



Landscape Ontario Horticultural Trades Association

Annual Report 2019





PRESIDENT'S MESSAGE

Realizing our dreams



To realize a dream, you first need to dream it.

As an association, we are fortunate that we can build consensus toward a dream. Our association has always been ambitious and our vision has always looked at the bigger picture for the future.

With the completion of our building renovation project this year, we are witnessing this culture of big ambitious thinking become a reality. Our dream of becoming the hub of activity and promotion of sustainable careers in the landscape profession is now before us. Our new facility is world-class and it will allow us to deliver the programs needed to achieve our vision.

Like any dream, you never know what might happen next. If you asked LO members 30 years ago if they ever dreamed that LO would be in the position it holds today, my guess is that most did not. We can pause to savour our accomplishments, but as an association, we must never stop pursuing our dreams.

A dream is defined in the dictionary as “a series of thoughts and images.” Each dream must build on one another. We are fortunate to have such talented members in our association that will continue to build on our dream.

As I conclude my presidency, I would like to thank everyone who has worked with me in helping to achieve Landscape Ontario's dreams. I know there's more work to be done, and your new president and executive will continue the dream of becoming the hub of sustainable careers in the landscape profession.

We all know that dreaming is the easy part. The execution could not be accomplished without our dedicated association staff and the many dedicated volunteers who serve our association so proudly.

I am thankful for everything you do.

Here's to a great 2020 — the year everybody sees clearly what a great association we have.

Respectfully submitted,
Warren Patterson
President 2018-2019

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TREASURER'S REPORT

Moving forward on solid ground



Our association continues to be on a solid financial foundation. All departments and investments exceeded expectations, which put us on track for a profit of \$117,218, which we were able to distribute as follows: \$87,218 to the Horticultural Centre Improvement Fund, \$10,000 to the Technology Fund, and \$20,000 to the Promotional Fund.

Our biggest investment is in our membership, who are now the proud owners of an amazing, world-class building that is ours for our future. We are moving forward on solid ground.

Respectfully submitted,
Ed Hansen
Treasurer 2018-2019



MEMBERSHIP AND PUBLIC RELATIONS REPORT

Responding to the needs of members and clients



As with all years, the Landscape Ontario membership team kicked off its annual membership awareness campaign at Congress in January. Our booth at the show reflected the many benefits of belonging to the association. A lounge area was also created to showcase the LO Peer to Peer Network mentorship program, which met with positive feedback. Our strongest member cost savings benefit in 2019 continued to be the General Motors vehicle discount. The program not only serves as a great way to attract new members, but the data shows that long-time members continue to use the program on a regular basis. We continue to work with the Canadian Nursery Landscape Association (CNLA) to review and monitor all of our member savings programs.

This year marked a historic milestone as we converted to an on-line invoicing system for our annual member dues renewals. This proved to be quite challenging and also required a lot of updating to member contact information in our database. Hopefully, most of the wrinkles have been ironed out and the process will run smoother in 2020.

A sub-committee of the LO Provincial Board held several meetings to review our current membership categories. As a result, a proposal has been made to modify existing categories and also add some new ones. This will be reviewed by the board, followed by an announcement to all members and presented at the AGM in January 2020.

We continued our popular member

appreciation days this year, visiting both active and associate members. We concentrated mainly on the eastern area of the province, with visits to the Durham, Upper Canada and Ottawa chapters.

Public relations

In order to stay visible and meaningful to the general public, we created many touch points during 2019 with the main message being advancing horticulture and profiling professional LO members. This will also serve as a vehicle for attracting young people to consider horticulture as a career choice.

We continued to improve our website, creating a credible source for horticultural information and a conduit for the public to connect with members. We have seen an increase in the number of members creating their online company profile, which can now include certifications and awards.

Canada Blooms celebrated March Break with a family theme this year, and the LO Green Streets Challenge feature garden was a popular destination for the many families who attended the event. It, along with the Fusion garden, were featured on CityTV, Global TV and CBC.

Garden Inspiration, our annual consumer magazine was once again produced by our Communications Department, and about 50,000 copies were distributed at Canada Blooms. Another 20,000 were handed out at local home and garden shows.

Throughout 2019, we contributed articles to various consumer magazines.

We also hosted the garden show on AM740 on several occasions.

Many LO chapters took the LO messaging to local home and garden shows. Member companies were profiled at several shows, including: Windsor, Sarnia, Waterloo and Ottawa. A big thank you to the dozens of members who volunteered at these events. You continue to be our best form of promotion with your professionalism and community-minded spirit.

Partnerships

Royal Botanical Gardens (RBG): We continued to support events at the newly-renovated gardens and used the beautiful setting to shoot many videos to promote the *Canadian Landscape Standard (CLS)*.

Toronto Botanical Garden (TBG): We continue to partner with the TBG on several events, including the Monica van Maris Award, which in 2019 was awarded to LO board member, Lindsay Drake Nightingale. Both the provincial board and the Toronto Chapter donated funds to support the children's programs at TBG.

Ontario Horticultural Association (OHA): We attended the OHA annual convention in Windsor and our chapter dedicated a tree at the event.

Master Gardeners: The Ontario organization held their annual conference at our newly-renovated facility in Milton.

Garden Communicators: We continue to issue press releases to the media and host them each year at a special meeting held at Congress.

Respectfully submitted,

Denis Flanagan CLD

Manager of Membership and Public Relations



EXECUTIVE DIRECTOR'S REPORT

Association-wide renewal the theme of 2019



At the beginning of each year our staff family selects one word that acts like a general filter for our activities. This year, the word was “renewal.” It was the right word for 2019.

We have a new Strategic Plan, a new building, a refreshed *Landscape Trades* website, a new social media initiative, a new, national e-newsletter, a new equity partner in CNLA, new features at Congress, new committees, a new membership recruitment process, renewed apprenticeship group sponsor program, new youth engagement coordinator, new billing system, and a renewed energy as we continue our collective work in growing a prosperous, professional, ethical, recognized, valued and contribution-oriented profession.

And with all of these developments, our values and principles remain unchanged. We are firmly focused on industry leadership, community building, enhancing professionalism, environmental responsibility, and financial stewardship. Our aim is, and always will be, to bring together like-minded individuals who believe in contribution, integrity, service, responsibility, collaboration and advancement. I have often described the association as a community for mutual improvement that is focused on advancing the profession.

Here are some highlights from 2019.

STRATEGIC PLAN

The new strategic plan is guiding all of our work. Most of the focus is on workforce development. The plan identified five “Pillars of Execution.”

1. Youth Outreach
2. Career Development
3. Education and Professional Development
4. Marketing/Communications
5. Technology

To guide the execution of the plan, five committees have been formed.

Marketing and Communication Committee (related to future workforce development)

Mandate: To develop strategies to reach youth aged 15-25 in order to raise awareness for the career opportunities available in the landscape/horticulture professions.

Employment and Training Hub (Hiring Hall/ Apprenticeship Promotion) Committee

Mandate: To explore the development of a profitable hiring hall model. Landscape Ontario will directly recruit, educate and train employees utilizing “bootcamps,” apprenticeship, certifications and professional development programs and then make employees available to members.

Top 100 Employer of Choice Committee

Mandate: To define the characteristics, processes and systems of an Employer of Choice in order in order to create an aspirational model for employers.

Technology Committee

Mandate: To oversee the development of a technology plan aimed at utilizing leading-edge technology in order to execute association operations in an effective, relevant and efficient manner.

Education Committee

Mandate: This committee will explore strategies to expand Landscape Ontario professional development programs so they are easily accessible to every member. This could include the exploration of different digital and distance delivery systems, and/or partnering with suppliers to deliver education at a local level.



OVERREACHING ISSUES

Workforce Development: Employee recruitment, retention and development

Many members cannot find employees. Some say they could take on 30 per cent more work if they had more help. The labour-shortage issue is critical. It is a barrier to the future growth of our profession. Although we have a very well-developed Future Workforce Development Plan, the labour shortage will remain the number one priority for the association. This was confirmed at our most recent Strategic Plan meeting.

Profitability

Many members are working too hard for too little.

Both issues are interrelated. They both receive a great deal of focus in the new strategic plan.

We have been addressing workforce development with numerous short- and long-term strategies, but it seems to be getting worse. We have a full-time person dedicated to promoting apprenticeship. We also hired a new “Youth Engagement Coordinator.” We continue to promote the Specialist High Skills Major (SHSM) program and *Landscape.jobs* website. Our Human Resource Development activity (chaired by Harold Deenen and managed by Sally Harvey) is broad, complex and extensive. Human Resource Development is by far the number one priority of the association.

SECTOR GROUP ISSUES AND ACTIVITIES

Garden Centre

Independents are slowly disappearing. Many sell to developers. Large box stores and online sales continue to have a serious impact on smaller independents. Larger, full-service garden centres are doing well.

Growers

Nursery growers are doing well. An outbreak of box tree moth in Etobicoke, Ont., has caused some concern from growers of boxwood.

Irrigation

The group continues to promote the Water Smart Irrigation Professional (WSIP) program, as well as the many benefits of Fusion Landscaping.

Landscape Contractors

By far the most serious issue is workforce development. It is getting to the point that lack of employees will restrict the optimal growth for members in this sector.

Landscape Designers

This group has a strong focus on professional development. The annual Landscape Designers Conference continues to attract a strong following. Promotion of the Certified Landscape Designer (CLD) designation continues to be a priority. They are also working to obtain a *Name Act* in conjunction with the OALA looking to obtain a *Practice Act* for Landscape Architects. A recent partnership with the Association of Professional Landscape Designers (APLD) may eventually see the CLD program become international.

Landscape Lighting

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

Snow and Ice Management

Members in this sector are having a serious issue with obtaining insurance. We have teamed up with a diverse group of stakeholders to promote mandatory Smart about Salt Accreditation (SAS) with liability protection.



We also completed a risk management manual and will be launching education programs to assist members to deal with liability risk. In addition, we are supporting MPP Norm Miller’s *Private Member’s Bill 118* calling for a reduction of the Statute of Limitations from two years to 10 days.

The sector group contracted with Marsh Canada to produce a risk management document. It will be used in future professional development seminars to assist members become better at risk management. Please see gfl.me/h4r6 for more information.

Turf Management

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



NEW LO TRAINING FACILITY AND OFFICES

For practically the entire fiscal year, LO staff were housed in temporary offices in a medical building on the west side of Milton, while our entire building was gutted and renovated. In July, we finally moved back home while finishing touches were completed on our brand new facility.

The building renewal has brought with it a positive energy and optimism for the future. LO staff and members are now the proud owners of a world-class facility that is a true reflection of the professionalism of our many initiatives and programs, and the work of our members, volunteers and supporters. We look forward to building the new LO of the future.

CNLA is now a 10 per cent equity partner in the Milton property.



Landscape master site plan

A dream team of Landscape Architects, including: Haig Seferian, Paul Brydges, Dave Wright, Kathy Zhu, Scott Wentworth and Ron Koudys have developed a master landscape plan for the site and the LO Building Committee has met a couple of times to divide the project into various phases and is discussing timelines and budgets for each phase. See gfl.me/h6or

Digital communications

We have revamped our communications vehicles, refreshed and redesigned the **LandscapeTrades.com** website, introduced a national electronic newsletter and started to record and produce podcasts.

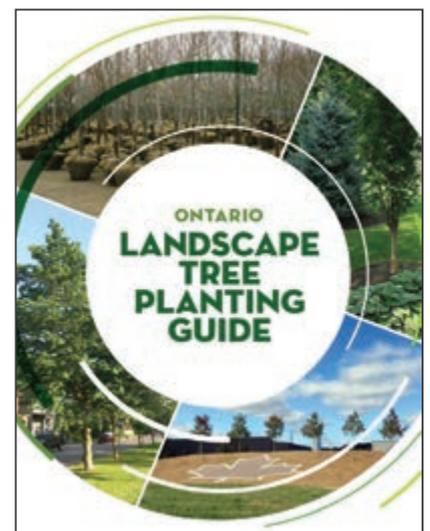
In addition, we will soon be amalgamating the trade and consumer websites into one site using **LandscapeOntario.com** as the domain.

Peer to Peer Network

Landscape Ontario's Peer to Peer Network continues to grow. If you are a member business owner or upper manager, you should not ignore this invaluable resource. The members of the group are a reflection of our "community for mutual benefit" ethic. It is a very beneficial program that is available for free to members.

Ontario Landscape Tree Planting Guide

This new guide developed in partnership with Vineland Research and Innovation Centre will serve as one of the best resources for successfully planting trees anywhere in the province. It is available for free download at **landscapeontario.com/ontario-landscape-tree-planting-guide** and will be launched at Congress 2020.





Highway of Heroes Living Tribute

The Highway of Heroes Living Tribute continues to gain momentum. This wonderful project chaired by Mark Cullen is focused on planting 117,000 trees along Highway 401 from Trenton to Toronto to honour the sacrifice of our fallen soldiers. An additional 1.8 million trees will be planted adjacent to the highway in thanks for all those who have served in our military during times of war. To complete the job, we require \$10 million. So far, \$7.5 million has been raised. This spring, Prime Minister Trudeau was on-hand to plant a ceremonial tree and to award us \$2.9 million dollars.

Kathleen Pugliese retirement

After 25 years, my executive assistant, Kathleen Pugliese, decided to retire. Kathleen was well-known and loved by hundreds (if not thousands) of members. She was the ultimate multi-tasker and always had the members' best interests in mind. She has served all of us (especially me) well. She will be missed, but we wish her well in the next chapter of her life journey.

The future

One of the most important activities last year was the revisiting of our strategic plan with the guidance of Southbrook Consulting. Dave Wright, Warren Patterson, Mark Humphries, Gregg Salivan, Paul Brydges, Lindsay Drake Nightingale, Kimberly Khoury, Lindsey Ross, Gerald Boot, Michael Garcia, Carmine Filice, Mark Bradley, Jennifer Lemcke, Christine Moffit, Michael Gucciardi and Jamie Perras volunteered to be on the committee. They spent two full days framing the plan for the board and members. Nathan Helder facilitated the development of the plan.

Landscape Ontario has always been planning oriented. Previous plans have become prophetic documents. We are one of the largest and most relevant horticultural trades organizations in the world because we have made the effort to listen to our membership. The future looks very bright for the profession and organization.



Come Alive Outside Green Streets Challenge and Design Challenge

We hosted eight Green Streets Challenges in communities across the province this year and one design challenge. These events dramatically showcase our profession's value to society.

A timelapse video of the creation of a pop-up park is worth watching. gfl.me/h6ou

Respectfully submitted,
Tony DiGiovanni
Executive Director 2018-2019



2019 Chapter reports

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

Durham

President: Jon Agg
Vice President: Brian Alcock
Past President: Norm Mills
Secretary/Treasurer: Carol Fulford
Provincial Board Rep.: Christopher Muller
Directors: Bruce Cullen, Keith Desjardins, Mark Humphries, Scott Lloyd, Brian Shelfoon, Janice Shingler

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

It has been a whirlwind of a year – issues with salt, insurance, a wet spring, a hot summer, and before you know it, fall has arrived and leaves are piling up right before our eyes. There's never a dull moment in the landscape profession!

FALL 2018

Kids Safety Village

We had the privilege of being recognized for the work we completed in June at a grand re-opening of the Durham Safety Village in Whitby, Ont. Chapter members donated time, material, a rock engraving, and equipment to this project. It was nice to be able to revisit the site a few months later to see how it had all come together.

How soon we forget about *Bill 148*

I remember at the time that this was going to come in and completely change a lot of the ways that we worked with our employees and how we would structure our day — and then January 1, 2019 came and most of it was repealed — a funny side effect was that it actually did some good with the threat of it coming it — many companies don't even think of starting people at \$14 an hour — and it caused people to think a lot more about calling people in for the day when it was pouring cats and dogs outside.

Cannabis, a new world!

John Aird from Workplace Safety and Prevention Services (WSPS) attended our November meeting to discuss the new

world of cannabis consumption that business owners now had to deal with. We learned employees could be partaking, and we literally could have no clue. Of course, we also learned we would be ones held responsible if an impaired employee injured themselves or someone else while on the job. It opened up a whole new way of thinking how we would deal with these issues, and we got some great advice on how to protect ourselves.

WINTER 2018-2019

The Salt "Shortage"?

This topic created a lot of discussion, and in the end, I think we are all unsure exactly what happened and what the pricing should have been. We are all now used to the new pricing, but will have to remain vigilant with our consumption, and utilize creative methods and new technology while being conscious of the environment when dealing with this issue.

Dunington-Grubb Award

A huge congratulations to Durham Chapter member, Dutch Touch Landscaping and owner, Pieter Gjaltema for being announced as winner of one of the most prestigious awards given out in the Landscape Ontario Awards of Excellence program. It just goes to show that great things are happening in Durham.

SPRING 2019

The WindReach initiative

This project has been a long time in the making, and we are still not fully there yet, but we do have a decent amount of money and sweat equity to put toward a multi-sensory play area at this site. It is the Chapter's hope that this project can come to fruition in the spring of 2020. For information on the organization, visit www.windreachfarm.org. At our spring meeting we had a presentation from their executive director to explain where our help was needed.

SUMMER 2019

Bowmanville Green Streets Challenge

On July 20, we had the pleasure of working with Landscape Ontario's Lissa Schoot Uiterkamp and Bowmanville Summerfest organizers to be part of an extremely successful event. The Green Street events held across the province are gaining more and more momentum every year. I believe they will eventually be a normal part of any community streetfest. There is something special about playing on lush, green turf in the middle of the busiest street in your town. We look forward to being a part of this event again in the future.



Looking back, it was another great year for the Durham Chapter. Our biggest issue is getting good turnouts to our meetings. We will be spending time over the winter to try and encourage more companies to come out to our events, as they provide a lot of great information and provide great peer to peer networking as well. I would like to extend a big thank you to our executive for all that they do – and challenge them to make 2019-2020 an even more exciting year.

Respectfully submitted,

Jon Agg

President 2018-2019

Georgian Lakelands

President: Laurie-Ann Stuart

Vice President: Michael Di Nunzio

Treasurer: Ken Dutka

Secretary: Jen Raedts

Provincial Board Rep.: Margot Byers

Directors: Jon Cundy, Lexi Dearborn CLD, Rebecca Hurrell, Chris Mason, Teresa Matamoros

This past year has been a rebuilding year for our Chapter and some long-time board members rose to the challenge by maintaining many of our wonderful events. Also of note, Warren Patterson of our Chapter continued his second year as Landscape Ontario president.

In September, our popular Cascades Putting Challenge at Blue Mountain in Collingwood, Ont., saw about 50 people participate. The weather was spectacular, so was the dinner at Firehall Pizza. There were lots of awards, including a treasured Congress Pass and delicious maple syrup.

The fourth annual Georgian Lakelands Chapter Awards of Distinction at Casino Rama was held in late November, with over 90 people in attendance. Awards were presented for Hardscape Material Supplier, Plant Material Supplier, Equipment and Accessory Supplier, Best Service Supplier, Salesperson, Boss, Volunteer, Employee, Young Entrepreneur of the Year and Service and Leadership Award.

With the arrival of 2019 it was off to Congress in Toronto for many of us with a board meeting during the week. It proved to be a great place to hold a meeting, to acknowledge the great work of the board and to look ahead to the new year.

Our February meeting was held at Deerhurst resort, where the chapter board were able to have dinner with a few of our Huntsville area members the evening before. The next day was inspirational as LO Peer to Peer Network Manger, Jacki Hart gave us a taste of what it's like to participate in an engaged and thought-provoking LO Peer to Peer event. It was a terrific introduction to what the program has to offer LO member business owners.

February was also the month for our annual Ski and Spa Day. Over 30 people came out to ski, spa or both and to also enjoy the après ski event at the lodge. Our fantastic sponsors provided great prizes for the event. Money raised from the day

will be used to provide scholarships to high school students in our region.

March means road safety in the Georgian Lakelands Chapter and Ministry of Transportation Ontario (MTO) officer, Hank Dubee was gracious enough to interrupt his vacation to update us on how to stay safe and in compliance on the roads. Always a favourite and well-attended meeting, this year's event was held at Tangle Creek in Barrie, Ont.

Wasaga Beach was the location for the designers event in April where a coffee morning gave those in attendance a chance to see the latest products for the upcoming season. From irrigation to plant material to outdoor firepits, the well-attended event had a lot of information.

This year's barbecue event was postponed until October.

A huge thank you to the members of the Georgian Lakelands Chapter Board who make all our events seem so effortless. Thank you to the many members who attend our events and spread the word around the chapter of the many benefits Landscape Ontario has to offer. Thanks also to our many sponsors. Without you, our events would not be possible. To the volunteers and family members, thank you for the endless hours of time you spend that allow us to spend time on our love of everything Landscape Ontario.

In the coming year, the Georgian Lakelands Chapter looks forward to continuing to grow as a chapter in both numbers and in learning and training our profession.

Respectfully submitted,

Georgian Lakelands Chapter Board 2017-2018

Golden Horseshoe

President: Fran MacKenzie

Vice President: Tim Rivard

Past President: Jeff Smith

Treasurer: Andrew Barz

Provincial Board Rep: Tim Cruickshanks

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

Chapter Coordinator: Mary Thompson

What a year it's been!

Sept. 2018: Our annual Chicken Roast was held in conjunction with the LO Growers Group Industry Auction at NVK Holdings in Dundas, Ont. The fun-filled family event included a lot of fun activities, prizes, food, and of course, roasted chicken.

Feb. 2019: The GHC continued with the February tradition of hosting a family-friendly event on Family Day with a family bowling day at Splitsville Entertainment in Hamilton. The day was a complete success and a great way for members to network and have fun with other members and their families.

March 2019: Our Gear Up for Spring trade show continues to be an amazing event and continues to grow each year. The 2019 edition saw a record turnout of over 300 visitors and sold-out exhibitor booth space. The event also features



presentations and seminars. We are looking forward to an even bigger event in 2020.

Aug. 2019: Our annual golf tournament also had a record turnout of golfers and very many generous sponsors. We hosted this year's tournament again at Willow Valley Golf Course in Hamilton. The golf tournament hosted representatives from the MS Society of Canada. The MS Society said this event was the most successful fundraising golf tournament of the season for them. Hats off to our golfers for being so generous. It was a great day and a great time had by all.

Respectfully submitted,

Fran MacKenzie

President 2018-2019

London

President, Provincial Board Rep.: Peter Vanderley

Treasurer: Michelle Peeters

Secretary: Heather Jerrard

Directors: Carla Bailey, Cindy Buelow, Pam Cook, Bill Degraaf, Ryan Marshall, Greg Schaafsma

Chapter Coordinator: Wendy Harry

Having served on the board for several years now, I have seen people come and go when it is time for them to move on to other things. Our current board, however, has shown a great deal of enthusiasm for change, which I feel is generated in part by our younger members. This is exciting as the energy is evident in all that we have achieved this past year and in the many new things that are in the works. There is still a good mix of older members and newer members, which is the ideal balance for any board.

Our annual events consist of four chapter meetings, a golf tournament and our Plant Symposium.

As with past years, this year's 13th annual golf tournament was a sold out event. We extend a special thank you to our generous sponsors who help to make this tournament both successful and fun, and to the many landscape companies who treated employees to a fun day out on the greens.

We started our October meeting with Tony DiGiovanni, LO Executive Director, who was to speak on *Bill 141*, but the bill was rescinded before the meeting, so he instead gave us a presentation on what is happening with the head office renovation project. We also had Carla Bailey, one of very own board members, present the value of the apprenticeship program and the various avenues and funding one can use to find employees. Many of us were unaware any of these even existed.

In November Sarah Luther, a trained human rights lawyer, spoke about workplace harassment and other related topics that we in the industry need to remain abreast of in order to maintain a safe work place environment. This was a fun interactive workshop that was well received.

In February, Jacki Hart, manger of LO's Peer to Peer

Network, presented a peer to peer style workshop on how to engage Millennials. Jacki brought a wealth of experience and insight to her talk that also proved to have lots of valuable information.

Also, in February, we held our third annual Plant Symposium to a sold-out crowd. The event is open to both industry and the public, and a large contingent of students from the Fanshawe College horticultural and landscape design program also attend on an annual basis as part of their curriculum. The market place had an unusual array of vendors selling exciting products that our attendees loved. All four guest speakers were well-received and plans are underway for the 2020 event.

Our March meeting was once again well-attended since it had a featured guest speaker from the Ministry of Transportation Ontario (MTO), who updated us on new regulations and provided a gracious reminder of the importance compliance.

Also in March, we sponsored the afternoon guest speaker, Jim Paluch, at the tenth anniversary Landscape Symposium organized by Grand River Natural Stone.

A new initiative this year had us host a member appreciation lunch and meet and greet at the Greenhouse Academy in Thorndale, Ont. The academy was conceived from the need for practical learning opportunities, environmental stewardship and community building and offers hands-on experiences to high school students and more. Their mission is to harness passion and merge the functions of social enterprise, education and business basics, and offer student experiences that empower, inspire and nurture financial literacy and work readiness in young people.

In June, the London Chapter was a sponsor of the Touch a Truck event held at Baseline Nurseries that was initiated by Women In Landscaping, which a few of our board members are a part of. This hands-on event for families had approximately 3,000 people attend. A second annual event is currently being planned.

An active committee has also worked hard to bring the London Chapter Facebook page to life with daily, informative posts. The efforts have produced a lot of growth in the number of followers. This is a great way to build the LO brand and to also promote both consumer and member events. Check it out, there is great information on there!

All of our meetings and initiatives are well-attended, but we always welcome more! There is great value in what we offer and our board works hard to bring current and relevant information to those who can benefit from it. We also welcome any input on what members would like to see as well.

The "old guard" continues to attend regularly, but we also continue to see new, young faces as well. As part of the "old guard," this gives me great confidence that LO London chapter will remain active and exciting for many more years to come.

Respectfully submitted,

Pete Vanderley

President 2018-2019



Ottawa

President: Steve Neumann

Vice President: Tyler Owen

Past President: Ed Hansen

Treasurer: Mary Stewart

Provincial Board Rep.: Lindsey Ross

Directors: Randi Lee Bell, Ryan Boyd, Marc Carriere, Terence Hills, Stephanie LeBlanc, Cory MacCallum, Steve Montcalm

Chapter Coordinator: Martha Walsh

The Ottawa Chapter continues to support its members and the community through a number of annual events. These include: the Day of Tribute to the Canadian Military and their families, ongoing maintenance of the Ottawa Cancer Survivor's Park, Ottawa Chapter Awards of Distinction, GreenTrade Expo, Living Landscapes at the Ottawa Home and Garden Show, fall and spring wellness days, and the annual Ottawa Chapter Charity Golf Tournament.

At the Cancer Survivor's Park, a core of 11 chapter member companies take time to mentor students of the Algonquin College Horticultural Diploma and Apprenticeship Programs. Maintaining the park provides valuable, hands-on experience to the students via the member companies involved. The passion and commitment in volunteering time and expertise to benefit the local community is passed down from member to student through participation in this amazing project.

The chapter would like to extend congratulations to the Landscape Gardening team from Algonquin College who took first place in the National Skills Competition of Canada, held May 28-29 in Halifax, N.S.

The 2019 Ottawa Chapter Charity Golf Tournament raised \$10,000 for Youturn Youth Services. Youturn provides intensive services and supports to youth in conflict with the law, and their families. Their goal is to help their clients shift to active participation in society — and make choices that will help them remain in the community, avoid future conflict with the law and succeed in their lives.

Over 100 people were present for the golf event, including volunteers from Youturn, Green Unlimited and members of the chapter golf committee, including: Randi-Lee Bell, Steve Montcalm, Chris Urquhart, and Jenn Siba.

Golf committee members, Steve Montcalm and Chris Urquhart presented a cheque with the tournament proceeds at the 2019 Youturn AGM in September. We would like to thank our great sponsors and generous golfers for making this possible.

The extreme winter weather in Ottawa this year affected many events. Our AGM, Awards of Distinction and GreenTrade Expo all experienced heavy snow events — with the latter during the largest snowstorm that Ottawa has experienced in over 10 years.

Our Awards of Distinction saw 160 people (a record number) celebrate the industry the night before the trade

show, which proved to be just at the beginning of what was later deemed as Snowmageddon. However, the show and its many activities continued despite the significant weather event. With 40 cm of snow came the closure of all schools and government offices and although Algonquin College was closed, there were still several dozen students who volunteered at this year's event. A special thank you to Bruce Morton, who has been involved with GreenTrade Expo since its inception over 26 years ago.

Chapter meetings this year addressed topics such as new legislation regarding cannabis in the workplace, choosing the best staff for your business, the importance of membership, an overview of the new LO strategic plan, and viewing, judging, and celebrating the gardens at Living Landscapes through the eyes of an industry professional. Meetings were held at the Royal Canadian Legion in Barrhaven, and lunch was provided for all attendees.

We would like to thank our many volunteers who support every chapter event, consistently, throughout the seasons. From students, to member companies and their staff, we have been able to support our community, and we wouldn't be able to do it without them.

Respectfully submitted,

Steve Neumann

President 2018-2019

Toronto

President: Jonas Spring

Vice President: Janet Mott

Treasurer, Provincial Board Rep.: Jon Durzi

Secretary: Joe Pereira

Directors: Keren Abu, Paulo Domingues, Raffy Hanimyan, Wendy Ladd, John Larsen, Skai Leja, Garry Reisky

Spring 2018 to spring 2019 was a very busy year for the Toronto Chapter. The highlight of the year was the continuation of the Toronto Chapter Bursary project, currently in its third. We increased the total bursary amount to \$15,000 for local greening projects around the GTA and have funded dozens of projects all over the city. The funding increase was largely due to our successful golf tournament, spearheaded by chapter board member, Wendy Ladd.

There were so many great community projects we were able to support this year, including Seeds to Seedlings, a program for collecting and growing local seed; Parkdale Horticultural Society, planting a native plant garden in a park; and Clement Kent, engaging homeowners around High Park to grow more pollinator plants to create corridors of biodiversity.

Over the past year we focused our efforts on external outreach designed to inform non-members about our association and internal outreach to remain relevant to our membership. In order to reach new Canadians that work in the trade, we had some Landscape Ontario promotional



material translated into Farsi, Mandarin and Spanish, then asked our local suppliers to display them.

We also participated in the association's annual governance event and got our first look at Landscape Ontario's new strategic plan. We were happy to see environmental sustainability included as part of the strategy. Chapter representatives debated how appropriate technology could help members participate in events even if they are located in remote areas across Ontario.

In addition, we attended a public meeting on Toronto's new dust bylaw. There, we heard concerns from residents and shared new improvements that help to reduce dust when cutting. We were also invited to speak to horticulture students at Humber College about how horticultural trades play a critical role in green infrastructure projects. Finally, board member Garry Reisky participated in the Skills Canada Ontario competition as a judge. The massive event was hosted at the Toronto Congress centre, and showcased the skills of young horticultural trades people.

Other outreach events included participation in the Come Alive Outside Green Streets Challenge, as part of Open Streets Toronto. The event shuts down a section of Bloor Street, including the Yonge and Bloor intersection where our members installed a pop-up park.

We continue to engage our members by hosting casual "shop talk" event throughout the year and around the city. This is the third year our members have come together to eat, drink and talk shop in a format that has no speakers and no agenda. We also started our first social media account for the Toronto Chapter on Instagram, where **@lotorontochapter** features projects by members and updates on our activities. We are always looking for new and interesting projects to feature.

In February 2019 we hosted a full-day symposium about using ecological references in planting design. We invited five ecologists to talk about ecosystems that are relevant to Toronto and discussed how knowing where plants come from can help with plant selection in the tough and unforgiving urban environment. It was a great success and we are planning a follow-up event on in 2020.

Over the winter of 2018/2019, we hosted a full-day safety meeting that included a lively discussion about how Canada's changing marijuana laws impact the horticultural trades. At another chapter meeting, we invited Wendy from METRAC to talk to business owners about violence in the workplace in the wake of the *#metoo* movement and best practices for how to deal with complaints of harassment and/or violence on the job.

Our winter social in November was hosted at the Crooked Cue pool hall in the west end and was very well-attended. It's a great time to hangout with colleagues, eat great food and win lots of prizes. It was such a success we have decided to return to the same venue in 2019. This spring we welcomed new board members who have been very enthusiastic and engaged, jumping on board with our existing projects.

In summary, 2018/2019 was packed with projects that engaged the public, our membership and prospective members to consider the Toronto Chapter as a part of the community and a partner in changing Toronto into a more livable city.

Respectfully submitted,

Jonas Spring

President 2018-2019

Upper Canada

President: Jesse Perrin

Vice-President: Mike Stone

Past President: Paul Doornbos

Treasurer: Pamela McCormick

Secretary: Neil Bouma

Provincial Board Rep.: Terry Childs

Directors: David Gunn, Andre Ypma

The Upper Canada Chapter continued to rotate meeting locations this year in an effort to make them more accessible to members across our wide-spread chapter.

The 2018-2019 meetings began in Belleville, Ont., with roundtable discussions.

The November chapter meeting took place in Kingston, Ont., where Gillian Watters of Keyes Job Centre gave a very informative presentation on grants and incentives available to small businesses to help recruit and train staff.

The February meeting was cancelled due to poor weather.

The March meeting in Belleville featured our AGM and annual elections. We also welcomed Mike Schram, landscape photographer. Mike's knowledge of composition, lighting, large format printing and digital imaging is extensive, giving him the ability to always get the right shot. Mike discussed the dos and don'ts of landscape photography, the value of hiring a professional and how to get a site ready to be photographed.

The April meeting took place in Napanee, Ont. where Phil Kerr shared his presentation, "My Adaptive Life," which challenged us to be at our best, without allowing anything to get in our way. Phil motivated us to support each other, and most of all, to love life and have fun. At age 13, Phil was diagnosed with cancer and paralyzed from the waist down. A regular kid who loved sports and anything extreme, Phil's life was changed forever. With a lot of courage, Phil went from having a negative outlook on his situation to a positive one. He challenged himself to not let anything stop him. Phil has become a world champion adaptive wakeboarder, an adaptive sports athlete, a motivational speaker, and has started his own business.

Our annual golf tournament took place Oct. 4, at the Loyalist Golf & Country Club. Proceeds from the golf tournament allow us to continue fostering the development of horticultural education within the chapter and offer



scholarships to students as they pursue various green careers.

On behalf of the Upper Canada Chapter of Landscape Ontario, we would like to thank our volunteers and sponsors for their continued support.

Respectfully submitted,

Jesse Perrin

President 2018-2019

Waterloo

President, Chair of Education Committee: Robert Tester

Past President, Treasurer: Jeff Thompson

Secretary, Chair of Golf Tournament Committee:

Blake Sicard

Provincial Board Rep.: Jason Dietrich

Vice President, Chair of Scholarship Committee:

Thomas Blatter

Directors: Randy Adams, Justin Baker (Home & Garden Show), Michael Garcia (School Greening Project), Trevor Garner (Family Day), Colin Imrie (Baseball Tournament)

As always, September in Waterloo is active around the chapter. September brings a new season of chapter meetings, our annual baseball tournament and our annual golf tournament.

The 2018 baseball tournament was held Sept. 15 in Guelph, and our annual golf tournament was held Sept. 22 in Conestoga. The golf event once again raised money for KidsAbility, chapter scholarships, and school greening projects.

The fall chapter meetings included topics on succession planning, design challenges, winter maintenance contracts.

Our Fall Freeze Up dance and social was well-attended for our 39th year of celebrating the end of summer. Our Christmas social was also well-attended thanks to some homemade food and sweets. We can hardly wait for this year's offering.

Over 20 member companies had displays in this year's home show and another 12 members helped out with our chapter booth.

Our April meeting saw one of the biggest turn-outs to hear from our local police force on MTO regulations.

The Waterloo Chapter Family Day event at Bingemans in Kitchener returned on July 21, with over 48 people taking advantage of a great deal on full-day access to the waterpark. Families and members in attendance also received lunch and many kid-friendly activities, including: face painting, mini golf and a bouncy castle. We would like to thank Grand River Stone's Kitchener location for donating the kids raffle prize.

Thanks to all our volunteers and sponsors for helping throughout the year to make Waterloo stand out.

Respectfully submitted,

Robert Tester

President 2018-2019

Windsor

President: Jay Terryberry

Vice President: Sal Costante

Past President: Donald Tellier

Treasurer: Joe Santarosa Jr.

Assistant/Secretary: Violet Harris

Directors: Jessica Aytoun, Dan Garlatti, Vince Murphy, Jay Rivait

Our fall chapter meetings started on a legal note, with senior lawyer, Cynthia Ingram (Piccolo Heath LLP) who provided a good explanation of *Bill 148* as well as some timely points on marijuana in the workplace. An excellent presentation with many good questions from an interested group was well received at the October meeting.

On Sept. 22 we held our annual Bob Girard Memorial Golf Tournament in Essex.

In December, members, their employees and students and staff from the St. Clair College Landscape Horticulture department took part in the Chapter's annual bowling night. This year, we are looking to change the pre-holiday event to something on ice such as curling or skating.

In January, a workshop by Workplace Safety and Prevention Services (WSPS) was also very well attended. Jeff Pedlow worked with the group to help implement safe operating procedures in the workplace and to ensure employees are receiving adequate safety training.

The February meeting brought members together in a round table format to discuss current issues, such as the (ever popular) employee shortage, student involvement in the trade, and how to pick the right jobs, to name a few. A small, but enthusiastic group talked before, during and after lunch.

Our annual MTO meeting is held each March. This year, Matthew Mitchell shared his years of experience and answered many questions involving the transportation side of the trade. A representative from the OPP was also on hand to discuss highway hazards. This topic always makes for our best attended meeting of the year. This year saw the largest crowd ever in attendance.

Our fall/winter speaker series is taking shape, and we are ready to go for 2019/2020!

Respectfully submitted,

Jay Terryberry

President 2018-2019



2019 Sector reports

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

Garden Centre

Chair: Michael Van Dongen

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

A great deal of change has come to our sector this year. A lot of reorganization has occurred for operations within the Ontario sector, and as well within our sector group.

This year, as a sector group, we have focused on Landscape Ontario's Strategic Plan, and are looking into ways we can impact the industry and the people in and around the garden centre sector. We are looking forward to working with Vineland Research Innovation Centre to understanding more about the customer's perceived value of plants.

The Canadian Nursery Landscape Association (CNLA) and Garden Centres Canada (GCC), under the leadership of Robin Godfrey, have had another productive year. This year, we held the first National Garden Centre Summit, which took place in Ontario in July. This was a successful event that brought owners and operators from all over the country together for several days of touring garden centres, networking and retail education.

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

Respectfully submitted,

Michael Van Dongen

Chair 2018-2019

Grounds Management

Chair: Brad Paton CLT

Members: Kevin Almeida, Sarah Beckon, Craig Cole, Brent Giles, David Jones, Jeff McMann NPD, ISA, CHT, TRAQ, Christine Moffit, Rodger Tschanz

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

The 2019 lecture event returned to Lionhead Golf and Conference Centre in Brampton, Ont., despite Mother's Nature's overly-generous dumping of snow. The day began with Brent Giles, Clintar Commercial Outdoor Services, offering an overview of handheld battery powered equipment. Next, Jennifer Llewellyn, Ontario Ministry of Agriculture Food, and Rural Affairs (OMAFRA), provided an engaging presentation on current plant health issues, plus how to diagnose them and how to manage and prevent them for healthier landscapes. Vince Borgdorff, president of WPE Landscape Equipment, rounded off the morning with an information session on the cost and risk of not performing regular equipment maintenance.

After lunch, Constable Vito Pedano, Peel Regional Police, provided an important session on commercial vehicle safety and crime prevention. Rodger Tschanz, Trial Garden Manager at the University of Guelph, reported on highlights from Ontario's 2018 trial garden season. The educational programming concluded with John Gaydos, Proven Winners, who shared new plants that will meet client's expectations and provide beauty and enjoyment with a minimum amount of maintenance.

Thank-you to the event partners, WPE Landscape Equipment, Eloquip Target Specialty Products, Duke Distribution and Bobcat of Toronto.

As a group, we look forward to growing this event to all grounds management professionals and are looking forward to a bigger and better lecture in 2020, and maybe a little less snow on the day of the event.

Respectfully submitted,

Brad Paton CLT

Chair 2018-2019



Growers

Chair: Andrew Barbour

Vice Chair: Rob Albrecht

Treasurer: Mark Verbinnen

Members: Rob Beedie, Steve Burgess, Ben Cullen, Jeff Gregg, Serge Leclair, Jennifer Llewellyn B.Sc. M.Sc. Cert. Arborist, Glen Lumis Ph.D., John Moons, Rob Naraj, Mark Ostrowski, Ed Patchell, Bill Putzer, Fred Somerville, Nick Winkelmolen, Rita Weerdenburg, Jeanine West, Richard Worsley

Our year began with the 40th annual Industry Auction, held at NVK Holdings in conjunction with the Golden Horseshoe Chapter's annual Chicken Roast event. Over 250 skids of plant material and various silent auction items were auctioned off to the highest bidder at the auction. Thank you to the team at NVK for hosting the event.

The Growers' Fall Dinner meeting returned to Piper's Heath Golf course in Milton with over 70 people in attendance. Our theme for the year was "What do our retail buyers really want?" and included a panel discussion with Maria Fernandes, Judy Shirriff and Art Vanden Eenden. The panel was moderated by Serge Leclair.

The Growers Sector Group was happy to continue the GreenLIVE! feature at Congress 2019 in partnership with the International Society of Arboriculture Ontario Chapter (ISAO). Six interactive learning sessions engaged attendees on the trade show floor taking, them from start to finish of the tree planting process, including selecting nursery stock, transportation, site preparation, planting techniques and aftercare. Thank you to our speakers for facilitating these sessions: Nick Winkelmolen, Paul DeGroot, Rebecca Parker, Christoph Kessel, Darby McGrath Ph.D., Glen Lumis Ph.D., Peter Shields and Patricia Thompson.

Despite some challenges from Mother Nature, the annual Growers Short Course was held at the Royal Botanical Gardens on Feb. 6, 2019. The event included several speakers who provided exciting updates on their nursery research, including tools to improve nursery production.

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

Respectfully submitted,

Andrew Barbour

Chair 2018-2019

Hardscape Committee

Chair: Shawn Giovanetti

Vice Chair: Dave O'Malley

Treasurer: Nick Lang

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

Our popular HardscapeLIVE! returned for the fourth straight year at Congress in 2019. This year's sessions included the integration of multiple elements in an outdoor space, such as different wall techniques, fire and water features, outdoor sound and lighting, as well as maintaining hardscape installations. We continue to see an increase in attendance for these sessions and our lead instructor, Frank Bourque, continues to bring the latest techniques and trends to our event. We will be back for HardscapeLIVE! year five in 2020.

The committee is proud to be able to continue to bring Interlocking Concrete Paver Institute (ICPI) Certified Concrete Paver Installer courses to professionals across the province, with courses offered in Kitchener and Sudbury this past year. This two-day, classroom-based course offers training to properly install paver systems. Attendees have the chance to learn from industry expert, Frank Bourque, and learn the tools to improve their own job site quality and efficiency.

This year, the delayed spring did not work in our favour for the planned 2019 golf tournament in August. Unfortunately, our usual golfers could not spare the time and the committee opted to cancel the event for this year. This gives us a chance to revamp our tournament for 2020 and we are looking forward to once again hosting an amazing event.

Thank you to our volunteers, sponsors and attendees who continue to support the Hardscape Committee's initiatives.

Respectfully submitted,

Shawn Giovanetti

Chair 2018-2019



Irrigation

Chair: Chris Le Conte

Provincial Board Rep.: Steve Macartney

Members: Dean Armstrong, Paul Barker, Tyler Burnell, Justin Comacchio, Andrew Cordeiro, Mark Donohue, Steve Hernandez, Kevin Jensen, John Lamberink, Steve Marysiuk, Don McQueen, Roy Neves, Paul Proulx, Tony Serwatuk, Natnael Taera

For the past year, the irrigation sector group has focused on assisting The Region of Peel and The Regional Municipality of York with the promotion of the Water Smart Irrigation Professional (WSIP) program. This program was officially launched in 2014, after years of research and development with the irrigation industry and the irrigation sector group. Essentially, our professional irrigation members have the opportunity to receive free training for company owners and staff members, plus free tools that are useful in promoting water saving irrigation upgrades and the promotional and financial support our industry said they needed to make this program a success.

It's now 2019, and yes, the WSIP program is a huge success. In fact, the Irrigation Association (IA) SWAT (Smart Water Application Technologies) committee just awarded The Region of Peel and The Regional Municipality of York with the 2019 Outstanding Industry Partnership Award. This is pretty incredible when you think about it. Canadians winning an award when up against some of the largest water utilities in North America is an outstanding achievement. Congratulations to Peel, York and to Landscape Ontario executive and staff who have helped local contractors bring these essential water conserving solutions to end users.

At our most recent meeting, our industry was informed that due to poor contractor participation, there is a likelihood of WSIP funding being cut. This cannot be allowed to happen. It would be a real shame to lose this award-winning program due to a lack of action. If you are unsure of the program details, reach out to LO staff for more information. If you are certified, you need to do some assessments and get the financial assistance (rebates) you need to drive water conserving products to end users. Hopefully, we can help the regions to achieve the market transformation they are aiming for.

Respectfully submitted,

Chris Le Conte
Chair 2018-2019

Landscape Contractors

Chair: Allan King

Provincial Board Rep.: Peter Guinane

Members: Thomas Blatter, Jason Gaw, Arvils Lukss, Joseph Morello

Our group decided not to hold its annual lecture and dinner in 2019. With a virtually unlimited number of landscape-related images available on the internet, we felt the lecture event no longer had great appeal. Declining attendance over the past two years has also been noticed.

In place of the lecture, Peter Guinane of Oriole Landscaping, organized a shop tour and dinner at their Toronto-area yard. The event was attended by 25 people and was considered a success as participants got an inside look at Oriole's operations and its staff was able to answer many questions. We would like to hold a similar event in 2020. Allan Kling of Urban Garden has offered to host the event.

The Landscape Contractors group will again assist the organizing committee of Canada Blooms, Toronto's Flower and Garden Festival, in the selection of feature gardens for the 2020 show.

The group will also assist with preparation and the programming for GreenLIVE at Congress 2020. GreenLIVE is a joint effort between ISA Ontario and the LO Growers Group that provides twice-daily, live learning demonstrations to all attendees on the busy Congress show floor. The topics feature well-known experts and covers all aspects related to selecting, handling, planting and maintaining trees.

Peter Guinane prepared an excellent estimating workshop that was presented to the Upper Canada Chapter last year. We have approached the chapters with a view to offer it to them as well. Their schedules fill up quickly and we hope to make arrangements shortly.

New initiatives being explored by the Landscape Contractors group include the development of introductory programmes aimed at attracting recent immigrants, including refugees, to the landscape trades.

The group also explored the creation of a construction warranty system that would give clients some protection against incomplete or improper work. LO's Provincial Board of Directors reviewed the plan and decided not proceed with it at this point in time.

Respectfully submitted,

Allan Kling
Chair 2018-2019



Landscape Designers

Chair: Haig Seferian (current)

Vice Chair: Ron Koudys

Past Chair: Jen Cuddie

Provincial Board Rep.: Kelly Keates

Members: Paul Brydges, Margot Byers, Kin Chan, Chris Clayton, Erin Crawford-Ellis, Marina Dimitriadis, Shawn Gallagher, Brandon Gelderman, Laura Marsh, Nick Morgante, Ron Swentiski, Audriana VanderWerf, Andrea Weddum

We started the year off, as always, with our annual Landscape Designers conference at Landscape Ontario Congress. The well-attended event was a huge success. The speakers were well-received and it also included a 90-minute design challenge during the Come Alive Outside session.

Over the past few years the designers have had an agreement of support with the Ontario Association of Landscape Architects (OALA), to help them in petitioning the government to allow the creation of a *Practice Act* for Landscape Architects. In turn, this would help the process along to obtaining a *Name Act* for landscape designers. Unfortunately, the OALA was turned down by the government this time. This has sparked some conversation among designers with regards to where we would like to see our profession go in the future. We look forward to exploring this further.

The U.S.-based, Association of Professional Landscape Designers (APLD) has also expressed interest in sharing and utilizing our Certified Landscape Designers (CLD) exam and certification process. We are in discussions with them to formalize an action plan to move forward.

We have also decided to donate \$10,000 to the Vimy Project to help maintain the memorial gardens in tribute to our fallen soldiers.

The design group unfortunately said goodbye this year to our chair, Jen Cuddie, as she stepped away from the position. We held elections and welcomed in a new chair, Haig Seferian, and vice chair, Ron Koudys. Going forward we will be discussing the future of our profession and what the designers group should focus on in the future.

Respectfully submitted,

Kelly Keates

Provincial Board Representative

Lighting

Chair: Carl Hastings

Provincial Board Rep.: Jamie Riddell

Members: Terry Childs, Frank DiMarco, John Higo, Ron Iserhot, Ken Martin, Conrad Monteiro, Rob Redden

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

The 10th annual Landscape Lighting Conference was held on Jan. 31, 2019 at Lionhead Golf and Conference Centre in Brampton, Ont. This full-day event featured workshops throughout the day. Guest speakers included: Louis Terpstra from the Infrastructure Health and Safety Association, who discussed fall protection work plans; Dig Safe/ORCGA; Electrical Safety Authority on permits for landscape lighting; James Solecki led a seminar on growing your lighting business and setting yourself apart from the crowd, as well as a costing and pricing panel with Ken Martin, Terry Childs and James Solecki. Special thanks to all of our sponsors who helped support the event to ensure it was a success.

The group also participated in judging the landscape lighting categories in the LO Awards of Excellence program.

Once again, the group offered its services to the feature garden builders at Canada Blooms, and assisted with the planning of the 2019 event. We will continue to work with organizers for the 2020 festival.

One of our main priorities continues to be promoting the value and significant role of the lighting sector.

We are looking forward to being involved in the next phase of the LO office renovation project by developing a lighting design that will highlight the newly-renovated building and the new landscaping that is yet to come.

We are also planning to build in an infrastructure that will allow the lighting group to hold seminars and training sessions on the LO grounds at night.

Respectfully submitted,

Carl Hastings

Chair 2018-2019



Turfgrass Management

Chair: Gavin Dawson

Vice Chair: Kyle Tobin

Provincial Board Rep.: Alan White

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

The Turfgrass Management group ushered in 2019 with yet another successful IPM Symposium. This annual, full-day symposium occurs the day before the Congress trade show. This year's symposium was again graciously hosted by Dr. Michael Brownbridge. The event drew 331 attendees from all corners of the turfgrass industry, including professional lawn care, sports turf, golf, and municipal parks and public works. This year's topics included: IPM problem solving skills, spray nozzle technology, invasive species management, an update from the Ministry of Environment, soil health fundamentals and turfgrass in the urban environment. We are excited about next year's symposium set for Jan. 6, 2020. Scheduled topics include: enhanced efficiency fertilizers, healthy soils to support plant growth, new and emerging products, optimizing root zone fertility, monitoring and management tools for turf pests and diseases, and an update from the Ministry of Environment, Conservation and Parks.

The 2019 edition of Canada Blooms included a Come Alive Outside Garden with turfgrass as the focal point of the garden. It was a hit with attendees, helped in part by an interactive bean bag toss game that promoted the value of turfgrass. The intent was to provide a practical illustration of the role turf plays in creating an enjoyable outdoor environment in our urban landscape.

After a slow start to spring, the 2019 season gave us better conditions than experienced through most of Ontario in the drought of 2018. That said, the professional lawn care industry continued its struggle to address turfgrass insect infestations from chinch bug, billbug, and sod webworm. Their resulting damage aggravated efforts to manage broadleaf weeds and invariably contributed, yet again, to the annual crop of crabgrass that flourished across Ontario. Professional lawn care operators continue to face these pest challenges, handcuffed by a dearth of control product options, now 10 years after the enactment of the Cosmetic Pesticide Ban.

Despite these challenges, the topic of turfgrass value and its benefits to the urban environment is at the forefront of every meeting of this group. As stewards of the environment, it is our mission and obligation to continually find the means and ways to address this poorly understood topic and misrepresented urban resource.

Respectfully submitted,

Gavin Dawson

Chair 2018-2019

Snow and Ice Management

Chair: Terry Nicholson

Past Chair: Jamie Perras

Provincial Board Rep.: Mark Humphries

Treasurer: Robert Roszell

Members: Jon Agg, David Amadori, Jessica Baun, Paul BeauParlant, Michael Boucher, Gerald Boot CLM, Michael Chudy, Tony Giammichele, Lee Gould, David Lammers, Jim Monk, Luke Pallister, Brian Perras, Jonathan Scott, Shawn Sowten, Robert Tester, Kurt Vanclief, James Walke

Our Snowposium event continues to be a great success. In 2018, Snowposium was held Sept. 25 at Lionhead Golf and Country Club in Brampton, Ont., while the Landscape Ontario home office underwent a major renovation. The event had 260 attendees, 14 exhibitors and many sponsors. Thank you to organizers, attendees and sponsors for their efforts to make this a thriving event.

A key issue facing snow and ice management contractors this year was the salt shortage. In response, special meetings were held to discuss the options available and on how to best deal with and communicate the severity of the issue to property owners and clients. Challenges for finding product, as well as increased prices impacted contractors this winter. These high prices are likely to be 'the new normal' for businesses.

Insurance also continues to be a growing concern for snow removal companies. Rates have skyrocketed and many insurance companies will no longer offer coverage to snow and ice operations.

The group continues to focus efforts on finding solutions to the issues surrounding slip and fall lawsuits. A big step forward this year was the creation of the *Snow and Ice Operations Risk Management Guidelines*. Released in late 2018, the long term strategy is to use the Smart about Salt Program and the new *Guidelines* to enhance the professionalism of Landscape Ontario members to reduce the liability associated with snow operations.

The Guidelines were developed by Marsh Consulting in cooperation with LO and CNLA. I would like to thank those committee members who helped provide guidance and input on this important document.

A private members bill has also been introduced by MPP Norm Miller from Muskoka. It is attempting to reduce the statute of limitations on slip and fall claims from two years to 10 days. Landscape Ontario has provided a letter of support to the MPP and members are encouraged to reach out to their local representatives in support of this potential legislation.

Respectfully submitted,

Terry Nicholson

Chair 2018-2019



2019 Committee reports

Building Committee

Chair: Karl Stensson

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

About 13 years ago, I was asked to be Chair of the Landscape Ontario Building Committee. At the time, I was very vocal about the “bed sheet” for a sign we had hanging on the side of the building that faced Highway 401. During my first year as Chair, I compiled a list of deficiencies in the office which I hoped to fix for the LO staff. This list included the lack of a lunchroom, lack of proper ventilation, unpredictable heat and cold spells, leaking taps, a poor septic system, undrinkable water, leaking windows, etc. Suffice it to say that the building needed a major overhaul.

Fast forward to October 23, 2019 — the day we held a grand opening celebration for the completion of our entirely new offices.

Selling half of our property a few years ago allowed LO to “do it right” and the entire inside of the building was gutted back to the outside walls. We set a budget of \$5 million, and I am pleased to say that considering the fact that construction inflation is rampant these days, we ended up only six per cent over budget.

The new facility is world-class which suits the world-class organization which we call Landscape Ontario. All members should be proud of these offices. If you haven’t seen them, I encourage you to come out for a tour.

The LO Building Committee is now focused on the landscape installation for the site and has already met a couple of times to discuss timing, budget and review designs. We have a great group of designers and landscapers heading up this phase.

Respectfully submitted,

Karl E. Stensson

Chair 2018-2019

Canada Blooms

Landscape Ontario members present on the Canada Blooms 2018-2019 board:

Co-Chair: Lou Savoia

Past Co-Chair: Janet Ennamorato

Members: Charlie Bancheri, Lindsay Drake Nightingale

Canada Blooms celebrated its 23rd anniversary in 2019. Over that time, we have become one of the world’s best garden events. Canada Blooms was once again named by American Express as one of the Top5 Festivals in the world in March, and one of the top 10 Most Amazing Flower Shows in the world by Escapehere.com.

Total attendance this year was 151,079 visitors (or potential LO member clients). Over our 23 years, we have inspired over 2,381,079 potential gardeners, environmentalists, floral enthusiasts, and maybe even some eventual employees. We remain a significant public-facing messaging force for LO, generating over 300 million positive impressions during the key spring season.

In 2019, Canada Blooms focused on partnering with the association’s messaging to present three LO gardens: Come Alive Outside, Fusion and Apprentice — all aligned nicely with the LO strategic plan.

There were over 35 display gardens (ranging from 50 to 5,000 sq. ft), 100 garden exhibitors and 150 education seminars in 2019. The Tony DiGiovanni Garden of the Year award was won by J. Garfield Thompson and the People’s Choice Garden was awarded to Nancy Green and her 100 sq.ft. backyard garden.

Joining the board for 2019-2020 is Ken Morgan.

Respectfully submitted,

Lou Savoia

Co-Chair 2018-2019



Canadian Nursery Landscape Association

Landscape Ontario members present on the CNLA Board of Directors:

Provincial Representative: Paul Brydges

Climate Change Adaptation Chair: Alan White

Member Services and Insurance Chair: Rene Thiebaud

Vice President: Gerald Boot CLM

Human Resources Chair: Harold Deenen CLM

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

The CNLA Executive Committee has identified four main tactical priorities to focus on over the two years of Phil Paxton's presidency. These four areas are: labour, membership, advocacy and research. Each of these priorities are considered with each project and activity undertaken by the association.

Member Services Committee

The Member Services Committee works to ensure members have access to discount programs that directly impact their bottom line. The vehicle and equipment programs continue to be the most popular among members, with thousands of dollars' worth of discounts available. They have also added two new programs in 2019: Travelodge and The Landscape Management Network (LMN). Members can access the extensive list of member savings programs through the CNLA website or by contacting the Member Services Team.

Landscape Canada Committee

A Pre-tendering Qualification Template is now available on the CNLA website for members to use as a guide. This is a tool developed to help members to assist in understanding the tendering process as well as to organize their company's credentials for marketing.

Leslie Cornell, LCC Chair, attended the European Landscape Construction Association's Presidium and Committee of Firms excursion. Similar to experiences here in Canada many European countries are struggling with finding skilled labour, setting climate change policies/tax incentives and finding methods to educate how nature impacts our health. Some of the interesting takeaways include how we communicate our profession to the public. It was evident that our profession needs to change our message from the Green Industry to "Cultivators of Caregivers of Nature." We also need to help our members in finding more trained workers, possibly a similar national exchange program like the European one.

Skills Canada National Competition

CNLA's Human Resources Committee supported the 2019 Skills Canada National Competition (SCNC) which is the 25th year of the competition.

Six teams competed at the Halifax Exhibition Centre, in Halifax N.S., May 28-29. The team from Ontario won the event, with Manitoba placing second and Nova Scotia in third. Skills Canada hosts regional competitions across the country each year, culminating with the national event. Skills Canada 2020 will be held in Vancouver, B.C., at the Vancouver Convention Centre, May 28-29.

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

Garden Centres Canada Committee (GCC)

The inaugural Garden Centre Summit, held July 10-12 in Toronto was a big success. A bus load of participants from six provinces toured five retail destinations across southern Ontario and spent time networking, learning and sharing ideas, challenges and solutions.

The 2020 Summit will be held in Edmonton, July 6-8. GCC is very excited about bringing in inspirational and informative speakers and sharing industry knowledge among one another through local onsite tours and activities. Save the date — it's an event not to be missed!

GCC has set up a private Facebook group to gather independent garden owners and operators to share knowledge and stories. National cohesiveness and the sharing of ideas is a key to success. GCC now has brought back its bi-monthly Enews to highlight upcoming events and important updates.

Garden Centres Canada Chair, Robin Godfrey, attended the International Garden Centre Association (IGCA) Congress in Windsor, United Kingdom, Sept. 1-6, 2019. Over six days, 216 members from 19 countries visited some of the best garden centres in the world, with expansive home décor sections, cafés and restaurants, children's play areas and seasonal experiences, farmers markets, butchers and grocery areas. Registration is now open for IGCA 2020 in South Africa, October 18-23.

Government Relations Committee

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



Professional Development Committee

The Professional Development Committee (PDC) is grateful to members who participated in the national Red Seal Harmonization that was successfully completed in 2018. Efforts are now underway to increase uptake of Apprenticeship Programs.

Transition from Landscape Industry Certification is progressing with the new Canadian certification program set to launch in January 2020. The new program is:

- Fully Canadian-owned and controlled.
- Structured to maintain high certification standards.
- Aligned with Red Seal Occupational Standards.
- Streamlined to be more convenient and accessible.
- Retaining current designations and modules

Licensing agreements are in place for delivering the new program using Valid-8, a world-class, web-based assessment software that makes certification more readily accessible.

The new program was implemented at the Fanshawe College integrated certification test this fall. Feedback from participants at this test as well as those from members pilot testing the new program has been positive.

Through a competitive selection process, a marketing company was chosen to brand and develop a promotional strategy for the new certification program. In collaboration with members from across the country, the new program name and title designations are being explored. Logo and promotional material development are ongoing.

Previously certified individuals who choose to be grandfathered into the new program will adopt the new title designations.

The current training manuals remain the recommended study reference under the new program and are available for purchase through the Professional Development Department at CNLA.

Agri-Marketing

CNLA was able to secure Agri-Marketing funding for the next three years, commencing August 3, 2018 to March 31, 2021. The project is Growing the Domestic and International Markets for the Nursery Sector.

Funding is available for the Provincial Associations for their trade show activities. Additionally, funding is also available for members (growers, nursery owners, etc.) who attend American Trade shows (MANTS, FarWest to name a few), or IGCA Congress in United Kingdom (2019), South Africa (2020) and Japan (2021). To find out more, contact Lauryn Mullan at lauryn@cnla-acpp.ca.

Green Cities Foundation

In 2018, CNLA provided the seed funding and Board support to establish a charity with the purpose of connecting plants and people for a greener, healthier, urban climate. That charity is the Green Cities Foundation. Its goal is to restore, protect, and enhance the amount of healthy green space that exists within urban communities, while improving the quality of life for the 83 per cent of Canadians who call these cities home. The Foundation also aims to engage the Canadian public in the many benefits these living green spaces provide throughout Canada.

With the launch in 2019, Green Cities Foundation have laid the groundwork for an inaugural project in Hamilton, Ont., the first of many to come. We want to thank you, the members who are the very heart of CNLA through your provincial associations, for supporting this ambitious program, and for your continued belief that great cities are living cities, and the collective connection to this living landscape does have the ability to change people's lives.

Landscape Ontario partnership

CNLA is now a 10 per cent equity partner in the LO property. The agreement means CNLA will share 10 per cent of all operating expenses and will assume 10 per cent of any future capital costs. CNLA will also share in 10 per cent of any revenue generated by the building operations, excluding LO activities.

In July of this year, CNLA staff moved into a brand new, 3,200 sq. ft. office space within the newly-renovated LO facility after spending a year off-site in temporary offices. The CNLA space includes private offices, a meeting room, kitchen, washroom, storage area and large board room style table. For over a decade, CNLA has asked for a self-contained space of this size within the LO building, and that dream has finally become a reality. The space is modern, accessible and professional, just like the staff and the programs and initiatives they produce.

Conclusion

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

Respectfully submitted,

Paul Brydges

CNLA Representative 2019



Communications Committee

Chair: Hank Gelderman CLT

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

Over my years serving on Landscape Ontario's Publishing, and now, Communications, Committee, I have enjoyed being a part of our professional communications service. The team believes in stewardship, and consistently delivers good value to members.

Landscape Ontario magazine is important for making members feel part of our association and promoting participation in our events. Its role has grown to serve our members even better with a top-notch website, and our well-read, weekly Enews broadcasts.

Our December 2018 reader survey of *Landscape Trades'* national audience revealed high appreciation and engagement. "I find your magazine very useful and reinforcing of what we do. Thank you," was a typical comment. During 2019, we increased the magazine's national distribution to 12,500, and improved its circulation profile to qualify the title for a federal postal subsidy. We revised the production schedule to publish an issue in February, which proved a successful move. We have also implemented a monthly *Landscape Trades* digital e-letter and refreshed the design and added functionality to the landscapetrades.com website.

In the financial section, you may notice our revenues are down for the first time in many years. There is a lot of turmoil in the advertising industry, and we are taking steps in many areas to counter that trend.

Your team continues to support consumer outreach. About 20,000 members of the public visit *landscapeontario.com* each month to find gardening information and connect with members. We distributed 60,000 free copies of *Garden Inspiration* magazine at Canada Blooms and other venues. We are also experimenting with social media to build the profiles of LO and its members.

I want to thank the Communications team publicly for keeping up their good work this year, while moving twice and spending a year in cramped temporary space. Thanks also to my fellow Committee members for taking time from busy schedules to contribute experienced guidance.

Respectfully submitted,

Hank Gelderman

Chair 2018-2019

Show Committee

Chair: Nathan Helder

Past Chair: Michael LaPorte CHT

Members: Terry Childs, Brian Cocks, Douglas Coote, Paul DeGroot, Barry Dickson, Lindsay Drake Nightingale, Beth Edney CLD, Reg Langen, Christopher Muller, Rebecca Parker, Klaas Sikkema, Peter Vanderley, Jason Vettese

Canada's premier green industry trade show and conference ran Jan. 8-10, 2019 at the Toronto Congress Centre.

Canada's top green industry event generated a lot of energy among its exhibitors and industry professionals. Among the main highlights was the increase in exhibit sales. Revenue trended nearly \$65,000 above the event's budgeted \$2.2 million sales budget, representing over 550 companies. Attendance also increased with just over 15,000 delegates. Partners, the Canadian Fence Industry Association (CFIA), and sponsors were on-hand to celebrate and contribute to the success of the event.

The 2,000 square foot New Product Showcase was bursting with innovative products this year and included a digital version online at LOcongress.com, allowing us to display more products than ever.

Students continue to benefit from the theoretical knowledge acquired at schools offering horticulture programs via the hands-on experience of the Congress student garden builds. The 2019 participants included: Humber, Fanshawe, Niagara and Durham.

Our LIVE series, which includes Hardscape LIVE, Drive LIVE and Green LIVE, was once again a major floor feature. Every year we continue to see these audience grow. Hands-on demos and excellent speakers ensure this series is relevant to our delegates.

The conference was re-formatted to give delegates a program that featured the industry's most popular speakers under the banner. This brought together power-house industry experts and top-notch panels to show delegates how to balance work and play while growing their business. The program was designed to improve professional development and reduce business expenses. Delegates responded with positive feedback, specifically on the quality of the topics and programming. Newly-introduced was the educational partnerships. This provided an opportunity for supporting companies to showcase products and services.

It is my pleasure to thank the volunteers and committee members for all their guidance, insights and help. Our success stems from the personal touch that our volunteers add to our events.

Respectfully submitted,

Nathan Helder

Chair 2018-2019



Human Resource Development

Chair: Harold Deenen CLM

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

This year was jam packed with change and gifts! The launch of the 2018 strategic plan, temporary re-location of our home office and professional development and training space, along with the settling in of a new government created a rather exciting year. This year of change has created a buzz of new energy and exploration of new opportunities! The 2018 strategic plan will enable us to advance the industry with renewed focus, and the new LO offices and Professional Development and Training Centre is truly an amazing gift to us all and will support the association and profession incredibly well in the future. It is true, that change comes bearing gifts...

Strategic Plan 2018

The Human Resource Committee focused on developing and implementing action plans and programs to advance the industry and that support achieving the goals identified in the 2018 LO Strategic Plan. LO will be the hub for creating sustainable careers by the end of 2021, ultimately developing, maintaining and connecting a pipeline of 'workers of choice' to 'Employers of Choice'. Although LO has and continues to work on many education and workforce development activities, the 2018 plan prioritizes specific goals and provides direction to expand efforts and the potential for additional investment in areas that include:

- Exploring the feasibility of a profitable Non-Union Hiring Hub model;
- Building upon LO's marketing strategy to develop information and material aimed at attracting newcomers and youth to sustainable careers in the landscape horticulture profession;
- Bringing training to members and expanding partnerships to enhance accessibility to training; and
- Increasing Apprenticeship program awareness and participation.

In April, LO contracted a consultant to support the development of a targeted Workforce Development plan and a feasibility report to provide direction for testing a hiring hub pilot model. Extensive research and outreach to the LO community was undertaken to inform the plan and we thank all members and partners who participated in the extensive surveys, interviews, focus group and strategic planning sessions. Final reports are expected in late fall of 2019.

This committee oversees the activities of LO's Education and Workforce Development department. We are pleased to present this brief summary of the highlights of the past year.

Government Relations have been a top priority this past year, with expanded efforts and participation in consultations related to the benefits of green infrastructure to every

community, developing a skilled workforce, Apprenticeship and LO's Group Sponsor Program, Health and Safety, Reducing the Red Tape, the WSIB Rate Framework, and secondary and post-secondary education programs, to name a few. We continue to develop partnerships and build mutually beneficial programs. We participated in a Queens Park Day thanks to the OGCA, and had the opportunity to meet with Ontario's 42nd Parliament to emphasize the numerous solutions that the Landscape Horticulture profession can provide to Ontario. This government has acknowledged the economic impact of the trades and related professions and has allocated additional funding in support of workforce development. LO actively pursues strategic funding to develop programs and partnerships aligned with our goals.

Increasing the New Worker Pipeline entering the profession and upskilling current workers remains our top priority. Our target audience includes:

- Youth OYAP, SHSM
- Secondary school
- Post-secondary
- Women in Trades
- Adult learners
- Newcomers
- English/French speaking
- Indigenous and First Nations
- Career changers
- Reformed offenders

We continue to work to engage that pipeline of new workers and funnel them through the multiple pathways identified below to support them in achieving a life-long career in our profession.

- Direct to work
- Apprenticeship
- College
- University

The Horticulture Educators Association (HEA) supported by LO has focused on increased communications, enhancing the GreenCareersCanada.ca website, and developing partnerships and programs that support educators and students in related programs. The website continues to be a growing tool that provides valuable information and resources aimed at our incumbent and the future workforce, parents, educators, policy makers and employers within the profession. LO continues to support over 100 green industry feeder programs and 24 Specialist High Skills Major (SHSM) in horticulture and landscape programs across the province.

Workforce Development strategic partnerships and programs focused on promoting and developing our future workforce. Highlights of the past year's activities include:

- Congress 2019 where we supported student and educator pathways in the conference, special events and on the trade show floor.
- Career Presentations and interactive events to engage secondary students, job-seekers, and adult learners in



- exploring a career of choice in our sector.
- Partnership events with ICPI, Stihl, 10,000 Trees and many schools at the secondary and post-secondary levels to pilot various training programs that provided educators with professional development certificates, and students with experiential learning and curriculum required certificates.
- Canada Blooms 2019 where professionals, educational partners and students worked together to design and build three extraordinary feature gardens to highlight our profession and the benefits we provide to the consumer. Programs highlighted included the Come Alive Outside Green Streets program, the Fusion Landscape Professional (FLP) program and the Horticulture Technician Apprenticeship Program (HTAP).
- Partnered with the Career Foundation, YMCA, and Skills for Change offering three pre-apprenticeship programs aimed at women, newcomers and vulnerable youth in Ottawa, Hamilton and Toronto.
- The Skills Ontario partnership enables LO to feature our profession to over 30,000 visitors at each annual event. This year the Elementary Workshops enabled over 250 grades seven and eight students to experience a planting activity so they could take home a planter full of plants and features that raised awareness about plant care, the sectors and career opportunities. The Skills Ontario Competition was another success with the Horticulture and Landscape, and Landscape Design competitions hosting a record number of competitors (over 50 secondary and post-secondary students). Ontario Horticultural Trades Foundation (Foundation) generously donated over \$7,000 in prize money to gold, silver and bronze winning post-secondary teams, and to secondary school winners to put toward horticulture programs. In addition, the top winner was given additional funds to cover expenses to compete at the national level. A big congratulations goes out to the team of Blaise Mombourquette and Thomas Hawley from Algonquin College, who represented Ontario at the national competition and earned the gold medal spot on the podium for the Landscape Gardening Competition.
- Ontario Council for Technology Education invited LO to participate in its conference. LO was highlighted under their Exemplary Practices Panel at the showcase and facilitated a green industries roundtable.
- After receiving approval from Immigration Refugee Citizenship Canada in August, LO is pleased to be launching an innovative grant project in Ottawa in partnership with the Ottawa Community Immigration Services Organization (OCISO) and Hire Immigrants Ottawa. The project will launch fall of 2019 and conclude in late spring 2021, and will provide specialized services and programs aimed at newcomers and employers, including mentorship programs and building capacity of employers to support and integrate newcomers into the Canadian workforce. The objective of the project is

to recruit, train and prepare visible minority newcomer women with the interest and aptitude to work in and build careers in the landscape and horticulture profession, as well as to build the cultural capacity of industry employers to support, integrate and retain newcomer women in the industry. This includes providing mentorship services for the program participants following their employment and post-employment retention supports for women and employers.

Come Alive Outside partnered for the second year with Landscape Ontario to successfully coordinate 12 Green Streets Challenges and two Design Challenges in Ontario. This program has created positive awareness and recognition of the contributions and benefits provided by the landscape and horticulture profession to over 15,000 youth and families in our communities across Ontario.

The CAO Design Challenge engages post-secondary landscape design students to design a natural play space based on the ideas gained from a collaborative workshop with the school teachers, parent council members and students. The designs are created with mentorship from LO member companies, who work with the school to make the winning design a reality!

The CAO Design Challenge winning team was Algonquin College who provided a new playground and landscape for First Adventure Child Development Centre and Georges Vanier Catholic School in Belleville, Ont., with installation of phase 1 started in summer of 2019.

Horticulture Technician/Landscape Horticulturist Red Seal Apprenticeship Program increased awareness and registrations in the third year of the Group Sponsorship program, filling classes at our five supporting colleges. 135 Level 1 Apprentices were registered and eligible to attend Level 1 this year. Between 2016-2018, LO registered 283 apprentices and 73 employers in eastern and southwestern Ontario. With the registrations growing in the two regions, in early 2019, the Ministry of Training Colleges and Universities (MTCU) acknowledged LO's efforts and approved that LO expand our Group Sponsor region and we assumed the role of registering all apprentices across the province to the Horticulture Technician 441C Apprenticeship Program.

LO continues to support our five colleges offering the in-class training portion of the program: Algonquin College (Ottawa), Fanshawe College (London), Humber College (Toronto), Loyalist College (Belleville) and Mohawk College (Stoney Creek).

It is important to note that the Group Sponsor program has enabled and advanced LO's government relations work and has provided access to partnerships and programs that support our workforce development objectives. LO appreciates the work undertaken by the MTCU and Ontario College of Trades (OCOT) to enable our profession's Horticulture Technician Apprenticeship Program and workforce development initiatives.



The Professional Development Seminar Program season was affected by the LO office renovation and winter weather challenges. However, with incredible effort by staff and with the support, patience and understanding of our partners, instructors, and participants, we still managed to provide 90 relevant professional development opportunities to over 1,000 professional employers and their workforce.

LO continues to work on distance learning connections and partnership in tandem with the Distance Education Committee who is working on strategy forward.

The Water Smart Irrigation Professional (WSIP) training and certification program sponsored by our municipal partners, the Region of Peel, York Region and the City of Hamilton, continues to provide specialized training, audit software and certification to the sector. The program is growing and currently promotes 41 certified companies who employ 88 individuals as Water Smart Irrigation Professionals that provide “water smart” irrigation system efficiency and maintenance services to clients to support environmental protection and sustainable water use. As we conclude the end of our five-year program agreement, LO wished to recognize and thanks the Region of Peel and York Region for their leadership contributions and sponsorship to develop and deliver the WSIP program. It would not have been possible without them. We also want to thank the Region of Peel and York Region for granting LO permission to continue to offer the program to irrigation contractors across the province in future.

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

The program is growing and currently promotes 34 certified companies employing 42 individual professionals as Fusion Landscape Professionals.

The Landscape Industry Certification Program is undergoing change in Canada. This past year was focused on working with the CNLA to offer in-progress and new candidates the opportunity to complete the following Technician exams for Hardscape and Softscape Installation, and Ornamental and Turf Maintenance and earn their designations. In Ontario, we hosted two exam days at LO's home office in Milton and one at Fanshawe College aimed at the Horticulture Diploma second year students who aspire to complete their program with both a Diploma and Landscape Industry Certification.

The CNLA is working with all provinces and a consultant to develop and launch a new program in 2020.

Current Certification designation holders will not be affected by these changes.

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

Health and Safety continues to be a priority and LO is active on several committees and represents the profession to communicate our issues. Members benefit from our trusted partnership with Workplace Prevention Services (WSPS), to deliver health and safety communications, programs and resources to support our members toward providing healthy and safe workplaces.

This past year we continued focus on providing feedback on some system legislative changes and future programs to be offered including:

- Prevention System
- WSIB Rate Framework
- Small Business tools
- Workplace Mental Health
- Contractor Safety
- Employer Accreditation
- Etc.

Over the past year, strategic planning and action plan development kept us busy in addition to the abundant offering of programs and services. Conversations with partners and the new provincial government continued to emphasize the need for workforce development solutions. Our profession continued to experience a severe shortage of low, medium and high skilled workers due to the impact of the retiring workforce, and the growing demand for landscape and horticulture professionals who design, build and maintain healthy green infrastructure and support some of the solutions to negative impacts caused by climate change. We are recognized as a profession with ‘in-demand’ careers and our efforts will continue to focus on developing strategic solutions that reduce the pressures caused by a workforce shortage, and provide relevant workforce development and professional development opportunities that support our objectives to create a climate where our Employers of Choice have access to a Workforce of Choice and can professionally meet consumer demand.

I attended a roundtable conference in Ottawa hosted by CAHRC on June 25 of this year. CAHRC is the leading authority on Labour Market Information (LMI) for agriculture in Canada. At this conference they presented their research findings and projections for the next ten years. For me, the most jarring projection was a slide stating that the only available labour by the year 2025 would be new immigrants. What is disturbing is that the unemployment rate in Ontario is at historical lows and yet youth unemployment is at record highs! We continue to try and find ways to engage our youth in our trade but this has proved difficult.



Today, I sat down with four very astute individuals, Tony and Sally from Landscape Ontario and Victor and Leslie from Canadian Nursery Landscape Association. We are embarking on a new, joint, initiative to facilitate new sources of labour, train those individuals and place them with qualified employers. It is a grand plan that will take a lot of resources and willpower, but if the staff at LO and CNLA can't do it then nobody can.

Respectfully submitted,
Harold Deenen CLM
 Chair 2018-2019

Pesticide Industry Council

Chair: Gavin Dawson
Secretary: Tony DiGiovanni
Manager PIC: Tom Somerville

In 2000, the Ontario Ministry of Environment (MOE) implemented new requirements under the *Pesticide Act* (originally, Ontario Regulation 914). Under these new requirements, anyone who applied pesticides had to be either MOE licensed or have Technician Status. The new regulation required that all unlicensed assistants, working with licensed exterminators, must complete a basic pesticide safety course to acquire the Technician Status in order to legally apply pesticides. The Pesticide Technician Program (PTP) has been amended to reflect the changes brought about by the 2009 Cosmetic Ban on pesticides (Regulation 63-09).

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

The Pesticide Industry Council (PIC) was formed on behalf of the pesticide industry and has worked with MOE since 2000 to meet the requirements and administer the Pesticide Technician Program.

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

This is the 19th year the PIC has administered the Pesticide Technician Program and the tenth year working within the Cosmetic Ban on pesticides (Regulation 63-09).

In the 2018-2019 season, approx 1100 technicians cards were generated through the Pesticide Technician Program (PTP) program. This is a significant increase from years past.

Respectfully submitted,
Tom Somerville
 Manager, 2018-2019

2019

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

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

- | | |
|---|--|
| Jamie Aalbers
Northern Mini Roses | Jim Bauer
Bauer Landscape & Garden Maintenance |
| Keren Abu
M.E. Contracting | Jessica Baun
Innovative Surface Solutions |
| Randy Adams
RM Adams Trucking Ltd | Paul BeauParlant
Innovative Surface Solutions |
| Robert Adams
Adams Landscaping and Property Maintenance | Sarah Beckon
Allweather Landscape Co Ltd |
| Jon Agg Pristine
Property Maintenance Ltd | Rob Beedie
Environs Wholesale Nursery |
| Rob Albrecht
John's Nursery | Bill Beldham |
| Brian Alcock
Alcock Nurseries Ltd | Barry Benjamin
Barry Benjamin & Associates |
| Bob Allen
RW Allen Horticultural Services Inc | Lee Benson
SimpLee Gardens |
| Kevin Almeida
Almeida & Almeida Landscaping Ltd | Thomas Blatter
CLP Dreamestate Landscaping Inc |
| David Amadori | Michael Boffo
Boffo Landscaping Inc |
| Adam Angeloni
Downsview Park | Gerald Boot
CLM Boot's Landscaping & Maintenance Ltd |
| Dean Armstrong
Vanden Bussche Irrigation | Dan Booth
B.P. Landscaping & Snow Removal |
| Jessica Aytoun | John Bos Bos
Landscaping |
| Siamak Bay
Greenbay Northern Ltd | Michael Boucher
LP Landscape Plus Inc |
| Carla Bailey
TLC Professional Landscaping | Neil Bouma Picture Perfect
Landscaping Quinte Ltd |
| Justin Baker
Wright Landscape Services | Frank Bourque CCPI, ARPT
Greenmark |
| Andrew Barbour
Cannon Nurseries/CBV Holdings Inc | Gerwin Bouman
Stam Nurseries Inc |
| Paul Barker
Automatic Rain | Scott Bowman
Spere Seeds |
| Andrew Barz
Meadowbrook Landscape Contracting Inc | |



Volunteers

Ryan Boyd

Peter Smit & Sons Inc

Mark Bradley

LMN/TBG Environmental Inc

Adam Braun, CLT

Partridge Fine Landscapes Ltd

Dave Braun

Braun Nursery Limited

Peter Bride

Landscape Inc

Ken Brooks

Loyalist College

Michael Brownbridge PhD

Vineland Research
and Innovation Centre

Robert Brubacher

Infinite Possibilities Group Inc

Paul Brydges BLA, CLD, LA, APALA,

ASLA, CNLA, CSLA, OALA, FLP
Brydges Landscape Architecture Inc

Cindy Buelow

Baseline Nurseries & Garden Centre

Irene Bultena

Eloquip Ltd

Steve Burgess

Braun Nursery Limited

Tyler Burnell

Burtro Lawn Sprinklers Ltd

Margot Byers

Ladybird Garden Design

Connie Cadotte

Garden Retreats Inc

Megan Campbell

Marsh Canada Limited

Thomas Carre

Innovative Surface Solutions

Marc Carriere

Permacon Ottawa

Laura Catalano

Nisco National Leasing

Kin Chan

DA Gracey & Associates

Harry Chang

Humber College

Phil Charal

Allweather Landscape Co Ltd

Terry Childs

Nature's Way Landscaping

Michael Chudy

Gardenzilla Lawn & Garden

Chris Church

B.R. Dickson Equipment Inc

Aldo Cianfrini

Ministry of Education

Chris Clayton

Christopher Clayton Landscape
Architect

Dan Clost

Connon Nurseries

Brian Cocks CHT

Brian Cocks Nursery & Landscaping

Andrew Colautti

Cohen and Cohen Natural Stone

Craig Cole

Cedar Springs Landscape Group

Justin Comacchio

Region of Peel

David Comfort CLT

Pam Cook

Fanshawe College Main Campus

Douglas Coote

DG Coote Enterprises

Barb Coote

DG Coote Enterprises

Pamela Cooze

Hortprotect

Andrew Cordeiro

Done-Right Lawn Sprinkler
& Landscape Lighting Inc

Sal Costante

Cedar Springs Decks and Fences

Erin Crawford-Ellis

Hill'N Dale Landscaping

Tim Cruickshanks

Cruickshanks Property Services Inc

Jen Cuddie

Cuddie Landscape Planning

Ben Cullen

Mark's Choice Ltd

Bruce Cullen

Toronto Zoo

Mark Cullen

Mark's Choice Ltd

Jon Cundy

S. Charlebois Haulage
and Excavating Ltd

Andrew Dancsak CLT

Permacon

Gavin Dawson

TRUGREEN Ltd

Judy deBoer-Bell

Treefrog Design

Paul DeGroot

NVK Holdings Inc

Everett DeJong

Redbud Supply Inc

Allard DeVries

DeVries Landscaping
& Maintenance Inc

Lexi Dearborn

Dearborn Designs & Associates

Harold Deenen CLP

Hank Deenen Landscaping Ltd

Bill Degraaf

Permacon

Rhonda Derue

Derue Designs

Keith Desjardins

Desjardins Landscaping Inc

Michael Di Nunzio

Vanden Bussche Irrigation

Frank DiMarco

DiMarco Landscape Lighting

Phil Dickie**Barry Dickson**

B.R. Dickson Equipment Inc

Jason Dietrich

Ace Lawn Care Inc

Marina Dimitriadis

Dimitriadis Design Build

Daniel Domingues

Aquaman Irrigation

Paulo Domingues

Aquaman Irrigation

Mark Donohue

Rain Bird International

Paul Doornbos CLP, CLT

Thornbusch Landscaping Company Inc

Lindsay Drake Nightingale

Yorkshire Garden Services Inc

Matthew Dressing CLT

Sheridan Nurseries Limited

Penelope Dunlop**Jon Durzi**

Miller Waste Systems Inc
(Miller Compost)

Ken Dutka

Hill'N Dale Landscaping

Jim Edmonds

The Gardener Landscaping

Beth Edney CLD C1FD

Designs By The Yard

Janet Ennamorato

Creative Garden Designs Inc

Kevin Falls

Speare Seeds

Jeremy Feenstra

Floristerra Greenhouses
and Landscape Centre

Carmine Filice CLP

Greentario Landscaping (2006) Inc

Mark Fisher

The Escarpment Company

Carol Fulford

Pristine Property Maintenance Ltd

Shawn Gallagher

Shawn Gallagher Design

Michael Garcia

Soares Landscaping Inc

Dan Garlatti

Garlatti Landscaping Inc

Trevor Garner

LP Landscape Plus Inc

Paul Gaspar

Weed Man

Jason Gaw

Sycamore Landscape

Brandon Gelderman

Gelderlands Inc

Hank Gelderman

Gelderman Landscape Services

Deborah Gendreau

Gelderman Landscape Services

Tony Giammichele

Big Green Property Services Ltd

Brent Giles

Clintar

Shawn Giovanetti

Techo-Bloc Inc

James Godbold

Hill'N Dale Landscaping

Lee Gould

Smart About Salt Council

Matt Gove

The Local Gardener

Tyler Graham

District School Board of Niagara

Marc Green

The Backyard Urban Farm Company

Jeff Gregg

V Kraus Nurseries Limited

Perry Grobe

Grobe Nursery & Garden Centre

Michael Gucciardi

International Landscaping Inc

Peter Guinane

Oriole Landscaping Ltd



David Gunn
Gunn-Duncan Landscaping Ltd

Raffy Hanimyan
Elite Concrete

Ed Hansen
Hansen Lawn & Gardens Ltd

Nancy Harasym
Gallery Home and Garden

Jeremy Harris
BA Region of Peel

Violet Harris

Grant Harrison CLT
Nextra Consulting

Rohan Harrison
Premier Turf Inc

Wendy Harry
London Chapter Coordinator

Carl Hastings
Moonstruck Lighting Ltd

Nathan Helder BSc (Agr)
Gelderman Landscape Services

Jorg Hermanns
Hermanns Contracting Ltd

Steve Hernandez
Turf Care Products Canada Ltd

John Higo
Illumicare Group Limited

Terence Hills
Manderley Turf Products Inc

Peter Hrgetic
Best Way Stone Ltd

Mark Humphries
Humphries Landscape Services

Rebecca Hurrell
Bobcat of Toronto
and Bobcat of Barrie

Diane Hutchinson
Walter's Greenhouse

Kim Icton
Somerville Nurseries Inc

Colin Imrie
Bobcat of Tri Cities Ltd

Neil Innes
Craig Kielburger Secondary School

Tom Intven
Canadale Nurseries Ltd

Ron Iserhot
Vanden Bussche Irrigation

Kevin Jack
Scotts Canada (Fafard)

Sean James NPD
Sean James Consulting & Design

Kevin Jensen
The Toro Company

Heather Jerrard
TLC Professional Landscaping

Joan Johnston
Peter Knippel Nursery Inc

Kennedy Johnston
Peter Knippel Nursery Inc

David Jones
The Gardener Inc

Matt Kaufman
Greensleeve Maintenance Ltd

Tim Kearney CLP
Garden Creations of Ottawa Ltd

Kelly Keates
Ginkgo Design

Robert Kennaley
Kennaley Construction Law

Michelle Kent
Energized Surroundings

Christoph Kessel
Ontario Ministry of Agriculture,
Food and Rural Affairs

Kimberly Khoury
Clintar

Allan Kling CLP
Urban Garden

Ben Kobes
Kobes Nurseries Inc

Luke Koudys
Ron Koudys Landscape Architects Inc

**Ron Koudys BLA, MED, OALA, CSLA,
ASLA, RLA, MICHIGAN, CLD**
Ron Koudys Landscape Architects Inc

Michael LaPorte CHT
Clearview Nursery Ltd

Wendy Ladd
Jim Pattison Lease

John Ladds
Turf Management Systems Inc

John Lamberink
Aquality Irrigation and Illumination

Marty Lamers
Oaks Landscape Products

David Lammers
Garden Grove Landscaping

Nick Lang
Brown's Concrete Products Limited

John Larsen
Garden City Groundskeeping
Services

Chris Le Conte
Smart Watering Systems

Serge Leclair
Kam's Growers Supply Inc

Chris Lecour
Target Specialty Products

Randi Lee
Bell Exel Contracting Inc

Stephanie LeBlanc
Ashton Insurance Inc

Skai Leja
Skai Leja Landscape Design

Chris Lemcke
Weed Man USA - Turf Holdings Inc

Jennifer Lemcke
Weed Man USA - Turf Holdings Inc

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

Scott Lloyd Lloyd's
Landscape Contracting

Rebecca Lord
International Society
of Arboriculture, Ontario Chapter

Richard Lubbers CLT
Lawrence Park
Complete Garden Care Ltd

Brenda Luckhardt
Sheridan Nurseries Limited

Michael Luelo
Oaks Landscape Products

Arvils Lukss
Landscapes By Lucin

Glen Lumis PhD
University of Guelph

Mike Lunau CLT, CLM

Eckhard Lutz
Waterloo Region District School Board

Cory MacCallum
Greenscape Watering Systems Ltd

Fran MacKenzie
Bay King Chrysler

Steve Macartney
Raintree Irrigation & Outdoor Systems

John Mantel
AVK Nursery Holdings Inc

Laura Marsh
Earth Art Landscapes Inc

Kevin Marshall CLT
Turf Pro Landscaping

Ryan Marshall
Turf Pro Landscaping

Ken Martin
Ken Martin Landscape Lighting
and Design

Steve Marysiuk
Rain Bird International

Chris Mason
Sheridan Nurseries Limited

Mark Mastantuono
Clintar Landscape Management

Teresa Matamoros
Garden Holistics Inc

Pamela McCormick
Simply Landscaping & Garden Designs

Jim McCracken
Hugh McCracken Limited

Jeff McMann NPD, ISA, CHT, TRAQ
Mount Pleasant Group of Cemeteries

Burke McNeill

Don McQueen
Nutri-Lawn - Burlington Irrigation

John Mcintosh
Enviromasters Lawn Care

Norm Mills
The Gardenin' Guy

David Milne
Quercus Gardens

Christine Moffit
Christine's Touch Gardening Ltd

Jim Monk
Markham Property Services

Steve Montcalm
Gifford Associates Insurance Brokers

Conrad Monteiro
Moonstruck Lighting Ltd

John Moons

Joseph Morello
Premier Landscaping & Design Ltd

Nick Morgante
Unilock Limited

Chip Morningstar

Janet Mott
Christine's Touch Gardening Ltd

Etti Mountain
Barrie's Garden Centre

Christopher Muller
O.J. Muller
Landscape Contractor Ltd

Terry Murphy
Mohawk College

Vince Murphy
Caesars Windsor

Jay Murray
TLC Professional Landscaping

Allan Nason
Notre Dame
Catholic Secondary School

Rob Naraj CHT
Sheridan Nurseries Limited

Steve Neumann
Algonquin College

Roy Neves
DJ Rain & Co Ltd

Terry Nicholson
Clintar

Jeff Olsen
Brookdale Treeland Nurseries Ltd

Tanya Olsen
Humber College

Dave O'Malley CSP
Brooklin Concrete Products Corp

Mark Ostrowski
Laurel Forest Farms

Tyler Owen
Thunderbolt Contracting Inc

Luke Pallister
Marsh Canada Limited

Rebecca Parker
NVK Holdings Inc

Audrey Partridge
Partridge Fine Landscapes Ltd

Michael Pascoe NPD, ODH, CLT, MSc
Fanshawe College

**Ed Patchell**

Ferguson Forest Centre

Brad Paton CLTShades of Summer
Landscaping & Maintenance**Warren Patterson**

Barrie's Garden Centre

Ken Pavely

Lawn Life Natural Turf Products

Devantae Pearce

Parkdale Green Thumb Enterprises

Michelle Peeters

Baseline Nurseries & Garden Centre

John Peets

John Peets Landscaping

Joe Pereira

Landscapes By Lucin

Brian Perras

B.P. Landscaping & Snow Removal

Jamie Perras

B.P. Landscaping & Snow Removal

John Perriman

Mountview Services Inc

Jesse Perrin

Green Things Landscaping 2010

Frans Peters

Humber Nurseries Ltd

Jon Peter NPD, OAC

Royal Botanical Gardens

Chloe PhillipAdele Pierre
Adele Pierre Landscape Architect**Erica Pignatelli**

Best Way Stone Ltd

Carolyn Planck

Unilock Limited

Julie Poirier

Oriole Landscaping Ltd

Irina PolstvinPaul Proulx
Hunter Industries Inc**Bill Putzer**

Putzer (M) Hornby Nursery Ltd

Jen Raedts

LA Gardens

Sarah RafolsRob Redden
In-Lite Design Corporation**Greg Redshaw**

Redleaf Landscape Inc

Garry Reisky

Terraform Contracting

Jamie Riddell

SiteOne Landscape Supply

Mike Riehm

Envirobond Products

Jay Rivait

Lakeshore Landscaping

Tim Rivard

Bobcat of Hamilton Ltd

Richard Rogers

R J Rogers Landscaping Ltd

Lindsey Ross

Living Green Landscaping Inc

Robert Roszell

Road Equipment Links

Gregg Salivan

Salivan Landscape Ltd

Joe Santarosa, Jr

Santerra Stonecraft

Greg Schaafsma

Grand River Natural Stone Ltd

Steve Schell

The Plant Lady Inc

Jonathan Scott

Gelderman Landscape Services

Haig Seferian OALA, CSLA, FASLA, CLD, LO

Seferian Design Group

Tony SerwatukHydroSense Irrigation Design
& Consulting Inc**Cameron Shaw**

Guelph Turfgrass Institute

Brian Shelfoon

Techniseal

Janice Shingler

Sheridan Nurseries Limited

Gord Shuttleworth

Delaware Nursery Ltd

Blake Sicard

UPI Energy FS

Klaas SikkemaRon Sikkema
B.P. Landscaping & Snow Removal**Jeff Smith**

Lynden Lawn Care

James Solecki

Integra Bespoke Lighting Systems

Nick Solty

Solty and Sons Ltd

Fred Somerville

Somerville Nurseries Inc

Tom SomervilleLandscape Ontario
Horticultural Trades Association**Shawn Sowten**

IPS

Melissa Spearing

Grounds Unlimited

Jonas Spring

Ecoman

Karl Stensson

Sheridan Nurseries Limited

Mary Stewart

Living Green Landscaping Inc

Mike Stone

Willowlee Sod Farms Ltd

Laurie-Ann Stuart

LA Gardens

Ron Swentiski CLD

Trillium Associates

Ralph Szymankiewicz

Greenscape

Natnael Taera

Landscape Irrigation Systems Inc

Colleen Tataryn CLTDonald Tellier ODH, CLIA, CIC, CID, CLT
Deerbrook Landscaping And Nursery**Jay Terryberry**

St Clair College

Robert Tester

TNT Property Maintenance

Gerrit TervrugtMarc Thiebaud
OGS Grounds Maintenance
Specialists**Rene Thiebaud**

OGS Landscape Services

Michael Thomas

The Investment Guild

Jeff Thompson BES, RHAP

Native Plant Source

Heidi Timm

Timm Enterprises Ltd

Kyle Tobin

LawnSavers Plant Health Care

Tim Tripp MSc

Neudorff North America

Rodger Tschanz

University of Guelph

Steve Tschanz

Turf Management Systems Inc

Blake Tubby

Arbordale Landscaping

Bob Tubby CLP

Arbordale Landscaping

David Turnbull

David Turnbull & Associates

Chris Urquhart

CLP Green Unlimited

Christopher UtterBroadleaf Landscaping & Snow
Removal Inc**Kurt Vanclief**

Willowlee Sod Farms Ltd

Michael Van DongenVan Dongen's
Landscaping & Nurseries Ltd**Bill Van Ryn Jr**

Jan van't Riet

Vantreat Ltd

Peter Vanderley

Vanderley Landscaping

Art Vanden Enden CHT

Sheridan Nurseries Limited

Mandy Vandenberg

Town of Richmond Hill

Audriana VanderWerf

Town of Bradford West Gwillimbury

Brent Vanderkruk

NVK Holdings Inc

Mark Vanderkruk

NVK Holdings Inc

Neil Vanderkruk

NVK Holdings Inc

Mark Verbinnen

Verbinnen's Nursery Ltd

Jason Vettese

Best Way Stone Ltd

James Walke

Total Gardening Services Ltd

Bruce Warren**Eileen Warren****Mike Watson**

Kelly's Tree Care Ltd

Andrea Weddum

Royal Botanical Gardens

Andrew Wentworth

Wentworth Landscapes

Scott Wentworth

Wentworth Landscapes

Jeanine West

PhytoServ

Kerry Whale

Allturf Ltd

Alan White

Turf Systems Inc

Mark Wilkie

Blythedale Sand & Gravel

Charlie Wilson

Bruce Wilson Landscaping Ltd

Nick Winkelmolen

Winkelmolen Nursery Ltd

Jarrett Woodard

Grand River Brick & Stone

Richard Worsley

Uxbridge Nurseries Limited

Jake Woudstra

Pro Lawn Landscaping Ltd

Dave Wright

Wright Landscape Services

Andre Ypma

Modern Earthscapes Land Design

Alex Zalewski

Infinite Possibilities Group Inc

Fiore Zenone

Tumbleweed Landscape Contracting

Youbin Zheng

University of Guelph

Monica van Maris

Van Maris Holdings



Landscape Ontario Audited Financial Statements YEAR ENDED AUGUST 31, 2019

Balance Sheet

	2018 Audited Statements	2019 Audited Statements
Assets		
Cash	185,626	(298,848)
Investments	12,485,703	8,324,983
Accrued Interest	71,846	101,679
Accounts Receivable	2,673,612	3,113,825
Loan Receivable	0	720,000
Prepaid Expenses	691,088	643,192
Land/Building-Vineland	57,645	57,645
Land/Building-Head Office	825,285	5,601,175
CNLA-Equity Position	0	(560,117)
Total Assets	16,990,804	17,703,533
Liabilities and Surplus		
Accounts Payable	784,516	687,204
Accounts Payable-Sector Groups	42,254	50,227
Accounts Payable-Chapters	591,979	601,591
Accounts Payable-Special Projects	346,496	739,326
Deferred Revenue	3,516,390	3,551,877
Horticultural Centre Improvement Fund	4,423,455	5,015,649
Horticultural Profession Development Fund	1,058,275	809,556
Technology Fund	24,050	16,243
Promotion Fund	11,066	2,916
Legacy Fund	6,043,276	6,111,725
Net Income	149,048	117,218
Total Liabilities and Surplus	16,990,804	17,703,533

Fund Allocations

	2018 Audited Statements	2019 Audited Statements
Horticultural Profession Development Fund		
Opening Balance	1,386,907	1,187,323
Expenditures	(447,172)	(504,283)
Revenues-Funding/Miscellaneous	118,540	126,515
Transfer from (to) other funds	0	0
Transfer from Net Income	129,048	0
Closing Balance	1,187,323	809,556
Horticultural Centre Improvement Fund		
Opening Balance	4,181,486	4,423,455
Expenditures	(306,258)	(4,901,956)
Revenues-Funding/Miscellaneous	295,322	1,278,378
Capitalized Renovation Expenses	252,905	4,215,772
Transfer from Net Income	0	87,218
Closing Balance	4,423,455	5,102,867
Technology Fund		
Opening Balance	30,507	34,050
Expenditures	(6,457)	(17,806)
Transfer from Net Income	10,000	10,000
Closing Balance	34,050	26,243
Promotion Fund		
Opening Balance	21,066	21,066
Expenditures	(10,000)	(18,150)
Transfer from Net Income	10,000	20,000
Closing Balance	21,066	22,916
Legacy Fund		
Opening Balance	5,657,348	6,043,276
Expenditures	0	0
Revenues-Funding/Miscellaneous	385,928	68,448
Transfer from (to) other funds	0	0
Transfer from Net Income	0	0
Closing Balance	6,043,276	6,111,725

Income Statement - Departmental Summary Pre-Allocations

	2018 Audited Statements	2019 Audited Statements	2019 Revised Budgets	2020 Revised Budgets	2021 Proposed Budgets
Revenue					
General	230,284	196,851	172,164	218,100	218,100
Membership	1,482,786	1,536,917	1,492,000	1,582,000	1,582,000
Publications	935,893	856,088	1,004,000	819,900	819,900
Congress	2,344,001	2,439,309	2,306,900	2,365,275	2,365,275
Education	211,210	163,025	224,800	231,000	231,000
Total Revenue	5,204,174	5,192,188	5,199,864	5,216,275	5,216,275
Expenses					
General	2,654,872	2,678,627	2,681,500	2,689,000	2,689,000
Membership	752,833	760,250	806,664	782,296	782,296
Publications	244,495	249,233	238,000	293,200	293,200
Congress	1,271,307	1,266,836	1,278,110	1,298,636	1,298,636
Education	131,620	120,024	151,125	149,000	149,000
Total Expenses	5,055,126	5,074,970	5,155,399	5,212,132	5,212,132
Net Income (Loss)	149,048	117,218	44,465	4,143	4,143

Landscape Ontario Audited Financial Statements YEAR ENDED AUGUST 31, 2019

Income Statement - General

	2018 Audited Statements	2019 Audited Statements	2019 Revised Budgets	2020 Revised Budgets	2021 Proposed Budgets
Revenue					
Rent	94,155	48,585	40,000	84,600	84,600
Administration Fees	87,622	85,474	85,000	65,000	65,000
Earned Interest	35,127	48,907	30,000	50,000	50,000
Gains/Losses-Investments	5,350	8,668	10,000	10,000	10,000
Information Technology/Web Fees	7,650	4,450	6,664	8,000	8,000
Miscellaneous	380	767	500	500	500
Total Revenue	230,284	196,851	172,164	218,100	218,100
Administrative Expenses					
Property Taxes	66,576	77,133	100,000	67,000	67,000
Telephone	21,679	22,368	23,000	22,000	22,000
Hydro	34,623	17,102	50,000	44,500	44,500
Heat	15,768	24,317	18,000	25,000	25,000
Water	4,994	4,457	6,000	10,000	10,000
Maintenance-Yard	55,301	51,122	40,000	50,000	50,000
Maintenance-Building	56,364	37,370	50,000	30,000	30,000
Office Supplies	30,511	28,476	30,000	25,000	25,000
Office Equipment	10,805	24,975	10,000	25,000	25,000
Computer Equipment/Software	9,896	15,468	8,000	10,000	10,000
Information Technology/Web Expenses	22,374	23,079	23,000	24,000	24,000
Postage	14,291	7,990	13,000	9,000	9,000
Courier	554	429	500	500	500
Audit	21,000	20,750	22,000	22,000	22,000
Legal Fees	2,999	0	2,000	1,000	1,000
Advertising	350	500	500	500	500
Insurance Expense	25,004	7,364	22,000	25,000	25,000
Meeting Expenses	19,885	22,029	20,000	22,000	22,000
Travel	79,106	81,914	65,000	80,000	80,000
Dues and Subscriptions	8,250	9,057	10,000	9,000	9,000
Donations	508	250	1,000	500	500
Training (Staff)	3,803	3,373	2,500	3,000	3,000
Miscellaneous Expenses	16,433	24,890	15,000	15,000	15,000
Bank Charges and Interest	80,873	79,572	80,000	80,000	80,000
(Gain) Loss on Foreign Exchange	(22,493)	(15,058)	(10,000)	(15,000)	(15,000)
Total Expenses	579,453	568,929	601,500	585,000	585,000
Compensation					
Wages	1,804,593	1,838,128	1,810,000	1,830,000	1,830,000
Benefits	163,937	155,683	160,000	160,000	160,000
Source Deductions	106,889	115,888	110,000	114,000	114,000
Total Compensation	2,075,420	2,109,698	2,080,000	2,104,000	2,104,000
Total Expenses	2,654,872	2,678,627	2,681,500	2,689,000	2,689,000
Net Income (Loss)	(2,424,588)	(2,481,776)	(2,509,336)	(2,470,900)	(2,470,900)
Wage Allocations	1,547,784	1,477,941			
Overhead Allocations	680,223	672,399			
Net Income (Loss) Net of Allocations	(196,581)	(331,436)			

Income Statement - Education

	2018 Audited Statements	2019 Audited Statements	2019 Revised Budgets	2020 Revised Budgets	2021 Proposed Budgets
Revenue					
Special Projects	20,960	730	20,000	5,000	5,000
Trade Courses	183,577	154,012	203,500	220,000	220,000
Certification	6,673	8,283	1,300	6,000	6,000
Total Revenue	211,210	163,025	224,800	231,000	231,000
Expenses					
Special Projects	25,056	2,317	25,600	5,000	5,000
Trade Courses	81,664	92,592	100,150	110,000	110,000
Certification	2,549	6,406	1,700	6,000	6,000
Promotion	10,350	6,710	11,675	8,000	8,000
Foundation Scholarships Funding	12,000	12,000	12,000	20,000	20,000
Total Expenses	131,620	120,024	151,125	149,000	149,000
Net Income (Loss)	79,591	43,001	73,675	82,000	82,000
Wage Allocations	(177,085)	(212,689)			
Overhead Allocations	(85,028)	(84,050)			
Net Income (Loss) Net of Allocations	(182,523)	(253,738)			



Landscape Ontario Audited Financial Statements YEAR ENDED AUGUST 31, 2019

Income Statement - Publishing, *Landscape Trades Magazine*

	2018 Audited Statements	2019 Audited Statements	2019 Revised Budgets	2020 Revised Budgets	2021 Proposed Budgets
Revenue					
Advertising	687,042	602,818	735,000	540,000	540,000
Web Display Ads	930	610	1,000	1,000	1,000
Polybag	35,328	29,718	35,000	32,000	32,000
Classified Ads	785	165	500	500	500
Direct E-Blasts	0	0	0	24,000	24,000
E-Letter	0	0	0	5,700	5,700
Subscriptions	1,381	923	1,500	1,000	1,000
Member Subscriptions	44,000	44,000	44,000	44,000	44,000
Total Revenue	769,466	678,234	817,000	648,200	648,200
Discounts					
Member Discounts	87,809	76,584	75,000	79,000	79,000
Agency Discounts	13,707	11,591	15,000	12,000	12,000
Total Discounts	101,516	88,176	90,000	91,000	91,000
Gross Revenue	667,950	590,058	727,000	557,200	557,200
Expenses					
Printing	60,281	56,104	62,000	74,000	74,000
Freelance Editorial	9,684	14,197	10,000	15,000	15,000
Editorial Travel	251	1,204	1,000	1,000	1,000
Sales Travel	15,393	16,065	13,000	13,000	13,000
Mail Preparation	3,464	3,602	2,800	3,500	3,500
Poly Bag Costs	8,096	10,038	10,000	12,000	12,000
Postage (2nd Class)	55,330	58,511	59,000	75,000	75,000
Postage (Foreign)	3,410	4,164	2,800	3,200	3,200
Courier Charges	1,472	513	800	500	500
Subscription Campaign	0	3,320	0	12,000	12,000
Promotion/Media Kits	5,082	3,553	2,000	2,000	2,000
Circulation Audit	4,348	4,098	5,500	4,500	4,500
Miscellaneous	1,906	0	250	250	250
Bad Debts	0	0	1,000	1,000	1,000
Total Expenses	168,718	175,370	170,150	216,950	216,950
Net Income (Loss)	499,231	414,688	556,850	340,250	340,250

Income Statement - Publishing, *Landscape Ontario Magazine*

	2018 Audited Statements	2019 Audited Statements	2019 Revised Budgets	2020 Revised Budgets	2021 Proposed Budgets
Revenue					
Advertising	168,719	152,856	190,000	135,000	135,000
Polybag	15,494	14,801	15,000	15,000	15,000
Classified Ads	495	45	500	200	200
Web Classified Ads	0	0	0	0	0
Enews Ads	24,650	28,725	17,000	37,000	37,000
Subscriptions	77	77	0	0	0
Member Subscriptions	44,000	44,000	44,000	44,000	44,000
Total Revenue	253,435	240,504	266,500	231,200	231,200
Discounts					
Member Discounts	25,484	23,174	26,000	23,000	23,000
Agency Discounts	1,651	1,601	1,500	1,500	1,500
Total Discounts	27,135	24,775	27,500	24,500	24,500
Gross Revenue	226,300	215,729	239,000	206,700	206,700
Expenses					
Printing	28,333	24,609	25,000	28,000	28,000
Freelance Editorial	0	0	0	2,000	2,000
Editorial Travel	3,137	403	2,000	1,000	1,000
Mail Preparations	3,025	3,534	2,600	3,000	3,000
Polybag Costs	6,050	5,409	5,000	4,500	4,500
Postage	18,482	20,177	17,500	19,000	19,000
Miscellaneous	1,376	2,613	250	250	250
Bad Debts	0	0	500	500	500
Total Expenses	60,404	56,744	52,850	58,250	58,250
Net Income (Loss)	165,896	158,985	186,150	148,450	148,450

Landscape Ontario Audited Financial Statements YEAR ENDED AUGUST 31, 2019

Income Statement - Publishing, Special Projects

	2018 Audited Statements	2019 Audited Statements	2019 Revised Budgets	2020 Revised Budgets	2021 Proposed Budgets
Revenue	41,644	50,301	38,000	56,000	56,000
Expenses	15,372	17,120	15,000	18,000	18,000
Net Income (Loss)	26,272	33,181	23,000	38,000	38,000

Summary - Publishing

	2018 Audited Statements	2019 Audited Statements
Net Income (Loss) - Publishing Department	691,399	606,854
Wage Allocations	(466,730)	(390,534)
Overhead Allocations	(127,542)	(126,075)
Net Income (Loss) Net of Allocations	97,127	90,246

Income Statement - Membership Services

	2018 Audited Statements	2019 Audited Statements	2019 Revised Budgets	2020 Revised Budgets	2021 Proposed Budgets
Revenue					
Membership Dues	1,303,287	1,349,472	1,350,000	1,400,000	1,400,000
Awards of Excellence	80,275	77,728	80,000	80,000	80,000
Merchandise	2,200	1,670	2,000	2,000	2,000
Referral Fees	97,024	108,047	60,000	100,000	100,000
Total Revenue	1,482,786	1,536,917	1,492,000	1,582,000	1,582,000
General Expenses					
CNLA Membership Dues	383,968	394,966	410,000	410,000	410,000
Member Subscriptions	88,000	88,000	88,000	88,000	88,000
Awards of Excellence	100,877	113,046	100,000	113,000	113,000
Membership Plaques	165	124	0	0	0
Annual Report	3,161	2,474	3,000	3,000	3,000
Merchandise	0	820	2,500	2,000	2,000
Membership Booth	14,147	11,221	15,000	12,000	12,000
Promotion-Members	32,471	17,867	40,000	25,000	25,000
Promotion-Canada Blooms	45,370	48,001	40,000	20,000	20,000
Promotion-GFL/Branding	0	0	0	0	0
Total Expenses	668,159	676,519	698,500	673,000	673,000
Chapters and Sector Groups					
Durham	9,232	9,232	9,232	9,256	9,256
Georgian Lakelands	9,588	9,700	9,700	9,808	9,808
Golden Horseshoe	9,786	9,802	9,802	9,842	9,842
London	8,464	8,752	8,752	8,896	8,896
Ottawa	9,406	9,404	9,404	9,416	9,416
Toronto	11,044	11,054	11,054	11,028	11,028
Upper Canada	5,120	5,040	5,040	5,520	5,520
Waterloo	9,484	9,500	9,500	9,530	9,530
Windsor	5,200	5,680	5,680	6,000	6,000
Designers	995	1,290	3,000	3,000	3,000
Garden Centre	94	0	3,000	3,000	3,000
Grounds Maintenance	2,809	539	3,000	3,000	3,000
Growers	2,876	1,273	3,000	3,000	3,000
Interiorscape	0	0	3,000	3,000	3,000
Irrigation	891	1,670	3,000	3,000	3,000
Landscape Contractors	(562)	137	3,000	3,000	3,000
Landscape Lighting	543	81	3,000	3,000	3,000
Snow and Ice	(1,302)	577	3,000	3,000	3,000
Turf Management	1,006	0	3,000	3,000	3,000
Total Chapter and Sector Group Expenses	84,674	83,731	108,164	109,296	109,296
Total Expenses	752,833	760,250	806,664	782,296	782,296
Net Income (Loss)	729,953	776,667	685,336	799,704	799,704
Wage Allocations	(473,192)	(468,028)			
Overhead Allocations	(170,056)	(168,100)			
Net Income (Loss) Net of Allocations	86,705	140,539			



Landscape Ontario Audited Financial Statements YEAR ENDED AUGUST 31, 2019

Income Statement - Tradeshow, Congress

	2018 Audited Statements	2019 Audited Statements	2019 Revised Budgets	2020 Revised Budgets	2021 Proposed Budgets
Revenue					
Exhibit Space	2,312,173	2,393,608	2,296,900	2,350,000	2,350,000
Exhibit Space-Partners	49,275	41,750	50,000	40,000	40,000
Registration	125,783	139,089	120,000	127,000	127,000
Sponsorship	69,188	71,060	60,000	62,000	62,000
Miscellaneous	5,675	6,440	0	5,675	5,675
Total Revenue	2,562,093	2,651,946	2,526,900	2,584,675	2,584,675
Discounts					
Member Discounts	214,093	208,838	215,000	215,000	215,000
Member Discounts-Partners	4,000	3,800	5,000	4,400	4,400
Total Discounts	218,093	212,638	220,000	219,400	219,400
Gross Revenue	2,344,001	2,439,309	2,306,900	2,365,275	2,365,275
Expenses					
Exhibit Hall	453,988	470,967	467,000	484,876	484,876
Security	27,702	28,817	28,000	29,300	29,300
Show Services	110,082	124,265	118,560	118,560	118,560
Feature Area	6,800	4,750	4,000	5,000	5,000
Garden Subsidy	22,918	19,170	24,000	24,000	24,000
Speakers	48,018	35,710	35,000	35,000	35,000
Conferences-Food and Beverage	40,277	35,075	29,450	30,000	30,000
Registration Services	44,094	46,051	46,300	46,900	46,900
Audio Visual Equipment	27,578	25,615	28,400	28,400	28,400
Receptions	62,015	47,831	55,000	55,000	55,000
Printing	18,418	19,270	22,300	21,700	21,700
Promotion	27,908	37,357	26,000	26,000	26,000
Advertising	32,444	29,866	36,900	36,300	36,300
Photography	2,675	2,680	3,000	5,000	5,000
Flowers	781	0	1,200	1,200	1,200
Move In/Move Out	114,476	113,168	117,000	117,000	117,000
Travel	73,395	75,869	65,000	65,000	65,000
Parking	15,675	16,145	15,900	16,300	16,300
Police	2,121	2,184	2,300	2,300	2,300
Postage	16,586	12,184	19,500	18,400	18,400
Janitorial	92,330	92,330	98,000	98,000	98,000
Software	11,083	10,912	12,000	12,000	12,000
Labour	1,500	1,500	5,000	5,000	5,000
Commissions-Partners	9,990	9,375	12,300	11,400	11,400
Miscellaneous	8,454	5,747	6,000	6,000	6,000
Total Expenses	1,271,307	1,266,836	1,278,110	1,298,636	1,298,636
Net Income (Loss)	1,072,694	1,172,472	1,028,790	1,066,639	1,066,639
Wage Allocations	(430,777)	(406,690)			
Overhead Allocations	(297,598)	(294,175)			
Net Income (Loss) Net of Allocations	344,319	471,607			

Investments

	Year End Aug. 31/18	Year End Aug. 31/19
Bonds/GIC's Recorded at Cost		
Res Transalta Utilities	145,072	0
Res Fairfax Financial	400,697	400,697
TD Bank	0	500,454
Province of Quebec	450,000	450,000
Royal Bank GIC (Waterloo Chapter)	60,000	60,000
Bank of Montreal	399,999	399,999
Cash Position	125	412
Totals-Bonds/GIC's	1,455,893	1,811,562
Mutual Funds/Equities Recorded at Market Value		
Nexus/RBC Portfolio	5,225,201	3,051,509
TD Wealth Portfolio	5,420,507	2,905,833
RBC Dominion Securities	384,102	556,080
Totals Mutual Funds/Equities	11,029,811	6,513,422
Total Investments	12,485,703	8,324,983