

T: 519.738.9800
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Colchester Ridge Estate Winery

108 County Road 50 E
P.O. Box 609 Harrow, Ontario
N0R 1G0

www.colchesterridge.com

July 2, 2020

Town of Essex

To: The Mayor: Larry Snively

The Chief Administrative Officer: Chris Nepszy

The Deputy Mayor: Richard Meloche

The Planner: Rita Jabbour

The Director: Development Services: Lori Chadwick

The Economic Development Officer: Nelson Siveira

The Town Councillors: Vander Doelen, Garon, Verbeek, Bowman, Bondy and Bjorkman

Re: The sign By-law 1350

As you are all aware, I support changes to the Sign By-Law 1350. I believe the sign By-Law should adopt similar conditions as there are in the other wine counties and towns in the Niagara region and Prince Edward County. These areas allow electronic or digital media signs that are up to 7 meters in height and I feel we should allow the same in the Town of Essex By-Laws. These areas have vibrant, sustainable, and attractive Agri-commercial industries and we should be following their tried and true practices.

My proposal is to change the height restrictions to at least 5 meters and up to 7 meters. We should allow digital media or electronic signs that would be subjected to sensible restrictions, such as not to impede traffic or interfere with public safety, etc. I would also offer that the signs do not create light pollution by restricting operations to reasonable hours.

I have read the 2019-2022 Corporate Strategic Plan for the Town of Essex. The mission and vision clearly state that you want the Town of Essex to be prosperous, sustainable, and thriving for families as well as business and development. This clearly states your intentions and I agree that we must grow and improve our by-laws and change with the times to promote this growth. These changes must be made to attract new businesses and encourage people to make investments so you can reach your goals as stated in the 2019-2022 Strategic Plan and beyond. The plan also offers a commitment to providing leadership to the citizens, a commitment of high-quality community programming, provide sustainable assets, opportunities for growth, and vibrant experiences for citizens, stakeholders, and visitors. Your Strategic Plan continues to boast about sustainable growth and successful business which I support. The Town's CIP



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program shows that you have a large vested interest in promoting business growth along County Road 50, which I have participated in and for which I am grateful.

The Strategic plan repeatedly states that businesses should thrive and be sustainable. A sign is very important for the sustainability and success of a business. I strongly feel that digital media signage will not only push our region forward, but also serve as a technological advancement that will raise standards, smooth traffic flow, and provide positive messaging. The proposal I have for changes to the sign By-Law 1350, of increased height, a Digital media or electronic component and a restriction to operations during daylight hours will help businesses become sustainable and successful, and keep citizens and visitors informed in a time when they need it most.

I have created a petition to describe the amendments I propose. It has been signed by people who are citizens, stakeholders and visitors to our area. These people support the proposed changes and we request that council considers their opinions.

Thank you for your attention to this matter.

Sincerely yours



Bernard Gorski

President

Colchester Ridge Estate Winery Inc.





Image capture: Jun 2016 © 2020 Google

Lincoln, Ontario



Street View

rainview Rd





Image capture: Jul 2019 © 2020 Google

Lincoln, Ontario



Street View





Where You **BELONG**

2019-2022 CORPORATE STRATEGIC PLAN



PROGRESSIVE | HEALTHY | STEWARDSHIP | VIBRANT | EXPERIENCE | RESILIENCY



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Community Profile

Essex County is proud to be one of the most vibrant and diverse communities in the province. With a rich history of agriculture, industry, and innovation, we are a community that is always growing and evolving. Our location in the heart of the Golden Horseshoe provides us with a unique blend of urban and rural living, offering a high quality of life for all residents.

We host the most wineries of any community in our region, and our agricultural heritage is deeply ingrained in our identity. Our agricultural heritage is a source of pride for our community, and we are committed to preserving it for future generations. We are also home to some of the oldest European settlements in the country.

We enjoy a quality of life that is hard to beat. We are among the safest communities in Canada and are a home to a diverse range of urban, suburban, and rural communities.

Our Urban Centres



Essex Centre is the largest of the four urban centres. At the geographic centre of Essex County, it offers many shops, services, and community facilities. It is home to the Southern Memorial, the Essex 725, more than a dozen museums, and is the home of the Essex Fair.

Chatham is a vibrant community on the shores of Lake Erie, which is noted for its harbour and beautiful beach. Known as the Valley Capital of Canada, Chatham is an iconic stop for a variety of services, including some of the oldest European settlements in Canada and recently celebrated its 25th anniversary.

Harrow serves the agricultural community and is home to the largest federal agricultural research centre in the country, as well as the Harrow Fair, established in 1854. Harrow offers a number of local services, including a hub for some of the region's top manufacturers, such as Atlas Tube and Sellen.

Windsor is a vibrant community with a strong focus on agriculture. It is home to the largest outdoor sports facility in Canada, the perfect spot for cyclists at the intersection of two local highways. It is also home to the Essex County Steam and Gas Engine Museum, the largest steam engine museum in Ontario.



Mayor's Message

It is my pleasure to welcome you to the 2023-2024 Strategic Plan. This plan is a reflection of the community's vision and goals, and it is a testament to the hard work and dedication of our staff and citizens.

It is the product of many hours of hard work and dedication by our staff and citizens. The plan has also incorporated feedback from community members from all four wards, as well as stakeholders throughout our region.

While the Council table is a place for discussion and debate, this plan is an important reminder of the goals on which we have set our sights. It is a document our citizens can use as a guide to where we want to go as an organization, while providing transparency and accountability as we push to meet the strategic goals and actions. I look forward to seeing our vision become a reality.

Mayor
Cathy Savory

CAO's Message

The plan helps define who we are as an organization and provides guidance on where we are going. It was developed following thoughtful consultations with our residents, businesses, stakeholders, Council, and Town Staff.

The Strategic Plan provides us with a common focus, and outlines priorities and strategies to be achieved over the term of the plan. It establishes a commitment from the organization to our citizens and stakeholders – clarifying priorities and opportunities to best meet the needs of our community. It will help our community move successfully into the future by pursuing key areas and outlining activities for strengthening the municipality. Developing an implementation plan, with flexibility in mind, will allow administration to effectively manage the priority areas of the plan. We will ensure we are on track through regular communications with Council and citizens.

It is through the strength of our people that we can make a difference. I am proud to work here leading a team of dedicated and engaged employees who strive to make Essex the place **where you belong** for generations to come.

Chief Executive Officer
Chris Ketchum



VISION

The Town of Essex will be a prosperous, sustainable, and thriving community for families, business, and development.

VALUES

PROGRESSIVE

Progressive and Sustainable Infrastructure

HEALTHY

Healthy Community and Quality of Life

MISSION

The Town of Essex, as a progressive and resilient organization, commits to providing leadership, high quality community programming, sustainable assets, opportunities for growth, and vibrant experiences for citizens, stakeholders, and visitors.

STEWARDSHIP

Financial and Economic Stewardship

VIBRANT

Vibrant Growth and Development

EXPERIENCE

Citizen and Customer Experience

RESILIENCY

Organizational Effectiveness and Resiliency

PROGRESSIVE | HEALTHY | STEWARDSHIP | VIBRANT | EXPERIENCE | RESILIENCY

Overview of Engagement

From March to May of 2019 the Town of Essex conducted consultations to obtain feedback from citizens, stakeholders, Town staff, and members of Council.

Engagement began with brainstorming workshops with managers and Town staff in March of 2019. One month later, citizens and stakeholders weighed in with a Community Survey, which asked them to reflect on what they enjoy most about the Town and what our priorities should be over the next four years.

Nearly 500 citizens and stakeholders provided their feedback, which was then provided to elected leaders for a final strategic planning workshop and brainstorming session.

All of this feedback provided valuable input on establishing the six strategic priorities and associated action items.



We heard you:

Top four priorities identified in the community survey.



PROGRESSIVE AND SUSTAINABLE INFRASTRUCTURE

PROGRESSIVE | HEALTHY | STEWARDSHIP | VIBRANT | EXPERIENCE | RESILIENCY

Manage, invest, and plan for sustainable municipal infrastructure which meets the current and future needs of the municipality and its citizens.

Ensure financial stability of current and new infrastructure

- Implement the Asset Management Plan into budget and financing process
- Secure revenue funding for annual infrastructure replacement

Invest in new infrastructure to meet the needs of all residents

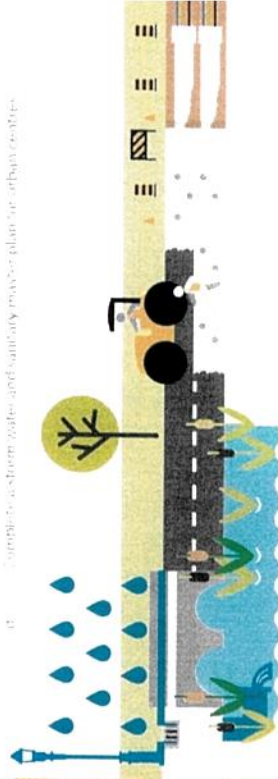
- Develop a sustainable priority plan for roads
- Implement a road drainage and sewerage strategy
- Review funding models and long-term planning to meet sustainability objectives for roads, bridges, and other assets

Identify and work with stakeholders and partners to meet infrastructure goals

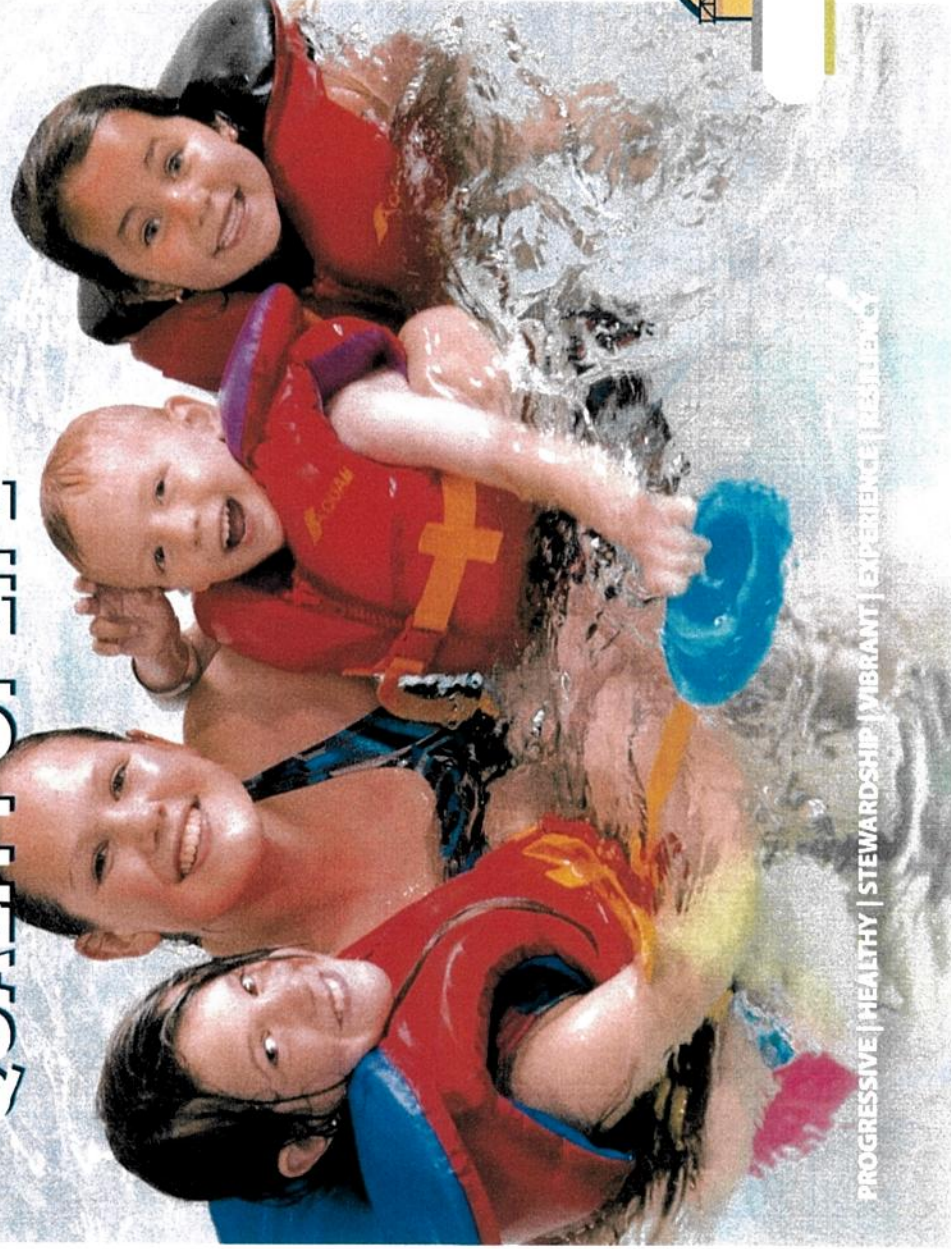
- Expand access to broadband internet service
- Improve the road assumption process
- Develop formal partnerships to help achieve infrastructure goals

Mitigate the impact of climate change and reduce environmental footprint

- Invest in new technology and process improvements for operations and new construction projects
- Identify energy efficiencies in Town facilities
- Continue to invest in flood mitigation and work with partners to reduce the impact of storm or flooding
- Complete a storm water and sanitary master plan for urban centers



HEALTHY COMMUNITY AND QUALITY OF LIFE



PROGRESSIVE | HEALTHY | STEWARDSHIP | VIBRANT | EXPERIENCE | RESILIENT

Create a safe, friendly, and inclusive community which encourages healthy, active living for people of all ages and abilities.

Provide every resident with access to parks, recreation, and cultural opportunities and improve quality of life through affordable, inclusive, and accessible programming and recreational facilities

- Continue to offer a wide range of programming in all four urban centres for all age groups and continue to promote current sport facilities to reach optimal usage and time during the year.
- Explore the potential for 700m-facilitated sports leagues.
- Maintain High Five accreditation which sets out principles and goals for youth programming throughout 2021.

Expand our active transportation network, including multi-use paths and trails

- Obtain active infrastructure investment by continuing to work with the County Wide Active Transportation System (CWATS) to complete the same municipality.
- Evaluate active transportation gaps in the urban centres to develop a plan to provide trails to connect neighbourhoods.
- Implement the Parks, Recreation and Culture Master Plan recommendation to hard surface all trails in urban centres.

Conduct a review of recreation facilities

- Identify potential for refurbishment of aging facilities.
- Develop business plans for capital and operating costs on potential new recreation facilities to show annual impact on town budgets.
- Continue to develop Heritage Park to become a destination within Essex Centre.
- Implement the Parks, Recreation and Culture Master Plan recommendation on water field shortage in Essex Centre by creating a strategy to develop the Essex Centre desert fields.
- Make sustainable choices to minimize our environmental footprint.



FINANCIAL AND ECONOMIC STEWARDSHIP

Aerial view
over downtown

STRONG | HEALTHY | VIBRANT | EXPERIENCE | RESILIENCY

Provide fiscal stewardship and value for tax dollars to ensure the long-term financial health of the municipality.

Maintain financial sustainability and manage the Town's financial reserves

1. Manage appropriate levels of debt
2. Identify and generate new revenue sources to maintain affordability and competitiveness while attracting investment
3. Explore opportunities to diversify the municipality's economy
4. Formalize a Revenue Management Plan

Invest in sustainable infrastructure and assets

1. Update the Asset Management Plan at least every five years to maintain relevance and reliability for future long-term planning of all Town assets

Increase long-term financial planning processes

1. Expand the current five-year financial plan to ten years for capital and include the plan in the forward portion of the annual budget

Ensure the Town is a destination of choice to newcomers and investors.

1. Promote the new development change regime to external investors
2. Ensure services are efficient and tax increases are affordable



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VIBRANT GROWTH AND DEVELOPMENT

Manage responsible and viable growth while preserving and enhancing the unique rural and small town character of the community.

Provide for diverse, development-ready opportunities

- Review affordable housing strategies and strengthen existing policies
- Develop an industrial and commercial development plan for the Highway 3 Corridor
- Review policies to create development-ready areas**
- Develop partnerships with utilities to provide serviceable lands
- Emphasize the agricultural economy**

Support small businesses, while investing in revitalization and beautification

- Review and build upon the Community Improvement Plans (CIPs)**
- Develop a small business retention and attraction program**
- Implement aesthetic and streetscape improvement plans for urban centres

Promote the Town as a premier tourism destination

- Develop a comprehensive tourism strategy**
- Develop agri- and eco-tourism offerings**

Improve connectivity between neighbourhoods

- Continue to work with partners to enhance regional transit
- Develop and implement a wayfinding signage strategy**
- Review Town owned properties and develop a surplus property plan



CITIZEN AND CUSTOMER EXPERIENCE

Serving customers at the Essex Recreation Complex



Improve the experiences of individuals, as both citizens and customers, in their interactions with the Town of Essex.

Improve the flow of information and delivery of services to citizens and customers

- Improve service delivery with customer service clinics housed at Town facilities.
- Review, track and monitor facilities and their capacity to provide high quality customer experience.
- Utilize digital and web-based technology to improve access to information and increase citizen knowledge of Town programs and services.
- Create a single repository for all services, resources, public information and a Best Practices manual for gathering public feedback.
- Implement a Best Practices manual for gathering public feedback.

Develop a comprehensive customer and citizen service policy

- Incorporate citizen and customer feedback to improve service policies and procedures.
- Review Customer Relationship Management software to provide central way to effectively address issues.

Mitigate the impact of geographic distance on civic participation

- Develop policy/procedure for hosting public meetings in accessible locations for all citizens.
- Provide a variety of mechanisms for citizens to give feedback on Council agenda items.



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ORGANIZATIONAL EFFECTIVENESS AND RESILIENCY

Essex Town Hall

Improve the Town's capacity to meet the ongoing and future service needs of its citizens while ensuring the corporation is resilient in the face of unanticipated changes or disruptions.

Increase organizational capacity by developing staff

- Create a formal staffing plan to include succession planning and cross-training.
- Implement a Performance Management System which provides concrete goals for staff to develop in their positions.
- Review and formalize staff training and education policies.
- Maintain annual staff performance evaluations to identify areas of improvement.
- Assess the potential for flexible work arrangements to enhance access to services for citizens and improve work conditions for staff.

Enhance internal and external access to corporate records and documents

- Develop a Records Management plan and update policies, procedures, and staffing resources related to corporate record keeping.
- Expand the use of Laserfiche to convert physical records to digital formats.
- Implement a corporate paper reduction plan.

Explore efficiencies in service delivery by working with partners and stakeholders

- Initiate a service review with Essex County and neighbouring municipalities.
- Explore other opportunities to reduce service duplication and inefficiencies.
- Review the current pricing strategy.





Council for the Town of Essex

Learn more online at
essex.ca/StrategicPlan

Follow us on social media



@EssexON



EssexOntario



@TourismEssex

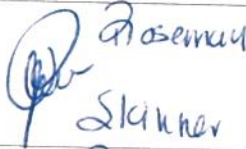
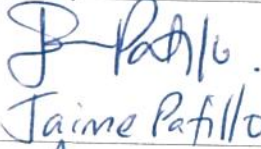
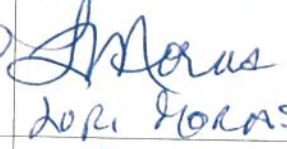
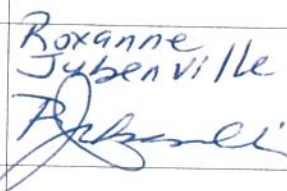
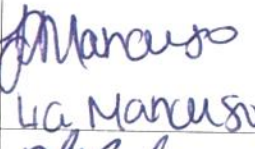
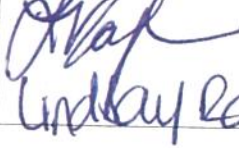


@TownOfEssex

Petition to support changes to the Town of Essex Sign By-Law 1350

"This Petition will amend Essex By-Law # 1350 to permit a commercial business, connected to an agricultural property, to display a sign of up to 5 metres with a digital feature but restricted to daylight hours of operation.

I understand the proposed amendment and do not object."

Date	Name and Signature	Address	Email
6-25-2020	 Rosemary Skinner	295 Huron St LeSalle Br N9N1P2	rosemarydsoireeevents.com
6-26-2020	 Jaime Patillo	180 Patillo Rd. Tecumseh, ON N8N2L9	jainepatillo@gmail.com
6/27/20	 Lori Horas	318 Ironside Camdenburg, ON	gillabunny@yahoo.com
6/27/20	 M. Sanner	1607 Candy Rd #27 Belle Rive	msannerde@yahoo.ca
6/27/20	 E Brkace	11	mikencio@hotmail.com
6/27/20	 Roxanne Jubenville	1722 Caille Ave Belle River ON	dr.r.jubenville@gmail.com
	 J. Allen	HARROW ONT	
30/ June 1 2020	 Caitlin Cheeseman	NOTL, ON.	
30/ June 2020	 Li. Marcuso	Elmira, ON	
30/ June 2020	 Lindsay Ralston	Stratford, ON	

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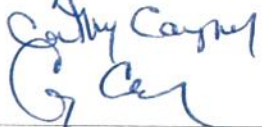
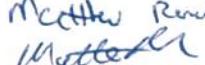
I understand the proposed amendment and do not object."

Date	Name and Signature	Address	Email
06/13	Alysa Morin Alysa Morin	1037 Hemlock Ave Kingsville	alysia.morin@outlook.com
06/13	BETH ROECCENS BETH ROECCENS	50 RICHARDSON TILBURY	
06/14	Alysa Rivers Alysa Rivers	240 Bay St London	
	John Ly	358 E Courty Rd 50 Harrow	
06/14	John Ly	38 Queen	
06/14	Jayne B	975 Maple Grove Drive	
06/14	DIANE DOREY	9099 RIVERSIDE DR EAST 318-E	bobdorey44 @ YAHOO.CA
06/14	Jenna Paul	974 Pavan St Windsor, ON	
06/14 2020	Robert Fox	155 Prado Ave Colchester ON	

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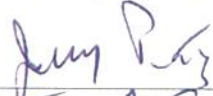
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Date	Name and Signature	Address	Email
June 14/2020	Melissa Fox 	155 Prado Ave Colchester	
June 21 2020	Wally Hogan 	1609 Heritage Rd Kingsville ON	
June 21	Jacqueline Fraser 	Beckwith ON	
06/21/20	Gayle Cagney 	Windsor, ON.	
06/20/20	Mary Anne Blumen	Tecumseh, ON.	
06/21/20	Matthew Rind 	135 Baldwin Avenue Essex, Ontario	
"	Niede Edmonds 	"	
June 24 2020	DAVID OLIVER 	4 Mulberry Cr Kingsville, Ont.	
June 24/2020	Lesley Jane Merchant	4 Mulberry Cr. Kingsville, ON N9W 0B8	
June 26	Doris Motruk 	250 County Rd 50 W R3 HARROW N0R1G0	

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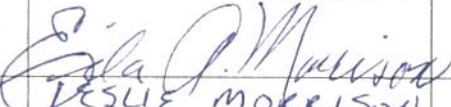
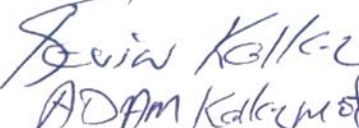
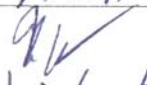
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Date	Name and Signature	Address	Email
May 24	Randy Kotow 	540 Dunn Rd Harrow	
May 25	BRAD SWARTS 	1505 ERIE RD. HARROW, ONT. NOR 160	
MAY 26	BORRUE GULIB 	575 MAPLE GROVE HARROW ONT. NOR 166.	
MAY 26	Michael Avelar 	1343A Gore Rd Harrow ont NOR 160	
MAY 26	Jen Avelar Jen Avelar	1343A Gore Rd Harrow ont NOR 160	
MAY 26	JEFF PIERCE 	546 W County RD 30	
May 26	THAS A. GONZALEZ 	6110 County Rd 11 Harrow, ON.	
May 26		1390 Erie Rd 5. Harrow, ON	
May 26	Cheryl Huczel	1390 Erie Rd 5 Harrow, ON	
May 26	Helen Craig	215 Erie Rd. Harrow, ON	

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Date	Name and Signature	Address	Email
MAY 25	Rob Hillier 	77 DRAPER ST HARROW	
May 25	ESLA MORRISON 	136 Givlen Harrow	
May 25	LESLIE MORRISON 	136 Givlen Harrow	
May 25	JEFF CLARK 	800 E COUNTY RD 50 RR#1 HARROW ONTARIO	
May 25	MARTIN GORSKI 	130 COUNTY RD 50 HARROW, ON N0R1G0	
May 26	Richard Froese 	597 Cty Rd. 50E Harrow, Ont. N0R1G0	
May 26	Chris Froese 	597 Cty Rd. 50E Harrow, Ont. N0R1G0	
May 26	Adam Kalkumofors 	1337 ERIC	
May 26	Nick KELLER 	36 Drapper St Cochester	
May 26	Joel Lewis	140 Centre St E Harrow	

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Date	Name and Signature	Address	Email
5-18 2020	Drew Knox <i>Drew Knox</i>	ESSEX, ON	
May 18 2020	Kelly Knox <i>Kelly Knox</i>	ESSEX, ON	
May 23 2020	Joan Boray <i>Joan Boray</i>	Essex, ON	
May 25	N. Sooken <i>N. Sooken</i>	Windsor	
May 25	Peggy Golden <i>Peggy Golden</i>	679 Evergreen Harrow	p.golden@golden lawharbour.com
May 25	Richard Largenay <i>Richard Largenay</i>	763 Clitherow Clchester	
May 25	ROGER SOMERS <i>R. C.</i>	1164 HERITAGE RD KINGSVILLE W94 2E6	505 1164 HERITAGE RD KINGSVILLE W94 2E6
May 25	Marg McNamee <i>M. McNamee</i>	105 Island view Essex	
May 25	Ryan Oldridge <i>Ryan Oldridge</i>	211 Chester Rd. Harrow	
May 25	Brian Ausken 581 Pigeon Beach <i>B. Ausken</i>	581 Pigeon Beach	

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Date	Name and Signature	Address	Email
MAY 26	Derek Horop <i>D Horop</i>	69 TT LEAMINGTON	DerekHorop@gmail.com
MAY 26	Theresa Boivin <i>Theresa Boivin</i>	LEAMINGTON	
MAY 27	Erin Fox <i>Erin Fox</i>	1504 GOODVIEW ANNISTONBURG, ON N9W1S9	erinfax@gmail.com
MAY 30	Chris WATSON <i>Chris Watson</i>	1800 Columbia Ctr. Windsor, ON	dchrisw@geel.com
MAY 30	Kathleen Johnson	1800 Columbia Ctr Windsor ON	
MAY 30	JAN Bryant	938 Jarvis Windsor, ON	
11/1	David Hession	" "	
6/2/20	Jacob Remillard	14 Angel Ct Kingsville ON	Jacobrem@gmail.com
06/2/20	Breanne McGinny	161 East Pace Rd.	
06/02/20	Miriam Woodall <i>Miriam Woodall</i>	240 Fairview Blvd Windsor Ont N8S3C6	

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Date	Name and Signature	Address	Email
6/3/21	Josslyn Garbutt	606 Ottawa	Boss.Joss@hotmail.com
6/3/21	Colin Klingbylle	808 Ottawa St	Colinklingbylle@gmail.com
6/5/20	Caleb Renillard	19 angel court	Calebrenillard02@gmail.com
6/7/20	Shannon Somstead	1633 Heritage Kingsville	Somstead@johnfoods.com
6/7/20	Brittany Carrine	1633 Heritage Kingsville	brittanycarrine@hotmail.co
10/11/2020	Shannon Rucudmore	236 Pule Rd. Belle River, Ontario	Shannonrucudmore@gmail.com
June 11/20	Alecia Penn	1175 Adair Court 403B. Windsor ON	aleciapenn05@hotmail.com
6/12/20	Dan McKnight	6860 matchette LAJALLE	Kelly23@cojeco.ca
6/12/20	Donna Krisko	2525 Rivard Ave Windsor.	canookyca@yahoo.ca
6/13/20	Travis Hartlieb	52 Heritage Rd. Kingsville	thartlieb2@gmail.com