HORTICULTURAL TRADES ASSOCIATION

landscape ontario.com

Green for Life!

Annual Report 2008

President's Message

What a year it's been

Robert Adams

Educate and celebrate were my theme words this year. Where has the time gone? Already a year has passed. But what a year it has been. Presidents before me have stated that it was an honour and privilege to serve. What an understatement. Perhaps we can add the word "humbling."

This year I had the great honour of representing our members at a meeting with the Ambassador of Thailand. It was an evening that I will not soon forget.

The events that have been orchestrated and hosted by our chapters continue to amaze me. Windsor's Winter Blooms, Georgian Lakelands building a house in three days for Gilda's Club and the recently completed Rachel's Garden (Toronto Chapter) are just some examples of what has been accomplished. Yes, we do have a lot to celebrate and to be proud of. Every chapter of Landscape Ontario has good reason to display extreme pride for what they have achieved this past year. And we are just getting warmed up.

Our Prosperity Partners initiative is entering the second year of its mentoring program. Sharing knowledge is the basis of what LO is all about. Whether we learn how to run a successful landscape company, or if we help a newcomer step over "the curb," it is all part of what we do on a regular basis.

Green for Life is the latest undertaking for LO. The slogan landscapeontario.com/Green for Life says so much. When you stop and think about it, the slogan actually says it all. We are hoping that all of our members will display the image on their trucks, equipment and advertising. With over 2,200 members province-wide, and who knows how many trucks, cars and pieces of equipment at our disposal, imagine the impact that our industry will have on the buying public: **www.landscapeontario.com/greenforlife.**

As for my theme words: Educate — Yes, because we can always learn something new; Celebrate — Definitely, because we as an industry have so much of which to be proud.

Thank you to everyone who contributed and helped Landscape Ontario be recognized everywhere as a leader in the horticultural world.

And thank you for the honour of being your president. It means more than words can express.

Respectfully submitted,
Robert Adams
President 2008-2009

Landscape Ontario 2007/2008 Board of Directors

PROVINCIAL BOARD:

President: Robert Adams
Past President: Bob Tubby CLP
1st Vice-President: Tom Intven
2nd Vice-President: Tim Kearney CLP
Treasurer: Phil Charal
Members at Large:
Gregg Salivan, Jacki Hart CLP

CHAPTER BOARD REPRESENTATIVES:

Durham: Mark Humphries
Georgian Lakelands: Terry Kowalski
Golden Horseshoe: Walter Hasselman
London: Michael Pascoe CHT
Ottawa: Bruce Morton CLP, CIT
Toronto: George Urvari
Upper Canada: Paul Doornbos CHT, CLP
Waterloo: John Keenan
Windsor: Garry Moore

COMMODITY GROUP REPRESENTATIVES:

Designers: Beth Edney CLD
Garden Centres: Bob McCannell
Grounds Maintenance:
Brian Marsh
Growers: Dave Braun, Bart Brusse
Interiorscape: Stephen Schell CHT
Irrigation: Steve Macartney CIT
Landscape Contractors: Bruce Warren
Lawn Care: Alan White
Lighting: John Scanlon
Snow and Ice: Gerald Boot CLP

Treasurer's Report

This year saw strong financial stability

Tim Kearney

Phil Charal

Landscape Ontario marked another year of strong financial stability. Even with increased member activity (the association now boasts over 245 events and programs), we still enjoyed a surplus of $283,000.

Membership dues and Congress exceeded expectations. This fuelled extra spending in education and membership services. Garden Expo met its budget and *Horticulture Review* experienced a modest loss.

Once each year the surplus is allocated to various funds. This year we put $131,469 in the Horticultural Centre Improvement Fund, $131,469 in the Horticultural Industry Development Fund and $20,000 in the promotion fund (See the audited financial statement at the end of this report for the full details).

Your association has always had a responsible and conservative attitude towards your money. The funds are utilized to support programs that reflect the priorities of the association. We only spend on extra activities, only if we have the money in the bank.

This year we spent almost $100,000 (out of the Industry Development Fund) on two major priorities: the Prosperity Partners program and branding Landscape Ontario to the public.

The Prosperity Partners program was identified as one of the best ways to help members improve their businesses. Branding Landscape Ontario to the public was also deemed an important initiative. In times of economic downturn, it becomes much more important for the industry to collectively "tell our story" of how we benefit the public. It is also a time to promote the members as trusted professionals.

The association is blessed with incredible members and competent staff who continue to work hard to build a prosperous, professional, ethical, recognized and trusted industry.

We are also blessed with financial stability, because of the prudent and conservative policies we have had in place for many years.

Respectfully submitted,
Tim Kearney CLP and Phil Charal
Treasurers 2007-2008

Executive Director's Report

LO will flourish because of engaged members

Tony DiGiovanni

Landscape Ontario is one of the largest, most vibrant, active, responsive and successful horticultural associations in the world. It's because we are blessed with amazing engaged members who continue to contribute their ideas, resources, direction, energy, support and goodwill.

Your association thrives by a planned positive collective, and through unified and focused action. It will continue to flourish as long as it remains a community for mutual benefit and improvement, determined to build a prosperous, professional, ethical, recognized and trusted industry.

This annual report provides a brief glimpse and record of our collective accomplishments. It is impressive to read. The report also gives us the opportunity to review and evaluate the organization, while also serving as our foundation for future plans and progress.

Three main priorities

At the beginning of the year, we set three main priorities. Our activities were focused on developing programs and activities that would:

1. Help you become better at your business
2. Educate the public about the benefit and value of our industry and using professional members to access horticultural services and products
3. Make Landscape Ontario relevant to each member right in his own community

Priority 1 – Focus on business, skills and labour

Prosperity Partnership program

The Prosperity Partners program has evolved, as the concept resonates very well with the members.

In two words, "Prosperity Partners" describes a program, theme, mission statement, principle and ethic. We want members to view Landscape Ontario and CNLA as trusted partners in their journey towards success and prosperity.

Five critical competencies are necessary for success and prosperity. These include leadership, sales, financial management, operational excellence and customer relationships.

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Executive Director's Report

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The Prosperity Partner Program aims to mobilize, align, focus and integrate our infrastructure, membership, programs, services and departments in order to deliver education and support by using the five competencies as a guide to create a culture of abundance, inter-dependence and mutual benefit.

We will be forming a Landscape Prosperity Institute to deliver and improve on the scheme. This is a work-in-progress and will evolve over a number of years. In many ways Prosperity Partners describes what all of the associations have been promoting since their formation. The program (below is a schematic of the program)

aims to facilitate and accelerate results. Here is a schematic of the program.

Progress to date:

- Delivered the introductory seminar to over 100 candidates with excellent feedback
- Developed and delivered a Best Practices seminar
- Developed and delivered a Mentor seminar
- We are encouraging suppliers to become Prosperity Partners, and to focus on helping their customers succeed
- We have signed up two supplier sponsors (John Deere and Permacon)
- We are training others to deliver the two initial seminars
- We have integrated the program's five core competencies into all magazine articles to reinforce the concepts
- We delivered CLP training as part of the Prosperity Partner program

Special note:

The Prosperity Partners program has been developed under the guidance of the Prosperity Committee. This group, chaired by Bob Tubby CLP, includes Gerald Boot CLP, Hank Gelderman CHT, Bill Deluca, Kevin Ford, Bob Wilton, Sally Harvey CHT, CLP and Jacki Hart CLP, who has done an amazing job at coordinating and delivering the program.

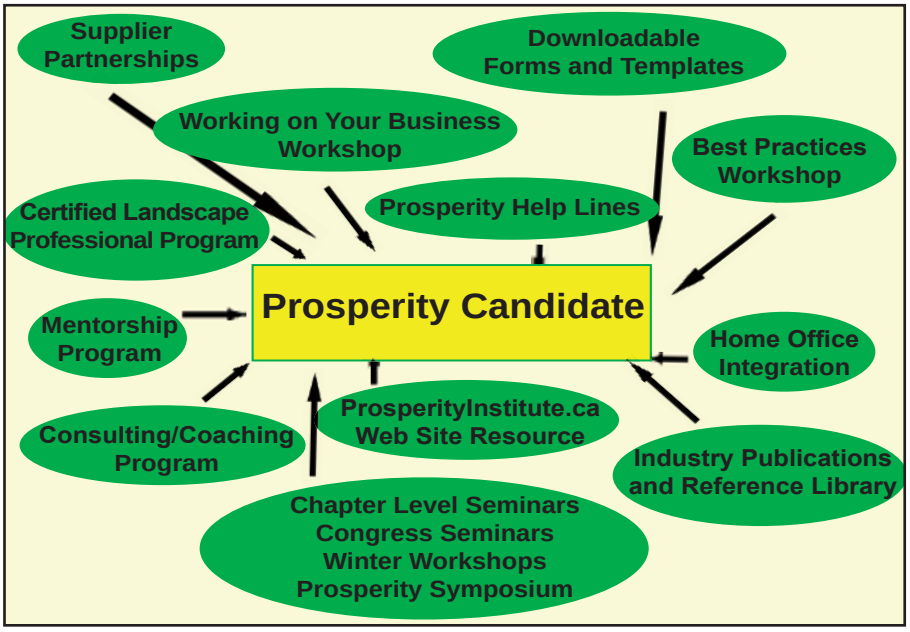
Labour capacity development

Continued implementation of Labour Task Force Plan, which includes: high school career promotion, apprenticeship promotion, partnership with Skills Canada, youth chapter development, high school co-op programs, Ontario Youth Apprenticeship Program, high school curriculum, high school major in landscaping, scholarship availability to high school graduates, etc., and investigation of guest worker programs (FARMS).

- We worked on human resource retention strategies through promoting models that allow for full-time employment. We continue to promote income averaging programs as one important solution.
- We focused on apprenticeship promotion and employee training as the best way to retain and improve labour capacity, satisfaction and retention.
- We promoted unity of purpose among all horticultural educators.
- We continue to work on methods to integrate and accelerate all skills training processes, incorporating high school, college, university and especially industry training certification and apprenticeship models.
- We have made excellent progress to encourage the development of a common high school curriculum for horticulture.
- We have made incredible progress, together with our CNLA partners, to make horticulture a Red Seal occupation. This designation will unify curricula across Canada, raise the stature and image of horticulture and stimulate continued growth. It was achieved in record time because of unity of purpose across all provinces.
- Delivered seven certification tests across Ontario, including Niagara and Ottawa. This is more than any other association in North America. The U.S.-based coordinator of the program describes Landscape Ontario as an over-achiever.

Special note:

Terry Murphy has been the main architect of much of our human resource development program. Terry retired (slowed down a little) this year after many years of exemplary service. He is one of the most productive and results-driven individuals I have ever met. He deserves special thanks for accelerating our human resource activity. He has been replaced by another high energy and results-driven individual. Sally Harvey (a former board member) has joined our staff as manager of the training and education team.



Priority 2 – Focus on Branding LO to public

Branding has emerged as our second most important activity. In times of economic uncertainty, public promotion is even more important in educating the people on the environmental, economic, therapeutic, aesthetic, tourism, lifestyle, recreational and even spiritual benefits of our industry, as well as helping them to choose a professional service and product provider.

In order to do this, we hired a professional marketing company to help us develop a program that will:

- Use the members' points of contact to communicate the benefits of our industry
- Promote the members as green environmentally sensitive professionals
- Supply the public with a credible source of garden related information

- Help the public source, rate and choose credible landscape professionals

The company has developed the logo and tag line and designed a public website. The new public site will be available by spring.

Here are the variations of the tag line and icon:

This program will only work if the members use it. It was designed as a co-brand. Collectively we enjoy points of public contact that rival any multi-national advertising campaign. It is exciting to connect and unify the entire industry through the common message.

Special note:

This ambitious program has been developed with the guidance and direction of the Branding Committee. This group, chaired by Bob McCannell, includes Paul Doornbos CHT, CLP, Tim Kearney CLP, Alan White, Phil Dickie, Dave Emmons, Jim McCracken, Mark Ostrowski, Diana Cassidy-Bush CLP and Steve Macartney CIT, CHT. Staff members include Robert Ellidge, Denis Flanagan and Lee Ann Knudsen.

Focus on environmental stewardship

The horticulture industry is the original and true green industry. Many of us lament the fact that the term "green" has been hijacked by just about every other industry. We need to bring the real green back into green messaging. Our environmental stewardship committee, chaired by Nathan Helder, includes Susan Antler, Scott Terrio, Len Hordyk, Anthony Kampen, John Lamberink CIT, Chris Le Conte, Bob McCannell, Ted Spearing, Art Vanden Enden CHT, James Solecki, Thom Bourne CIT, Phil Bull, Bob McCannell, Keith Osborne, Tom Intven and Alan White. With the assistance of Sarah Willis, Julia Ricottone (CNLA) and Lydia Couture-Comtois (CNLA), the committee is charged with developing ways to "green the green industry." They have been busy developing an environmental scorecard that will help members focus on practices that are earth-friendly. The scorecard will be used as an awareness, education and training tool. Once this is complete, we will let the public know what we are doing as environmental stewards.

Pot and plastic recycling program

Under the guidance of the Garden Centre Group and Environment Committee, the association is working on a province-wide scheme to collect and recycle plastic. This activity was spearheaded by Congress staffer Lorraine Pigeon-Ivanoff, who took the initiative to develop a pilot project that provided a good understanding of how to proceed. We are currently working with suppliers to develop a network of depots and recycling centres. The idea is that the public will return their plastic to the depot (any garden centre or supplier) that in turn will deliver the material to a recycling centre, where the plastic would be sorted and compacted. From there, it goes back to the plastic plant to be re-made into finished product. This is another project where we are aligning with CNLA, our national association. For more information on this initiative, contact Denis Flanagan or Sarah Willis.

Other public promotions and relations

Here is how we promoted Landscape Ontario to the public last year:

- HGTV Link with Denis Flanagan. He is a well-know garden communicator and is frequently on television promoting horticulture and LO. We have restructured our office to give Denis more time to promote LO to the public.
- Global TV weekly spot by Denis Flanagan.
- Partnered with Canada Blooms and Vineland to build a garden at the Royal Agricultural Winter Fair.
- Canada Blooms is our main public event. Our logo is featured prominently on all advertising. There are millions of public impressions achieved through this venue.
- *Garden Inspiration* magazine produces 50,000 copies for distribution through Canada Blooms and garden centres. The themes of the magazine are new plant introductions and our awards program. It also includes a member directory.
- Thousands of how-to sheets are distributed through garden centres.
- The consumer website, landscapeontario.com, continues to increase in popularity. Here are the statistics for this year.

Monthly History (January to October 2008).

Month	Unique Visitors	Number of visits	Pages	Hits
Jan. 08	12639	18146	58706	249223
Feb. 08	11349	15166	43037	230784
Mar. 08	15232	20264	60029	316071
Apr. 08	26441	34296	90564	562120
May 08	29348	37730	98481	564593
June 08	22165	27684	70797	364516
July 08	16005	20527	52848	294619
Aug. 08	12071	15466	41711	224051
Sept. 08	11679	15845	48782	222912
Oct. 08	10451	14259	41166	189890
Nov. 08	2734	3451	8697	41419
Total	**170114**	**222834**	**614818**	**3260198**

These statistics will give us a great benchmark to compare our "Green for Life" campaign.

Here is a comparison of activity from 2007. Even though there are monthly fluctuations, we are trending upwards year to year.

Month	Unique Visitors	Number of visits	Hits
Jan. 07	11517	15986	224839
Feb. 07	10814	14706	219429
Mar. 07	17083	22629	358498
Apr. 07	19715	25755	454575
May 07	24712	32151	551050
June 07	16612	21023	333787
July 07	14607	18231	285944
Aug. 07	13218	16888	262247
Sept. 07	12948	16929	236841
Oct. 07	13101	17883	218390
Total	**154327**	**202181**	**3145600**

Please note, I left out November and December numbers because of the timing of this report in early November.

- Support for Toronto Botanical Gardens. A total of $200,000 was raised for the entrance garden. Another $100,000 has been pledged by our Toronto chapter.
- Support of Communities in Bloom, national and Ontario

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Executive Director's Report

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- Project Evergreen involvement. We continue to be involved in this exciting project, which will eventually unite all industry stewardship projects under one banner.
- Cision's and Google News Tracking: we track all instances when Landscape Ontario is mentioned in the news. We are mentioned frequently, resulting in millions of impressions.
- IPM public education campaign
- Windsor chapter developed a very successful Winter Blooms public show, with proceeds going to the Hospice of Windsor, as well as the St. Clair College Foundation
- Ottawa chapter supported the Paradise Found lecture series, as well as landscaping at Ronald McDonald House
- Ottawa also participated in the development of Canada's second Cancer Survivors Park
- Toronto Chapter hosted a successful Paradise Found public lecture attracting 900 people
- At the time of this writing, Toronto is hosting an evening with David Suzuki. They are hoping for 1,000 people.
- Toronto also participated in building Rachel's Garden. This Make a Wish Foundation project was spearheaded by Beth Edney and had wonderful support from members in her chapter and CNLA.
- Sharon Urquhart, Tim Kearney and Ottawa chapter organized the third annual day of tribute at the National Military Cemetery.
- Georgian Lakelands chapter supported a lake regeneration project called Kidd's Creek. They transformed an old parking lot into a wonderful public garden. The chapter also got together to landscape a home that was sold, with proceeds going to build Gilda's House, a place for cancer survivors and their families to heal.
- Durham chapter teamed up with the CNLA and Make a Wish Foundation and to help to build Hayden's Garden.
- London Chapter was involved in the building of Alex's Butterfly Garden at the children's hospital.
- Toronto chapter donated time and materials to help complete the Toronto Botanical Gardens.
- The Golden Horseshoe Chapter participated in a community planting event with St. Columba School in Hamilton.
- The Waterloo Chapter continued its partnership with Evergreen Foundation and landscaped École Mère-Élisabeth-Bruyère. The chair of the project, Theresa Fitzgerald, thanked the team for the "amazing transformation brought to our schoolyard."

Canada Blooms, 2008.

Special note:
There is no better way to brand the industry and members to the public than using our contribution ethic and horticultural skills to participate in community projects that improve the quality of life. The chapters' community events reflect the best of the industry and make all of Landscape Ontario proud. We have started a Google site to archive the wonderful local community activities. Please see: **http://sites.google.com/a/landscapeontario.com/landscapeontario-in-public/**

Priority 3 – Local relevance

Local relevance is an important priority for Landscape Ontario. We have developed and are presently executing a chapter renewal plan aimed at engaging members in their local communities. This activity is headed by the membership committee chaired by Paul Doornbos CHT, CLP and includes Mark Humphries, John Keenan, Tim Kearney CLP and Joe Salemi. The committee hosted a number of facilitated governance sessions that is already improving the communications between chapters and commodity groups.

In addition to the focus on the three main priorities, we continue to work on many events and projects and deal with hundreds of ongoing issues.

Industry sector issues
Following is a brief overview of the issues facing the specific sectors:

Landscape contractors
Landscape contractors' issues relate to improving business management, especially in the area of financial systems. Labour remains a concern, as does the proliferation of permit requirements. We continued to encourage members to "know their costs" as the basis for becoming prosperous. We are currently looking at a number of pilot projects and researching some labour brokers.

Lawn care
The pesticides issue continues to dominate the lawn care agenda. The province passed legislation banning pesticides, except for golf, forestry and agriculture. As of this writing, the draft regulations have just come out. They will force enormous changes in the lawn care sector, as most of the traditional pest control tools are banned. Some industry members have been preparing for this by focusing on alternative weed control products such as Sarritor. Others have changed their business models based on cultural practices with hand weeding and increased organic fertilizers as part of the mix. There is a great deal of concern about future viability. Our role is to assist in the transition. Our members are survivors.

Garden centre
The group is focused on the branding initiative as well as environmental stewardship. The group initiated a pilot project on plastics recycling.

Nursery
A huge amount of work has been done to mitigate business risks associated with intro-

duced regulated pests. We received a grant to hire a new nursery specialist to assist the growers with production, extension, research and business development. The group has also supported a project that uses online tools to help growers identify pests. They are involved in encouraging the new Vineland Research and Innovation Centre. We are talking with the Ministry of Transportation on a number of demonstration projects that will be used to determine success of highway plantings. We are also seeding the idea of creating a Centre for Highway Greening at Vineland. The group is experiencing widespread concern about the economy for 2009. A downturn will mean high inventory, which will put downward pressure on prices. We will need to focus on stimulating demand. The Green for Life program will help.

Grounds management

Improvement of business and environmental practices drives the agenda of the Grounds Management Group.

The annual trial gardens organized by the group were a huge success and attracted hundreds of members and media representatives to an open house. The size of the gardens has doubled. This project is a partnership with the University of Guelph. John Hewson, Rodger Tschanz and Robert Ellidge deserve special recognition for their efforts building the garden.

Lighting

Our newest commodity group continues to be involved in a government relations campaign aimed at preserving the right to install low voltage lighting. We are working with the Electrical Safety Authority to develop standards and certifications for the lighting sector.

Interiorscape

This busy group is involved in a number of educational events, symposia and mini-trade shows. They have also been active promoting the environmental and health value of green plants at work.

Landscape designers

The designers' main activity is centred on professional development. They continue to host a very popular design symposium in conjunction with Congress. The design-focused newsletter, produced four times per year, is an excellent communication and promotional vehicle.

Snow and ice management

Education and professional development are the primary focus points of the Snow and Ice group. The symposium sold out for the second year in a row. The special July snow issue of *Landscape Trades* continues to experience great success. We are working in partnership with the Snow and Ice Management Association in the U.S. The group has endorsed the Region of Waterloo's Smart about Salt program and has been given the authority to spread the program across Ontario and Canada. The program will elevate professionalism and stewardship in the snow services sector. LO is working with the region and the Building Owners and Managers Association to promote the program.

Irrigation

Irrigation is often seen as wasting water. The group is focused on changing this image through education. Members also experienced a significant challenge this year, because of record rainfalls.

Government relations

Government issues always affect the industry in positive and negative ways. We are involved in many levels and with many issues. This summary builds on the issues described in last year's annual report.

Ministry of Environment

- Pesticide issue.
- Mandatory IPM accreditation at the provincial level and at the municipal bylaw level. The government is now looking at this for golf.
- Promotion of a public information and relations campaign to promote responsible gardening.
- Nutrient Management Act and Source Water Protection.
- Encouragement for fast tracking the approval of low-risk pest control products such as Sarritor.
- Availability and quality of water.
- Green roof promotion.

Agriculture and Agrifood Canada

- Crisis and risk management for growers.
- Invasive species threat.
- Working with CNLA on the Nursery Certification Institute to mitigate the risk and facilitate trace-forward activity in the event of an infestation of an exotic pest.
- Risk assessment project so that private insurance options may be explored.
- CORD and AAFC funding (Jamie Aalbers' research into pond water quality improvement through the use of ozone and chlorination, risk management, tar spot research).
- We have been successful at receiving support from the Ontario Research and Development Program.

Ministry of Labour

Occupational Health and Safety Act: Worked with the government to include the agriculture sector within the *Occupational Health and Safety Act*.

Labour Relations Act: Supported the government in a legal challenge to the special agriculture provisions in the LRA.

Labour Standards Act: Experienced moderate success in broadening the definition of Landscape Gardener in the LSA.

Canadian Food Inspection Agency

- Plant protection issues

Municipalities

- Our activities respond to municipal pesticide bans, zoning and permit issues. This year we added underground utility locates to the issues that must be dealt with.

Ministry of Agriculture Food and Rural Affairs

- Support through extension services
- Safety Net Program inclusion
- Inclusion within the agricultural umbrella
- Commodity Council
- LICC (Labour Issues Coordinating Council)

Ministry of Training Colleges and Universities

- Apprenticeship development
- OYAP (Ontario Youth Apprenticeship Program)
- Industry development planning work
- Red Seal designation. We were successful at this important initiative.

Ministry of Education

- Develop a common horticulture curriculum for high schools — Great progress on this issue.
- The pilot high-skills major program provides high school graduates with the opportunity to graduate with a major in landscaping. It worked so well that it is now expanding to 10 other high schools.

WSIB

- Safety training
- Audits

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Executive Director's Report

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Special note:

There are two government relations activities that are long term, but could produce enormous benefits for the future:

1. We are trying to convince the federal government to allocate the GST collected on plant material to a national planting program aimed at reducing energy consumption. If successful, this Landscaping for Energy Efficiency initiative will provide huge public and industry benefit. It will also encourage the horticultural sector of agriculture. Currently all other agricultural crops are exempt from GST. We believe plant material, the largest farm gate crop in Ontario (one billion dollars in farm-gate value), should be treated similarly to other crops.
2. We are trying to convince the Ministry of Transportation to Green our Highways. We are working with Vineland and the ministry to develop a number of research and demonstration projects that we hope will stimulate this activity. We are also promoting Living Walls as a possible replacement for the present sound barriers and visual screens along major highways.

Emerging issue:

The government is currently investigating mandatory WSIB coverage for business owners, even though many are covered by private insurance. We will need to ramp-up on this.

Other comments and highlights

Legacy Room

This was the third year that we honoured our pioneers by hosting a legacy lounge at Congress, where our founders can come to socialize, reminisce and contribute ideas for the future

Legacy website project

Chris Andrews interviewed over 40 pioneers. The interviews are captured on a digital recorder. They will eventually form the content for a legacy website that will display the life stories of our pioneers in perpetuity.

Websites

Our trade website is completely revamped and now much easier to navigate. Please go to horttrades.com to see for yourself. It is interesting to view the statistics. The website is an ever-popular medium to communicate with the industry. It is a content-rich, ever-changing environment that acts as a repository for relevant member information.

Month	Unique Visitors	Number of visits	Pages	Hits
Jan. 08	9311	16677	155162	354709
Feb. 08	7319	12871	128290	277263
Mar. 08	8245	14242	108415	263175
Apr. 08	8920	13891	82751	218181
May 08	8677	13009	59998	173667
June 08	8924	13266	55498	156421
July 08	7247	11633	45494	146153
Aug. 08	6037	10124	55889	149769
Sept. 08	4329	7227	44074	125825
Total	**69009**	**112940**	**735571**	**1865163**

Since we have so much content, we maintain a number of other websites so that members can access the information they need without having to go through the main site. Here is the list of domain names we keep: loawards.com, locongress.com, gardenexpo.ca, landscapetrades.com, hortcareers.com.

Two chapters also maintain websites. lootawachapter.com and lolondon.ca/main/ are now online. The idea is that these sites will improve the local relevancy of LO.

CNLA

The Canadian Nursery Landscape Association represents our federal interests, but most importantly it provides us the structure to align our common agendas and plans across Canada. CNLA gives us the opportunity to expand our team, community and results in the common work at business competency development, labour issues, education/training/certification, apprenticeships, national government relations work, especially labour and risk management, green industry promotion and long term business development.

Landscape Ontario office

The staff mission statement is: "To support our members and implement their vision of a respected and valued green industry."

After a challenging start of the year with three pregnancy leaves, two retirements, four career changes and two staff returns, we have settled down. Our new staff members (together with the veterans) are amazing. We have added a new sales coordinator, who spends time between Canada Blooms and Landscape Ontario, and we will soon hire a growers' specialist. In addition, Landscape Ontario provides association management services to the Ontario Parks Association. We have restructured the office to match the current member priorities. At the beginning of all this staff change and renewal, we placed a quote on the board that read, "Change comes bearing gifts." It has come true. We are blessed with amazing staff that "own the mission": Paul Day, Allan Dennis, Robert Ellidge, Denis Flanagan CLD, Wendy Harry CHT, Sally Harvey CHT, CLP, Lee Ann Knudsen CLP, Lynn Lane, Jane Leworthy, Kristen McIntyre CHT, Kathy McLean, Steve Moyer, Linda Nodello, Lorraine Pigeon-Ivanoff, Kathleen Pugliese, Joe Sabatino, Ian Service, Stephanie Smith, Tom Somerville, Melissa Steep, Susan Therrien, Ken Tomihiro, Gilles Bouchard, Sarah Willis, Ashleigh Woodhall and Mike Wasilewski. All are great ambassadors for the industry and association.

I would also like to acknowledge the great contribution of Kim Burton, our former art director. She has moved on to CNLA.

Future

The future of our industry continues to be bright, even though there may be a temporary economic downturn. These cycles have always been with us. There are always opportunities that flow from all cycles. And, there are always companies that thrive in all economies.

During economic slowdowns, the association community becomes even more relevant and important. Storms are always easier to deal with when we work together as a team. Now is the time to stimulate even more unity, collaboration and focused effort. We need to assist members who are struggling. Our pioneers need to mentor and advise the younger companies on how to weather the storm. We need to get ourselves out of debt. We need to understand the principles of business. We need to eliminate waste and work smarter. We need to continue to support each other. We need to fight fear. We need to add value to our customers.

Most importantly, we need to be thankful and maintain an abundance mentality and continue to communicate the benefits of our sector in raising the quality of life for this generation and those that follow.

Have a great 2009.

Respectfully submitted,
Tony DiGiovanni CHT
Executive director

Chapter Reports

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

Durham

President: Brian Marsh
Past president/provincial board representative: Mark Humphries
Vice president: Ed Hewis
Secretary/treasurer: Carol Fulford
Directors: John Fulford, Greg Scarlett CHT, Ian Andrews, Norm Mills, Phil Bull

Chapter meeting highlights:
The Durham Chapter held meetings the first Tuesday night of each month at the Holiday Inn in Oshawa.

September 2007: We had 13 members attend this meeting. The guest speaker was Robert Boggs from the Weather Network. Those in attendance found him very informative. There was also some time given to suppliers to talk about their products.

October 2007: We had a great presentation concerning Hayden's Garden, a Make A Wish Foundation project. Jeff McMann CHT spoke about award winning gardens. Jeff judges landscapes and gardens for awards, and he shared some great information with the 24 members attending this meeting.

November 2007: Two representatives from WSIB attended this meeting to discuss current employee issues. We also hosted Bob Tubby, LO president, as well as Tony DiGiovanni and Denis Flanagan from LO, Joe Salemi from CNLA and Fred Young from the Farm Safety Association at this meeting. It was great to discuss the current issues concerning our industry. Rosalyn Cronin also attended the meeting. She gave us all some insight concerning accounting issues that a company might be required to deal with over time. She discussed dos and don'ts with everyone present. A total of 25 members attended this meeting.

February 2008: This was our supplier night. A representative from Clintar discussed innovative new ways of weed control, and the changes that companies are facing. We had 21 members attend this informative session.

March 2008: We had a representative from the Ministry of Transportation speak to 59 members. The chapter board elections were held during this meeting.

The grand opening for Hayden's Wish Garden was in the spring of 2007. Landscape Ontario and the Durham Chapter received great media and print exposure. The garden looked excellent and was pulled together by a large number of volunteers. Seeing Hayden's eyes light up and knowing that he now has a place to hang out with his little sister was all the reward the participants needed. Again, I would like to thank all who participated in this project. It is great to see the landscape community come together for such a great cause.

I would like to also thank all the board members for their dedication of the past year.

The Durham Board would like to thank Fred Young from the Farm Safety Association for presenting his knowledge on health and safety issues. We would like to also thank all the companies that donated items for door prizes at our meetings. And, a special thank you to Carol Fulford for keeping me organized again this past year.

Respectfully submitted,
Brian Marsh
President, 2007-2008

Georgian Lakelands, Gilda's House.

Georgian Lakelands

President: Mark Goodman
Past presidents: Earle Graham, Nick Solty, Bob Adams
Provincial rep and treasurer: Terry Kowalski
Secretary: Michael Laporte CHT
Directors: Owen Burmania, Dave Holmlund

The Georgian Lakelands Chapter began and ended this year with a golf day. The September golf day started off our season at Innisbrook Golf Club in Barrie. Paul Day and president Bob Tubby attended and joined Barrie mayor Dave Aspen on the tee block.

October marked our busy month on the Kidd's Creek project. The construction went well and was helped along by the many volunteers from local schools and Simcoe Conservation Authority. Thanks to our suppliers for their donations: McLaren Equipment, Battlefield, Cornerstone, Maxwell Stone Supply, Barrie Botanix and Solty Garden Centre. LO's executive director Tony DiGiovanni and president Bob Tubby came to the shrub planting day, and addressed the crowd as well as popped in a few plants.

In November, Pastor Jay Davis rejuvenated us with a motivational speech. His discussion reminded us what we need best, relaxation to be productive in any venture we undertake. His advice was seen in our Christmas party, where

over 90 people gathered to enjoy food, drink, and horse races at Georgian Downs.

In February, we journeyed up Highway 11 to Huntsville and Deerhurst Resort for our first chapter meeting in the northern region of the chapter. Unfortunately, an extreme snowfall to the south limited attendance, but we still had a great turnout for Jacki Hart CLP, who discussed the Prosperity Partners Program. Stephanie Smith updated us on the industry and home office initiatives. Mark Goodman explored why we should become members and why we should be proud members. President Bob Adams discussed the importance of involvement in the association.

Ski Day was more successful than ever before. The Solty brothers again taught us how to ski.

In March, we held our first job fair. It was small, but we were very successful, despite more inclement weather. Thanks go to Warren Patterson for his diligent work on this initiative. We also held our annual MTO update meeting. Officers Hank Dubee and Kevin Mulligan made this an interesting and informative meeting.

Much of our effort over the last half of the year went to organizing our golf day, which we increased to an 18-hole tourney, combined with our annual trade show. Exhibitors did a wonderful job with their booths and everyone enjoyed the golf, the day being one of the few this summer with sun. Special thanks to all involved for their support. Proceeds from this event will be used to support our next project for Gilda's House Barrie.

Thanks to everyone who has helped us achieve our goals and make our events successful this year. Special thanks to all the chapter board members who have worked hard developing and implementing new ideas into the goals and events we are planning for the future.

Respectfully submitted,
Mark Goodman,
President 2007-2008

Golden Horseshoe

President: Tim Cruickshanks
Past President: Mark Weavers
Provincial Board Representative: David Emmons
Treasurer: Bruce Wilson
Secretary: Michelle Cocks CHT
Directors: , Gail Gibbons, Walter Hasselman, Brad Malton, Jeff Smith, Deanna Van Varik

The Golden Horseshoe Chapter had an interesting calendar of events throughout the past year. We started off the season with the annual chicken roast at Bobcat of Hamilton's new location in Stoney Creek. Everyone enjoyed lots of good food and fun.

In addition to the chicken roast, we also ran a number of seminars, including JPL, labour relations, MTO, The Beach Gardener and one on the subject of due diligence. The annual Christmas social at the Dundas Valley Golf and Curling Club was a great success.

Another successful social event was our inaugural golf tournament, held at Willow Valley Golf Course in Hamilton. A lot of planning and organization went into making this event so successful. Even a powerful August storm didn't stop the golfers from having a great day. There was a great turnout and the money raised will help support our chapter and Ronald McDonald House. The highlight of the day occurred on one of the three greens with sponsored hole-in-one contests. One lucky golfer managed to sink his shot and took home a $12,000 riding mower.

I would like to thank all of our executive board members for all their hard work this past year and look forward to another exciting year in 2008-2009.

Respectfully submitted,
Tim Cruickshanks
President, 2007-2008

London

President: Tim Cradduck
Past president: Kees Govers
Vice president: Jay Murray CLP
Provincial board representative: Michael Pascoe CHT
Treasurer: Peter Vanderley
Secretary: Daryl Bycraft CHT
Directors: Darcy DeCaluwe, Jerry Hakkers, Grant Harrison, Wendy Harry CHT, John Perriman

The year 2008 was a tremendously dynamic one for the London Chapter. We started the year partnering with the London Home Builders' Association at the Life Styles Home Show. We created a feature garden next to the stage, and brought several speakers to the show over the course of the weekend. The success of the feature garden, as well as the attraction created by the speakers, gave us the opportunity to partner with The London Home Builders' Association again for 2009.

The chapter also saw the completion of Alex's Butterfly Garden, a community-based project involving many LO members in various ways, ranging from the installation to the supply of materials.

As part of our mandate to partner with, develop and install a community project garden, we have begun work on The Banting House Global Garden. This garden will take a small green space next to The Banting House Museum and transform it into a tranquil environment that will allow people from around the world who have been inflicted with diabetes to reflect in a peaceful atmosphere.

Once again the annual golf tournament was a huge success, attracting 120 golfers to Pine Knot Golf Club, just east of London. The date for the tournament was moved from August to early September in hopes of attracting more chapter members, which it did.

Over the last few years the London Chapter has drawn more members to our monthly chapter meetings. We are now starting to see some familiar faces that we have not seen in awhile. Our hope is to entice even more members out to our meetings with topics that will support them in the success of their business.

Your board members are always looking for topics or workshops that will assist you in meeting your goals. If you have any requests for topics or training, please contact one of us and we will strive to meet your needs.

Looking forward to a successful 2009!

Respectfully submitted,
Tim Cradduck
President, 2007-2008

Ottawa

President: Tim Dyer
Vice president and secretary: Sarah Johnston
Past president: Peter Cullen
Treasurer: Pat Charest
Provincial board rep: Bruce Morton CLP, CIT
Directors: Darrell Kekanovich CIT, Glenda Curtis, Hank Mollema, Welwyn Wong, David Stewart CHT

In the words of Bob Tubby, the Ottawa Chapter has begun its journey to "The Next Level." Lynn Lane, our marketing, promotions and membership professional, has helped us every step of the way.

In November of 2007, we held our annual Day of Tribute at Beechwood National

Cemetery. Grass was mowed, groomed and seeded, we raked leaves, lawns were aerated, trees were improved and many other functions were carried out as LO's contribution towards remembrance.

Our annual green industry trade show, Green Trade Expo, was held in February. The tradition of poor weather on the day was upheld. Despite this, attendance was very high and exhibitor feedback was very positive. Several seminars were held during the day. Our real highlight was a breakfast presentation with Donald Cooper. He stayed for the remainder of the day to give advice to those seeking to improve their business.

In April, the Ottawa Student Chapter held a barbecue at Algonquin College. LO member companies were invited, as well as students and faculty. The event proved such a success that it continues to be a twice-yearly fixture. Also in April, LO sponsored the Love of the Labyrinth lecture and multi-media show. It was another superb event presented by Paradise Found Lectures.

In May, many member businesses started to donate labour and materials to the Cancer Survivors' Park on Riverside Drive. Thanks to the generosity of our members, the park is complete and we hope to organize a tour of the park for those businesses that donated to the project.

Our annual golf tournament was held earlier than usual — in June. The number of participants increased and it was a great success. Later in the summer, our second annual CHT evaluation took place at University of Guelph, Kemptville Campus. A high passing rate was achieved and students seemed very pleased with the stations and the layout.

Our education continues to flourish under the direction of Sarah Johnston and Lynn Lane. This year's program was as packed as any year, with excellent attendance and very positive feedback.

We continue to follow and develop our Strategic Plan and have found this very beneficial in all aspects of planning and execution.

Respectfully submitted,
Tim Dyer
President 2007-2008

Toronto Chapter

President: George Urvari
Vice president: Fiona Zieba
Past president: Caroline DeVries
Treasurer: Dave Nemeth
Provincial board rep and secretary: Lindsay Drake Nightingale
Student rep: Dennis Del Vecchio
Directors: Janet Ennamorato, Arvil Lucas, Sabrina Goettler

Wow, time flies! I still find it amazing that a group of volunteers can get so much done in one year. Of course it helps to have the guidance and help from the amazing office staff at Landscape Ontario. But then, our Toronto Chapter was not too shabby! We managed to also increase sponsorship to help cover the costs of all our Chapter meetings due, in large part to the Toronto board's recruitment efforts for new sponsors.

In November of last year, we had a presentation at a new venue, the John Bassett Theatre, where we held the Gardens of Sissinghurst Lecture. Over 900 people turned out to the event. Hats off to Tony DiGiovanni and Tim Kearney from the Ottawa Chapter for hooking us up with such a great event.

Dale Winstanley's presentation on Christmas urns turned out to be not only beautiful, but also a real business-learning experience. There is a lot of planning that goes into this profit centre, and a great deal of creativity, too.

Of course, there was the annual contractors' lecture series that featured contractor Barry Hordyk and landscape architect Martin Wade. They displayed the best the industry has to offer in design and construction. Martin Wade and his colleagues were one of the designers involved in the creation of the Toronto Botanical Garden (TBG), while Barry showed us some of his work at a Niagara vineyard site.

In February, we had a full-day workshop on WSIB, Ontario One Call and The Ministry of Transportation. This session was very informative and made us aware of all the risks involved in running a labour-intensive business. It also provided pointers on how to avoid pitfalls, along with valuable contact information.

In July, we held the annual golf tournament, and it was SOLD OUT. We managed to raise lots of money for Sick Kids and the TBG.

August was the time for the annual baseball tournament. It, too, was sold out and was a lot of fun, despite my company's team getting beaten!

All-in-all it was a busy year with lots of accomplishments and lots of which to be proud. Landscape Ontario again has proved its worth in terms of bringing diverse people together to help improve the prosperity of our members, the public and of course, ourselves.

Our new president Fiona Zieba has taken over the helm this year. The Toronto Chapter will be even more successful than ever in the years to come, due to the great leadership and volunteerism that comes from all the directors of the Toronto Chapter.

Respectfully submitted,
George Urvari
President, 2006-2007

Upper Canada

President: Paul Doornbos CHT, CLP
Past presidents: Russ Loney, Terry Childs
Provincial representative: Paul Doornbos CHT, CLP
Vice president/secretary: Lisa Purvis CHT
Treasurer: Eugene Lazier
Directors: Diana Cassidy-Bush CLP, Stuart Sprout, Kurt Van Clief, Pam McCormick, Ric Murray

At the completion of another year, I would like to take this opportunity to thank the chapter board and all those members who gave of their time and talents to help run the events of 2007-2008, and thereby continue to grow and promote our industry throughout the chapter area.

Highlights are as follows:

January 2007: A visit was received from LO president Bob Adams and executive director Tony DiGiovanni. A panel discussion took place with various company owners, as to the benefits of LO, certification, and how they use these to promote their companies.

February 2007: CLP seminars were held.

March 2007: A huge promotion of LO took place locally through the chapter's participation in the Quinte Home Builders' Home Show. We thank, once again, all those who helped in the organization, set-up, sponsorship, and donations of time and goods to this very successful event. Thanks go particularly to Canada Blooms, BTN, Gro-Bark, Permacon, Sprout's Premium Earth Products and exhibitor members, Fresh Landscape and Garden Solutions, Picture Perfect Landscaping, Scott Wentworth Landscape Group and Dutchman's Landscaping. The plant material from this show moved on to "An Evening in Paris," a community event in Belleville to help raise money for Pediatric Cancer research, where the plants were auctioned off. Well done Upper Canada!

April 2007: A successful meeting with MTO

was again held in a mock-up roadside inspection. This helped to provide answers to common questions and more clarity to requirements. A Prosperity Partners presentation by Jacki Hart resulted in running the initial program a few weeks later.

July 2007: A successful golf tournament at Briar Fox Golf Club in Marysville.

October 2007: The month was kicked off with a meeting and seminar featuring Terry Murphy CLP speaking to us on improving employee performance.

November 2007: Jeff McMann CHT spoke to the members about landscape photography and how to utilize it for promotion.

December 2007: The Christmas Social once again took place at the Ambassador Hotel in Kingston.

Respectfully submitted,
Paul Doornbos CHT CLP
President, 2007-2008

Waterloo

President: Dave Wright
Vice president: Brenda Luckhardt
Past president: Mike Hayes
Provincial rep: John Keenan
Treasurer: Frank Freiburger
Directors: Rob Kerr, Larry Hackbart, Cor Bultena, Steve Snider, Rob Tester

The following are the highlights of our action-packed year of general meetings, social events and the new focus to raise our profile in the community.

Highlights are as follows:

September: We tried something different for our first meeting, when we went to a member company facility for a tour and discussion on new directions in landscape design. Hosted by Doug Mooder CLD of Mooder Horticultural, we had a tour of his high-tech office, showroom and display gardens. Attendance was not as high as usual, but all who did go enjoyed the experience.

October: Featuring the popular Oktoberfest sausage cart, the October general meeting went long into the night, as Hans Jons, transportation consultant, discussed the many new changes to the provincial transportation act that cover our member companies.

November: Our popular company profile was back with Phil Dickie telling the history of Fast Forest. Leanne Lobe of the Region of

Waterloo, school tree planting.

Waterloo's Smart about Salt program discussed the effects of salt reduction on our local water supply. The feature presentation was by Rob Kuhn of Environment Canada, who many may recognize from such popular warnings as "Severe Winter Storm Approaching." Rob spoke about meteorology and how different storm systems affect the region.

Our 28th annual Fall Freeze-up Dinner Dance was held again at Golf's Steakhouse on the November 16. It was thoroughly enjoyed by all those who attended, especially those who received one of the many door prizes.

December: We dabbled in human resources at this month's general meeting with Jo Taylor, as she discussed the disciplinary process, followed by Rob Tester's famous chili.

January: Always a conflict with Congress, the January meeting was not very well attended, although Terry Murphy explained the Adopt-a-School program and Jackie Hart gave her ever-passionate promotion of the Prosperity Partnership program.

February: The general meeting was replaced by a day-time business seminar presented by JPL to a sellout crowd.

March: Helmutz Interlock presented its business profile at this general meeting, followed by Michael Lewis speaking on Selling More for Greater Success.

April: The Spring Thaw Social, complete with live band and full contact musical chairs, was well attended and well deserved after the tough winter.

April 30th had chapter members planting trees at a local French language school, along with representatives of the Evergreen Foundation. The group planted trees and placed rocks with project's budget nearing $8,000. The students were thrilled with the new digs and one happy parent showed up shortly after with an additional $1,000 to help carry on the project.

June: Our second annual Waterloo Chapter Golf Tournament was held at Rebel Creek Golf Course on June 18. The day was hot, but the refreshments were cold. Dinner and door prizes followed play. A total of $22,500 was raised for KidsAbility and the Waterloo Chapter Scholarship Fund.

In summary, I would like to thank all of the many volunteers who made the many projects and events work.

Respectfully submitted,
Dave Wright
President 2007-2008

Windsor

President: Karl Klinck
Past president: Dan Garlatti
Treasurer: Don Tellier
Provincial board rep: Garry Moore
Secretary: Jay Rivait
Directors: Jay Terryberry, Chris Power

Ah, yes the weather. We all work outside, and it's always about the weather. No, actually, it's not really about the weather at all. It's about communicating with your clients and your staff. It's about scheduling and re-scheduling. It's about contingencies and Plan B, C, and D. Yes, it's about raincoats and sun block, but… it's not about the weather. Maybe, on a given day, it's about the weather. But when you look back on an entire season, it can't be about the weather. It's about you, and how you react and plan and react and plan some more.

So-called 'normal' weather eluded Essex-Kent once again in 2007-2008, but of course the most resilient of us continue to thrive. Silver linings and rainbows abound when looking at the weather through a positive lens. For example, the long dry fall allowed many contractors to make up for work delayed during the cold wet spring of 2007. Likewise, the abundant snow in early December and again in February and March was welcomed by maintenance contractors in spite of the irony of a salt shortage in Windsor. Meanwhile, the deep lingering frost delayed the start to the planting season, however, regular rain and cooler weather kept the public in the mood for gardening and extended

the busy retail season into early July.

The economic climate

No, it's not about the economy either. Just like the weather, the faltering economy of our region is out of our control. Many local LO companies have expressed concern about how the economy will affect business. They have genuine worries about surviving the immediate future. Most companies have had to react with traditional belt-tightening measures like trimming inventories, selling excess equipment and cutting staff. At the same time, many members tell stories of successfully changing with the times. For example, local garden centres have explored new niches like selling nematodes instead of pesticides. Or, they are showcasing drought-tolerant plants as concern about water use becomes the next hot button issue. Many contractors have increasingly partnered with competitors by sub-contracting labour and equipment to each other, whenever possible. Others have reacted by simply focusing on improving the efficiency of their core business activities.

Regional outlook

Business success is always achieved by adapting to our current situation, while at the same time charting a course for the future. This is truer now than ever. The economic challenges of Windsor-Essex-Kent are serious, but successful companies will focus on their own reality and not on the hyperbole of the media. Amid all the uncertainty, there are still opportunities.

For example, demographics are still on our side. An aging population that spends increasingly more time and money on their homes and cares more and more about the environment can only bode well for our industry. Construction of the new border gateway project is imminent. The new casino, medical school, and arena are open. The Highway 3 widening and 401 improvements are almost complete. Even construction of the controversial new prison will provide jobs. As well, new technologies make it easier to track our business and communicate with our customers. New products will allow us to stay fresh, as we compete with the big box behemoths.

Also, membership in LO increasingly provides access to timely tools for success. Members participating in local projects like the garden build at the Hospice of Windsor will surely increase their profile, network of contacts and build employee morale. And those taking advantage of the professional development of Prosperity Partners will gain a leg up on their competition. In short, innovative, creative and professional companies will adjust, devise a plan and survive.

Volunteer renewal

Our all-volunteer local executive board provides leadership in organizing all of our local events and meetings. New blood is crucial to maintain a fresh perspective and to expand our partnerships in the community. Congratulations to Garry Moore for returning to the executive and taking a leadership role with the Hospice of Windsor project and serving as our provincial board rep. Thank you to Jay Terryberry for your years of service on the board. We wish you the best as you step back to spend time with your growing family. We are excited to welcome three new members to the board for the upcoming year. Thanks to Chuck Pronger, Nino Papa and Doug Roberts for volunteering to spend some of your valuable time with us. Thanks as well to the numerous members who volunteered at Winter Blooms, Golf Day and chapter meetings

Chapter meeting highlights

Improved promotion and a better location contributed to improved attendance at chapter meetings. A crowd of 20 to 30 was the norm this year. That's an excellent turnout for our small chapter. Thank you Dan Garlatti and Wendy Harry CHT for coordinating an interesting speaker program at our chapter meetings.

October 2007: Garlatti Landscaping hosted an after-work barbecue at its yard in LaSalle. Over 50 people turned out to connect and re-connect in an informal setting. Tony DiGiovanni was on hand as the local Awards of Distinction entries were showcased and winners were announced. The fall barbecue will be an annual event.

November 2007: Doug Mooder CLP was in town to share the secrets of his success. He presented photos of some of his more interesting projects and encouraged all to 'take the next step' to success.

December 2007: In December, we welcomed Kees Govers of Caradoc Green Roof back to Windsor. Kees presented an overview of the history of green roofs and the range of products on the market. He also provided insight into the future of green roofs, as more emphasis is placed on sustainable design and construction.

February 2008: Tom Intven of Canadale Nurseries and Richard Greuner of Valleybrook were on hand to profile new and exciting plant introductions. Tom also explained the many ways new cultivars are brought to market.

March 2008: Jacki Hart CLP returned to Windsor to give a preview of the multi-faceted Prosperity Partners Program. Jacki led the group through problem solving exercises, facilitated a discussion on work-life balance and encouraged all to 'work on' and not just 'in' their business.

Special Events and Other Activities

Bursaries:The Don Klinck Memorial Bursary was awarded to a St. Clair College horticulture student. The funds raised from Winter Blooms and donated to the St. Clair College Foundation have allowed for the creation of a new bursary. The first Lex Kraft Legacy Award will be presented in February of 2009.

Newsletter: The newsletter continued to be an excellent communication tool for advertising events, meetings, and sharing business and industry insight. Thanks to Jay Rivait for all the hard work.

Winter Blooms: Landscape Ontario's Windsor Chapter again partnered with St. Clair College to produce Winter Blooms III, a consumer show and garden symposium in March. Over 1,000 people attended this year. New attractions were a whimsical children's garden, a clown and cooking demonstrations. As well, LO president Bob Adams was on hand to help cut the ribbon on the Hospice healing garden. Components of the temporary garden will be re-assembled as a permanent garden at the Hospice of Windsor site. Once again, over 20 member companies participated in some fashion. The volunteer support of our members and the horticulture students was invaluable. Thanks to our silent auction and gate receipts, we were able to donate $3,000 each to the St. Clair Scholarship Foundation and Hospice of Windsor. Thank you to all our sponsors.

On behalf of the Windsor Chapter, thank-you to all the volunteers and members whose time, effort and input have allowed us to together promote the green industry in the Windsor, Essex and Chatham-Kent area. Serving LO as a volunteer often requires a large personal commitment of time and energy, but, it is a very rewarding experience because volunteers get back far more than they put in. We have had a lot more participation by members this year. I encourage all of our local members to continue to step up and volunteer in this coming year. The outcome can only be positive when we work together.

Respectfully submitted,
Karl Klinck
President, 2007-2008

Commodity Group Reports

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

Garden Centre

Chair and provincial board representative: Bob McCannell
Members: Barry Benjamin, Perry Grobe, John Hawkes, Alice Klamer, Chas Lawton CHT, Shannon Lindensmith, Jenny Pepetone, Norm Mills, J.R. Peters, Bob Reeves, Robert Richards, Susan Richards, Ben Vaanholt, Art Vanden Enden CHT

Garden Centre Symposium: The third annual Garden Centre Symposium was held October 20th. Coinciding with Garden Expo, attendance at the symposium was strong and included delegates from outside Ontario. There was an excellent speaker program and a dynamic panel on the pros and cons of POS systems for independent garden centres. Many thanks to chair Perry Grobe for a job well done.

Environmental Stewardship: The focus of the committee is on development of a provincial garden centre/grower program to recycle the plastic pots, trays and film produced by our industry. The goal is to re-use plastic rather than burying it in a landfill site. We have initiated pilot programs and are working with industry partners to develop this initiative. Many thanks to Art Vanden Enden CHT for leading this project.

E-Forum: *Horticulture Review* is working with the garden centre group to publish responses to our monthly e-forum question concerning independent garden centre operations. Your feedback and participation in the forum is welcomed and appreciated. Many thanks to Sarah Willis for her support.

Branding to the Consumer: The Branding Committee is on track to develop a timely message and a choice of icons to support our industry. Webinars are in place to help members use this material and integrate it into a co-branding program for member companies. We look forward to the consumer website www.landscapeontario.com. Many thanks to the Branding Committee for persevering on this difficult, but important, project.

Garden Centre Inspection Program: The CNLA Garden Centre Group, known as Garden Centres Canada (G.C.C.), under the leadership of chair Anthony O'Neil, is bringing Eve Tigwell to Canada to assist in the importation, training and development of the Garden Centre Inspector Program currently used in the U.K., Denmark, Germany and South Africa. The plan is to conduct inspections across Canada in June 2009. These inspections will occur in eastern Canada, Ontario, the Prairies and British Columbia and include a cross-section of our members. The budget would provide for 16-18 inspections, plus the cost of training a Canadian inspector to carry the program forward in Canada.

Respectfully submitted,
Bob McCannell
Chair 2007-2008

Grounds Management

Chair: Mike DeBoer CHT
Provincial board representative: Brian Marsh
Members: Jacki Hart CLP, John Hewson, Sarah Johnston, Gerald Boot CLP, Bob Lawrie, Russel Loney, Jeff McMann CHT, Rodger Tschanz

The commodity group was pleased to host the annual Grounds Management Symposium in Ottawa in March, 2008. The symposium's guest speakers were Brenda Gallagher (Minimizing Maintenance Misery) and Michael Lewis (Building a Winning Team – hiring, training, retaining). The 2009 symposium will be held at Congress in January.

The group reviewed the mandate for the Environmental Stewardship committee. Categories were created in order to clarify the discussion. The categories include: pesticides, emissions, noise, dust, garbage/waste, irrigation/water masters, fuel use and equipment.

After the success of the Trial Gardens last year, it was decided to continue with this project and expand the space and plant material. The gardens were larger, and contained more plants. Two companies were involved this year — Goldsmith Seed and Ball committed their support. There will be a lot of potential for testing plants under many different environmental conditions. An open house was planned for August 20. It was decided to host a full-day event beginning in the morning at Landscape Ontario and the afternoon at University of Guelph. The turfgrass trial at the University of Guelph was also included. Invitations were sent out to all related groups (parks, grounds managers, etc.).

Trial Gardens, 2008.

The commodity group developed a strategic plan for next year. Projects for 2009 include grounds maintenance standards (environmental contract), the symposium, the 2009 trial garden, improving communication and customer education materials.

Respectfully submitted,
Mike DeBoer
Chair, 2007-2008

Growers

Co-chairs: Bart Brusse, Dave Braun
Provincial board representative: Dave Braun
Members: Gerwin Bouman, Tim Dyer, Jeff Gregg, Chris Langendoen, Jennifer Llewellyn, Glen Lumis, John Moons, Keith Osborne, Mark Ostrowski, Fred Somerville, Ted Spearing, Youbin Zheng

The Growers Commodity Group developed a strategic plan that outlined the goals for the year. Events included a summer tour, fall auction, regular winter meetings, a growers short course, invasive alien pests nursery certification and government relations.

The Growers Research Auction was held at PAO Associates in September of 2007. It was a great success with beautiful weather and a great turnout. The event raised $19,000 for horticultural research. Mori Nurseries hosted the event in September, 2008.

In February of 2008, the commodity group held another successful Growers Short Course at the Royal Botanical Gardens, organized by Glen Lumis. Approximately 180 people attended the seminar. As per the strategic plan, we then began to organize for the February 11, 2009 short course.

A number of workshops were held on the Nursery Certification/Domestic Phytosantary Program (DPCP) through Rita Weerdenburg of CNLA.

The Christmas Tree Growers Association expressed interest in bringing its growers under the LO/CNLA umbrella. Fred Somerville joined the Growers Commodity group as the association's representative.

The fall dinner meeting was held on November 29, 2007 at Grand Chalet in Milton. The theme was environmental stewardship. Guest speakers were Dr. John FitzGibbon, OFEC/University of Guelph, and Nathan Helder, chair of the LO Environmental Stewardship Committee. There were 45 participants at the meeting.

The commodity group organized a tour of eastern Ontario in July, 2008. It was a two-day tour with 40 participants visiting Kings Creek Trees, Richardson Nursery, Artistic Garden Centre, AAFC Central Experimental Farm, Manotick Tree Movers, Ferguson Forest Centre and Eastern Ontario Model Forest.

It was decided to add a new category for the Awards of Excellence program, 'Design on a Skid.'

We welcome our new committee members: Gerwin Bouman, Jeff Gregg, Keith Osborne, Youbin Zheng and Fred Somerville.

A special thank you to Jennifer Llewellyn and Glen Lumis for their dedication and the work they have done — and are still doing — on behalf of the Growers Group.

Respectfully submitted,
Bart Brusse, Dave Braun
Co-chairs, 2007-2008

Interiorscape

Chair: Alan Darlington
Vice chair: Charles Prenevost CHTI
Provincial board representative:
Stephen Schell CHTI
Members: Eric Endersby CHTI, Hella Keppo CHTI, Bill Peel, Fred Prescod CHTI, Peter Tigchelaar, Liane Unwin CHTI, Phil Van Alstyne CHTI

On October 15, 2007, the commodity group held its fourth annual Interior Landscape Symposium. The symposium was held at the Toronto Congress Centre, in conjunction with Garden Expo. The program included speakers from three Canadian provinces and one from the U.S. The conference was a success, and those who took part said they looked forward to planning next year's event.

Due to the success of the 2007 symposium, the group started to work on topics, speakers and presentations for the 2008 event. We decided to change its name from symposium to conference.

The committee developed a strategic plan that included: How to promote interior industry; each meeting should have a major topic on the agenda; brainstorming should occur on where we are going, including a SWOT analysis (Strengths, Weaknesses, Opportunities, Threats): "What do we need to do as an industry to prosper for the next 10 years?"

The group sponsored a community project, Darling Home for Kids. It involved building a garden with a water feature inside the home, providing a relaxing atmosphere for the children who live there.

Part of the committee's strategic plan was improving communication to others in the interior sector and other industry sectors. A quarterly newsletter was developed and the committee will have a booth at Congress 2009 to interact with other sectors of the industry. Plans called for the commodity group to participate in the LO resource booth at Garden Expo in October, 2008.

Another communication project was inviting suppliers of the industry to a presentation to review the group's strategic plan and action items. Discussion centred on how to work together to achieve mutual goals.

On a personal note, Eric Endersby retired from the industry. He was presented the Interiorscape Award at the Awards of Excellence ceremony at Congress 2008 for his contribution to the industry. Also, due to other commitments and new ventures, Alan Darlington and Chuck Prenevost resigned from the committee. They were thanked for their contribution and the committee wished them success.

Respectfully submitted,
Stephen Schell
Chair, 2008

Irrigation

Chair: Chris Le Conte CIC CLIA
Provincial board representative:
Steve Macartney CIT, CHT
Directors: Andrew Gaydon, Gillian Glazer, Kevin Jensen CIT, John Lamberink CIT, Harry Hutten CIT, Lorne Haveruk CIT

A theme dominating many of our commodity group's discussions this year is change. Will anything ever change in our industry? Who will drive change? Will it be good or bad for our businesses? When will change occur?

The one thing that has not been debated is that the world around us IS changing. Consumers are giving more thought to the environmental impacts of their purchasing decisions. The cost of water is increasing. Our communities are growing rapidly. Green building standards such as LEED are now the norm in new retail, commercial and residential developments. What does this mean? Well, our group believes that consumers are about to start demanding higher standards from our industry.

In an effort to educate our members, the commodity group has focused on developing a strong agenda for our upcoming irrigation day on January 5th at Congress 2009. Speakers will include representatives from the Ministry of the Environment, Resource Management Strategies and the University of Guelph School of Engineering. Key topics of the day will include the issues of rainwater and greywater re-use regulations, the future of Ontario water policy and water restrictions and a look at how our communities perceive our industry.

Next on the agenda for the irrigation group is a re-visitation of our mandate, additions to the current educational offerings from LO and the development of a mid-season educational event.

As chair of our group, I represent our industry at the Ontario Water Works Association, The CMHC Rainwater Harvesting Focus Group and the Environmental Stewardship Committee at LO. The common theme at all of these meetings

is sustainability. This issue is not a fad, trend nor the next dot com, it is good for our planet and good for business. As a group, we need to play a role in shaping our industry into a sustainable one. It is clear that our colleagues south of the border are under heavy scrutiny as yet another state (North Carolina) passes legislation to regulate the industry. Yes, we in this part of the world have lots of water, but that does not mean that will always be the case. We also know that locally the MOE is paying close attention to American programs, such as the EPA's Watersense. Let's hope that they don't take it too seriously, too quickly.

Respectfully submitted,
Chris Le Conte
Chair, 2008

Landscape Contractors

Chair: Peter Guinane
Members: Brian Clegg, Charlie Dobbin, Harry Gelderman CHT, Steve Hary, Barry Hordyk, Graham Leishman CIT, Brian Marsh, Matt Robertson CIT, Arthur Skolnick, Kyle Tobin, Koos Torenvliet, Dave Turnbull CHT, Bruce Warren
Design group representative: Janet Ennamorato

It is never easy to take time away from our businesses during the summer. With that in mind, I would like to thank all of the members of our committee for contributing their time.

Our annual presentation of the lecture series at the Toronto Botanical Gardens was a big success this past February, with Barry Hordyk of Shademaster Landscaping and Martin Wade of Martin Wade and Associates sharing their incredible stories to another packed house. Next winter's presentation is scheduled to coincide with Industry Night festivities at Canada Blooms on March 19, 2009. Hope to see you there.

The commodity group is leading the judging of the design competition for entry into this year's Canada Blooms. We have the unenviable task of picking 15 winners from over 30 applications for gardens at this year's show. Only the most innovative and creative gardens will be on display this year, truly showcasing what landscape designers and builders in Ontario can produce.

We have been working on issues relating to skilled labour shortages and are thrilled to see the initiatives now underway at home office. There are several programs and we encourage members to take advantage of these opportunities.

There was less success in developing a simplified process for navigating the permit requirements for projects. We are hoping to coordinate our efforts with local chapters, as most issues are unique to each region.

There are many ideas to develop this coming year, one of which is an e-newsletter to share current information and educate contractors on best practices, new opportunities and events.

We are the original green industry. We need to tell people. We need to learn how to run our companies in a more earth-friendly manner. Please accept my invitation to join our group and help us develop all these, plus new initiatives to make our industry better.

Respectfully submitted,
Peter Guinane,
Chair, 2007-2008

Landscape Designers

Chair: Beth Edney CLD
Provincial board representative: Beth Edney CLD
Vice chair: Tony Lombardi CLD
Treasurer: Janet Ennamorato
Newsletter editor: Jennifer Hayman
Members: Paul Brydges, Don Chase CLD, Harry Gelderman, Sabrina Goettler, Jennifer Hayman, Judith Humphries CLD, Alice Klamer, Ron Koudys OALA, CLD, Fred Post CLD, John Scanlon, Greg Scarlett CHT, Haig Seferian CLD, Patricia Stanish CLD, Ron Swentiski CLD

The Landscape Designers group hosted its annual conference at Congress on January 7, 2008. It was a sold-out event with over 175 people in attendance. All speakers and topics were well received by the audience. Plans for 2009 are well under way. It is shaping up to be another great conference, jammed with information designers can utilize.

The designer newsletter has been a great success and has been widely circulated.

The certification manual has been contracted out and should be completed in the new year. New deadlines have been set for portfolio reviews in Ontario. Consult the CNLA website for dates.

A garden bus tour was hosted by the commodity group on August 21, 2008. It was another sold-out event. The tour visited the Niagara Parks School of Horticulture and three residences in the Niagara area.

Respectively submitted,
Beth Edney CLD
Chair 2007-2008

Lawn Care

Chair: Gavin Dawson
Provincial board representative: Alan White
Members: Rob Baxby, Thom Bourne CIT, Phil Bull, Pam Charbonneau, Paul Gaspar, Mark Goodman, Rohan Harrison, Martin Horsman, John Ladds, Tammy Lawrence, Don McQueen CIT, Darcy Olds, Dan Passmore, Dave Soepboer, Kyle Tobin, Steve Tschanz, Bruce Van Haastrecht, Lou Van Haastrecht, Don Voorhees, John Wright

The year began with a promise from the provincial government to bring forward the Cosmetic Pesticide Ban Act (Bill 64), an Act to amend the current Pesticides Act. It was passed in June. Since then, the government has been working to develop the regulations that will serve under this Act.

This activity has consumed much of our lawn care group's efforts. While opinions of this government initiative vary greatly among the Ontario public, and even within the green industry, there is no doubt about the regulatory direction our lawn care group has faced for several years. We have seen municipal bylaws progressing at a record pace, and becoming more and more unworkable. Some bylaws were amended multiple times within months. Therefore, we saw the Ontario government's promise of harmonized, uniform, regulation as an opportunity to move forward.

Our group has shown support for uniform effective provincial legislation that protects public health and the environment, and provides practical solutions to maintain our green spaces. Our position paper to the provincial government has outlined our six main points:

- Legislation should ensure a level playing field for all sectors.
- Regulations should be harmonized across the province, instead of a patchwork of varying rules.
- Provision should be made for applications

in the case of potentially damaging pest infestations.
- Control products should be categorized according to their risk and benefit in the establishment of any kind of a banned list.
- Sign posting regulations should be updated to better inform the public, allow for expansion of the exempt products list, and prevent the confusion caused by the current posting requirements.

We invite the provincial government to work with us to develop effective alternative control products, methods and help with public education and outreach.

The government's promise to have the new regulations implemented by spring 2009 seems daunting, and the prospect of a 'phase-in' is yet unclear. Many questions remain, including the status of existing pesticide product inventories that may be banned under the new regulations. Lawn care commodity group members are continuing to communicate with the provincial government through this process.

Other government communication in 2008 led to the successful clarification of the 'Landscape Gardener' definition in the regulations under the *Employment Standards Act.* This ensured that the lawn care industry is treated consistently with the original intent of this provincial regulation.

In late 2007, several members of our group participated in the increasingly successful (3rd annual) Renewal and Remembrance Day at the national military cemetery in Ottawa on November 2, 2007. This event provides us and others in the green industry an opportunity to give back to our community, and honour those who gave the ultimate sacrifice.

As we move into 2009, political activities will continue to present the most obvious challenge, and hopefully, opportunity, for our group. However, other issues have surfaced in 2008 that will significantly impact business in 2009. Rising fuel and fertilizer costs are having a profound effect on us and almost all other industry sectors. As professional green space managers, we see the challenges posed by regulatory changes, and increasing fuel and fertilizer costs as certain reason to increasingly promote the environmental and societal benefits of healthy, well maintained green spaces, including healthy turf.

Respectfully submitted,
Gavin Dawson
Chair, 2007-2008

Lighting

Chair: John Higo
Provincial board representative:
John Scanlon
Members: Ron Abbott, Pamela Bingham, Frank DiMarco, Jim Ferguson, Jason Fleming, Gillian Glazer, Carl Hastings, Leon Hordyk, Raymond Josephian, Anne Lesperance, Susan Smith, James Solecki, Joe Willemse

The Lighting Commodity group was formed in December, 2006. The vision statement reads: "A prosperous, professional and ethical industry recognized and trusted by the public." The group feels that in order to achieve the statement, we must also increase promotion, education, compliance, enhance the environment, networking and certification. The group is focused on two main issues: Electrical Safety Authority (ESA) and professional development/ certification.

The main goal of dealing with the ESA regulation is to have ESA recognize the competence, credibility and professionalism of the Certified Landscape Lighting Industry. A meeting was scheduled in November of 2007 to review the act. The meeting on November 12 went well. John Higo, John Scanlon, Bob Tubby, Tony DiGiovanni and Terry Murphy attended the meeting. John Higo prepared an exceptional position paper. ESA listened to our concerns and offered to help us draft a bulletin to the Code authority in order to allow us to continue the methods presently used. They also suggested a code change process if the code authority will not allow us to operate in the same manner as the present.

A ruling was given to the committee regarding permits, but after reviewing, clarification was required and a letter was sent. ESA is an ongoing issue for the lighting sector. As of the end of August, 2008, ESA has not had the time to write the standard for Landscape Lighting.

Other strategic items include: training, including ladder training; communication – newsletter; promotional material – selecting a lighting contractor brochure.

Respectively submitted,
John Higo
Chair 2007-2008

Snow and Ice

Chair: Edward Hewis
Provincial board representative:
Gerald Boot CLP
Members: Randy Adams, Vince Arone, John Buikema, John Fulford, Steve Hary, Mark Humphries, Bob Lawrie, Keith McDow, Jim Monk CSP, John O'Leary CHT, Darren Rodrigues, Robert Roszell, Robert Tester, Willem Tiemersma, Antonio Vaccari

We started out the year – September, 2007 – with a very successful snow and ice symposium and outdoor trade show. We had 120 participants and 20 displays. Because of the success, plans for the 2008 snow and ice symposium began immediately.

A relationship and integration with SIMA have continued to grow. Snow and Ice Management Association's board of directors held a meeting at Landscape Ontario in Milton. This was the first time a SIMA board meeting was held outside the U.S. The respective board of directors of SIMA and Landscape Ontario held a meet and greet lunch and then proceeded with their own meetings and agendas. SIMA hired a new executive director, Martin Tirado.

SIMA's conference was held in Buffalo, New York in July, 2008. Landscape Ontario had a display booth and many LO members and staff participated at the conference.

The group met with representatives of the Region of Waterloo who made a presentation on a public education program they developed. Waterloo's "Smart about Salt" program was well received by the group. They felt it was a good concept and should be supported by LO.

The commodity group decided that environmental stewardship is very important. Environmental protection is becoming a huge societal issue. The use of salt is increasingly being viewed as anti-environment. We need to ensure that the industry is using salt wisely.

It was suggested that we develop a public relations program that targets property managers and municipalities. We will develop a public relations plan utilizing the Contractor Rating System, as well as the certification programs. Contract promotion needs to be part of the public relations program.

Respectively submitted,
Edward Hewis
Chair 2007-2008

Committee reports

All of Landscape Ontario's affairs are governed by its members. Regional needs are met at the chapter level, while industry-specific issues are dealt with at the commodity group level. All other affairs are conducted at the committee level. Some, such as Congress, Publishing or Finance, are long-standing committees that oversee the association's very important, revenue-generating activities. Often, committees are formed on an as-needed basis to deal with specific matters. Once a committee has successfully completed its mandate, the committee is discontinued.

The new Landscape Ontario public website will be launched in March 2009.

Branding

Chair: Bob McCannell
Members: Robert Adams, Diana Cassidy-Bush CLP, Phil Dickie, Paul Doornbos CHT, CLP, David Emmons, Tom Intven, Tim Kearney CLP, Steve Macartney CIT, CHT, Jim McCracken, Mark Ostrowski, Nick Solty, Melissa Spearing, Alan White

LO members have clearly identified a priority during our association's strategic planning process: Branding LO to the public. The Branding Committee has taken this ambitious challenge to heart.

Our provincial board has allocated resources to introduce a consumer marketing campaign, Landscapeontario.com 'Green for Life,' to help support LO members' marketing programs. The Committee is responsible for overseeing a consumer outreach campaign focused on helping members connect with new and existing clients.

Since LO cannot afford to buy mass media, the most cost-effective way to connect with consumers is through the Internet. Marketing experts and LO staff are creating a fresh new consumer website full of images of our award-winning gardens, articles on design and even YouTube-like video blogs from members.

The website will update the 'Find a Professional' section on the current landscapeontario.com, and make it easy for a consumer to find LO members. We want members to be only a click away from any consumer. The official public launch is scheduled for Canada Blooms, March 2009.

In addition to the website, the action plan calls for an active public relations (PR) program aimed to get the word out about LO and the new consumer site. We will visit with both the garden press and major lifestyle publications to get stories placed about green trends. We will talk about how LO members are helping not only to green up Ontario, but that 'Green for Life' is far reaching into all aspects of today's busy lifestyle.

The key to any program like this is to get all LO members involved. With over 2,000 members, if all of us are talking about outdoor living and 'Green for Life,' then we build momentum.

The Branding Committee is an outstanding group of committed volunteers, who care deeply about LO. I am proud to be associated with this group. We are doing important work that literally sets the direction of LO's future. Thanks to all Branding Committee members for your effort, insight and dedication.

Respectfully submitted,
Bob McCannell
Chair, 2008

Building Management Committee

Chair: Karl Stensson
Members: Hank Gelderman CHT, Monica van Maris, Neil Vanderkruk, Bob Tubby CLP, John Putzer, Rene Thiebaud CLP, Marc Thiebaud, Haig Seferian CLD

It has been another interesting, positive and complex year for the Building Committee. Although we are not progressing as quickly as I would like, there are good reasons for our steady pace.

In keeping with our Master Plan, the committee engaged an architect to provide ideas on how to renovate the building into a conference centre and expanded offices. We all agreed we would not proceed with renovations until we could secure the funds. The source of financing (in addition to our existing Building Fund) would come from developers interested in using six acres of our property for a rainwater retention pond. Negotiations for the pond sale continue. This is one reason for the slow and steady pace. It's a complex issue that needs time to create the right plan for LO.

The other reason
The Town of Whitby asked the committee to consider moving the offices to the old Cullen Miniature Gardens site in Whitby. The Town Council believes that we would be able to accelerate our dream for a "green office," conference centre and horticultural school if we took over the Cullen property. We have had numerous meetings to discuss the details. If the Building Committee recommends a move, it will have to be approved by the Board of Directors and

the full membership before this could happen. In the meantime, we will continue our due diligence with your best interests in mind.

The committee also spent time looking at a number of other scenarios for future development.

Parallel to all this investigative activity, we were approached by Union Gas to sell a small parcel of land along Fifth Line to bury a pipeline. They agreed to pay us $130,000 (equivalent to $350,000 per acre).

We continue to be blessed with good fortune. I don't know of any horticultural association in the world that has access to so many opportunities.

In the meantime, please forgive the "sheet" on the building that continues to serve as a sign. We will be doing something about this soon.

Respectfully submitted,
Karl Stensson
Chair, 2007-2008

Canada Blooms

Co-chairs: Peter Guinane, Joyce Johnson
Directors: Gerald Boot CLP, Mark Cullen, Jeff Olsen, Roz Titley, Janet Rowley CHT, Michel Gauthier, Judi Conacher (departing), Jaqueline Tilford Clarke (new director)

Canada Blooms is a great opportunity for Landscape Ontario to showcase our best ideas, our best builders and our best products to the public. It is no small feat to make this happen at the end of our long winter. Congratulations and thank you to the builders, suppliers, staff and volunteers who created this amazing show.

This year's show was the first with our new vision: to make Canada Blooms a cultural event involving more people throughout our community and industry. We hired Gerry Ginsberg as our new general manager. His experience in festivals and events, including the Edison Light Festival in Florida and the Niagara Wine and Grape Festival, was evident in the skillful execution of his first Canada Blooms. It started with a stunning opening night party and phenomenal news coverage, which led to an increase in attendance for 2008.

A special discounted ticket for attendees after 5 p.m. helped make the show more accessible and more fruitful for our vendors. Special events during the show, like the annual Unilock dinner on Friday evening, are always enjoyable. This year we hosted an Industry Night event that drew over 200 people.

Enigma Research was contracted this year to study our market and to help us build on our attendance of over 80,000. The spectacular gardens were once again noted as the number one attraction for our guests. Our sponsors have also benefited from the information collected, and it will be used to attract additional sponsors. The success of the 2008 show has made it clear to our vendors that this is a worthwhile show and demand for space in our marketplace is far ahead of this time last year.

A special thank you goes to David Turnbull and Charlie Dobbin, who again this year organized the materials and move-in. Their enthusiasm has not diminished and their guidance for new builders is invaluable.

For this show to be successful once again, we will need to involve new members and new ideas. With your help, Canada Blooms will continue to increase awareness of horticulture and educate the public about our central role in the green industry. Please visit our website www.canadablooms.com to find out how. We look forward to seeing you there March 18 to 22, 2009.

Respectfully submitted,
Peter Guinane, Joyce Johnson
Co-chairs: 2008

CNLA

LO representative: Gerald Boot CLP

What follows is a point-by-point summary of the issues being dealt with by our national association, Canadian Nursery and Landscape Association:

Landscape Canada
- Creation of a new position – Landscape Specialist (Liz Klose)
- Held a Landscape Canada Summit in Toronto with participants from across the country
- Working on developing term of references and committees for each of the priorities identified at the summit (labour shortage, public image, professional development, environmental importance, government support, membership and Skills Canada)
- Red Seal application progressing
- Keeping a strong voice at the Canadian Agriculture Human Resources Council (CAHRC)
- Hiring of consultant to do on-site job training
- Now a member of the European Landscape Contractors Association (ELCA), which gives access to its employee exchange program.

Growers Canada
- Holding Domestic Phytosanitary Certification Program (DPCP) workshops to help growers to develop their certification manual. The government project ends on December 31, 2008, therefore all workshops held after this date will no longer be subsidized
- Moving ahead with the Private Sector Risk management project (PSRMP)
- Looking into private, semi-private and/or public crop insurance for our sector
- Canadian Ornamental Horticulture Alliance (COHA), which consists of representatives from CNLA, Flowers Canada and FIHOQ (Quebec), is working well and will hold a board meeting in December. It has secured funds from ACAAF for a market assessment and an economic impact study. We expect the report late fall 2008
- IPM registration
- Developed two market studies – one for Scandinavia and one for China. As both studies indicate a strong potential, CNLA is now looking into funding trade missions.

Garden Centre Canada
- Held a successful International Garden Centre Congress (IGCC) in Vancouver with over 175 delegates from over 15 countries
- Had a booth at Garden Expo
- Looking into the garden centre inspection program from the U.K.
- Looking into re-usable plastic bags and truck liners for members
- Certification committee held a one-day occupational analysis and is working at finalizing a report

Certification
- American program is going through many changes that may affect the Canadian program. Met in Kentucky in October, 2008, and brought back more answers. Possibility of linking all the designation under one main name and logo
- Looking into a possible landscape certified company designation
- Certified Landscape Professional (CLP) has been doing extremely well this year, with strong interest from the industry
- CNLA is more involved administratively with the provinces to help support certification delivery

Office and others:
- Completed construction work to allow more

staff growth
- Hired Kim Burton as design specialist and member services
- Now offering administrative and recruiting support to the prairie associations, as well as continuing the services provided to the Atlantic region
- Michelle Gregory has been promoted to provincial relations coordinator and Rebecca Wetselaar to provincial relations manager
- Agnes Zawartka has been re-assigned to help the growers and landscapers' portfolios while keeping some member services duties
- Joseph Salemi is now in charge of public and government promotion
- Weekly press releases have been going out and are being picked up by media
- Now administering the International Garden Centre Association (IGCA), the Atlantic Regional Certification Council (ARCC), HortEast tradeshow and conference, the Manitoba Greenshow, The Canadian Nursery Certification Institute (CNCI), the Canadian Ornamental Horticultural Alliance (COHA)
- Environment Committee is providing support to the LO committee for development of an environment scorecard and the development of a plastic recycling program
- Encouraging provincial members to get involved in the Member Service Committee
- CNLA Newsbrief is now available online at www.canadanursery.com
- Next board meeting will be held in Winnipeg, in conjunction with the Manitoba Greenshow and the National Awards of Landscape Excellence ceremony, February 10-12, 2009
- Summer, 2009 – national meeting will take place in Calgary, the week before the Skills Canada Competition

Respectfully submitted,
Gerald Boot CLP
CNLA representative

Congress and Garden Expo/ Florist Expo

Chair: Brian Lofgren
Vice-chair, Congress: Brian Cocks CHT
Vice-chair, Garden Expo/Florist Expo: Beth Edney CLD
Members: Bob Adams, Scott Beaudoin, Doug Coote, Barry Dickson, Nathan Helder, Michael Laporte CHT, Bob McCannell, Klaas Sikkema, Nick Solty, Monica van Maris, Bruce Warren

Change is inevitable. Growth during periods of transition is unpredictable. The Congress Committee's two major trade shows, Garden Expo/Florist Expo, October 16-17, 2007 and Congress 2008, January 8-10, 2008, achieved mixed results. Both events were held at the Toronto Congress Centre.

Garden Expo/Florist Expo's net revenue declined 3.5 per cent, but was offset by a very satisfying 9.6 per cent increase in total net revenue for Congress. Visitor traffic held steady at Congress and decreased at Garden Expo/Florist Expo by a disappointing 15 per cent from the year 2006.

Garden Expo/Florist Expo 2007
Garden Expo/Florist Expo is Canada's retail buying show for garden centres, gift boutiques, florists and mass merchant retailers with seasonal departments. Flowers Canada – Retail, Landscape Ontario's partner in producing Florist Expo, underwent internal restructuring, staff changes and the establishment of new strategies. Sales performance in the Florist Expo section fell short of established goals as result of these new priorities.

The National Hardware Show Canada co-located for a second year with Garden Expo/Florist Expo. It gave attendees the opportunity to save time and money by attending both shows. Admission to one event entitled delegates to complimentary access to the other event. The number of exhibiting companies and the attendee traffic levels were stronger in the Garden Expo/Florist Expo building than in the hardware/home improvement sections. The combined efforts of Landscape Ontario and Reed Exhibitions were hard-pressed to create enthusiasm among retailers, regardless of industry sector, to attend either show.

The Garden Centre Symposium and Interiorscape Conference events, designed to enhance the business skills and knowledge of owners and managers in both sectors, were both down slightly in attendance.

Innovation drives sales in any industry. To aid garden centre and floral retailers in sourcing new products and suppliers, the New Product Showcase was launched at Garden Expo/Florist Expo 2007. Over 60 per cent of delegates who attended the 2007 show also visited the New Product Showcase. The success of this show feature is attributable to the merchandising skill of Bob McCannell, and the leadership and mentoring skills of Monica van Maris. New committee member Michael Laporte and Lorraine Pigeon-Ivanoff, new show sales coordinator, provided the labour and coordination to create an outstanding feature.

Garden Expo/Florist Expo was sponsored by Braun Horticulture, Floralife, Flowers Canada – Toronto Chapter, Horta-Craft Limited, Qualitree Progagators, Sester Farms and Willowbrook Nurseries.

Landscape Ontario's belief in producing a trade show for the outdoor living retail industry sector remains strong. The partnership with Flowers Canada Retail was terminated and replaced with a new partnership agreement with Flowers Canada – Toronto Chapter for 2008. The National Hardware Show Canada, following a survey to both exhibitors and attendees, has been terminated for 2008. The decision, despite these changes, was to move forward and produce Garden & Florist Expo 2008.

Congress 2008
Congress, Canada's largest horticultural, lawn and garden trade show and conference, offered four full days of education, products, vendors and networking opportunities, running from January 7-10, 2008. Delegates from all industry sectors, landscape architects, designers, contractors, grounds maintenance pros and others allied to the trades participated in the show.

The support and commitment of our sponsors make Congress one of the best industry events in Canada. We would like to take this opportunity to acknowledge the sponsors and express our appreciation to Gold sponsors: Ariens, General Motors of Canada and John Deere; Silver sponsors: Doubletree International Plaza Hotel, Exmark Commercial Mowers, McCloskey International, Santerra Stonecraft and Bobcat and our Bronze sponsors: Radisson Suite Hotel Toronto Airport, Sittler Environmental, Turf Revolution and

Garden Expo/Florist Expo, 2007.

Vermeer Canada.

Exhibit space for Congress 2008 was sold out by November 30th. The demand for space at the event from companies wishing to expand their booths to display new products or accommodate new brands acquired through acquisitions and mergers remains strong. For the first time, a five per cent financial incentive was offered to companies. The caveat was that full payment on exhibit space renewal contracts had to be submitted by January 10th for Congress 2009. A number of companies took advantage of this offer.

The New Product Showcase is still one of the main draws at Congress. Congratulations to Monica van Maris, Michael Laporte and Klaas Sikkema, who designed and installed the New Product Showcase. Thanks also to Beth Edney for the floral displays.

Congress 2008 partnered with the Canadian Fence Industry Association to produce a "show within the show." Fencecraft 2008 was successful and saw the introduction of a number of new vendors. Due to the national composition of the association, Fencecraft moves to Calgary in 2009 and will be replaced by The Green Forum in 2009.

Over 1,100 industry personnel participated in the Congress Conference. The success of the Conference relies on over 20 education partners working together with Landscape Ontario to promote the power of a knowledgeable workforce. The Conference offered over 35 sessions. Warm-up Monday, distinct in offering full-day specialty streams, continues to grow in popularity.

The Awards of Excellence program, held on January 9, spotlighted the high quality work created by Landscape Ontario members in design and construction categories.

Summary

The newly named Garden & Florist Expo took place on October 21 and 22, 2008, and is followed on January 6 to 8, 2009 by Congress, featuring The Green Forum in partnership with Communities in Bloom, Project EverGreen and the Canadian Nursery Landscape Association.

May I take this opportunity to thank the LO staff, volunteers and committee members resolved to stay the course during a year of unprecedented change. Change brought new life to the LO family. It is my pleasure to congratulate Brenda Speck, on becoming mother to Allison, and Pat Hillmer, who decided on early retirement to enjoy her new role as grandmother to granddaughter Sydney. Thank you ladies for sharing your skills, talents and accomplishments in organizing, creating and communicating with our vendors and members during your tenure at Landscape Ontario — you will be missed.

We would also like to welcome new staff members Gilles Bouchard, Lorraine Pigeon-Ivanoff, Linda Nodello and Ken Tomihiro.

Our success stems from the dedication of volunteers who have proved that they are willing to lend a hand or sage advice whenever and wherever needed. The assistance, guidance and wisdom of the Show Committee members kept us on course and created positive and profitable results in 2007-2008.

Respectfully submitted,
Brian Lofgren
Chair, 2007-2008

Education and Human Resources Committee

Ontario Horticultural Human Resource Council (OHHRC)

Chair: Tony DiGiovanni CHT
Director: Sally Harvey CHT, CLP

Landscape Ontario's 2008 Strategic Plan, developed by the leadership on the Board of Directors, identified education and labour development as top priorities for 2008. With that goal in mind, the department team has been very active in providing and promoting all education and labour development opportunities. Further, we saw the creation of the Human Resource Development Committee, which will communicate and align the multiple educational and labour development programs, both in existence and under development, with the five pillars of the Prosperity Partnership Program.

The five pillars of Prosperity identify five key areas of competence for business owners. These include sales success, financial health, earning customers for life, professional operations and leadership excellence. The program starts with the basics of profitability, and then focuses on life/work balance, to help business owners achieve goals that reach beyond business.

Human resource development

The Human Resource Development Committee met twice in 2008. Meetings in March and October 2008 were well attended. Discussion concentrated on details of programs in place and the opportunities to align all the initiatives to improve the quality of our existing and potential workforce. The underlying focus going forward is the development of a safe industry with high skill and competency levels, led by business owners and managers operating successful companies. We are pleased to announce that this committee is comprised of representatives from Ontario Horticultural Educators Council, OHEC, HOSTA, the Apprenticeship Industry Council for Landscape Horticulture, The Ministry of Training, Colleges and Universities (MTCU), CNLA, Landscape Ontario's Education and Labour Development Department, the Certification Committee, and industry. Future meetings will strive to include

attendance by the Workplace Safety Insurance Board (WSIB) and additional industry representation.

The Education and Labour Development department came into existence upon Terry Murphy's retirement in late June. While our focus continues to be human resource development, we changed the department's name to encompass our expanded team and corresponding responsibilities. We are now known as the Education and Labour Development Team. We are a small but mighty team engaged in creating educational and labour development opportunities for our industry: sponsoring regional youth training; promoting careers in landscape/horticulture; investigating and providing a solutions-based approach to training and human resource issues with career path counseling, development and maintenance of consistent and up-to-date standards and accreditation; recruitment of labour, and the delivery of the national certification programs, college and apprenticeship curriculum advice and support; industry safety training and development; human resource development assistance and industry liaison, and to take advantage of funding sources to enable advancement of all programs. Labour development and management is integral to the success of our industry. Our department takes this seriously, and therefore aims to enable this process within all of our activities.

Congress seminars

Ken Tomihiro delivered important development opportunities to our industry with the Congress seminar series, and the various symposium programs that cater to LO's commodity groups, including the snow and ice symposium, the interiorscape seminar, the garden centre symposium and the travelling IPM symposium.

Winter seminars

Kathy McLean continued to enhance the Winter Professional Development Guide, which based on industry feedback, only gets better with each year. Last year we saw 1,300 industry members come through our doors in search of new skills and knowledge at 145 seminars. Kathy continues to strive to hear the needs of the industry and to cater to those development requests within this format.

Ashleigh Woodhall actively assisted with the coordination of a record seven practical certification test days across the province. Seven test days held in Milton, Ottawa and Niagara region made it possible for industry and Specialist High Skills Major students to challenge the Certified Horticultural Technician designation (CHT – Exterior, Interior, Retail Garden Centre). We also saw the certification test for Exterior Landscape change in nature starting on June 1, 2008, providing a challenge in the maintenance sector with two tests: Ornamental Maintenance or Turf Maintenance. The installation section was divided into Hardscape and Softscape Installation options. Candidates now have more realistic options when striving for their certification designation. We continue to inform CHT candidates in progress of the new format, and inform new candidates of the benefits of this new test format. Future focus will be on sustainable delivery models and opportunity for even more flexibility to deliver the tests.

In addition, industry continued to challenge the Certified Landscape Designer (CLD), and the Certified Irrigation Technician (CIT) exams. The winter of 2008 brought the opportunity, made possible by the AAC and Landscape Ontario, to launch Certified Landscape Professional (CLP) training to the members in Ontario. The grant provided the development of a visual presentation of the concepts and theories by offering a more interactive format of learning, utilizing the CLP study materials. The program was well received across the province, with 91 candidates in progress, and the addition of 12 new CLPs in the province. Our goal in future is to challenge all business owners and those involved with association governance to pursue their CLP designation.

Certification is good business!

We are pleased that the industry across the country came together in 2008, united in terms of the definition of a landscape horticulturalist, accepted across the country. This definition document is being used to apply for Red Seal status for our Landscape Horticulture Apprenticeship application. We have CAHRC to thank for this new opportunity for our industry. CAHRC is a sector council dedicated to the agricultural industry, that was formed to work closely with CNLA to bring more training and research projects to the landscape industry. If all goes well, employers will enjoy the benefits of Red Seal recognition across the country, including the various tax credits for candidates and employers. Apprenticeship programs are well underway again this year at various delivery agents across Ontario. Partnerships with various agencies are underway to support pre-apprenticeship proposals for 2009. Future strategies include investigation of the formation of a partnership with the MTCU to further enable apprenticeship registration and management.

Safe communities

The Safe Communities Incentive Program (SCIP) continued to offer introductory safety programs across Ontario this past year. Employers and representatives networked to develop basic safety policies and procedures within SCIP. Over 100 firms participate, and each has received a WSIB rebate. Our projected 2008 WSIB premium rates are reduced to $4.31 per $100 of wages, a 4.6 per cent reduction from last year. SCIP and safety groups have returned over $350,000 in incentives to the industry in the last five years.

The Landscape Ontario Safety Group also enjoyed success this year, with the commitment of dedicated industry leaders to recognize the need for, and to adopt and develop, positive safety cultures within their firms. This group met six times, networked and learned about old and new rules and regulations from MTO, WSIB and the Ministry of Labour. We receive many calls during the year from members, requesting updates from these agencies. I strongly suggest that all Landscape Ontario and industry members join SCIP or our Safety Group, to remain up-to-date on all safety regulations, and to promote safety within your organizations. I know it made a positive difference for our company. Safety is smart business!

We are pleased to announce that the premiums remained stable this year, while many rate codes did increase, based on actual results. We know that the safety group and SCIP programs contribute to awareness and prevention, providing these positive results.

We continued our focus on youth and teachers this year with continued support of the Specialist High Skills Major programs (SHSM), and co-op programs. The SHSM program continues to expand across the province. The Ministry of Education launched the new green industries curriculum for high schools in October of 2008, with compulsory application and adoption in selected technical education schools planned for September 2009. We celebrate the fact that we are the first trade to have a specific secondary school curriculum devoted to its industry. With that in mind, I urge you to consider participating in the "Adopt a High School Program" in 2009. Go to: http://www.landscapeontario.com/attach/1193668931.Adopt_a_High_School_screen_version.pdf for additional information. The merits for all are obvious: industry partners with youth; industry raises awareness of the industry and the

workforce, and also creates demand as our young people will indeed be potential consumers of our products and services in future. Our youth join our industry and become gainfully employed and an amazing industry. It's a win-win situation!

Career days

Career days and job fairs continue to be important, with a small twist. Our department will continue to represent the industry at career fairs and apprenticeship fairs, etc., however, we will adjust our approach with the job fairs. Going forward, we will support as many job fairs as possible by advertising them to our members in local areas. This new strategy originates from the fact that potential employees at job fairs are looking for tangible employment from our membership, thus we have decided to notify all local members in the vicinity of job fairs. Landscape Ontario will supply table top displays and as many resources as possible. What an opportunity for employers and new employees.

The Education and Labour Development Department looks forward to progressively fulfilling the objectives identified by the association's membership in regards to training, education and human resource development and management. We will continue to energetically pursue all opportunities and create sustainable models for all programs and initiatives.

On behalf of our department, I would like to express our thanks for the privilege to work for, and with, our industry and association staff over the past six months, striving towards our goal to elevate the level of professionalism, which will be sure to result in the advancement of the industry.

Thank you all for this opportunity, as we embark on an exciting year ahead.

Respectfully submitted,
Sally Harvey CHT, CLP
Manager, Education and
Labour Development Team

Environmental Stewardship

Chair: Nathan Helder
Members: Susan Antler, Scott Terrio, Sally Harvey CLP, Connie Cadotte CLD, Ken Parker, Ted Spearing, Tom Intven, Anthony Kampen, John Lamberink CIT, Chris Le Conte, Jennifer Llewellyn, Keith Osborne, Art VandenEnden CHT, Alan White

As green industry members, we are all environmentalists by definition. Our day-to-day activities influence the environment in a positive manner, but at times may also be viewed as negative. Therefore, the Environmental Stewardship Committee was formed in 2007. Members of the committee provide excellent representation of the horticultural industry.

It was a very successful year for the Environmental Stewardship Committee. The group drafted a mandate at its first meeting: "To enhance environmental stewardship activities within the horticultural industry and help the green industry understand its significance and contribution with respect to the environment; and to raise public awareness of the environmental benefits from green industry activities."

As a committee, we felt it very important that before spreading the word to the public and defending our actions, the industry should first get its own house in order. We decided to conduct an environmental scan of the horticultural industry. Once the scan was complete, we will draft an environmental scorecard, develop a best green practices/educational program and implement an accreditation/certification – marketing program.

In the fall of 2007, the Environmental Stewardship Committee sent out a questionnaire, or "environmental scan," to each of LO's 10 commodity groups to gather feedback and information.

We asked the following questions:

- What are you doing that enhances environmental stewardship?
- What issues are affecting your commodity from an environmental perceptive?
- What are you most worried about?

Each commodity group responded in a positive way, and the committee began to develop an environmental scorecard. The committee did not realize the amount of work that was needed to develop the scorecard, however, CNLA graciously provided two staff members to help with the project. Throughout the summer of 2008, staff from LO and CNLA and some committee members worked diligently to draft an environmental scorecard for members to rate themselves on the best environmental practices within our industry. Information for this card was taken from a number of sources, including the EcoBiz program, BOMA, Environment Canada, OMAFRA, The City of Waterloo's Smart about Salt Program, as well as many others. A draft version has been completed, and it is being sent out to a number of different groups for review. The intent is to make this applicable to all commodity groups, across the country. The scorecard will be used as a tool to jump-start members' creativity, and get them to think about their impact on the environment.

At the beginning of the year, the committee worked with the Congress Committee and Communities in Bloom to develop the Green Forum. In February, Landscape Ontario set up its own green office committee to focus on recycling, reducing waste and composting. One of the immediate results has been that the LO committee decided to make its meetings paperless, to avoid duplication and waste of paper.

I would like to recognize my fellow committee members, staff from LO and CNLA for their dedication and contributions. I look forward to working with them all in further developing the Environmental Scorecard, Best Green Practices and educational seminars and future accreditation program.

Respectfully submitted,
Nathan Helder,
Chair 2007-2008

Farm Safety Association

Executive chair: Peter Olsen

The year 2008 was busier than ever. Nurseries and greenhouses have come under the *Occupational Health and Safety Act* (Summer 2007). These companies have been (and some still are) busy making sure their required safety standards are met. The Farm Safety Association is heavily involved to ensure these businesses accomplish this. If you find that you would like to have some help with your company's safety regulations, call the Farm Safety Association office at 1-800-361-855, or www.farmsafety.ca. You can't afford not to, as it's just good business sense.

Some of the issues that the Farm Safety Association is deeply involved in are:

- WHMIS train-the-trainer sessions so that firms can train their own people within the required time frame.
- Developing a supervisor training awareness session.
- Working with the industry to create awareness of the need for new and young worker job instruction.
- Continuing to work with local chapters to increase awareness of the need for continued safety programs.

- Developing a joint health and safety representative awareness session.

Slips, trips and falls, as well as ergonomic-related injuries, are the most common causes of time lost to injuries. Awareness of this fact is crucial. FSA is continually on the job dealing with these incidents. Last year we posted a challenge to LO members, "Identify the most prevalent sprain or strain complaints in your workplace and take steps to control the hazard."

How did you make out? Could you identify them and the causes? Are you better off for it? You should be. Take a moment to think about it.

The biggest undertaking that the FSA board has been involved in this year is the restructuring of the board. This board of 20 members is being downsized to a board of 12. There will be nine directors-at-large who will be selected from an advisory council. There will be two members appointed by the WSIB. The president of the Association shall be ex-officio director, but without voting privileges. This gives us a total of 12. Any member with WSIB coverage may seek election to the board. All nominated directors must file a signed, written nomination by fax, mail or other electronic document recording device to the secretary of the board by December 1st of each year, prior to the next scheduled annual meeting (March).

Finally, I would like to thank Dean Anderson and his very capable staff of the Farm Safety Association for a job well done this year.

Respectfully submitted,
Peter Olsen
Executive chair, 2008

IPM Symposium

Chair: Monica van Maris
Committee: Bob Adams, Pam Charbonneau, Jennifer Llewellyn, Jeff Lowartz CHT, Doug Smith, Gerald Stephenson, Kyle Tobin, Eric Trogdon, Violet Van Wassenaer and John Wright

The IPM Symposium is designed to interest all commercial pesticide applicators, parks and golf course technicians, as well as lawn and turf care professionals.

In order to stimulate interest and attendance at the IPM Symposium, the 43rd annual presentations followed the pattern developed in 2007, where individual city dates were paired with other events when possible. The following dates were selected:

- January 7 in Toronto (paired with Congress)
- February 14 in Ottawa (paired with GreenTrade Expo)
- March 4 in Barrie
- March 5 in London.

Snow storms affected attendance at both the Ottawa and London events, but the surveys revealed high satisfaction with the programs. Final registration for the Symposium was 581, which is only 10 registrations less than the previous year. The program also generated a total of $7,742.78, which was transferred to the IPM Fund, within the Ontario Horticultural Trades Foundation, to provide funding for future research grants.

The 2008 IPM Symposium program was coordinated by Pat Hillmer of Landscape Ontario, prior to her retirement. On behalf of the committee and all of this year's participants, we thank her for the excellent program she put together.

On a very significant note, Monica van Maris is stepping down after more than 35 years as chair of the IPM Symposium Committee. Monica deserves special recognition for her contributions in leading this program to become a major annual event and a significant contributor to the Ontario Horticultural Trades Foundation. Thank you to Monica for the many years of hard work. The committee can only hope to continue the path of success Monica set for this program. The committee includes representatives from the Ministry of the Environment (MOE) and the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA), Dr. Gerald Stephenson of the University of Guelph, as well as industry sector representatives. Mark Goodman of Enviroking will step in as the committee chair for 2009. The committee is considering the comments from past attendees as it continues to work for a strong and improved program.

Looking to 2009, pending regulations on pesticide use will greatly impact the industry and the committee feels that IPM will have an even more significant role to play in ensuring healthy environments and as a result, the IPM Symposium program will become an even more important event for operators to attend.

Respectfully submitted,
Ken Tomihiro
on behalf of the IPM Symposium

Ontario Horticultural Trades Foundation

Chair: John Wright
Members: Bob Allen, Barry Benjamin, Brian Cocks CHT, Hank Gelderman CHT, Ben Kobes, John Peets, Mike Thomas, Marc Thiebaud, Dave Turnbull CHT, Neil Vanderkruk, Monica van Maris, Howard Stensson

The Ontario Horticultural Trades Foundation is the research and scholarship arm of Landscape Ontario. The Foundation's mandate is to ensure a healthy future for the horticultural industry, through financial support of research and scholarships funded through interest generated on capital investments.

The capital in the Foundation has continued to grow, despite very little organized fundraising. Most of the funds are generated through association events and activities.

Donations
The Foundation would like to thank this year's donors: Michael Gregorasz, Paul Grobe, Willi Hessenthaler, Joerg Leiss, Anibal Mancilla, David Smith, Mario Stellato, Monica van Maris, John Wright, Armstrong Landscapes, Design and Construction, Avalon Landscaping Technoligies, Barry Benjamin and Associates, Bolliger Landscapes, Brownridge Greenhouse and Nursery, Cambridge Landscaping, Cameron Landscaping, Dekorte's Landscape, Earthscape Ontario, Eastbrooke Contracting, Enviroscape Incorporated, Forever Green Lawn and Landscape, Georgina Garden Centre, Green Masters Landscaping, Gunn-Duncan Landscaping, GW Lawn Maintenance, IPM Symposium, J. Garfield Thompson Landscaping, Knights Property Maintenance, Landscape Ontario – Scholarship Fund, Nutrilawn – Ottawa, Omega Landscape Gardening, Oriole Landscaping, Paysagement Trillium Landscaping, Peel Halton Dufferin Training Board, Pesticide Industry Council, Petries Quality Topsoil, Silver Creek Gardens, Sunsational Landscapes, Underhill Landscape, Van Maris Holdings, Woods Lawn and Landscape, Yorkshire Garden Services.

Providing scholarships is particularly close to the hearts of Foundation supporters, who point with pride to the many recipients who are now successful industry members. This

year we distributed $23,000 in scholarships to students enrolled in horticultural programs across the province.

The Foundation is especially pleased to encourage high school students to enter the landscape industry by offering scholarship opportunities as they begin their careers. This year the Foundation initiated a new scholarship program, Scholarships for new High School Graduates.

Congratulations to this year's recipients:

Post Secondary Scholarship ($1,000):
Michael Barrett Algonquin
Ty Baynton Fanshawe
John Boot Niagara Parks
Rebecca Cooke Algonquin
Blair DeLazzes Niagara Parks
Daniella Giovanatto University of Guelph
Riley Irwin Fanshawe
Martin Jones St. Clair
Lesley Misner Niagara Parks
Leigh-Anne Nielsen Algonquin
Ashley Palmer Algonquin
Amber Paxton Fanshawe
Gillian Perry St. Clair
Gregory Rooke Niagara Parks
Mary Stewart Algonquin
Stacey Trealout Fanshawe
Wenying Wang Seneca

High School Scholarship ($1,000):
Cerise Kirkham Niagara
Patrick McCrory Fanshawe
Justin Nicol Niagara Parks
Luke Serbina Niagara Parks

Casey van Maris Memorial Scholarship ($1,000):
Dianne Raycraft Niagara College

Tony DiGiovanni Scholarship ($1,000):
Richard Fournier Fanshawe

The Adopt a High School Scholarship Program was launched in August, 2006. LO members were able to sponsor a $500 scholarship in their high school in their area, for a student entering a post-secondary horticultural program. There are approximately 12 companies participating in this program. To date, four scholarships have been given out to high school students entering a university or college horticultural program.

Legacy Lounge

This year at Congress 2008, the Foundation hosted the Legacy Lounge for the pioneers of the industry. Approximately 50 pioneers visited the lounge to talk about old times, what is happening now in the industry and what they hope will happen in the future. It was a way to thank them for the contribution to the industry. The lounge was a friendly spot to sit, relax, talk with others and enjoy refreshments. The Foundation would like to thank the following companies who sponsored the Legacy Lounge:

Ariens
Bayer Environmental Science
Canadian Nursery Landscape Association
Echo Power Equipment (Canada)
G&L/Draglam Developments
Greenhorizons Group of Farms
Kubota Canada
Moore Water Gardens
Nutrite
Oaks Concrete Products
Stihl
Sure-Gro/Spectrum Brands
Vanden Bussche Irrigation

Research programs

The Foundation has also contributed to many research programs. In 2008, the Ontario Horticultural Trades Foundation contributed a total of $82,787.83 to the following projects:

- University of Guelph: $59,420.40 to develop a strategy for reducing leachate and enhancing irrigation and fertility management in container culture
- University of Guelph: $5,400 for biology and control of maple tar spots
- Landscape Ontario: $13,000 for CHT certification test site sponsorship (Ottawa)
- University of Guelph : $2,610.82 for taxonomy and digital identification of insects
- OMAFRA: $2,356.61 for summer research position at the University of Guelph (Pam Charbonneau and Jen Llewellyn)

Two fundraising programs were developed:

- "In Memoriam" card for members to contribute a memorial gift to help support Ontario's horticulture industry. Donors will receive a charitable tax receipt.
- Donation card for members and others to contribute to sustain Ontario's horticulture industry through research and scholarships. Donors will receive a charitable tax receipt.

The Foundation committee is presently working on other fundraisers for 2008/2009.

On a personal note, Howard Stensson has retired from the committee. The group thanked him for his contribution and wished him well.

Thank you to all the members of the Foundation for their efforts and participation over the past year.

Respectfully submitted,
John Wright
Chair 2007-2008

Pesticide Industry Council

Chair: John Wright
Secretary: Tony DiGiovanni CHT
Manager PIC-PTP: Tom Somerville

The Pesticide Industry Council has worked with the Ontario Ministry of Environment since 2000 to meet the new requirements of the *Pesticide Act* (Ontario Regulation 914). Under these regulations, anyone who applies pesticides must be either licensed or have technician status. Now all unlicensed assistants working with licensed exterminators must complete a basic pesticide safety course in order to legally apply pesticides. The Pesticide Technician Program meets the new requirements. The PTP is a basic two-part safety program that incorporates both practical and academic components in the training requirements.

The Pesticide Industry Council was formed on behalf of the pesticide industry by LO's Lawn Care Commodity Group to administer the Pesticide Technician Program. Landscape Ontario is the administrator of the Pesticide Technician Program on behalf of the Ontario Ministry of Environment.

The Pesticide Industry Council had another successful year in 2008. It operated at a profit for the seventh consecutive year.

The number of PIC-PTP program participants for 2008 is down from the last few years. This drop in participation is likely due to the municipal bans that came into play. Six new people became qualified PIC examiners and a little over 1,000 technicians joined the program.

The Pesticide Industry Council (PIC) is a council of councils. Its members include: Hydro One, Canadian Golf Superintendents Association, Ontario Golf Superintendents Association, Professional Lawn Care Association, Urban Pest Management Council, Crop Protection Institute, International Society of Arboriculture, Ontario Parks Association, Ontario Vegetation Management Association, Structural Pest Management Association, and Landscape Ontario Horticultural Trades

Association.

Special thanks to Tom Somerville and Tony DiGiovanni for their hard work over the past year.

Respectfully submitted,
John Wright
Chair, 2007-2008

Prosperity Partners

Chair: Bob Tubby CLP
Members: Gerald Boot CLP, Hank Gelderman CHT, Jacki Hart CLP, Sally Harvey CLP, Robert Wilton

I am very pleased to submit the inaugural Prosperity Partners Committee annual report. Allow me, first, to describe the brief history of the program and then to list our accomplishments to date.

The program was born in 2006 in the wake of our past president Gerald Boot's call to take Landscape Ontario to the next level. The program was conceived by asking this question: How can we help our members take their businesses onward and upward?

When we considered how we might be of help, we concluded that, on the whole, our members and their employees were very skilled in the application of their particular trades. At the same time, many members were struggling with the challenges of labour retention, low profitability and obstacles in general business administration.

It occurred to us that the way to help solve these issues was to help our members become better business people. At the same time, we wanted to create a program based on the co-operation and involvement of LO and its members. It would be a partnership, of sorts, where members would work with each other and LO towards a common goal. It didn't take long for Tony DiGiovanni to coin the phrase 'Prosperity Partners,' and we were off to the races.

The next step was to form a 'Prosperity Task Force' to help design a program that would not only dispense business management information, but also help participants evaluate their own strengths and challenges.

As the chair of the task force, Bob Wilton commissioned the Value Profit Group (a private consulting firm specializing in adult education) and Jacki Hart CLP (LO member) to write the first seminar, now called the introductory seminar. This seminar has been delivered by Jacki many times to rave reviews, with many participants eagerly awaiting further offerings.

Another important piece of the prosperity puzzle was the development of our mentorship component. We solicited business-savvy members to assist participants who want to have some face-to-face time with someone who would listen to their story and help to point them in the right direction. We have about 20 member/mentor pairs in place now. The mentor relationships that have been formed are working well and have proved a great form of education for both mentor and participant. To qualify as a mentor, candidates participate in a one-day mentor seminar, also developed by the V.P.G. and Jacki.

More recent accomplishments include the development of an online skills inventory tool (to be used as a primer to the program), a second seminar called 'Best Practices,' which builds on the introductory seminar by detailing the policies and procedures used by our most successful companies, and the recruitment of additional trainers from among our ranks. Also, now all new member companies will be asked to attend the introductory seminar. This seminar will include an orientation to LO and could prove to become one of our greatest membership benefits.

This is exciting! The committee has enjoyed creating this program on the fly. What we have accomplished to date is only a part of our collective dream.

Thanks are due to everyone who has helped to create and develop the program, and especially to those who have participated in its offerings. Together, we truly are partners in prosperity.

Respectfully submitted,
Bob Tubby CLP
Chair, Prosperity Partners Committee

Publishing

Chair: Hank Gelderman CHT
Members: Gerald Boot CLP, Laura Catalano, Marty Lamers and Bob Tubby CLP

The Landscape Ontario Publishing Committee is pleased to participate in LO's print communications initiatives, and proud of its role in serving the association and the green industry. We feel the magazines are vital to bring industry members together into a community.

In addition, revenue generated from the publications and special projects is important for funding LO's broader initiatives. Year-end numbers showed a slight drop in net revenue — advertisers are showing some caution in light of a slower economy. However, our magazines' position as the strongest, most credible, best-targeted horticultural trade publications in Canada will serve our sales profile well.

Landscape Trades continues to provide Canada's horticulture industry with exclusive business information. The October *Source Book* is the only source guide for our industry, and accuracy of its information has improved, thanks to LO's custom online database system. A special issue of *Landscape Trades* published in June provided timely and useful information on green marketing.

The special sense of belonging that LO members feel is reflected in the pages of *Horticulture Review*. This member publication showcases member activities — sector group initiatives, chapter projects, training events, Foundation gifts, certification — an endless list of association news. Members read HR cover-to-cover with pride and interest.

In 2008, we began distributing an online version of *Horticulture Review*, expanding its accessibility. Members may choose to add any or all staffers to the electronic HR distribution list. In addition, many subscribers are opting to receive the electronic version only, a green choice to conserve resources.

This year also saw the second advertising-supported edition of the Congress On-site Show Guide. The Publishing Department proposed the project for Congress 2007, selling ads in the Guide for the first time, to offset production costs. The project was successful in 2007, with increased sales in 2008.

On top of the publications, special projects, and print promotion service for other LO initiatives, we achieved a long-time goal in 2008: launching the revitalized trade website, www.horttrades.com. Staff and committee members alike are proud with the site's improved organization, and that our Internet presence has finally reached a level appropriate for LO, North America's most vibrant horticultural trades association.

In closing, I offer thanks to LO staff members for their energy and professionalism, and gratitude to my fellow committee members for their commitment and guidance.

Respectfully submitted,
Hank Gelderman CHT
Chair, 2007-2008

2008 Volunteers

Abate Wori Abate
Ministry of Training, Colleges & Universities

Ken Adair
Garden Maintenance Only

Randy Adams
RM Adams Trucking Ltd.

Robert Adams
Adams Lawncare Inc.

Walter Afanasiew CIT
Aqua Turf Sprinkler Systems

Bob Allen
RW Allen Horticultural Services Inc.

Ross Allin
Creative Gardens & Waterscapes

Sheila Allin
Creative Gardens & Waterscapes

Chris Andrews

Ian Andrews
Greenwood Interlock

Susan Antler
The Composting Council of Canada

Vince Arone
Pinpoint GPS Solutions Inc.

Danny Bacon
City of Mississauga

Jarrod Barakett
Deer Ridge Golf Course

Rob Baxby
Nutri-Lawn - Kingston/Belleville

Scott Beaudoin
Greendale Garden Products

Susan Beduhn
Horticare Landscaping

Barry Benjamin
Barry Benjamin & Associates

Pamela Bingham
LUNA

Gerald Boot CLP
Boot's Landscaping & Maintenance Ltd.

Neil Bouma
Picture Perfect Landscaping Quinte Ltd.

Gerwin Bouman
Stam Nurseries Inc.

Thom Bourne CIT
Nutri-Lawn – Ottawa

John Bowen
Hydro One Networks Inc.

Dave Braun
Braun Nursery Limited

Bart Brusse
Sheridan Nurseries Ltd.

Paul Brydges
Brydges Landscape Architecture Inc.

John Buikema
Jan Gelderman Landscaping Ltd.

Phil Bull
Green Leaf Gardening & Property Services

Cor Bultena
Eloquip Ltd.

Owen Burmania
Sunsational Landscapes Inc.

Daryl Bycraft CHT
Bycraft Gardens

Diana Cassidy-Bush
Fresh Landscape & Garden Solutions

Laura Catalano
Nisco National Leasing

Harry Chang
Humber College

Phil Charal
Allweather Landscape Co. Ltd.

Pam Charbonneau
Guelph Turfgrass Institute

Patrick Charest
Permacon Ottawa

Don Chase CLD

Terry Childs
Nature's Way Landscaping

Dr. Calvin Chong
Horticultural Research Institute of Ontario

Brian Clegg
Allweather Landscape Co. Ltd.

Dan Clost CHT
Connon Nurseries/CBV Holdings Inc.

Brian Cocks CHT
Brian Cocks Nursery & Landscaping

Michelle Cocks CHT
Brian Cocks Nursery & Landscaping

Douglas Coote
DG Coote Enterprises

Tim Cradduck

Tim Cruickshanks
Cruickshanks Property Services Inc.

Peter Cullen
Cullen Landscaping Ltd.

Glenda Curtis

Gavin Dawson
GreenLawn Ltd. - Toronto West

Caroline de Vries
TradeWinds International Sales Co. Inc.

Mike DeBoer CHT
Jan Gelderman Landscaping Ltd.

Darcy DeCaluwe
Stone in Style Ltd.

Harold Deenen CLP
Hank Deenen Landscaping Ltd.

Paul DeGroot
Connon Nurseries/NVK Holdings Inc.

Dennis Del Vecchio
Entire Landscapes Inc.

Phil Dickie
Fast Forest

Barry Dickson
BR Dickson Equipment Inc.

Frank DiMarco
DiMarco Landscape Lighting

Charlie Dobbin
Garden Solutions by Charlie Dobbin

Paul Doornbos CHT, CLP
Thornbusch Landscaping Company

James Doyle
Davey Tree Expert Company of Canada

Lindsay Drake Nightingale
Yorkshire Garden Services Inc.

Tim Dyer
Kings Creek Trees

Beth Edney CLD
Designs By The Yard Inc.

David Emms
Midhurst Property Service

Janet Ennamorato
Creative Garden Designs

Jim Ferguson
Vanden Bussche Irrigation & Equipment Ltd.

Jason Fleming
Moonlighting Outdoor Lighting

Carol Fulford
Gerrits Property Services Inc.

John Fulford
Gerrits Property Services Inc.

Dan Garlatti
Garlatti Landscaping Inc.

Paul Gaspar
Weed Man – Toronto

Andrew Gaydon
Vanden Bussche Irrigation & Equipment Ltd.

Hank Gelderman CHT

Harry Gelderman

Jan Gelderman
Landscaping Ltd.

Gail Gibbons
Gibber's Maintenance Inc.

Gillian Glazer
John Deere Landscapes Ltd.

Sabrina Goettler
Oriole Landscaping Ltd.

Michael Goldman
Ontario Pest Control Association

Laurie Goodman
Enviroking Lawn Care Ltd.

Mark Goodman
Enviroking Lawn Care Ltd.

Kees Govers
Caradoc Green Roofs Ltd. (liveroof)

Chris Graham
Niagara Parks Botanical Gardens

Earle Graham
Lakelands Irrigation

Jeff Gregg
V Kraus Nurseries Limited

Perry Grobe
Grobe Nursery & Garden Centre

Peter Guinane
Oriole Landscaping Ltd.

Jerry Hakkers
Sifton Properties Ltd.

Grant Harrison CHT
Clintar Groundskeeping Services – London

Rohan Harrison
Premier Turf Inc.

Jacki Hart CLP
Water's Edge Landscaping

Steve Hary
The Landscape Company Inc.

Walter Hasselman
Dutchman's Landscaping Ltd.

Carl Hastings
Reed

Lorne Haveruk CIT
DH Water Management Services Inc.

John Hawkes
Wayside Garden Market & Groundskeeping Ltd.

Mike Hayes
Allgreen Tree Service Inc.

Jennifer Hayman
Jennifer Hayman Design Group

Ryan Heath CLP
Ryan Heath Professional Landscaping

Nathan Helder
Jan Gelderman Landscaping Ltd.

Cory Hendrick
Dynamic Property Services

Edward Hewis
Ground Control Contracting

John Hewson
Greenscape Lawn Maintenance

John Higo
Turf Care Products Canada – Scarborough

David Holmlund
D Holmlund Landscaping

Barry Hordyk
Shademaster Landscaping

Leon Hordyk
Moonshadow Lighting Inc.

Martin Horsman
Jan Gelderman Landscaping Ltd.

Judith Humphries CLD
A Garden For All Seasons Inc.

Mark Humphries
Humphries Landscape Services

Harry Hutten CIT
Select Sprinklers

Tom Intven
Canadale Nurseries Ltd.

Kevin Jensen
Turf Care

Joan Johnston
Peter Knippel Nursery Inc.

Sarah Johnston
Greenlife

Raymond Josephian
Nightscaping

Anthony Kampen
Boot's Landscaping & Maintenance Ltd.

Tim Kearney CLP
Garden Creations of Ottawa Ltd.

John Keenan
Wright Lawn Care Service Ltd.

Darrell Kekanovich CHT
Ritchie Feed & Seed Inc.

Robert Kennaley
McLauchlin & Associates

Hella Keppo CHT
Stems Interior Landscaping

Rob Kerr
Kerr & Kerr Landscaping & Property Maintenance Inc.

Christoph Kessel
Ontario Ministry of Agriculture, Food and Rural Affairs University of Guelph - Hort Science

Vince Kishimoto

2008 Volunteers

Alice Klamer
Blue Sky Nursery

Karl Klinck
Orchard Farm Nursery Ltd.

Allan Kling
Urban Garden Supply Co. Ltd.

Ben Kobes
Kobes Nurseries Inc.

Ron Koudys CLD
Fanshawe College

Terry Kowalski
Kowalski Landscaping

John Ladds
Turf Management Systems Inc.

John Lamberink CIT
Aquality Irrigation and Illumination

Chris Langendoen
Willowbrook Nurseries Inc.

Michael Laporte CHT
Orchestra Landscapes Ltd.

Tammy Lawrence
Turf Revolution

Chas Lawton CHT
Taylor Nursery

Eugene Lazier
Lawn Care Professionals

Chris Le Conte
Smart Watering Systems

Anne Lesperance
Turf Care Products Canada Ltd.

Michel Levesque
Fafard et Freres, Ontario Sales

Shannon Lindensmith
Georgina Garden Centre

Jennifer Llewellyn
Ontario Ministry of Agriculture, Food and Rural Affairs, University of Guelph - Hort Science

Brian Lofgren
Horta-Craft Limited

Anthony Lombardi CLD
Oriole Landscaping Ltd.

Russel Loney
Loney Landscaping Ltd.

Arvils Lukss
Landscapes By Lucin

Glen Lumis
University of Guelph

Steve Macartney CIT
Raintree Irrigation & Outdoor Systems

Brad Malton
Agra Turf Equipment Services Inc.

Len Mancini
Holland Park Garden Gallery

Brian Marsh
Townscaping Inc.

Bob McCannell
McCannell Consulting

Jim McCracken
Hugh McCracken Limited o/a McCracken Landscape Design

Keith McDow
McDow Landscaping and Maintenance

Jeff McMann CHT

Burke McNeill

Don McQueen CIT
Nutri-Lawn - Oakville/Hamilton

Norm Mills
The Gardenin' Guy

Hank Mollema
TerraPro Corporation

Jim Monk
Markham Property Services

John Moons
Connon Nurseries/NVK Holdings Inc.

Garry Moore CHT

Bruce Morton CLP, CIT
Greenscape Watering Systems Ltd.

Jay Murray CLP
TLC Professional Landscaping

David Nemeth
Elm Landscaping

Colin Nisbet
National Golf Course Owner Association

Amin Nizami
Oasis Garden Creations

Darcy Olds
Aventis

John O'Leary CHT
Clintar Groundskeeping Services

Paul Olsen
Brookdale Treeland Nurseries Ltd.

Peter Olsen
Royal City Nursery

Keith Osborne
Gro-Bark (Ontario) Ltd.

Mark Ostrowski
Laurel Forest Farms

Nanthakumar Paramanathan

Michael Pascoe CHT
Fanshawe College

Danny Passmore
Frechette Lawncare

Warren Patterson
Botanix - Barrie's Garden Centre

Bill Peel
Moore Park Plantscapes

John Peets
John Peets Landscaping

Fiona Penn
Zieba Fiona's Garden Gate

John Perriman
Mountview Services Inc.

Frans Peters
Humber Nurseries Ltd.

Nick Pisano
National Research Council Canada

Fred Post CLD
www.Your Designer Landscapes Inc.

Chris Power
Bellaire Landscape Inc.

Fred Prescod CHT
Plan It With Plants

Lisa Purves CHT
Lisa Purves Garden Design and Consultation

John Putzer
M. Putzer Hornby Nursery Ltd.

Robert Richards
Holland Valley Garden Centre

Susan Richards
New North Greenhouses

Jay Rivait
Lakeshore Landscaping

Matt Robertson CIT
Upper Canada Mulch & Nursery Supplies Inc.

Darren Rodrigues
Sinclair-Cockburn Insurance Brokers

Mike Ross

Robert Roszell
Road Equipment Links

Gregg Salivan
Salivan Landscape Ltd.

Victor Santacruz
Canadian Nursery Landscape Association

John Scanlon
Estate Lighting Supply Ltd.

Greg Scarlett CHT
Urban Landscape Solutions

Stephen Schell CHT
The Plant Lady Inc.

Todd Schwindt
TS Benefit Solutions

Haig Seferian CLD
Seferian Design Group

Gord Shuttleworth
Delaware Nursery Ltd.

Klaas Sikkema

Arthur Skolnik
Shibui Landscaping

Irwin Smith
Flowers Canada (Ontario) Inc.

Jeff Smith
Lynden Lawn Care

Susan Smith
Ambiance

Dave Soepboer
Soepboer Ventures Incorporated. o/a KNK Lawn Care

James Solecki
Integra Works

Nick Solty
Solty and Sons Ltd.

Fred Somerville
Somerville Nurseries Inc.

Ted Spearing
Ground Covers Unlimited

Tyler Speirs
Rouge River Landscapes

Patricia Stanish CLD
Landscape Design

Karl Stensson
Sheridan Nurseries Ltd.

David Stewart CHT
Custom Lawn Care

Ron Swentiski CLD
Trillium Associates

Donald Tellier
St. Clair College

Jay Terryberry
St. Clair College

Robert Tester
TNT Property Maintenance

Marc Thiebaud
OGS Grounds Maintenance Specialist

Rene Thiebaud CLP
OGS Landscape Services

Mike Thomas
The Investment Guild

Jeff Thompson
Native Plant Source

Willem Tiemersma
Willand Grounds Maintenance

Peter Tigchelaar
Urban Green

Kyle Tobin
LawnSavers Plant Healthcare

Koos Torenvliet
Environmental Design Landscaping Contractors Ltd.

Rodger Tschanz
University of Guelph

Steve Tschanz
Turf Management Systems Inc.

Bob Tubby CLP
Arbordale Landscaping/ Moonstruck Landscape Lighting

David Turnbull CHT
David Turnbull & Associates

Lianne Unwin CHT
Moore Park Plantscapes

George Urvari
Oriole Landscaping Ltd.

Phillip Van Alstyne CHT

Bruce Van Haastrecht
Hometurf Lawn Care Inc.

Louis Van Haastrecht
Dr. Green Services

Monica van Maris
Van Maris Holdings

John van Staveren
The Garden Shop

Darilyn Vanclief
Willowlee Sod Farms Ltd.

Kurt Vanclief
Willowlee Sod Farms Ltd.

Art Vanden Eden CHT
Sheridan Nurseries (Whitby) Ltd.

Neil Vanderkruk
Connon Nurseries/NVK Holdings Inc.

Peter Vanderley
Pete Vanderley's Lawn Maintenance & Landscape Services

Brian VanDyk
Landtech Design Landscape

Don Voorhees
Noldus of Durham

Bruce Warren
Clintar Groundskeeping Services

Mark Weavers
Alan White Turf Systems Inc.

Bruce Wilson
Permacon Group

Robert Wilton
Clintar Groundskeeping Services

Dale Winstanley
Dale's Gardening & Landscaping Inc.

Welwyn Wong
Welwyn Wong Landscape Design

David Wright
Wright Landscape Services

John Wright
Wright Lawn Care Service Ltd.

Chuck Yates CIT
Yates Custom Lawn Sprinklers

Fiore Zenone
Tumbleweed Lawncare and Landscaping

Helmut Zgraja
Helmutz Interlock Inc.

Youbin Zheng

AUDITED FINANCIAL STATEMENTS - YEAR ENDED AUGUST 31, 2008

BALANCE SHEET

	2007 Audited Statements	2008 Audited Statements
Assets		
Cash	130,062	380,613
Investments	1,806,851	1,706,851
Accrued Interest	119,543	171,290
Accounts Receivable	1,707,762	1,677,399
Prepaid Expenses	613,604	619,886
Building	1,254,137	1,254,137
Total Assets	**5,631,959**	**5,810,176**
Liabilities & Surplus		
Accounts Payable	299,961	424,206
Accounts Payable-garden Centre Group	41,193	28,601
Accounts Payable-growers Group	(762)	(1,664)
Accounts Payable-ipm Symposium	1,600	1,424
Accounts Payable-special Projects	224,163	181,429
Deferred Revenue	2,717,485	2,675,739
Hort. Centre Improvement Fund	672,227	773,256
Hort. Industry Development Fund	312,629	355,983
Technology Fund	45,205	36,709
Promotion Fund	1,920	4,986
Surplus-members Equity	1,046,568	1,046,568
Net Income	269,770	282,939
Total Liabilities & Surplus	**5,631,959**	**5,810,176**

FUND ALLOCATIONS

	2007 Audited Statements	2008 Audited Statements
Horticultural Industry Development Fund		
Opening Balance	338,376	432,514
Expenditures	(80,916)	(165,281)
Industry Funding/donations	55,169	88,750
Transfer From Net Income	119,885	131,469
Closing Balance	**432,514**	**487,452**
Horticultural Centre Improvement Fund		
Opening Balance	707,159	792,112
Expenditures	(34,932)	(18,856)
Transfer From Net Income	119,885	131,469
Closing Balance	**792,112**	**904,725**
Technology Fund		
Opening Balance	46,123	55,205
Expenditures	(918)	(18,497)
Transfer From Net Income	10,000	0
Closing Balance	**55,205**	**36,709**
Promotion Fund		
Opening Balance	20,000	21,920
Expenditures	(18,080)	(16,934)
Transfer From Net Income	20,000	20,000
Closing Balance	**21,920**	**24,986**

AUDITED FINANCIAL STATEMENTS - YEAR ENDED AUGUST 31, 2008

INCOME STATEMENT - DEPARTMENTAL SUMMARY

	2007 Audited Statements	2008 Audited Statements	2008 Revised Budgets	2009 Revised Budgets	2010 Proposed Budgets
Revenue					
General	228,975	245,351	217,000	252,500	252,500
Membership	943,129	995,710	955,000	995,000	995,000
Publications	1,055,040	1,024,103	1,011,500	1,012,500	1,012,500
Congress	1,686,754	1,845,628	1,729,675	1,962,000	1,962,000
Garden Expo	624,398	606,542	637,000	637,000	637,000
Education	234,306	240,701	220,000	235,000	235,000
Total Revenue	**4,772,602**	**4,958,035**	**4,770,175**	**5,094,000**	**5,094,000**
Expenses					
General	2,065,852	2,136,352	2,163,500	2,438,500	2,438,500
Membership	531,628	554,742	560,376	587,980	587,980
Publications	431,114	438,638	439,550	411,250	411,250
Congress	920,539	973,884	984,000	1,043,785	1,043,785
Garden Expo	307,198	304,624	324,350	331,680	331,680
Education	246,500	266,856	251,500	182,000	182,000
Total Expenses	**4,502,831**	**4,675,097**	**4,723,276**	**4,995,195**	**4,995,195**
Net Income(Loss)	**269,770**	**282,939**	**46,899**	**98,805**	**98,805**

INCOME STATEMENT - EDUCATION

	2007 Audited Statements	2008 Audited Statements	2008 Revised Budgets	2009 Revised Budgets	2010 Proposed Budgets
Revenue					
Special Projects	29,275	24,604	15,000	10,000	10,000
Trade Courses	155,910	153,658	155,000	175,000	175,000
Certification	49,120	62,439	50,000	50,000	50,000
Total Revenue	**234,306**	**240,701**	**220,000**	**235,000**	**235,000**
Expenses					
Special Projects	2,225	1,079	5,000	10,000	10,000
Trade Courses	89,366	90,939	92,000	110,000	110,000
Certification	30,505	58,694	30,000	32,000	32,000
Promotion	17,279	17,144	17,500	18,000	18,000
Ohhrc Funding	95,125	87,000	95,000	0	0
Foundation Scholarships Funding	12,000	12,000	12,000	12,000	12,000
Total Expenses	**246,500**	**266,856**	**251,500**	**182,000**	**182,000**
Net Income(Loss)	**(12,194)**	**(26,155)**	**(31,500)**	**53,000**	**53,000**
Wage Allocations	**(92,882)**	**(89,905)**			
Overhead Allocations	**(74,412)**	**(71,219)**			
Net Income(Loss) Net of Allocations	**(179,489)**	**(187,279)**			

AUDITED FINANCIAL STATEMENTS - YEAR ENDED AUGUST 31, 2008

INCOME STATEMENT - GENERAL

	2007 Audited Statements	2008 Audited Statements	2008 Revised Budgets	2009 Revised Budgets	2010 Proposed Budgets
Revenue					
Rent	102,227	109,104	100,000	100,000	100,000
Administration Fees	37,749	35,664	36,000	72,000	72,000
Earned Interest	76,087	86,180	70,000	70,000	70,000
Gains/losses-investments	0	0	1,000	1,000	1,000
Information Technology/web Fees	8,394	8,665	9,000	8,500	8,500
Miscellaneous	4,518	5,737	1,000	1,000	1,000
Total Revenue	**228,975**	**245,351**	**217,000**	**252,500**	**252,500**
Expenses					
Administrative Expenses					
Property Taxes	49,520	54,244	65,000	70,000	70,000
Telephone	37,072	35,300	28,000	34,000	34,000
Hydro	33,858	35,594	34,000	38,000	38,000
Heat	21,642	21,914	25,000	27,000	27,000
Maintenance-building	66,815	75,652	70,000	70,000	70,000
Maintenance-yard	40,570	40,642	35,000	45,000	45,000
Office Supplies	25,913	27,190	35,000	30,000	30,000
Office Equipment	33,900	13,733	30,000	30,000	30,000
Computer Equip/software	15,306	9,031	15,000	15,000	15,000
Information Technology/web exps	14,401	17,660	17,500	17,500	17,500
Postage	19,405	16,845	25,000	25,000	25,000
Courier	2,775	4,446	4,000	5,000	5,000
Audit	14,500	15,000	14,000	14,500	14,500
Legal Fees	774	625	2,000	1,000	1,000
Advertising	3,108	2,336	3,000	3,000	3,000
Insurance Expense	16,167	16,360	17,000	18,000	18,000
Meeting Expenses	27,100	18,767	19,000	22,000	22,000
Travel	61,133	54,930	60,000	63,000	63,000
Dues & Subscriptions	8,491	9,376	8,000	10,000	10,000
Donations	2,903	2,230	3,000	3,000	3,000
Training (Staff)	4,086	1,565	6,000	6,000	6,000
Miscellaneous Expenses	15,374	18,993	15,000	13,000	13,000
Bank Charges & Interest	48,769	45,006	45,000	45,000	45,000
(Gain)loss On Foreign Exchange	98	1,838	0	3,500	3,500
Administration Costs	8,000	0	8,000	0	0
	571,681	539,278	583,500	608,500	608,500
Compensation					
Wages	1,321,730	1,424,162	1,400,000	1,628,000	1,628,000
Benefits	99,227	97,122	100,000	110,000	110,000
Source Deductions	73,215	75,790	80,000	92,000	92,000
Total Compensation	**1,494,171**	**1,597,074**	**1,580,000**	**1,830,000**	**1,830,000**
Total Expenses	**2,065,852**	**2,136,352**	**2,163,500**	**2,438,500**	**2,438,500**
Net Income(Loss)	**(1,836,877)**	**(1,891,001)**	**(1,946,500)**	**(2,186,000)**	**(2,186,000)**
Wage Allocations	**1,122,514**	**1,149,539**			
Overhead Allocations	**595,298**	**569,752**			
Net Income(Loss) Net Of Allocations	**(119,065)**	**(171,710)**			

AUDITED FINANCIAL STATEMENTS - YEAR ENDED AUGUST 31, 2008

INCOME STATEMENT - MEMBERSHIP SERVICES

	2007 Audited Statements	2008 Audited Statements	2008 Revised Budgets	2009 Revised Budgets	2010 Proposed Budgets
Revenue					
Membership Dues	864,462	912,536	885,000	925,000	925,000
Awards Of Excellence	15,946	17,788	16,000	17,000	17,000
Merchandise	6,261	4,079	4,000	3,000	3,000
Referral Fees	56,460	61,307	50,000	50,000	50,000
Total Revenue	**943,129**	**995,710**	**955,000**	**995,000**	**995,000**
Expenses - General					
CNLA Membership Dues	245,626	257,734	265,000	280,000	280,000
Member Subscriptions	66,000	66,000	66,000	66,000	66,000
Awards Of Excellence	70,183	67,784	60,000	65,000	65,000
Membership Plaques	7,771	6,168	8,000	8,000	8,000
Annual Report	2,015	2,038	2,000	2,500	2,500
Merchandise	2,207	4,208	3,000	2,000	2,000
Membership Brochure	0	0	0	0	0
Membership Campaign	1,735	1,342	5,000	5,000	5,000
Membership Booth	5,034	5,199	5,000	7,000	7,000
Promotion	57,493	53,984	45,000	52,000	52,000
Total Expenses - General	**458,065**	**464,456**	**459,000**	**487,500**	**487,500**
Expenses - Chapters & Commodity Groups					
Windsor	3,500	3,350	3,350	3,290	3,290
London	1,865	6,394	6,394	6,264	6,264
Golden Horseshoe	9,100	9,240	9,240	9,560	9,560
Waterloo	6,944	7,010	7,010	7,054	7,054
Ottawa	5,640	5,978	5,978	6,238	6,238
Toronto	14,163	16,776	22,270	21,208	21,208
Georgian Lakelands	6,368	6,550	6,550	6,654	6,654
Durham	6,472	6,615	6,784	6,472	6,472
Upper Canada	3,560	3,800	3,800	3,740	3,740
Growers Group	2,333	1,846	3,000	3,000	3,000
Lawn Care Group	806	1,677	3,000	3,000	3,000
Garden Centre Group	145	3,161	3,000	3,000	3,000
Landscape Contractors Group	2,723	2,036	3,000	3,000	3,000
Grounds Maintenance Group	1,037	3,952	3,000	3,000	3,000
Designers Group	2,368	1,190	3,000	3,000	3,000
Irrigation Group	1,336	7,097	3,000	3,000	3,000
Interiorscape Group	2,021	2,943	3,000	3,000	3,000
Snow & Ice Group	2,672	572	3,000	3,000	3,000
Landscape Lighting Group	510	100	3,000	3,000	3,000
Total Chapter & Commodity Expenses	**73,564**	**90,286**	**101,376**	**100,480**	**100,480**
Total Expenses	**531,628**	**554,742**	**560,376**	**587,980**	**587,980**
Net Income(Loss)	**411,501**	**440,968**	**394,624**	**407,020**	**407,020**
Wage Allocations	**(418,815)**	**(407,035)**			
Overhead Allocations	**(148,824)**	**(142,438)**			
Net Income(Loss) Net of Allocations	**(156,138)**	**(108,505)**			

AUDITED FINANCIAL STATEMENTS - YEAR ENDED AUGUST 31, 2008

INCOME STATEMENT - *HORTICULTURE REVIEW*

	2007 Audited Statements	2008 Audited Statements	2008 Revised Budgets	2009 Revised Budgets	2010 Proposed Budgets
Revenue					
Advertising	177,104	156,018	175,000	175,000	175,000
Polybag	9,752	8,440	6,000	7,000	7,000
Classified Ads	24,687	14,226	27,000	24,000	24,000
Web Classsified Ads	5,295	8,175	3,000	5,000	5,000
Subscriptions	812	376	1,000	500	500
Member Subscriptions	33,000	33,000	33,000	33,000	33,000
Total Revenue	**250,649**	**220,234**	**245,000**	**244,500**	**244,500**
Discounts					
Member Discounts	30,897	26,645	31,000	31,000	31,000
Agency Discounts	257	720	300	300	300
Total Discounts	**31,154**	**27,366**	**31,300**	**31,300**	**31,300**
Gross Revenue	**219,495**	**192,869**	**213,700**	**213,200**	**213,200**
Expenses					
Printing	47,069	50,885	48,000	45,000	45,000
Freelance Editorial	900	75	1,500	500	500
Editorial Travel	589	1,031	1,500	500	500
Mail Preparations	4,940	4,479	5,000	5,000	5,000
Poly Bag Costs	2,365	2,492	1,500	2,000	2,000
Postage	17,299	18,667	17,000	18,000	18,000
Courier Charges	0	0	300	0	0
Promotion/media Kits	1,041	477	500	500	500
Web Classified Ad Exps	1,120	0	500	0	0
Miscellaneous	50	8	250	250	250
Bad Debts	0	0	1,000	1,000	1,000
Total Expenses	**75,374**	**78,114**	**77,050**	**72,750**	**72,750**
Net Income(Loss)	**144,122**	**114,755**	**136,650**	**140,450**	**140,450**
Wage Allocations	**(113,939)**	**(112,149)**			
Overhead Allocations	**(37,206)**	**(35,610)**			
Net Income(Loss) Net of Allocations	**(7,023)**	**(33,003)**			

PUBLISHING SPECIAL PROJECTS

Revenue	**111,855**	**115,110**	**95,000**	**95,000**	**95,000**
Expenses	**61,095**	**67,085**	**55,000**	**60,000**	**60,000**
Net Income(Loss)	**50,760**	**48,025**	**40,000**	**35,000**	**35,000**
Wage Allocations	**(9,706)**	**(9,762)**			
Overhead Allocations	**0**	**0**			
Net Income(Loss) Net Of Allocations	**41,054**	**38,263**			

AUDITED FINANCIAL STATEMENTS - YEAR ENDED AUGUST 31, 2008

INCOME STATEMENT - *LANDSCAPE TRADES*

	2007 Audited Statements	2008 Audited Statements	2008 Revised Budgets	2009 Revised Budgets	2010 Proposed Budgets
Revenue					
Advertising	757,596	743,992	722,800	722,800	722,800
Polybag	30,979	37,883	35,000	40,000	40,000
Classified Ads	6,157	6,896	6,000	6,500	6,500
Subscriptions	9,626	7,215	11,000	10,000	10,000
Member Subscriptions	33,000	33,000	33,000	33,000	33,000
Total Revenue	**837,359**	**828,985**	**807,800**	**812,300**	**812,300**
Discounts					
Member Discounts	82,612	82,424	75,000	78,000	78,000
Agency Discounts	31,057	30,437	30,000	30,000	30,000
Total Discounts	**113,669**	**112,861**	**105,000**	**108,000**	**108,000**
Gross Revenue	**723,690**	**716,124**	**702,800**	**704,300**	**704,300**
Expenses					
Printing	158,775	159,873	160,000	135,000	135,000
Freelance Editorial	25,649	18,139	24,000	24,000	24,000
Editorial Travel	3,037	7,304	3,000	3,000	3,000
Sales Travel	17,603	18,254	25,000	20,000	20,000
Mail Preparation	10,877	7,681	10,000	10,000	10,000
Poly Bag Costs	7,259	7,991	9,000	9,000	9,000
Postage (2nd Class)	45,662	51,616	46,000	47,000	47,000
Postage(Foreign)	4,252	5,537	5,000	5,000	5,000
Courier Charges	3,360	2,379	3,000	3,000	3,000
Subscription Campaign	594	70	1,000	1,000	1,000
Promotion/media Kits	11,519	8,263	15,000	15,000	15,000
Ccab Circulation Audit	5,088	5,477	5,000	5,000	5,000
Miscellaneous	972	424	500	500	500
Bad Debts	0	432	1,000	1,000	1,000
Total Expenses	**294,646**	**293,439**	**307,500**	**278,500**	**278,500**
Net Income(Loss)	**429,044**	**422,684**	**395,300**	**425,800**	**425,800**
Wage Allocations	**(188,030)**	**(224,462)**			
Overhead Allocations	**(74,412)**	**(71,219)**			
Net Income(Loss) Net of Allocations	**166,601**	**127,004**			

AUDITED FINANCIAL STATEMENTS - YEAR ENDED AUGUST 31, 2008

INCOME STATEMENT - CONGRESS

	2007 Audited Statements	2008 Audited Statements	2008 Revised Budgets	2009 Revised Budgets	2010 Proposed Budgets
Revenue					
Exhibit Space	1,613,742	1,768,999	1,641,175	1,900,000	1,900,000
Exhibit Space-CFIA	56,000	59,850	60,000	50,000	50,000
Registration	136,688	138,205	153,000	135,000	135,000
Miscellaneous	12,550	20,279	8,000	25,000	25,000
Total Revenue	**1,818,980**	**1,987,333**	**1,862,175**	**2,110,000**	**2,110,000**
Discounts					
Member Discounts	127,426	137,805	127,500	148,000	148,000
Member Discounts-CFIA	4,800	3,900	5,000	0	0
Total Discounts	**132,226**	**141,705**	**132,500**	**148,000**	**148,000**
Gross Revenue	**1,686,754**	**1,845,628**	**1,729,675**	**1,962,000**	**1,962,000**
Expenses					
Exhibit Hall	328,610	354,050	344,050	361,160	361,160
Security	22,420	22,346	24,000	24,500	24,500
Show Services	110,307	105,913	112,000	115,000	115,000
Feature Area	3,630	3,500	5,000	8,000	8,000
Garden Subsidy	6,115	9,313	8,000	8,000	8,000
Speakers	23,811	28,876	30,000	35,000	35,000
Registration Services	36,324	35,120	40,000	38,000	38,000
Audio Visual Equipment	22,863	25,954	25,000	27,000	27,000
Entertainment	21,774	23,852	23,000	25,000	25,000
Receptions	31,933	23,487	32,000	25,000	25,000
Printing	39,301	40,335	42,000	38,000	38,000
Promotion	13,350	12,507	14,000	17,000	17,000
Public Relations Services	7,616	4,700	5,500	8,800	8,800
Survey	0	0	0	0	0
Advertising	37,318	37,040	36,000	37,000	37,000
Photography	1,944	2,430	2,200	2,800	2,800
Flowers	4,337	6,249	5,000	7,000	7,000
Gifts/ Gratuities	734	1,482	2,500	2,000	2,000
Move In/Move Out	67,323	76,164	72,000	80,000	80,000
Travel	51,671	54,789	53,000	56,000	56,000
Snow Removal	0	0	10,000	10,000	10,000
Insurance	6,664	6,664	7,500	7,000	7,000
Postage	18,950	22,837	20,000	23,000	23,000
Parking	7,743	8,511	8,000	9,500	9,500
Police	1,200	1,176	1,500	1,500	1,500
Janitorial	30,625	34,300	33,000	36,000	36,000
Software	4,176	6,150	5,750	8,525	8,525
Labour	2,684	3,073	4,000	4,000	4,000
Commissions-others	13,000	13,935	15,000	22,000	22,000
Miscellaneous	4,118	9,131	4,000	7,000	7,000
Total Expenses	**920,539**	**973,884**	**984,000**	**1,043,785**	**1,043,785**
Net Income(Loss)	**766,215**	**871,745**	**745,675**	**918,215**	**918,215**
Wage Allocations	**(185,169)**	**(194,303)**			
Overhead Allocations	**(148,824)**	**(142,438)**			
Net Income(Loss) Net of Allocations	**432,222**	**535,003**			

AUDITED FINANCIAL STATEMENTS - YEAR ENDED AUGUST 31, 2008

INCOME STATEMENT - GARDEN EXPO

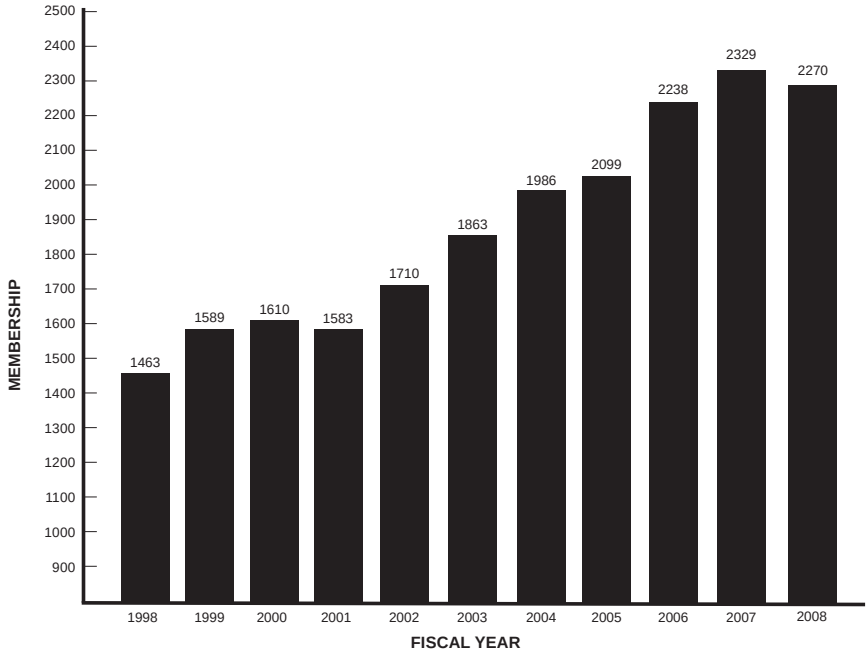
	2007 Audited Statements	2008 Audited Statements	2008 Revised Budgets	2009 Revised Budgets	2010 Proposed Budgets
Revenue					
Exhibit Space	593,076	589,800	604,000	650,000	650,000
Exhibit Space-Florist Expo	47,775	25,000	49,000	0	0
Registration	0	2,075	5,000	2,000	2,000
Miscellaneous	4,522	7,517	2,000	5,000	5,000
Total Revenue	**645,373**	**624,392**	**660,000**	**657,000**	**657,000**
Discounts					
Member Discounts	19,175	16,425	21,000	20,000	20,000
Member Discounts-Florist Expo	1,800	1,425	2,000	0	0
Total Discounts	**20,975**	**17,850**	**23,000**	**20,000**	**20,000**
Gross Revenue	**624,398**	**606,542**	**637,000**	**637,000**	**637,000**
Expenses					
Exhibit Hall	93,188	92,800	92,800	95,580	95,580
Security	6,681	7,899	7,000	8,500	8,500
Show Services	49,818	48,206	50,000	50,000	50,000
Registration Services	12,883	13,036	14,000	15,000	15,000
Printing	20,211	23,479	24,000	24,000	24,000
Promotion	7,037	4,823	8,000	7,000	7,000
Public Relations Services	4,300	2,900	4,000	3,200	3,200
Survey	4,000	0	0	0	0
Advertising	29,935	38,219	33,000	41,000	41,000
Move In/Move Out	30,419	32,581	33,000	36,000	36,000
Travel	9,825	8,755	10,000	10,000	10,000
Postage	10,001	9,310	12,000	11,000	11,000
Parking	1,001	1,045	1,300	1,500	1,500
Receptions	4,604	3,373	5,000	8,000	8,000
Janitorial	8,000	7,000	8,500	8,000	8,000
Software	4,176	5,900	5,750	6,900	6,900
Commissions-others	10,450	0	12,000	0	0
Exhibitor Training	0	1,654	2,000	1,000	1,000
Miscellaneous	669	3,644	2,000	5,000	5,000
Total Expenses	**307,198**	**304,624**	**324,350**	**331,680**	**331,680**
Net Income(Loss)	**317,200**	**301,918**	**312,650**	**305,320**	**305,320**
Wage Allocations	**(113,973)**	**(111,924)**			
Overhead Allocations	**(111,618)**	**(106,829)**			
Net Income(Loss) Net Of Allocations	**91,608**	**83,166**			

AUDITED FINANCIAL STATEMENTS - YEAR ENDED AUGUST 31, 2008

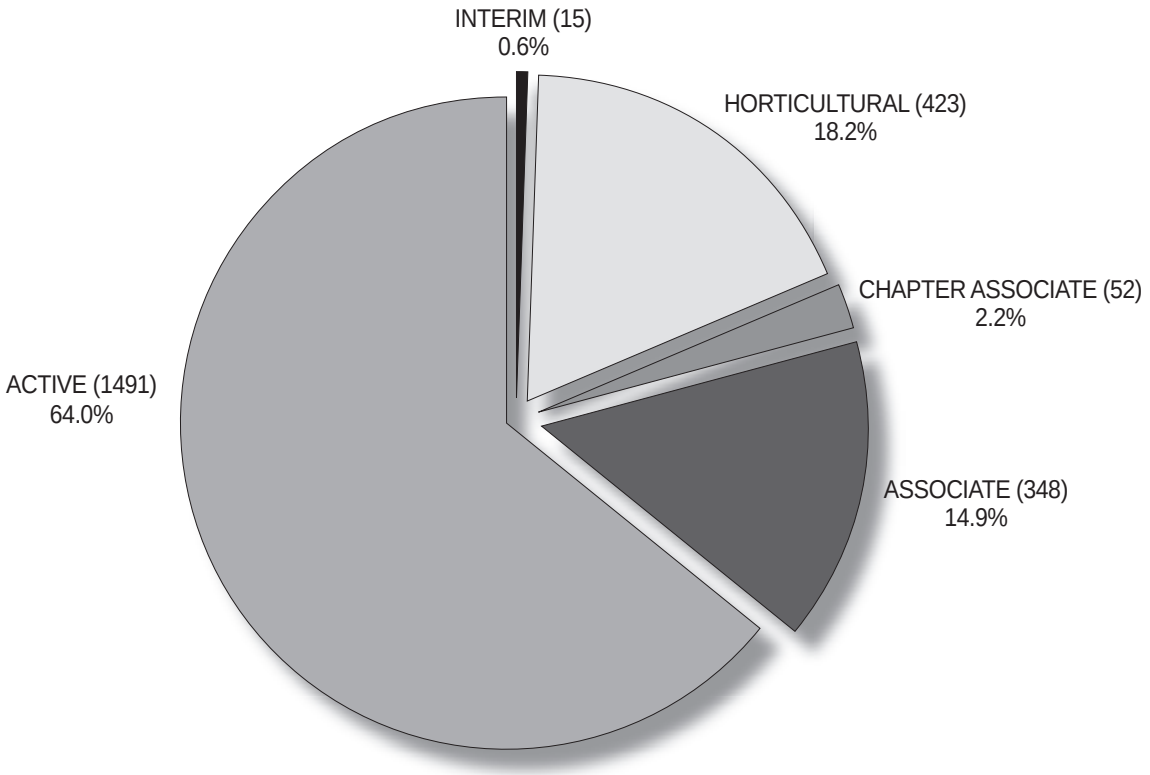
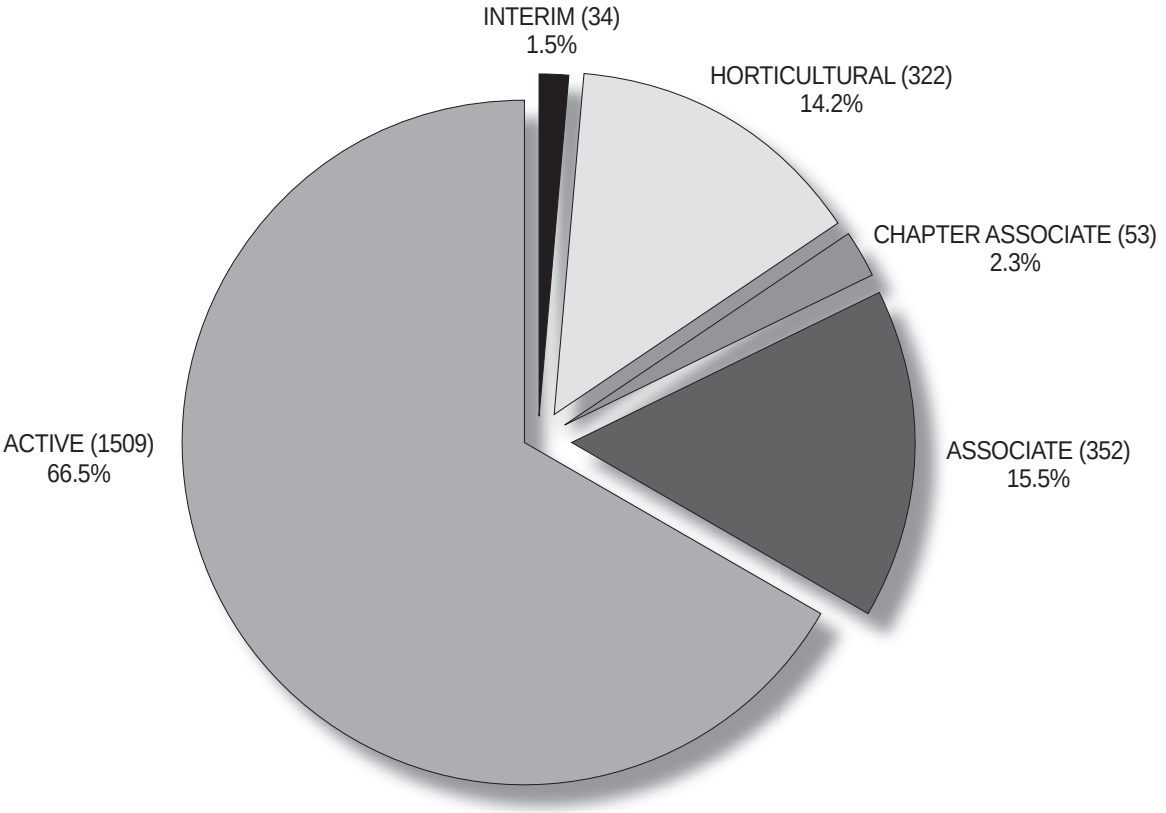
INVESTMENTS

	Maturity Date	Rate of Return	Opening Value At Cost Sept. 1/07	Purchases At Cost	Disposals	Gain/loss Disposals	Realized Interest On Disposals	Accrued Interest Aug. 31/08	Closing Value At Cost Aug. 31/08	Market Value Sept. 30/08
Province Of Ontario Coupon	Dec 2, 2011	4.22 %	236,624					49,748	236,624	294,793
Province Of Ontario Coupon	Jun 2, 2012	4.40 %	170,206					29,330	170,206	199,793
Province Of B.C. Coupon	Jul 9, 2018	5.02 %	78,691					14,311	78,691	93,383
Province Of Ontario Coupon	Jan 13, 2013	4.08 %	200,000					22,417	200,000	222,187
Province Of Ontario Coupon	Aug 7, 2016	4.33 %	362,787					43,247	362,787	394,506
Province Of Ontario Coupon	Jan 13, 2020	4.43 %	158,544					11,826	158,544	156,230
Royal Bank-GIC	Nov 8, 2007	3.75 %	200,000		(200,000)		7,403			
Royal Bank-GIC	Aug 27, 2008	4.00 %	400,000		(400,000)		5,534			
Royal Bank-GIC	Sep 28, 2008	4.00 %		400,000	(400,000)		5,455			
Royal Bank-GIC	Oct 18, 2008	4.00 %		400,000	(400,000)		6,584			
Royal Bank-GIC	Nov 13, 2008	4.00 %		400,000	(400,000)		9,433			
Royal Bank-GIC	Aug 19, 2009	2.50 %		500,000				411	500,000	500,000
Totals			**1,806,851**	**1,700,000**	**(1,800,000)**	**0**	**34,408**	**171,290**	**1,706,851**	**1,860,893**

MEMBERSHIP COUNT 1998-2008



MEMBERSHIP BREAKDOWN 2007



MEMBERSHIP BREAKDOWN 2008