



HIGHLIGHTS OF BOARD OF DIRECTORS MEETING AND AGM

March 4 and 11, 2021, Held by videoconference

AORS held its winter Board of Directors meeting on March 4, and the 2021 Annual General Meeting on March 11, both by videoconference. Following are highlights from the meetings.

1. Meeting Attendance – The Board of Directors meeting was held on Thursday, March 4, with 25 of 32 Directors in attendance, as well as 3 Past Presidents and 5 staff. The AGM was held on Thursday, March 11, with over 120 in attendance. Thanks to all who participated!

2. Membership – Total members declined substantially from 2,150 in 2019, to 1,843 in 2020, including members from most of the 32 Local Associations (LAs), plus 187 members through the CRS program who are not members of an LA. Declines occurred across all categories, municipal, supplier and CRS. The declines are the result of several LAs choosing not to collect or submit AORS membership dues on behalf of their members, due to the lack of activities at the LA level through 2020. Regardless, AORS remained very active on behalf of all members throughout the year, in spite of the pandemic. All directors were asked to encourage their LA Executive to collect and submit AORS membership dues for 2021, and 2020 if they are in arrears, otherwise their members will no longer qualify for AORS membership benefits. Certifications were down as a result of both AORS and OGRA cancelling their spring training, which made it impossible for some applicants to complete the required training to qualify for certification or reclassification until late 2020. AORS recognized 13 members who retired in 2020 (see attached list) and will present Long Service Awards at upcoming LA meetings when they resume. LAs that have not yet requested certificates for their 2020 retirees can still do so.

3. Marketing & Communications – A mandate for the new Marketing & Communications Committee was approved by the BOD. This committee replaces the former Booth & Promotions Committee, but with a broader mandate to include all communications and marketing initiatives. Committee Chair Paul Dalton invites anyone interested to become a member of the committee, in particular those who are active in social media. Due to the cancellation of conferences, trade shows and meetings since March 2020, there were few in-person opportunities for committee members to promote the Association, our training and certification programs, Spotlight and the AORS Trade Show. Instead, AORS has focused on enhancing its virtual presence, with increased email notifications and social media posts. We also participated in several virtual events, with mixed results. Everyone is looking forward to the return of in-person events later this year.

4. AORS Municipal Public Works Trade Show – The 2020 trade show that was cancelled and rescheduled to 2021, has unfortunately been postponed an additional year. The subsequent two trade shows have also been postponed by another year, so the lineup is now: 2022, Barrie, hosted by the Simcoe County Road Supervisors Association; 2023, Strathroy, hosted by the Middlesex County Public Works Association; and 2024, Cornwall, hosted by the Eastern Ontario Road Supervisors Association. The BOD approved a Virtual Public Works Marketplace be held later this year to bridge the gap.

5. Spotlight – Without any in-person events since February 2020, it was challenging to solicit new advertisers for the 2021 edition of Spotlight, or even to confirm renewals of existing ads. Publication of the 2021 edition has been delayed to March to allow more time to secure as many ads as possible. As there will be few opportunities to distribute copies at events in 2021, AORS has expanded its mailing list so 50% more copies will be distributed by mail than previously (3,000 vs. 2,000). Use of the online

version continues to grow. Members are encouraged to reference Spotlight when looking for a new supplier, acknowledge those suppliers who do advertise, and promote Spotlight to suppliers who do not.

6. Education Committee – With the cancellation of spring training, 2020 training numbers and revenues dropped by almost half compared to recent years. When it became apparent that in-person training would not likely be allowed in the fall of 2020, AORS, its instructors and training partners made significant investments to quickly adapt training for online delivery. Feedback from fall trainees was very positive, so AORS will continue with online training into 2021, and will likely continue to offer some programs online even after in-person training resumes. The 2020 Provincial Roadeo was cancelled, and the 2021 Roadeo will only proceed if enough LAs hold local roadeos so there will be sufficient competitors to justify a provincial championship.

7. Strategic Plan – In spite of the pandemic, some progress was made against several of the strategic objectives in the new 2020 – 2024 Strategic Plan, An Open Road to Success. Most notably, transitioning our training offerings to an online format. Other accomplishments include relocation of the AORS office to St. Marys, hiring of a new Administrative Accounting Assistant, and recognition of the Public Works Leadership Development Program towards the CEU requirements of OACETT and the OWWCO. Since most other initiatives had to be put on hold during the pandemic, the BOD agreed that the lifespan of the new Strategic Plan should be extended to allow more time to address the strategies, so it will now be the 2020 – 2025 Strategic Plan.

8. Finance Committee – With the cancellation of the trade show and spring training, there was a steep decline in revenues in 2020. Thanks to cost cutting measures, successful applications for grants and subsidies, and some new revenue streams, the net loss was kept to a manageable \$69K. As a result of strong 6-figure margins in the previous two years, AORS has healthy reserves that will allow us to weather this storm.

10. New Executive – As reported following the Fall 2020 meetings, the BOD approved a pause of the normal progression of the Executive members of the Board, and each will serve another year in their current positions: Bill Wilson, CRS, as President, Phil Wilson, CRS-S, as Past President, Mike Alcock as 1st VP, and Joe Reid, CRS-S, as 2nd VP.

11. Awards – The attached document lists the graduates of the Public Works Leadership Development Program, and Jason Dalgleish, winner of the Marvin D. Halladay Memorial Education Award for achieving the highest average over the 8 module PWLDP. The BOD also recognized AORS staff, instructors, and training partners for their outstanding effort in quickly transitioning our training for online delivery.

12. Upcoming Meetings

- The Certification Board will meet on March 17. The deadline for submitting applications for CRS or reclassification to be considered at the following meeting is June 3.
- The next meeting of the Board of Directors will be held on June 25, 2021, preceded by a Local Association Workshop on June 24. Both are likely to be held as virtual meetings.
- Looking further ahead, the fall Directors / Suppliers Meeting and Golf is scheduled for Sept 16, and BOD meeting on Sept 17, both at the Oakwood Resort in Grand Bend.

LONG TERM SERVICE AWARDS

For members of AORS in good standing for a minimum of 15 years (or number of years local association has been in existence) and who have been in municipal roads supervision for a minimum of 15 years service and retired in the period January 1, 2020 to December 31, 2020.

<p>BRUCE BOUGHNER Municipality of West Elgin Elgin County Municipal Supervisors Association 22 years of service as Public Works Foreman</p>
<p>WAYNE HIGGINS County of Huron Huron County Road Supervisors Association 25 years of service as Bridge Foreman</p>
<p>DWIGHT KINSMAN Municipality of South Huron Huron County Road Supervisors Association 28 years of service as Roads Foreman</p>
<p>RANDY MARRIAGE Municipality of Central Huron Huron County Road Supervisors Association 21 years of service as Roads Foreperson</p>
<p>JOE RYMAN Township of Carling West Parry Sound Road Supervisors Association 25+ years of service as Public Works Manager</p>
<p>STEPHEN W. SAGE, AORS Past President, 2010 Township of Clearview Simcoe County Road Supervisors Association 31 years of service as Chief Administrative Officer</p>
<p>LAVERN SIEGEL City of Pembroke Renfrew County Road Supervisors Association 29 years of service as Sub Foreman, Roads & Fleet</p>
<p>TOM SINCLAIR, sadly missed since 07/2020 Municipality of Central Huron Huron County Road Supervisors Association 28 years of service as Roads Manager</p>
<p>DALE SMALL Municipality of Kincardine Bruce County Public Works Association 18 years of service as Foreman</p>

ROB STEIGINGA

County of Lambton
Lambton County Road Supervisors Association
24 years of service as Operations Manager

DAVE STROME

Township of Carling
West Parry Sound Road Supervisors Association
20+ years of service as Public Works Lead Hand

CHIP WILSON

Town of Goderich
Huron County Road Supervisors Association
20 years of service as Director of Operations

RICK YULE

Township of Oro-Medonte
Simcoe County Road Supervisors Association
15 years of service as Supervisor, Parks and Facility Operations



AORS
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The Association of Ontario Road Supervisors is pleased to acknowledge and present awards to the following recipients:

PWLDP Certificates of Completion

- **Joel Cox** Assoc. R.S., City of Kawartha Lakes
- **Jason Dalglish** Town of Smiths Falls
- **Glen Inglis** CRS-I, City of Guelph
- **Bob Paul** City of Hamilton
- **Anthony Petersen** CRS-I, City of Woodstock
- **Michael Russo** CRS-I, City of Mississauga
- **Casey Sharpe** CRS, Town of Niagara-on-the-Lake
- **Sean Thomas** CRS-I, Town of Goderich
- **Mark Wachowiak** CRS-I, City of London

The Marvin D. Halladay Memorial Education Award

- **Jason Dalglish** Town of Smiths Falls



The Marvin D. Halladay Memorial Education Award



The Marvin D. Halladay Memorial Education Award is given each year to the individual who completes the **Public Works Leadership Development Program (PWLDP)** with the highest overall average. The recipient is chosen from a group of his/her peers who are continuing their public works training and professional development and therefore contributing to growth within their respective organizations and the communities they serve.

Marvin D. Halladay

Mr. Halladay was Road Supervisor for East Garafraxa Township and a long time AORS member serving as the Dufferin Caledon Road Supervisors

Association representative on the Board of Directors. Marvin believed in the value of a comprehensive training, continuing education and credentialing system for Ontario public works staff. He was a consummate dedicated Municipal employee who enthusiastically volunteered his personal time to several AORS committees including the Education (chair) and the Certification Board. His commitment and professionalism helped AORS achieve its corporate strategic goals, vision and mission to support and promote our Local Associations and the public works industry.

AORS Public Works Leadership Development Program (PWLDP)

To be successful, local municipal operations require experienced, highly trained professional managers who can efficiently execute the corporate blueprint. Strong, committed leadership at all organizational levels ensures the focused development and delivery of essential community services.

The PWLDP is designed to challenge and enhance individual management and leadership skills. This eight (8) module program – mandatory for the AORS Certified Road Supervisor (CRS) credential - provides actionable learning that translates into personal and professional growth and sustainable corporate results.

Eligibility & Selection Criterion

Each year, a person (member/non-member) who successfully completes the Association of Ontario Road Supervisors (AORS) Public Works Leadership Development Program and attains the highest average of all PWLDP modules is eligible for this education award. AORS Education Committee and the training team review test results and select an award winner.

Presentation – The 2020 recipient of *The Marvin D. Halladay Memorial Education Award* is **Jason Dalgleish** (Town of Smiths Falls). This award will be presented to Jason at the AORS AGM.