

## Highlights

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## President's Message



Christian Michaud, President, AANB

Greetings fellow farmers,

Being the new President since January let me just introduce myself quickly. Along with two partners, we operate a vegetable farm in Bouctouche. We purchased La Ferme Michaud Farm in 2014 from my father and my uncle. I am the 4<sup>th</sup> generation of Michauds on the farm. My two partners are first generation.

I would first like to thank Mike Bouma for the excellent job he did as our President for the last three years. I would also like to thank our dedicated Board of Directors for the work they do on our behalf. And our staff of course. Thank you Josée, Pam, Camille, Nicole, John, Jean-Mars and Stéphane. Wow is the first word that comes to mind.

As I am writing these words and looking out the window, I am reminded of the unpredictable nature of our industry. Last year, we were well under way with planting. This year, the fields are still covered with snow.

We are faced with ever increasing input costs and regulations. But we are expected to sell our products for the same price, or even for less in some cases.

The Alliance continues to have a good relationship with government. They might be starting to see the economic potential that agriculture could have for the province. We all know an election is coming this fall, let's make sure agriculture is an important part of the political parties' platforms.

The Alliance continues to work diligently on issues that negatively affect our industry, but also working proactively on various initiatives to help it.

Well I will keep it short and wish everyone their best season yet.

All the best, Christian Michaud

## OPEN FARM DAY

### JOURNÉE AGRICOLE PORTES OUVERTES

The Agricultural Alliance of NB's 2018 Open Farm Day is scheduled for Sunday, September 16<sup>th</sup>. We invite you to contact our office by phone at (506) 452-8101 or by email: [alliance@fermeNBfarm.ca](mailto:alliance@fermeNBfarm.ca) to let us know if you would like to be part of this fantastic event.

## Message from the New Brunswick Young Farmers Forum

NBYFF wants to take this opportunity to congratulate the class of 2018 and to show support to all students who are pursuing an agriculture-related degree or diploma. We also want to congratulate our vice-chair and acting President, Keenan Kavanaugh on obtaining his Bachelor's degree from Dalhousie University Agricultural Campus. Not only did Keenan major in plant science and minor in business, he was also named Valedictorian and has addressed and represented the DAL Faculty of Agriculture Class of 2018 at the May convocation. More recently, Keenan was featured on the DAL AC News page, expressing his goals and plans for the future, both in business and education. Congrats Keenan!

[https://www.dal.ca/faculty/agriculture/news-events/news/2018/05/07/a\\_strong\\_finish\\_.html](https://www.dal.ca/faculty/agriculture/news-events/news/2018/05/07/a_strong_finish_.html)

If would like to become part of an amazing team of dedicated young producers, please forward your name and your contact information to General Manager, Camille Coulombe, at [info@nbyff.ca](mailto:info@nbyff.ca) Consult [www.nbyff.ca](http://www.nbyff.ca) for further details.

## HELPING FARMERS MANAGE FINANCIAL STRESS

**THE FARM DEBT MEDIATION SERVICE**  
offers financial counselling and mediation services to farmers and their creditors.



### WHAT ARE THE BENEFITS?

- Free, private and confidential service.
- Meet with your creditor in a neutral forum.
- Find a mutually acceptable repayment arrangement.
- Get your debt repayment back on track.



**Don't wait. Early intervention will provide the best results.**  
For more information and to find out how you can apply for this service, visit [www.agr.gc.ca/FDM5](http://www.agr.gc.ca/FDM5) or call us toll-free at 1-866-452-5556.

## **Issues Update:**

### **1) 2018 Resolutions**

#### **• Local Food Sales in New Brunswick Stores**

**Whereas** some stores have a policy that limits direct buying of New Brunswick products at a maximum of 10% of their purchases;

**Whereas** these stores charge administrative fees of 3% of the gross amount from the local producer who sells above the 10% limit;

**Be it resolved** that the Agricultural Alliance of New Brunswick put pressure on the New Brunswick government to stop these food stores from fixing a buying limit on product of New Brunswick and additional administrative fees, and encourage the expansion of New Brunswick product in New Brunswick grocery stores.

#### **• Elimination of tractor tire recycling tax**

**Whereas** producers are charged \$16.50 in environmental tax when purchasing tractor tires;

**Whereas** one cannot dispose of these tires anywhere in New Brunswick or without paying additional fees;

**Be it resolved** that the Agricultural Alliance of New Brunswick pressure the New Brunswick government to either a) eliminate the environmental fees charged when purchasing tractor tires and that fees charged in the past for this be reimbursed to the producer, or b) allow producers to return their tires without charge.

#### **• Measurement System for Soil Carbon Sink**

**Whereas** microbial life is the second greatest carbon sink after algae;

**Whereas** agricultural producers will be subject to a carbon tax for greenhouse gas (GHG) emissions;

**Be it resolved** that the Agricultural Alliance of New Brunswick put pressure on the government of New Brunswick and Canada to put in place a measurement system for the capacity of the soil to increase its level of carbon captured from air through an increase in microbial life.

#### **• Maintenance of veterinary services in N.B. for the equine sector**

**Whereas** the Department of Agriculture, Aquaculture and Fisheries is undertaking a review of the veterinary services in N.B. with respect to eliminating services to the equine sector;

**Whereas** 1/3 of the present vet services are to the equine sector;

**Whereas** the equine service is on a full cost recovery basis;

**Whereas** the fixed costs associated with all vet services will remain the same with lower revenues should the equine service be eliminated;

**Whereas** private large animal vet service is not available in many parts of the province;

## **(Con't) Maintenance of veterinary services in N.B. for the equine sector**

**Whereas** eliminating equine vet services will have a potential negative impact on the whole livestock industry ie: loss of present veterinary staff – creating shortages in certain areas and leaving some animals in remote areas without any vet services – public or private;

**Be it resolved** that the Agricultural Alliance of New Brunswick monitor and lobby the Department of Agriculture, Aquaculture and Fisheries to maintain the status quo veterinary service in N.B.

#### **• Identification of local products**

**Whereas** NB primary agricultural producers are represented at farmer's markets, u-picks and roadside stands to the NB public;

**Whereas** farmers are constantly seeking positive social license and public confidence;

**Whereas** reselling of agricultural products without truthful labelling, verbal customer interactions, and signage stating the products origin has unfortunately become too often a common practice/problem leading to a loss of consumer confidence.

**Be it resolved** that the Agricultural Alliance of New Brunswick advocates for the development of provincial regulation to require vendors to properly identify and advertise their products as either locally produced or as a product of their farm.

#### **• Issuance of Watercourse and Wetland Alteration (WAWA) permits**

**Whereas** Watercourse and Wetland Alteration (WAWA) permits are currently only being issued by Department of Environment & Local Government staff and that regional Department of Agriculture, Aquaculture and Fisheries staff and other professionals often visit farms;

**Whereas** some of the activities requiring a WAWA permits are considered normal agriculture activities;

**Whereas** providing regional Department of Agriculture, Aquaculture and Fisheries staff and other professionals authority to issue WAWA permits would reduce time restraints on completing required drainage work and other normal agriculture activities;

**Be it resolved** that the Agricultural Alliance of New Brunswick lobby government to train regional departments of agriculture staff and other professionals to be qualified to issue Watercourse and Wetland Alteration (WAWA) permits for tile and ditch drainage and that the application fees for WAWA permits for normal agricultural activities be waived.

#### **• Rural road signage**

**Whereas** the majority of numbered roads have broken yellow lines allowing drivers to pass in rural areas;

**Whereas** some farmers living on these secondary roads often have to conduct left turns to enter their driveways and other property that are often hidden or on blind hills while operating large pieces of equipment at slow moving speeds;

**Whereas** many accidents could be prevented by making the broken yellow lines in front of farm properties and field entrances into solid yellow lines;

**Be it resolved** that the Agricultural Alliance of New Brunswick lobby the New Brunswick Department of Transportation and Infrastructure to be proactive and install proper signage and replace broken yellow lines with filled lines, upon the request of producers, to prevent potential serious accidents.

## Cont' 2018 Resolutions

- **Nuisance wildlife compensation**

**Whereas** the wildlife damage compensation program covers crops before harvest;

**Whereas** wildlife (bears, birds) has damaged products in storage – ie: silage bales, bags;

**Be it resolved** that wildlife damage compensation program be expanded to cover products in storage if proper measures are taken to mitigate loss.

- **Nuisance wildlife**

**Whereas** there is an increase of damage by wildlife (ie: bears, coyotes);

**Be it resolved** that the Agricultural Alliance of New Brunswick lobby the Department of Agriculture and the Department of Natural Resources to develop a nuisance wildlife program whereby a database of hunters and trappers would be developed to best respond to farmers' nuisance wildlife issues throughout the province.

## **2) NB Climate Change Act**

The provincial government introduced the NB Climate Change Act earlier this year. The existing tax exemption for colored fuel and the fuel tax refund for farm plated vehicles will not be affected if the federal government accepts our province's proposed approach. Dwayne Perry and Josée Albert, along with David Mol from PEI made a presentation to the Senate Standing Committee on Agriculture and Forestry who is currently studying the issue. We addressed our concerns relating to a potential carbon tax and the impact to our industry such as operating cost, competitiveness and markets. For more information on the Act: <http://www.gnb.ca/legis/bill/FILE/58/4/Bill-39-e.htm> Please contact our office if you would like to obtain a copy of our presentation.

## **3) Meeting with Provincial Ministers to Address the AANB 2018 Resolutions**

In order to address our resolutions in an efficient matter and to enable all the Departments that are affiliated with the issues, the Alliance's Executive met with the following Department representatives (Ministers and/or Deputy Ministers) from Agriculture, Aquaculture & Mines, Transportation & Infrastructure, Environment & Local Government, and Health in early May. The meeting was chaired by Hon. Harvey, at the time, Minister of Agriculture, Mines and Rural Affairs and Christian Michaud, Alliance President. The meeting was very positive, provide an excellent opportunity for the attendees to be made aware of agriculture related issues and will provide for better collaboration among the Alliance and the various Departments.

## **4) Provincial Elections**

In addition to our resolutions, another top priority this year is to meet with all political party leaders to ensure they are made aware of the importance of our industry to the province, our potential and our challenges. The meetings will be taking place over the next few months.

## **5) Pest Management Regulatory Agency**

Changes to Carbaryl Pesticides Registration and other important information. Visit <https://www.canada.ca/en/health-canada/corporate/about-health-canada/branches-agencies/pest-management-regulatory-agency.html> and subscribe to obtain links to new Pesticides and Pest Management information when it is posted online <https://www.canada.ca/en/health-canada/corporate/social-media-health-canada/rss-feeds.html>



We are excited to confirm that the project received funding through the Canadian Agriculture Partnership (CAP) to continue the program and allowing New Brunswick to join the Agriculture in the Classroom Canada network.

We will be attending the Breaking new ground national conference in June to learn and share with other provinces about their respective programs.

We are currently focusing on getting ready for the 2018-2019 school year. Over the summer, a website will come online as well as an increase in our social media presence as part of a marketing and communication strategy.

To ensure the long-term viability of the project we are working on a sponsorship plan to bring in private sector funding and resources.

We are now an official partner of the Little green thumbs organisation. They provide amazing toolkits and resources for students and teachers. Our goal is to set up their garden in a box in 20 schools next year and some spuds in the tub kits in 20 other schools. This will bring hands on experiences to hundreds of elementary and middle school students.

For grade 9-12 student's emphasis will be made on careers. Using a career exploration toolkit with teachers and counselors, they will be able to explore the wide variety of career opportunities available in the agriculture and agri-food sector. If you are interested to participate in this project I invite you to call or email me. We are looking for people to do presentations in schools to share their knowledge and experience.

Stéphane Sirois, Agriculture in the classroom NB  
Tel: 506-442-2552 Email: [coordinator@fermenbfarm.ca](mailto:coordinator@fermenbfarm.ca)  
Agriculture in the classroom Canada: [www.aitc-canada.ca/en](http://www.aitc-canada.ca/en)



### *It's time for an update!*

Environmental Farm Plans (EFP) are "living documents" and should be updated every 5 years to integrate new developments (e.g. construction of a new barn) or technologies, or to make adjustments as conditions change in your enterprise.

If you would like to update your EFP, please contact our coordinator Camille Coulombe at (506) 452-8101 / [efp-pfe@fermenbfarm.ca](mailto:efp-pfe@fermenbfarm.ca)

Did you know? The **Canadian Agriculture Partnership (CAP)** has financial support that's intended to assist producers in taking concrete steps to improve the environmental performance of their operations. Visit *Adoption of Environmental Beneficial Management Practices* section on pages 2 to 6 for more details. <http://www2.gnb.ca/content/dam/gnb/Departments/10/pdf/Services/Agriculture/EnvironmentallySustainableAgriculture.pdf>

Contact Camille Coulombe at (506) 452-8101 [EFPPF@fermeNBfarm.ca](mailto:EFPPF@fermeNBfarm.ca) or John at (506) 381-2887



### Business Risk Management Programs For Your Farm

Producers have access to a group of Business Risk Management (BRM) programs providing coverage in disaster situations.

BRM programs are in place to protect against income declines and production losses caused by natural disasters like drought, flooding and by low prices and by increased input costs. These programs work together by providing protection for different types of losses, as well as cash flow options.

**AgriStability** - a margin based program that provides coverage for larger farm income losses. AgriStability is targeted, equitable and provides whole-farm support.  
866-367-8506

- **AgriInvest** - a self-managed producer-government savings account to help risk manage small income declines. AgriInvest is predictable, bankable and flexible.  
866-367-8506
- **AgriInsurance** - provides coverage for production losses caused by natural perils. Under the program, producers pay premiums to protect their commodities.  
506-453-2185



### Canadian Agricultural Partnership (Non-Business Risk Management Programs)

[http://www2.gnb.ca/content/gnb/en/departments/10/agriculture/content/agriculture\\_programs.html](http://www2.gnb.ca/content/gnb/en/departments/10/agriculture/content/agriculture_programs.html)

<a href="#">▶ Advancing Agri-Food Processing</a>	<a href="#">▶ Agri-Industry Development and Advancement</a>	<a href="#">▶ Enabling Agricultural Research and Innovation</a>	<a href="#">▶ Environmentally Sustainable Agriculture</a>	<a href="#">▶ Mitigation, Prevention, Occupational Health and Safety</a>	<a href="#">▶ Public Trust and Agricultural Awareness</a>
<ul style="list-style-type: none"> <li>• Product Conception and Development</li> <li>• Production Improvement</li> </ul>	<ul style="list-style-type: none"> <li>• Business Development</li> <li>• Advancing Crop and Livestock Sectors (includes Livestock Genetics)</li> <li>• Market and Product Development</li> <li>• Agri-Land Enhancement</li> </ul>	<ul style="list-style-type: none"> <li>• Innovative Research and Development</li> <li>• Accelerating Agricultural Innovation</li> <li>• Innovative Technology and Demonstration</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental Management Planning</li> <li>• Agro-Environmental Clubs</li> <li>• Food Processor / Packer / Abattoir Waste Management Systems</li> <li>• Adoption of Environmental Beneficial Management Practices</li> </ul>	<ul style="list-style-type: none"> <li>• Wildlife Damage Mitigation</li> <li>• Emergency Preparedness for Extreme Weather Disasters</li> <li>• Occupational Health and Safety on Farm</li> </ul>	<ul style="list-style-type: none"> <li>• Assurance, Food Safety and Quality Systems</li> <li>• Development and Implementation of a National Agriculture and Food Safety Traceability System</li> <li>• Biosecurity Implementation</li> <li>• Animal Welfare Assurance Systems</li> <li>• Agriculture Awareness</li> </ul>



### Profile for Municipal/Regional Service Commission Websites

The role of the Community Economic Development Executives (CEDE) throughout New Brunswick was developed through Opportunities New Brunswick (ONB). ONB is the Crown Corporation that seeks to attract and support opportunities to grow the economy and create jobs.

The role of the CEDE is to improve communication between local and regional stakeholders and economic development agencies through its members, municipalities and LSDs to grow the region. The overall goal is to build relationships, identify synergies and support economic opportunities to make the region stronger. The CEDE's and ONB firmly believe communication and a focus on communities is the path to success for continued growth with-in the regions and throughout New Brunswick.

CEDE's are available to anyone living or working in the region and can be reached by phone or email with comments or suggestions. Together, we can help New Brunswick grow and prosper.

To contact a CEDE in your region or a representative with ONB, please go to: <https://www.onbcanada.ca/>

### Information on NB Tire Stewardship Program and Tractor Tires

The Alliance received information from the Department of Environment and Local Government (DELG) following our resolution pertaining to the fee charged by some suppliers for disposal purposes. The DELG informed us that tractor tires are not part of the NB Tire Stewardship Program, therefore tire suppliers are not mandated to charge that fee when purchasing tractor tires.

If you are aware of tire suppliers charging that fee in your region, if you have been charged that fee in the past, and/or if you had issues disposing of your tires, please contact Mark Miller by phone (506) 453-7945 or by email [Mark.miller@qnb.ca](mailto:Mark.miller@qnb.ca) to make him aware of the situation.

### Annual General Meeting – January 2018

The Agricultural Alliance of NB's Annual General Meeting was held at the Crowne Plaza Hotel in Fredericton, January 18 & 19, 2018.

#### James Robb Award



Gaétan Chiasson (left), recipient of the James Robb Award presented by Mike Bouma (right), director, AANB Board of Directors

#### Innovation Award



Jacques Laviolette (left), recipient of the Innovation Award, presented by Jay Labonte (right), Farm Credit Canada

#### New Entrant Award



Steve and Madison Bates (left), recipients of the New Entrant Award presented by Emily Simms (right), Farm Credit Canada

#### Hospitality Ambassador Award



Cyndy Jewett (left), recipient of the Hospitality Ambassador Award presented by Mike Bouma (right), director, AANB Board of Directors

#### Agriculture Education Ambassador Award



Sue Rickards (left), recipient of the Agriculture Education Ambassador Award presented by Mike Bouma (right), director, AANB Board of Directors

We have cracked the code in making solar electricity a no-brainer, for every farmer in New Brunswick. We are calling it micro-solar farming, and it allows you to lock in your electricity rates for the next 25 years.

The first step in the process is to perform an energy audit of your farm. Government programs are available to help with the costs of both the audit and the products needed to reduce your energy costs. Some of these products can include air-conditioners, heating systems, additional insulation, lighting upgrades, fans, and motors.

Once you are confident that your farm is operating as energy efficient as possible, then a micro-solar farm can be considered to maximize your energy savings. A micro-solar farm is very similar to a large-scale solar farm that you would see in Ontario but would be explicitly designed for use on your farm.

The energy policy in New Brunswick allows you, the farmer, to create electricity on location and then send the extra directly back to NB Power for credit on your bill. In other words, your meter runs in reverse as you trickle-charge the grid like a giant battery. Every year on March 31st, your credits will be cleared, so it is vital that the system is designed and engineered correctly.

Ultimately, these micro-solar farms will allow you to pre-purchase your energy for 25 years; while, protecting you from future electricity rate increases. Being aware of what can be done to lower energy cost can be tremendously valuable and cost-effective for any farmer. After all, why would you keep paying an increasing rate to have electricity made for you when you could produce it yourself, for less?



Contact : Mark McAloon, PTEch, PMP  
 President & Co-Owner  
 For more information :  
 Office : 506-849-3001  
 Mobile : 506-651-2896  
<https://www.nexgen.today/>

## NB Institute of Agrologists



**All 2017 recipients & spouses & Minister Andrew Harvey** (Missing in picture Marco Volpé - Agricultural Initiative Award): Nicole Williams VP of NBIA, Reynald Levasseur - Agricultural Environmental Stewardship Award & his wife Lise, Minister Andrew Harvey, Gordon Fairchild - Distinguished Services to New Brunswick Agriculture Award, Anne Michaud - Agricultural Leadership Award and Anne's husband Gilbert Michaud.

## Vin NB Wines

Vin's NB Wines held their Annual Meeting on April 19th, at the Crowne Plaza, Fredericton.

The meeting was very positive with emphasis on attracting New Entrants and expanding existing wineries to meet the needs of the industry with regards to supply due to the success of the Grocery Wine Program resulting in increased sales for the industry.

Following the business portion of the meeting, Sam Royama from Royama Designs presented a preview of our new and improved Web Site, which will be launched in the near future.

Jonathan Rodwell of Devonian Wines was our guest speaker.

Jonathan has worked in the wine industry in various capacities for some time in many parts of the world. His presentation was very interesting with active participation by the group. He alluded to the challenges that different regions face including Canada due to our colder climate. The message that was evident is that we need to continue on our path and not be afraid to think outside the box when growing vines and small fruit and marketing our products. We need to continue to build on our successes and meet our challenges with the same vigor and dedication that we have in the past.

Following the meeting, we held a reception where members of the public and our partners were able to sample our products and mingle with the members of our association.

**Face-to-Face Courses** – Content is delivered by Faculty of Agriculture and Faculty of Management professors. Includes special guests and industry experts.

**Personal Assessment** – Detailed report and debrief: Emotional Intelligence (EQ) **Executive Coaching** – Three sessions with a Certified Executive Coach.

**Action Challenge Projects** – Participants work in groups with a Faculty Project Manager on a real industry issue. The goal is to create an executable solution by the end of the program.

**WHO SHOULD PARTICIPATE?** Anyone interested in taking a leadership role or who is currently in a leadership role within agriculture and aquaculture industries. Registration open now! Closes August 31, 2018. Funding may be available. Visit our web page at [dal.ca/exl](http://dal.ca/exl) for more information For more information, contact: Mason MacDonald, Program Manager Phone 902-893-4971 Email [Mason.MacDonald@Dal.ca](mailto:Mason.MacDonald@Dal.ca)



FACULTY OF AGRICULTURE

**LEADAtlantic**



**Build strategies and capacity to grow your organization and industry. Develop dynamic and collaborative leadership teams. Create a culture of innovation and creative problem-solving.**

LEADAtlantic is an evolutionary leadership program for agriculture and aquaculture committed to creating an environment where participants can collaboratively grow and develop competencies to lead more profitable and innovative industries.



J.P. Gervais, PhD

### NB farmland values gained steam in 2017, FCC report says

New Brunswick's average farmland values gained steam in 2017 while the Canadian average increase held relatively steady, a sign of a strong and stable agriculture economy, according to the [2017 FCC Farmland Values Report](#).

The average value of Canadian farmland increased 8.4 per cent in 2017, following a gain of 7.9 per cent in 2016. Although average farmland values have increased every year since 1993, recent increases are less pronounced than the 2011-2015 period that recorded significant average farmland value increases in many different regions.

In New Brunswick, average farmland values increased by 5.8 per cent in 2017, following gains of 1.9 per cent in 2016 and 4.6 per cent in 2015.

With the steady climb of farmland values, now is a good time for producers to review and adjust their business plan to reflect variable commodity prices and slightly higher interest rates, assess their overall financial position and focus on increasing productivity. It's also a good idea to have a risk management plan in place to protect your business against unforeseen circumstances and events.

While Saskatchewan, Ontario and Nova Scotia reported the largest average increases, four provinces – British Columbia, Alberta, Manitoba and Prince Edward Island saw a smaller increase from the previous year.

Quebec and New Brunswick both showed increases that were fairly close to the national average, while Newfoundland and Labrador didn't have enough transactions to fully assess farmland values in that province.

Some of last year's average farmland value increase may also be a result of timing as most provinces recorded a faster pace of increase in the first six months of the year while interest rate increases didn't occur until the latter half of 2017. Recent increases in borrowing costs and expectations of further increases could cool the farmland market in 2018.

FCC's Farmland Values Report highlights average changes in farmland values – regionally, provincially and nationally. This year's report describes changes from January 1 to December 31, 2017 and, for the first time, provides a value range in terms of price per acre.

It's important to remember that farmland prices can vary widely within regions due to many local factors that can influence how much value a buyer and seller attach to a parcel of land.

Every farm operation is unique and there may be a strong business case for buying more land, but not without carefully weighing the risks and rewards.

Farm operations need to be cautious in regions where the growth rate of farmland values has exceeded that of farm incomes in recent years.

The good news is Canadian farms are generally in a strong financial position when it comes to net cash income and their balance sheets.

To view the 2017 FCC Farmland Values Report and historical data, visit [www.fcc.ca/FarmlandValues](http://www.fcc.ca/FarmlandValues).

J.P. Gervais, PhD

### Board of Directors 2018

#### Executive Committee

Christian Michaud, President	Michael Slocum, Treasurer
Lisa Ashworth, 1 <sup>st</sup> VP	Marc Ouellet, Secretary
Dwayne Perry, 2 <sup>nd</sup> VP	

#### Regional Representatives

Philippe Morin	Michel Ross
Marc Ouellet	Mike Bouma
Mike Slocum	Paul Vienneau
Wendy Omvlee	Samuel Bourgeois
Christian Michaud	Dwayne Perry
Jeremy Duplessis	Lisa Ashworth
	David Goodine

#### Staff

Josée Albert, Chief Exe. Officer	John Russell, EFP
Nicole Arseneau, Office Manager	Jean-Mars Jean-Francois, CCNO
Pam Walton, Office Assistant	CCNE
Camille Coulombe, EFP & Communications	Vacant, CCNE

### "Associate Members"

