

Orientation Training for New Council

By Maurice Rees

A robust orientation training follows every municipal election and Cumberland's new eight member council and mayor have been pushed to the limit to get up to speed as soon as possible. Several part-day and full-day sessions have been held, and much more to come.

Many items have been held, but there's a long list of things to be done, including: Training program for Tablets for Council/Mayor; documentation to give Mayor signing authority; council's finance committee has determined the mayor will not be issued a credit card; discussion on location of the Mayor's office within the municipal complex; arrange for Certificates and letters of ap-

preciation to outgoing Council; outgoing council members to submit their final claims for expenses and organize an informal session as a "meet and greet" for Council, CAO & Senior Management.

Included in the orientation sessions will be Team Building Exercises to use information obtained from outgoing council; Ongoing Mentorship Program for Councillors; Ongoing Councillor Professional Development Sessions; Inclusion and diversity training Online course will be available - (council will wait to hear from Province whether they are including Diversity Training in their training program) and Organize Municipal 101 with Municipal Affairs.

Other items on the famil-

arity list to be done or in progress includes: procedures for in-camera items; meeting etiquette binder; meeting rules & procedures; Prepare information for Committees of Council; Documentation about Governance during a State of Emergency; Communications Protocol; Media Relations; Priority Setting; Capital Projects; Capital Projects Policy discussion; CIP process, mandate of committee, capital budget and potential sources of funding on capital funding presentation.

The final item the list distributed to councils was for Director's prepare a presentation to provide an orientation to their department, function, activities, employees, etc.



Long List of Priorities Presented to Council

A multi-page document presented to Cumberland council on November 18 outlined a large variety of administrative, operational and engineering priorities, to help bring the new council up to speed and indicate the variety items which will be on council's agenda in months and years to come. Some of these included:

ADMINISTRATION PRIORITIES

1. Strategic Planning / Priorities; 2. Innovation; 3. Human Resources Management / IT Review; 4. PDP / Competencies / Skills / Career Tracks / Succession Planning; 5. Energy Development; 6. Climate Change Strategy; 7. Greenhouse Gas Reductions Strategy; 8. Geothermal Business Park Development; 9. Council Agenda Setting; Focus On Strategic Priorities and Major Organization Issues; 10. Restructuring / Reorganization / Staff Resources; 11. Staff Engagement; 12. Communications Strategy / Community Engagement / Public Relations / Branding; 13. Service Centres; 14. Policy / Bylaw Review; 15. Compensation Plan Review; 16. Creating A Safety Culture; 17. Capital Investment Plan; 18. Good Governance; Indicators and 19. Facilities Tour.

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Departmental Organizational Review

The Engineering and Operations Department incorporates a broad range of working groups supplying services across the entire county. The department is responsible for: **Public Works:** Roads in Parrsboro and Springhill (including winter maintenance); Ten wastewater treatment plants and collection systems; Three water utilities (Springhill, Parrsboro, Pugwash); Storm water management in Springhill and Parrsboro. **Permitting and Inspections:** Building Permits; Development Permits; Fire Inspection; Civic addressing and GIS and Mapping.

By Law Enforcement and Canine Control: Solid waste Collection and Transfer Stations (River Hebert, Advocate, Pugwash); Fire Service (supporting 16 departments); Regional Emergency Management and Capital Projects.

Parrsboro Creative Preparing For The Future

By Bruce Lantz

The year of 2020 is coming to a close, and Parrsboro Creative is looking ahead to a busy time of preparation for next year's programming.

While the pandemic complicated the delivery of programs and events this year, we persevered and adjusted to the provincial requirements of isolation and social distancing. For its fourth year, we organized a successful Parrsboro International Plein Air Festival (PIPAF) online with all 30 artists painting in isolation from their remote locations.

Many of the courses at Cultural Campus were cancelled prior to the Atlantic Bubble announcement, but thanks to the resilience and adaptability of Art Lab Studios and Gallery, we were able to support the registration of their courses for the summer and fall season.

While our Artist-in-Residence program was cancelled due to lack of funding and support, we were able to facilitate a visiting New Brunswick mosaic artist for two weeks shortly after travel within the Maritime provinces became unrestricted. This sparked a new initiative in the beginning of September and October - the local Art Pop-Up events at the Parrsboro Bandstand showcasing the creative process and portfolio of artists from disciplines not normally organized together in Parrsboro.

It demonstrated the diver-

sity of our little community, including pottery, weaving, photography, sculpture, metal smithing, music and more. We were delighted to receive resounding feedback, appreciated by both the artists and the hundreds of people who attended each event. As a result of this shift, we look forward to organizing this as a series of events in the future.

But now it's time to look ahead.

While it's hard to predict what the future will hold, we are already planning for the Cultural Campus workshops which begin in May, and consulting with our partners Art Lab, Fundy Geological Museum, Ship's Company Theatre, the Age of Sail and Ottawa House to determine the likely makeup and scheduling of the courses. Much will depend on the comfort and availability of instructors, and even participants, coming from abroad while the Atlantic Bubble remains in force due to the pandemic. We expect to be able to announce the first round of courses the first week of December, with late summer and fall courses to be confirmed after that.

As for PIPAF 2021, we are preparing to host the traditional in-person competition of artists from around North America with an online component. If all goes as planned, the 30 artists from PIPAF in ISOLATION, who helped make the online festival a success,

have been invited back to experience the event in Parrsboro in-person. As we have learned, things can change quickly within a few weeks so we are steering ourselves for sudden changes, which could mean a different adaptation than what you've already viewed online. More details on participation to come as the winter season sets in.

In the meantime, we invite artists to our Call for Instructors for the Cultural Campus Season of 2021 who are interested in delivering courses in craft, art, writing, music and theatre. Our seasonal courses run between May and October annually and are hosted by our Cultural Campus partners.

We couldn't pull through such a difficult time without your support so we'd like to extend our thanks once again to our local community, sponsors, funders and buyers! There are more exciting opportunities up our sleeve. Keep your eyes peeled for us as we look forward to a robust season in 2021.

For information, suggestions or comments, contact Parrsboro Creative at 902-728-2007, info@parrsborocreative.com or www.parrsborocreative.com
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Community Development Priorities

Continued from page 1

development strategies throughout our region.

Tourism Strategy implementation - The Municipality of Cumberland, the Town of Amherst, and the Town of Oxford worked collaboratively to develop a strategy to maximize the value of tourism to the Cumberland region economy. The Cumberland Region Tourism Development Strategy was completed and adopted by all three Municipal Councils in May 2019. The Strategy includes a specific and ambitious goal to increase tourism revenues in Cumberland by \$27 million by 2024. Implementation of the goals, objectives, and action items included in this strategy is well underway. Developing a tourism brand, marketing strategy, and website for the Cumberland region was identified as a first step in implementing the Cumberland Region Tourism

Development Strategy. A firm has been hired to complete this work and, to date, the master brand, sub brands, tagline and visual brand identity for tourism in the Cumberland region have been approved. Further, the consultants have started developing the tourism marketing strategy and the tourism website. We expect this project to be ready for launch early 2021, which will prepare us for promotion of the 2021 tourism season.

Fundy Shore Winter Carnival - The Fundy Shore Winter Carnival is still new and is focused on the Fundy Shore area of Cumberland and Colchester. This will be our third year of planning and it has steadily gotten bigger and better. There has been discussion about making the carnival spread to other parts of the county or possibly starting a second, similar carnival to reach other communities.

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