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**STANDING SALUTE** — Cadets from the 892 Snowy Owl Air Cadets Squadron helped with the Town of Caledon's Remembrance Day Service on Nov. 11, and placed a wreath at the Town Hall cenotaph, where a ceremony was held. Turn to Page A13 for more Remembrance Day photos.  
PHOTO BY ZACHARY ROMAN

## Proposed 2024 Peel Budget tax increase sits at 4.5 per cent

BY ZACHARY ROMAN  
LOCAL JOURNALISM  
INITIATIVE REPORTER

Caledon residents can expect an increase of about \$250 on their property tax bill next year.

The Region of Peel's proposed 2024 budget is now available and will be deliberated by Regional Council today (November 16) and again in the coming weeks.

The budget proposes a property tax increase of 4.5 per cent and a utility rate increase of 6.8 per cent. The average Peel homeowner will see their property taxes increase by \$247, while the average Peel business will see their property taxes increase by \$435.

The average Peel homeowner will see an increase on their utility bill of 21 cents per day (\$78 per year), while the average Peel business will see an increase of 22 cents per day (\$82 per year).

Peel's 2024 budget features operating expenditures of \$3.4 billion and capital expenditures of \$2.5 billion.

The Region of Peel, which will be dissolved as of January 1, 2025, currently manages things like housing support, water and wastewater, transportation, paramedics, seniors services, public health, waste management, roads and traffic lights, child care and more for Caledon, Brampton and Mississauga.

It also finances external agencies like po-

lice services and conservation authorities.

The Region said its 2024 budget includes increased investment in affordable housing and capital infrastructure for building homes faster. Other key goals in the budget include fighting climate change, improving community safety and seniors services, and supporting paramedics.

Peel's Chief Administrative Officer (CAO) Gary Kent, in a message in the 2024 budget's executive summary, said while the Region's dissolution is imminent, quality services must still be brought to Peel residents in 2024.

Continued on Page A15

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**Integrity Commissioner finds mayor interfered in two bylaw enforcement matters**

BY ZACHARY ROMAN  
LOCAL JOURNALISM  
INITIATIVE REPORTER

Caledon's integrity commissioner has found that Mayor Annette Groves interfered in two bylaw investigations this year.

In a November 8 report submitted to Caledon Council at its November 14 meeting, Integrity Commissioner John Fleming said he'd be issuing Groves a four-week suspension of pay for her transgressions.

Groves said she disagrees with the findings of Fleming's report.

Fleming received a formal complaint about Groves' conduct on August 7 and began investigating it. He didn't identify the complainant in his report to Council, choosing instead to protect their identity.

The complainant alleged that on two separate occasions, Groves tried to "improperly influence or direct the Town of Caledon's bylaw staff and/or interfere in the execution of their duties."

Continued on Page A14 & A15

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Cassie's Place representatives, Caledon Councillors, and local Tim Hortons owners gathered on November 14 to decorate cookies and celebrate the launch of this year's Smile Cookie campaign. PHOTO BY ZACHARY ROMAN

## Local Tim Hortons owners supporting Cassie's Place with Smile Cookie campaign

BY ZACHARY ROMAN  
LOCAL JOURNALISM  
INITIATIVE REPORTER

There were many smiles at a Bolton Tim Hortons this Tuesday.

On November 14, representatives from Caledon Council, Cassie's Place, and local Tim Hortons franchises gathered at the Tim Hortons at 12596 Highway 50, Bolton.

They gathered to celebrate the launch of the 2023 Holiday Smile Cookie campaign and decorate some cookies themselves.

From November 13 to 19, people can purchase a Smile Cookie for \$1.50 at any Caledon Tim Hortons location. Proceeds from these cookie purchases will be split 50/50 between Cassie's Place and Tim Hortons Foundation Camps.

Cassie's Place is a Caledon non-profit that provides a home away from home and many enriching programs for individuals with disabilities.

The local Tim Hortons franchise owners at the campaign launch were Brad and Liz Stafford, and Len and Cindy Scianitti.

Mayor Annette Groves was at the campaign launch to decorate cookies and show support for Cassie's Place.

"Cassie's Place is an amazing organization providing much-needed services and programs for individuals with special needs," said Groves. "It's very near and dear to my heart, I've been working with the special needs community for many, many years."

Groves said she's very thankful to the local Tim Hortons owners for supporting Cassie's Place.

"We really need to help in whatever way we can to raise awareness and raise funds," she said. "It's so necessary, especially now, to provide these programs and services to put smiles on their faces."

Joe Sassine, a volunteer with Cassie's Place, also shared his thanks to the local Tim Hortons owners. He said Cassie's Place wants to be able to expand and serve more people as demand for its services is increasing.

The Staffords and Scianittis said they were very excited and thankful to be a part of this initiative in the community. They said they've seen such kindness and generosity from the community already in their purchase of Smile Cookies.

Even as the campaign launch was going on, many people bought Smile Cookies and chatted with Cassie's Place representatives and the Tim Hortons owners.

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# Man charged following three vehicle collision on Highway 9

Members of the Caledon Detachment of the Ontario Provincial Police (OPP) have charged a driver involved in a serious collision on Highway 9.

On September 14, 2023, shortly after 8:00 a.m., officers responded to a three-vehicle collision on Highway 9 at Mount Wolfe Road. The incident predominantly involved a passenger vehicle and a transport truck. The driver of the transport truck sustained serious, but non-life-threatening injuries and was transported by land to a Toronto-area trauma centre.

Highway 9 between Highway 50 and Tottenham Road was closed for several hours while the OPP Technical Collision Investigators and Reconstructionists assisted with the investigation.

On November 2, 2023, as a result of the investigation, a 48-year-old male of Etobicoke was charged with:

- Dangerous operation causing bodily harm

The accused is scheduled to appear at the Ontario Court of Justice in Orangeville at a later date to answer to the charge.

Pair charged in stolen vehicle investigation

Members of the Caledon Detachment of the Ontario Provincial Police (OPP) have laid charges in connection to a stolen vehicle investigation.

On November 3, 2023, Caledon OPP responded to a report of a stolen 2023 Toyota 4Runner. The investigation led the Caledon Community Street Crime Unit (CSCU) to a rural property where the stolen vehicle was recovered, and two parties were arrested. A search warrant was executed at the property where investigators also recovered a stolen 2022 Toyota Highlander, and a trailer with two 2023 Sea Doos. The total seizure is estimated to be over \$100,000 in recovered stolen property.

As a result, Dilbag DEOL, 49, of Caledon, and Navtej DEOL, 43, of Brampton, were both charged with:

- Possession of Property Obtained by Crime over \$5000 - two counts

The accused parties are both scheduled to appear at the Ontario Court of Justice in Orangeville on November 30, 2023, to answer to the charges.

These charges have not been proven in court

For anyone with information regarding this incident, please contact the Caledon CSCU at 905-584-2241 or Peel Crime Stoppers at 1-800-222-TIPS (8477) or online at www.peelcrimestoppers.ca to remain anonymous.

Charges laid at R.I.D.E check in Belfountain

Officers from the Caledon Detachment of the Ontario Provincial Police (OPP) have charged a driver with impaired operation.

On November 14, 2023, Caledon OPP officers were conducting a R.I.D.E. (Reduce Impaired Driving Everywhere) spot check in the area of Old Main Street near Bush Street, in the village of Belfountain. Shortly after 9:30 p.m., a vehicle entered the area and was met by officers. During the investigation, grounds were formed that the driver’s ability to operate a motor vehicle was impaired by alcohol, resulted in the accused to be arrested.

As a result, Jayeshkumar PATEL, 45, of Erin, was charged with:

- Operation while impaired - blood alcohol concentration (80 plus)

The driver’s licence was suspended for 90 days, and the vehicle was impounded for seven. The accused is scheduled to appear at the Ontario Court of Justice in Orangeville on November 30, 2023, to answer to the charge.

These charges have not been proven in court.

R.I.D.E. is an initiative that is ran throughout the year. The Festive R.I.D.E. program runs from November 16, 2023, to January 1, 2024.

“If you plan on drinking or consuming drugs, plan to not drive. Instead, arrange for a designated driver, take a taxi or public transit, or come up with another plan that takes impaired driving out of the picture. If you suspect that someone is driving while impaired by alcohol or drugs, it is important to call 9-1-1 to report it,” said Caledon OPP in a press release.



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CLUES ACROSS

1. Beats per minute

4. Hindu deity

10. Polynesian garland of flowers

11. Not chained to

12. Metric ton

14. Tall, rounded vase

15. Musical composition

16. St. Francis of \_\_

18. Discover the location of

22. Compact group of mountains

23. Mend

24. Not current

26. Atomic #64

27. Young hawk

28. Or \_\_

30. Pouches

31. Southern Thailand

34. Mends with yarn

36. Downwinds

37. One of two equal parts of a divisible whole

39. Italian archaeological site

40. Cold appetizer

41. Yes

42. Peninsula

48. Of that

50. A way to divide

51. Relating to the physical senses

52. One who makes money

53. \_\_ Spumante (Italian wine)

54. Inconvenience (abbr.)

55. South Dakota

56. Snow sport

58. The products of human creativity

59. Change mind

60. Born of

CLUES DOWN

1. Similar to the color of a clear unclouded sky

2. Former name of Iran

3. Made smaller

4. Type of meter

5. Revolt

6. Killed with rocks

7. Gregory \_\_, US dancer

8. Nullifies

9. Home to the Flyers

12. Female parent

13. Pre-1917 Russian emperor

17. Outsourcing (abbr.)

19. Regal

20. Line

21. Hermann \_\_, author of “Siddhartha”

25. Clearing up

29. No seats available

31. Leaves of an Arabian shrub

32. Groove in organ or tissue

33. Not of this world

35. Cooking device

38. Forget

41. Operational flight

43. Actress Danes

44. Poke holes in

45. A way to discolor

46. Shouts of welcome or farewell

47. Pharrell’s group

49. Red fluorescent dye

56. Jr.’s dad

57. Electronics firm

No one has more self-confidence than the person who does a crossword puzzle with a pen.





Maj. Neil Gagnon is the lead of an organization that supports homeless veterans called Soldiers Helping Soldiers. **CONTRIBUTED PHOTO**

### Veteran shares experiences as lead of Soldiers Helping Soldiers, helping homeless

**BY ZACHARY ROMAN**  
LOCAL JOURNALISM  
INITIATIVE REPORTER

Maj. Neil Gagnon can’t help sneaking a peek whenever he pulls up to an intersection and sees another car with an Ontario license plate emblazoned with “Veteran.”

As a veteran of Afghanistan himself, he knows the realities of conflict, but everyone has their own stories to tell.

When he looks over at the driver, he sometimes sees someone his own age. Sometimes they skew younger, sometimes Gagnon’s own fifty-something years are behind them.

They might look different on the surface, but they are united by one thing that bridges any generational divide: service.

“I am always curious where they served, what they did, and you never know to what extent,” says Gagnon. “They could have joined the military and done very little, or they could have done everything. They could have gone on massive amounts of overseas

deployments and seen horrific things. When it comes down to it, it doesn’t matter what they have done – we’re different ages, have seen different wars and conflicts, had different occupations – but, at the end of the day, everyone has done one thing: they put the uniform on because we care about Canada and that is really what is all about.”

This is the message Maj. Gagnon, who currently serves as Culture Evolution Coordinator for the Canadian Armed Forces, delivered to the Citizen ahead of Remembrance Day.

In this role, which Maj. Gagnon refers to as a “huge undertaking”, he helps oversee significant change to the culture within the Canadian forces. It is a mission he is dedicated to, but it is just one way in which he continues to serve. Outside of the formal ranks, he’s also the new lead for Soldiers Helping Soldiers, an organization that works with homeless Veterans to connect them with the services they need.

Continued on Page A8

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BRIAN WEIR  
BROCK'S BANTER



# Writing the stories of tomorrow

As I stood next to the Aurora Cenotaph at Saturday's Remembrance Day service, I found my thoughts pulling up to a three-pronged fork in the road.

In my role as editor of this community's newspaper, I have stood in close proximity to this monument on November 11 just about every year since 2009 watching the time-honoured ceremony unfold.

The general format of the Remembrance ceremony might be ingrained in a lot of us, but no ceremony is ever exactly the same.

From my vantage point near the focal point of the Peace Park, a place which sometimes lets you survey the crowd while you're talking photos, you see years with larger attendance and some years with smaller, but still mighty, crowds. In some years, the crowds swell due to events elsewhere, such as important anniversaries in our national history, or even due to particularly good weather. The crowds often retreat when the snow is flying or the rain beating down; but, by the same token, you can often see some of the same faces appear year after year, meteorology be damned, determined to be there for this poignant moment in our collective year.

Each have their own reasons for being there, many of them very personal and inter-generational. They don't need to explain why they are there to the person next to them. It's unspoken. They know why.

As I glanced over at some of these familiar faces, I found myself going down that first prong in the fork – towards the dedication of this stately war memorial in the 1920s and the power of community that came together in order to raise what is, in my opinion, one of the most impressive monuments to the war dead we have in this country.

About a century ago, the men and women who gathered at what's now known as the Peace Park to see Sir William Mulock inaugurate this hallowed space of remembrance, probably did so out of sorrow for their son, brother, husband, neighbour, friend who paid the ultimate sacrifice for King and Country; their names now immortalized in stone, along with the names of the many battles where they fell.

There must have been a wave of collective grief in that crowd. No matter what status they held in society, they were united by that grief, loss being one of the inarguable levellers. They shared communal experiences that were all but unthinkable a short decade before. They knew the universal feeling of devastation that war brought, but were likely proud that their son, brother, husband, neighbour, friend did not die in vain – and, thanks to this monument, their names would endure.

These feelings were likely shared again when the community gathered at the same spot some decades after the end of the "war to end all wars" when the Altar of Sacrifice, a striking stone block paying tribute to community members who paid the ultimate sacrifices – some picking up where their fathers and grandfathers left off in previous conflicts – in the Second World War.

The second mental prong took me back to the early 1990s when I first encountered the landmark.

My school at the time was very big on local history and historical walking tours around the area were at the heart of that. It inspired me to cast a bit of a wider net with local history beyond the confines of my hometown of Newmarket.

So, my mom and a friend of hers took me "south of the border" to take in the Aurora Peace Park.

The grandeur of the Cenotaph, more than anything else at the time, struck me. As a youngster, although I grew up hearing the names of some of my own family members who participated in the First and Second World Wars, the names before me meant precious little. The gravity of what those names represented only hit me a couple of years later on a return visit – and, over my years here of helping showcase the stories behind the names, and, in some cases, even the faces, the resonance I feel each year couldn't be stronger.

Then there was that third fork in the road. Each year, I typically stand near the north side of the Cenotaph where a converted Light Armoured Vehicle stands as mute testament to the men and women who took part on the Afghanistan conflict, but this year was something different.

Standing on the south side for a change and paying attention to the parade filing in in front of me, I did not notice at first the hearty group of Beaver and Cub Scouts filling in the space behind me. When I turned around to see the source of a small bit of rustling, I saw many of these kids looking up at the top of the Cenotaph where a lantern burned bright in the dim, overcast Saturday morning.

If this was their first visit there, I wondered if they were as awestruck as I was when I first took it all in, and which elements would stick with them down the line.

As a man with some 30-odd years on the vast majority of these kids, I had the benefit of learning more about what these symbols represent at a time when so many of our Second World War veterans were still with us to gently, but powerfully, underscore that very thing.

That is not an experience these kids will be lucky enough to have.

What were their takeaways from Sunday? How will they evolve over the years?

We're living in a time when the world sometimes feels like a tinderbox, with so many conflicts raging around the world threatening to spark into something much larger.

How different will these ceremonies look for them 10 or 20 years from now? How will war and conflict be defined? Who will they be remembering? A century out, how many more monuments will have to join the extant memorials to the fallen of the First World War, the Second World War, Korea and Afghanistan?

"Today, I ask you to listen to our veterans, and preserve their history and experiences," said Governor General Mary Simon in her Remembrance Day message this year. "They are entrusting us – all of us – with their stories. We must all shoulder the responsibility to look after our veterans, to ensure that they have safe spaces and the resources to stay healthy in both mind and body.

"And let us never forget: we all have a duty to remember. This duty falls to young people who will learn from our past to create a bright and positive future. If each of us remembers one story, shares that one story, passes on that one story to someone else, we will have fulfilled our responsibility."

But let us not also forget, as we go forward, we need to use what we've learned to write the stories of tomorrow.



## There's a 'fleetingness' to it all

by Mark Pavilons



We try to grasp the "big picture" of it all and yet we are faced with the cold, hard truth that life is fleeting.

Our lifespans are mere minutes on the celestial clock, the timelessness of the universe.

Unlike the stars and planets that whiz through space, we are not eternal, everlasting. Some of us may indeed see everlasting life if sufficiently blessed. But it won't be in our current form.

Our planet's current milestone of 8 billion souls pales in comparison to the roughly 117 billion people who have ever lived and died in human history.

In some countries, human life has little value and that's very sad. Every morsel of humanity is important and should be cherished. Pointless deaths that we're hearing about nightly on the news are a crying shame.

Human beings have created many "things" for us to be comfortable, live well and struggle less. We are gadget-makers with keen eyes and abilities.

There was a time, not so long ago, when our forefathers and mothers took pride in their work. They were craftsmen and women and made living an art form.

They created vital tools, implements and gadgets that would last forever and outlive their human users.

That time has passed my friends. When we were young we joked that many things, including our toys, were made in Hong Kong. Today, international trade and commerce has taken that notion to an entirely new level.

China is one of the biggest producing giants on the planet and many things on store shelves can trace their roots back to the Orient.

Even good, old-fashioned North American brands are now made off-shore, or south of the border. From car parts to computers, we in the west are no longer kings or queens. We are servants.

And the goods we consume may no longer be top-notch or high quality. They simply don't stand the test of time.

But it's our fault, you know. What do we do when our cell phone, laptop, TV or refrigerator no longer works properly? You got it, we toss them and get a new one. They are either not worth fixing, or become cost prohibitive.

We are willing parts of a throw-away society. While we may not fully appreciate it, with that mentality comes a loss, a loss of craftspeople and specialists.

Gone are master clock-makers, watch repair people, blacksmiths, sword makers, old-school clothiers, along with many mom and pop businesses. Yes, the retail landscape has changed forever and we have to live with it.

Recently, I had to find someone to sharpen a sword. Sure, there are still individuals who operate

out of their garages or vehicles, to sharpen implements, expensive steak knives, scissors and such, but swords? Well I did find a few, one in Newmarket who fits the bill nicely. It's not rocket science but this, too, is one of those services that's on its way out.

What ever happened to the idea "see a need, fill a need?" And how often have you heard from someone, "we don't do that anymore?"

I remember my youth, growing up in rural Caledon. My dad, old-school of course, did everything he could on his own. When the lawn mower blades needed sharpening, he did it with a file. When screwdrivers broke their handles, he didn't toss them, he made new ones, or covered them in tape! When cutting down trees, he used leftover bits to make a bench or a stool. He used linseed oil on everything!

I remember when my parents moved for the last time, and cleared out the strange collection of odds and ends in the garage. Bits of metal that could come in handy. Parts of a motor that could be cannibalized. Pieces of wood that may become something useful. Screws and nails, removed from their original purpose, were saved in jars. He made a yardstick in the shape of a giant "A" so he could walk with it and just spin it around.

My dad's efforts were never given quaint, self-serving terms like "upcycling." It was a case of "waste not, want not."

These age-old methods extended the lives of many man-made objects. Some of the best tools were old ones, fashioned with heavy metal and real wood. I think I still have one of his screwdrivers with a home-made handle, in our meager toolbox.

Our garage is due for another major cleanout, something my wife insists on. It always becomes a huge task, because "things" keep appearing, getting set aside, tossed in there because we don't know what to do with them or when we will need them.

It's likely most families could fill an entire garbage bin annually with dunsels, boxes, and "re-gifted" items.

But wait, faithful readers, we too are temporary and can't be fixed with a bit of duct tape.

Time is a luxury that many of our fellow human beings just don't have.

We've abused it, squandered it, and mocked it. But you can't cheat it, just as you can't cheat death.

As technology improves at an amazing rate, I imagine our wearable, watch-like health monitors will keep constant track of our total health, the parts that are wearing down, and an estimated "time and date of death."

While this may sound like material for a good science fiction story, it may become reality in the not-too-distant future.

And what if it does? What if science comes up with a monitor that basically predicts our future?

There are already certain DNA tests that indicate what disease you're prone to, and which may, in fact, kill you.

So, what to do with the time we have left? What would do differently, if we knew exactly when and where God calls us home?

Maybe we could concentrate on some "lasting" bits and pieces – things we create and tidbits of wisdom we pass on to our families.

I don't come from a long line of sword-makers or master sculptors. I am but a modern storyteller.

But some stories have lasted for thousands of years, haven't they?

Live long and prosper everyone.

Submit your  
**LETTERS  
TO  
THE  
EDITOR**

**Caledon Citizen**  
www.caledoncitizen.com

brock@lpcmedia.ca • 905-857-6626

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# Profit sharing with employees a formula for business success

Several years after I opened my small tool and die shop, I came up with what turned out to be a sure-fire formula for growing my business: I made my top managers partners in profits, and I gave them a share of the ownership. When my rapidly growing business eventually became Magna International Inc., I gave every employee the right to share in the profits and ownership of the company, and it became the driving force that placed Magna on a path of incredible growth in the decades that followed.

I'm a big believer that if employees have a stake in the company's success, they'll be more motivated to produce a better product for a better price. So, it's always been puzzling to me that more companies don't share profits with their employees.

There are two basic types of management styles that most companies adopt. The first one is something I describe as the boss/worker model, where the senior managers are bosses who dictate how the company operates, and

the workers are paid to carry out the tasks necessary to keep the company running.

Under this model, workers are often unhappy and more likely to reach out to unions in order to get better pay and working conditions. In this scenario, workers end up becoming more like adversaries than partners.

The other management model is the one I embraced. It's a model where senior management and employees work together as partners to make the business successful. Under this model, employees are also partners in profitability – they get a cut of the profits they help produce, and as a result, they care more, work harder, and constantly think about ways to improve productivity and boost profits.

After I gave employees at my company the right to share in the profits and ownership, our profitability and growth surged. I saw first-hand the dramatic impact that profit sharing can have on the growth and success of a business.

It's a major reason why I made sharing prof-

its with workers one of the seven key principles in a proposed new Economic Charter of Rights and Responsibilities for Canada.

As part of this particular economic right, I've been advocating that profit sharing should be required for all large companies with more than 300 employees.

But following discussions with a number of business leaders and CEOs of large corporations, I've come around to the view that it would be better if this requirement only applied to small businesses that grow in size to more than 300 employees.

By requiring profit sharing for only those small businesses that grow in size to 300 employees or more, it can be phased in at a much earlier stage of the company's growth and development and would slowly evolve over time. It would also be more likely to take root and become part of the company's DNA.

Establishing this principle will create a new profit-sharing culture in Canada that will enhance our country's competitiveness and

improve productivity. We will gradually transition from a business culture of bosses and workers to a culture where employees are partners in profitability and share in the success of the business.

Profit sharing worked spectacularly for my company. It can do the same for yours.

Email me at [info@economiccharter.ca](mailto:info@economiccharter.ca) if you'd like to learn more about how this powerful economic principle could transform your business. To learn more about the proposed economic charter, please visit: [www.economiccharter.ca](http://www.economiccharter.ca).



**FRANK STRONACH**  
THE PRINCIPLES OF AN  
ECONOMIC CHARTER OF RIGHTS

**Author Bio**

*Frank Stronach is the founder of Magna International Inc., one of Canada's largest global companies, and was inducted into the Automotive Hall of Fame.*

# Integrity matters

At the end of the day, what do any of us have to offer to the world and to our families but our integrity? What is integrity, and why, oh why, do we need to have an Integrity Commissioner when it comes to politics? It would seem the answer to the second question is because some folks who enter into the political arena seem to have a limited capacity for answering the first question. Integrity is defined as the "quality of being honest and having strong moral principles that you refuse to change," and might further be described as someone who "behaves ethically and does the right thing, even behind closed doors." In what appears to be a pattern, having first been found by the Region of Peel's integrity commissioner in 2021 to have inappropriately shared confidential information on social media, our current Mayor has now been found guilty of two more integrity breaches.

As revealed this past Friday, Mayor Groves was the subject of an integrity commission investigation related to two separate matters and was found guilty of breaching integrity standards in both. They are each also related to serious bylaw matters (that department, as you might recall, being one of those decimated in the recent "downsizing and departures" fiasco

at town hall) is concerning, whether or not you agree with Mayor Groves who, according to the report, feels she was right and acting on behalf of her constituents.

If you have not yet seen the report, here's the highlight reel: On two separate occasions involving significant bylaw infractions taking place in our community, Mayor Groves was found to have inserted herself directly into matters of bylaw enforcement, a finding the integrity commissioner called, "a pattern of Mayor Groves interfering with staff in the exercise of their independent duties." In one of the matters, OPP had been called in to support bylaw officers in the performance of their duties (removing contaminated soil from a property), yet despite the police presence, Mayor Groves intervened, something integrity commissioner John Fleming referred to later in his report as "the Mayor....acting outside of her legitimate authority." Claiming to have offered all of council the opportunity to engage in legal training to help provide awareness of their roles and responsibilities and provide a firm understanding of their position, power, or lack thereof. Fleming noted also in his report that Mayor Groves "absented herself" from these sessions.

I find this almost as disturbing as the charges themselves because integrity to me also means when mistakes are made (after all, we are all human), it's our ability and willingness to learn from those mistakes when provided opportunities to do so that speaks to our character and integrity.

Further damaging, I believe, is the use of language directed at town staff, whom our Mayor reportedly referred to as "cowboys," implying the individuals involved were acting of their own accord and without regard to stated standards and practices. One would have thought we were long past name-calling and using potentially derogatory terms that may have been used (inappropriately) in school yards decades ago, but apparently not. Thus, adding to his report, the integrity commissioner commented that such use of language "casts aspersions on the professional competence and credibility of officials of the town." Perhaps then, it is no wonder that both the head and manager of by-law enforcement have since resigned.

Citizens of Caledon should be disappointed. We're not even at the midpoint of Mayor Grove's term of office, and already, there has been an integrity commission investigation into

alleged wrongdoing. This comes hot on the heels of 15 town employees resigning or being "shown the door." We cannot help but wonder what's going on at town hall.

What we do know is that integrity matters. Who you are behind closed doors should be the same as who you are when in a front-facing position. Perhaps Mayor Groves believes this is the case and that her actions are defensible. However, when she has been found to have breached the Code of Conduct, and further, that she "does not appear to appreciate the seriousness of her misconduct," the integrity commissioner's findings suggest otherwise. Caledon is undergoing significant change in the coming months and years. Provincially mandated strong mayoral powers have been granted to many municipalities, including ours. Two breaches of the Code of Conduct related to integrity, resulting in a four-week suspension of pay, are not good signs of things to come.



**SHERALYN ROMAN**  
TALK CALEDON

# Learning the right way

A few years after purchasing my home, I decided it was time to finish my unfinished basement and turn it into a usable living space.

I was in no hurry, and the project took a couple of years before it was completed. I would save up some money, then make a trip to the home building centre to buy whatever supplies I needed.

I am a fairly capable person when it comes to things like home repairs and renovations, so I was pretty sure of my skills when I started the project.

The carpentry was easy for me as I had previous experience working with wood. I made all the walls and did the ceiling to cover the ductwork.

Doing the drywall was a bit of a challenge. The pros make it look easy by spreading the joint compound in one easy stroke. The reality is it takes some real technique to get it smooth.

Doing the stucco ceiling also took a few attempts before figuring out the best way to do it for the proper results. The floor was fairly easy, although hard on the back and knees.

The electrical work really wasn't a big deal. I needed to add a few outlets and connect two

basement lights to work together with a single switch.

After speaking to a friend who had done his own electrical work and doing some research, I figured I would be able to do it. I didn't have to work with the main fuse box or anything like that, so all was okay.

I got the outlets installed properly and up to code. Then, I installed a light switch at the bottom of the stairs. The goal was to connect two independent lights on a pull string to the single switch so both lights would come on at the same time.

The problem was the two single lights had the incoming power cable coming from different places. I spent considerable time trying to figure out how to get this job completed, but none of it made sense to me. Electricity requires an 'in' and an 'out' wire, and this situation just didn't provide the solution to this dilemma.

I decided to consult an expert in the field.

One day, I was sitting at my desk at work, and the building electrician happened to walk by. I knew him well and asked if he could help me.

I drew a diagram of what I was trying to do and the existing wiring. My electrician friend

drew a diagram detailing how to wire the two lights together with the one switch.

It was an easy job – if you knew how to do it.

This man had years of experience and know-how behind him. He knew everything there is to know about electricity, how it works, and how to safely wire a building – and he didn't have a degree.

I could have consulted a 'highly educated' friend who has advanced degrees in political science and business, yet with all his education, he wouldn't have been able to help me.

I always hear people being referred to as 'educated,' generally meaning they have gone to school in a classroom setting.

The problem here is some people think you have to attend school to be qualified as 'educated.' While there's nothing wrong with attending classes, education is a lifelong process, and yet, quite often, credit is not given to people who are educated in other ways.

There was a funny episode of The Big Bang Theory, the TV show about highly educated and smart people working at a university.

In one episode, the gang had car trouble.

"Does anyone know anything about an inter-

nal combustion engine?" lead physicist Leonard asked.

The rest all scoffed because it was such a low-level question – of course, they knew how an internal combustion engine works.

The next question was, "does anyone know how to fix an internal combustion engine?"

In this case, a qualified and educated mechanic would trump a team of highly educated physicists and engineers.

Of course, there is nothing wrong with going to school, but at the same time, you can't discount the education people get from everyday life and on-the-job training.

You should probably take lessons if you want to learn to play the piano. You can learn music theory and how to read music.

However, eventually, the only way you are going to improve is by practicing on your own and learning and educating yourself along the way.



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**Veteran shares experiences as lead of  
Soldiers Helping Soldiers, helping homeless**

Continued from Page A5

“We aid in the recognition and identification of Veterans amongst Canada’s homeless; accelerate the reconnection of those Veterans with their former profession and with; and connect Veterans to Veterans Affairs Canada or to program deliverers and service providers – reducing the risk of homelessness, mitigating its effects, and accelerating recovery from and life beyond homelessness,” says the organization in its mission statement.

“We are a source for trusted relationships with individual Vets, partners assisting them to reach service providers and animate the benefits they deliver. We contribute and support the ecosystem that confronts homelessness at the community level. Each Soldiers Helping Soldiers chapter lives and operates at the community level. A nationally-enabled all-volunteer effort, community level chapters plan, coordinate and conduct a range of activities that support [our] mission objectives, including in ways that complement the full work of other organizations. Working in shelters, community patrolling, peer support, and part-time drop-in centre support are examples of those activities.”

“Sometimes it’s choices, sometimes it’s mental health, and drug addiction can be involved in that,” expands Maj. Gagnon on some of the factors that sadly allow some veterans to fall through the cracks. “There could be relationship breakups, all kinds of things. But it is just the same as normal homelessness. I don’t think it is unique to the military. The military tends to take care of their own. It is not just an employer where you come to work and you go home and collect a paycheck. They feed them, they clothe them, there is medical help – when someone gets posted...everything is kind of done for you [in your career] that when they leave, some of them might feel loss, the sense of belonging isn’t there and they just fall on tough times.”

In Maj. Gagnon’s day-to-day in this role, he and his team don uniforms – often combat pants and boots and a t-shirt – and visit homeless shelters and soup kitchens to “recognize and identify anyone who is former military.”

“It doesn’t have to be an Afghanistan veteran or someone who has done what they think is an amazing job, it can be anyone who has joined the military and spent a week or two, spent a month, spent a year or two in Reserves or full-time military, serving their country and, for whatever reason, something has happened to them and they have fallen on tough times, whether it is mental health, drug addiction, or a little bit of both,” he explains. “We reconnect those people and we bring them to resources in the community.”

It is also often a question of just who is a Veteran. While the definition of “Veteran” might be broad, embracing the label of veteran is sometimes a more difficult task for the individual.

“I have talked to colleagues of mine who have been awarded the Sacrifice Medal for having sustained injury in Afghanistan and how they don’t even want that medal. They don’t want to be recognized in that way. What is a veteran?” says Gagnon. “What it is all about is it is an ordinary person, just a regular Canadian who has decided to put on a uniform and serve their country. People have done that going to a war and some people have done basic training, or something happened and they got out, but they are still veterans. There’s humility and humbleness with being a soldier. Some of us want to serve our country, we want to do a cool job doing cool things, serving our country, doing what’s right and at the end of the day we want to come back and just be anonymous. We don’t do it to be famous, we don’t do it for the speeches, or for the fanfare.”

In his work with Soldiers Helping Soldiers, helping just one individual is a success.

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# REMEMBRANCE DAY observed at Caledon Cenotaph



PHOTOS BY ZACHARY ROMAN

Right Photo: Caledon Mayor Annette Groves led attendees of the Remembrance Day ceremony in two minutes of silence, honouring the sacrifice made by military members in service of their country.

Below Photo: The Robert F. Hall Catholic Secondary School choir sang O Canada at the Remembrance ceremony.



Above Photo: Robert F. Hall students participated in the Remembrance Day service in Caledon by laying a wreath at the Cenotaph on behalf of their school.

Left Photo: Royal Canadian Legion members and veterans attended the Remembrance Day Service at the Cenotaph by Caledon Town Hall on Nov. 11.



Hi. I'm Deena Cooper, owner of Deena Speaks Dog. And, yes, I really do speak Dog. For the last 30 years I've been helping dog owners all around the GTA with everything they need to have happy, healthy and stress-free relationships with their furry friends. A preeminent behaviour modification specialist, I use my experience, love and lots of treats to help clients have joyful, obedient and confident dogs. At my place I offer boarding, agility training and behaviour modification in amongst the beautiful rolling hills of Caledon. And if you can't come to me, I'll always come to you! Check [www.deenaspeakdog.com](http://www.deenaspeakdog.com) for details.

I'm excited to bring you a regular column about all things dog. I love sharing my knowledge to help! And if you have any questions, shoot me an email and I might just answer it here! E-mail [deena@deenaspeakdog.com](mailto:deena@deenaspeakdog.com). And give me an insta-follow @deenaspeakdog for more.



## HOLIDAY VISITS: To dog or not to dog, that is the question



The holiday season is fast approaching (don't remind me!), and whether your celebrations are secular or spiritual, it's a time when many of us visit friends and family more than usual.

After the shutdowns brought by the COVID-19 pandemic, our desire to get out and socialise is stronger than ever. Another side-effect of the lockdowns is that pet ownership has increased markedly; it's estimated that one in five households added a fur baby to their family in 2020-21.

It's no wonder; pets make life better, and so say all of us. Pets have been shown to ease anxiety and loneliness, but at times like these they can also add some stress, because they're not always welcome at friends' or family's homes.

There are many valid reasons for this, and it's important to be understanding. Some people simply don't like animals. I know, right? But even if folks do like animals, it doesn't necessarily mean that your puppy-child is as welcome as your human children are for a visit or sleepover. Some people worry about germs brought in by pets. Others can be allergic – some studies have shown that up to 20% of people are allergic to dogs or cats. It doesn't always stop us from having them, but it might make them unwelcome in other people's homes. Poorly trained or excitable dogs can also be an issue – they can jump, beg, chew or bark their way out of even the most tolerant hearts. If you've been asked to come without your dog don't take it personally, and certainly don't just bring them anyway saying "oh, they'll be fine." You might be putting an

unhealthy strain on an important friendship or relationship. Speaking personally, I rarely get to go visiting with friends because I have four dogs of my own and often several others who are with me for boarding or training... but when I do get to go visiting, I always make alternate arrangements for the dogs. It's better for everyone involved.

In the short term, it is important you respect your hosts feelings whether you think Fido is a four-legged angel or not. It's not easy for people to tell you that your pet isn't welcome, and it's completely their right to do so. As host, you can soften this by offering your guest a doggy loot bag to take home. As the guest you can offer alternatives, such as moving a celebration to your home or bringing a crate. If it's a short visit, you can leave the dog home with a nice chew toy (but please make sure there are no poinsettias or chocolates at nose-level, ever!), you can hire a dog sitter. If your dog isn't with you, you may well feel less stressed and hyper-alert at someone else's house, which is a win for you too.

In the longer term, though, the best that you can do is to have a well-trained and obedient dog that you introduce to friends and family in a low stress, intimate way, where they can become familiar and comfortable with each other.

As always, I'm here for you. If you need boarding, training, treats or just some advice, you know where to find me: [deena@deenaspeakdog.com](mailto:deena@deenaspeakdog.com).



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Financing options as a function of customers' credit history. Financing provided by HearingLife's credit partner, Affirm. On Approved credit based on soft credit check. Ask your clinician for more information.

# Integrity Commissioner finds mayor interfered in two bylaw enforcement matters

Continued from FRONT

The first occasion regarded bylaw enforcement action being taken at an under-construction asphalt plant at 12415 Coleraine Drive.

The owner of 12415 Coleraine Drive will be building an asphalt plant there; however, their initial applications to do so were denied by a previous term of Caledon Council. The owner appealed to the Ontario Land Tribunal (OLT), which permitted the plant's construction subject to certain conditions that were to be met before any work on the site began.

"I have reviewed extensive evidence that the owner/proponent of the property proceeded with the delivery, installation and partial construction of the proposed plant, with none of the required approvals in place," said Fleming in his report.

Due to this, Caledon's former Director of Building & Municipal Law Enforcement Services Mark Sraga — and his staff — issued an order to comply and a stop work order to the property owner on April 14 and a further order to comply on April 20.

Fleming's report said Groves, citing the support of Councillors Mario Russo (Regional, Wards 4, 5 and 6), Tony Rosa (Ward 5), and Cosimo Napoli (Ward 6), emailed Sraga on May 3 and said, "we wish to have no further actions taken against the property located at 12415 Coleraine Dr. either from building or bylaw."

According to Fleming's report, Sraga said his position was that Groves was trying to interfere with his statutory and delegated duties.

Fleming said in Groves' May 3 email she stated that the owner of 12415 Coleraine Drive was working with Town staff to obtain necessary permits and approvals for the site.

However, Fleming said as of June 1, necessary submissions to the Town had yet to be submitted by the property owner.

Russo said he has no problem with his name being mentioned in the May 3 email from Groves. However, there was a point he wanted to make clear at the November 14 meeting.

"At no point in time was myself, Councillor Rosa, or Councillor Napoli supportive of stopping action on anything that was going on," said Russo.

Groves said she has always been opposed to the asphalt plant. She said the Town has

done all it could, on many occasions, to try and stop the plant. Groves said now that the plant has been permitted against Caledon's will, she's trying to work with the plant owner to bring the property into compliance with Caledon's bylaws.

Groves said the plant owner has admitted he should not have started work on the property and is working with the Town to bring it into compliance.

"Why be combative if there's someone that's willing to work with us and put in the effort and time to get into compliance?" said Groves. "Let's work with the applicant to find solutions on how to mitigate noise, dust, whatever it may be... how can we lessen the impact on the community?"

Fleming said in his investigation, he found Groves engaged with two Town of Caledon Municipal Law Enforcement staff in an effort to have enforcement action at 12415 Coleraine Drive stopped. He also said she attended the property in-person at the request of the property owner when a bylaw officer was conducting a follow-up inspection.

The second occasion brought forward by the complainant regarded enforcement of the cleanup of illegally dumped material at 17055 Highway 50, a private residence.

The material in question was a large amount of contaminated soil, and Caledon bylaw staff had been trying to get the property owner to remove it for three months, said Fleming.


As the property owner did not comply, Town of Caledon staff, a contractor, and Caledon OPP went to the property on August 2 to clean up the illegally dumped material.

"Prior to the work beginning, the person subject to the removal order contacted the mayor by telephone. Once he reached the mayor, he passed his phone to the senior bylaw enforcement official on site," reads Fleming's report.

Groves then told the official that the "cleanup activity was to be stopped", said Fleming.

"After confirmation from his supervisor, the enforcement officer dismissed the contractor and the contractor's associated equipment at significant expense to the Town," the report continued, though it did not provide specifics on the expense.

Continued on Page A15




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# Integrity Commissioner finds mayor interfered in two bylaw enforcement matters

Continued from A14

Fleming said he reviewed extensive documentation and conducted a series of interviews with seven different individuals to investigate the allegations against Groves. He also retained the services of legal counsel made available to him by the Town, the first time he’s done so. Fleming said he did this due to the serious nature of the complaints against Groves.

Fleming said during his investigation, he found the actions of Groves were not in dispute, rather, their legality was. He said Groves believed her actions fell within her authority as mayor.

Groves testified to Fleming that her long-standing practice is to respond to issues, concerns and problems brought to her attention by constituents.

“Mayor Groves sees it as part of her duties to intervene on behalf of those constituents to discuss matters with bylaw officers and building code enforcement,” said Fleming in his report. “Mayor Groves denied that she ‘directed’ any staff but instead stated that she asked that staff stop taking enforcement actions while the constituents were ‘working with’ various Town departments.”

He said Groves testified to other occasions where she worked with bylaw staff to reach successful resolutions of matters.

“The mayor contends that she, as an elected official, has the authority to ‘work with’ bylaw enforcement on behalf of her constituents,” reads Fleming’s report.

Fleming said his investigation looked carefully at the meaning of “work with” and whether Groves’ actions complied with the Town of Caledon Code of Conduct for Members of Council and Designated Boards.

“Having reviewed email communications, the notes and file summaries prepared by Town staff regarding both of these events, and heard the evidence of the

witnesses, I conclude that Mayor Annette Groves inserted herself into enforcement matters,” said Fleming.

After coming to this finding, Fleming said he then needed to determine if Groves’ actions were contrary to Caledon Council’s code of conduct and staff relations policy.

Some of Fleming’s findings in the code of conduct included that no member of Council has the authority to direct the performance of any work carried out by staff, that members of Council should avoid the improper use of the influence of their office, and that members of Council will respect the independent authority of staff to interpret and apply the law or policy, where such authority has been assigned to that staff position.

“Whether or not Mayor Groves provided direct instruction, staff felt intimidated by the head of Council showing up and expressing herself on behalf of property owners to influence the performance of staff’s duties,” said Fleming.

With regards to the matter at 12415 Coleraine Drive, Fleming found Groves violated sections 5.3, 5.4 and 5.8 of the Caledon Council code of conduct.

With the matter at 17055 Highway 50, Fleming found Groves to have violated the same sections of the code of conduct.

Fleming said he was permitted to sanction groves up to a 180-day suspension of pay. He chose to sanction Groves with a two-week suspension of pay for each incident in which she interfered with bylaw enforcement matters.

“In my judgement, Mayor Groves does not appear to appreciate the seriousness of her misconduct (or) the difficult position in which she has placed statutory officers and bylaw staff, and instead has asserted that (her actions were) acceptable practice in her view,” said Fleming in his report. “I can only trust that Mayor Groves will have realized as a result of these findings and sanctions that there are very real limitations

on her power and authority as the head of the elected body that governs the municipality.”

Groves said she feels her job is to help residents and businesses in Caledon.

“I look for solutions, and that includes working, whether it’s with staff in bylaw, planning... whatever the concern is, from any constituent that calls... our job is to facilitate, to mitigate,” said Groves. “I truly felt I was doing my job. This is not the first time someone’s called me to deal with an issue with bylaw over the years, I’ve had hundreds of these calls. And so I don’t see how this is any different.”

Discussion about Fleming’s report occurred at Caledon Council’s November 14 meeting.

Ward 1 Councillor Lynn Kiernan said residents in her ward want a zero-tolerance stance against those who break bylaws.

“There’s no real valid reason to intervene when someone’s not following the rules,” said Kiernan. “They want us to take action... not walk them through any processes.”

Kiernan said the Council’s code of conduct is not up for debate, and as an experienced councillor, Groves should know enough to not break it.

“The best way forward is to acknowledge a mistake was made, assure the community it won’t happen anymore, and move on,” she said.

Rosa addressed Fleming at the meeting and asked why he was not contacted as part of the investigation into Groves, considering he was named in Fleming’s report. He said he wanted to share his side of the story.

Rosa said he attended a meeting with Groves, Napoli, Russo, and the owner of 12415 Coleraine Drive. He said Groves led this meeting.

“In that meeting, the Mayor worked very hard to articulate to the applicant to stop the work and come into compliance,” said Rosa.

Rosa echoed Groves’ point that while Caledon did everything it could to stop the asphalt plant, it is now coming to Town, and Council should be at the table with the applicant to protect residents from any potential negative impacts of the plant.

Napoli spoke briefly, also asking why Fleming did not contact him despite his name being mentioned in the report.

Russo said he respects Fleming’s findings, but added the essence of what Groves was trying to do was not encapsulated in Fleming’s report.

“Mayor Groves did err in some of her choices of words, and I said that to her,” said Russo. “But we (were) working in collaboration to resolve issues.”

Ward 2 Councillor Dave Sheen said while the asphalt plant is coming to Caledon, the Town at least won a small victory in that certain conditions were placed on the landowner. He said Groves should not have interfered with the bylaw department enforcing those conditions.

“The Integrity Commissioner report speaks for itself... I expect that the mayor will carefully review the findings of the Integrity Commissioner report, reflect on her sworn oath of office taken less than a year ago, and commit to the community that she will not make the same mistakes again,” said Sheen.

Among other concerns, Sheen expressed worry over the 17055 Highway 50 matter, wondering how much money the Town spent only to not have the contaminated soil removed on August 2.

Groves’ pay suspension was to begin as soon as possible after the November 14 Council meeting.

At the meeting, Groves suggested a motion be put forward to have her suspended pay be given to Caledon Community Services in the form of a grant rather than it staying in the Town’s account.

The motion was supported unanimously by Council.

# Proposed 2024 Peel Budget tax increase sits at 4.5 per cent

Continued from FRONT

“This budget provides the successor entities to Peel Region with both the necessary operational and capital resources to continue to build and develop... essential services in the long term,” said Kent.

He said the Provincial Government’s aggressive home-building plans required Peel to immediately invest in planning and infrastructure for 2024.

Kent said the Region is mindful of the economic challenges residents and businesses in Peel are facing right now. He said in creating the 2024 budget, regional staff focused on achieving all the cost savings they could.

Peel’s Chief Financial Officer and Commissioner of Corporate Services, Davinder Valeri, also wrote a message in the budget’s executive summary.

She said Peel’s multiculturalism and sta-

tus as a goods movement hub makes it one of Canada’s most dynamic and important municipalities.

“The 2024 budget has been put together to be laser-focused on continuity of services,” said Valeri, addressing Peel’s upcoming dissolution.


Valeri said Peel is in a state of social emergency, with a housing affordability crisis, influx of asylum seekers, climate change, public health and safety concerns,

and aggressive provincial housing targets that require aggressively updated infrastructure targets.

“The 2024 proposed budget accounts for these existential challenges and puts forward an ambitious plan to make strategic investments in these and other critical areas,” said Valeri.

Those interested in learning more about the Region of Peel’s 2024 budget can visit [peelregion.ca/budget/2024/details/](http://peelregion.ca/budget/2024/details/).

## Serve on the Caledon Public Library Board



Town of Caledon is currently seeking community-minded citizens interested in bringing their knowledge and passion to serve the Caledon community as a member of the Caledon Public Library Board.

The Caledon Public Library Board sets the Library’s strategic direction in response to community need, establishing policies, overseeing the Library’s finances, and monitoring the Library’s overall effectiveness in realizing their mission and vision.



To be considered for appointment to the Caledon Public Library Board, applicants must meet the following criteria in accordance with the Public Libraries Act.

- A Canadian citizen or a permanent resident of Canada;
- At least 18 years of age;
- A resident of Caledon; and
- Not employed by the Library Board or the Town of Caledon

If you are interested in applying, please complete the online application form [www.caledon.ca/committees](http://www.caledon.ca/committees).

Completed application forms are to be submitted by 4:30 p.m. on December 15, 2023. Should you require the application in an alternative format, please contact Council and Committee Services 905.584.2272 x.2366 or [agenda@caledon.ca](mailto:agenda@caledon.ca).

For additional information about the Caledon Public Library and the role of the Library Board, contact the CEO/Chief Librarian at 905.857.1400 X 215 or email [ceo@caledon.library.on.ca](mailto:ceo@caledon.library.on.ca).



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## Glen Echo Nurseries CHRISTMAS in CALEDON

- **Meet Santa Nov. 25 from 10 am to 4pm.** We are so excited to share Santa with you & your children. Have your camera ready to capture every precious moment. **Iconic Canadian Beaver Tails will be available, as well as Fries and Hot Chocolate! Come and join us!**
- **Christmas Trees** are coming soon! Fresh Cut Christmas Trees in a selection of varieties are hung for a 360° view. Seeing the tree from every side ensures the right choice.
- **Christmas Greens** have arrived & we are packed with fresh cut greens, boughs, garland, wreaths, branches & picks. Everything you need to decorate for the holidays.
- **Urn Arrangements** - Creating your own arrangements can be daunting. The simple solution is pre-arranged urn fillers that are ready to use. Pop them in & your done!
- **The Holiday Gift Shop** is filled with holiday décor ideas, ladies fashions, giftware and stocking stuffers you won't find everywhere else, including the Fresh Flower Boutique.

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## Town working to improve snow removal assistance programs

BY ZACHARY ROMAN  
LOCAL JOURNALISM  
INITIATIVE REPORTER

With winter on the way, the Town of Caledon has updated its snow removal assistance programs.

At a November 14 meeting, Caledon Council approved a \$50,000 increase to the Town's snow-clearing financial assistance program and a \$60,000 windrow-clearing pilot program.

Back in September, Council had asked Town Staff to review Caledon's snow-clearing programs and make them more inclusive.

"Last year several residents who required assistance did not meet the criteria due to the current eligibility requirements resulting in only approximately half of the applications expected being received..." read a motion from a September 12 Council meeting. "The eligibility requirements must be expanded to include more Caledon seniors such as those who are 75 plus..."

Last winter, residences whose occupants were low-income residents 65 plus in age (receiving Guaranteed Income Support) or whose occupants have a physical disability and are receiving the Ontario Disability Support Program (ODSP) could receive \$500 from the Town to put towards snow removal.

A total of 91 residences qualified for this program and took advantage of it.

A report from Brian Baird, Caledon's Director of Operations, Engineering, Public Works and Transportation, and Katie Sawyers, Coordinator of Age-Friendly, Community and Human Services, highlighted how Caledon's snow-clearing programs will work this winter.

There will be a continued financial assistance program. Anyone who meets last year's criteria can contact the Town to apply for support again in 2024, but now, residences whose occupants are 75 or older can also receive assistance regardless of income.

For the first time, Caledon is going to pilot a windrow-clearing program. Windrows are the piles of snow left at the bottom of driveways after a snow plow clears a road.

The service would be completed by external contractors after snow events of eight centimetres of continuous snowfall or more.

For the pilot program, 200 residences were planned for. The service will cost residents \$200 for the season, and to apply, all occupants of a residence must be 65 years of age or older.

"Providing a limited service at this time allows both Council and staff to monitor and review... to determine successes, areas for improvement and determine either expansion or reduction of the service level and its costs..." reads a report from Baird and Sawyers. "By containing the sample size, the program can be delivered without additional staffing resources... staff believe this is a fiscally responsible program (that meets) Council's desire to provide more assistance to (Caledon's) elderly residents."

Staff estimate the windrow service pilot will cost the Town about \$100,000 this winter, based on an estimate of 200 driveways and five snow events requiring windrow clearing. However, after collecting the \$200 fees from residents, the net cost would be \$60,000.

The budget of the financial assistance program for the Town this winter will be \$75,000. However, staff do not plan to turn residents away, and should this need to be exceeded, they plan to return to Council to ask for additional funds up to \$50,000.

Mayor Annette Groves said she was really happy to see the windrow pilot program.

"I can tell you that you'll have a lot of happy people with this program," said Groves.

For more information or to apply for snow-clearing assistance, residents can visit [caledon.ca/en/living-here/programs-and-services.aspx](https://caledon.ca/en/living-here/programs-and-services.aspx).



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The Blackhorse Village Players Theatre presents Norm Foster's play "The Ladies Foursome," currently on stage at its Highway 9 and Mount Wolfe Rd. location (17272 Mt. Wolfe Rd.). Carolyn Kent, Julie Kovach, Jacquie Moore, and Sarah Bain Simpson star in this production, which is set entirely on a golf course.

PHOTO BY BRIAN LOCKHART

# Blackhorse Village Players Theatre presents 'The Ladies Foursome'

BY ZACHARY ROMAN

What better place to get a real conversation going than being out on the links playing 18 holes with friends?

That's what happens to a group of women who are mourning the loss of a dear friend, Catherine, in the Blackhorse Village Players Theatre production of 'The Ladies Foursome.'

It is the day after Catherine's funeral, and three women who were her friends and regular golfing partners await the arrival of another woman, who they don't know but was also a friend of Catherine's, to play a round in her honour.

Written by Norm Foster, the conversation that follows through the 18 holes features discussions on love, sex, children, and everything in between.

The Blackhorse Village Players Theatre production of The Ladies Foursome is produced by Margery Cruise and directed by Michael McFarland. The stage manager is Spencer Gilbert, and Cindy Humenny is taking care of the lighting and sound.

The group features four women, all from different backgrounds and current places in life.

When Tate, played by Carolyn Kent, and Margot, played by Julie Kovach, arrive, they discuss the unusual circumstance of Catherine's death – struck by lightning while alone at the top of a Ferris wheel.

Tate is a stay-at-home mom with some insecurities about her home life and children. Margot runs a successful construction company, and because of the pressures of running the company, she has become estranged from her family and drinks to cope with it all.

In the role of Connie, a local television news

anchor, Jacquie Moore arrives after having an affair with yet another lover. She is a flamboyant character who enjoys the spotlight and doesn't hide the fact that she sleeps around a little more than she should.

Enter Dory, the person they have never met but shared a mutual friendship with Catherine. Dory, played by Sarah Bain Simpson, is proudly from a northern town where she and her husband operate a resort and have several children.

Catherine was a regular visitor to Dory's resort.

At first, Dory describes how happy she is living in an isolated but beautiful location.

The women tee off and get the game started.

As they move through the golf course, the conversation takes on different subjects, and they talk about their lives.

The farther they get into the course, the deeper their conversation becomes, and little secrets are eventually revealed by each person.

It turns out all the women have lives that may be different than what their friends really think.

In the end, Dory reveals a secret about Catherine that the others never knew, and this causes them to rethink their relationships and how well they really know each other.

The Ladies Foursome will be on the Blackhorse Village Players Theatre stage for three weeks with ten performances. Upcoming performances are scheduled for Friday, Nov. 17 to Sunday, Nov. 19, and Thursday, Nov. 23 to Sunday, Nov. 26.

The Blackhorse Theatre is located at 17272 Mt. Wolfe Rd., intersecting with Highway 9, in Caledon.

To learn more, visit the Theatre's website at [www.blackhorsetheatre.ca](http://www.blackhorsetheatre.ca), or for tickets, <http://thelittleboxoffice.com/blackhorsetheatre/>.



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## Province to fund redevelopment of Avalon Care Centre, adding 23 new beds

A 40-year-old long term care facility in Orangeville is about to receive some significant upgrades.

The Ontario government announced a full redevelopment of the Avalon Care Centre on Aug. 28.

The project will bring 23 new and 137 upgraded beds to the community, as well as air conditioning throughout the building, larger common areas for residents, and home-like living spaces. The site will also provide diagnostic services and connections for home care.

"This innovative, expanded facility will reduce local wait times for long term care, ensuring more seniors can stay in the community, close to family and friends," commented Orangeville Mayor Lisa Post.

According to the Ontario Long Term Care Home Association (OLTCA), there are nearly 40,000 Ontarians on waiting for long-term care – double where the list was at 10 years ago and anticipated to reach 48,000 by 2029.

The reconstruction is anticipated to be completed in the spring of 2026. The Town of Orangeville and project contractors have committed to mitigating vehicular traffic through residential areas, using the current Avalon access whenever possible; however, some construction-related traffic can be anticipated in residential areas nearby.

"The project requires the work of many different trades and brings increased traffic to the area," commented Tony Dulisse, Orangeville's manager of transportation and development. "We ask residents for patience as this project – which brings so many benefits to our community – progresses."

The redevelopment project at Avalon Care Centre has received \$82 million in funding from the Ontario government. That funding is part of a \$6.4 billion provincial commitment to build over 30,000 new long-term care beds and upgrade 28,000 by 2028.



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# SPORTS

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# Caledon Golden Hawks split two games versus Spartans

BY JIM STEWART

Caledon is setting aside more money to manage the impacts of the Region of Peel dissolving.

At a special council meeting held on November 14, Caledon Council approved the creation of a new \$550,000 capital project to support Peel dissolution work and the retention of experts in the legal, finance, and analysis fields.

On June 9, the Hazel McCallion Act was passed, mandating that Caledon, Brampton, and Mississauga become independent single-tier municipalities by January 1, 2025.

On July 5, 2023, the Provincial Government appointed a five-person transition board to oversee the dissolution of the Region of Peel.

Rebecca Carvalho, Manager of Strategic Initiatives for the Town of Caledon, said Caledon has established its own team of staff to work with the transition board.

“Discussions on dissolution have only been initiated recently, and will require significant work and effort to ensure appropriate advocacy for positions that best suit Caledon’s long-term financial sustainability and service continuity,” wrote Carvalho in a report.

She explained the transition board spent its summer orienting itself with the Region of Peel. On October 17, it held a meeting where initial discussions on the transition process were held. The board intends to make recommendations that will be endorsed by the councils of each of Peel's three municipalities. The board also promises service continuity for all Peel residents.

Carvalho said the transition board will make recommendations on the services to be transferred to each municipality (or an alternative delivery model); the governance model required for each service; the people, assets, and liabilities required for delivering services; and the estimated cost and source of funding for services.

Peel currently manages many vital services for Caledon, Brampton, and Mississauga residents, such as water and wastewater, waste management, and public health.

Carvalho said Peel's dissolution will be done in three stages.

The first involves research on redistributing regional services and is in progress from now until January 2024.

“The work involved in Stage One will require significant effort on behalf of the Region and local municipalities to turn around analysis relatively quickly,” wrote Carvalho in her report. “The request for funding in this report is directly linked to ensuring Caledon has the capacity to provide thorough and prompt input in this critical time.”

Stage two of the process will be “detailed analysis and distribution of Regional assets and liabilities” and the preparation of a report for the Province. This process is projected to be complete next summer.

Stage three is the implementation of the transition board's recommendations, to be determined by the Province.

Carvalho said more information about stages two and three will be brought to Council as soon as it's available.

"We do very much intend to keep Council up to date at those critical milestone points," said Carvalho.

Caledon previously earmarked \$200,000 for Peel transition work at a July 11, 2023, general committee meeting. Then-CAO Carey Herd said significant data collection and careful analysis would be required to protect the interests of Caledon.

"This is a significant and complicated task and there is an immediate need to access specialized expertise for this once in a generation change to how the community is governed and services delivered," said Herd at the time.

Ward 1 Councillor Lynn Kiernan, at the November 14 meeting, asked where that \$200,000 went so far.

Carvalho said \$20,000 of it has been spent,



Caledon Golden Hawks Ryan Scott (37) and Malik Perryman (22) defend against the Spartans.

PHOTO BY JIM STEWART

with commitments on another \$120,000 of it. She said about half of the new \$550,000 will be needed for legal costs. She said staff are committed to ensuring the accountability of any money spent hiring help for Peel dissolution work.

## Caledon residents looking to get involved

in the dissolution process and share their opinions can start by visiting the Town's community engagement website at this link: [haveyoursaycaledon.ca/peel-dissolution](http://haveyoursaycaledon.ca/peel-dissolution).

Residents can also provide feedback to the Province at the following link: [ontario.ca/page/peel-region-transition-board](https://ontario.ca/page/peel-region-transition-board).

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We would like to introduce Dr. Kayla Mincer who completed her Doctor of Dental Surgery degree at the University of Toronto Faculty of Dentistry. Prior to this, she graduated with an Honours Bachelor of Science degree from York University. In her fourth year of dental school, she received a certificate of merit for achievement in the field of oral medicine, due to her work with medically compromised patients and is a member of the Royal College of Dental Surgeons of Ontario and the Ontario Dental Association.

A portrait of Dr. Kayla Mincer, a woman with long dark hair, smiling. She is wearing a dark blue V-neck shirt with a name tag that reads "Dr. Kayla Mincer" and a stethoscope around her neck. The background is a blurred dental office setting.

A promotional banner for Honda's Lifetime Brake Pad Guarantee. The background is a light gray with a subtle geometric pattern. On the left, the text 'WE'RE YOUR FIRST STOP FOR BRAKES.' is in large, bold, dark gray capital letters. Below it, in smaller dark gray text, is 'Purchase and install Genuine Honda replacement brake pads at Bolton Honda.' Further down, 'Lifetime Brake Pad Guarantee\*' is written in bold red text. A small asterisk note below reads '\*See in-store for details. Additional terms and conditions may apply.' To the right of the text is the Honda logo, followed by the words 'HONDA' in bold red and 'GENUINE PARTS & SERVICE' in smaller dark gray. On the far right is a circular graphic showing a brake disc with a red brake pad and two curved arrows indicating a clockwise cycle.





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OBITUARIES

LAUER, ARTHUR

In Loving Memory of Arthur Lauer (1928-2023)

With heavy hearts, we announce the passing of Arthur Lauer on November 6, 2023. He was a beloved Husband, Father, Opa, and Brother, leaving an indelible mark on all who knew him.



After marrying the love of his life Gabriele Lachenmeir on March 10, 1951 they moved to Canada and raised four wonderful children: Gabriele, Carol, Belinda, and Michael. Arthur, a devoted husband and father, instilled the values of integrity, perseverance, and kindness in his children. Encouraged by his wife, he built Lauer Machine & Manufacturing into the thriving business that remains part of his legacy.

He will be remembered as a true gentleman, a loving family man, and a role model for his numerous grandchildren and great-grandchildren. His wisdom, humour, and unwavering support will be dearly missed.

Arthur’s deep faith in his God Jehovah and the promise of Paradise guided him throughout his life. We hold tightly to the knowledge that he will wake up in Paradise, surrounded by the warm embrace of loved ones, where suffering and sorrow will be no more.

Services will be held at the Kingdom Hall of Jehovah’s Witnesses, 389 Blind Line, Orangeville, Ontario on Saturday, November 18, 2023 at 2pm. All are welcome to attend. For those not able to attend in person, you are invited to join the live memorial on Zoom Meeting Link: 416 420 8224 Password: Art.L Condolences may be offered to the family at www.dodsandmcnair.com

BEARD, JUNE BEVERLY (NEE ALLISON)

JUNE 3, 1935 - NOVEMBER 9, 2023

June passed away peacefully on Thursday, November 9, 2023 at the age of 88, with family by her side. Beloved wife of the late Fred Beard (2006). Loving Mother of Heather (Hal), Michael (Kim), and Susan (Mark). Grandma to Melissa, Adam, Ross, Kevin and Kari. Cherished GG to Laura and Jack and great grandmother to Brandon, Aiden, Andrew, Kahne and Kelsie.



Remembered by her sister Karen (Wayne). Predeceased by her brother Bob (2023), and sister Marlene (2022). June will be fondly missed by extended family and friends.

Her laugh will be missed by all that knew her. The family would like to thank those who were gifted in making our Mom comfortable. The “Montgomery Girls” and all supporting staff at Montgomery Village Retirement Residence, Home and Community Care, Bayshore Nursing and the care team at Matthew’s House Hospice. In lieu of flowers, donations to Matthews House Hospice or Canadian Cancer Society would be appreciated.

Celebration of Life will take place on Monday November 20, 2023 11:00 AM - 1:00 PM with moments of reflection at 12 noon, to be held at In Memoriam Funeral Services Inc. - 28 Main Street North, Grand Valley, ON L9W 5S7 Online condolences may be made at www.imfunerals.com

In Memoriam Funeral Services Inc. has been given the honour to serve the Beard Family.

STEVENSON, MARION ELIZABETH

Marion Elizabeth Stevenson – age 82, of the Meadow’s Home for Special Care passed away peacefully at the Meadow’s on November 8, 2023. Born in Toronto, Ontario, on April 23, 1941, she was a daughter to the late Fred and Olive Haines. Marion was a loving wife and supportive mother. She was a hard worker throughout her life and took great pride in her family. In her later years, she was known as a ray of sunshine who came into the Meadows and always enjoyed chatting with residents and staff alike. Marion is survived by her husband Gordon, The Meadow’s; son, Alex (Kim); daughter, Lisa; daughter-in-law, Debbie; brother, Ron (Margaret) Haines; sister, Marie Archibald; her grandchildren, Ryan, Jordan, Melinda and Amber; and great-grandchildren; who meant the world to her. Besides her parents, she was predeceased by her son, Bruce. As per her wishes, cremation has taken place under the care of Sweeny’s Funeral Home and Crematorium. Service details will be available at a later date. Donations in memory may be made to Crohn’s and Colitis Canada or a charity of your choice. Online condolences may be made at: www.sweenysfuneralhome.net



She was a hard worker throughout her life and took great pride in her family. In her later years, she was known as a ray of sunshine who came into the Meadows and always enjoyed chatting with residents and staff alike. Marion is survived by her husband Gordon, The Meadow’s; son, Alex (Kim); daughter, Lisa; daughter-in-law, Debbie; brother, Ron (Margaret) Haines; sister, Marie Archibald; her grandchildren, Ryan, Jordan, Melinda and Amber; and great-grandchildren; who meant the world to her. Besides her parents, she was predeceased by her son, Bruce. As per her wishes, cremation has taken place under the care of Sweeny’s Funeral Home and Crematorium. Service details will be available at a later date. Donations in memory may be made to Crohn’s and Colitis Canada or a charity of your choice. Online condolences may be made at: www.sweenysfuneralhome.net

OBITUARIES

CRAIG JOSEPH WALKER

MAY 18, 1964 – NOVEMBER 6, 2023

Fondly remembered by daughters Rayven (Nick) and Cassidy; partner Tina and her children Carter and Avery; sister Kim and her children Shea and Shawn; brother-in-law Sean, his wife Jean and their daughter Rachel; nieces Christelle, Alexandria and Rachel. Craig was a loving friend and brother to many we have not mentioned.



He will be deeply missed by all his friends, family and all who knew him. The world has lost a great man. In lieu of flowers please consider making a donation to the Heart and Stroke Foundation.

Please join his family for a Celebration of Craig’s Life on Saturday, November 18 from 12 noon until 4 o’clock at St. Louis Bar & Grill, 301 Queen Street S., Bolton.

Condolences for the family may be offered at www.EganFuneralHome.com

IN MEMORIAM

MICHAEL WILLIAM LANOUE (FEBRUARY 8, 1944 - NOVEMBER 17, 2012)

LILLIAN ALICE LANOUE (MAY 11, 1917 -NOVEMBER 24, 2013)



We will always love you And think of you fondly. The years have passed, But the memories of those good times will be cherished forever.

Lovingly remembered by Stephanie, Michelle, Mark, Melis, Krystal, Stephen, Richard, Vivien, Tom, Lana.

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COMING EVENTS

TOONIE TURKEY SUPPER – Friday, November 24th at 5:30 pm. A community harvest meal at St. John’s Church, 3907 Hwy 9, 3 kms east of Hwy 10. Tickets by calling 519-941-1950.

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ORACLE CARD READINGS and energy balancing for women. Please contact Peggy@1hr4you@gmail.com or 416-917-6164. Nobleton location.

MEN’S OUTREACH ORANGEVILLE – A support group and safe space for men to share their feelings and support one another. For more information contact mensoutreachorangeville@gmail.com. Starting Wednesday, Nov 1st, 7 pm to 8:30 pm and occurring weekly on Wednesdays at St. Marks Anglican Church, 5 First Ave, Orangeville, ON L9W 2Z5.

The Lord Dufferin Chapter IODE holds their meetings at the Lord Dufferin Centre on the 4th Tuesday of every month. We are looking for women who would like to help in the Community. Call 519-941-1865.

IF YOU WANT to keep drinking, that’s your business. IF YOU WANT to stop drinking, that’s our business. Call Alcoholics Anonymous Hot Line, 1-866-715-0005. www.aanorthhalthonerin.org.

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FOR INFORMATION regarding HEART and STROKE, call Dori Ebel (519)941-1865 or 1-800-360-1557.

IF YOU or a FAMILY MEMBER are struggling with gambling, Gamblers Anonymous is there to HELP. Call: 1(855) 222-5542 or visit www.gatoronto.ca.

ALZHEIMER SUPPORT GROUPS meet monthly for spousal & family support. Call (519) 941-1221.

LA LECHE LEAGUE Orangeville offers breastfeeding support. For more info call Erin at 519-943-0703.

ORANGEVILLE OVER 65 – Single Social Club. A place to meet and make new friends. We meet every Thursday at 5:30pm. Many activities .For information call Ken 519-278-6341 / Betty 519-942-3090.

IN MEMORIAM

STEWART, Dorothy A.

In loving memory of a dear mother who passed away November 18th, 2000.

Two bright eyes,

A tender smile,

A tender heart that knew no guile,

Doe’s trust in God that all was right,

Her joy to make some other bright,

If sick or suffering one she knew, Some gentle act of love she’d do.

No thought of self,

But of the other I know,

He said, “Well done, dear Mother”

See Ya!

Peter

SERVICES

STEWART, Jack D.

In loving memory of a dear father who passed away November 22nd, 1999.

In tears we saw you sinking,

We watched you fade away,

Our hearts were almost broken,

You fought so hard to stay.

But when we saw you sleeping,

So peacefully free from pain.

We could not wish you back

To suffer that again.

See Ya!

Peter

STEWART, Robert A.D.

In loving memory of a dear brother who passed away November 23rd, 2009.

God called him home,

It was His will,

But in our hearts

We love him still,

His memory is as dear today, As in the hour he passed away.

We often sit and think of him, When we are all alone,

For memory is the only thing,

That grief can call its own.

See Ya!

Peter



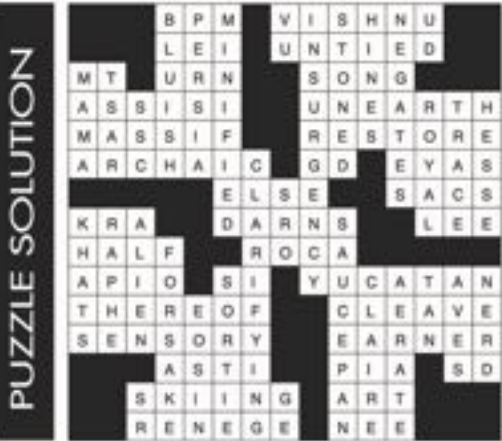
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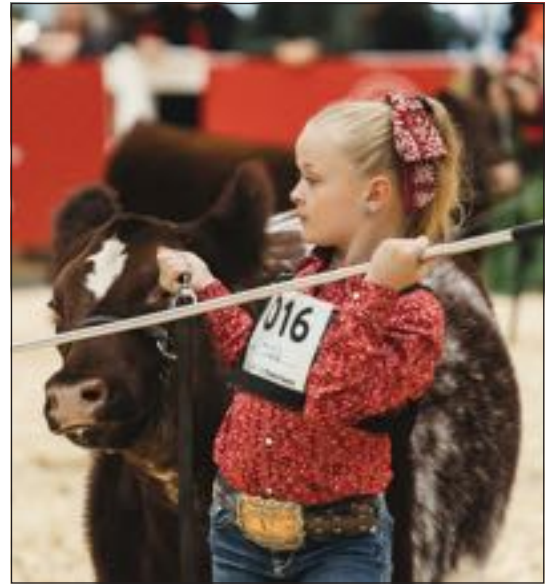
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