



**GREY SAUBLE CONSERVATION AUTHORITY
MINUTES
Full Authority Board of Directors
Wednesday, September 25th, 2019, at 1:15 p.m.**

The Grey Sauble Conservation Authority Board of Directors meeting was held at the Conservation Authority Administration Centre located on Inglis Falls Road.

1. Call to Order

Chair Cathy Little called the meeting to order.

Directors Present – Cathy Little, Marion Koepke, Dwight Burley, Sue Carleton, Ryan Greig, Scott Greig, Harley Greenfield, Andrea Matrosovs

Directors Absent – Scott Mackey, Paul McKenzie, and Paul Vickers

Staff Present – Tim Lanthier, Doreen Robinson, Gloria Dangerfield, Alison Armstrong, John Bittorf, Carl Seider, Kris Robinson, and Jason Traynor

2. Adoption of Agenda

Motion No.:	Moved by:	Ryan Greig
FA-19-094	Seconded by:	Andrea Matrosovs

THAT the Grey Sauble Conservation Authority Board of Directors approve the Agenda of September 25th, 2019, amended as follows: 1) Under Item #7) Consent Agenda – add letter from Jeff Yurek, Minister of Environment, Conservation, and Parks re: Conservation Authorities; 2) Under Item #13 – Closed Session – Add 1) Personnel Item; Under Item #12 – Other Business – add under b) – BOD’s meeting in December 2019;

Carried

3. Disclosure of Pecuniary Interest

The Directors were reminded to disclose any pecuniary interest that may arise during the course of the meeting. No disclosures of pecuniary interest were expressed at this time.

4. Adoption of Minutes

Motion No.:
FA-19-095

Moved by:
Seconded by:

Harley Greenfield
Marion Koepke

THAT the Grey Sauble Conservation Authority Board of Directors approve the minutes of August 28th, 2019.

Carried

5. Business Out Of Minutes

a) Friends of Greenbelt Review of the Positively Green Campaign

In 2015 the nine conservation authorities of the Conservation Authorities Moraine Coalition (CAMC) completed a “Report Card on the Environmental Health of the Oak Ridges Moraine and Adjacent Greenbelt Lands”. The Report Card was funded in part, by the Friends of the Greenbelt Foundation. The purpose of the Report Card was to document current environmental conditions on the Oak Ridges Moraine and adjacent Greenbelt lands in order to inform the 10-year review of the Provincial Plans for those lands, as well as the review of the Growth Plan and the Niagara Escarpment Plan. The Report Card revealed three main conclusions:

1. Implementation of the Moraine and Greenbelt Plans through Planning Act applications was sufficient to maintain existing conditions, but not enough to achieve the Plans’ goals and objectives to restore and enhance these lands.
2. Without the use of additional tools to restore and enhance natural systems across the Moraine and Greenbelt landscape, environmental conditions may be expected to decline over time due to the cumulative impacts from continued growth, related infrastructure and climate change.
3. The sustained and targeted use of additional watershed stewardship and municipal tools are needed to enhance and restore environmental conditions across the Greenbelt.

Subsequent to the completion of the Report Card, the Friends of the Greenbelt Foundation (FGF) approached the CAMC to prepare an “Action Plan for Ecological Enhancement across the Greenbelt”, in order to address the environmental deficits identified in the Report Card. Four additional conservation authorities (CA) with watersheds encompassing the Niagara Escarpment joined the project to ensure coverage of the entire Greenbelt landscape. The goal of the project is to create an Action Plan for the undertaking of high priority, high impact programs/projects that will, over time, result in the restoration and enhancement of the environmental health, improved biodiversity, resilience and connectivity of Greenbelt watersheds. After a year of work, a list of 111 projects was submitted to the FGF in 2017.

With the addition of the four CA partners having Niagara Escarpment watersheds (Conservation Halton plus Hamilton, Niagara Peninsula and Grey Sauble Conservation Authorities), and to better align with the geography of the four Provincial Plans, the

CAMC rebranded itself as the Greenbelt Golden Horseshoe Conservation Authority Collaborative (GGH CAC) to undertake this project. Currently the CAO of Credit Valley Conservation chairs the Collaborative, while the coordinator role remains at TRCA, with the Senior Manager, Provincial & Regional Policy, in the Policy Planning Division.

Since the submission of the list of projects to the FGF by the GGH CAC, the FGF has been undertaking several additional components of the project. This includes the development of a funding strategy, a communications/branding plan, and related initiatives to make the business case for ecological enhancement projects, as well as research into a carbon offset program as part of the funding strategy. As part of these efforts the FGF made a pre-budget submission for funding from the 2019 federal budget while the CAs provided letters of support from their local MPs.

The project has now been rebranded as “Positively Green: 100+ Priority Projects to Enhance our Greenbelt”. The restoration priorities are organized around three environmental outcomes:

- Increasing biodiversity by improving habitat and restoring connectivity to benefit species at risk, fish and ranges of large mammals;
- Protecting and improving water quality and groundwater, and the clean and abundant base flows provided to rivers and lakes; and,
- Advancing the use of green infrastructure by municipalities as a climate mitigation and adaptation tool, particularly to manage storm water and flooding, as well as to sequester carbon.

Positively Green has more than 100 shovel-ready priority projects on the ground in communities across the Greater Golden Horseshoe. These projects are community-facing and provide real, tangible examples of how climate action benefits people and neighbourhoods directly. The projects are grouped into six main categories and include:

1. Forestation and Cooling Corridors – such as tree planting and habitat restoration to increase biodiversity, create interior forest, restore connectivity, protect water quality and strengthen climate resiliency.
2. Wetlands and Storm water/Flood Control – such as restoring historic wetlands to reduce flood risk to downstream communities, securement of provincially significant wetlands into public ownership and replacement of on-line storm water ponds with constructed wetlands.
3. Habitat Restoration and Biodiversity – such as restoration of rare habitats supporting species at risk, eradication of invasive species and fish barrier mitigation and riparian restoration to improve fish habitat.
4. Major Lake and River System Improvements – including support to implementation of Low Impact development programs and agricultural best management practices.
5. Enhancing Greenspace and Public Access – such as improvements to existing natural environment destinations and interpretive facilities and the creation of new, future environmental and outdoor recreational spaces.

6. Climate Leadership and Innovation – including promoting road ecology, mitigating climate emissions through carbon sequestration, creating cooling corridors in the urban river valleys and supporting municipal natural asset management plans.

Projects contributed by GSCA include:

- Management Plan and property enhancements for the Inglis Falls Conservation Area;
- Management Plan and property enhancements for the Eugenia Falls Conservation Area;
- Enhancement of Natural Heritage System Core Green Areas protection through land securement;
- Develop partnerships for the implementation of Low Impact Development (LID) stormwater controls in the Craigeleith and Warton areas;
- Improve water quality and stream health in Niagara Escarpment area subwatersheds through a combination of enhanced water quality monitoring and targeted riparian planting.

The data collection and reporting for the Management Planning portion of the Inglis Falls Conservation Area project is currently underway. If funding is received for this project, it will be utilized to implement the recommendations of the Management Plan.

The cost to implement the entire 111 projects is estimated at \$100 million over ten years. The Friends of the Greenbelt Foundation made a pre-budget submission to the federal government in spring, 2019 for \$27m in funding over five years. This contribution, if successful, would act as the seed money to leverage the additional funding over the ten-year period from provincial and municipal governments, businesses, foundations and non-government organizations.

Each of the 13 individual CA partners are responsible for funding their own projects. GSCA has identified a suite of potential funding partners for each initiative. Some of these include the locally affected upper and lower tier municipalities.

The FGF continues their work to assess the viability of creating a carbon offset program to provide funding for the projects. They are also promoting the project and seeking funding through presentations to municipal councils, CA boards of directors, meetings with Federal MPs and Provincial MPPs and other potential funding and implementation partners.

As noted above, some projects are currently being implemented on the ground to improve environmental conditions, mitigate flooding impacts and increase resiliency to the impacts of climate change.

Motion No.:
FA-19-096

Moved by:
Seconded by:

Sue Carleton
Andrea Matrosovs

THAT the presentation by Shelley Petrie, Grants Program Director, Friends of the Greenbelt Foundation be received;
AND FURTHER THAT the Positively Green project be endorsed.

Carried

6. Board Training/Orientation Topic: GSCA's Approach to Asset Management

Gloria Dangerfield and Alison Armstrong made a presentation on the GSCA's approach to Asset Management. Asset management is the process of building or developing, operating, maintaining, upgrading or renewing and disposing of assets in the most cost-effective manner. Operation and maintenance of assets in a limited budget environment requires prioritizing funds to optimize value. It involves planning for consistent investment into capital infrastructure to reduce financial risks. Asset management is intended to aid asset owners to think about the capital investment needed in these assets over their full life cycle, so sufficient funding is available when it is needed, and consider how these assets contribute (or not) to the desired outcomes of their owners. Asset management allows us to comprehensively forecast if there are upcoming peaks or valleys in the financial needs; determine if financial reserves are sufficient; ensure that decision-makers understand where investments are required to meet health and safety standards that protect staff and the public; consider information in new ways, such as by the asset values per property, and make informed decisions on trade-offs between capital needs and prioritize them over wants. GSC has built and acquired assets essential for the delivery of programs and the reduction of GSC's risks over the past sixty years. This diverse array of infrastructure and capital assets include: trails, roads, dams, parking lots, buildings, bridges, monitoring tools, vehicles, equipment, and lands. These assets are in different phases of their life cycles and in varied conditions. GSC's goals are dependent on its Infrastructure and Capital Assets. GSC's value of assets is \$54,614,675. As of December 31st, 2018, financial reserves end value was \$1,590,666. Points were made as follows:

- GSCA owns a diverse array of assets including linear assets (trails, roads, bridges) and structural assets (buildings);
- Funds need to be invested in actual capital and/or capital reserves at a constant annual rate in order to manage capital renewal;
- Substantial upgrades are required for the Administrative Office Building in the immediate future;
 - A rough estimate of replacement costs for the administration centre is approximately 5.9 million dollars, based on a similar sized replacement for Mississippi Valley Conservation Authority. GSCA is looking to renew the existing Administrative Centre at an anticipated cost of approximately \$650,000.

- This will include upgrades to electrical, network connections, phone lines, insulation and weatherizing, meeting space, etc.
 - This will also include upgrades to meet AODA standards.
 - Based on a previously approved budget item, GSCA will issue an RFP for an architectural firm to develop a phased renewal approach.
 - Staff will try to acquire grants to assist in funding the renewal.
 - It was mentioned that Grey County has an Accessibility Committee that could come to the Administration Centre to carry out an overview of what is required to upgrade. Dwight Burley is the Chair of that Committee and noted that staff could contact Cathy Nunno of Grey County to set up an appointment.
- Several structures at Eugenia Falls need to be invested in, including the pump house and the washrooms;
 - Spiral staircase at Spirit Rock was upgraded in 2018;
 - GSCA's vehicle fleet needs updated on a regular basis as vehicles reach the end of their useful life;
 - Network server needs to be continually upgraded and maintained to ensure continued security of GSCA's intellectual assets;
 - Forestry money comes from the Forestry reserve fund from which money has been borrowed to supplement the Forestry Department as no levy funds supplement that department;

The Board asked that staff forward a copy of the Asset Management Plan information, as presented, to the municipal watershed clerks and also to the Board.

7. Consent Agenda

Motion No.:	Moved by:	Dwight Burley
FA-19-097	Seconded by:	Ryan Greig

THAT in consideration of the Consent Agenda Items listed on the September 25th, 2019, agenda, the Grey Sauble Conservation Authority Board of Directors receives the following items: 1) Environmental Planning - Section 28 Permits – August 2019; 2) Administration – Receipts and Expenses – August 2019; 3) Minutes: 1) Foundation – June 12th, 2019; 2) Indigenous and GSCA Relationships Committee – July 12th, 2019; 3) Inglis Falls Arboretum Alliance Committee – September 12th, 2019; 4) Correspondence - Orders in Council for MECP and MNRF jurisdiction over Conservation Authorities Act; *add-on* 5) *Letter from Jeff Yurek, Minister of the Environment, Conservation, and Parks re: Conservation Authorities;*

Carried

The Board were interested in being provided with the total number of permits and planning applications per month.

Cathy Little advised that she was in attendance at the Indigenous Relationships Committee meeting of July 12th, 2019. Staff will touch base with Miptoon with regards to a walk together in the spring.

The Orders in Council set out the portions of the Conservation Authorities Act that are assigned to the Ministry of Natural Resources and Forestry and the Ministry of Environment, Conservation and Parks.

The letter from Minister Yurek confirms that the Conservation Authorities will be contacted first for consultation. This is a positive step.

The Chair called a break at 2:02 pm for ten minutes.

8. Workshop with GSCA/SVCA BOD's/staff/County CAO's/Grey County HR re: feasibility of shared CAO/GM position

The notes from the Workshop on a discussion related to a possible shared CAO/General Manager position between Saugeen Valley Conservation and Grey Sauble Conservation were reviewed.

**Motion No.: Moved by: Marion Koepke
FA-19-098 Seconded by: Sue Carleton**

THAT the notes from the Workshop held on September 17th, 2019, on a discussion related to a possible shared CAO/General Manager position between Saugeen Valley Conservation and Grey Sauble Conservation be received as accurate, including the flip chart.

Carried

Andrea Matrosovs noted that the Town of the Blue Mountains is shared between Grey Sauble Conservation and Nottawasaga Valley Conservation Authorities.

Feasibility of a shared CAO/GM Position

**Motion No.: Moved by: Marion Koepke
FA-19-099 Seconded by: Harley Greenfield**

WHEREAS following the resignation of the CAO, the Board of Directors (Board) named an Interim GM to act until approximately the end of January 2020, and delegated a committee to recruit a CAO;

AND WHEREAS after the ensuing announcement of the Saugeen Valley Conservation Authority (SVCA) GM retirement, the SVCA Board proposed that the Board consider recruitment of one GM/CAO for both CAs;

AND WHEREAS at the direction of each board, the SVCA executive committee and a sub-Committee of the GSCA Board met and subsequently the boards and senior staff met to discuss the feasibility and merit of a shared GM/CAO;

THEREFORE BE IT RESOLVED THAT the Board, acting with due diligence and in the best interests of GSCA, now directs that GSCA recommence the process of recruiting a CAO for GSCA immediately;

The recorded vote on this motion is as follows:

Dwight Burley – yes; Sue Carleton – yes; Harley Greenfield – yes; Ryan Greig - yes; Scott Greig – yes; Marion Koepke – yes; Cathy Little – yes; Scott Mackey – absent; Andrea Matrosovs – yes; Paul McKenzie – absent; Paul Vickers – absent;

Carried

Motion No.:	Moved by:	Marion Koepke
FA-19-100	Seconded by:	Dwight Burley

FURTHERMORE, WHEREAS the Board sees merit in improved communication with the SVCA executive committee and directors, and recognizes that both staffs currently communicate and collaborate on some aspects of programs and services;

THEREFORE BE IT RESOLVED THAT the Chair and Vice Chair endeavor to meet semi-annually with the SVCA executive committee;

AND THAT staff continue to investigate opportunities for further efficiencies and best practices with SVCA staff.

Carried

Chair Little is pleased that we have done our due diligence to answer the question of a shared CAO/GM between GSCA and SVCA. Staff from GSCA and all watershed municipalities, excepting Arran-Elderslie, have met with regards to Bill 108 and the 2020 budget.

9. Business Items

- a) Water Management – nothing at this time
- b) Environmental Planning – nothing at this time
- c) Lands Update – 1) Boat Lake Decommissioning Report Back

Jason Traynor advised that at present the Boat Lake cottages are still standing. We are trying a cost-effective way to take them down. Blackwood Carpentry will be meeting with Jason Traynor on Thursday, September 26, 2019 to discuss the removal of the cottages. Jason advised that Blackwood Carpentry is proposing to pay us for the cottages and will remove the cottages at their cost. GSCA has the necessary permits and Blackwood Carpentry meets our insurance requirements.

d) Forestry – nothing at this time

e) Communications/Public Relations

1) Comms RFP

Gloria Dangerfield advised that a Request for Proposal for Corporate Image Design, Strategy and Training for Grey Sauble Conservation has been advertised with a deadline for Submissions of Friday, October 4th, 2019 at 12:00pm. The intention is to acquire a consultant who will familiarize themselves with GSCA and its context and intentions and be able to seamlessly provide a consistent branding/corporate image design and strategy. This will include developing key messages for public consumption to support our strategic communications leadership and planning and streamline and increase the effectiveness of our internal communication specialties and services.

The consultant will provide branding and design templates for several specified communication deliverables and training for a corporate communications transformation. They will use the external Communications Brief to garner understanding and support of GSCA's business with the intent to better enable GSCA and the Grey Sauble Conservation Foundation (GSCF) to effectively communicate, provide a recognizable public face, and to meet their revenue and other performance measure targets. Throughout the work, the consultant will work with GSCA's Communications & Administration staff, and through this, will also aid GSCA in elevating its internal communication capabilities. This could be extended to "Friends Groups" and can be discussed after the RFP has closed and been reviewed.

f) Administration

1) NDMP (x2); LiDAR; Owen Sound MCIP; Bruce-Grey Climate Change Work Update

Grey Sauble Conservation Authority has been involved in three collaborative projects that increase our understanding of potential flooding scenarios and enables pro-active mitigation and resiliency actions.

These are the National Disaster Mitigation Program Intake 4 (NDMP 4) project in the Lake fringe subwatersheds of Grey County with Grey County and the Town of the Blue Mountains, the National Disaster Mitigation Program Intake 5 (NDMP 5) project at Lora

Bay and the Municipal Climate Innovation Program which involves creation a City of Owen Sound Adaptation Plan (CCAP).

All of these projects involve a collaborative approach to improving the data upon which we base our decisions. They include assessing risks to infrastructure and assets which allow municipal officials to identify deficiencies in flood-related infrastructure. They also give us a better understanding of how climate change will impact these scenarios and the risk associated with them.

NDMP 4 involved the placement of several new stream gauges, the capture of RTK GPS elevation data at culverts, and the acquisition of LiDAR for the study area. LiDAR data will be available to all member municipalities and sold for commercial use.

The NDMP 5 project at Lora Bay will involve working with the Town of the Blue Mountains to do a third-party review of the previous engineering that has been done in the area and then create a risk assessment for the area.

Kris Robinson made the following presentation. The CCAP project will position Owen Sound to deal with the impacts of climate change by assessing the preparedness and risks and then suggest adaptation measures. It will focus on stormwater modelling to determine capacity of these systems and include a risk assessment to determine infrastructure effected under different flooding scenarios. Community engagement will be a large component of this project and will include internal staff training. Deliverables will include adaptation planning principals and potentially guidelines such as those for low impact development and/or stormwater design. The initial phase of this project involved creating a steering and technical committee. It also included doing an assessment with the change in climate in the area. Using Environment Canada data, we have done an analysis of the change in climate since 1879 and the most notable increase is the change in winter temperatures from 1965-2006 and the change in rainfall in those years. Both factors will increase the amount of rain on snow events and the risks associated with flooding. GSCA is interested in collaborating with other municipalities.

Staff advised that we no longer have a climate station in this area. Various Directors made note of the difference in temperatures at various locations within one area during the same time period.

- 2) Report-back on Municipal Staff Leadership Discussions regarding their Priorities, Bill 108 and Provincial Funding Changes

Tim Lanthier advised that GSCA staff have met with staff from Bill Walker, MPP's office with regards to provincial funding changes.

Kim Wingrove from the County of Grey had a delegation before MECP staff at the AMO Conference in Ottawa. The purpose of this delegation was to provide support for the important role that Ontario's conservation authorities play. Several Board Members were present at the delegation.

Meetings have been held with GSCA and senior municipal staff with all watershed municipalities except for the Municipality of Arran-Elderslie.

Key points noted across many meetings included:

- Municipal partners are also struggling with funding cuts and budget challenges;
- Infrastructure and climate change;
- Partnership opportunities: Bruce Power; Universities; Municipal Service contracts (ie: services that GSCA could offer across the 8 municipalities instead on each municipality); opportunity for joint grants; interest from municipal staff for application submissions
- Tourism – many municipalities are actively engaged in expanding outdoor recreation-based tourism opportunities, including Trails and Recreational Master Plans.
- There is increasing pressure for streamlining of planning reviews;
- Interest in environmental education activities expanding throughout the watershed;
- Municipal Councils generally do not know the full scope of GSCA's business.
- There would be substantial benefit if Board Members championed GSCA to their respective Councils and educated them on GSCA's business;
- One Board Member suggested that one of their municipal Councillors recommended that GSCA sell their property and put the funds into a reserve to address the provincial budget cuts.

Tim advised that:

1. Selling property to cover a public safety issue, or any other ongoing budget shortfall, is not a sustainable budget model;
2. There are policy constraints on the selling of lands that require the monies to go back into a "project" of the Authority, not into operating funds;
3. GSCA acquired the lands for conservation purposes for long-term preservation;
4. GSCA's 2018 Board Approved Strategic Plan directs GSCA to enhance GSCA Land Management and Natural Heritage Preservation. Systematic sales of property to fund operating costs is not consistent with this strategic direction.

3) Initial Budget Discussion to Seek Board's Input on Changes and Priorities

Draft #1 of the 2020 budget will be presented at the October 23rd BOD's meeting. The same format will be used as in past years.

As per the approved Personnel Policy, the salary schedule for all staff will be updated annually. All wage scales will be adjusted annually based upon the cost of living adjustment (COLA) awarded to non-union employees of the County of Grey, and approximately every five years, a complete salary and benefit review will be undertaken by the Authority.

- The last review was carried out in 2013.
- In order to remain competitive and fair an update review of salaries and wages is prudent and warranted. GSCA is compared to neighbouring municipalities, Counties, and other conservation authorities.
- All board members, excluding one, were in favour of proceeding with this.

10. Interim General Manager's Update & Monthly Calendar

- Strategic Goal 1: Better Monitor and Manage Flood Risks:
 - John is continuing to install water level gauges – two recently installed in Grey Highlands (upstream of Lake Eugenia, and on Sideroad 7A near Talisman)
 - John is continuing to find volunteers to host weather stations.
 - Some concerns were raised by residents around the Sky Lake/Boat Lake areas regarding water levels. John has installed a gauge on the Rankin Dam (Boat Lake) and is monitoring levels and rainfall. This information is available on GSCA's website, and John has been in discussions with residents about rainfall (not very much this year).
- Strategic Goal 2: Enhance GSC Land Management and Natural Heritage Preservation:
 - Partners – BTC, MGH, OPG – have committed to funding safety fencing at Eugenia Falls. Installation has now occurred.
 - GSCA is working to improve parking issues at Old Baldy through improved signage and possibly enforcement in conjunction with MGH
 - Meeting on September 11th with Senior's League that provided funding for new interpretive signage and trail upgrades at Feversham Gorge.
- Strategic Goal 3: Support the Development of Watershed Plans with Municipalities:
 - As per the information provided by Gloria Dangerfield under Item 9(f)(1)
- Strategic Goal 4: Improve Water Quality
 - Active water quality sampling underway
 - This program may be at risk with current indications from the Province
 - John B. has been in communication with his contacts in the program to see if they have any insight into the future of the program. We are still awaiting a response.
 - Working on Bothwell Creek sub-watershed report card – expect issuance of report card in paper format in late November with an interactive web version in 2020.
- Strategic Goal 5: Strengthen Environmental Education and Communication:

- As noted at the last meeting, we have engaged our 2019 Day Camp Leader to stay on until the end of 2019 (2 days per week) to develop program materials
- Excellent volunteer lunch event last week
- Other Initiatives:
 - A meeting was held with TOBM and Grey County to discuss the Tree Cutting By-Law. Potential for future collaboration in this regard.
 - Approached by the REALTORS Association of Grey Bruce Owen Sound (RAGBOS) to engage in meeting to discuss their concerns – meeting is scheduled for September 26th.
 - Grey County has commenced the public consultation process for the FMP which was developed by GSCA for the County
 - Tim will be attending the Conservation Ontario meeting on September 30th
 - Forest Festival is from October 1st to October 3rd in Allen Park.
 - Regular foundation meeting is on October 9th

11. Chair's Report

- Have been busy with meetings regarding shared CAO/GM for GSCA/SVCA
- Brought greetings from the BOD's at the Feversham hiking trail event
- Attended and brought greetings to the Volunteer/Donor/Employee Appreciation Day at Hibou on September 20th. It was a great event which was made even better by not driving in a snow storm as per the Christmas Luncheon event held in December each year. Kudos to staff for the event.

12. Other Business

Georgian Bluffs gave a thank you to GSCA staff who attended the zoning by-law open house meeting and kudos to Andy Sorensen who attended at the comprehensive public meetings. The public learned a lot.

- a) No minutes for: 1) Forestry Committee; 2) Friends of Hibou; 3) BRWI
- b) Next Meetings – October 23rd, 2019, at 1:15 p.m. and November 27th, at 1:15 p.m. **Please note there will be no meeting in December 2019.**

All staff, excluding Tim Lanthier and Doreen Robinson left the meeting.

13. Closed Session – Personnel

Motion No.: **Moved by:** **Dwight Burley**
FA-19-101 **Seconded by:** **Harley Greenfield**

THAT the Grey Sauble Conservation Board of Directors now move into Closed Session to discuss a Personnel item.

Carried

Motion No.: **Moved by:** **Sue Carleton**
FA-19-102 **Seconded by:** **Harley Greenfield**

THAT the Grey Sauble Conservation Board of Directors return to the regular agenda of September 25th, 2019.

Carried

14. Adjournment

The meeting was declared adjourned by the Chair at 3:44 p.m.

Cathy Little, Chair

Doreen Robinson
Administrative Assistant

This set of minutes was approved by the GSCA BOD's at their meeting held on October 23rd, 2019.