



Board of Directors Meeting

AGENDA

November 20, 2025
2:00 p.m.

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1. First Nations Acknowledgement

We will begin by acknowledging that the land on which we gather is the traditional territory of First Nations people who have longstanding relationships to the land, water and region of southwestern Ontario. We also acknowledge the local lower Thames River watershed communities of this area which include Chippewas of the Thames First Nation, Oneida Nation of the Thames, Munsee Delaware Nation, Delaware Nation, Caldwell Nation and Walpole Island First Nation. We acknowledge the first nations people within the villages, towns and cities of our communities. We value the significant historical and contemporary contributions of local and regional First Nations and all of the Original peoples of Turtle Island (North America). We are thankful for the opportunity to live, learn and share with mutual respect and appreciation.

2. Call to Order

3. Adoption of the Agenda

4. Disclosure of Conflicts of Interest

5. Approval of Previous Meeting Minutes

5.1 Board of Directors Meeting Minutes – October 16, 2025



Board of Directors Meeting

MINUTES

A meeting of the Lower Thames Valley Conservation Authority's Board of Directors was held in person and remotely via the LTVCA's Administration Office at 100 Thames Street in Chatham, ON at 2:00 P.M. on Thursday, October 16, 2025.

The following directors were in attendance: P. Tiessen, H. Aerts, K. Loveland, M. Vink, L. Vogler, R. Leatham, and A. Finn. S. Emons, P. Van Meerbergen, S. Hipple and M. Bondy sent their regrets.

1. First Nations Acknowledgment

Mark Peacock read the First Nations acknowledgement.

2. Call to Order

3. Adoption of Agenda

BD-2025-63 A. Finn – R. Leatham

Moved that the agenda be adopted as presented

CARRIED

4. Disclosures of Conflicts of Interest

None Declared.

5. Approval of Previous Meeting Minutes

BD-2025-64 L. Vogler – K. Loveland

Moved that the Board of Directors meeting minutes of August 21, 2025, and Executive Committee meeting minutes of September 3, 2025, be approved.

CARRIED

6. Business Arising from the Minutes

None declared.

DRAFT

7. Presentation

7.1) Review – First Batch of Personnel Policies

Mark Peacock and Kally Casier provided the Board of Directors with a presentation on the first batch of the updated LTVCA Personnel Policies.

BD-2025-65 K. Loveland – R. Leatham

Moved that presentation 7.1) be received for information.

CARRIED

M. Vink asked - Can employees run for council: yes, employees can run for seats on council; and personal information e.g. emergency contact, cannot be released to anyone else unless approved by the individual in question.

8. New Business

None noted.

9. In-Camera Session

BD-2025-66 R. Leatham – A. Finn

Moved that the Board of Directors move into an in-camera session.

CARRIED

BD-2025-67 A. Finn – L. Vogler

Moved that the Board of Directors move out of the in-camera session.

CARRIED

10. Business for Approval

10.1) 2025 LTVCA Salary Review

BD-2025-68 K. Loveland – H. Aerts

Moved that the Board of Directors approve the 2025 LTVCA Salary Review completed by Pesce and Associates.

CARRIED

10.2) 2026 Preliminary LTVCA Budget Assumptions

BD-2025-69 K. Loveland – H. Aerts

Moved that the Board approve the budget assumption of a 3% general apportionment increase, and a 9.6% apportionment increase to address the 2025 Salary Review.

CARRIED

A recorded vote was requested by M. Vink.

Hugh	in favour
Ken	in favour
Richard	in favour
Martin	not in favour
Larissa	in favour
Amy	not in favour
Paul T.	in favour

Motion passes in favour of the 9.6% increase to fully implement the salary review in 2026.

10.3) 2026 LTVCA Budget

BD-2025-70 K. Loveland – R. Leatham

Moved that the 2026 preliminary budget totalling \$8,673,058 be approved and that the member municipalities be advised of the budget and their share of the proposed apportionment as calculated; it being noted that the Authority is required to provide 30 days' notice of its intention to adopt a final budget and apportionment.

And that the final 2026 Budget be brought to the Annual General Meeting of the Authority in 2026 for approval.

CARRIED

Note: the budget will not be formally circulated to the member municipalities (for purposes of the Conservation Authorities Act) until after the December Board of Directors meeting. Prior to that meeting, Mark and Todd will be meeting in person with municipal councils and/or staff.

10.4) Income and Expenditure vs Budget to August 31, 2025

BD-2025-71 L. Vogler – A. Finn

Moved that the Board of Directors receives the Budget vs Revenue and Expenditures report for the period ended August 31, 2025.

CARRIED

10.5) LTVCA Personnel Policies

BD-2025-72 L. Vogler – A. Finn

Moved that the Board receive the report on the draft Personnel Policies (Sections 1, 2 and 3) for review on October 16th, 2025, and that these policies be brought back to the December Board of Directors meeting for approval.

CARRIED

10.6) LTVCA Conservation Areas 2026 Fee Schedule

BD-2025-73 A. Finn – L. Vogler

Moved that the LTVCA 2026 Fee Schedule be approved for the 2026 season.

CARRIED

H. Aerts asked why there is an additional wedding fee, when it was removed from the other sections of the fee schedule. Mark responded: One additional fee for wedding packages is included in the costs.

H. Aerts asked why one area has tax broken out, but others included within the costs. Mark replied that we have included tax within the schedule to keep it neat and for ease of reading by renters. The breaking out of the fee noted is because campers question this fee.

L. Vogler asked about the photographer fee, thinks the fee is high. Mark replied that we have a couple of photographers that use our areas, and the fee is common among CA's. Kally also added that we have had this fee in past years, but COVID changed how we policed these events. It should also be noted that these photographers are running a business, and as per the regulations, individuals are not permitted to operate a business within conservation areas without a permit. The fee covers this requirement.

11. Business for Information

11.1) C.A.O. / Secretary Treasurer Report

BD-2025-74 K. Loveland – R. Leatham

Moved that the C.A.O. / Secretary Treasurer Report be received for information.

CARRIED

11.2) Water Management

11.3) Planning and Regulations

11.4) Conservation Lands

11.5) Conservation Services

11.6) Communications, Education and Outreach

11.7) Wheatley Two Creeks Association August 7, 2025 Minutes

BD-2025-75 A. Finn – L. Vogler

Moved that Business for Information items 11.2) to 11.7) be received for information.

CARRIED

12. Correspondence

None noted.

13. Other Business

None noted.

DRAFT

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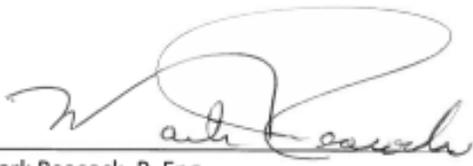
14. Adjournment

BD-2025-76 K. Loveland – H. Aerts

Moved that the meeting be adjourned.

CARRIED

P. Tiessen
Chair



Mark Peacock, P. Eng.
CAO/Secretary-Treasurer

6. Business Arising from the Minutes

7. Presentation

Mark Peacock, CAO/Secretary-Treasurer will provide a power point presentation to the Board of Directors outlining the CA consolidations and amalgamations proposed through Bill 68.

7.1 Bill 68: Plan to Protect Ontario Act (Budget Measures), 2025 (No.2) & Proposed Boundaries for the Regional Consolidation of Ontario's Conservation Authorities ERO posting #025-1257

Date: November 20, 2025
Memo to: LTVCA Board of Directors
From: Mark Peacock, P. Eng., C.A.O. / Secretary Treasurer
Subject: Bill 68: Plan to Protect Ontario Act (Budget Measures), 2025 (No.2) & Proposed Boundaries for the Regional Consolidation of Ontario's Conservation Authorities ERO posting #025-1257

Background

Environment Minister Todd McCarthy announced on October 31, 2025 through a media announcement (<https://www.youtube.com/watch?v=Ox-XCZGVMag>) that the provincial government will introduce new legislation to consolidate the 36 Conservation Authority agencies into seven. McCarthy noted that the proposed legislation would facilitate the establishment of a new provincial agency to oversee the amalgamated conservation authorities and consult on the proposed boundaries of the seven new regional authorities. The LTVCA put out a media release around this announcement on October 31, 2025 after the provincial announcement that morning (refer to attached correspondence).

Since then, the Government has had first reading of Bill 68 that will make changes to the Conservation Authorities Act (CAA). Attached as appendix A is the new CAA with changes in red.

Conservation Authorities deliver a range of services including natural hazard permitting and reviews, drinking water source protection, flood forecasting and warning, management of flood and erosion control infrastructure, low water response coordination, public access to conservation areas and trails, education, and implementation of restoration and resilience projects. Conservation Ontario is the association of Ontario's Conservation Authorities.

Summary

Summary of Government Proposals:

1. Bill 68, Plan to Protect Ontario Act (Budget Measures), 2025 (No.2)
 - On November 6, 2025, the Ontario government released the 2025 Ontario Economic Outlook and Fiscal Review: A Plan to Protect Ontario, known as the Fall Economic Statement (FES).
 - The government also introduced Bill 68, Plan to Protect Ontario Act (Budget Measures), 2025 (No.2) that makes the corresponding legislative changes.
 - Through the Bill, the Province proposes amendments to the Conservation

Authorities Act (CAA) to establish the Ontario Provincial Conservation Agency.

- It is expected this Bill will pass 3rd reading later this month (November 2025).

2. Proposed boundaries for the regional consolidation of Ontario's conservation authorities,

Environmental Registry of Ontario posting #025-1257

- On November 7, 2025, the Ontario government posted ERO Posting #025-1257 on the ERO seeking feedback on proposed boundaries for consolidation of Ontario's 36 conservation authorities into regional conservation authorities, and the criteria applied to inform proposed boundaries.
- The consultation period is currently open and closes on December 22, 2025.
- The province's decision on the number and configuration of regional conservation authorities will be finalized following technical analysis and consideration of the feedback received during this consultation phase.
- Consultation topics include the delineation of regional boundaries, the governance model for the regional CA board, and strategies to ensure continuity of programs and services during the transition to governance under the Regional CA and OPCA.
- Implementation of the new framework is proposed to occur post the October 26, 2026 municipal elections.
- As proposed, current boards will continue serving until regional authorities are

As announcements have been made, LTVCA staff have provided update to Board Members.

LTVCA staff will provide a presentation summarizing developments to date and provide background for the Board to discuss moving forward with comments and recommendations to the Provincial government.

Recommended Resolution: to be determined following Board discussion.

This report aligns with these Strategic Objectives in the LTVCA's Watershed Based Resource Management Strategy:

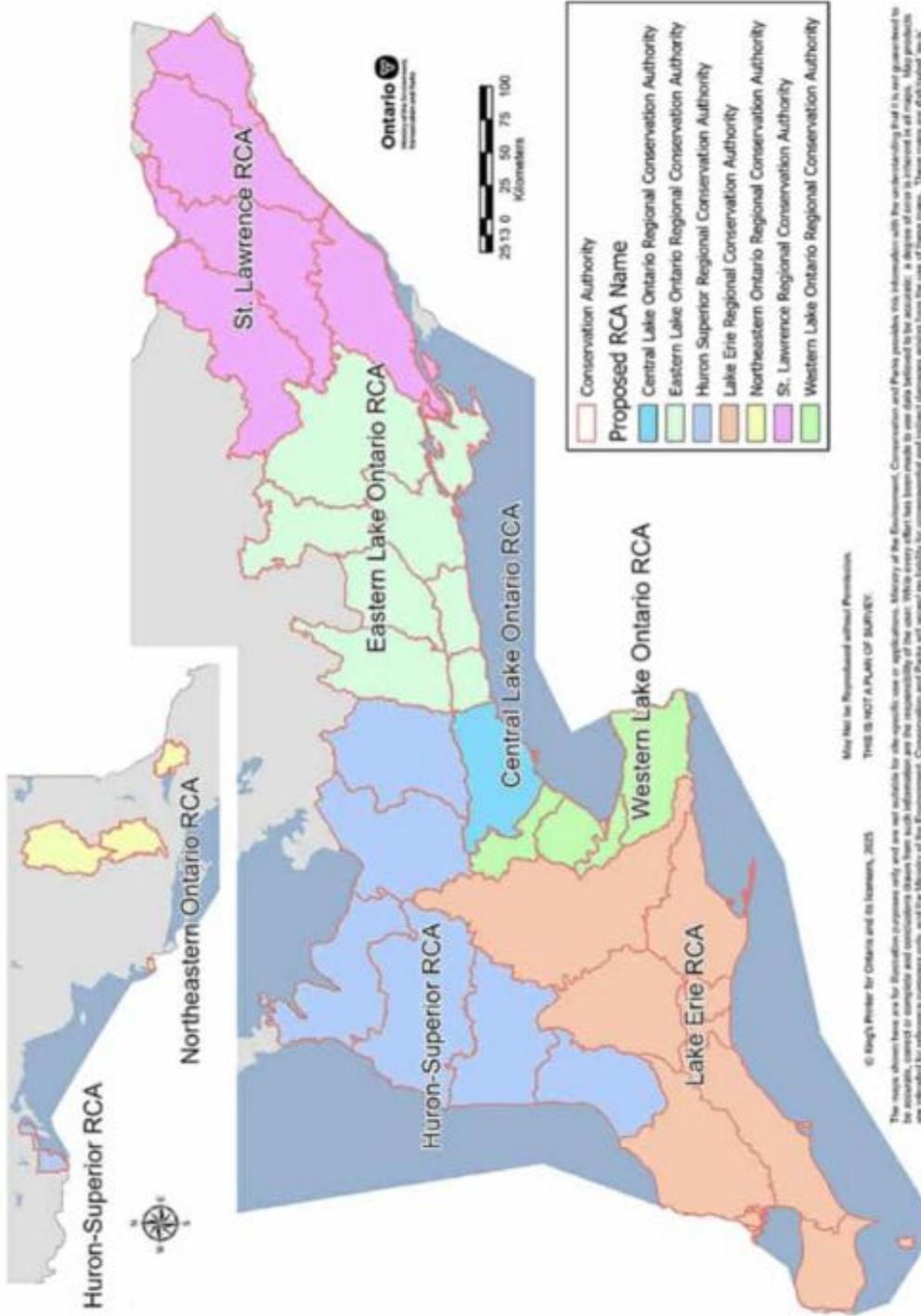
1. Improving Watershed Health
2. Monitoring the Health of the Watershed
3. Supporting Sustainable Growth
4. Improving Transparency and Customer Service in Planning and Regulations
5. Protecting the Community from Natural Hazards
6. Educating the Community about Natural Hazards
7. Supporting Community Understanding of the Watershed
8. Providing Educational and outreach opportunities

9. Providing Opportunities for Outdoor Experiences
10. Improving Management and Operations of Conservation Areas
11. Strengthening and Increasing Collaboration with Community Stakeholders
12. Increase Awareness of the Value of Good Watershed Stewardship
13. Improve Training Opportunities for Staff
14. Improving Transparency and Understanding of LTVCA Operations
15. Improving Capital Asset Management
16. Strengthening Staff Stability (financial stability, attraction & retention)
17. Improving Staff Communications and Team Building

Respectfully Submitted
Mark Peacock, P. Eng.
C.A.O. / Secretary Treasurer

formally constituted.

PROPOSED 7 REGIONAL CONSERVATION AUTHORITIES (RCA)



8. Business for Approval

9. Correspondence



Media Release

For Immediate Release

Government of Ontario Announces Conservation Authority Consolidation



Chatham, ON – On October 31, 2025, the Ontario Ministry of Environment Conservation and Parks announced plans to create a provincial board-governed agency, the Ontario Provincial Conservation Agency, to provide leadership, governance, and strategic direction to Conservation Authorities (CAs).

We understand the Province will introduce amendments to the *Conservation Authorities Act* (CAA) to establish the Ontario Provincial Conservation Agency.

Further, the Province will consult on proposed boundaries for regional consolidation of Conservation Authorities with impacted stakeholders, municipalities, CAs, and Indigenous communities.

This consultation will include a policy proposal notice period posted on the Environmental Registry of Ontario for 45 days, inviting review and comments on criteria applied to determine proposed regional boundaries and the proposed geographical jurisdiction of each regional CA.

Historically, CA boundaries have been based on watersheds, where water naturally flows, rather than municipal borders. The Lower Thames Valley Conservation Authority (LTVCA), includes 10 member municipalities that contribute levies to support services for local residents within the Lake Erie and Thames River watersheds. Some municipalities share CAs, for example within Chatham-Kent, most landowners fall under the LTVCA's jurisdiction, although communities such as Wallaceburg and Dresden are part of the St. Clair Region Conservation Authority.

The Province emphasized that there will be no job losses as a result of this restructuring and committed to working with local CAs to ensure continuity of local services. The LTVCA is committed to working with the Government of Ontario to modernize and streamline services and appreciates the opportunity to be engaged during the provincial consultation. We will provide feedback in consultation with local municipalities on the Government's proposed framework. The LTVCA is committed to delivering local programs and services under the agreements with our member municipalities, and other partners.

This new structure is expected to roll out between late 2026 and into 2027. More information will be shared in the coming months.

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CAO/Secretary-Treasurer
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10. Other Business

11. Adjournment