

Southgate Community Action Plan to 2019-2023 Report

Fall 2020 Progress Report

Goal 1 - Attracting New and Supporting Existing Businesses and Farms Action 1:

The residents and businesses of Southgate envision a growing and diverse local economy, which respects our agricultural background while also attracting new businesses and new employment opportunities in keeping with the renewed growth of our population.

Strategic Initiatives 1-A (2019-2023):

By 2023, together with existing businesses and other partners, the Township will have identified the types of new business opportunities that are likely to have emerged when Dundalk's 10-15 year growth has taken place and the Dundalk population approaches 4500 people. This business opportunity projection should project the likely demographic make-up of that future population and its likely work, travel, and shopping patterns. It should also identify possible municipal incentives that could facilitate the emergence of these future business opportunities.

Results to Date:

- This will be a major project that we could approach from 2 different angles:
 1. Make this a project in 2021 and 2022 for a new Economic Development Officer to develop around the topics of:
 - i. Employment - local, region and GTA work locations;
 - ii. Travel - transit and vehicle travel routines of the community; and
 - iii. Shopping – local demand and regional shopping patterns.
 2. The other option would be to hire a consultant to undertake the work outlined above as an option to assess work, travel and shopping patterns.
 3. Development Incentive Program – Work the County and Southgate Finance (taxation deferrals & development charge delay of payment until occupancy), Building fees relief if engineered inspected and Planning staff with use of Community Improvement Plan tools to support development.
 4. Engage the Grey Economic Development and Business Enterprise Centre to assist in dealing with issues and negotiating terms with the larger commercial businesses we will see coming at us in the coming years.
 5. Work with OMAFRA EcDev staff to seek job creation and training support funding as part of the Southgate Commercial & Industrial.
 6. Promote our Customer Service capacity, interest to support development and our ability to adapt policy where we can do so to cut through the Red Tape and reduce timelines.
- Staff suggest at this time that before we put up the for-sale signs on Hwy #10 commercial properties that we consider:
 1. Seek appraisals on land;
 2. Consider different options to market the properties;

3. Develop a plan to deal with the larger players we will be approached by in the next 5 years;
 4. Maintain an interest in the property to ensure development proceeds and is not delayed by speculation and external business control; and
 5. Create detailed planning and development policies to maintain control of property uses.
- Staff distributed a commercial business survey to the local businesses by hand and received one response. We will need to find other methods to gain feedback through one on one and group meeting to gain the information we need to make our decisions.

Strategic Initiatives 1-B (2019-2023):

By 2023, the Township will have completed a bypass road between Hwy 10 and the industrial park.

Results to Date:

- The Environmental Assessment for this road to Hwy #10 has been completed and our engineers are now in the design phase of the project.
- The design work should be completed by the end of 2020 for budgeting, tendering and construction in 2021 and 2022.

Strategic Initiatives 1-C (2019-2023):

By 2023, the Township will have entered into an appropriate agreement to sell its Hwy 10 frontage for the purposes of commercial development, and development will be underway.

Results to Date:

- This initiative is an issue that we may want to reconsider as staff believe it is very important to retain control and say in development of our Hwy 10 commercial properties.
- The interest in Dundalk commercial and industrial property has increased substantially in the last 12 months and we believe it would be important to consult with developers and receive proposals/guidance on how best to achieve our goals.

Strategic Initiatives 1-D (2019-2023):

The Township will continue to encourage, facilitate and publicize business skills training programs in Southgate.

Results to Date:

- The Township applied for funding through the OMAFRA RED funding program and were not approved.
- Once the CIP is approved and with the interest and growth of commercial and industrial businesses, Southgate will need to hire an EDO, generate interest and lead a Business Support Program and Chamber of Commerce to support commercial enterprises through facilitating and developing training programs.
- We will also be looking to the County of Grey, the new Business Enterprise Centre and the Four Counties Labour Board to support this initiative with business skills training programs as well.

Strategic Initiatives 1-E (2019-2023):

By 2023, the Township will have updated the Official Plan and zoning bylaw to provide flexibility for business, help to reduce processing requirements, and help to provide more opportunity for success.

Results to Date:

- Southgate's Planning are in the process of our Official Plan review process, Comprehensive Industrial Lands Review and Urban Justification Report to create flexibility in our processes and development lands to support this growing community.
- Our challenge the Planning Department is so busy with delivering on existing files and those timelines that the OP and other project work get delayed.
- Staff recommend that we should consider an external consultant service for some, part of or all of these projects to keep current with our planned timelines and in some cases to keep land sales and development moving forward.

Strategic Initiatives 1-F (2019-2023):

Working with the County, and in coordination with other partners, the Township will place a priority on developing establishing permanent transportation service between Southgate and other communities, in order to provide access to employment, as well as to meet other needs.

Results to Date:

- Southgate has been working with the County and now has a transit service named GTR that started September 14, 2020 running on Hwy #10 between Owen Sound and Orangeville.
- The funding we receive from the province we flow through to the County of Grey to support the service.
- Southgate still supports the SMART accessible transportation service.
- The future of the GTR service will depend on ridership volumes and interest in an on-demand service.
- **This Goals initiative 1-F has now be completed.**

Goal 2 - Revitalizing Downtown Dundalk

Action 2:

The residents and businesses of Southgate envision our largest town once again becoming a source of community pride and a hotbed of community activity, with a much-improved appearance and a broader range of business opportunity.

Strategic Initiatives 2-A (2019-2023):

The County and the Township will have reconstructed Main Street.

Results to Date:

- Project completed to the east of Proton Street.
- Main Street West to Ida Street will likely be reconstructed in 5 years or later and should be consideration in the next 5 Year Southgate CAP Community consultations in 2024 or later. (Scheduled currently with County for 2026)
- **This Goals initiative 2-A has now be completed for this CAP period.**

Strategic Initiatives 2-B (2019-2023):

The Township will have developed, adopted and implemented Community Improvement Plans for settlement areas, including incentives for downtown redevelopment and re-use.

Results to Date:

- Community Improvement Plan (CIP) Public meeting was held on September 23, 2020 at 7:00 pm in Dundalk.
- Council will need to approve the CIP in the coming months and utilize the plan to support redevelopment, re-use and development with incentives to increase commercial and industrial business growth.

Strategic Initiatives 2-C (2019-2023):

The Township will have modified the vacant commercial premises tax rebate program, in order to remove disincentives to restoration and re-use.

Results to Date:

- This initiative was a project planned for 2020 but took a backseat to COVID-19 and the focus and support required to support our local economy.
- A project we will be working on later this year and 2021 to support commercial growth in Dundalk.

Strategic Initiatives 2-D (2019-2023):

The Township will have taken aggressive action to enforce compliance by downtown buildings with property standards, Building Code, and Fire Code regulations.

Results to Date:

- The Township has now hired a Fire Prevention Officer (FPO) to support the community with Public Education programs and Fire Prevention inspections with initial focus on Downtown buildings in Dundalk.
- The next steps will be to implement a staff training program for the new FPO.
- Develop an annual Public Education program for the schools, community events and a create a Community Fire Safety & Prevention promotion strategy for Southgate.
- Schedule and inspect downtown Dundalk buildings, as well as expand inspection and re-inspection plan in the coming years.

Strategic Initiatives 2-E (2019-2023):

The Township will increase its support for, and promotion of, community events, festivals, parades, library activities, and other events that attract people to the downtown area.

Results to Date:

- Setup a Foundation Grey Bruce Fund to support Southgate Community events and projects that enhances downtown Dundalk as an attraction.
- Streetscape improvements in Downtown Dundalk.
- Council approval of Community Improvement Plan (CIP).
- Decision to hire a dedicated Southgate EDO to support commercial business and create a Chamber of Commerce in Southgate.

Strategic Initiatives 2-F (2019-2023):

The Township will appoint and work with a Downtown Revitalization Advisory Committee, involving community organizations, businesses, landlords and tenants, and other stakeholders.

Results to Date:

- This will need considerable effort and investment with an EDO leading this Committee to involve a Chamber of Commerce, Community Groups, building owners and interested community stakeholders.
- This Committee will require a terms of reference and dedicated group of community volunteers with a commitment and vision.

Strategic Initiatives 2-G (2019-2023):

The Township will have installed prominent signage to direct visitors to downtown attractions and businesses.

Results to Date:

- This was an effort being lead by the EDO in 2019 but has been on the shelf in 2020 because of COVID-19.
- This initiative will need to revisited in 2021 when an EDO is hired.

Strategic Initiatives 2-H (2019-2023):

The Township will support the renewal of the downtown murals.

Results to Date:

- This is an issue that should be dealt with through a Downtown Revitalization Advisory Committee and should involve input from the community organizations, businesses and landlords to explore the interest and value they see in the murals to provide Dundalk downtown and its identity.
- Council and staff should make a decision if the maintenance of the murals going forward is municipal cost or a Community Group or Chamber of Commerce project.

Goal 3 - Promoting Health Services and Housing Choices

Action 3:

The residents and businesses of Southgate envision a caring community which meets the needs of all ages and incomes for a healthy and comfortable life, even as our population grows and changes.

Strategic Initiatives 3-A (2019-2023):

By means of appropriate policies, incentives and development partners, the Township will facilitate a significant increase in the supply and variety of both rental and purchase housing/accommodation within Southgate.

Results to Date:

- Two developers are building houses and developing residential properties for future construction of single family, semi-detached, townhomes and an 80-unit seniors apartment building.
- The Planning department continues to promote and discuss with perspective developers all types of residential options.
- Residential construction is trending a minimum 100 new homes per year at the present time for the next 5 years or more subject to economic impacts.

Strategic Initiatives 3-B (2019-2023):

The Township will have been a significant advocate for and contributor to a new and expanded South East Grey Community Health Centre Clinic in Southgate.

Results to Date:

- Township staff have been working with South East Grey Community Health Centre (SEGCHC) on the process of advancing this project. The progress to date is the following:
 - i. Southgate has committed to lease lands on the corner of Dundalk and Grey Street to the SEGCHC for the purposes of constructing a Medical Health Centre in Dundalk;
 - ii. The County of Grey Council has approved in principle the transfer of the lands adjacent to the CP Rail Trail (on the east side) to the Township of Southgate for the purposes of use as a Medical Health Centre parking lot;
 - iii. Have been working with the SEGCHC Executive Director and Architect, County of Grey Planning staff, Southgate Planner and CAO to develop a draft property site plan and building renderings;
 - iv. Finalized between Flato Developments, SEGCHC and the Township of Southgate to create a facility naming and donation agreement for one million dollars over 20 years for the project;
 - v. Southgate has been working with SEGCHC staff and leading the process to hire and define the scope of work by VanHarten Surveyors to complete a survey of the entire block of land from Main Street to Grey Streets in order to identify Medical Health Centre lands and parking lot areas, as well as the Firehall, Works Garage, Huron Bay Coop, Medical Centre properties, other Southgate property and rail trail property line downtown;
 - vi. Approval of Grey County Property Access Agreement with Southgate to manage risk, create documentation to define scope of project work

and insurance certificate requirements for third party service providers on the property;

vii. Held site meeting with surveyor to finalize completion of survey drawing R-Plan to be completed for property registration; and

viii. Next steps:

- Completion of Environment Soils Assessment Report by Rubicon.
- Drafting and approval of land transfer agreement by Grey County and Southgate Councils.
- Formalize Southgate-SEGCHC land lease agreement
- Property development and building construction.

Strategic Initiatives 3-C (2019-2023):

The Township will have worked with the County, Public Health, Police, and other agencies to develop a profile of the Southgate population in 10-15 years time, and to develop a shared image of the health, housing, and social support services that will be required by that time.

Results to Date:

- At the present time the Southgate Staff are participating in a Grey and Bruce County Community Safety and Well Being Plan (CSWBP) that is developing plans and support programs to address drug addictions and those challenged by mental health issues, develop safe communities for seniors and those with physical disabilities in our community, to develop affordable housing options and provide social support services where needed. This work will be completed in 2021 and will identify as well as prioritize specific issues that we can focus on in Southgate.
- This area we will continue to focus and work over the next 12 months. When the CSWBP Report is finalized that will give us the data and information to focus on, provide funding and develop an action plan to deal with our priority community issues.

Goal 4 - Adequate and Efficient Public Facilities

Action 4:

The residents and businesses of Southgate expect the Township to plan and adequately provide for public facilities for gatherings, recreation and doing business with the Township, while recognizing at the same time that facility needs can change with age and a changing population.

Strategic Initiatives 4-A (2019-2023):

The Township will have identified the growth-related impacts on municipal facilities, and will have designed solutions to expand its facilities, or develop new facilities, as required.

Results to Date:

- The community through this strategic initiative has directed Council and staff to undertake an assessment for our future community needs in relation to municipal facilities.
- The types of facilities we will need to assess the community demand for in Southgate will be based the consideration if we have sufficient facility capacity now, sufficient space for the next 5 to 10 years, need to expand service now or if we need to construct new facility space we do not presently have for the following uses in both the east and west end of Southgate:
 - Baseball parks with and without lights
 - Community Meeting Hall for <125 people
 - Community Meeting Halls for >200 people
 - Dog Park
 - In-Door Exercise Facilities
 - Ice surfaces
 - Indoor sports court
 - Outdoor sports court
 - Park Open Spaces
 - Playgrounds
 - Soccer fields
 - Swimming Pool
 - Walking Trails and Outdoor spaces
- Staff should look at municipally (Southgate, Wellington North & Grey Highlands properties), organizationally (Dundalk Ag. Society lands, Lions Club Medical Centre & Optimists Centre Bldg.) and publicly owned (Egremont Public, Highpoint and Proton Community school sport fields and gymnasiums) as spaces to partner with to utilize public use spaces instead of building new spaces.
- To date we have had suggestions from developers we need large Community Hall in Dundalk.
- Consideration of Dundalk Works Depot expansion or new facility as additional equipment storage is required to service the growth in Dundalk.
- Facility growth for Administration and/or Building staff office area requirements based on growth and post COVID space accommodation.

Strategic Initiatives 4-B (2019-2023):

The Township will have made a decision on the future viability or uses of the Olde Town Hall and taken action accordingly.

Results to Date:

- The Township has completed 2 building assessments of the Olde Town Hall to establish the financial cost to complete the required life safety and structural upgrades and construction to make it again a public facility.
- The project cost has been clearly established at \$4.5 to \$6.0 million dollars if the project is completed in one construction project effort or if the work is done over several years.
- The Township worked with Team Town Hall to apply for an ICIP grant through the Provincial and Federal funding program. Our grant application was rejected through the first phase of the Provincial screening.
- Staff believe that our ICIP application failed mainly on the analysis that our total project cost was 138% of buildings actual value post construction that was provided by our Architect, Allan Avis.
- Southgate staff has asked GrantMatch to look into funding opportunities for the Olde Town Hall to see if there are any options to seek support for the project. We have to be committed to the project prior to applying for funding through GrantMatch as not proceeding with a successfully awarded funding application would cost the Township 10% of the grant dollars.
- Staff believe it is important to make a decision in the 2021 budget cycle in relation to Olde Town Hall with the options being the following:
 1. Commitment to secure \$2,000,000.00 in external funding, \$2,000,000.00 in donations and the Township committing the remainder of funding the project in tax dollars which is also likely to \$2,000,000.00; or
 2. Sell the Building for a defined use as an affordable housing development or a project development that would be good for the community; or
 3. Sell the Building for private use; or
 4. Demolish the building and retain.

Strategic Initiatives 4-C (2019-2023):

The Dundalk arena auditorium will have had an elevator installed and the necessary renovations will have been completed, in order to accommodate the expanded Early-ON program and a wider variety of programming for youth, seniors, and newcomers to the community, and possibly a cafeteria.

Results to Date:

- The Arena Auditorium project has been completed with elevator lift installed to address accessibility to the second floor.
- The Early-On service is now functioning in the new space and is now providing access to support new moms in the Dundalk area and their younger family members to develop and learn in a community space with others and well trained staff to deliver the program.
- The new Recreation programming space is an inviting area and drop-in space for youth, seniors and newcomers to the community and is ready to go but has been delayed by COVID.

- The auditorium still has the option to be used as a community space for group gatherings of up to 125 people.
- The cafeteria reference by the consultant in the 4-C initiative has been misinterpreted but it does address a community space with the updating of the original kitchen space to allow community groups, caterers and the Early-On Centre staff to share use this new space.
- **This Goals initiative 4-C has now be completed.**

Strategic Initiatives 4-D (2019-2023):

The Township will have reviewed all facilities it owns to determine their condition and utilization and to develop a business case for the future use or disposition of each facility.

Results to Date:

- The Facilities Manager already has condition assessments on all buildings and use data based on the number of uses and revenue versus cost of maintenance for each property.
- Staff believe there is a case for definitely reducing the size of some rural park spaces that would reduce the summer maintenance costs and create residential lots that would generate one time revenue with the sale of the property, development charges and building permit revenues, plus annual taxation revenues.

Strategic Initiatives 4-E (2019-2023):

The Township will have projected the likely demand for/viability of ice sports at the Dundalk arena in 10-15 years time, and will have developed a business case for the future ice sport usage, or for alternative non-ice uses, as appropriate.

Results to Date:

- In 2020 we are already seeing the usage of ice hours being uncertain some by COVID-19 impact, but to a greater degree by Ontario Minor Hockey Association (OMHA) forcing local minor hockey organizations into amalgamations with other communities.
- This is an initiative that is being monitored very closely by our Facilities Manager. Staff feel it will be necessary to work closely with ice surface users and critical to maintaining ice time hours and revenues on a weekly basis going forward by creating use commitment agreements with weekly ice users.
- Staff will be developing Recreation programs for youth and adults to participate in learning to skating, fun hockey and broom ball type ice sports to make it affordable and fun.

Goal 5 - Upgrading our "Hard Services"

Action 5:

The residents and businesses of Southgate recognize our linear services - roads, bridges, water and sewer works, for example - to be a fundamental purpose of municipal government. This infrastructure needs to be serviceable and sustainable so that our businesses and communities can thrive and grow.

Strategic Initiatives 5-A (2019-2023):

While continuing to invest an average of 45% of tax dollars on maintenance/ repair/ reconstruction of road and bridge infrastructure, Council will consider an additional 1% levy, compounding, dedicated exclusively for upgrading the road and bridge network.

Results to Date:

- This CAP Initiative 5-A will be reported on as a discussion item during Public Works 2021 capital budgeting meetings lead by the Public Works Manager and the Asset Coordinator and Financial Analyst. The Township of Southgate will need to invest annually more taxation funding and leverage those dollars with grants to maintain our roads and bridge assets in good state of repair.

Strategic Initiatives 5-B (2019-2023):

The Township will have adopted a long-term asset management plan for the timely repair, replacement, and expansion of the Township's infrastructure, facilities, and other assets.

Results to Date:

- At the present time Southgate has a current Asset Management Plan (AMP) that is compliant with the Provincial requirements at this time.
- The Township has hired an Asset Coordinator & Financial Analyst who is very qualified and has extensive experience in developing an AMP in a municipality. We have hired this employee on a 2 year contract to finish off our asset management plan to be compliant with the new provincial mandates requiring completion in 2021, 2023 and 2024.
- This process will assess our Municipal Assets with consideration of a wider range of issues being expected levels of service, performance, the risk of failure, impacts of climate change, etc. Data that is required to support the Asset Management Plan Roads Needs Study to assess road condition based multiple assessment criteria, Bridge Study to provide condition index scoring, traffic volumes, sidewalk evaluations, facility assessment based on multiple components being structural, mechanical, electrical, etc.
- The process will also utilize software tools to track investments completed in the maintenance, upgrades and replacement cost of each asset. Other software will assess the data and provide the capability to generate reports on each asset component to provide condition scores, track reliability, the cost to maintain an asset, as well as prioritizing where investments are required and assessing the value of intervention investments to extend the life of an asset.
- Southgate's Asset Coordinator & Financial Analyst will play a major role in our 2021 Capital Budgeting, council/staff education and training, as well he will be reporting to Council on progress of the plan and the new AMP

processes and policies we will need to have to be sustainable and function for our future needs.

Strategic Initiatives 5-C (2019-2023):

The Township will have increased wastewater treatment capacity in Dundalk to support growth.

Results to Date:

- At the present time Southgate's Engineering consultant Triton is working on completing an Environmental Assessment of our present wastewater treatment system to find the best solution(s) to increase our processing capacity. Our initial goal was to complete the entire process by the end of 2020.
- What has been completed to date is we issued an RFI (Request for Information) proposal document and received 8 responses to that call. Those responses have been assessed and 2 of those proposal were of interest and reviewed in greater detail with one of those technologies being considered in the EA process as preferred solutions to improve our discharge effluent. Analysis of the total benefit we could achieve within our lagoon and existing filter treatment systems is being assessed in relation to the required investment.
- Our engineers are also assessing the benefits of a frontend solution option to treat the influent by removing some solids material that can be processed in the Eco-Park, prior release of the influent into the lagoon system.
- What has extended the EA timelines is the Ministry of the Environment Conservation & Parks (MECP) and GRCA are recommending that we complete a Assimilative Capacity Study of the Foley Drain to assess the stream ability to handle an increase in discharge of treated effluent water we are looking for in our next wastewater permit Environmental Compliance approval from MECP. This will be a 4 season process to acquire the data we need to assess the streams capacity. If the stream does not have the required capacity we will need to install a effluent discharge pipe to reach the Grand River about 2 km to the south and west of the wastewater plant. This assimilative capacity study and average daily flow rates has been started and now heading into discussions with the MECP.

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Strategic Initiatives 5-D (2019-2023):

The Township will have erected a new water tower in Dundalk.

Results to Date:

- The Environmental Assessment (EA) for the new water tower was completed as part of the Well #5 EA.
- Work has been started to design and assess construction options to provide a water tower system that would be cost effective, provide operational efficiency to the water operations, increase storage capacity and have low cost maintenance requirements.
- The plan is to install the new water tower in 2021.

Strategic Initiatives 5-E (2019-2023):

The Township will have produced savings by examining alternatives when bridges or culverts require replacement, including where appropriate installing dual culverts instead of replacing box culverts.

Results to Date:

- The Public Works Department has already replaced some box culverts with large culvert systems or more affordable precast systems that require less site work and shorter timelines for road closure in 2019 and 2020.

Goal 6 - Citizen Engagement

Action 6:

The residents and businesses of Southgate expect their local government to be transparent and approachable, to provide clear and timely information, and to explain and seek their input on issues and decisions facing the community.

Strategic Initiatives 6-A (2019-2023):

The Township website southgate.ca will have had a complete facelift.

Results to Date:

- The Township completed the update of our website in 2019.
- **This Goals initiative 6-A has now be completed.**

Strategic Initiatives 6-B (2019-2023):

The Township will work with existing organizations, including the Historical Society, in reviewing its built and natural heritage, and planning for the future of its cultural and recreational assets.

Results to Date:

- Staff have had discussions with local Historical Society about the rural hamlet project which they are very interested in being involved in.
- Southgate staff over the next 2 years will engage with interested Community Groups and Organizations across the Township to seek feedback, assess interest and participation in built and natural heritage, cultural and recreation asset projects that will have broad community support, value to the community and public use demand.

Strategic Initiatives 6-C (2019-2023):

As its population approaches 10,000, the Township will be prepared to create the statutorily required Heritage Committee.

Results to Date:

- Future project in 2022 or later.

Strategic Initiatives 6-D (2019-2023):

Council will have implemented a variety of practices to provide Council and residents with opportunities for informal two-way communication with residents, including semi-annual "Coffee with Council" events, participation in Library events, presence at fairs, etc.

Results to Date:

- The Mayor and the Clerk work to schedule these types of events prior to COVID-19 and will restart this program when it is safe to do so.

- The Mayor and the CAO hosted virtual Q & A meetings in May and June of 2020 to answer questions from the public on COVID or any Southgate concerns. The attendance and interest initially were less than 10 people and participation got less with every meeting so it was decided to not continue with these Q & A meetings.

Strategic Initiatives 6-E (2019-2023):

The Township will have acquired and be utilizing on-line public meeting software.

Results to Date:

- The Township has update our Council meeting agenda software and is presently using eScribe Solutions for preparing and posting of agendas and meeting minutes.
- As an outcome of COVID-19 the Township had to transition to the use a virtual meeting software (Go-To-Meeting) to continue the municipal Southgate business operating, provide transparency, public access to meeting and protect the participants (Council, members of the public and staff) from the pandemic spread. The Clerk developed policies, protocols and amended the Procedural By-law over the last 6 months to create an efficient process and safe environment for Council, Committee, Public and Committee of Adjustment meetings. Staff believe these meeting have been very transparent, efficient and well managed. Staff will continue to utilize virtual meetings where possible to save on travel time costs when there is no benefit to onsite or face to face meetings. Staff will continue to look for the best and most affordable technology that the Township of Southgate could use to hold virtual Council only and hybrid (in-person and virtual combination) meetings to allow member, delegation and staff attendance and participation, as well as the public the opportunity to attend through the internet.
- **This Goals initiative 6-E has now be completed.**