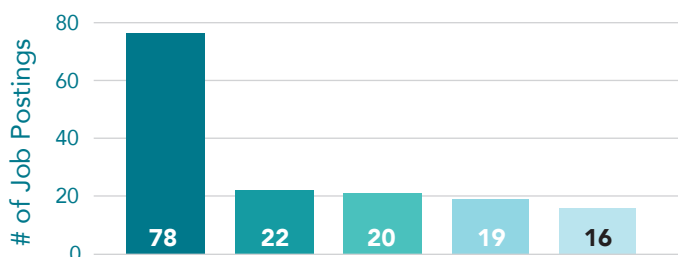


\$29.46
HOURLY WAGE

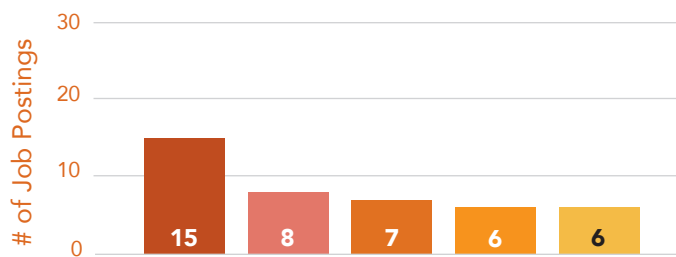
The average hourly wage in June for those postings which listed one.

Of the 122 postings which listed an hourly wage **none** were listed at the **provincial minimum wage of \$17.20/hour.**

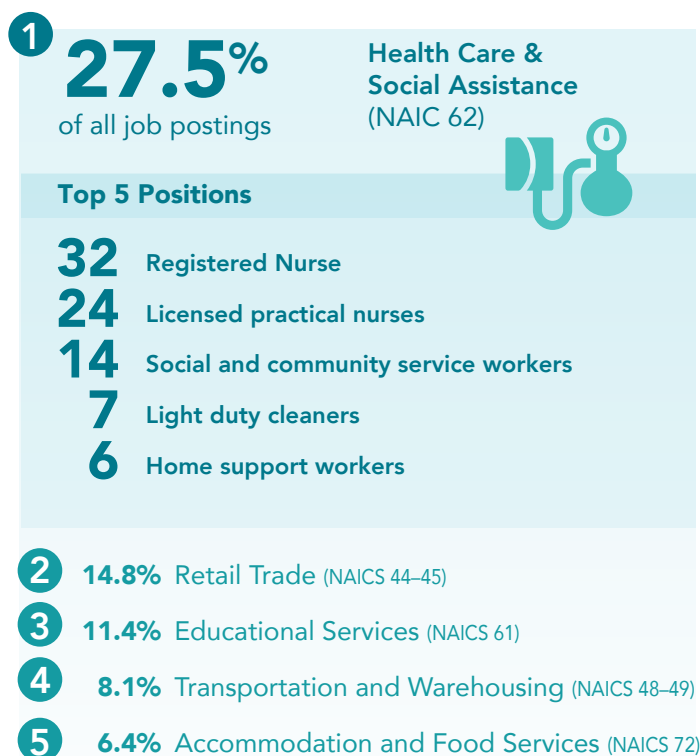
TOP 5 EMPLOYERS POSTING JOBS



TOP 5 EMPLOYERS POSTING JOBS



TOP 5 INDUSTRIES HIRING (NAICS)



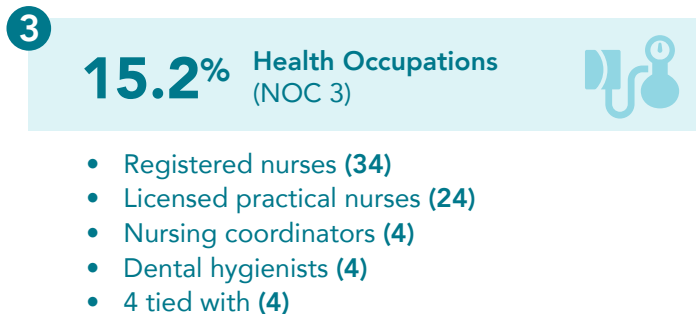
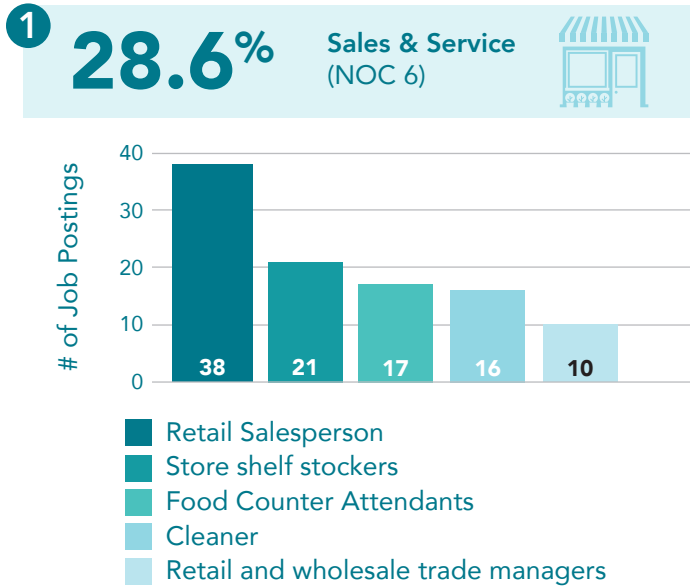
Health Care and Social Assistance (NAICS 62) remained the largest contributor in June, accounting for 27.5% (201) of all postings and posting the largest absolute gain (+51). The largest month-over-month increase in share occurred in Administrative and Support Services (56), up 1.6 points (+15 postings), followed by Accommodation and Food Services (72), up 1.4 points (+18) as seasonal tourism hiring ramped up. The largest decline in share was Manufacturing (31-33), which fell 3.0 points (-10 postings) after its May surge.

TOP 5 INDUSTRIES HIRING (NAICS)



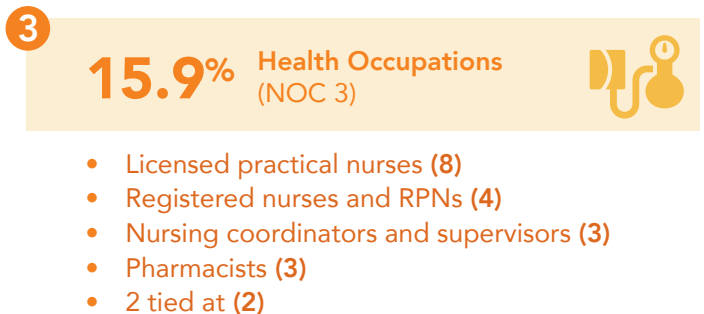
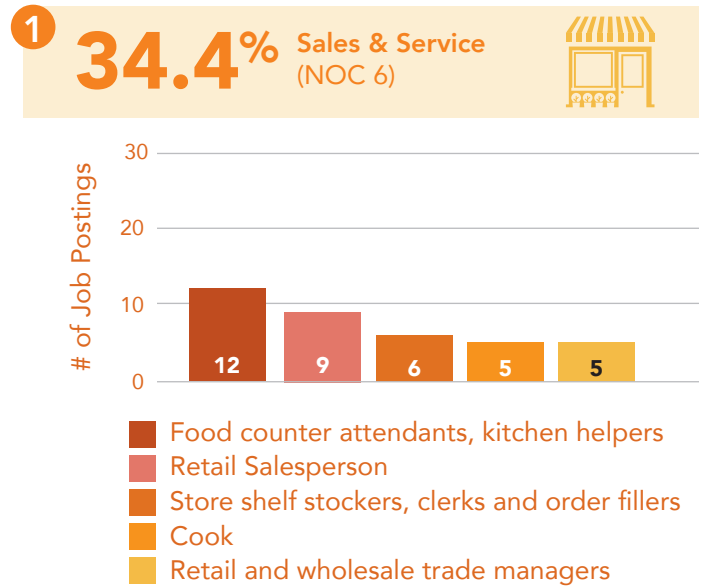
The Health Care and Social Assistance (NAICS 62) sector remained the largest contributor in June, accounting for 23.1% (45) of all postings, up 10 from May. The largest absolute gain occurred in Retail Trade (44-45), which added 12 postings, while the largest month-over-month increases in share occurred in Educational Services (61), up 3.8 points (+8 postings), and Administrative and Support Services (56), up 3.6 points (+8). The largest declines were Arts, Entertainment and Recreation (71), down 4.7 points (-7 postings), and Accommodation and Food Services (72), down 4.5 points.

TOP 3 OCCUPATIONAL CATEGORIES (NOC)



Sales and Service (NOC 6) remained the dominant occupational group, making up 28.6% (209) of postings. It also recorded the largest month-over-month growth in market share, climbing by 4.2% (+68 postings) as summer retail, food service, and hospitality hiring hit full stride across the district. Health Occupations (NOC 3) also expanded meaningfully, up 1.8% (+34 postings) on sustained demand for nursing and clinical staff. Conversely, the largest decline in market share occurred in Trades, Transportation and Equipment Operators (NOC 7), which fell by 2.9% despite adding 10 postings, a sign that trades hiring held steady while the broader market surged around it. 52 managerial positions were advertised in June, concentrated in retail and sales management (21) and business and finance management (18), alongside 2 senior manager roles, one each in Finance and Insurance and Health Care.

TOP 3 OCCUPATIONAL CATEGORIES (NOC)



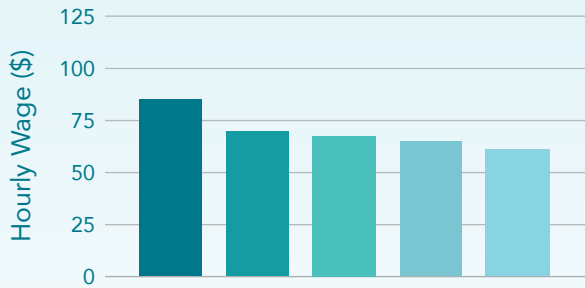
Sales and Service (NOC 6) remained the dominant occupational group, making up 34.4% (67) of postings, though its market share slipped 1.3% even as it added 11 postings, reflecting broad-based growth across the rest of the market. The largest gain in share belonged to Health Occupations (NOC 3), which climbed 3.8% (+12 postings) on practical nursing and hospital recruitment at West Parry Sound Health Centre. Conversely, the largest decline came in Art, Culture, Recreation and Sport (NOC 5), which surrendered 5.5% of market share (-8 postings). 17 managerial positions were advertised in June, 9 of which were in Sales and Service management, alongside 1 senior manager role in Health Care.

TOP 5 HOURLY WAGE VACANCIES



\$85.00

General Manager
@ Plan A Long Term Care Staffing
and Recruitment



\$69.81 **Programme D'été**
@ Conseil scolaire public du Nord-Est de l'Ontario

\$67.89 **Physician Assistant**
@ North Bay Regional Health Centre

\$65.09 **Nurse Practitioner**
@ West Nipissing General Hospital

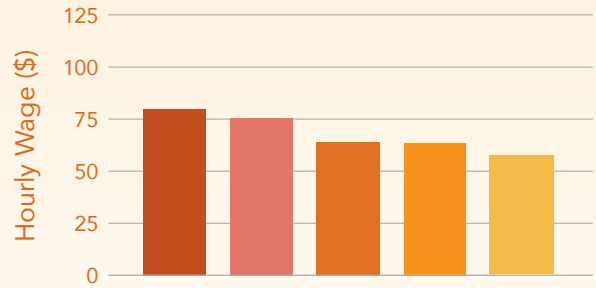
\$61.31 **Infection Control Practitioner**
@ North Bay Regional Health Centre

TOP 5 HOURLY WAGE VACANCIES



\$80.00

Ontario Land Surveyor
@ IBW Surveyors



\$75.00 **Pharmacist**
@ Shoppers Drug Mart

\$63.65 **Clinical Care Coordinator**
@ West Parry Sound Health Centre

\$63.59 **Physician Assistant**
@ West Parry Sound Health Centre

\$57.68 **RN**
@ West Parry Sound Health Centre

TOP 3 ANNUAL SALARY VACANCIES

\$150,000.00

Senior Manager, Assurance
@ Grant Thornton LLP

\$140,797.00

Research Centre - Director
@ Canadore College

\$127,288.00

Senior Project Manager
@ Ontario Ministry of Transportation



TOP 3 ANNUAL SALARY VACANCIES

\$178,058.00

Director of Integrated Primary Care
@ West Parry Sound Health Centre

\$150,000.00

Financial Services Manager
@ Bourgeois Ford North

\$145,258.00

Clinical Manager, Lab & Imaging
@ West Parry Sound Health Centre



Lowest Annual Salary \$34,904.23

Kitchen Assistant
@ AIDS Committee of North Bay and Area

Lowest Annual Salary \$34,800.00

Sales Manager
@ Mark's

53.2% (389 postings) listed an hourly wage in June, with an average of \$28.55/hour — \$0.98/hour higher (+3.6%) than May's \$27.57. Only 1 posting (0.3%) was listed at the provincial minimum wage. For postings listing an annual salary, the average was \$77,579.79.

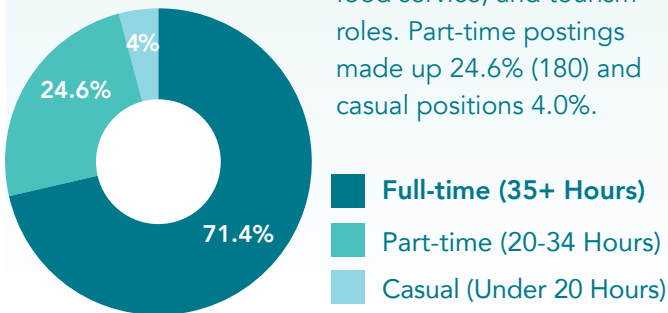
62.6% (122 postings) listed an hourly wage in June, with an average of \$29.46/hour. This is \$2.01/hour higher (+7.3%) than the 12-month average of \$27.45/hour. No postings were listed at the provincial minimum wage. For postings listing an annual salary, the average was \$81,331.24, which sits \$5,057.29 above (+6.6%) the 12-month average of \$76,273.95.

FULL-TIME / PART-TIME BREAKDOWN

71.4% of listings in June

↓ **5.2%** from May

71.4% of job postings (522) in June were for full-time positions, representing a decrease of 5.2 points from May's 76.6%, as seasonal part-time and casual hiring expanded across retail, food service, and tourism roles. Part-time postings made up 24.6% (180) and casual positions 4.0%.



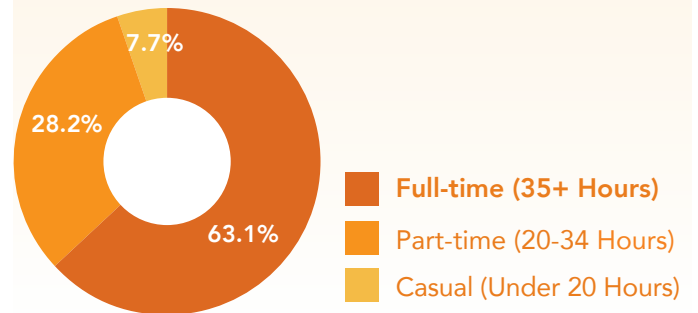
731 Postings listed hours offered (100%)

FULL-TIME / PART-TIME BREAKDOWN

64.1% of listings in June

↑ **1%** from May

64.1% of job postings (125) in June were for full-time positions, with part-time at 28.2% (55) and casual at 7.7% (15).



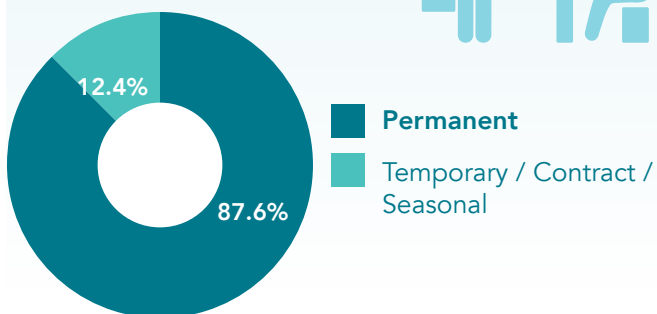
195 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

87.6% of listings in June

↑ **1.6%** from May

87.6% (640) of postings in June were for permanent positions, up slightly from 86.0% in May, with the remaining 12.4% (91) split between temporary and contract roles (34 temporary, 57 contract)



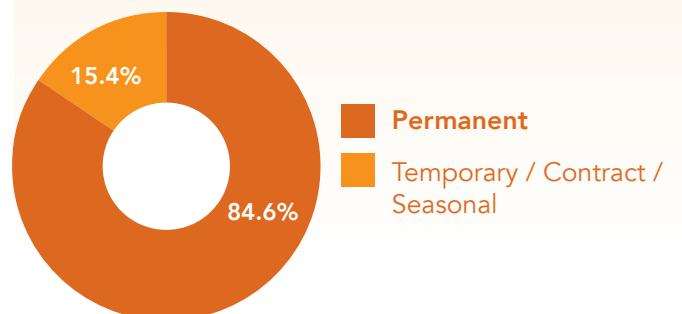
731 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

84.6% of listings in June

↑ **4.3%** from May

84.6% (165) of postings were for permanent positions, with the remaining 15.4% (30) split between temporary (20) and contract (10) roles.



195 Postings listed hours offered (100%)

ALL EMPLOYERS WITH POSTINGS IN MONTH



NIPISSING DISTRICT

401 Auto - North Bay Chrysler
50 Taxi
A&W Restaurant
AIDS Committee of North Bay and Area
AIM Kenny U-Pull
AWOL BARBER SHOP
Ableton Electrical Services
Algonquin Nursing Home of Mattawa
Alzheimer Society Sudbury-Manitoulin
North Bay and Districts
Apollo Transport
Aramark Canada Ltd.
Ardene
Arugula
Au Château
AutoNorth
BMO Financial Group
Bakke's Trucking Limited
Bath & Body Works
Battano Construction Limited
Bay Truck Stop Family Restaurant
Bayland Property Management
Bayshore Health Care
Bayside Grounds
Baywood Enterprises
Bdo
Belanger Custom Landscapes
Best Buy
Best Western North Bay Hotel & Conference Centre
Beyond Sushi
Binx Professional Cleaning
Black & McDonald Limited
Blanchfield Roofing Co. Ltd.
Boart Longyear Inc.
Body Back in Motion
Bradwick Property Management
Brand Momentum Inc.
Brandt Industries
Breathe Easy Cleaning Co.
BrokerLink - Parry Sound
Browns Moving
Bulk Barn Foods Limited
Bumper to Bumper - H.E. Brown
Burger King
CIBC
CJ Limited - Charm Diamond Centres
Caisse Alliance
Callon Dietz Inc Ontario Land Surveyors
Campus Living Centres
Canadian Addiction Treatment Pharmacy
Canadian Adventure Camp
Canadian Bearings Ltd.
Canadian Forces Morale and Welfare Services
Canadian Mental Health Association
Canadian Red Cross
Canadian Shield Health Care Services Inc.
Canadore College
CannAmm
Canor Construction
CarePartners
Carter's/OshKosh
Cascades Casino
Cassellholme Home for the Aged
Cementation Canada

Chatters
Chucks Roadhouse Bar and Grill
Colas Canada Inc.
Community Living North Bay
Conseil scolaire catholique Franco-Nord
Conseil scolaire public du Nord-Est de l'Ontario
Contrans Flatbed Group
Corus Orthodontists
Corus Orthodontists Inc.
Cosmoprof Canada
Cushman & Wakefield ULC
DECO Windshield Repair
Dana Pani Indian Cuisine Restaurant Ltd
Davis & Washburn Law LLP
Degagne Carpentry
Descon Construction Ltd
Designed Roofing Inc
Di-Corp
Diggers Landscaping
District School Board Ontario
North East
District of Nipissing Social Services
Administration Board
Dominos Pizza
Dr M S Ma DPC
Draper's Catering
Dyncare Inc.
Dyno Nobel
EMCO Corporation
East Ferris Public Library
East Penn Canada
Ed Seguin & Sons Trucking and Paving
Elizabeth Fry Society of Northeastern Ontario
Empire Living Centre
Enbridge Inc.
Enterprise Rent-A-Car
Evergreen Landscaping
Everguard
Executive Aviation
Express Parcel
Eye Associates of North Bay
Eye Specialist of Northern Ontario
FDM4
Fairfield Inn & Suites by Marriott
North Bay
FedEx Express
First North Enterprise Inc.
First Onsite
First Student / First Transit
Foundation Health Canada
Freightliner North Bay
Fur Harvesters Auction
Fuze HR Solutions Inc.
GATEWAY ELECTRIC MOTORS
Gangnam Korea - North Bay
Gateway North Heating Ltd.
GeoVerra Inc.
Gervais Restaurant and Tavern,
Country Style Donuts
Giant Tiger
GoFor Delivers
Grant Thornton LLP
Guy's Tire Sales Inc
H.E. Brown / Muskoka Auto Parts
HOSE TECH
Hamelins Outdoor Power Equipment
Hands, TheFamilyHelpNetwork.ca
Hart Stores

Haskins Industrial Inc.
Heads Up Tutoring
Home Depot
Homewood Suites by Hilton North Bay
Hume Paint Contracting
IDA - Mattawa Pharmacy
IPC
Intelcom | Dragonfly
International Test Pilots School
(Canada) Ltd. / ITPS Ltd.
Kal Tire
Karis Disability Services (formerly
Christian Horizons)
Kennedy Insurance Brokers Inc.
Kia North Bay
Kognitive Marketing
Kognitive Sales Solutions
Kohltech Windows & Entrance Systems
Krown Rust Control
L Brands
LHD Equipment
LKQ Canada
Larry Lennon Electrical
Legal Aid Ontario
Levante Living - Barclay House
Level Up North Bay
LifeLabs
Lifemark Health Group
Loblaws
Long & McQuade
Lou Dawg's Southern BBQ
MacLean Engineering & Marketing
Co Limited
Manitoulin Group of Companies
Maple Leaf Home Healthcare Inc
Marigold Unique Flavour
Marina Point Village
Mark's/L'equipeur
Mattawa Hospital
McDougall Energy Inc.
MedMatch Recruitment
Metal Fab Ltd.
Metis Nation of Ontario
MetricAid
Miller Paving
Ministry of the Solicitor General
Money Mart Financial Services
Montessori Childrens House
Municipality of West Nipissing
Muskoka Auto Parts / H.E Brown
My Thai Palace
National Bank
National Diabetes Trust
Near North District School Board
Next Round Social
Nipissing Transition House
Nipissing University
Nipissing-Parry Sound Catholic
District School Board
No Frills - Stacie and Troy's
Nordic Minesteel Technologies Inc.
North Bay BVD Travel Centre
North Bay Cycle and Sports
North Bay Heating and Cooling
North Bay Indigenous Hub
North Bay Parry Sound District
Health Unit
North Bay Police Service
North Bay Regional Health Centre
Northbound Contracting

Northern Dental Specialty Group
Northern Gate Construction
Northern Heights Community
Northern Lakes Dental
Northern Podology
Northern Shores Pharmacy
Northern Tree Service
Nutrition Club Canada
OCP Construction Supplies
One Kids Place Children's Medical
Treatment Center of North East Ontario
Ontario Ministry of Transportation
Ontario Northland
Orbit Garant Drilling
Orchards Fresh Food Market
Oxford Learning Centres, Inc.
PHARA
ParaMed Home Health Care
Paterson Group Inc.
Pellerin painting
Peoples Choice Warranty
PetSmart
Pilot Diamond Tools Ltd.
Plan A Long Term Care Staffing and
Recruitment
Plan A Senior Care Staffing and
Recruitment
Premier Mining Products
Purolator Inc.
QE Home /Quilts Etc
Redpath Mining Contractors
and Engineers
Regal Overhead Doors / Maintenance
Reitmans Lte/ltid
Rexall
Royal Bank of Canada
Royal LePage Real Estate
Rx Drug Mart/IDA
SPEEDY GLASS
SVR Restaurant Group Inc.
Sally Beauty Canada
Sandvik
Sangster Law
Scotiabank
Seaboard Transport Group
ServiceMaster Restore North Bay
Shoppers Drug Mart
Sienna Senior Living
Sobey's Inc.
SoftMoc
Spirit Halloween
Stacked Pancake and Breakfast House
Staples Canada
Stockfish Automotive Group
Structure Spine and Sport
Sturgeon Falls Brush and
Contracting Ltd
Sturgeon Falls IDA
Sturgeon Shell
Subway
Subway - Lakeshore Drive
Subway - Pinewood Park Drive
Subway - Sturgeon Falls
Sunset Country Dental
Superior Propane
Suppa Engineering
Swiss Chalet
Sword Management

Continued on next page

Syl's Neighbourhood Kitchen
 TJ's Snack Shack
 TJX Companies - Homesense
 Talize
 Taylormaid
 Testmark Laboratories Ltd.
 The Children's Aid Society of the District
 of Nipissing and Parry Sound
 The Cloud Lounge
 The Corporation of the City of North Bay
 The Engraving Shoppe
 The Erb Group of Companies
 The Miller Group
 The Sisters of St. Joseph of
 Sault Ste. Marie
 The Staffing Exchange
 The Urban Cafe
 Thermo Coustics Limited
 Thomas Davis Law
 Torba Restaurants Inc
 Trans Canada Safety
 Travelling Toes Skincare and
 Esthetics Boutique
 Triple M Metal
 True North Chevrolet Cadillac Ltd /
 Fix Auto North Bay
 Tulloch Engineering
 Twiggs Coffee Company Inc
 United Rentals of Canada Inc.
 Urban Planet
 VetCare Canada Inc.
 Victorian Order of Nurses / VON
 Vista Radio Ltd
 Volkswagen North Bay
 Voyageur Aviation Corp
 Voyago
 Walmart
 Warkus Four Inc. O/A A&W # 4336
 Welcome Inn Mattawa

West Nipissing General Hospital
 Wine Rack
 YM Inc. - Suzy Shier
 YMCA of Northeastern Ontario
 ZEDD Customer Solutions
 exp Global Inc.



PARRY SOUND DISTRICT

Adams Bros. Construction
 Algonquin Woods Cottage Resort
 Aqua-cage Fisheries Ltd.
 Aramark Canada Ltd.
 Bayshore Health Care
 Ben's Pharmacy
 Bourgeois Ford North
 Bowman Landscaping and Excavation
 Bray Motors
 Burger King
 Callander Animal Wellness Centre
 Callander Lakeside Medical Clinic
 Callander Public Library
 Camp Kodiak
 Camp Manitou
 Canada Post
 Canadian Mental Health Association
 Cedarland Homes Ltd.
 Coca-Cola
 Community Living Parry Sound
 Connor Industries
 Conseil scolaire public du Nord-Est
 de l'Ontario
 Crofters Food Ltd
 DBL Air Conditioning and Heating
 Dairy Queen
 DayCon Limited

District of Parry Sound Social Services
 Administration Board
 Dollarama L.P.
 EDC Custom Contracting Inc.
 Eastholme Home for the Aged
 Esso
 GRTTruss
 Gardens of Parry Sound Retirement Home
 Glen Bernard Camp
 Grand Tappattoo Resort
 Great North Homes
 Guardian Sundridge Pharmacy
 Hands, TheFamilyHelpNetwork.ca
 Home Depot
 Home Instead
 IBW Surveyors
 IDA pharmacy
 Iron Design Welding
 J & J Equipment Repair Inc.
 Lakeland Long Term Care Services
 Corporation
 Lakeside Cottage Care
 Lakeside Mechanical
 Lee's Cleaning Services
 Legend Spirits
 Loblaws
 Lofthouse Manufacturing (a Division
 of Brawo Brassworking Limited)
 Magnetawan Grill and Grocery
 Maid to Perfection
 Mark's/L'quipeur
 Marquee Farm
 MedMatch Recruitment
 Miller Paving
 Muskoka Gutters Ltd
 National Defence
 Near North District School Board
 Near North Environment Education
 Centre

No Frills - Stacie and Troy's
 ParaMed Home Health Care
 Parry Sound Eyecare
 Parry Sound Family Health Team
 Parry Sound Friendship Centre
 Parry Sound Fuels
 PatternStone Inc.
 Petro Canada
 Pizza Hut - Parry Sound
 Red Apple Stores Inc.
 Rosseau Road Powersports and
 Marine Ltd.
 SMRT Computer Solutions
 Salo Sauna Inc
 Scotiabank
 Shear Perfection
 Shoppers Drug Mart
 Sobeys - Parry Sound
 South River Scoops 'N' More
 Subway
 Szamra Group Facility Services
 The Grumpy Veteran Bar and Grill
 The Kart
 The Miller Group
 The Township of Armour
 The Wagon Wheel
 Tim Hortons
 Town of Parry Sound
 Township of Perry
 Township of Strong
 Township of The Archipelago
 Trout Creek Tire & Auto
 WOSSCO DIESEL POWER
 Walmart
 Wasauksing First Nation
 West Parry Sound District Museum
 West Parry Sound Health Centre
 YMCA of Simcoe/Muskoka
 Your Friendly Neighbourhood Chef

WHAT IS THE LMG MONTHLY JOBS REPORT?

This Jobs Report is a monthly publication produced by the Labour Market Group.

Each month we compile this report based on our job portal **readysethired.ca**.

Readysethired.ca is an online job portal that provides and collects real time job postings within the districts of Nipissing and Parry Sound. These postings are updated daily and provide job seekers with a one stop shop for local current employment opportunities.

FOR MORE INFORMATION & FURTHER DETAILS ABOUT LOCAL JOBS, PLEASE CONTACT :

The Labour Market Group
 readysethired.ca
 info@thelabourmarketgroup.ca



The Labour Market Group
 Guiding partners to workforce solutions.

July 2026

LABOURFOCUS


The Labour Market Group

JOBS REPORT JUNE 2026

TOTAL NUMBER OF JOB POSTINGS

731

NIPISSING

195

PARRY SOUND

154

from May

38

from May

TOP INDUSTRY WITH VACANCIES

NIPISSING

Health Care & Social Assistance (27.5%)

PARRY SOUND

Health Care & Social Assistance (23.1%)

To view the full report, visit our website
www.thelabourmarketgroup.ca
readysethired.ca

Questions or concerns?
Feel free to contact us at
info@thelabourmarketgroup.ca



T. 705.478.9713

150 First Ave. West
Suite 103, North Bay, ON
P1B 3B9

The Labour Market Group is funded by:



CONSTRUCTION LABOUR MARKET SHOWS SEASONAL RECOVERY IN Q2

Ontario's construction labour market improved during the second quarter as seasonal hiring increased. The unemployment rate fell to 5.5%, while both the labour force and employment grew compared with the previous quarter.

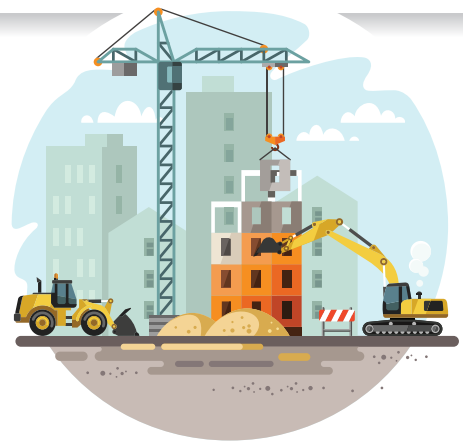
Older workers accounted for most of the labour force growth, while youth continued to face the highest unemployment rate despite improved hiring. Women also recorded gains in both labour force participation and employment.

Construction Labour Market Overview

Ontario's construction unemployment rate fell to 5.5% in June, down from 6.8% in March at the end of the first quarter.

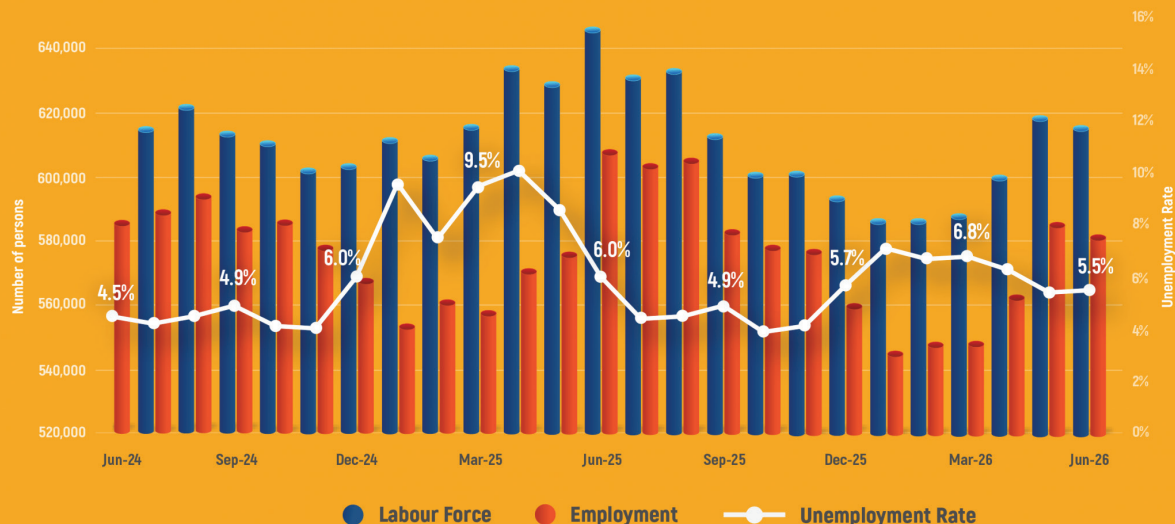
The construction labour force increased by approximately 27,600 workers compared with the previous quarter. However, it remained 30,800 workers lower than at the same time last year.

Construction employment increased by approximately 33,400 jobs, or 6.1%,



since March 2026. Despite this seasonal improvement, employment remained 4.7% below the level recorded one year earlier.

Ontario's Construction Labour Force (unadjusted)



Source: Statistics Canada. Table 14-10-0022-01 Labour force characteristics by industry, monthly, unadjusted for seasonality (x 1,000). Graph produced by the Ontario Construction Secretariat.

www.thelabourmarketgroup.ca

MORE FROM THE JUNE JOBS REPORT:

TOP OCCUPATIONS

NIPISSING

Sales & Service (28.6%)

Trades, Transportation, and Equipment Operators (17.2%)

Health Occupations (15.2%)

PARRY SOUND

Sales & Service (34.4%)

Trades, Transportation, and Equipment Operators (16.9%)

Health Occupations (15.9%)

To view the full report, visit our website
www.thelabourmarketgroup.ca
readysethired.ca

Questions or concerns?
Feel free to contact us at
info@thelabourmarketgroup.ca



T. 705.478.9713

150 First Ave. West
Suite 103, North Bay, ON
P1B 3B9

The Labour Market Group is funded by:



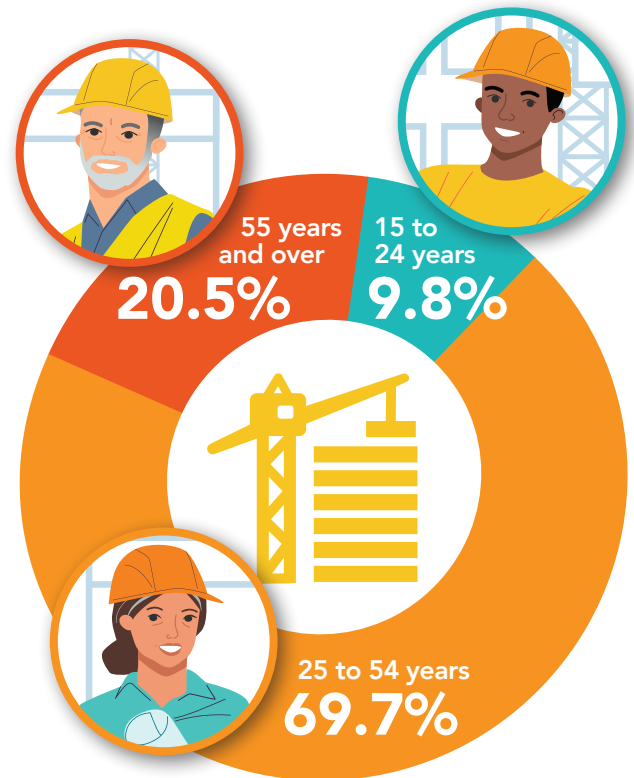
COMPOSITION OF THE CONSTRUCTION LABOUR FORCE

The second quarter brought the expected increase in construction activity as the summer building season began. Both the labour force and employment increased across all age groups compared with the previous quarter.

Workers aged 25 to 54 recorded the strongest employment increase among all age groups recording the lowest unemployment rate at 5.2%.

Looking at the longer-term trend, Ontario's construction workforce continues to age. Compared with one year ago, the number of young workers declined by 24,400, while the number of workers aged 55 and over increased by 12,200. If this trend continues, fewer young entrants combined with an aging workforce could contribute to future labour shortages.

Composition of Construction Labour Force by Age, Ontario, June 2026 (unadjusted)

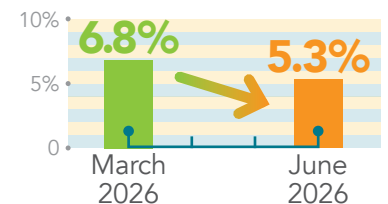


WOMEN IN CONSTRUCTION

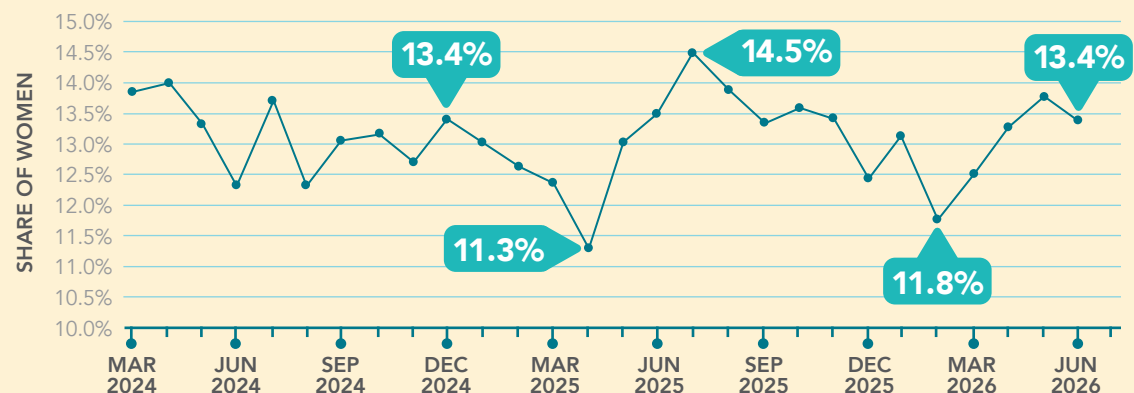
Women accounted for 13.4% of Ontario's construction labour force in June, up 1.3 percentage points from March and nearly unchanged from one year ago.

Approximately 8,800 more women participated in the construction labour force during the second quarter, while the number of women employed increased by 9,200.

Unemployment rate for women in construction



Share of Women in Construction Labour Force, Ontario (unadjusted)



Source: Statistics Canada. Table 14-10-0022-01 Labour force characteristics by industry, monthly, unadjusted for seasonality (x 1,000).

www.thelabourmarketgroup.ca