



Landscape Ontario
HORTICULTURAL TRADES ASSOCIATION

Annual Report

2007

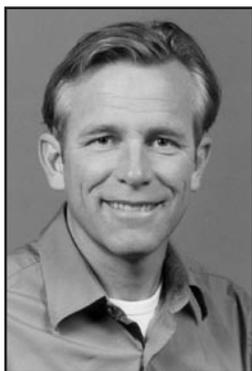


Landscape Ontario
HORTICULTURAL TRADES ASSOCIATION

Annual Report

2007

President's Message



Bob Tubby

Member energy is infectious

To start, I have to echo what must by now sound like a cliché. Two years have passed and it seems like only yesterday when I assumed the role as your president. How time flies — and how much fun can one man stand? I speak the truth when I tell you that I don't have one negative experience from my time as president. Perhaps I have been lucky to be in this role during very strong economic times, when the members and industry have been operating at capacity and (hopefully) making money. Prosperity energizes people and being rewarded for our hard work creates good feelings all around.

This energy takes the form of member support which makes this association a glowing example of what can happen when well-intentioned people come together for a common cause. We are fortunate to have had very strong and wise leadership right from the beginning. The wisdom part comes into play as our forefathers (and mothers) agreed to create a strategic plan and set out on paper what they thought the association should look like five, ten and 20 years into the future. We are currently living that future and it's amazing how close our current activity is to what was prescribed so many years ago. No accident! To me, LO's planning success story is a call to us all to step aside from the day-to-day activity of running our own businesses and take the time to chart our own future direction. This will make all the difference.

As this is my last official message, I would like to take a moment to say thank you for supporting my presidency. As I have said before, it has been a privilege to serve and the rewards far outweigh the time and effort involved. Also to our members, thank you for making this association what it is by participating on so many levels. Every member contributes to the total of who we are and without you, what do we have? My next thank you goes to Tony DiGiovanni. In case you are not aware, Tony is arguably the most important, well-known and respected person in Canada's horticulture industry today. Behind every great man there is always a strong supporting cast. The staff at LO are collectively a talented and dedicated bunch who deliver the goods every day. Working more closely with them has given me the opportunity to see how dedicated and talented they really are.

Finally, thank you to my provincial board of directors and the executive committee for all of your hard work and insightful leadership. The association and the industry are stronger for your efforts and you are to be commended for, and congratulated on, your success.

Respectfully submitted,
Bob Tubby, CLP
President, 2005-06 and 2006-07

Landscape Ontario 2006/2007 Board of Directors

PROVINCIAL BOARD:

President: Bob Tubby, CLP

Past President: Gerald Boot, CLP

1st Vice-President: Robert Adams

2nd Vice-President: Tom Intven

Treasurer: Sally Harvey, CHT, CLP

Members at Large:

Diana Cassidy-Bush, Jacki Hart, CLP

CHAPTER BOARD

REPRESENTATIVES:

Durham: Mark Humphries

Georgian Lakelands: Terry Kowalski

Golden Horseshoe: Dave Emmons

London: Bill Beamish

Ottawa: Tim Kearney, CLP

Toronto: Jeff Olsen

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 Cocks, CHT

Growers: Dave Braun, Bart Brusse

Interiorscape: Stephen Schell, CHT

Irrigation: Steve Macartney, CIT

Landscape Contractors: Phil Charal

Lawn Care: Alan White

Lighting: John Scanlon

Snow and Ice: Mark Bradley

Treasurer's Report



Sally Harvey

Dedicated volunteers and staff generate solid financial results

As I approach the end of my term as treasurer of Landscape Ontario, I reflect on the amazing strength of our association. We are blessed with an extraordinarily energetic and dedicated staff and volunteer base! It has been my privilege and pleasure to serve our association and be part of the hub of activity that will continue to propel us closer to our goal of being an industry recognized for our professional knowledge, skill and expertise.

We continue to celebrate wonderful fiscal success due to the energies of all departments, staff and volunteer activities. All departments performed well this past year, with the publishing department securing an exceptional increase of nine per cent in net proceeds. Membership, is also up this year, topping 2,329 members in total, generating a new record of \$860,000 in dues. The education department continues to fulfill our mandate to provide technical and professional development to the entire industry at cost effective prices. This year we maxed out our facility usage, thus restricting revenue generation through education, until further facility development, which is presently under evaluation by the building management committee. Congress and Garden Expo also performed well, and continue to be premier shows.

I would like to take this opportunity to thank our controller Joe Sabatino for his hard work, patience and ongoing sound advice that he shared with the finance committee.

I draw your attention to the details of the financials included within this publication, for your personal review. However, in summary, we did perform well again this year realizing a net income of just under \$270,000. The net income will be distributed to the Horticulture Centre Improvement Fund (\$119,885), The Horticulture Industry Development Fund (\$119,885), with \$20,000 to the Promotional Fund and \$10,000 to the Technology Fund.

I am truly amazed by the level of activity accomplished by all departments and staff, chapters, commodity groups and committees. It is this energy that has and will continue to support the goals and dreams of our green industry in Ontario. As outgoing treasurer, I am confident that our board, comprised of exceptionally talented and professional members, will continue to secure future financial stability and growth for Landscape Ontario.

Respectfully submitted,
Sally Harvey, CHT, CLP
Treasurer, 2006-2007

Executive Director's Report



Tony DiGiovanni

Members build a prosperous association

Your association is one of the most active horticultural organizations in the world. Landscape Ontario continues to attract an amazing group of members. Members who take responsibility to build a community that mentors each other, promotes professionalism, encourages competency and is committed to building a green industry valued, recognized and trusted by the public. I sometimes refer to the association as a club for mutual improvement and benefit.

Your association is also one of the most successful horticultural organizations in the world. We hold over 227 educational events. (Next year we will be adding 47 more.) We serve nine chapters and ten commodity groups. Our two award winning trade shows are among the largest and most well-attended in North America. (This year Congress was recognized as one of the 50 fastest growing trade shows in North America, for the second time.) Our two magazines reflect the highest calibre of content and visual communication. We are in a fortunate position of owning a mortgage-free 50 acre site that will eventually serve as a full-time school and professional development conference centre. We are involved with Canada Blooms, the largest flower and garden festival in Canada and second largest in North America. We are also part of an effective federation through the Canadian Nursery Landscape Association. This CNLA/LOHTA partnership leverages and increases the value of your membership.

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Executive Director's Report

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From a monetary point of view, many members receive a considerable return on their membership investment. In addition to financial rewards of membership, the learning, social and legacy benefits help our collective make a positive difference in the growth of each other and the industry.

Your association has a history of listening and planning. Each year builds on the next. Our Chapter, Commodity Group and Committee governance structure allows us constant contact with the pulse of the membership. Based on this feedback and strategic plan, we focus our efforts in three main areas.

Prosperity Partnership Program

This concept is the theme of President Bob Tubby's presidency. The idea is simple, but powerful. We want members to view Landscape Ontario and CNLA as trusted partners in their journey toward success and prosperity. It does not matter where the member is in their journey. We will provide roadmaps, as well as many opportunities to access services, products, advice, education, mentorship, and encouragement in their drive towards prosperity.

"Beginning with the end in mind," the newly appointed Prosperity Taskforce defined five critical competencies necessary for success and prosperity. These include Leadership, Sales, Financial Management, Operational Excellence and Customer Relationships.

The Prosperity Taskforce presided over the development of a business improvement scheme that integrates our entire infrastructure, programs, services and departments in alignment with these five competencies. We are also embarking on a campaign to identify and encourage suppliers to become Prosperity Partners. In order to utilize the Prosperity Partners symbol, suppliers will demonstrate that they value the prosperity of their clients. Suppliers will be encouraged to deliver programs that help their clients improve their business skills. Prosperity Partners realize their prosperity is linked to the prosperity of their clients. Customers and suppliers are interdependent. One does not exist without the other. A focus on each other's prosperity will create a culture of abundance, interdependence and mutual benefit.

Landscape Ontario is very excited about the potential of this program to elevate and advance the industry. We will form a Landscape Prosperity Institute to deliver and improve on the scheme.

A large part of the Prosperity Partnership Program will include training opportunities leading to the Certified Landscape Professional (CLP) designation. We added 47 CLP seminars to our education program.

Chapter renewal

The Chapter Renewal Committee completed a strategic plan that aims to improve the relevance of the association at the local level. This year we paid more attention to local chapters. We added a staff coordinator to the London and Windsor chapters. We now have two satellite offices (Ottawa and London/Windsor), with the goal to over time allocate one staff member to each of the nine chapters. Chapters are expected to share in the cost of staff support on a 50/50 basis. We are witnessing an improvement in activities, relevance and communication in most chapters. The main challenge that thwarts chapter renewal efforts is members' lack of time. Most members are aware of the huge benefits available through networking, social and professional interaction, however, they are starved for time.

Branding LO to the public

The branding committee developed a plan to improve public recognition of Landscape Ontario.

Our public message will focus on three broad areas:

1. Position Landscape Ontario as a credible, non-biased and trustworthy source of quality information about gardens and environmental stewardship.
2. Help the public source, rate, qualify and choose credible landscape professionals.
3. Continue to utilize our horticultural skills and our community-contribution ethic to support garden building projects that improve quality of life.

The committee identified 11 specific actions:

1. Create the position of public relations manager.
2. Expand the magazine and publication department into a communication department with a mandate to communicate with the public, as well as trade.
3. Embark on a communications campaign to encourage our members to utilize existing programs, products and services designed to help them promote the benefits of the green industry and their professionalism.
4. Develop products, programs and strategies that will leverage the communications delivery potential of our members' points of public contact. (As a collective industry we are in contact with every person in Ontario. If we were able to harness this communication power we could be more effective than most expensive communication campaigns at very little cost.)
5. Expand our website to become a portal for the most credible and helpful source

for all garden related information and content. The website should be video clip-based (like YouTube) featuring information delivered by garden experts and our members. The member directory should remain prominent. The directory will feature certification and awards of excellence logos.

6. Expand the e-newsletter concept to a finished newsletter that can be co-branded by members and sent to their customers.
7. Develop a press release program that supplies all media with finished articles.
8. Continue to support Canada Blooms.
9. Develop a coordinated home and garden show program that chapters can use. This will include booths for all chapters, as well as the publication of a consumer magazine, entitled Garden Inspiration.
10. Expand Garden Inspiration magazine as a tool for all members to use to educate their customers.
11. Support the Project EverGreen Initiative.

In addition to these three areas of general activity, the board recently formed an environment committee to encourage responsible practices in all sectors. This initiative will have two prongs. One is an internal (greening the green industry) focus to encourage environmental stewardship in all that we do. The second is to raise awareness for the environmental and life enhancing benefits of gardens, landscapes and greenspaces. We need to tell our story to the public in more effective ways.

The following is a brief overview of the issues facing the specific commodity sectors.

Landscape

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 also worked with Service Canada to encourage labour availability.

Lawn Care

The lawn care agenda is still dominated by the pesticide issue. This year we delivered Healthy Lawns seminars focussed on the holistic horticultural practices message. We did not mention the word "pesticides." The seminars were well attended. We worked with a number of municipalities to deliver seminars as part of their smart gardening campaigns.

There are two biological pest control products undergoing extensive research. Dr. Watson from McGill University in Quebec has just registered Sarritor, a natural fungus that attacks

broad leaved weeds. Scotts supports research on a similar product at a university in western Canada. Both groups report positive findings. The products will be available in approximately three years. The lawn care group is encouraged by these potential non-chemical herbicides.

Garden Centre

Demographic trends away from the do-it-yourself customer are starting to have a noticeable effect on business. Competitive pressure from the box stores is also a serious issue. We hosted the second annual Garden Centre Symposium this year at Garden Expo in October. We believe that independent garden centres should seek to become interdependent in order to thrive despite competitive pressures.

Nursery

A huge amount of work has been done to mitigate business risks associated with introduced regulated pests. Christoph Kessel was seconded from the agricultural ministry to develop a Nursery Certification program in conjunction with the Canadian Food Inspection Agency. This work has been performed jointly with CNLA and BCNLA.

Grounds Maintenance

Improvement of business and environmental practices drives the agenda of the grounds maintenance group. It has also been focussed on finding optimum computer programs to help with the operational complexities of the grounds maintenance business. The City of Toronto tried to ban leaf blowers again (for the fifth time) but was not successful. The city has since endorsed an Environmental Green Plan that includes banning leaf blowers, as well as lawn mowers. The grounds group is also overseeing an annual trial garden at the Landscape Ontario site. As part of this partnership with the University of Guelph, we hosted an open house in August.

Lighting

Our newest commodity group quickly became involved in a government relations campaign aimed to preserve its right to install low voltage lighting. The province tried to pass a law that would have obligated all landscape lighting contractors to employ Master Electricians. We were successful at convincing the province that there is negligible fire and shock risk in low voltage "plug and play" systems. The group also hosted ladder-training sessions.

Interiorscape

This busy group is involved in a number of educational events, symposiums and mini-trade shows. It has also been active promoting environmental and health values of green plants at work.

Landscape Designers

Activity by designers is centred on professional development. They hosted a wonderful design symposium, and as a group took on the very challenging task to build the entrance garden at Canada Blooms. They are focussed on improving the image and value of design and designers. They introduced their first newsletter this year. It was excellent!

Snow and Ice Management

Education and professional development is the primary focus of the snow and ice group. However, it also developed salt policies and suggested charge-out rates for equipment. The Snow Symposium sold out this year, and we were in the embarrassing position of turning people away. The special snow and ice issue of *Landscape Trades* in July continues to experience great success.

Irrigation

The main concern is that irrigation is often seen as wasting water. It does not help the image of the irrigation sector when many poorly designed and programmed irrigation systems are watering sidewalks and roads, often during rainstorms.

It is imperative that this sector improve its image and becomes known as water professionals and water stewards. The irrigation group is embarking on a number of activities aimed at smart watering, water retention and reclamation, and the use of computerized weather station data to use water only as required.

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
- Promotion of a public information and relations campaign promoting responsible gardening
- Nutrient Management Act and Source Water Protection
- Encourage fast tracking 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 can be explored
- Cord and AAFC Funding (Jamie Aalbers, research into pond water quality improvement through the use of ozone and chlorination).

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

- Working to broaden the definition of Landscape Gardener.

Continued on next page

Girl power at LO

2007 was a fruitful year for the staff of Landscape Ontario. Three staff members welcomed baby girls as their first born this year:

Brenda Speck, LO Trade Show Coordinator, and husband Jim, became the parents of Allison Maya, on June 5th. Allie weighed 6.75 pounds.



Kristen, LO Chapter Coordinator, and Cory McIntyre celebrated the birth of Grace Leigh, their first child, just after midnight on September 2. Grace weighed 7 lbs. 5 oz.

Angela, LO circulation assistant, and Andrew Lindsay became first-time parents at 2:43 a.m. on October



17 with the birth of Tabitha Yolanda. Tabitha weighed 8 lbs. 8 oz at birth.

Best wishes to all three little girls and their families.

Executive Director's Report

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Canadian Food Inspection Agency

The CFIA mandate is to protect the resources of Canada from invasive pests and species such as Asian long-horned beetle, *Phytophthora ramorum*, emerald ash borer, Japanese beetle, plum pox virus and others. These are serious threats to the growers and hence the focus on risk and crisis management.

Municipalities

- Our activities respond to municipal pesticide bans, zoning and permit issues. This year we added utility locates to the issues that must be dealt with. We also plan to mount a chapter-led municipal visitation campaign that would promote awareness of our industry at the local level. This campaign will be proactive and positive in nature.

Ministry of Agriculture, Food and Rural Affairs

- Support through extension services
- CAIS 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
- The province has finally signed an agreement with the federal government that will expand the department by a factor of three times. This should accelerate our results in developing a competent and sufficient workforce to ensure future prosperity in the industry.

Ministry of Education

- A common horticulture curriculum for high schools — we have made great progress on this issue
- The pilot high-skills program, that provides high school graduates the opportunity to graduate with a major in landscaping, worked so well that it is has expanded to 10 other high schools.

Ministry of Finance

- Lobbying for apprenticeship tax credits

WSIB

- Safety training
- Audits

Landscape Ontario office

For the first time in 10 years we experienced

major changes in staff turnover. Three staff members took maternity leave. Two others left to pursue interests in other fields. In addition, I filled in as the General Manager of Canada Blooms until Gerry Ginsberg was hired in August. The changes have been challenging.

The satellite staff members in Ottawa and London are helping to re-energize the chapters.

Staff members are enrolled in Jim Paluch's 52-week Training Challenge. This novel and innovative program is based on the Japanese management philosophy of Kaizen (continuous improvement). Training includes all staff. The program is delivered once a week for 45 minutes. Each staff person acts as a trainer. Curriculum is accessed through the internet. Continuity, encouragement and support are provided through online coaching, teleconferences and weekly newsletters.

Your staff at Landscape Ontario continues to "own" the mission. I can't imagine a better team. Beverly Benjamin, Kim Burton-Ogrodnik, Paul Day, Allan Dennis, Robert Ellidge, Denis Flanagan, Wendy Harry, Pat Hillmer, Lorraine Ivanoff, Wendy Jespersen, Christoph Kessel, Lee Ann Knudsen, Lynn Lane, Jane Leworthy, Angela Lindsay, Kristen McIntyre, Kathy McLean, Gabriella Mezo-Kricsfalusy, Steve Moyer, Linda Nodello, Terry Murphy, Kathleen Pugliese, Joe Sabatino, Stephanie Smith, Ian Service, Tom Somerville, Brenda Speck, Susan Therrien and Sarah Willis are proud to serve and be associated with a wonderful green industry. We even developed our own staff mission statement this year:

"To support our members and implement their vision of a respected and valued green industry."

Other Projects:

Legacy Room

We dedicated a lounge at Congress to the pioneers of the association. Last year the lounge acted as a wonderful area for the retired founders of our industry to get together and reminisce about the early days. The lounge includes complimentary bar and food sponsored by a number of suppliers.

Legacy Website Project

We hired Chris Andrews to interview 35 pioneers. The interviews are captured on a digital recorder. They will eventually form the content for a Legacy website where the life stories of our pioneers will be told in perpetuity.

Chapter Revitalization

This is year two of the Chapter Revitalization plan. The program is working.

Website Integration

The first chapter website is now complete. www.loottawachapter.com is now online.

This template-based website will be copied by other chapters. The idea is that these sites will improve the local relevancy of LO. The template nature of the site will allow the local chapter to customize and change the content on a regular basis.

Professional Development

We continue to place a high priority on helping members improve their business skills. (See above Prosperity Partners Program).

At the centre of the business competency work is the goal of encouraging each member to become Certified Landscape Professionals.

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 coop programs
- Ontario Youth Apprenticeship Program
- High school curriculum
- High school major in landscaping
- Scholarship availability to high school graduates, etc.
- Investigation of guest worker programs (FARMS)
- We worked on human resource retention strategies through promoting models that will 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 now have a representative of OHEC, the educator's association to the LO board.
- We continue to work on ways to integrate and ladder all skills training processes incorporating high school, college, university, and especially industry training certification and apprenticeship models.
- We made excellent progress to encourage the development of a common high school curriculum for horticulture. The Ministry of Education is using LOHTA and horticulture as a pilot program in the common curriculum activity.

Public Promotions and Relations

Public branding of Landscape Ontario has emerged as the third most important priority of the association.

Here is what we did to promote Landscape Ontario to the public:

- **HGTV link with Denis Flanagan:** He is a well-known garden communicator and is frequently on television promoting

horticulture and LO.

- **Canada Blooms:** This 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:** Produced 40,000 for distribution through Canada Blooms and garden centres. The themes of the magazine are new plant introductions and our awards program. It includes a member directory.
 - **How-to sheets:** Thousands distributed through garden centres.
 - **Consumer Website:** landscapeontario.com continues to increase in popularity. Here are the statistics: From January to October 18, we received:
 - 149,904 unique visitors
 - 195,892 visits
 - 501,708 pages read
 - 3,061,700 hits.
- Many of our members are reporting that they are getting jobs through the website.
- **Trade site:** hortrades.com is also well used by the industry. Here are the statistics from January to October 18, 2007:
 - 81,817 unique visitors
 - 125,616 number of visits
 - 1,025,425 pages read
 - 2,269,964 hits
 - **Support for Toronto Botanical Gardens:** \$200,000 was raised for the entrance garden.
 - **Support of Communities in Bloom National and Ontario:** The Communities in Bloom Ontario office resides at Landscape Ontario. Our public relations manager Denis Flanagan serves as the president and our executive director is the vice president. One of our past presidents, Bob Allen, serves as a director. Landscape Ontario acted as an agent for a \$150,000 grant used to hire an executive director for CiB Ontario for a number of years.
 - **Project EverGreen Involvement:** We

continue to be involved in this exciting project that will eventually unite the industry in a common message.

- **Bowden'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 seminar.
- **Ottawa Chapter:** Supported Paradise Found lecture series, as well as Ronald McDonald House landscaping.
- **Toronto Chapter:** Hosting the Paradise Found lecture in November 2007.
- Sharon Urquhart and Chris Lemcke organized the first annual day of tribute at the National Military Cemetery. Continuing the tradition, the second annual day of tribute was organized by the Ottawa chapter board with assistance for many other members.
- **Georgian Lakelands Chapter:** Supported a waterfront regeneration project called Kidd's Creek. They transformed an old parking lot into a wonderful public garden.
- **Durham Chapter:** Teamed up with the CNLA and Make a Wish Foundation and helped build Hayden's Garden.
- **London Chapter:** Is 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.

Finances

We had an excellent year from a financial point of view. All association departments have done well, resulting in a budget surplus. We continue to access funds from various sources to accelerate industry development activity.

Certification Program Activity

- **CHT 2007:** 41 landscape candidates,

20 retail candidates (Milton).

15 landscape candidates (Ottawa).

13 landscape candidates (Niagara).

52 candidates for landscape retest.

- **CLD 2007:** 7 candidates.
- **CIT 2007:** 41 candidates (Milton). 10 candidates (Ottawa).
- **CLP 2007:** 27 candidates wrote the exams during seven test dates.

CNLA

Our national association CNLA has never worked better. The leadership is responsive, enthusiastic, passionate and visionary. The staff is young, full of positive energy and highly service oriented.

Comments

Labour and weather are the major complaints. Garden centres are experiencing a downturn in sales. The service sector remains buoyant. Growers are concerned about low prices, high dollar and increased energy and gas costs.

Conclusion

Your association has enjoyed many years of excellent and steady growth. It has always attracted service-minded visionary members who volunteer thousands of hours to ensure that our collective energy stimulates growth, prosperity, credibility, public trust and a positive legacy. Landscape Ontario has also been fortunate to attract a long line of amazing presidents who build on the strong foundation laid before them. President Bob Tubby did an amazing job and will now move on to the role of past president. I am sure he will become a "lifer" like all LO presidents before him.

The Landscape Ontario community owes Bob a debt of gratitude. His Prosperity Partners concept was built on previous president Gerald Boot's theme of Taking it to the Next Level. Bob has left his positive legacy.

Respectfully submitted,
Tony DiGiovanni, CHT
 Executive Director

*Landscape Ontario thanks
 all of the volunteer board members
 for their contribution to the advancement
 of the horticulture industry.*

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 and Provincial Board Representative: Mark Humphries
Vice President: Ed Hewis
Secretary/Treasurer: Carol Fulford
Directors: Ian Andrews, John Fulford, Alex Poole, Greg Scarlett, CHT

Chapter meeting highlights:

The Durham chapter held meetings the first Tuesday night of each month at the Holiday Inn in Oshawa.

September 2006: We concentrated this meeting on the subject of snow. Guest speaker Bob Wilton discussed the issues facing the snow industry in the coming year. A total of 33 people attended the meeting.

October 2006: Bob Farell of Pinpoint Solutions gave a presentation on global positioning systems (GPS), with 21 members in attendance at the meeting.

November 2006: The Durham board decided to hold an all-day meeting. It was a paid event and we had 35 members present. Speaker for the day was Paul Lamarche. He focused on job and equipment costing. He was very well received.

December 2006: The Durham Chapter held its eighth annual Christmas dance at Trillium Trails in Raglan. We had approximately 80 people attend this fun and entertaining evening.

February 2007: The focus of this meeting was on bylaws that affect our industry in Durham Region. Jim McMillen, regional councillor for the Township of Scugog, gave lots of insight into the always-troubling issue of bylaws. Attendance for the meeting was 36.

March 2007: In the last few years the Durham board has held a day-time (breakfast) meeting in March. We had representatives from the Ministry of Transportation speak to 40 members. The ministry officials gave a presentation covering hours of service and load security. At the end of their presentation, they allowed a question period. This was an informative exercise.



Many Durham chapter members contributed to Hayden's Wish Garden.

The Durham board would like to thank Fred Young from the Farm Safety Association for presenting his knowledge on health and safety issues at all our monthly meetings. We would also like to thank the companies that donated items for door prizes at our meetings.

I also take this opportunity to thank everyone who was involved with Hayden's Wish Garden. I was very honoured to be part of this special project and to fulfil his wish for his sister and him to play in their own garden. A special thank you to Bruce Gagnon and his staff for their dedication towards this great Make a Wish Foundation project. It was nice to see members of the Durham chapter come together to fulfil a little boy's wish. I would also like to thank all the board members for their dedication of the past year. Thank you to Carol Fulford for keeping me organized.

Respectfully submitted,
Brian Marsh
 President, 2006-2007

Georgian Lakelands

President: Mark Goodman
Past President: Earle Graham
Provincial Board Representative and Treasurer: Terry Kowalski
Secretary: Michael LaPorte
Directors: Owen Burmania, David Holmlund, Ian Maxwell, Don McLaren

As another year has so quickly passed by, it is exciting to look back and see the changes and how we made a difference in our communities.

Our first change was with our executive. Michael LaPorte was named secretary and I (Mark Goodman) became the president. A BIG thank you goes to Earle Graham for his endless dedication to the chapter as past president. Terry Kowalski has committed to stay on as treasurer. Everyone appreciates his commitment.

In September of 2007, we started our year with a great golf day at Orr Lake Golf and Country Club. The weather was great and the golf course was fun and fair to all. Special thanks to all sponsors and donors who helped make our day a success.

Home office attendance from Paul Day is always appreciated, and a great speech by president Bob Tubby brought the realization to all that we have the best association there is. For our first meeting, it truly was as Orr Lake Golf and Country Club says, "Time well spent."

Our October 2007 meeting was very well attended, as we went to the Robert Simpson Brewery in downtown Barrie. After a tour of the micro brewery, conducted by the owner, we welcomed Jacki Hart from Water's Edge Landscaping in Bala. She shared with us the importance in participating in the Awards of Excellence program.



Kidd's Creek Project

November kept us as busy as elves preparing for the Barrie Santa Claus Parade. The night-time parade was exciting. Thanks to Dave Holmlund and Michael LaPorte who spent many hours putting together a great float.

December 2007 took us to the only white spot in Ontario at the time, Horseshoe Valley Resort. Great food, combined with the association of friends, created a warm and festive evening. Thanks go to Tony DiGiovanni and president Bob Tubby for their attendance.

All of our hard work and planning to create another very successful trade show and meeting at the Event Centre in Barrie bore fruit in March 2008. The MTO seminar was as a huge success, as always. Thanks again to Don McLaren and Michael LaPorte for all their efforts.

With another year well on its way, we are excited to see great things happening in our chapter. We welcome you to come and get involved with us, as we continue to make things happen around our Chapter.

Respectfully submitted,
Mark Goodman
 Chair, 2006-2007

Golden Horseshoe

President: Tim Cruickshanks
Past President: Mark Weavers
Vice President: Fiore Zenone
Provincial Board Representative:
 Dave Emmons
Treasurer: Bruce Wilson
Secretary: Michelle Cocks, CHT
Directors: Paul DeGroot, John Flatt,
 Walter Hasselman, Gavin Hume

This year's chicken roast was held in combination with Connon Nurseries/NVK Holdings' 100th anniversary celebration. It was a very successful event and definitely a highlight of another great year for the Golden Horseshoe chapter. Over the year we held many informative and interesting meetings that were a great benefit to our members. We look forward to another exciting year.

Chapter meeting highlights:

September 2006: This year's chicken roast saw a record amount of chicken cooked on three giant barbecues. There was an excellent turnout and everyone in attendance was treated to a memorable evening. It was an extremely successful event!

October 2006: Early in October, an education night was held at Royal Botanical Gardens. We were joined by LO's Terry Murphy, who explained more about apprenticeship and how it can benefit our members.

November 2006: Our general meeting was held again this year at the Niagara Parks Commission School of Horticulture. George Urvari spoke on how to run a successful business. It was an informative presentation and lots of interesting conversation followed.

December 2006: For the first time our Christmas social was held at the Dundas Valley Golf and Country Club. The social was well attended and everyone enjoyed the refreshments and food. Koos Torenvliet provided an interesting presentation about green roofs and Dave Emmons treated us to slides from his trip to Alaska.

January 2007: An educational meeting about contract law and its ramifications on our businesses was presented by Rob Kennaley. Unfortunately, attendance was low, but everyone left the meeting with great new knowledge.

February 2007: This month's meeting covered employee relations as well as current WSIB rules and regulations. We also had a mini-seminar on investment products, presented by Jeffery Holk of the Investors Group. Our elections were held this month and we welcomed two new members to our board.

March 2007: Our semi-annual meeting with MTO representatives was held this month.



2006 Chicken Roast.

As usual, this meeting was well attended. We were all able to gather fresh information on current ministry rules and regulations.

I would personally like to thank all board members for their efforts this past year. Slowly changes are being made and we are moving forward with our mandate. We look forward to next year's meeting schedule.

Respectfully submitted,

Tim Cruickshanks
 President, 2006-2007

London

President: Kees Govers
Past President: Michael Pascoe, CHT
Vice President: Darcy DeCaluwe
Provincial Board Representative:
 Bill Beamish
Treasurer: Jack Parker
Secretary: Daryl Bycraft, CHT
Student Representative: Nicole Hoftzyer
Directors: Tim Craddock, Jef Eidsness, CHT,
 Jay Murray, CLP, Marc VandenHeuvel

In 2007, the London Chapter continued with the new course that was set in 2006 under the leadership of Michael Pascoe. This led to increased participation among chapter members, to the point that we outgrew the meeting venue at the Labatt Amber Lounge.

The fall of 2006 started off with two successful events held at the Amber Lounge. In October we welcomed Tammy Lawrence of Turf Revolution, who aimed a presentation at the grounds care people regarding natural approaches to lawn care. This was followed in November by Mathis Natvik, who outlined his success with the use of native meadows and prairies to rehabilitate industrial landscapes.

Our Christmas social for 2006 was held at Yuk-Yuk's comedy cabaret in London, where we were greeted by several exuberant comics to cheer us up after a long hard season.

During the winter of 2007, the members of the London Chapter spent many a day in technical and financial workshops. Paul Lamarche made up for his absence in 2006 by providing savvy management to a number of London area landscape firms with his words of wisdom. We

also held two chainsaw safety courses, two skidsteer operator courses and a general safety day during the winter months.

Two events that met with disappointment were the plant symposium at Fanshawe College and the grounds management symposium, organized by the LO home office. The grounds management symposium didn't have enough registrants to run and was cancelled as a consequence.

The plant symposium was the London Chapter's first attempt at an event organized for the gardening public. The speaker line-up was excellent, unfortunately we failed to attract sufficient members of the public to consider the event a success. As a result, it was decided to pursue a similar format in conjunction with the London Home Builders Association, who organize a home show at Western Fair in early February. This is now in place for the 2008 LHBA home show.

As a result of the general success of the speakers' program, the London Chapter has relocated its monthly chapter meetings to the Best Western Lamplighter Inn, starting with the September meeting. It was also the venue with speakers in February and March, along with the technical workshops.

The other success story for the chapter is the construction of Alex's Butterfly Garden at the Children's Hospital of Western Ontario. After a lot of tireless work by the steering committee, and Jay Murray in particular, we managed to sponsor approximately half of the cost of the \$150,000 garden. The garden is nearing completion as I write this report. It was planned to open this fall.

I want to thank the entire board for its dedication in making 2007 a success. Tim Craddock has taken over the reins as the chapter president, and Michael Pascoe, upon his return from his studies in England, has replaced Bill Beamish as the chapter representative on the provincial board of directors. Bill Beamish deserves a special thank you for the many years he has dedicated to the London Chapter.

Respectfully submitted,

Kees Govers
 President, 2006-2007

Ottawa

President: Tim Dyer
Vice President: Sarah Johnston
Past President: Peter Cullen
Treasurer: Chuck Yates
Secretary: Susan Beduhn
Provincial Board Rep: Tim Kearney, CLP
Directors: Patrick Charest, Welwyn Wong,
 Bruce Morton, David Stewart, CHT

The Ottawa Chapter accomplished a great



Ottawa Skills Fair.

deal this past year, through the huge efforts of several key members of our board, along with Lynn Lane, our marketing, promotions and membership professional.

A highlight of the year includes the establishment of a permanent CHT testing station at the University of Guelph, Kemptville campus. Visitors, observers and those otherwise familiar with CHT testing stations, all stated that the Kemptville site has now set the standard.

Last November, we carried out our annual Day of Tribute at Beechwood National Cemetery. A stone walkway was installed, trees were planted, leaves raked, lawns aerated and many other functions were carried out as our contribution towards remembrance.

Our annual green industry trade show, Green Trade Expo, was held on Valentine's Day this year. Despite very poor weather, attendance was extremely high and exhibitor feedback was very positive. As part of the trade show, a seminar on green roofs was held and we engaged the services of MTO to speak to show participants on the subject of vehicle regulation.

Also in February, we held our first annual job fair in the gym of a local high school. Given that this was the first event of this type that we have hosted, attendance was astounding. We look forward to repeating the event in 2008.

In March, our keynote speaker was Jim Paluch. He is highly recommended as a motivational and team-building presenter. We were very lucky to have secured his services and the event was a tremendous success.

In April, Landscape Ontario sponsored the Monet's Muse lecture and multi-media show presented by Paradise Found Lectures. As well as being a superb lecture, it was a great opportunity to raise LO's profile to consumers.

On August 22nd we held our annual golf tournament. As always, this was a major success with superb exposure for LO. Also, scores were so good that our MC, Pat Charest from our chapter board, almost asked for blood tests to be taken!

With respect to our education series, we held a job site efficiency seminar in January, as well as one on the topic of quality grounds maintenance. In February, our seminars included watering the landscape, an IPM symposium, plants and lawns in the landscape, WHMIS, job and equipment costing, as well as

grading and drainage. In March, we held a CIT workshop, an education seminar on designing and constructing wood projects, a train your leaders seminar and first aid training. We held WHMIS training again in April and May.

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

An LO student chapter was formed at the horticulture program of Algonquin College. We have found the students very enthusiastic and keen to promote the good work of LO. We are also working closely with Bell High School, that has established a horticulture program.

Our board member Welwyn Wong, of Welwyn Wong Landscape Design, has become our official photographer and works hard dealing with garden clubs and horticultural societies to spread the LO word. We thank Welwyn for undertaking these commitments.

Special thanks go to the students and staff at Algonquin College for their enthusiasm and time committed to forming and perpetuating the student chapter.

Great appreciation is also conveyed to Tim Kearney, of Garden Creations, for his dedication to the many projects we completed and which are underway. I would also like to thank Lynn Lane for her efforts, her professionalism and her patience. Thanks go to David Stewart, Bruce Morton and Peter Cullen for their mentoring skills and advisory capacities with the board. Also, Sarah Johnston and Susan Beduhn spent countless hours on our education program, which grew by 25 per cent this year. They are to be thanked for the time and effort this took. Pat Charest organized the golf tournament and needs to be thanked for his time and efforts. We would like to thank former board member Sharon Urquhart for organizing and executing our Day of Tribute.

Thanks go out to Richard Rogers, Lynn Lane, Tim Kearney and all who worked on the CHT testing station at Kemptville. This is a massive achievement.

Respectfully submitted,
Tim Dyer
 President, 2006-2007

Toronto

President: George Urvari
Vice President: Fiona Zieba
Past President: Caroline DeVries
Treasurer: Dale Winstanley
Provincial Board Representative and Secretary: Lindsay Drake Nightingale
Student Rep: Dennis Delvecchio
Directors: Dave Nemeth, Arvils Lukks, Janet Ennamorato, Tyler Spiers, Sabrina Goettler

Busy, busy, busy are the operative words

this year. The Toronto chapter was blessed to have such a great group of directors with varied talents and connections. Each and every member stepped up to the plate when required and covered for each other when our real jobs conflicted with our voluntary jobs at LO. I owe all of our success to one heck of a great group of people. This will be my final year as president of the Toronto chapter. I know that the next president will be in great shape to lead the troops in the coming years.

In November, the Janet Rosenberg seminar at Convocation Hall had well over 600 people in attendance. Following the seminar, there was a party at the Faculty of Architecture. It was packed with over 200 people, including architects, designers and landscape architects who all mingled and networked.

We also held a chapter meeting at Canada Blooms with the topic involving the issues surrounding bylaws. It was very well attended, despite some concerns about the venue location and timing. All of our directors called five members of LO and told them about the meeting. I am confident that the effort to reach out to our members resulted in a greater turnout.



The putting contest helped raise funds for the TBG and Sick Kids.

Of course, we had our annual golf tournament in the summer. It too, was well attended as usual. Our board decided to give half of the proceeds from that event to Sick Kids hospital and the other half to the Toronto Botanical Garden. Our members spoke, and we listened when they let us know how they felt about where the money was going from this fundraiser. The baseball tournament in August had a great turnout with participation up over last year.

Our board did a survey among its members, asking where the best location would be to hold our Chapter meetings. As a result, the new location is the Doubletree Hotel, across the street from the Toronto Congress Centre. Mark Bradley, from the Beach Gardener, held a lecture in October on growing your business successfully.

All in all, despite the many hours of work involved in being a director of the Toronto chapter, as the American Express commercial goes, "Membership has its privileges." You definitely get more out of it than you put in.

What a learning experience!

Respectfully submitted,
George Urvari
 President, 2006-2007

Upper Canada

President and Past President: Terry Childs
Vice President and Secretary:

Lisa Purves, CHT

Provincial Board Representative:

Paul Doornbos, CHT, CLP

Treasurer: Al McLaughlin

Directors: Neil Bouma, Dan Clost, CHT,

Diana Cassidy-Bush, Eugene Lazier,

Brian VanDyk, Kurt Vanclief

I would like to thank the Landscape Ontario Upper Canada chapter board 2006-2007 for its help in continuing the growth of the chapter. The second annual Upper Canada Chapter of Landscape Ontario Commercial Beautification Trophy was presented to the City of Quinte West for the restoration of Fraser Park in Trenton. This trophy is presented by the chapter to a commercial property chosen by the Trenton Garden Club each year.

We held our third annual golf tournament at the Briar Fox Golf Club. The date was changed to September 2007, due to last minute conflicts. Many thanks to Paul Doornbos for all of his efforts to make this another successful event.

Our Christmas social was held at the Ambassador Hotel in Kingston and was enjoyed by all.

Paul Lamarche presented a seminar in February that was very well received.

In March we partnered with the Lung Association and Denis Flanagan to announce a "Garden Makeover." The successful winner received a makeover in early fall.

Chapter meeting highlights:

November provided us with Bob Tubby, LO president, and Tony DiGiovanni, LO executive director, who shared LO's strategic plan.

Our January meeting was highlighted by Jacki Hart who spoke on quality grounds maintenance.

Our February meeting featured Jeff McMann and Ottawa Chapter Awards of Excellence winner Tim Kearney.

We had our annual MTO meeting in March. These meetings seem to raise more complicated questions each year.

Respectfully submitted,
Terry Childs,
 President, 2006-2007

Waterloo

President: Mike Hayes

Vice President: Dave Wright

Provincial Rep: John Keenan

Treasurer: Rob Tester

Directors: Rob Kerr, Larry Hackbart, Cor Bultena, Brenda Luckhardt, Ray Kuntz, Steve Snider, Jose Argueta

The following are the highlights of our action-packed year of general meetings, social events and our new focus on community development.

September 2006: We started at the first general meeting of the year hosting Len Luksa of Results Management Canada. He spoke on effective personnel and getting the best out of your employees. The meeting was sponsored by Eloquip.

On September 10, we held our annual ball tournament with seven teams in the contest. The final was once again won by Clintar Kitchener. Fun was had by all. Many thanks go to the sponsors who donated the many great door prizes.

October 2006: Our general meeting, sponsored by Delta Chassis and Spring and its Sturdy Truck Body Division, featured speaker Jennifer Moore and the ever-popular company profile by Richard Steinkraus of Heritage Stoneworks. The meeting was followed by a visit of the Oktoberfest sausage cart.

November 2006: This action-packed meeting was sponsored by Kuntz Landscape Depot and included a brief safety presentation by Steve Matisz of the Farm Safety Association. There was a demonstration of the mobile defibrillator by St. John's Ambulance, and update on the SCIP program by Patricia Cowdry of WSIB. Our feature presentation was a motivational talk by Steve Spott and Peter DeBoer of the Kitchener Rangers OHL Hockey Club. A signed jersey and a pair of sticks were raffled off at the December meeting. Proceeds went to the KidsAbility Child Development Centre.

Our 27th annual Fall Freeze-up Dinner Dance was held again at Golf's Steakhouse on November 17. It was thoroughly enjoyed by all those who attended, especially those who received one of the many door prizes.

December 2006: Tony DiGiovanni and Bob Tubby attended this meeting and gave an update on the many things going on at the home office. Victor Santacruz of the CNLA reviewed its many membership benefits, followed by a company profile by John and Dave Wright of Wright Lawn Care and Wright Landscape Services.

January 2007: Dennis Wendland of the Evergreen Foundation discussed the activities of that organization. The meeting was sponsored by Battlefield Equipment Rentals and featured

a company profile by Rob Kerr of Kerr and Kerr Landscaping and Property Maintenance.

At the LO Awards of Excellence ceremonies, Mooder Horticultural received an award for residential construction. Chapter co-founder, John Wright, was presented with an honorary life membership, the highest honour bestowed by Landscape Ontario, for his many years of service to the association. Paul Grobe and Bob Lohnes were also recognized with the alumni award for their contributions to the chapter and the association.

February 2007: The general meeting, sponsored by Turf Revolution and Oaks, featured a presentation by Barbara Moyle on the effective office. A company profile was presented by Frank Freiburger of Freiburger Landscaping.

March 2007: Brenda Luckhardt, of Sheridan Nurseries in Kitchener, sponsor of the meeting, presented the new plant introductions for 2007. Jeff Thompson, of Native Plant Source, spoke about the use of native plants in landscape designs and how they are propagated. Following the speakers' presentations, we held our Chapter elections, selecting our new board of directors for the following year.

The Kitchener Waterloo Home and Garden Show was held on March 23 to the 25, with great representation by chapter members.

The month was closed out with our annual spring thaw social. The theme was a beach party. Most members attended, wearing shorts and even grass skirts. Great food, great fun and the promise of a great season to come was enjoyed by all.

May 2007: With the end of our general meeting schedule, the efforts of the chapter did not stop. Arbor Week saw the chapter members plant trees and place rocks at St. Anne School in Cambridge. With the help of a media consultant, we received excellent media coverage from several local papers and coverage on Rogers TV's Today's Waterloo Region and CTV Southwestern Ontario News.

June 2007: Our first annual Waterloo chapter golf tournament was held at Rebel Creek Golf Course on June 13. The day was hot, but the refreshments were cold. Dinner and door prizes followed play, with money raised for KidsAbility and chapter projects. Overwhelming positive response from the golfers ensured that there will be a second annual tournament. Kudos to the organizing committee.

In summary, I would like to add that as a chapter we are excited about the new direction we have taken in promoting the association in our community. It is hoped that this is a trend that leads to greater community projects and even more exposure.

Respectfully submitted,
Dave Wright, Vice President, 2006-2007
Mike Hayes, President, 2006-2007

Windsor

President: Karl Klinck

Past President: Dan Garlatti

Treasurer: Don Teller

Provincial Board Representative: Karl Klinck

Secretary: Jay Rivait

Directors: Jay Terryberry, Chris Power

Warming Climate?

Fall 2006 was fairly dry and mild, allowing contractors and garden centres to stretch their seasons well into December. Golf was a popular New Year's Eve activity and mosquitoes were spotted on January 1st. Winter finally arrived in mid-January and lasted for about six windy weeks. The lack of snow cover caused concerns for many gardeners, but rabbit and rodent damage was minimal. Most landscape plants wintered well with the exception of some shallow-rooted shrubs and perennials.

Snow contractors in the region reported as few as three major snow events. Spring was wet and cold with many garden centres reporting double-digit sales declines for April and May. Contractors got off to a slow start, but many predicted that sales would be only slightly off by the end of the season.

The summer of 2007 was another hot and dry one for the record books. This weather seemed to keep customers out of the garden centres. Slow inventory turnover and the heat also left some unprepared garden centres looking shabby and vulnerable to the boxes. Perhaps they were pool-side or in the air-conditioned malls. By August, demand for residential maintenance, installations and irrigation work seemed to recover. Contractors reported ringing phones and hoping for a long autumn to make up for a slow summer. As in 2006, commercial work was hard to come by.

Or Cooling Economy?

With the weather so strange, many in the green industry were divided on the impact of the weak local economy. The Windsor, Essex and Kent region certainly has its economic challenges, but is it really that bad? Or were we just due for a lousy May? A quick review of our local economy reveals many contradictions and presents us with an unpredictable 2008.

Some examples: The high dollar and tight border have wreaked havoc on the manufacturing, gaming, hospitality and tool and mould sectors. However, nursery stock from the U.S. will be cheaper than ever. Our region has the highest unemployment rate in the country, yet some of the recent layoffs just received large severance packages. Some of the recently unemployed may decide to suddenly become landscapers, but a bigger labour pool can also help keep labour costs down. The real estate market is languishing badly, but this has forced

some sellers to upgrade their landscaping in order to increase curb appeal. Billboards around town are advertising a better life in Alberta and Saskatchewan, but Windsor has just opened a new satellite medical school and the new 5,000-seat theatre at the casino is nearing completion. The new school of engineering at the university is almost set to go and an arena in Windsor is under construction. Finally, resolution of the border issue could unleash \$300 million in infrastructure spending.



Winter Blooms in Windsor.

Among this uncertainty, one thing is clear: innovative, creative and professional companies will not only adjust and survive, they will grow and prosper. 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.

Hard-working volunteers: During the 2006-07 fiscal year, the executive board organized many successful events and activities that benefited all in attendance. The Winter Blooms Garden Show boasted participation in one form or another from over 20 local firms. We can accomplish more together than individually.

Chapter meeting highlights:

Thank you Dan Garlatti and Wendy Harry for co-ordinating an interesting speaker program at our chapter meetings.

October 2006: Bob Wilton from Clintar spoke of all things snow. Bob Tubby and Tony DiGiovanni were on hand to discuss LO's strategic plan.

November 2006: Jacki Hart of Water's Edge Landscaping shared the secrets of her success. Jacki encouraged contractors to form partnerships to create mutual benefits from each other's strengths. Jacki also emphasized the importance of participating in LO's Awards of Excellence program.

January 2007: Paul Lamarche stopped in Windsor to deliver his popular Job and Equipment Costing Seminar.

February 2007: Author and plant breeder Martin Quinn spoke about the many uses of ornamental grasses in the landscape and hinted at some exciting new cultivars in the pipeline.

March 2007: Michael Lewis shared his customer service expertise in his seminar, entitled Selling More for Greater Success.

Special events and other activities:

Awards of Distinction: The 2nd annual Awards of Distinction were presented at a wine and cheese event in October 2007. It is hoped the awards will continue to elevate the quality of work in the industry by encouraging healthy competition among members. Many winners have already used their awards successfully as a marketing tool. Winners also received attention in the local media.

Chapter development: The Windsor Chapter set several priorities aimed at improving the chapter. These include:

- Earlier and better promotion of meetings and events
- Recruiting new members
- Having Wendy Harry personally meet with each member to get feedback and update contact info.

The chapter partnered with Hospice of Windsor building committee to help construct the gardens at the organization's new site.

Bursaries: Once again, the Landscape Ontario Windsor Chapter Bursary and the Don Klinck Memorial Bursary were awarded to St. Clair College horticulture students.

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

Winter Blooms: Landscape Ontario partnered with St. Clair College to produce Winter Blooms II — a consumer show and garden symposium staged in March. Over 20 member companies participated. 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 \$1,000 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 promote the green industry in Windsor, Essex and Chatham-Kent. 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, 2006-2007

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 Rep:

Bob McCannell

Members: Susan Beduhn, Barry Benjamin, Perry Grobe, John Hawkes, Pauline Intven, Alice Klamer, Chas Lawton, CHT, Shannon Lindensmith, Bob Reeves, Robert Richards, Susan Richards, Art Vanden Enden, CHT

Garden Centre Symposium: Our premier event on October 15th was very well attended. The full-day symposium had topics ranging from visual merchandising to retail technology. This year's event was chaired by Perry Grobe of Grobe Nurseries. A networking reception at the end of the day was followed by a sneak peak of the Garden Expo show floor. Thank you to our 11 corporate sponsors.

Denis Flanagan, our new publicity chairman, was on the agenda and spoke on various marketing tools being produced jointly by the garden centre commodity group and LO staff.

E-Marketing: Four articles were produced this year by the staff for use on members' websites or advertising programs.

Horticulture Review: A new initiative of our committee is to produce a garden centre article for each month of *Horticulture Review*. These articles are to help promote and assist the growth of independent garden centres. Contributions will come from various committee members and garden centre owners. So far 12 topics have been lined up and the first article appeared in the October issue.

Canada Blooms: We are excited about the development of a bus tour program for garden centre customers to visit Canada Blooms. Staff members at LO are helping develop this program with respect to bus rates, advertising and ticket prices.

Consumer Choice Awards: The committee is working with LO staff to participate with a major gardening magazine to distribute consumer choice awards within the magazine. We are also looking at ways to create a number of categories of different sizes of garden centres.

Steward of the Earth program: An Ontario independent garden centre has launched a

marketing program based on greening the green industry. It involves independent garden centres working with consumers, schools and other community groups and involving them as Stewards of the Earth. The committee is working to develop this program and make it available to other independent members of LO. With environmental concerns at top of priorities in our society, this is a great way for LO members to involve themselves as leaders in stewardship of the environment.

Respectfully submitted,

Bob McCannell
Chair, 2006-2007

Grounds Management

Chair: Bob Adams

Provincial Board Representative:

Brian Cocks, CHT

Members: Gerald Boot, CLP, Jacki Hart, CLP, John Hewson, Martin Horsman, Sarah Johnston, Bob Lawrie, Russel Loney, Brian Marsh, Jeff McMann, CHT
Rodger Tschanz.

From September to January we held several meetings to plan our first-ever Grounds Maintenance Symposium. The symposium was held in March and drew a standing-room-only audience. Speakers, such as JP Lamarche and Jennifer Lemke, were very well received. Unfortunately, the same event planned for London was cancelled due to poor registration. Plans are underway to expand this program, and bring the symposium to Ottawa in 2008.

In August, we hosted the first annual trial garden at LO, with cooperation from the University of Guelph. Based on the interest it attracted from industry, it was deemed a big success. The trial gardens also added a bright splash of colour to the LO property and looked great from Hwy. 401. Plans are underway to repeat this project next year, with the addition of more gardens, and possibly a perennial test plot. Special thanks to Rodger Tschanz from the University of Guelph for all his work, and to the plant breeders who donated product for the trials. We hope everyone learned something from this effort.

Thank you to my committee for all of their work.

Respectfully submitted,

Bob Adams
Chair, 2006-2007

Growers

Chair and Provincial Board Representative:

John Moons

Members: Tim Dyer, Christoph Kessel, Chris Langendoen, Jennifer Llewellyn, Glen Lumis, John Moons, Mark Ostrowski, Ted Spearing, Hans-Peter Werder

We started our year on Sept. 15, at Connon Nurseries, NVK Holdings, the host of our annual auction for 2006. We had our biggest auction and awards program ever and raised more than \$31,000 for horticultural research. In the evening we were invited to join in the festivities, as Connon's celebrated its 100th anniversary.

In November, we honoured Professor Glen Lumis, who retired from his full-time position at the University of Guelph. At the party at the Arboretum in Guelph, several speakers mentioned his accomplishments and contributions to our industry. Dr. Lumis was presented with several gifts.

On Feb. 7, we held another successful Growers Short Course at the Royal Botanical Gardens, organized by Glen Lumis. Feature speaker was Margery Daughtrey from Cornell University. We also heard updates on several issues by a number of people from the University of Guelph. Approximately 180 people attended the seminar.

We held our winter Growers Group dinner meeting on Feb. 28. Bob Heffernan from Connecticut talked about the invasive plant legislation, and its impact on the state's horticultural industry. Cory Lindgren of the Canadian Food Inspection Agency informed us about the federal government's future direction concerning invasive plants. A total of 35 people enjoyed the dinner and the speakers.

This summer we organized a tour to the west coast. The tour was organized in conjunction with a group of nursery people from Ohio. It was a great success.

This is a good opportunity to say thank you and express our appreciation to Jennifer Llewellyn, Glen Lumis and Christoph Kessel for their dedication and work they have done, and are still doing, on behalf of the growers.

Respectfully submitted,

John Moons
Past Chair

Interiorscape

Chair: Eric Endersby, CHT

Vice-Chair: Charles Prenevost, CHT

Treasurer: Hella Keppo, CHT

Provincial Board Representative:

Stephen Schell

Members: Sally Chapman Harvey, CHT, CLP, Alan Darlington, Gwen Goodwin, Fred Prescod, CHT, Phillip Van Alstyne

Our group continued work on the study manual for the Certified Horticultural Technician Interior (CHTI). Committee member Fred Prescod completed the development of the manual. Our committee recently met with CNLA and PLANET members to discuss the required occupation analysis. We look forward to the study manual going to print in due course.

Members of our committee have continued our support of LO winter workshops by providing speakers on various interior landscape related subjects.

On Oct. 15, 2007 we held our fourth annual Interior Landscape Symposium. This year our symposium was held at Toronto Congress Centre in tandem with Garden Expo. Our program included speakers from three provinces of Canada and a U.S. representative. The conference was a success and we look forward to the planning our fifth annual event.

We are close to completing plans for a student competition and will provide information and application forms at Congress.

We recently added two new members to our committee, and would be pleased to welcome additional members (Hello out there!).

As we move into a new fiscal year, our committee positions have changed. I take this opportunity to welcome Alan Darlington as the new chair of our commodity group.

Respectfully submitted,

Eric Endersby

Chair, 2006-2007

Irrigation

Chair: Harry Hutten, CIT

Provincial Board Representative:

Steve Macartney

Directors: Walter Afanasiew,

Andrew Gaydon, Gillian Glazer,

Steve Hernandez, Kevin Jensen,

John Lamberink, Bruce Morton, Mike Ross,

Chris Villeneuve, Chuck Yates

When I was writing this report for 2006, the weather was wet. In that report I mentioned that the weather in 2005 had been very hot and dry. So we went from hot/dry weather in 2005 to cold/wet in 2006 and back again to

hot/dry for 2007. What a roller coaster!

We are in a weather-related business and must deal with the changes in weather, and adjust accordingly. With the hot/dry weather came watering restrictions. In some areas, we saw complete watering bans. More and more we see the importance of wise and responsible use of water. Water is a precious resource and must not be wasted! With this greater awareness of water conservation, we see the role of our industry as the leader in promoting water stewardship through best management practices. We need to communicate this to others.

However, to do this well we need the involvement of all members of the irrigation industry: manufacturers, suppliers, consultants and especially contractors. I appeal to my fellow contractors to get more involved with LO's Irrigation commodity group. This is our livelihood, and it is important that we work together on issues like water bans, education, certification of contractors, promotion, government communication and development of irrigation standards, just to list some items of concern.

For those who wish to get involved, a good start is attend our annual meeting at the Doubletree Hotel at noon on January 7, the day before Congress begins — or any of our regular meetings throughout the year. See you at Congress!

Respectfully submitted,

Harry Hutten, CIT

Chair, 2006-2007

Landscape Contractors

Chair: Bruce Warren

Provincial Board Representative: Phil Charal

Members: Peter Cullen, Charlie Dobbin, Janet Ennamorato, Harry Gelderman, CHT, Peter Guinane, Steve Hary, Barry Hordyk, Graham Leishman, Brian March, Matt Robertson, CIT, Arthur Skolnik, Kyle Tobin, Koos Torenvliet, David Turnbull, CHT

Another year has come and gone. As I write this in the fall, the weather has been amazing, which helped our industry get more work completed and hopefully be more profitable.

Our group took most of the summer off, after which we were back at it. We continue to discuss the problems that contractors face with permit issues in Toronto and human resource challenges. We also talked about the environment and how we can become better stewards of our surroundings by being more responsible contractors in the workplace.

Our lecture series this past February was well attended and we look forward to the event again this winter. One of our group, Barry Hordyk, will represent the contractor side of things and Martin Wade will represent the architect group. It will be held at the Toronto Botanical Garden on Tues., Feb. 19, 2008.

The Contractors' Group has been active with Canada Blooms and will continue to do so. The theme for 2008 Flower Power, embodies everything Canada Blooms stands for: colour, fun, environmental sustainability, to name a few. Our group receives updates regarding Canada Blooms on a regular basis. We help out with design review and approval and we also volunteer during move-in. The show is during March break this year and hopefully this time slot will help increase attendance. This year the contractors' group has taken on responsibility of helping to find the best garden designers and builders who are prepared to provide the "wow" factor to over 90,000 visitors.

Our group is always open to new members, who may bring in ideas. We encourage anyone interested to come out and participate in one of our meetings.

With fall and winter workshops, we encourage all members in all aspects of our industry to get more knowledge that will lead to more professionalism.

Respectfully submitted,

Bruce Warren

Chair 2006-2007

Landscape Designers

Chair: Beth Edney CLD

Vice Chair: Don Chase, CLD

Treasurer: Tony Lombardi, CLD

Board Rep: Connie Cadotte CLD, Beth Edney CLD

Staff: Denis Flanagan, CLD

Members: Nancy Collins, Janet Ennamorato, Harry Gelderman, Jennifer Hayman, Judith Humphries CLD, Ron Koudys OALA, CLD, Alice Klamer, John Scanlon, Greg Scarlett, CHT, Haig Seferian CLD, Patricia Stanish CLD, Ron Swentiski CLD

The Landscape Designers group had another very productive year. We launched our very first issue of *Landscape Design*, a quarterly newsletter. Jennifer Hayman put tireless hours into creating our first issue and we received a lot of great feedback. We hope this will help designers keep more informed and connected throughout the province.

The Landscape Designers Conference in January was a great success. Thanks to our sponsors: Unilock, Rockdeck and Gibsan

Pools that enabled us to provide goodie bags with industry tools. It was a day jam-packed with informative seminars and an excellent networking reception. Tony Lombardi and the group are busy putting the finishing touches on next year's conference on Jan. 7, 2008, at the Doubletree Plaza in Toronto. To further promote the conference and encourage designers from around the province to attend, Connie and Janet have been busy making arrangements to visit the chapters to award a complimentary registration package.

The design team of Connie, Nan, Greg, and Ron S. created a stunning Front Entrance Garden at Canada Blooms. Fanshawe College students in the Hort-Tech program helped assemble the garden. The group pooled the resources of volunteers and suppliers to make the vision come to fruition. Connors Nurseries/NVK Holdings was instrumental in our success. The garden, the group and Landscape Ontario got some great publicity in *The Globe and Mail*.

Certification continues to thrive under the administration of the CNLA. Our group is involved in developing the study manual based on the occupational analysis conducted last year. Our group continues to conduct workshops and training throughout the province. Several presentations were made at the colleges throughout the province to educate and promote the benefits of being a CLD. For future promotion of the certification, a college scholarship has been developed and will be presented at graduation for June 2008.

The LO Designers Group benefited from the additions of Alice Klamer, John Scanlon and Harry Gelderman. They bring their trade perspectives to the group and we appreciate their time and contributions. I again would like to thank my committee for the efforts that resulted in a fruitful year.

Respectfully submitted,

Beth Edney, CLD
Chair, 2006-2007

Lawn Care

Chair: Gavin Dawson

Board Rep: Alan White

Members: Phil Bull, Pam Charbonneau, Paul Gaspar, Mark Goodman, John Ladds, Tammy Lawrence, Don McQueen, Darcy Olds, Dan Passmore, Kyle Tobin, Bruce Van Haastrecht, Louis Van Haastrecht, Bill Van Ryn, Don Voorhees, John Wright

As yet another season quickly comes to a close, we reflect on the year that was. It is all too easy to call this just another year in the lawn care business. The business challenges that are shared today by all service industries, including

labour, fuel, product supply and shipping cost increases, and the on-going battle for market share, seem dwarfed by the political and regulatory challenge facing the professional lawn care industry in Ontario.

The year started with an increasing number of municipal pesticide bylaws. It ended with a provincial government's promise to ban 'cosmetic' pesticide use. While most of us who are close to this issue are not surprised by the year's developments, it may seem surprising to those on the outside that the demand for our services is stronger than ever.

Buoyed by the strength of this demand and the confidence in our abilities to adapt, our committee recognizes the work that needs to be done. We need to meet consumer demand while working under different and varying sets of rules. An undeniable challenge, to say the least, but it is also an opportunity to utilize and grow initiatives we have already established, such as IPM Accreditation. While initially designed to raise the standard of professionalism in our industry, we recognize that it can also be molded into a consumer education tool. Its message of environmental stewardship and plant health care principles are a perfect fit for today's discerning consumer and political environment.

Our committee also realizes that this is an opportunity for us to increase awareness of the benefits of well maintained turf grass. While the term 'cosmetic' is continually linked to lawn care pesticide use, we must be strident in our efforts to differentiate this from the overall value and benefit of healthy turf in our urban environment.

We know that professional lawn care industry members can and must play a key role as authors and carriers of these messages. Our committee sees this as both a challenge and opportunity for 2008.

Respectfully submitted,

Gavin Dawson
Chair, 2006-2007

Snow and Ice

Chair: Bob Wilton

Provincial Board Representative:

Gerald Boot, CLP

Members: Vince Arone, Mark Bradley, John Buikema, John Fulford, Wendy Gervais, Steve Hary, Edward Hewis, Mark Humphries, Mike Knox, Bob Lawrie, Keith McDow, Jim Monk, Rick Newbatt, John O'Leary, CHT, Darren Rodrigues, Robert Roszell, Willem Tiemersma, Antonio Vaccari, Robert Wilton

The Snow and Ice commodity group experienced good progress this year. Our relation-

ship with the Snow and Ice Management Association (SIMA) is excellent. There are two Canadian board members on SIMA (Jim Monk and myself). Both of us are also on the Landscape Ontario Snow and Ice commodity group. Integration and synergies between the two organizations provide better value for both. We are very proud that Jim Monk is serving as SIMA's first-ever Canadian president this year.

At the beginning of the year our group debated the issue of developing standards for the snow and ice sector. This proved too difficult, because of unpredictable weather, different size operations, varying contract obligations and legal risk. We opted to continue to provide educational opportunities and profile best-practices.

We completed and distributed a wage and price document, as well as a suggested equipment rate. We also developed an industry salt policy. Our standard form contract helped our members achieve measurable results in reducing unfair risk associated with our operations. This has had a positive effect on insurance coverage and prices.

We started developing standard forms. Our endorsed GPS company agreed to integrate the forms with their system, as soon as we get general agreement.

The Snow Symposium continues to increase in popularity. This year we had a sell out. We were in the embarrassing position of turning people away. The outdoor trade show portion of the symposium grew to over 20 exhibitors.

I have resigned from the chair position to participate in other projects within the association. The new chair is Edward Hewis.

The next focus will be:

1. Integration with SIMA. SIMA has a number of excellent certification programs and services that will benefit our members. We will negotiate a mutually beneficial arrangement.
2. Develop an environmental stewardship program. This will ensure that the industry develops best practice procedures to reduce our impact on the environment, especially with the use of salt.
3. Continue to offer and expand the Symposium and Snow and Ice issue of *Landscape Trades*
4. Develop a series of business and technical templates.

Respectfully submitted,

Bob Wilton
Chair, 2006-2007

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.

Building Management Committee

Chair: Karl Stensson

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

In 2007 we took some steps forward in our vision to develop the Milton site into a Centre for Professional Development, school, conference centre and public showcase for the industry.

Progress has been slow and steady. We are currently in the preliminary stage of negotiating with neighbouring developers to receive their run-off into a water-retention pond on our property. Originally the town designed a pond that did not fit our vision. We are willing recipients of water, as long as the pond design demonstrates the latest in environmental stewardship and best practices. We engaged our own consultants to work directly with the developers on the design. Once this is done, we will negotiate with the developers to build the pond and pay for the land. Funds generated by the pond will pay for building renovation. We hired an architect to design the office, classrooms, conference space and new façade for the building.

Even without the renovations, the home office is well used. We enjoy hosting over 2,000 people each year taking courses or participating in meetings.

We finally completed the stone walls at the front entrance. The next step is to install a wrought iron gate.

Our site location is ideal. Milton is the fastest growing municipality in Canada. We are reaping the rewards of increased land values. Unfortunately, higher land values come

with higher taxes. We have appealed our tax assessment.

Purchasing the Milton site was very beneficial to the members. We look forward to increasing and expanding that benefit as we slowly realize our vision.

Respectfully submitted,

**Karl Stensson
Chair, 2006-2007**

Canada Blooms

Co-Chairs: Gerald Boot, CLP, Joyce Johnson

Directors: Phil Charal, Judi Conacher, Michel Gauthier, Peter Guinane, Naneve Hawke, Nancy Love, Jeff Olsen

Canada Blooms is always a challenge to pull off, even when conditions are perfect. Congratulations to all Landscape Ontario garden builders, suppliers and volunteers, Canada Blooms 2007 was one of the best shows ever, which was evident in so many ways.

There were a few bumps on the road during set-up. In order to save on facility rental costs, Canada Blooms reduced the move-in time by one day. Unfortunately, snow and ice storms on Thursday and Friday during move-in, resulted in a seven-hour delay of the sand delivery, and only half of the required mulch was received. It was duly noted that the only trucks to arrive on time were the plant material trucks from Brookdale Treeland Nurseries. The BTN drivers looked a little worn when they rolled in with the last trailer at mid-morning on Friday. Garden builders themselves also arrived late due to the bad weather. Ice was falling off the CN tower, so the north entrance to the south building was closed during the entire move-in.

Luckily, Dave Turnbull, feature garden coordinator, and Charlie Dobbin, horticultural director, had everything under control and reported that the garden builders were caught up by noon on Friday. However, on Monday morning, high winds caused large chunks of ice to fall off the CN tower and other buildings in the downtown core. By 7:30 a.m. all access to the south building at the convention centre was closed, including the Gardiner Expressway. Needless to say, we were stuck. Fortunately, the rest of the mulch was delivered just before the closures.

The move-in challenge reached new heights on Monday — the big day for marketplace exhibitors to set up. As a result, all shipments were directed to the east loading dock of the north building of the MTCC on Front Street. The volunteer support was fabulous and this move-in turned out as the best-ever for the

Toronto Garden Club. We also received great cooperation from the Metro Toronto Police, who allowed access for some of the big trucks. Finally, by Tuesday morning, we had access to the loading docks. In spite of all the grief, most of the gardens were ready three hours ahead of schedule. Judging of the gardens began, as scheduled, at 12:45 p.m. on Tuesday. The judges agreed not to penalize any builders still working on their gardens. The opening night party turned out to be a great celebration. If you have never been to one of these parties, it's the best way to see the show.

The show was fabulous. Our feature garden builders did a great job showcasing our industry. We were well represented by them, and the public loved the gardens. The plant material was blooming nicely, thanks to the great job of forcing plants by BTN. More than \$80,000 worth of plants (wholesale value) was donated to the show by Landscape Ontario growers: 300 trees, 400 shrubs, 600 potted evergreens, over 4,000 pots of perennials, 1,400 flowers, and 80,000 bulbs covered the floor. The planter boxes in the show floor aisles really contributed to the colour.

The Backyard Ecotopia garden, built by Jan Gelderman Landscaping and Shademaster Landscaping, with design assistance from Susan McAllister, was a great hit with the public. The front entrance garden, designed by the Landscape Ontario Designers Group, turned out to be a fantastic entranceway to the show. Thanks to Ron Swentiski, Nan Keenan, Connie Cadotte, Beth Edney, Greg Scarlett and the Fanshawe students for their work on the entrance. LO staff also did a great job showcasing the new plant introductions.

Much of Canada Blooms' success can be attributed to the loyal volunteer base. More than 900 people worked at the show at one time or another. A total of 1,400 tonnes of sand and eight trailer loads of mulch were moved in and out of the show. Congratulations to David Turnbull, Charlie Dobbin and a great group of volunteers.

As we continue to move forward for 2008, we begin by thanking those board members who contributed significantly over the past years. A very special thank you to our co-chair Phil Charal, who has been on the Canada Blooms board since 2001. He is retiring this year. We have all benefitted from his leadership.

Many thanks to all of our members for their donations and support. Without your great contribution, Canada Blooms would not be the superb show that it is.

Respectfully submitted,
**Gerald Boot, CLP
Co-Chair, 2008**

CNLA

Representative: Gerald Boot, CLP

CNLA continues to leverage collective value for its membership. The profile of our national association keeps growing. The benefits keep increasing as the mission of all associations within the CNLA umbrella continues to be aligned and nationally integrated.

Here is a summary of some of the issues being dealt with at the national level:

- Labour availability is the priority. This complex issue is handled in direct and indirect ways. CNLA is currently exploring offshore labour programs. It is also working with the provinces in promoting horticulture at the high school and secondary school level.
- There is a very well developed Human Resource Plan that deals with labour availability, employee training, recruitment, apprenticeships, certification programs and much more. The engine of the plan is a recent partnership with Human Resource Services and Development Canada to form a sector council that will focus on the long-term human resource health of our sector.
- Environmental issues have emerged as a priority second to labour and human resources.
- A comprehensive environment plan to Green the Green Industry is being developed. All sectors will be encouraged to improve their stewardship activities.
- In addition CNLA has seeded the formation of Project EverGreen Canada. This organization will focus on our public message "to raise awareness for the environmental, lifestyle and economic benefits of well managed landscapes, gardens and greenspaces and the significance of those that enhance the environment at work, home and play."
- Partnerships with Skills Canada and Communities in Bloom accelerate the human resource and environment plans.
- CNLA is working with the Canadian Food Inspection Agency (CFIA) to develop domestic and international certification protocols to prevent the spread of quarantined invasive pests.
- CNLA provides association management services to the International Garden Centre Association. This reflects very well on Canadian horticultural expertise and stature.
- Government relations work at the national level continues. A comprehensive MP visitation plan will be developed. The

goal of the plan is to raise awareness for the societal, quality of life benefits of our industry activities.

Landscape Ontario is well represented at the CNLA level: Paul Olsen, Bill Stensson, Rene Thiebaud and Harold Deenen are prominent and respected leaders on the board. Alan White is the Project EverGreen Chair.

Respectfully submitted,
Gerald Boot, CLP
CNLA Representative

Congress and Garden Expo

Chair: Barry Dickson
Vice-Chair, Congress: Mark Story, Brian Cocks, CHT
Vice-Chair, Garden Expo/Florist Expo: Brian Lofgren
Members: Bob Adams, Scott Beaudoin, Brian Cocks, CHT, Doug Coote, Beth Edney, CLD, Klaas Sikkema, Nick Soltz, Monica van Maris, Bruce Warren

The Congress Committee was responsible for two successful major trade shows during the period: Garden Expo on Oct. 15-16, 2006, and Congress 2007 on Jan. 9-11, both held at the Toronto Congress Centre.

Total net revenue declined fractionally by two per cent for Congress and one per cent for Garden Expo during this fiscal period, while visitor traffic at Congress held steady at Congress and increased substantially for Garden Expo.

Garden Expo/Florist Expo is Canada's retail buying show for garden centres and specialty retail operations that have a garden department. In 2006, the concept of one-stop shopping for the trade, involved in lawn, garden, floral and outdoor living, became a reality with the addition of another co-located show, The National Hardware Canada Show. Attendees saved time and expense, and were able to coordinate their buying for the season in the three main areas of their business.

The co-location strategy worked well, since attendance to the Garden Expo/Florist Expo trade show ballooned to almost double (5,637 attendees) from the previous year.

To encourage attendance at the trade show from greater distances, an educational component was designed for the day prior to the trade show. The Garden Centre Symposium drew 160 people from across Canada, 92 per cent staying to visit the trade show. A sneak preview of the show floor the night before the official opening proved popular.

Congress, an international horticultural

trade show and conference, was three full days on Jan. 9 to 11. The show attracts all sectors of the green industry with an emphasis on landscape contractors and all suppliers associated with the green trades.

Congress had four Gold Sponsors, the highest level of sponsorship available — the Farm Safety Association, General Motors of Canada Limited, Husqvarna Forest and Garden and Kubota Canada. There were also four Silver Sponsors and two Bronze Sponsors.

A survey conducted at Congress 2007 revealed that exhibitors and attendees recognized Congress as the major North American trade show and conference for them to attend.

The New Product Showcase is still one of the main draws at Congress. Congratulations go to Monica van Maris, who designed and installed the New Product Showcase. I would also like to thank the selection committee, including Brian Lofgren, for selecting the new products to be included. Special thanks go to Klaas Sikkema and Bruce Warren for their help. Thanks also to Beth Edney for the floral displays.

Congress 2007 again partnered with the Canadian Fence Industry Association to produce a "show within the show," Fencecraft. Fencecraft will return to Congress 2008. Due, however, to the national composition of the association, Fencecraft will not return in 2009.

The Congress Conference was successful with a total attendance of over 1,000 participants. More than 20 Education Partners joined Landscape Ontario in promoting the value of the conference that offered over 40 sessions, including a mock safety trial. For the first time, several full-day pre-conference seminars, designed to meet the specific needs of the commodity groups, took place and were well attended.

The Awards of Excellence program, held on Jan. 9, highlighted the high quality of work of Landscape Ontario members in design and construction categories.

The committee members were saddened by the loss of Mark Story, the vice-chair of the committee and one of its most supportive and hardest working members.

It is my pleasure to thank the LO staff, volunteers and committee members for all the help and assistance. Much of our success stems from the dedication of volunteers who proved that they are willing to lend a hand or sage advice whenever and wherever needed.

Respectfully submitted,
Barry Dickson
Chair, 2006-2007

Education and Human Resources Committee

Ontario Horticultural Human Resource Council (OHHRC)

Chair: Tony DiGiovanni, CHT

Director: Terry Murphy, CLP

The Ontario Horticultural Human Resource Council is a regional body that provides human resource management in the horticultural sector, primarily for the landscape nursery industry in Ontario. Landscape Ontario is the major supporter and our efforts are directed solely to this sector in 2007, but available to all other sectors as requested. The main focus this year was working with young people at the high school level in coop programs and curriculum development. We are pleased to announce that the Ministry of Education authorized a new Green Industries curriculum for high schools, which should be in effect by 2008. We are the first trade to have a specific curriculum devoted to its industry.

Our general activities include areas such as worker training, human resources training, career path counseling and development, standards and accreditation, recruitment of labour, six national certification programs, college and apprenticeship curriculum advisement, industry safety training and program development, HR assistance and industry liaison. Human resource development is an important element in all our services.

OHHRC has always had the following broad goals and objectives:

- To sponsor and promote regional youth training projects
- To identify, investigate and resolve training and HR issues
- To promote careers in horticulture, especially in high schools
- To review sources of funds for sustainability by providing fee for service activities
- To provide human resource management services to the landscape industry

The following outlines some of the key priorities and areas of focus that the OHHRC has been involved in over the last 12 months.

Safety and accident prevention: Our work continues to include Landscape Ontario Safety Sponsorship with WSIB on two programs, safety groups and Safe Communities Incentive Plan Programs (SCIP). This year has seen savings of millions of dollars going back to industry employers in reduced industry rates. Over 100 firms are participating and each has received a WSIB rebate. Our projected 2008 WSIB

Premium Rates are reduced to \$4.31 per \$100 of wages or 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.

Apprenticeship coordination: OHHRC partnered with Humber College on a pre-apprenticeship proposal for 2008. The advanced apprenticeship programs were coordinated in Milton in 2007. We also have two other partnership proposals with youth agencies.

High school Specialist High Skills Major (SHSM): We worked with the Ontario Ministry of Education on a new high school program that will allow students to graduate from Grade 12 with a Major in Landscaping. This is a new concept that is structured under Bill 52, currently before the provincial government. The Bill will require young people to stay in school until they are 18 years old (up from 16). The goal is to have options in the trades so students can receive landscape experience that will count towards their high school diploma. Eight new schools have been selected for 2008 programs.

New labour: We continue to attend career days, job fairs and new employment endeavours, as well as collect resumes to put new potential employees in touch with LO members. Success in job fairs with the City of Toronto for the last four years and some of the youth centres (OAYEC) provided new labour for LO members. We also counseled many mature people who want to start a new career in the landscape industry. The job board at Congress continues to be a very popular employment connection.

High school and college involvement: We continue to work with the Horticultural Ontario Secondary Teachers Association (HOSTA) and the Ontario Horticultural Educators Council (OHEC) that represent the high school and college teachers, respectively. Our primary goal to get the CHT test into high schools and colleges as a standard part of their curriculum is still active. The new High Skills Major will include three or four CHT stations in the curriculum. Both the Niagara Parks Commission School of Horticulture and Kemptville College are now industry CHT test sites.

Apprenticeship program industry committee coordination: OHHRC sits as a resource for the industry committee for the Horticultural Technician Apprenticeship Program. We continue to support apprenticeship training and the number of new registrants increased over 10 per cent during the last two years

Certified Landscape Professional (CLP) training: We continue to coordinate and support the industry in certification training by managing all six certification programs for 2008. CLP will be a focus for next year.

Sector council: Finally, an agricultural sector council has been formed with HRSDC and

the OHHRC and Landscape Ontario to work closely with CNLA to bring more training and research projects to the landscape industry. The committee will attempt to secure Red Seal national status for the Horticultural Technician Apprenticeship Program.

The Education and Human Resource Committee is committed to achieving the goals of the Council and Landscape Ontario members with respect to training, education and human resource development and management.

Specific objectives for 2007–08 are:

- Continue support work for the new Agricultural Sector Council
- Promote the Certified Landscape Professional Program (CLP)
- Continue efforts in apprenticeship training and recruitment, health and safety management and new high school landscape programs
- Give LO members HR management assistance as required
- Continue with development work and a pilot high school project with the Ministry of Education to achieve a provincial Green Industries curriculum in horticulture and an OSSD Grade 12 Graduation Diploma with a Major in Landscaping.

It has been a pleasure working with the LO staff and the various industry participants. I appreciate all the support and the opportunity to work with everyone over the past year.

Respectfully submitted,

Terry Murphy, CLP

Director, 2006-2007

Farm Safety Association

Executive Chair: Peter Olsen

The Farm Safety Association (FSA) has been busier than ever in the past year, with the Occupational Health and Safety Act (OHSA) applied to all workplaces in the agriculture and horticulture sector. The Act has always included landscaping companies, so there are no changes there. However, nursery growers and greenhouse operators are now under the Act and should contact the Farm Safety Association office for clarification and requirements.

Beginning in 2007, the FSA, in partnership with the all the health and safety partners in the province, began an effort to increase awareness of musculoskeletal disorder (MSD) as it is the number one type of work-related lost-time claim reported in Ontario workplaces. In Ontario, MSD accounts for 42 per

cent of all lost-time claims, 42 per cent of all lost-time claim costs and 50 per cent of all lost-time days. In 2005, for the rate group 190 (Landscape & Related Services), MSD accounted for 36 per cent of lost-time claims, 41 per cent of all lost-time claims costs and 42 per cent of all lost-time days.

MSD is a term used for a number of injuries and disorders of muscles, tendons, nerves, etc. Other terms that mean the same, include repetitive strain injury (RSI) and sprain and strains. MSD may be caused or aggravated by various hazards or risks factors in the workplace. Many jobs have MSD hazards – things about the job or the way the job is done that increases the risk of a worker developing MSD. While a number of things can increase MSD risk, the primary MSD hazards are repetitive motion, fixed or awkward position and over-exertion (force).

Don't wait for reports of MSD before starting to identify and control the MSD hazards in your workplace. Identifying the root cause of a MSD hazard is the key to finding an effective control. Ideally, it is recommended to remove the hazard from the workplace, where possible. Where this is not possible, controls should be put in place to minimize the exposure to the risk. Involve your workers to identify hazards and choose and implement controls.

Here is the challenge for LO members: Starting today, try to identify the most prevalent sprain and strain complaint in your workplace, and take steps to control the hazard. Your workplace will be healthier, your workers will be happier and your business will be healthier.

*Respectfully submitted for Peter Olsen,
Dean Anderson, FSA*

IPM Symposium

Chair: Monica van Maris

Committee: Bob Adams, Pam Charbonneau, Jennifer Llewellyn, Jeff Lowartz, Doug Smith, Gerald Stephenson, Kyle Tobin, Eric Trogdon, Violet Van Wassenauer and John Wright

The IPM Symposium is designed to interest all commercial 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 42nd annual presentations followed a new pattern where individual city dates were paired with other events. The following dates were selected:

- Jan. 8 in Toronto (paired with Congress, Jan. 9-11).
- Feb. 15 in Ottawa (paired with Green Trade Expo, Feb. 14).
- Mar. 20 in Barrie (paired with Georgian Lakelands Equipment Show, Mar. 20-21).

- Mar. 28 in London (paired with Grounds Maintenance Symposium, Mar. 27).

A survey from each presentation showed that Toronto, Ottawa and Barrie liked the new timing pattern. London respondents reported that Mar. 28 was too close to the beginning of the spring season, and would like to have the Symposium earlier in March.

Final registration for the Symposium was 591, which is 24 registrations fewer than the previous year, although the financial picture was substantially improved from the loss of the previous year. This was mainly due to increased registration fees, reduced operating costs and reduced speaker fees.

The net proceeds from the 2007 IPM Symposium were \$7,792.77, as contrasted to a loss of \$26,148.75 in 2006. Most of the loss occurred because the committee deemed it important to sustain a loss for the 2005-2006 fiscal year in order to ensure that funds were available to support the Landscape Ontario's initiative on Healthy Lawns.

The 2007 net proceeds of \$7,792.77 were transferred to the IPM Fund within the Ontario Horticultural Trades Foundation, with the proviso that \$3,000 of said funds were to be granted to Pam Charbonneau and Jennifer Llewellyn of OMAFRA to support a summer research position. The remainder of the funds were to be available for research grants, subject to any current operating needs for committee meetings.

The committee includes representatives from both the Ministry of the Environment (MOE) and the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA), as well as industry sector representatives. The committee was pleased to welcome a new member to the committee this year, Dr. Gerald Stephenson of the University of Guelph.

I would like to thank the committee for its efforts. I would also like to add my thanks to Pat Hillmer, Ken Pavely and Tony DiGiovanni for their assistance with the Symposium.

*Respectfully submitted,
Monica van Maris
Chair, 2006-2007*

Pesticide Industry Council

Chair: John Wright

Secretary: Tony DiGiovanni, CHT

Manager PIC-PTP: Tom Somerville

The Pesticide Industry Council (PIC) has worked with the Ontario Ministry of Environment since 2000 to meet the new requirements of the

Pesticide Act (Ontario Regulation 914). Under the new regulation, anyone who applies pesticides must be either licensed or have technician status. Now all unlicensed assistants working with licensed exterminators must complete a basic safety course in order to legally apply pesticides. The Pesticide Technician Program (PTP) meets the new requirements. 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 the 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 2007 and has operated at a profit for the sixth year in a row.

PIC-PTP program participants included 20 new qualified examiners and 1,200 new technicians.

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, 2006-2007*

Publishing Committee

Chair: Hank Gelderman, CHT

Members: Gerald Boot, CLP, Laura Catalano, Marty Lamers and Bob Tubby, CLP

As chair of Landscape Ontario's Publishing Committee, I am pleased to report on another year of communications initiatives benefitting the association, our industry and the advancement of horticulture.

Horticulture Review maintains its key role as the glue that holds Landscape Ontario together. It does a great job on several fronts: HR reports on LO's wide-ranging initiatives, drives participation in the association and its events, provides business information that is unique to Ontario and serves as an important

member recognition tool. In addition, our advertisers offset production costs while they publicize products that help the industry prosper. Editorial director Sarah Willis shifted her primary attention to this publication during the course of the year. Her leadership has brought enhanced reader service, along with improved financial performance.

The good news continues with *Landscape Trades*, Canada's premier horticultural trade publication. June 2007 was a special theme issue on the benefits of horticulture, and was appreciated both within our industry and outside. The snow and ice management focus for LT's July issue continues its success. *Landscape Trades* has also filled a leadership role with regular reporting on the Jim Paluch/

JP Horizons pilot lean management training project for the green industry. The publication was honoured with a first-place writing award in the international category from the Turf and Ornamental Communicators Association. Allan Dennis joined *Landscape Trades* as editor in July, and is bringing fresh talent, perspective and energy to the magazine. I am proud that *Landscape Trades* finished its fiscal year with impressive growth in net proceeds, as you can see in the financial section of this report.

Our special projects seem to grow every year. In addition, the publishing staff provides a huge amount of agency-level professional support for every other LO initiative. As our scope and service expands, we are renaming the department from "Publishing"

to "Communications," reflecting the extra responsibility these dedicated staff members are taking on. The committee extends thanks and appreciation to Kim Burton-Ogrodnik, Allan Dennis, Robert Ellidge, Angela Lindsay, Steve Moyer, Susan Therrien, Sarah Willis and Lee Ann Knudsen.

I would also like to recognize my fellow Committee members Gerald Boot, Laura Catalano, Marty Lamers and Bob Tubby for their volunteer spirit and important advisory contributions.

Respectfully submitted,
Hank Gelderman, CHT
Chair, 2006-2007

Ontario Horticultural Trades Foundation

Chair: John Wright

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

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 financed by 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. In July, 2007, the Foundation reached a fundraising milestone of \$1,000,000.

The Foundation would like to thank its donors. A special thank you goes to Cannon Nurseries/NVK Holdings for the generous contribution from the 100th anniversary event in September 2006.

Donations received this year were from:

Lynn Anderson, Mark Cullen, Willi Hessesenthaler, Gregory Honegger, David Smith, Margaret Stinson, Brian Williamson, Mike Williamson, Patricia Worgan, John Wright, Althouse Landscaping, Arbor Dale Urban Tree Maintenance, Barry Benjamin & Associates, Black Rock Landscaping, Brownridge Greenhouse & Nursery Ltd, Bruce Tree Expert Company, Cameron Landscaping, Cambridge Landscaping, Chris Bradley Landscape Group, Dynamic Terrain Contractors, David Turnbull & Associates, Eastbrooke Contracting Corp, Emerald Lawns – Naturally, Enviroscope



The Foundation reached a fundraising milestone of \$1 million this year.

Incorporated, Forever Green Lawn & Landscape, Garagraxa, Garden Holistics, Georgina Garden Centre, Gunn-Duncan Landscaping, GW Lawn Maintenance, Heritage Green Landscape Contractors, Hollander Landscaping, Interiorscape Commodity Group, KTO Imports, Natural Splendors, Nutri Lawn – Durham, Rain Bird International, Reliable Landscape Contractors, Rosepark Landscaping, Silver Creek Gardens, Turfpro Investments, Underhill Landscape, Van Holland Landscaping, Van Maris Holdings, Woods Lawn & Landscape and 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 \$32,000 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):

Exequiel Alcober	Algonquin
Amy Doan	Niagara Parks
Evelina Dougan	Algonquin
Stacy Kirkbride	Algonquin
Danielle Klassen	Niagara College
April Krikke	Humber
Jordana Lee	Seneca
Lifang Lei	Humber
Jason McMillen	U. of Guelph
Collin Mortson	U. of Guelph
Kori Muir	Algonquin
Adam Palmer	Algonquin
Samantha Parent	Algonquin
Sue Pfeiffer	Niagara Parks



Some of the Scholarship recipients.

Matt Robinson	Niagara Parks
Elizebeth Ann Seabrook	Algonquin
Elin Steele-MacInnis	Algonquin
Erin Van Dooren	Fanshawe
Maria Whyte	Algonquin
Melanie Roach	Seneca
Justin Free	Redeemer

Horticulturist (\$500):

David Pantaleo	Humber
Leonique Vint	Humber

Post Graduate Scholarship (\$1,000):

Yun Liu – University of Guelph

High School Scholarship (\$1,000):

Andrew Hutten	Niagara Parks
Nick Lomas	Niagara Parks
Kyle Post	Niagara Parks
Dan VanGeest	Niagara Parks
Kristie DeHeer	St. Clair College
Kyle Thomas	U. of Guelph

Casey van Maris Memorial Scholarship

(\$1,000): Christine Van den Bogard

– Niagara Parks

Tony DiGiovanni Scholarship (\$1,000):

Stephen Cushing – University of Guelph

In September, 2006, the Adopt a High School Scholarship Program was launched.

LO members were able to sponsor a \$500 scholarship for graduating high school students in their area who are entering a post-secondary horticultural program.

The following is a list of the companies and the school they sponsored:

Allweather Landscape Co.

- Don Mills Collegiate

Institute

Arbordale Landscaping/Moonstruck

Landscape Lighting

- To be advised

Blue Willow Garden & Landscaping

- Sutton High School

Dave Emmons Plants

- E. L. Crosby High School

Fern Ridge Landscaping

- E. C. Drury

Garden Creations of Ottawa

- Bell High School

Green Design Landscaping

- Ingersoll District Collegiate Institute

Hank Deenen Landscaping

- Bendale Business & Tech Institute

Jan Gelderman Landscaping

- Waterdown High School

Jan Gelderman Landscaping

- White Oaks High School

R. J. Rogers Landscaping

- South Carleton High School

This year at Congress 2007, the Foundation hosted the Legacy Lounge for the pioneers of the industry. It was a way to thank them for their contributions 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:

Atlas Block, Bayer Environmental Science, Draglam Developments, Echo Power Equipment (Canada), Firestone Building Products Canada, Green Horizons Group of Companies, Growers

Choice (Div. of Gateman Milloy), Hort Protect (The Investment Guild), Kord Products, Kubota Canada, Moore Water Gardens, Oaks Concrete Products, PAO Associates, Premier Horticulture, Spectrum Brands, Stihl and Vanden Bussche Irrigation.

The Foundation has also contributed to numerous research programs. In 2007, Ontario Horticultural Trades Foundation contributed a total of \$62,495.63 to the following projects:

- **IPM Program:** Ken Pavely research - \$10,000.
- **University of Guelph:** Develop a strategy for reducing leachate and enhancing irrigation, and fertility management in container culture - \$39,613.60.
- **University of Guelph:** Biology and control of maple tar spots - \$10,800.
- **Skills Canada:** Skills competition at Canada Blooms involving high school and university/college students - \$2,082.03.

Two fund raising programs were developed:

- In Memoriam card, so members may contribute a memorial gift to help support the Ontario's horticulture industry. Donors receive a charitable tax receipt.
- Donation card for members and others to contribute to sustain Ontario's horticulture industry (through research and scholarships). Donors receive a charitable tax receipt.

The Foundation committee is presently working on other fundraisers.

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

Respectfully submitted,

John Wright

Chair, 2006-2007

Volunteers

Abate Wori Abate
Ministry of Training,
Colleges & Universities

Ronald Abbott
RJ Electrical Services

Robert Adams
Adams Lawncare Inc

Walter Afanasiew, CIT
Aqua Turf Sprinkler
Systems

Bob Allen
RW Allen Horticultural
Services Inc

Ian Andrews
Greenwood Interlock

Susan Antler
The Composting Council
of Canada

Jose Argueta
JCA Trees

Vince Arone

John Bakker III
JC Bakker & Sons Ltd

Jarrod Barakett
Deer Ridge Golf Course

Jim Bauer
Jim Bauer Landscape
& Garden Maintenance

Scott Beaudoin
Manchester Products

Arthur Beauregard

Susan Beduhn
Horticare Landscaping

Barry Benjamin
Barry Benjamin
& Associates

Pamela Bingham
LUNA

Stefan Bolliger
Stefan Bolliger Associates

Gerald Boot, CLP
Boot's Landscaping
& Maintenance Ltd

Neil Bouma
Picture Perfect
Landscaping Quinte Ltd

Mark Bradley
The Beach Gardener Inc

Dave Braun
Braun Nurseries

Bart Brusse
Sheridan Nurseries

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

Connie Cadotte, CLD
Home & Garden Retreat

Diana Cassidy-Bush
Fresh Landscape &
Garden Solutions

Laura Catalano
Nisco National Leasing

Michael Celetti
OMAF

Harry Chang
Humber College

**Sally Chapman Harvey,
CHT, CLP**
Green Design
Landscaping Inc

Phil Charal
Allweather Landscape
Co Ltd

Pam Charbonneau
Guelph Turfgrass Institute

Patrick Charest
Permacon

Don Chase, CLD

Terry Childs
Nature's Way
Landscaping

Dr. Calvin Chong
Horticultural Research
Institute of Ontario

Dan Clost, CHT
Connon/CB Trenton

Brian Cocks, CHT
Brian Cocks Nursery
& Landscaping

Michelle Cocks, CHT
Brian Cocks Nursery &
Landscaping

Nancy Collins

Douglas Coote
DG Coote Enterprises

Cathie Cox
Toronto Botanical
Gardens

Tim Craddock
Turf Revolution

Tim Cruickshanks
Cruickshanks Property
Services Inc

Peter Cullen
Cullen Landscaping Ltd

Alan Darlington
Air Quality Solutions Ltd

Gavin Dawson
GreenLawn Ltd
- Toronto West

Sonia Day

Darcy DeCaluwe
Stone in Style Ltd

Harold Deenen, CLP
Hank Deenen
Landscaping Ltd

Paul DeGroot
Connon Nurseries/NVK
Holdings Inc

Caroline DeVries
TradeWinds International
Sales Co Inc

Horst Dickert

Phil Dickie
Fast Forest

Barry Dickson
BR Dickson Equipment
Inc

Frank DiMarco
DiMarco Landscape
Lighting

Charlie Dobbin

**Paul Doornbos, CHT,
CLP**
Thornbusch Landscaping
Company

James Doyle
Davey Tree Expert
Company Canada

Lindsay Drake
Nightingale
Yorkshire Garden
Services Inc

Tim Dyer
Kings Creek Trees

Beth Edney, CLD
Designs By The Yard Inc

Jeff Eidsness, CHT
Clintar Groundskeeping
Service - London

David Emmons
Dave Emmons Plants

Eric Emendersby
Key West Tropicals Ltd

Janet Ennamorato
Artemis Landscapes

Lorraine Flanigan

Jason Fleming
Moonlighting Outdoor
Lighting

John Fulford
Gerrits Property Services
Inc

Carol Fulford
Gerrits Property Services

Dan Garlatti
Garlatti Landscaping Inc

Jim Garret
Downham Nurseries
(1993) Inc

Paul Gaspar
Weed Man - Toronto

Andrew Gaydon
Vanden Bussche Irrigation
& Equipment Ltd

Harry Gelderman
Jan Gelderman
Landscaping Ltd

Hank Gelderman, CHT
Jan Gelderman
Landscaping Ltd

Wendy Gervais
Mr Grass Landscaping Ltd

Gillian Glazer
John Deere Landscapes
Ltd

Sabrina Goettler
Oriole Landscaping Ltd

Michael Goldman
Ontario Pest Control
Association

Mark Goodman
Enviroking Lawn Care Ltd

Gwen Goodwin

Kees Govers
Caradoc Green Roofs Ltd

Earle Graham
Lakelands Irrigation

Chris Graham

Perry Grobe
Grobe Nursery

Olya Grod
Flowers Canada (Ontario)
Inc

Peter Guinane
Oriole Landscaping Ltd

Larry Hackbart
Delta Spring & Chassis

Jacki Hart, CLP
Water's Edge
Landscaping

Steve Hary
The Landscape Company
Inc

Walter Hasselman
Dutchman's Landscaping
Ltd

Carl Hasting
Moonstruck

John Hawkes
Wayside Garden Market &
Groundskeeping Ltd

Mike Hayes
Allgreen Tree Service Inc

Jennifer Hayman
Jennifer Hayman Design

Mark Heaton
Ministry of Natural
Resources

Nathan Helder
Jan Gelderman
Landscaping Ltd

Edward Hewis
Ground Control
Contracting

John Hewson
Greenscape Lawn
Maintenance

John Higo
Turf Care

Nicole Hoftzer

David Holmlund
D Holmlund Landscaping

Barry Hordyk
Shademaster
Landscaping

Leon Hordyk
Moonshadow Lighting Inc

Mark Humphries
Humphries Landscape
Services

Judith Humphries, CLD
A Garden For All Seasons
Inc

Harry Hutten, CIT
Select Sprinklers

Tom Intven
Canadale Nurseries Ltd

Pauline Intven
Canadale Nurseries Ltd

Kevin Jensen
Turf Care

Joan Johnston
Peter Knippel Nursery Inc

Sarah Johnston
Greenlife

Raymond Josephian
Nightscaping

Anthony Kampen

Tim Kearney, CLP
Garden Creations of
Ottawa Ltd

John Keenan
Wright Landscape
Services

Robert Kennaley
McLaughlin & 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 OMAFRA

Alice Klamer
Blue Sky Nursery

Karl Klinck
Orchard Farm Nursery Ltd

Liz Klose
Niagara Parks Botanical
Gardens and School of
Horticulture

Mike Knox
Battlefield Equipment
Rentals

Ben Kobes
Kobes Nurseries Inc

Ron Koudys, CLD
Fanshawe College

Terry Kowalski
Kowalski Landscaping

Raymond Kuntz
Kuntz Landscape Depot
Ltd

John Ladds
Turf Management
Systems Inc

- Marty Lamers**
Allan Block Retaining Walls
- John Langendoen**
Willowbrook Nurseries Inc
- Chris Langendoen**
Willowbrook Nurseries Inc
- Michael Laporte, CHT**
Orchestra Landscapes Ltd
- Tammy Lawrence**
Turf Revolution
- Chris LeConte**
- Graham Leishman, CIT**
Leishman Landscaping Ltd
- Anne Lesperance**
Turf Care
- Shannon Lindensmith**
Georgina Gardens
- Jennifer Llewellyn**
Ontario Ministry of Agriculture, Food and Rural Affairs OMAFRA
- Brian Lofgren**
Horta-Craft Limited
- Anthony Lombardi, CLD**
- Russel Loney**
Loney Landscaping Ltd
- Brenda Luckhardt**
Sheridan Nurseries
- Arvils Lukss**
Landscapes By Lucin
- Glen P Lumis**
University of Guelph
- Steve Macartney, CIT**
Raintree Irrigation & Outdoor Systems
- Francine MacDonald**
- Michael Malleck, CHT**
Clintar Groundskeeping Service - London
- Len Mancini**
Holland Park Garden Gallery
- Brian Marsh**
Townscaping Inc
- Susan McAllister**
- Bob McCannell**
RL McCannell Enterprise
- Jim McCracken**
Hugh McCracken Limited o/a McCracken Landscape Design
- Keith McDow**
McDow Landscaping and Maintenance
- Don McLaren**
McLaren Equipment (John Deere Dealer)
- Ann-Louise McLaughlin**
Limestone Construction & Landscaping
- Jeff McMann, CHT**
- Jim McMillen**
- Burke McNeill**
- Don McQueen**
Nutri Lawn - Oakville/Hamilton
- Jay Middleton, CLD**
Gib-San Environmentals
- Norm Mills**
The Gardenin' Guy
- Jim Monk**
Markham Property Services
- John Moons**
Connon Nurseries/NVK Holdings Inc
- Garry Moore, CHT**
- Bruce Morton, CIT**
Greenscape Watering Systems Ltd
- Jay Murray, CLP**
TLC Professional Landscaping
- Dave Nemeth**
Elm Landscaping
- Colin Nisbet**
National Golf Course Owner Association
- Darcy Olds**
Aventus
- John O'Leary, CHT**
Clintar Groundskeeping Service
- Jeff Olsen**
Brookdale Treeland Nurseries Ltd
- Paul Olsen**
Brookdale Treeland Nurseries Ltd
- Peter Olsen**
Royal City Nursery
- Keith Osborne**
Gro-Bark (Ontario) Ltd
- Mark Ostrowski**
Laurel Forest Farms
- Ken Parker**
Sweet Grass Gardens
- Jack Parker**
- Michael Pascoe, CHT**
- Danny Passmore**
Frechette Lawncare
- John Peets**
John Peets Landscaping
- Fiona Penn Zieba**
Fiona's Garden Gate
- Frans Peters**
Humber Nurseries Ltd
- Nick Pisano**
National Research Council Canada
- Stephanie Pollard**
The Oasis Group
- Chris Power**
Bellaire Landscapes
- Charles Prenevost, CHT**
Plant Maintenance Group
- Fred Prescod, CHT**
- Lisa Purves, CHT**
Lisa Purves Garden Design & Consultation
- John Putzer**
M. Putzer Hornby Nursery Ltd
- Bob Reeves**
Reeves Florist & Nursery
- Susan Richards**
New North Greenhouses
- Robert Richards**
Holland Valley Garden Centre
- Jay Rivait**
Lakeshore
- Matt Robertson**
Robertson Gaze Associates Inc
- Darren Rodrigues**
Sinclair-Cockburn Insurance Brokers
- Mike Ross**
Rain Bird International
- Robert Roszell**
Road Equipment Links
- Matt Sandink**
VBI
- 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
- Bruce Scott**
- Haig Seferian, CLD**
Seferian Design Group
- Gord Shuttleworth**
Delaware Nursery Ltd
- Klaas Sikkema**
Eloquip Ltd
- Arthur Skolnik**
Shibui Landscaping
- Susan Smith**
Ambiance
- Irwin Smith**
Flowers Canada (Ontario) Inc
- Steve Snider, CHT**
Snider Turf & Landscape Care Inc
- James Solecki**
Integra Works
- Nick Soltz**
Soltz & Sons Ltd
- Ted Spearing**
Ground Covers Unlimited
- Tyler Speirs**
Rouge River Landscapes
- Patricia Stanish, CLD**
c/o Yards Unlimited Landscaping Inc
- Karl Stensson**
Sheridan Nurseries Ltd
- Howard Stensson**
Sheridan Nurseries Ltd
- David Stewart, CHT**
Custom Lawn Care
- Ron Swentiski, CLD**
Trillium Associates
- Luba Taylor**
BritAli Gardens
- Donald Tellier**
- Jay Terryberry**
- Robert Tester**
TNT Property Maintenance
- Marc Thiebaud**
OGS Grounds Maintenance Specialist
- Rene Thiebaud, CLP**
OGS Landscape Services
- Mike Thomas**
The Investment Guild
- Willem Tiemersma**
Willand Grounds Maintenance
- Kyle Tobin**
LawnSavers Plant Healthcare
- Koos Torenvliet**
Environmental Design Landscaping Contractors Ltd
- Eric Trogdon**
Ontario Parks Association - OPA
- Rodger Tschanz**
- Bob Tubby, CLP**
Arbordale Landscaping/Moonstruck Landscape Lighting
- David Turnbull, CHT**
David Turnbull & Associates
- Sharon Urquhart**
Green Unlimited
- George Urvari**
Oriole Landscaping Ltd
- Antonio Vaccari**
Eco Solutions
- Louis Van Haastreht**
Dr Green Lawn Care
- Bruce Van Haastreht**
Hometurf Lawn Care Inc
- Monica van Maris**
Van Maris Holdings
- John van Staveren**
The Garden Shop
- Phil VanAlstyne, CHT**
- Darilyn Vanclief**
Willowlee Sod Farms Ltd
- Art Vanden Eden, CHT**
c/o Sheridan Nurseries
- Marc VandenHeuvel**
TLC Landscaping
- Dan Vanderkruk**
Connon Nurseries/AVK Holdings Inc
- Neil Vanderkruk**
Connon Nurseries/NVK Holdings Inc
- Brian VanDyk**
Landtech Design Landscape
- Chris Villeneuve, CIT**
Nutri Lawn - Ottawa
- Don Voorhees**
Noldus of Durham
- Bruce Warren**
Clintar Groundskeeping Services
- Mark Weavers**
- Hans-Peter Werder**
Pan American Nursery Co
- Alan White**
Turf Systems Inc
- Bruce Wilson**
CA Building Products
- Robert Wilton**
Clintar Groundskeeping Service
- Dale Winstanley**
Dale's Gardening & Landscaping Inc
- Welwyn Wong**
Welwyn Wong Landscape Design
- John Wright**
Wright Lawn Care Service Ltd
- David Wright**
Wright Landscape Services
- David Wylie**
Braun Nursery Limited
- Chuck Yates**
Yates Exterior Services Inc
- Shawn Young**
Aquascape
- Fiore Zenone**
Tumbleweed Lawncare and Landscaping

AUDITED FINANCIAL STATEMENTS - YEAR ENDED AUGUST 31, 2007

BALANCE SHEET

	2006 Audited Statements	2007 Audited Statements
Assets:		
Cash	544,629	130,062
Investments	1,203,708	1,806,851
Accrued Interest	61,696	119,543
Accounts Receivable	1,481,808	1,707,762
Prepaid Expenses	560,174	613,604
Building	1,254,137	1,254,137
Total Assets	5,106,151	5,631,959
Liabilities & Surplus:		
Accounts Payable	265,813	299,961
Accounts Payable-Garden Centre Group	31,747	41,193
Accounts Payable-Growers Group	7,582	(762)
Accounts Payable-IPM Symposium	1,600	1,600
Accounts Payable-Special Projects	164,277	224,163
Deferred Revenue	2,476,905	2,717,485
Hort. Centre Improvement Fund	561,923	672,227
Hort. Industry Development Fund	193,141	312,629
Technology Fund	26,123	45,205
Promotion Fund	0	1,920
Surplus-Members Equity	1,046,568	1,046,568
Net Income	330,471	269,770
Total Liabilities & Surplus	5,106,151	5,631,959

FUND ALLOCATIONS

	2006 Audited Statements	2007 Audited Statements
Horticultural Industry Development Fund:		
Opening Balance	284,839	338,376
Expenditures	(100,711)	(80,916)
Industry Funding/Donations	9,013	55,169
Transfer From Net Income	145,236	119,885
Closing Balance	338,376	432,514
Horticultural Centre Improvement Fund:		
Opening Balance	655,778	707,159
Expenditures	(93,854)	(34,932)
Transfer From Net Income	145,236	119,885
Closing Balance	707,159	792,112
Technology Fund:		
Opening Balance	40,000	46,123
Expenditures	(13,877)	(918)
Transfer From Net Income	20,000	10,000
Closing Balance	46,123	55,205
Promotion Fund:		
Opening Balance	0	20,000
Expenditures	0	(18,080)
Transfer From Net Income	20,000	20,000
Closing Balance	20,000	21,920

AUDITED FINANCIAL STATEMENTS - YEAR ENDED AUGUST 31, 2007**INVESTMENTS**

	Maturity Date	Rate of Return	Opening Value at Cost Sep 1/06	Purchases at Cost	Disposals	Gain/Loss Disposals	Realized Interest on Disposals	Accrued Interest Aug 31/07	Closing Value at Cost Aug 31/07	Market Value Sep 30/07
Province of Ontario Coupon	Dec 2, 2011	4.22 %	236,624					37,862	236,624	280,920
Province of Ontario Coupon	Jun 2, 2012	4.40 %	170,206					20,966	170,206	189,712
Province of BC Coupon	Jul 9, 2018	5.02 %	78,691					9,854	78,691	88,546
Province of Ontario Coupon	Jan 13, 2013	4.08 %	200,000					13,675	200,000	208,366
Province of Ontario Coupon	Aug 7, 2016	4.33 %	362,787					26,350	362,787	372,678
Ontario Savings Bond	Jun 21, 2013	3.90 %	155,400		(155,400)		3,030			
Province of Ontario Coupon	Jan 13, 2020	4.43 %		158,544				4,580	158,544	152,551
Royal Bank-GIC	Sep 21, 2007	3.75 %		400,000	(400,000)		4,773			
Royal Bank-GIC	Sep 29, 2007	3.75 %		400,000	(400,000)		6,636			
Royal Bank-GIC	Nov 8, 2007	3.75 %		400,000	(200,000)		3,575	6,082	200,000	200,000
Royal Bank-GIC	Aug 27, 2008	4.00 %		400,000				175	400,000	400,000
Totals			1,203,708	1,758,544	(1,155,400)	0	18,014	119,543	1,806,851	1,892,773

INCOME STATEMENT - DEPARTMENTAL SUMMARY

	2006 Audited Statements	2007 Audited Statements	2007 Revised Budgets	2008 Revised Budgets	2009 Proposed Budgets
Revenue:					
General	205,892	228,975	201,000	217,000	217,000
Membership	855,607	943,129	933,500	955,000	955,000
Publications	1,011,439	1,055,040	957,500	1,011,500	1,011,500
Congress	1,664,926	1,686,754	1,686,075	1,729,675	1,729,675
Garden Expo	601,984	624,398	605,000	637,000	637,000
Education	275,172	234,306	230,000	220,000	220,000
Total Revenue	4,615,019	4,772,602	4,613,075	4,770,175	4,770,175
Expenses:					
General	1,978,663	2,065,852	2,084,563	2,163,500	2,163,500
Membership	464,297	531,628	547,896	560,376	560,376
Publications	438,086	431,114	418,750	439,550	439,550
Congress	887,384	920,539	1,005,710	984,000	984,000
Garden Expo	272,516	307,198	313,950	324,350	324,350
Education	243,602	246,500	229,500	251,500	251,500
Total Expenses	4,284,548	4,502,831	4,600,369	4,723,276	4,723,276
Net Income (Loss)	330,471	269,770	12,706	46,899	46,899

AUDITED FINANCIAL STATEMENTS - YEAR ENDED AUGUST 31, 2007

INCOME STATEMENT - GENERAL

	2006 Audited Statements	2007 Audited Statements	2007 Revised Budgets	2008 Revised Budgets	2009 Proposed Budgets
Revenue:					
Rent	99,956	102,227	98,000	100,000	100,000
Administration Fees	32,250	37,749	32,000	36,000	36,000
Earned Interest	56,624	76,087	55,000	70,000	70,000
Gains/losses-investments	1,551	0	5,000	1,000	1,000
Information Technology/Web Fees	8,591	8,394	10,000	9,000	9,000
Miscellaneous	6,920	4,518	1,000	1,000	1,000
Total Revenue	205,892	228,975	201,000	217,000	217,000
Expenses:					
Administrative Expenses					
Property Taxes	48,109	49,520	55,000	65,000	65,000
Telephone	38,031	37,072	35,000	28,000	28,000
Hydro	30,603	33,858	30,000	34,000	34,000
Heat	22,456	21,642	27,000	25,000	25,000
Maintenance-Building	62,117	66,815	70,000	70,000	70,000
Maintenance-Yard	31,011	40,570	32,000	35,000	35,000
Office Supplies	36,799	25,913	38,000	35,000	35,000
Office Equipment	15,687	33,900	30,000	30,000	30,000
Computer Equipment/Software	24,899	15,306	30,000	15,000	15,000
Information Technology/Web Expenses	13,977	14,401	15,000	17,500	17,500
Postage	23,267	19,405	26,000	25,000	25,000
Courier	3,666	2,775	4,000	4,000	4,000
Audit	14,000	14,500	14,000	14,000	14,000
Legal Fees	1,945	774	2,000	2,000	2,000
Advertising	2,172	3,108	2,500	3,000	3,000
Insurance Expense	18,064	16,167	17,000	17,000	17,000
Meeting Expenses	17,565	27,100	17,000	19,000	19,000
Travel	60,376	61,133	55,000	60,000	60,000
Dues & Subscriptions	8,398	8,491	8,000	8,000	8,000
Donations	2,450	2,903	2,500	3,000	3,000
Training (Staff)	3,265	4,086	5,000	6,000	6,000
Miscellaneous Expenses	8,432	15,374	15,000	15,000	15,000
Interest Expense (Loan)	1	0	500	0	0
Bank Charges & Interest	39,059	48,769	36,000	45,000	45,000
(Gain) Loss on Foreign Exchange	(3,084)	98	0	0	0
Administration Costs	4,000	8,000	5,000	8,000	8,000
	527,264	571,681	571,500	583,500	583,500
Compensation:					
Wages	1,258,539	1,321,730	1,330,000	1,400,000	1,400,000
Benefits	121,617	99,227	105,000	100,000	100,000
Source Deductions	71,243	73,215	78,063	80,000	80,000
Total Compensation	1,451,399	1,494,171	1,513,063	1,580,000	1,580,000
Total Expenses	1,978,663	2,065,852	2,084,563	2,163,500	2,163,500
Net Income (Loss)	(1,772,771)	(1,836,877)	(1,883,563)	(1,946,500)	(1,946,500)
Wage Allocations	1,037,061	1,122,514			
Overhead Allocations	564,917	595,298			
Net Income (Loss) Net of Allocations	(170,793)	(119,065)			

AUDITED FINANCIAL STATEMENTS - YEAR ENDED AUGUST 31, 2007**INCOME STATEMENT - MEMBERSHIP SERVICES**

	2006 Audited Statements	2007 Audited Statements	2007 Revised Budgets	2008 Revised Budgets	2009 Proposed Budgets
Revenue:					
Membership Dues	779,446	864,462	865,500	885,000	885,000
Awards Of Excellence	17,805	15,946	15,000	16,000	16,000
Merchandise	4,685	6,261	3,000	4,000	4,000
Referral Fees	53,670	56,460	50,000	50,000	50,000
Total Revenue	855,607	943,129	933,500	955,000	955,000
Expenses - General:					
CNLA Membership Dues	213,635	245,626	250,000	265,000	265,000
Member Subscriptions	60,000	66,000	66,000	66,000	66,000
Awards of Excellence	57,789	70,183	60,000	60,000	60,000
Membership Plaques	8,444	7,771	8,000	8,000	8,000
Annual Report	1,800	2,015	2,000	2,000	2,000
Merchandise	4,620	2,207	3,000	3,000	3,000
Membership Brochure	1,473	0	2,500	0	0
Membership Campaign	2,994	1,735	10,000	5,000	5,000
Membership Booth	4,818	5,034	5,000	5,000	5,000
Promotion	35,420	57,493	45,000	45,000	45,000
Total Expenses - General	390,992	458,065	451,500	459,000	459,000
Expenses - Chapters & Commodity Groups:					
Windsor	3,560	3,500	3,500	3,350	3,350
London	2,399	1,865	6,316	6,394	6,394
Golden Horseshoe	8,814	9,100	9,100	9,240	9,240
Waterloo	6,784	6,944	6,944	7,010	7,010
Ottawa	5,484	5,640	5,640	5,978	5,978
Toronto	12,206	14,163	21,496	22,270	22,270
Georgian Lakelands	5,874	6,368	6,368	6,550	6,550
Durham	6,016	6,472	6,472	6,784	6,784
Upper Canada	3,238	3,560	3,560	3,800	3,800
Growers Group	3,009	2,333	3,000	3,000	3,000
Lawn Care Group	760	806	3,000	3,000	3,000
Garden Centre Group	1,238	145	3,000	3,000	3,000
Landscape Contractors Group	249	2,723	3,000	3,000	3,000
Grounds Maintenance Group	2,407	1,037	3,000	3,000	3,000
Designers Group	2,778	2,368	3,000	3,000	3,000
Interiorscape Group	2,893	2,021	3,000	3,000	3,000
Snow & Ice Group	1,051	2,672	3,000	3,000	3,000
Landscape Lighting Group	0	510	0	3,000	3,000
Irrigation Group	4,544	1,336	3,000	3,000	3,000
Total Chapter & Commodity Expenses	73,305	73,564	96,396	101,376	101,376
Total Expenses	464,297	531,628	547,896	560,376	560,376
Net Income (Loss)	391,310	411,501	385,604	394,624	394,624
Wage Allocations	(368,479)	(418,815)			
Overhead Allocations	(141,229)	(148,824)			
Net Income (Loss) Net of Allocations	(118,398)	(156,138)			

AUDITED FINANCIAL STATEMENTS - YEAR ENDED AUGUST 31, 2007

INCOME STATEMENT - CONGRESS

	2006 Audited Statements	2007 Audited Statements	2007 Revised Budgets	2008 Revised Budgets	2009 Proposed Budgets
Revenue:					
Exhibit Space	1,579,900	1,613,742	1,605,325	1,641,175	1,641,175
Exhibit Space-CFIA	74,250	56,000	82,000	60,000	60,000
Registration	130,836	136,688	130,000	153,000	153,000
Miscellaneous	14,809	12,550	12,000	8,000	8,000
Total Revenue	1,799,796	1,818,980	1,829,325	1,862,175	1,862,175
Discounts:					
Member Discounts	127,520	127,426	135,000	127,500	127,500
Member Discounts-CFIA	7,350	4,800	8,250	5,000	5,000
Total Discounts	134,870	132,226	143,250	132,500	132,500
Gross Revenue	1,664,926	1,686,754	1,686,075	1,729,675	1,729,675
Expenses:					
Exhibit Hall	308,000	328,610	328,610	344,050	344,050
Security	22,391	22,420	25,000	24,000	24,000
Show Services	110,475	110,307	118,000	112,000	112,000
Feature Area	5,251	3,630	7,000	5,000	5,000
Garden Subsidy	4,453	6,115	5,000	8,000	8,000
Speakers	24,061	23,811	35,000	30,000	30,000
Registration Services	39,003	36,324	40,000	40,000	40,000
Audio Visual Equipment	26,274	22,863	30,000	25,000	25,000
Entertainment	19,394	21,774	23,000	23,000	23,000
Receptions	31,131	31,933	32,000	32,000	32,000
Printing	42,343	39,301	42,000	42,000	42,000
Promotion	14,401	13,350	20,500	14,000	14,000
Public Relations Services	0	7,616	9,000	5,500	5,500
Survey	0	0	6,000	0	0
Advertising	35,713	37,318	45,000	36,000	36,000
Photography	1,944	1,944	2,600	2,200	2,200
Flowers	3,901	4,337	5,000	5,000	5,000
Gifts/Gratuities	0	734	2,500	2,500	2,500
Move In/Move Out	64,245	67,323	72,000	72,000	72,000
Travel	45,232	51,671	45,000	53,000	53,000
Snow Removal	0	0	10,000	10,000	10,000
Insurance	6,453	6,664	7,000	7,500	7,500
Postage	16,905	18,950	17,500	20,000	20,000
Parking	7,544	7,743	8,000	8,000	8,000
Police	1,170	1,200	1,500	1,500	1,500
Janitorial	29,050	30,625	33,000	33,000	33,000
Software	4,455	4,176	6,000	5,750	5,750
Labour	3,240	2,684	4,500	4,000	4,000
Commissions-Others	17,225	13,000	19,000	15,000	15,000
Miscellaneous	3,130	4,118	6,000	4,000	4,000
Total Expenses	887,384	920,539	1,005,710	984,000	984,000
Net Income (Loss)	777,542	766,215	680,365	745,675	745,675
Wage Allocations	(168,030)	(185,169)			
Overhead Allocations	(141,229)	(148,824)			
Net Income (Loss) Net of Allocations	468,283	432,222			

AUDITED FINANCIAL STATEMENTS - YEAR ENDED AUGUST 31, 2007**INCOME STATEMENT - GARDEN EXPO**

	2006	2007	2007	2008	2009
	Audited	Audited	Revised	Revised	Proposed
	Statements	Statements	Budgets	Budgets	Budgets
Revenue:					
Exhibit Space	565,500	593,076	577,000	604,000	604,000
Exhibit Space-Florist Expo	49,200	47,775	50,000	49,000	49,000
Registration	0	0	0	5,000	5,000
Miscellaneous	9,221	4,522	2,000	2,000	2,000
Total Revenue	623,921	645,373	629,000	660,000	660,000
Discounts:					
Member Discounts	19,763	19,175	21,000	21,000	21,000
Member Discounts-Florist Expo	2,175	1,800	3,000	2,000	2,000
Total Discounts	21,938	20,975	24,000	23,000	23,000
Gross Revenue	601,984	624,398	605,000	637,000	637,000
Expenses:					
Exhibit Hall	87,510	93,188	92,800	92,800	92,800
Security	7,231	6,681	7,600	7,000	7,000
Show Services	33,390	49,818	36,000	50,000	50,000
Registration Services	11,772	12,883	13,000	14,000	14,000
Printing	21,876	20,211	24,000	24,000	24,000
Promotion	8,790	7,037	10,000	8,000	8,000
Public Relations Services	0	4,300	5,000	4,000	4,000
Survey	0	4,000	5,000	0	0
Advertising	27,221	29,935	33,350	33,000	33,000
Move In/Move Out	29,228	30,419	33,000	33,000	33,000
Travel	8,203	9,825	9,500	10,000	10,000
Postage	7,113	10,001	8,000	12,000	12,000
Parking	1,260	1,001	1,500	1,300	1,300
Receptions	4,775	4,604	6,000	5,000	5,000
Janitorial	7,500	8,000	8,500	8,500	8,500
Software	4,221	4,176	4,700	5,750	5,750
Commissions-Others	11,275	10,450	12,000	12,000	12,000
Exhibitor Training	0	0	0	2,000	2,000
Miscellaneous	1,151	669	4,000	2,000	2,000
Total Expenses	272,516	307,198	313,950	324,350	324,350
Net Income (Loss)	329,468	317,200	291,050	312,650	312,650
Wage Allocations	(110,269)	(113,973)			
Overhead Allocations	(105,922)	(111,618)			
Net Income (Loss) Net of Allocations	113,277	91,608			

AUDITED FINANCIAL STATEMENTS - YEAR ENDED AUGUST 31, 2007

INCOME STATEMENT - *HORTICULTURE REVIEW*

	2006 Audited Statements	2007 Audited Statements	2007 Revised Budgets	2008 Revised Budgets	2009 Proposed Budgets
Revenue:					
Advertising	180,523	177,104	167,000	175,000	175,000
Polybag	3,796	9,752	5,000	6,000	6,000
Classified Ads	28,366	24,687	25,000	27,000	27,000
Web Classified Ads	0	5,295	0	3,000	3,000
Subscriptions	1,898	812	2,000	1,000	1,000
Member Subscriptions	30,000	33,000	33,000	33,000	33,000
Total Revenue	244,583	250,649	232,000	245,000	245,000
Discounts:					
Member Discounts	30,940	30,897	28,000	31,000	31,000
Agency Discounts	293	257	500	300	300
Total Discounts	31,233	31,154	28,500	31,300	31,300
Gross Revenue	213,350	219,495	203,500	213,700	213,700
Expenses:					
Printing	49,185	47,069	42,000	48,000	48,000
Freelance Editorial	1,392	900	1,500	1,500	1,500
Editorial Travel	1,022	589	2,000	1,500	1,500
Mail Preparations	4,541	4,940	3,200	5,000	5,000
Poly Bag Costs	1,105	2,365	1,500	1,500	1,500
Postage	16,954	17,299	16,000	17,000	17,000
Courier Charges	323	0	500	300	300
Promotion/Media Kits	302	1,041	500	500	500
Web Classified Ad Exps	0	1,120	0	500	500
Miscellaneous	91	50	250	250	250
Bad Debts	0	0	1,000	1,000	1,000
Total Expenses	74,915	75,374	68,450	77,050	77,050
Net Income (Loss)	138,435	144,122	135,050	136,650	136,650
Wage Allocations	(113,328)	(113,939)			
Overhead Allocations	(35,307)	(37,206)			
Net Income (Loss) Net of Allocations	(10,200)	(7,023)			

PUBLISHING SPECIAL PROJECTS

Revenue	98,581	111,855	80,000	95,000	95,000
Expenses	51,751	61,095	60,000	55,000	55,000
Net Income (Loss)	46,830	50,760	20,000	40,000	40,000
Wage Allocations	(7,335)	(9,706)			
Overhead Allocations	0	0			
Net Income (Loss) Net of Allocations	39,495	41,054			

AUDITED FINANCIAL STATEMENTS - YEAR ENDED AUGUST 31, 2007**INCOME STATEMENT - LANDSCAPE TRADES**

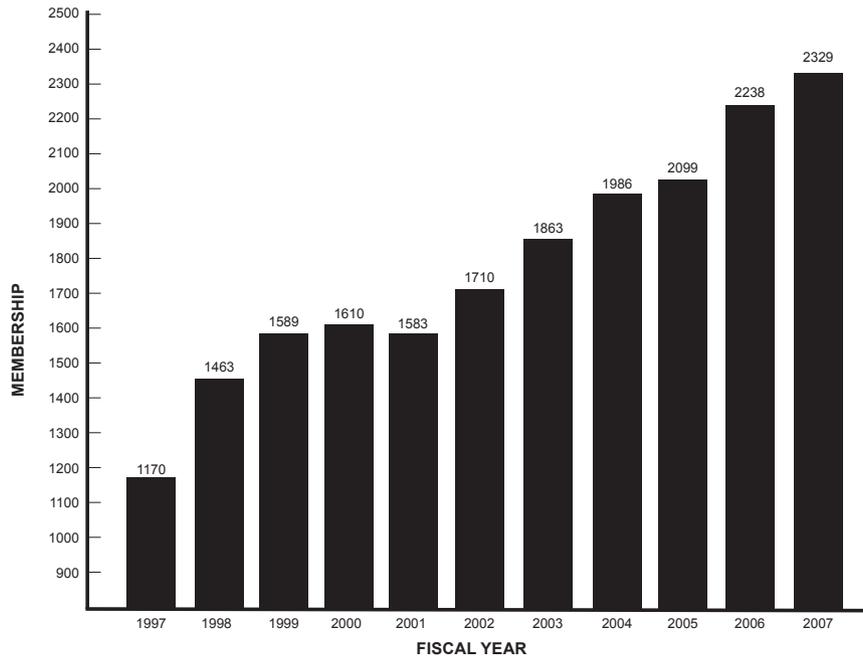
	2006 Audited Statements	2007 Audited Statements	2007 Revised Budgets	2008 Revised Budgets	2009 Proposed Budgets
Revenue:					
Advertising	710,413	757,596	695,000	722,800	722,800
Polybag	44,211	30,979	28,000	35,000	35,000
Classified Ads	5,715	6,157	6,000	6,000	6,000
Subscriptions	11,571	9,626	12,000	11,000	11,000
Member Subscriptions	30,000	33,000	33,000	33,000	33,000
Total Revenue	801,910	837,359	774,000	807,800	807,800
Discounts:					
Member Discounts	73,068	82,612	75,000	75,000	75,000
Agency Discounts	29,334	31,057	25,000	30,000	30,000
Total Discounts	102,402	113,669	100,000	105,000	105,000
Gross Revenue	699,508	723,690	674,000	702,800	702,800
Expenses:					
Printing	163,319	158,775	153,000	160,000	160,000
Freelance Editorial	26,971	25,649	24,000	24,000	24,000
Editorial Travel	803	3,037	3,000	3,000	3,000
Sales Travel	25,073	17,603	20,000	25,000	25,000
Mail Preparation	9,108	10,877	7,500	10,000	10,000
Poly Bag Costs	10,902	7,259	6,500	9,000	9,000
Postage (2nd Class)	47,075	45,662	45,000	46,000	46,000
Postage(Foreign)	4,449	4,252	5,000	5,000	5,000
Courier Charges	3,246	3,360	2,800	3,000	3,000
Subscription Campaign	0	594	2,000	1,000	1,000
Promotion/Media Kits	14,050	11,519	15,000	15,000	15,000
Ccab Circulation Audit	4,840	5,088	5,000	5,000	5,000
Miscellaneous	588	972	500	500	500
Bad Debts	996	0	1,000	1,000	1,000
Total Expenses	311,420	294,646	290,300	307,500	307,500
Net Income (Loss)	388,088	429,044	383,700	395,300	395,300
Wage Allocations	(161,028)	(188,030)			
Overhead Allocations	(70,615)	(74,412)			
Net Income (Loss) Net of Allocations	156,445	166,601			

AUDITED FINANCIAL STATEMENTS - YEAR ENDED AUGUST 31, 2007

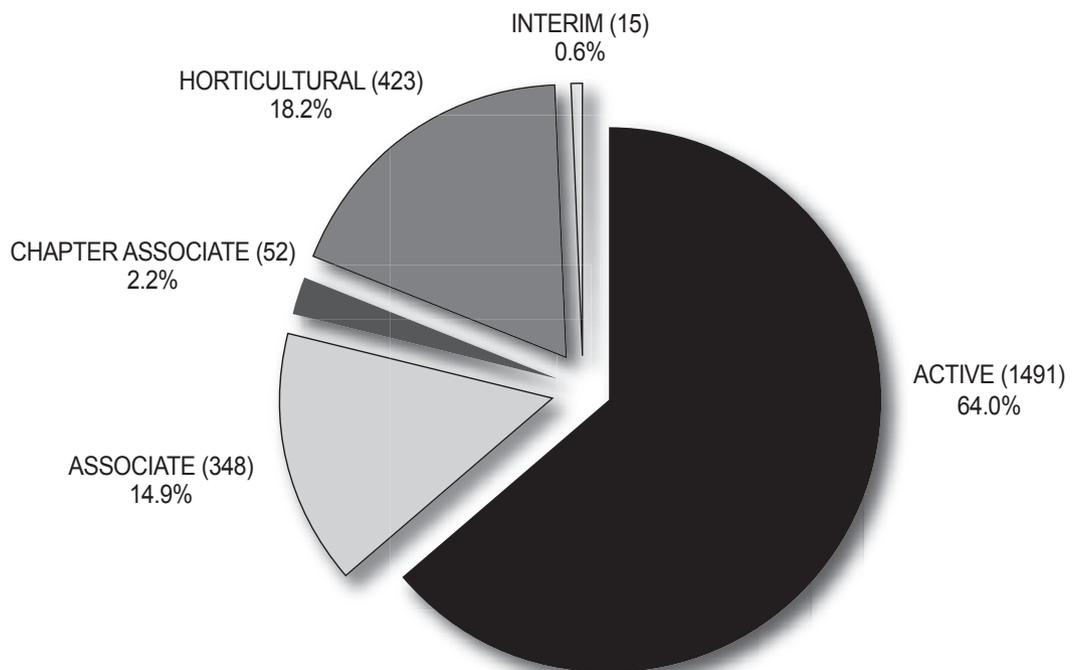
INCOME STATEMENT - EDUCATION

	2006 Audited Statements	2007 Audited Statements	2007 Revised Budgets	2008 Revised Budgets	2009 Proposed Budgets
Revenue:					
Special Projects	43,462	29,275	15,000	15,000	15,000
Trade Courses	171,598	155,910	160,000	155,000	155,000
Certification	60,111	49,120	55,000	50,000	50,000
Total Revenue	275,172	234,306	230,000	220,000	220,000
Expenses:					
Special Projects	22,486	2,225	10,000	5,000	5,000
Trade Courses	89,252	89,366	90,000	92,000	92,000
Certification	36,120	30,505	30,000	30,000	30,000
Promotion	13,743	17,279	17,500	17,500	17,500
Ohhrc Funding	70,000	95,125	70,000	95,000	95,000
Foundation Scholarships Funding	12,000	12,000	12,000	12,000	12,000
Total Expenses	243,602	246,500	229,500	251,500	251,500
Net Income (Loss)	31,570	(12,194)	500	(31,500)	(31,500)
Wage Allocations	(108,592)	(92,882)			
Overhead Allocations	(70,615)	(74,412)			
Net Income (Loss) Net of Allocations	(147,637)	(179,489)			

MEMBERSHIP COUNT 1997-2007



MEMBERSHIP BREAKDOWN 2006





Landscape Ontario
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