

4

**APPROVAL OF
PREVIOUS
MINUTES**



Corporation of the Municipality of Calvin

REGULAR MEETING OF COUNCIL

Date: November 11, 2025

Time: 6:00pm

1355 Peddlers Drive, Calvin, ON

Attendance: Mayor Gould, Councillors Grant, Latimer (Teams), Manson, Moreton; Staff: CAO D Maitland, Public Works Superintendent A Carr, Fire Chief J Whalley and Deputy Clerk T Araujo.

Regrets:

Guests:

1. CALL TO ORDER

Resolution Number: 2025- 323

Moved By: Councillor Moreton

Seconded By: Councillor Grant

NOW THEREFORE BE IT RESOLVED THAT this November 11, 2025 Regular Meeting of Council be called to order @ 6:00 p.m. by Mayor Gould who indicates that quorum has been achieved.

Result: Carried

2. APPROVAL OF AGENDA

Resolution Number: 2025- 324

Moved By: Councillor Moreton

Seconded By: Councillor Manson

NOW THEREFORE BE IT RESOLVED THAT the Council for the Corporation of the Municipality of Calvin hereby approves the agenda as circulated.

Result: Carried

3. DECLARATIONS OF PECUNIARY OR CONFLICT OF INTEREST - NONE

4. APPROVAL OF PREVIOUS MEETING MINUTES

Resolution Number: 2025-325

Moved By: Councillor Grant

Seconded By: Councillor Manson

NOW THEREFORE BE IT RESOLVED THAT the minutes for the Regular Council Meeting of October 28th, be approved as presented and circulated.

Result: Carried

5. DELEGATIONS TO COUNCIL - NONE

6. BUSINESS ARISING FROM PREVIOUS COUNCIL MEETINGS

6.1 Support for the Township of Edwardsburgh Cardinal Resolution - Ontario Community Infrastructure Fund

Resolution Number: 2025-326

Moved By: Mayor Gould

Seconded By: Councillor Grant

THAT The Corporation of the Municipality of Calvin Council supports the Township of Edwardsburgh Cardinal's September 29th, 2025, Resolution regarding Ontario Community Infrastructure Fund (OCIF); and;

THAT this supporting resolution and originating correspondence be circulated to the Premier, Minister of Infrastructure, Minister of Municipal Affairs and Housing, Minister of Finance, MPP Fedeli, AMO, OSUM, FCM and FONOM.

Result: Carried

6.2 CAO Report CAO-045 Strategic Plan RFP

Resolution Number: 2025-327

Moved By: Councillor Moreton

Seconded By: Councillor Manson

WHEREAS Council for the Corporation of the Municipality of Calvin, received and considered CAO Report 045-2025: Strategic Plan: Request for Council Direction,
NOW THEREFORE IT BE RESOLVED THAT Council directs staff to proceed with issuing the RFP for the development of a Strategic Plan fully funded by CCBF.

Result: Carried

6.3 CAO46-2025 Business Arising from Oct 28, 2025 Regular Meeting of Council- Infrastructure Ontario/Cassellholme Financing Agreement

Resolution Number:

Moved By: Mayor Gould

Seconded By: Councillor

WHEREAS a copy of the Financing Agreement between Infrastructure Ontario (IO and Cassellholme(CH wherein the Corporation of the Municipality of Calvin is named as a Guarantor to the loan, was previously requested by Council Resolution, with a copy of the resolution sent to both IO and CH senior management;

AND WHEREAS as of Nov 4th, 2025 no response was received from either party;

NOW THEREFORE BE IT RESOLVED THAT unless a copy of the Financing Agreement is received by the Nov 11, 2025 Council meeting, a FOI request to Cassellholme to obtain a copy of it;

AND FURTHERMORE, unless a copy of the Financing Agreement is received by the Nov 11, 2025 Council meeting, that a copy of this new motion be forwarded to CH management requesting it be placed on the next Board of Management Meeting Agenda for a response.

Result: Dropped

7. CONSENT AGENDA ITEMS FOR INFORMATION PURPOSES

Resolution Number: 2025-328

Moved By: Councillor Moreton

Seconded By: Councillor Manson

7.1 Advocacy for Funding to Address EAB Infestation

7.2 Motion State of Emergency on Mental Health Homelessness and Addictions

7.3 RC25170 - Accessible and Effective Alcohol Container Return System in Ontario

7.4 MSC Res 2025-241 - Closure of Before and After School Programs

7.5 Halton Region Correspondence re Public Safety Requirements to Protect Our Communities

7.6 Letter from Minister Robert J. Flack 234-2025-4923 Head of Council SIGNED

7.7 City of Cambridge Council Resolution - Rent Protection for Tenants

7.8 Bonfield Public Library 2025 Minutes November 3, 2025

NOW THEREFORE BE IT RESOLVED THAT Council for the Corporation of the Municipality of Calvin hereby receive the Consent Agenda Items as presented.

Result: Carried

8. ADMINISTRATIVE MATTERS:

8.1 CAO Report to Council O44-2025 TC Energy Grant Application Update

Resolution Number: 2025-329

Moved by: Councillor Manson

Seconded by: Councillor Moreton

NOW THEREFORE BE IT RESOLVED THAT Council for the Corporation of the Municipality of Calvin received CAO Report 044-2025, TC Energy Grant Application Update announcing a \$9,500 grant has been awarded to purchase SCBA for the fire department,

Result: Carried

8.2 CAO report to Council O47-2025: Asbestos Assessment and Management Obligations

Resolution Number: 2025-330

Moved by: Councillor Manson

Seconded by: Councillor Grant

WHEREAS Council for the Corporation of the Municipality of Calvin received CAO Report O47-2025: Asbestos Assessment and Management Obligations;

AND WHEREAS Council acknowledges the Municipality's regulatory and financial obligations under OHSA Regulation 278/05 and PSAB Standard PS 3280;

NOW THEREFORE BE IT RESOLVED THAT Council approves the issuance of a RFP for 3rd party asbestos assessment services, including the proposed process, evaluation criteria, and timelines; AND FURTHER THAT COUNCIL approves the use of CCBF or OCIF funding to finance the project; AND FINALLY THAT COUNCIL authorizes the Chief Administrative Officer (CAO) to issue the RFP and bring back a recommendation to Council for the hiring of the successful firm.

Result: Carried

8.3 PWS Report PWS-2025-22 Circular Materials Change Order to Agreement 2024-00-144

Resolution Number: 2025-331

Moved By: Councillor Moreton

Seconded By: Councillor Manson

WHEREAS, Circular Materials Ontario has issued a change order to agreement 2024-00-144 "Eligible Community Depot Operations Agreement;"

AND WHEREAS, the original agreement was set to expire at the end of 2025, during the transition of extended producer responsibility for the costs of recycling mandated by the province of Ontario through the Resource Recovery and Circular Economy Act;

AND WHEREAS the change order was negotiated and is now presented to Council for final approval;

THEREFORE, the Public Works Superintendent recommends approving of the change order;

NOW THEREFORE BE IT RESOLVED that the Council approves of this recommendation.

Result: Carried

8.4 Cassellholme September 2025 Approved Minutes

Resolution Number: 2025-332

Moved By: Mayor Gould

Seconded By: Councillor Grant

WHEREAS at a special meeting of the Cassellholme Board of Management held earlier in 2025, the Board sought volunteers from among the member municipalities' Mayors to participate on a committee with the mandate of approaching the Ministry of Long-Term Care to advocate for additional funding that had been deemed ineligible by the Ministry due to the project's construction start date;

AND WHEREAS Mayor Gould responded to this call for committee participation at the meeting where such volunteers were requested;

AND WHEREAS since that time, Chairperson, Mr. Peter Chirico on several occasions was approached by Mayor Gould regarding when the committee would convene;

AND WHEREAS responses received have indicated that an announcement or meeting was forthcoming, yet no such announcement has been made and no committee meeting has ever been called;

AND WHEREAS the committee's success in securing additional redevelopment funding would be in the best interests of the residents and taxpayers of the Municipality of Calvin, who continue to bear a financial burden associated with Cassellholme's redevelopment costs;

NOW THEREFORE BE IT RESOLVED THAT the Council of the Corporation of the Municipality of Calvin hereby formally requests its Board Representative, Mr. Robert Corriveau, Mayor of Papineau-Cameron, to follow up with the Cassellholme Board of Management regarding:

why, after the Executive Director, CFO, and Construction Manager attended all member councils earlier in 2025 to discuss the impacts of ineligible post-construction provincial funding and the need for coordinated advocacy, and

why, following the special meeting at which member Mayors were invited to sit on a committee to pursue this lost funding opportunity.

Result: Carried

8.5 CAO report to Council –048 Facility and Building Condition Assessment

Resolution Number: 2025-333

Moved By: Councillor Moreton

Seconded By: Councillor Manson

THAT Council receives CAO report–048 Facility and Building Condition Assessment;

THAT Council authorizes staff to issue the RFP for a Facility and Building Condition Assessment of the Municipality's buildings and outdoor recreation facilities, in accordance with the scope, deliverables, and timeline outlined in this report;

THAT this project be funded entirely through the use of CCBF funds.

Result: Carried

8.6 CAO report to Council – 049 Cassellholme Quarterly Capital Levy Notice

Resolution Number 2025-334

Moved by: Councillor Latimer

Seconded by: Councillor Manson

That Council receives CAO report 049 and the Cassellholme Quarterly Capital Levy invoice in the amount of \$7,005.56 and hereby authorizes payment of it.

Result: Deferred to the first council meeting in January 2026

8.7 Fire Chief Report Oct 2025

Resolution Number 2025-335

Moved by: Councillor Moreton

Seconded by: Councillor Manson

That Council receives the Fire Chief's Oct 2025 Report.

Result: Carried

8.8 Fred Dean's Invitation to Host 2026 Municipal Election Candidate Information Session

Resolution Number: 2025-336

Moved by: Councillor Moreton

Seconded by: Councillor Manson

WHEREAS Council received and discussed the invitation to host Fred Dean to deliver the information session, "So You Want to Run for Council" to 2026 municipal candidates

NOW THEREFORE BE IT RESOLVED THAT Council directs staff to decline the invitation.

Result: Carried

9. AGENCIES, BOARDS, COMMITTEES

9.1 North Bay Mattawa Conservation Authority – Councillor Moreton

9.2 East Nipissing Planning Board- Councillor Grant, Mayor Gould

9.3 Physician Recruitment -Mayor Gould

9.4 Mattawa Regional Police Services Board -Councillor Grant

9.5 Canadian Ecology Centre - Mayor Gould

9.6 Cassellholme Exit Strategy- Mayor Gould

Resolution Number: 2025-337

Moved By: Councillor Manson

Seconded By: Councillor Moreton

NOW THEREFORE BE IT RESOLVED THAT Council for the Corporation of the Municipality of Calvin accepts the Agencies, Board, Committee Reports and/or Minutes provided by Council members at this meeting.

Result: Carried

10. CLOSED MEETING – NONE

11. CONFIRMATORY BY-LAW

By-Law # 2025-47

Resolution Number: 2025-338

Moved By: Councillor Moreton

Seconded By: Councillor Manson

NOW THEREFORE BE IT RESOLVED THAT By-Law 2025-47 being a By-Law to confirm the proceedings of Council be approved.

Result: Carried

12. ADJOURNMENT

Resolution Number: 2025-339

Moved By: Councillor Manson

Seconded By: Councillor Moreton

NOW THEREFORE BE IT RESOLVED THAT Council for the Corporation of the Municipality of Calvin now be adjourned @ 7:08 p.m.

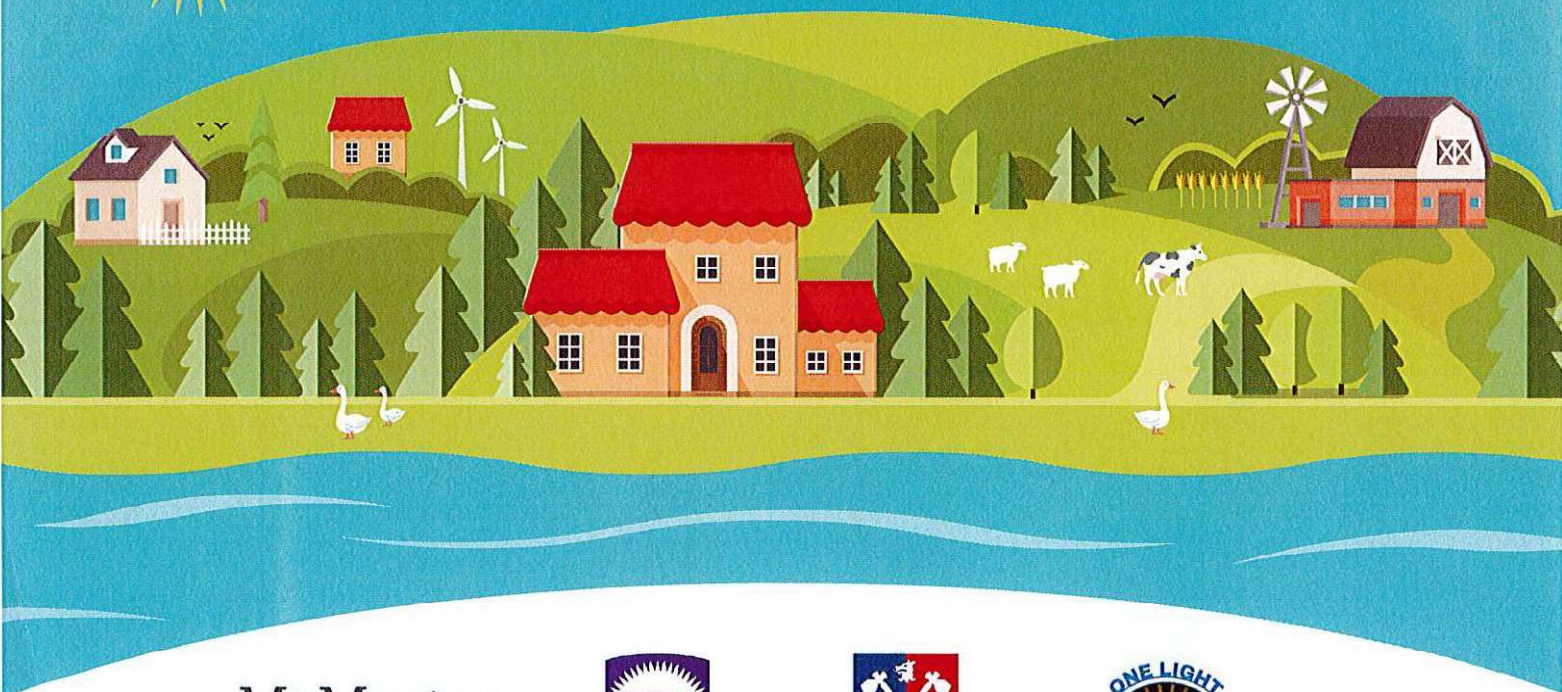
Result: Carried

5.

DELEGATIONS TO COUNCIL

Shifting Grounds

Understanding recent interregional migration to the Maritimes and Northern Ontario



Shifting Grounds:

Understanding recent inter-regional migration to the Maritimes and Northern Ontario

McMaster University, October 2025

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Acknowledgements

We would like to thank all the people who helped us connect with migrants and community leaders, particularly Rammy Binning, Donna Clarke, and Donna Maitland. Patrick Vitale, Jenny Rand, Joanna Regan, and Megan Devoe helped with data collection and analysis and Hui Jeong Ha produced GIS maps. This report draws on research supported by the Social Sciences and Humanities Research Council.



Social Sciences and Humanities
Research Council of Canada

Conseil de recherches en
sciences humaines du Canada

Canada



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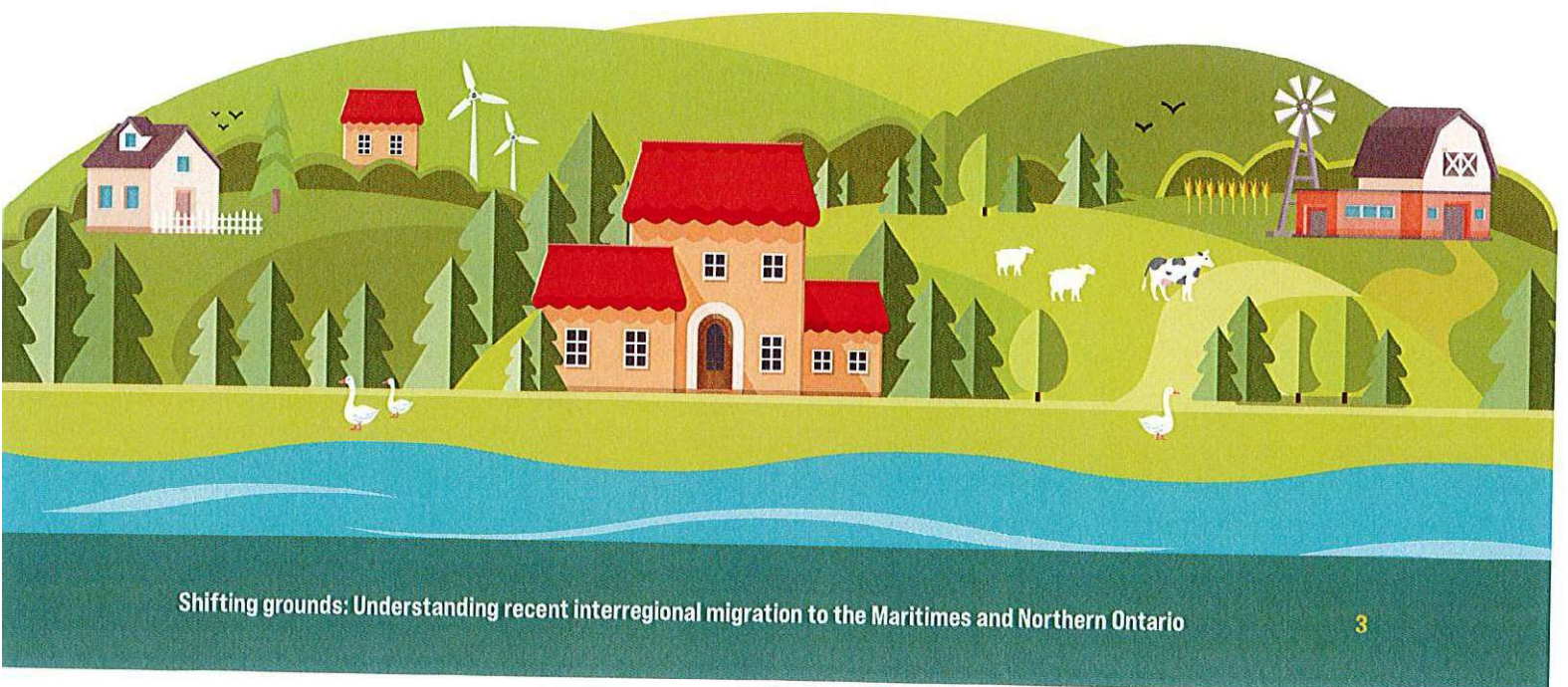
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Executive summary

Over the past ten years, there has been a notable shift in Canada's population dynamics. For generations, Canada's population has been growing increasingly urban. This has been driven in part by *internal* migration: migration within Canada. Drawn by economic growth and job opportunities, people tended to move from rural and peripheral areas to more urban, central, and rapidly growing regions.

As a result, while the country as a whole was growing, in some regions population growth was growing much more slowly, stagnating or even declining. **But in recent years, particularly during the COVID-19 pandemic, many people chose to move *away* from the country's major urban centres,** reversing longstanding patterns of outmigration for some regions. Although there were many media stories about this trend, we knew relatively little about the scale of this migration, what was driving it, or how it was playing out in receiving communities.



This report provides detailed information about this trend based on a study of two regions that were popular destinations for inter-regional migration during COVID-19: Northern Ontario and the Maritimes.

We analyzed census and administrative records and conducted interviews with 67 inter-regional migrants and 47 key stakeholders from receiving communities. This information allowed us to document where people were moving within each region, who was moving to slower-growth regions and why, how migrants were making a living and integrating socially, and how receiving communities were experiencing the influx of new residents.

Where did people move within each region?

Between 2016 and 2021 **inter-regional migration to Northern Ontario was concentrated in the near north** (Parry Sound, Manitoulin and Nipissing) followed by Northeastern Ontario more broadly. Other regions in Northern Ontario continued to see no growth or negative growth. **In the Maritimes, population growth resulting from inter-regional migration was more pronounced and widespread**, though more isolated regions with fewer amenities experienced less growth.

Who moved?

In most respects, people who moved into Northern Ontario or the Maritimes between 2016 and 2021 were similar to the pre-existing population. Some exceptions include that movers to both regions tended to be **younger** and slightly **more highly educated** than the pre-existing population. Movers were also **more likely to identify as a visible minority**.

Household incomes of those moving into the Maritimes declined post-migration. In Northern Ontario increases in household income were modest and similar to the pre-existing population. This suggests that, in general, migration was not motivated by high paying job opportunities.

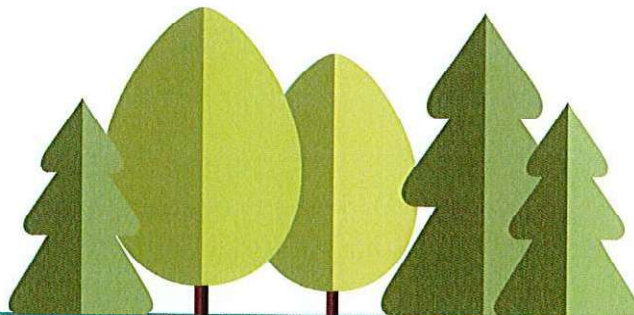
The number of people working from home increased between 2016 to 2021. **The growth in working from home**, however, was **particularly strong for movers**. A greater share of movers and non-movers, however, reported working on-site at their place of employment, than working remotely from home.

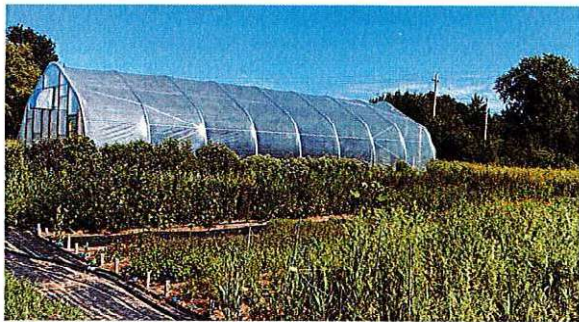
Motivations for moving

Households who participated in the study typically described more than one motivation for moving. **Proximity to family and housing affordability** were the most common drivers of migration. Such motivations were **often intertwined with other motivations**. These included the desire to **slow down and work less or to pursue a passion project** like starting a new business or homesteading. Moving was also pursued as a way to **improve health and well-being**. A small number of movers to the Maritimes were attracted by what they perceived to be a **community-focused culture and more open political climate**. Some movers to both regions were seeking **safe housing and communities**.

What made the move possible?

A variety of factors made moving to Northern Ontario or the Maritimes economically feasible for our interviewees, since most were not moving in search of employment. These included the **ability to work remotely**, the **relative affordability of housing** in Northern Ontario and the Maritimes relative to large urban centres, and **retirement or COVID-related job loss**. In other cases, households sought out local employment prior to taking the leap or moved in with family or friends and searched for local employment after moving.





PICTURED ABOVE: A study participant's farm in Annapolis Valley, NS. Photo by Katie Mazer.

Life after moving

Experiences of life after moving were diverse. **While most people who moved reported that their quality of life had improved, a significant number were ambivalent about their move**, identifying unexpected economic and social challenges post-migration.

Interviewees recounted a number of benefits that flowed from their move to a more affordable locale. These included the ability to: improve their housing situation (buy a house or land or secure a more affordable rental); decrease working time or leave a stressful job; or spend more time with family or in nature. Many reported that their physical or mental health had improved as a consequence of their move.

At the same time, many migrants faced unexpected challenges after moving. A lack of local employment options in the Maritimes created economic uncertainty for some participants who worked remotely or lost employment post-move. Higher than anticipated food, energy, and renovation costs in the Maritimes also left some households economically strapped. Others faced challenges integrating in their new communities and/or experienced xenophobia, creating a sense of social isolation. Lastly, many interviewees described difficulties accessing needed services, particularly healthcare.

Remote workers often faced distinct benefits and challenges. Working remotely allowed people to keep a steady flow of employment income. Surprisingly, however, several remote workers described taking onsite employment after their move to counter social isolation or meet people in their new community.

Effects of in-migration on receiving communities and regions

Community leaders were generally optimistic about in-migration. Many described how new residents were making **positive contributions** to the economic and social life of their communities. These included **voluntarism and civic engagement, starting businesses, filling job vacancies, shopping at local businesses, and boosting local tax revenues**. The influx of people and accompanying revenue made it possible for some municipalities to increase investment in infrastructure. Those moving from other regions in Canada were also transforming communities demographically, bringing a new degree of **ethnic and age diversity** that was welcomed by community leaders.

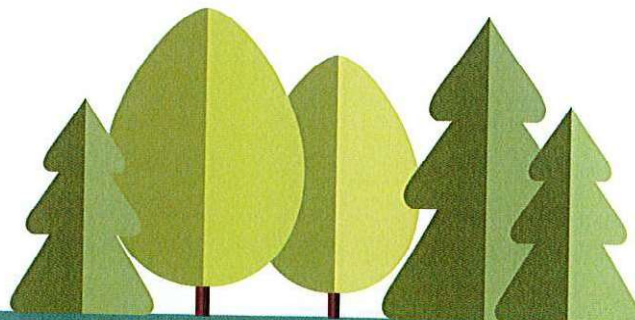
This sense of optimism was tempered by new **challenges**, however, particularly in regions with higher levels of population growth. These included **insufficient and unaffordable housing, rising homelessness, and a lack of family doctors**. In some cases, respondents noted that internal migrants were not filling the most critical labour needs in healthcare, trades, or low-wage services. Community integration was also presented as an emergent challenge that some communities sought to address through targeted programs or events.

Ultimately, rapid population growth represents a paradox for receiving communities. Increased housing prices have led to crises of housing availability and affordability, but they have also increased the tax base on which municipalities depend to expand and maintain infrastructure and provide services.

New, diverse, and affordable housing development is needed to accommodate population growth and ease the crisis, but, in the Maritimes, development has been contentious, including among newcomers who want to preserve certain features of the rural setting to which they have moved.

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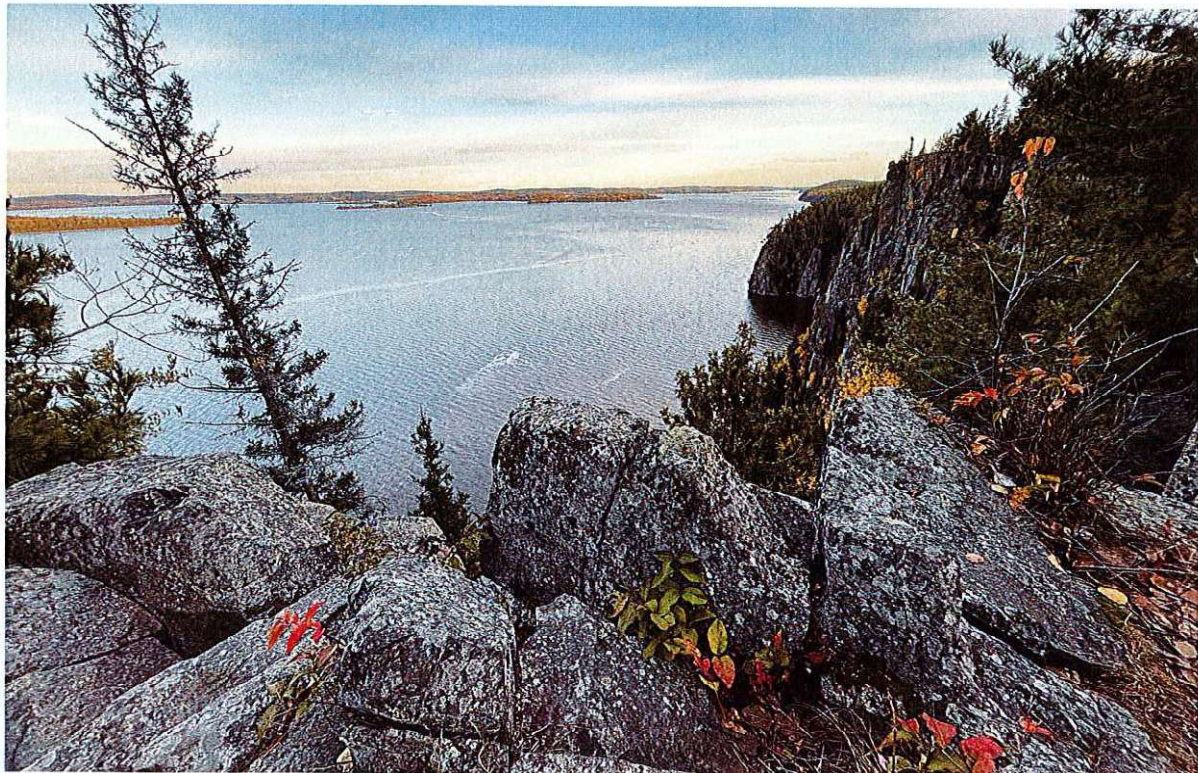
1. Introduction



Over the past ten years, there has been a notable shift in Canada's population dynamics. For generations, Canada's population has been growing increasingly urban. This has been driven in part by *internal* migration: that is, migration within Canada. Drawn by economic growth and job opportunities, people have long tended to move from rural and peripheral areas to more urban, central, and rapidly growing regions.

As a result, while the country as a whole was growing, in some regions population was growing much more slowly, stagnating, or even declining. In recent years, however, an increasing number of people have been moving away from the country's most populated cities and regions. The COVID-19 pandemic only amplified this burgeoning trend. News reports have suggested that shifts in personal priorities, affordability crises in larger centres, and the rapid adoption of remote work

popularized the idea of moving to smaller, more rural, and relatively affordable places.¹ After decades of population decline, many rural and peripheral places in Canada were recast in the media as desirable places to live, offering affordability, access to nature, a slower pace of life, and ultimately, the ability to centre 'life' over work.² In many cases, places that had seen decades of population decline began to grow again.



PICTURED ABOVE: Lake Timiskaming, Temiskaming Shores, ON. Photo by Suzanne Mills.

While this surprising trend was widely reported in the media, we knew relatively little about who was moving to slower-growth regions and why, how migrants were making a living and integrating socially, and how receiving communities were experiencing this unexpected influx of new residents. This report aims to answer these questions by examining two regions that were especially popular destinations for inter-regional migration during the COVID-19 pandemic: the Maritimes and Northern Ontario.ⁱⁱⁱ

Between 2016 and 2021 (Figure 1.1), generations of decline or slow growth in the Maritimes gave way to population growth rates not seen in 50 years. While much of this growth was due to an increase in international immigration to the region, inter-provincial migration was also a significant source of growth (Figure 1.2). For the first time since the early 1980s, more people moved to the Maritimes *from other parts of Canada* than left the region.^{iv}

Figure 1.1 Population change in the Maritimes 2001-2024.^v

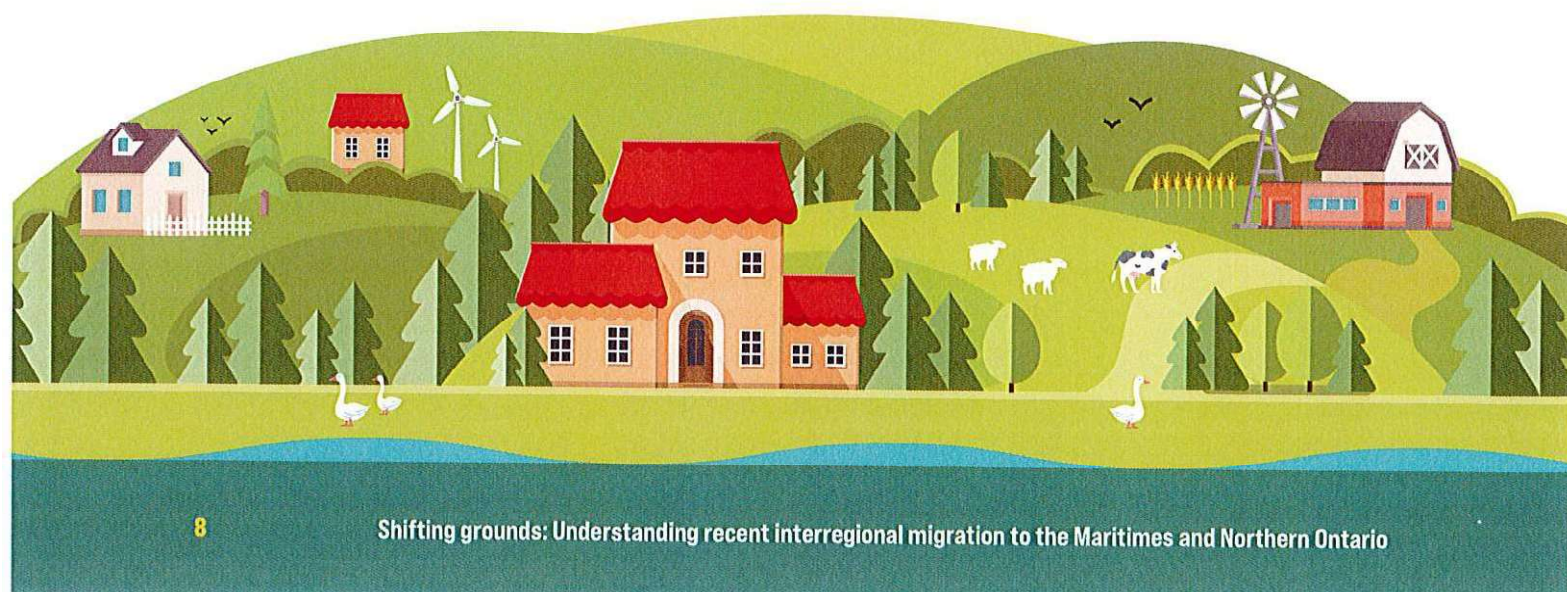
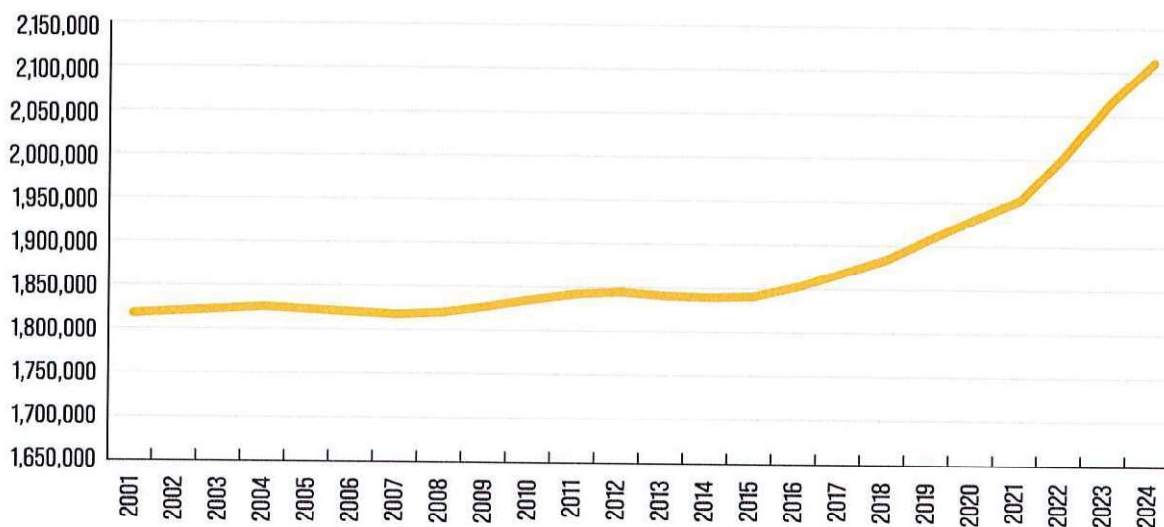
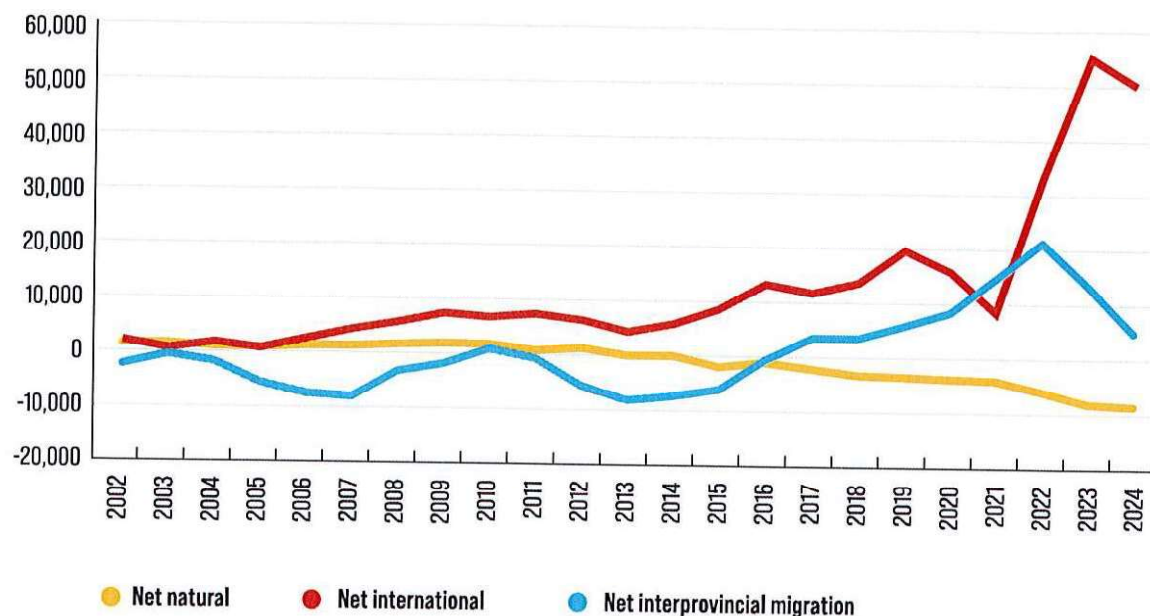


Figure 1.2 Components of population change in the Maritimes^{vi}



A similar trend, albeit less pronounced, can be observed in Northern Ontario. In Northern Ontario, longstanding population trends began to reverse in 2015/16 [Figure 1.3]. Like the Maritimes, this shift was fueled by a combination of internal and international migration. Whereas internal migration to the Maritimes was fueled by people moving from other provinces, however, internal migration to Northern Ontario was predominantly fueled by intra-provincial migration from Southern Ontario [Figure 1.4].

Figure 1.3 Population change in Northern Ontario 2001-2024^{vii}

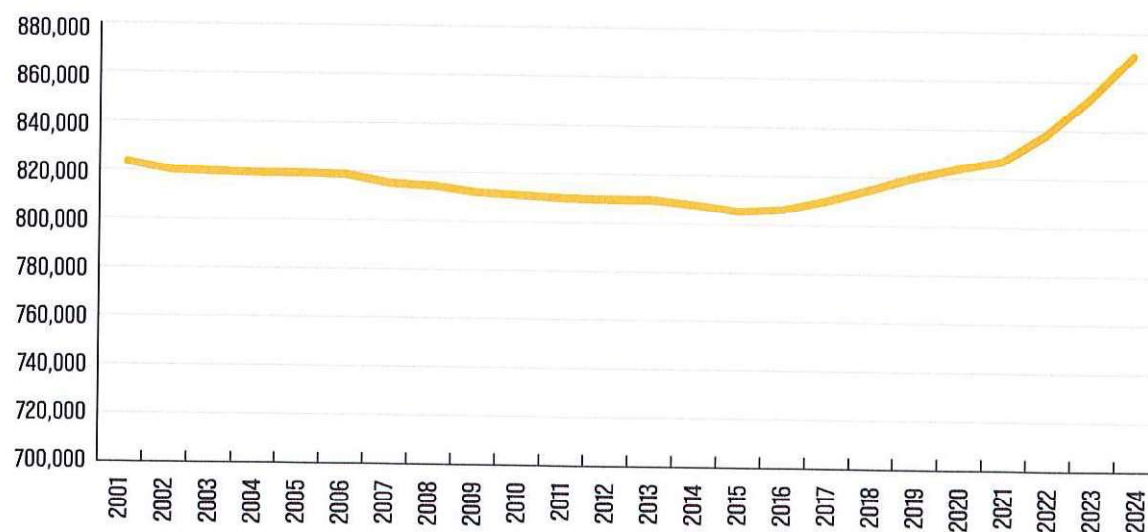
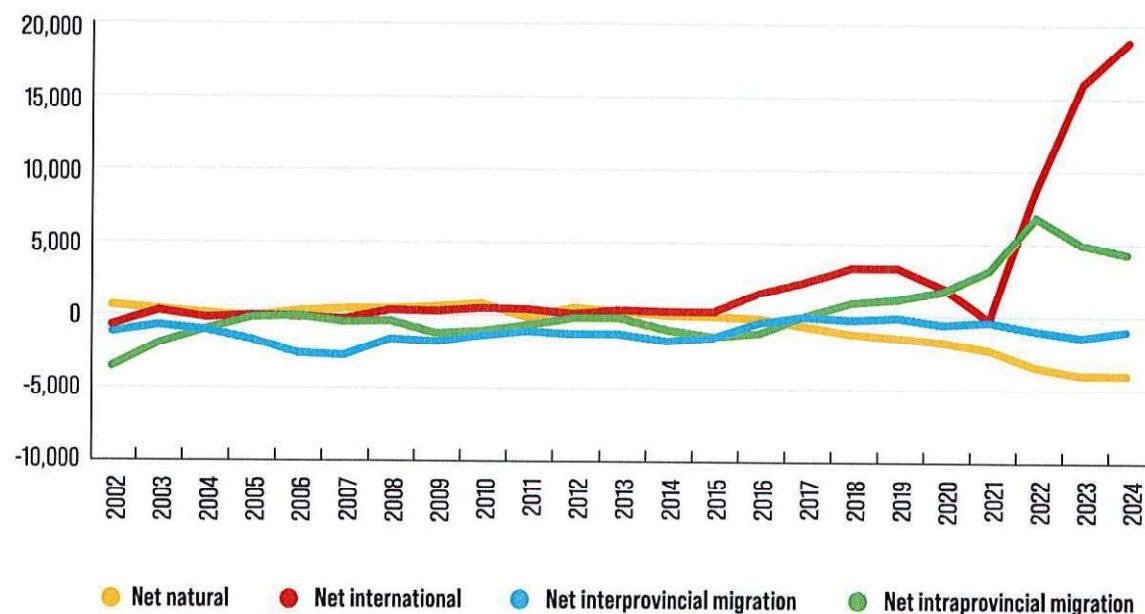


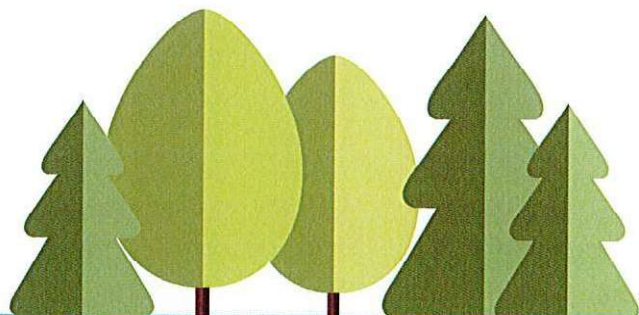
Figure 1.4 Components of population change in Northern Ontario



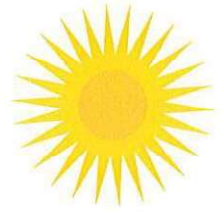
Understanding the social causes and impacts of these demographic changes requires investigating the motivations and experiences of movers, as well as how the changes are playing out in receiving communities.

Our research shows that people moving to Northern Ontario and the Maritimes from other regions in Canada during this period were overwhelmingly moving away from more urban and less affordable places. Their decisions to move were often *motivated* by concerns about housing affordability, a desire to be closer to family, aspirations to work less or differently, and the pursuit of a new and better way of life. Their *ability* to relocate was often linked to the option to work remotely and the relative affordability of housing in Northern Ontario and the Maritimes relative to large urban centres. Inter-regional migrants recounted a wide range of experiences in their new communities: from improved quality of life related to affordability, less work pressure, and time in nature, to precarious employment, poor access to services, social isolation, and xenophobia. For receiving communities, the recent surge in migration has ultimately brought both opportunities and challenges, creating new economic activity while also placing pressure on housing, social services, and job markets, and triggering social tensions.

Our study examined the demographics, drivers, and impacts of inter-regional migration to the Maritimes and Northern Ontario. The findings in this report challenge some of the taken-for-granted assumptions about people who moved into more affordable regions through the pandemic. They also highlight the real challenges and benefits unfolding in receiving communities. In sharing these details with community practitioners and the public, we hope to shed light on the causes of this migration shift and consequences for movers and receiving regions in a way that improves understanding, bolsters effective policy responses to current challenges, and helps plan for the future. For communities, our results can inform planning for economic development by providing insight into how to attract migrants, but also by providing information about how to foster greater integration while also meeting housing and service provision needs.



2. Methods



The research was conducted by an interdisciplinary team of professors and graduate students from McMaster University, Acadia University, Brock University, and Western University. We used a multi-sited, mixed-methods approach to investigate inter-regional migration trends in Canada and their relationship to work and livelihoods, focusing on Northern Ontario and the Maritimes.

Our approach involved the collection and analysis of qualitative data as well as the analysis of quantitative data from the Statistics Canada 2016 and 2021 Censuses. We sought to capture the objective details of this migration trend: who moved, from where, to where; inter-regional migrants' lived experiences; and the broader socio-economic implications of these migration patterns. Qualitative data collection took place in the summer and fall of 2024, and data analysis took place in 2025.



PICTURED ABOVE: Team members walking, Blomidon, NS. Photo by Suzanne Mills.

2.1 Data collection and analysis

Quantitative analysis: To generate maps and population component figures we used estimates of population change from Statistics Canada's Demography Division, measured at the level of Census Division. To compare total migrants, internal immigrants, and internal emigrants with non-movers we used 2016 and 2021 Census of Canada Master Files using two techniques. First, using migration data in the 2021 Census, we compared the demographic characteristics of those who moved into each region in 2020 and in 2016 with the demographic characteristics of pre-existing residents. Second, we used place of residence data in the 2016 and 2021 Census of Canada Master Files to: a) identify the size of communities internal migrants were leaving and moving to and b) compare the demographic characteristics of those who moved into each region from another region in Canada with that of pre-existing residents who did not move and those who moved out of each region.

Qualitative data collection and analysis: We conducted 57 in-depth narrative interviews with individuals and households who moved to Northern Ontario and the Maritimes between 2019 and 2024. We recruited participants using social media, posters placed in key localities, and referrals from interviewees to other potential participants from their own networks. In-person (76%) and virtual (24%) interviews allowed us to capture people's stories about work, migration decisions, and life after moving. We also conducted 47 interviews (32 in Northern Ontario and 15 in the Maritimes) with local stakeholders, including elected officials, planners, local economic development officers, real estate agents, business leaders, and social service providers. These interviews provided information about how internal migration was affecting the broader social and economic wellbeing of each region. All interviews were transcribed and coded thematically using qualitative analysis software (NVivo) to extract key themes.

2.2 Who we heard from

2.2.1 Inter-regional migrants to Northern Ontario and the Maritimes

We conducted 57 interviews with a total of 67 people who had moved to Northern Ontario (52%) or the Maritimes (48%). Almost all migrants to Northern Ontario who participated in our study had moved from *within Ontario* (94%). Participants who had move to the Maritimes, meanwhile, had more diverse source communities, moving from Ontario (58%), British Columbia (16%), Quebec (10%), and the Prairie provinces (9%). Most migrants interviewed were between 30 and 49 years old, with an average age of 45. Six participants identified as racialized, three identified as Indigenous and 10 identified their sexual orientation as other than heterosexual. Six participants identified as a person with disabilities.



PICTURED ABOVE: Community leader and team member in Temiskaming Shores, ON. Photo by Suzanne Mills.

Table 2.2.1 Demographic characteristics of migrant interview participants by region

	Northern Ontario	Maritimes	Total
Gender identity			
Male	14	11	25
Female	22	20	42
Age			
20-29	5	0	5
30-39	12	8	20
40-49	9	10	19
50-59	6	4	10
60-69	4	9	13
Sexual orientation			
Heterosexual	32	25	57
Gay or Lesbian	1	3	4
Bisexual/Pansexual/Queer	3	3	6
Racialized			
White	31	30	61
Racialized as non-white	5	1	6
Indigenous identity			
Indigenous	3	0	3
Not Indigenous	33	31	64
Ability/disability			
No disabilities	31	30	61
Person with disabilities	5	1	6
Highest level of education			
Graduate School or Professional deg.	8	14	22
Undergraduate degree	14	11	25
Some University	0	1	1
College or trade diploma	8	5	12
Some college	5	0	5
Highschool diploma or less	1	0	1

Most interview participants reported incomes between \$60,000 and \$140,000, however six households had household incomes below \$40,000 and five had household incomes of \$200,000 or higher. A slightly greater share of interview participants in the Maritimes reported household incomes above \$180,000 than in Northern Ontario. At the time of our interviews, most participants (52) were working for pay. Our interview sample included a significant number of people who were working remotely from home (17) or were self-employed (12). Interviewees who were not working for pay were either retired (11), unemployed (2), or engaged in performing care work (2).

2.2.2 Key informants

Interviews with 47 key informants (32 in Northern Ontario and 15 in the Maritimes) included local elected officials (12), planners, economic development officers (8), real estate agents (6), social service providers (5), and 16 other community leaders including teachers, provincial representatives, and business leaders.



PICTURED ABOVE: Team member walking in Mattawa, ON. Picture by Suzanne Mills.

3. Who moved where?



Our analysis of Census data shows that migration was uneven within each region and that migrants were diverse geographically, demographically, and socioeconomically. Although many households moved from metropolitan areas to rural areas, a significant number moved to similarly sized communities. Demographically, movers to both regions tended to be younger, more highly educated, and more likely to identify as a visible minority than the pre-existing population. Movers also represented a range of income levels. Furthermore, economic indicators suggest that those who moved into either region from other regions in Canada were not motivated by high paying job opportunities.

3.1 Where did people move?

People who moved into the Maritimes and Northern Ontario between 2016 and 2021 were often moving away from larger centres and to cities and municipalities with smaller populations. Almost 30% of migrants moving into the Maritimes and Northern Ontario were moving from a Census Metropolitan Area (CMA)—a municipality of over 100,000 people—to a non-Census Area (non-CA)—a municipality with less than 10,000 people (Table 3.1). Moves from CMAs to Census Areas—municipalities from 10,000 to 100,000 people—were also common among in-migrants. In contrast, people leaving both regions were often moving to more populated municipalities. Not everyone who moved into these regions was making an urban to rural transition, however. Just over 10% of movers were moving from other rural areas in Canada and almost a quarter of in-migrants were moving from CMA to CMA. Internal migration was also uneven within each region.



PICTURED ABOVE: Blomidon, NS. Photo by Suzanne Mills.

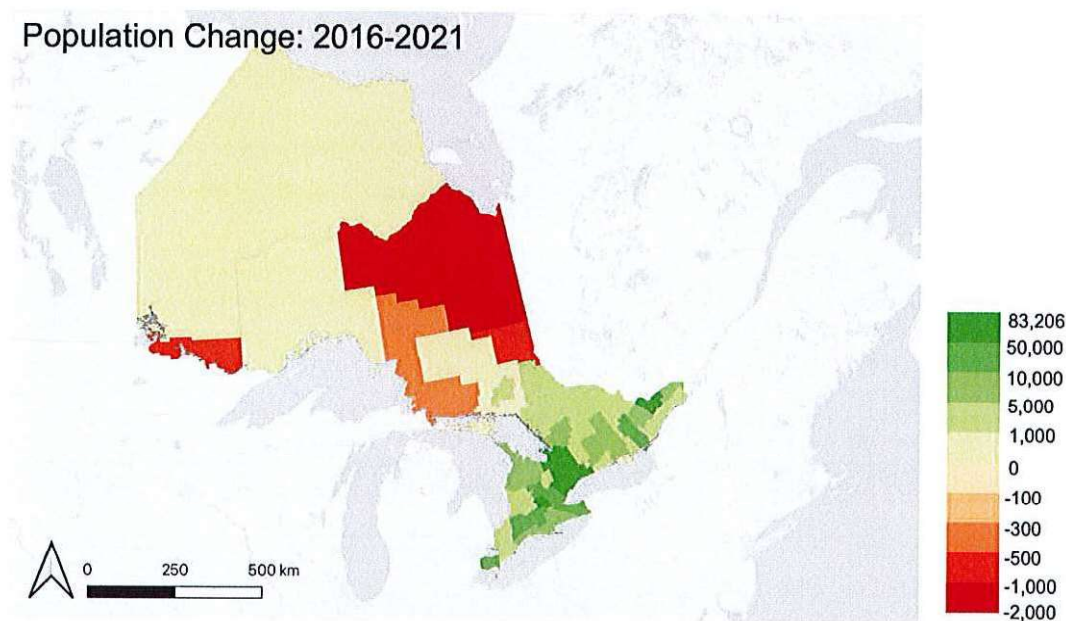
Table 3.1: Geographical size of source and receiving communities for migrants in and out of the Maritimes and Northern Ontario from 2016 to 2021, aged 25 or older in 2016 ^{viii}

	Maritimes		Northern Ontario	
	In-Migration	Out-Migration	In-Migration	Out-Migration
From CMA to CMA	14.93%	23.24%	16.01%	23.78%
From CMA to CA	16.89%	4.3%	17.43%	4.45%
From CMA to non-CA	29.18%	5.11%	27.51%	5.1%
From CA to CMA	2.31%	18.8%	2.46%	19.17%
From CA to CA	3.24%	4.13%	3.36%	4.17%
From CA to non-CA	5.23%	5.96%	4.93%	5.42%
From non-CA to CMA	2.59%	20.32%	2.74%	20.57%
From non-CA to CA	3.98%	5.73%	4.1%	5.92%
From non-CA to non-CA	10.43%	12.42%	10.13%	11.42%
External (Outside Canada)	11.22%	N/A	11.34%	N/A

3.1.1 Northern Ontario

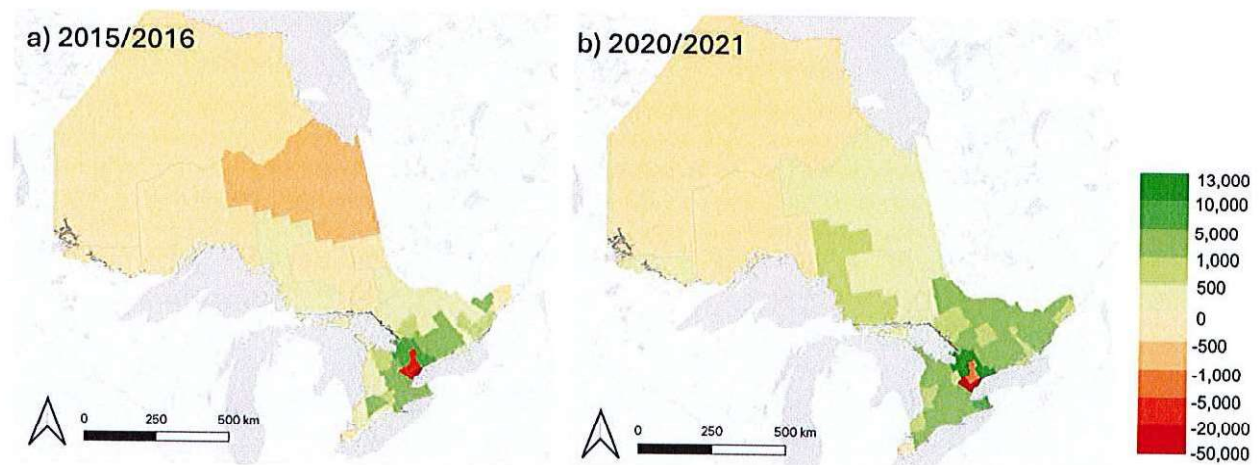
Population growth between 2016 and 2021 in Northern Ontario was largely concentrated in the near north (Parry Sound, Manitoulin and Nipissing) and northeastern Ontario more broadly (Figure 3.1.1). Other regions in Northern Ontario, continued to see no growth or negative growth.

Figure 3.1.1.1 Population change in Northern Ontario 2016-2021 ^{ix}



Maps of intra-provincial net migration between 2015 and 2016 and 2021 and 2022, show a flow of people away from Toronto, first to the suburbs and cottage country, and second to the near north and northeastern Ontario more broadly (Figures 3.1.1.2 a, b).

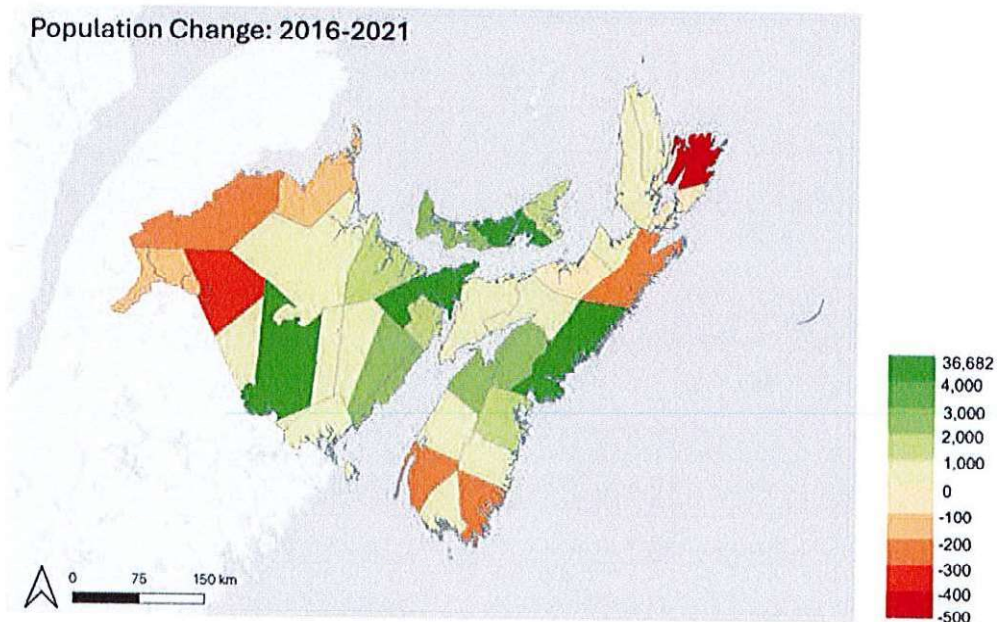
Figure 3.1.1.2 a, b Intra-provincial migration in Northern Ontario between 2015/2016 and 2020/2021^x



3.1.2 Maritimes

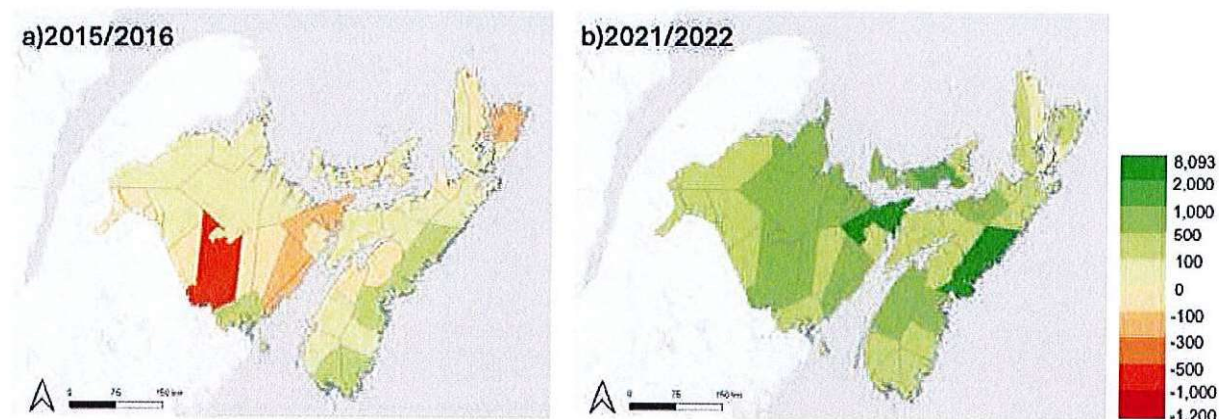
Population growth in the Maritimes from 2016 and 2021 was greatest in more populated sub-regions. These include, for example, census divisions including Halifax, NS, Fredericton NB, and Charlottetown, PEI. Other regions experienced net negative population, with Cape Breton experiencing the greatest decline.

Figure 3.1.2.1 Population change in the Maritimes 2016-2021^{xi}



Net inter-provincial migration in the Maritimes between 2015 and 2016 was slightly positive in some census divisions and neutral or slightly negative in others. Between 2020 and 2021, however, inter-provincial migration was positive in all census divisions with very high growth in the same regions that demonstrate population growth between 2016 and 2021.

Figure 3.1.2.2 a, b Inter-provincial migration in the Maritimes between 2015-16 and 2020-21^{xii}



PICTURED ABOVE: Pigs on study participant's property. Picture by Suzanne Mills.

3.2 Who moved?

In general, the people who moved into Northern Ontario or the Maritimes were quite similar to the pre-existing population. In both regions, migrants tended to be more ethnically diverse, more highly educated, and younger than those who did not move.

3.2.1 Demographic characteristics

When compared with pre-existing residents, a greater share of migrants into the Maritimes between 2016 and 2021 and between 2020 and 2021 were visible minorities and permanent residents (Table 3.2.1.1). Migrants were also younger and more likely to have a university degree than the non-migrant population, but less likely to have an apprenticeship or trades certificate. These trends were also true when internal migrants—those moving from other regions in Canada—were isolated in the analysis.

Table 3.2.1.1 Demographic characteristics of migrants into the Maritimes in 2016 and 2021^{xiii}

	Migration status (All)		
	Non-Migrant	5 years ago	1 year ago
Immigration Status in 2021			
Canadian-born	93.82	61.33	65.5
Permanent residents	5.92	25.14	19.04
Temporary residents	0.26	13.52	15.46
Gender			
Female	52.14	49.89	49.74
Male	47.86	50.11	50.26
Age in 2021			
25 to 34	14.12	33.98	36.21
35 to 44	15.16	26.42	22.28
45 to 54	17.73	14.42	15.26
55 to 64	22.19	13.78	15.05
65 or older	30.8	11.4	11.2
Visible Minority			
White	92.01	65.94	69.5
Visible minority	3.92	30.89	27.38
Indigenous	4.07	3.17	3.12
Highest Education Level in 2021			
Secondary or less	42.96	26.99	26.74
Apprenticeship or trades certificate	9.15	6.46	6.29
Some post-secondary education below bachelor's degree	26.15	22.69	23.37
Bachelor's degree	14.71	25.13	27.05
Above bachelor's level	7.04	18.73	16.55

Demographic trends among migrants were similar in Northern Ontario. A higher share of recent migrants were permanent residents and visible minorities than the non-migrant population (Table 3.2.1.2). Migrants were also, on average, younger than non-migrants. Similar to migrants to the Maritimes, a greater share of migrants had a bachelor's degree or higher than non-migrants. Once again, these trends were also evident among internal migrants.

Table 3.2.1.2 Demographic characteristics of migrants to Northern Ontario in 2016 and 2021^{xiv}

	Migration status (All)		
	Non-Migrant	5 years ago	1 year ago
Immigration Status in 2021			
Canadian-born	93.35	76.89	77.78
Permanent residents	6.56	14.26	14.04
Temporary residents	0.09	8.85	8.18
Gender			
Female	51.32	48.83	50.11
Male	48.68	51.17	49.89
Age in 2021			
25 to 34	14.51	32.94	35.52
35 to 44	15.07	19.32	18.79
45 to 54	16.63	14.05	14.41
55 to 64	22.82	18.24	18.17
65 or older	30.97	15.45	13.12
Visible Minority			
White	83.30	73.79	73.85
Visible minority	1.97	17.76	16.71
Indigenous	14.73	8.44	9.44
Highest Education Level in 2021			
Secondary or less	45.47	35.48	34.29
Apprenticeship or trades certificate	8.72	7.15	6.79
Some post-secondary education below bachelor's degree	29.36	27.17	26.86
Bachelor's degree	11.85	18.67	19.70
Above bachelor's level	4.59	11.53	12.37



3.2.2 Economic characteristics

Available indicators suggest that the economic situation of people who moved into Northern Ontario and the Maritimes between 2015 and 2020 was not very different from the pre-existing population in these regions. Levels of home ownership in 2015/2016 and average household incomes were relatively similar between these populations.

In Northern Ontario, both movers and non-movers had almost identical average levels of home ownership in 2015/16, 69.5% versus 68.9% respectively. In the Maritimes, movers had a slightly higher level of home ownership in 2015/16 than the non-migrant population (73.1% versus 69.5%).

Household income

Figure 3.2.2.1 shows how average total household after-tax income in the Maritimes changed between 2015 and 2020, broken down by migration status. In 2015, non-migrant and in-migrant households had similar income levels, while out-migrant households were somewhat lower. By 2020, incomes for non-migrant and in-migrant households had both declined slightly, averaging around \$74,800 and \$74,650. In contrast, out-migrant households experienced a substantial increase, reaching \$107,100. This suggests that households leaving the region tended to have higher incomes by 2020, while those staying or moving into the region saw stagnant or declining after-tax incomes.

Figure 3.2.2.1 Average total household after-tax income by migration status in the Maritimes^{xv}

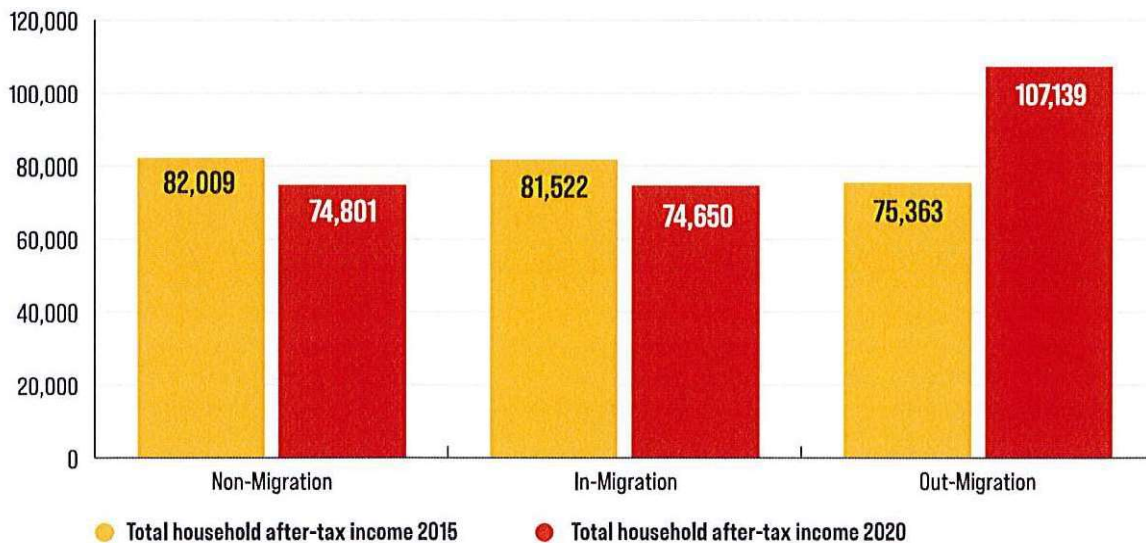
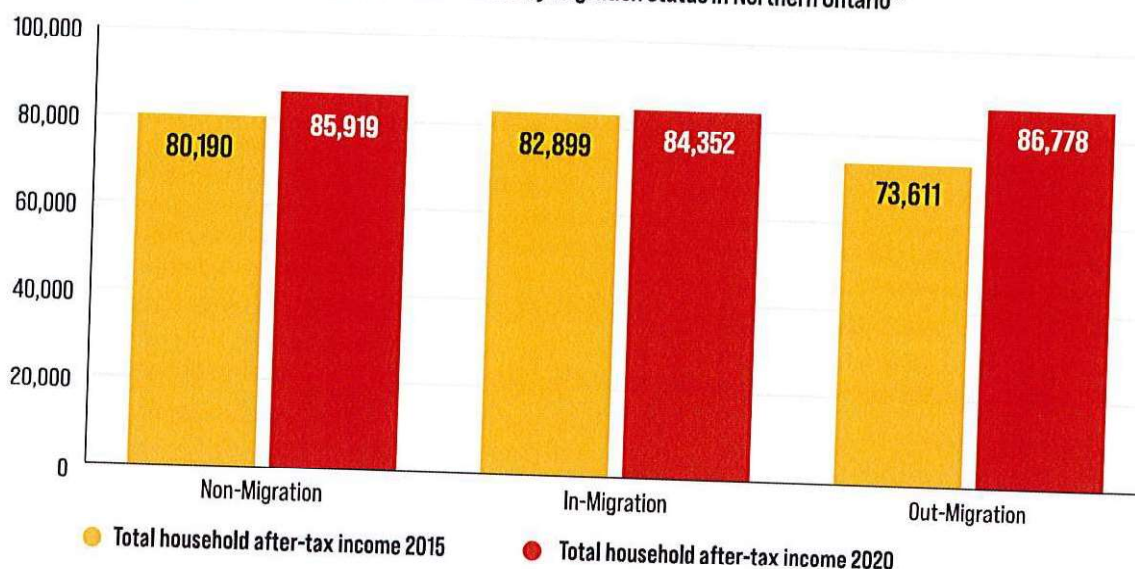


Figure 3.2.2.2 shows the same information for Northern Ontario. In Northern Ontario, average total household after-tax income shifted differently across migration groups between 2015 and 2020. Non-migrant households saw more substantial income growth, rising from about \$80,200 to \$85,900, while in-migrant households experienced only a modest increase, from \$82,900 to \$84,400. Out-migrant households, however, showed the most dramatic change: their incomes were the lowest in 2015 at \$73,600 but grew sharply to \$86,800 by 2020, making them the highest-income group overall. This pattern highlights that households leaving Northern Ontario experienced the greatest financial gains, while those staying or moving in had smaller income increases.

These results suggest that people are still leaving these regions in search of higher paid employment. In contrast, those moving into each region were not likely motivated primarily by economic considerations.

Figure 3.2.2.2 Average total household after-tax income by migration status in Northern Ontario^{xvi}



3.2.3 Employment characteristics

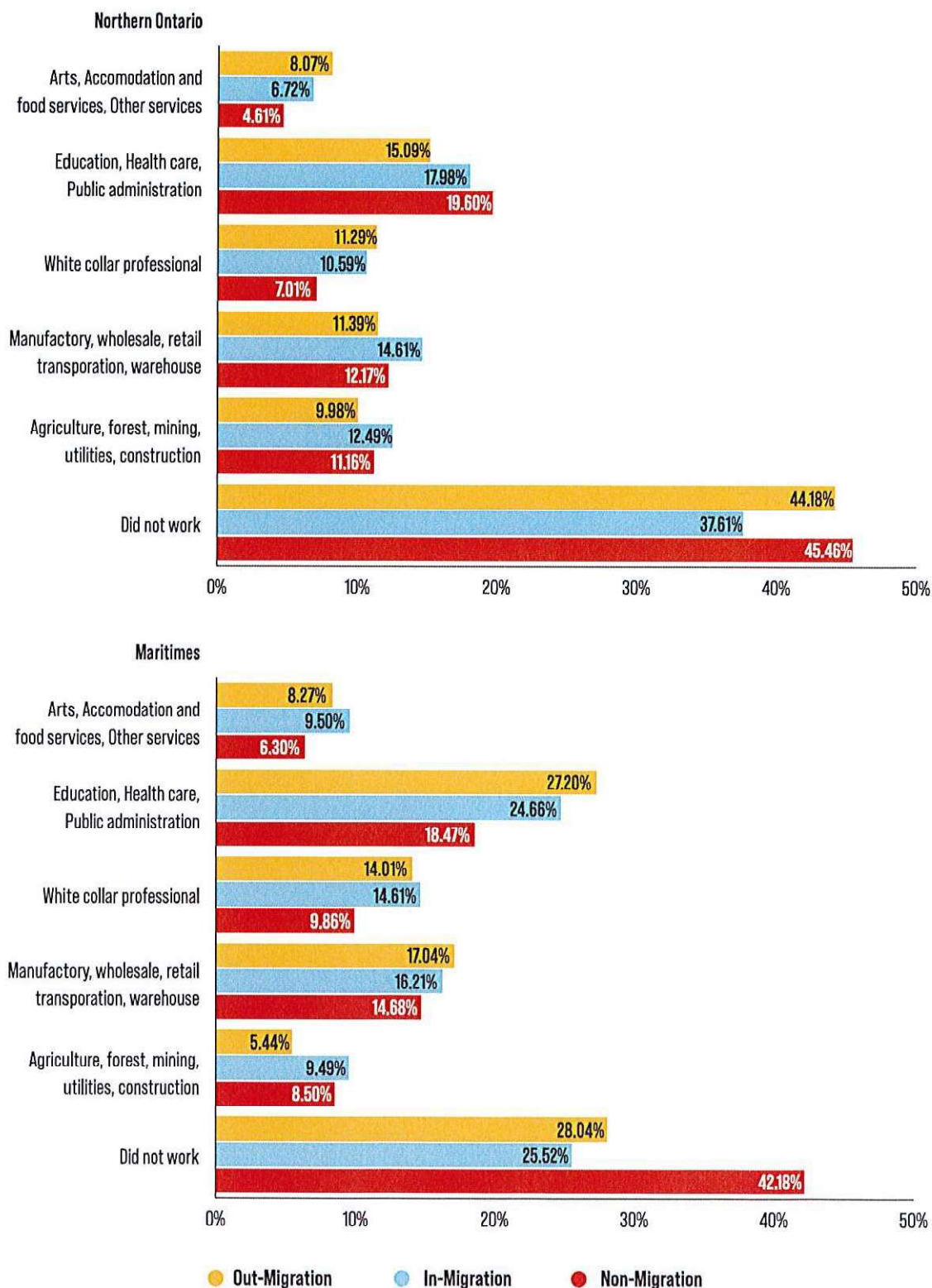
Industry sector

Figure 3.2.3.1 shows the distribution of industry sectors among Northern Ontario and Maritime residents in 2020/21, broken down by migration status.

In Northern Ontario, a large share of all groups reported not working in 2020/21, with rates ranging from 37.6% among in-migrants to 45.5% among non-migrants. Education, health care, and public administration were the most common sectors for employment, particularly for non-migrants (19.6%). Out-migrants were more represented in agriculture, forestry, mining, utilities, and construction (10%) compared to other groups, while in-migrants were more concentrated in manufacturing, retail, transportation, and warehousing (14.6%). White-collar professional roles were also more common among in-migrants (10.6%) and out-migrants (11.3%) than non-migrants (7.0%). Overall, the data suggest that while non-migrants were more likely to work in public sector roles, in- and out-migrants showed stronger ties to professional and goods-producing industries.

In the Maritimes, non-migrants had the highest share reporting they did not work (42.2%), compared to 28.0% of out-migrants and 25.5% of in-migrants. Education, health care, and public administration was the dominant employment sector for all groups, particularly among out-migrants (27.2%). In- and out-migrants were also more represented in white-collar professional roles (14.6% and 14.0%, respectively) than non-migrants (9.9%). Meanwhile, in-migrants had the largest share in manufacturing, retail, transportation, and warehousing (16.2%), slightly ahead of out-migrants (17.0%). Employment in arts, accommodation, and food services was higher for in-migrants (9.5%) than the other groups, while agriculture and resource-based work was relatively small overall but most common among in-migrants (9.5%). Overall, migrants tended to be more engaged in professional, service, and goods-producing sectors, while non-migrants showed higher reliance on public sector jobs and had a larger proportion not working.

Figure 3.2.3.1 Industry sector of employment 2020/21, migrants, non-migrants, and out-migrants in Northern Ontario and the Maritimes^{xvii}



Location of work

As anticipated, a higher percentage of the population reported home as their primary location of work in 2021 than in 2016. Out-migrants from both regions were most likely to report working from home in 2021 followed by in-migrants. Those who did not move were least likely to report working from home in 2021. Somewhat surprisingly, however, many of those who moved were working onsite in 2021/2022.

Figure 3.2.3.2 a Percent of workers reporting working from home as primary location of work by migration status in Northern Ontario, 2016 and 2021^{xviii}

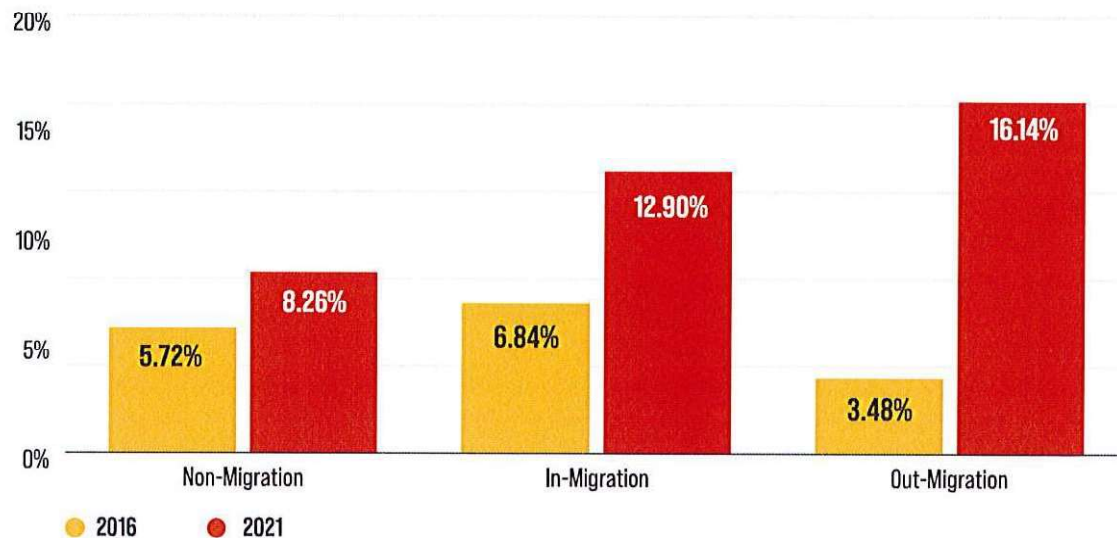
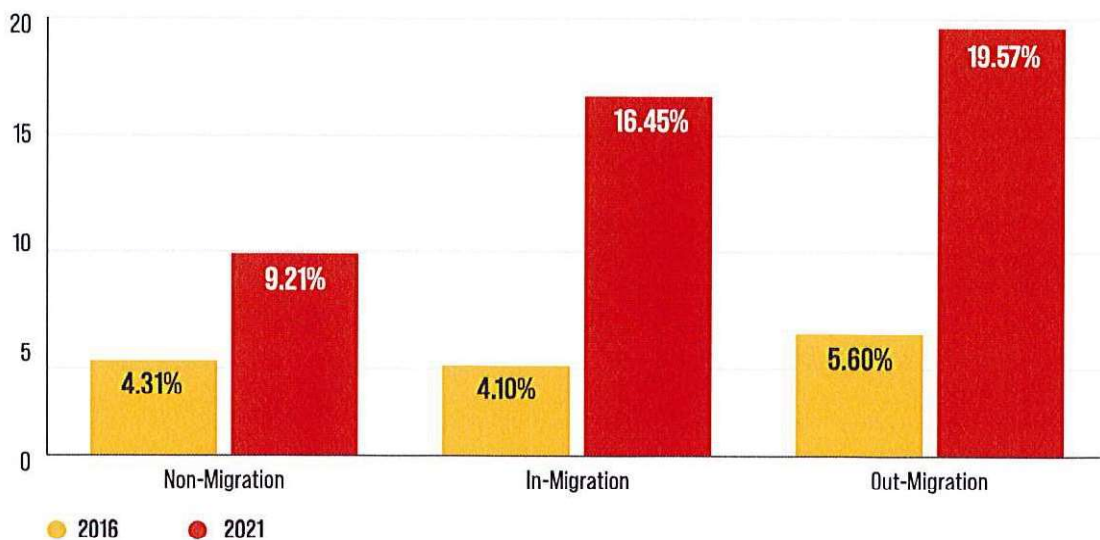
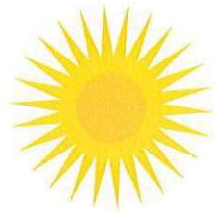


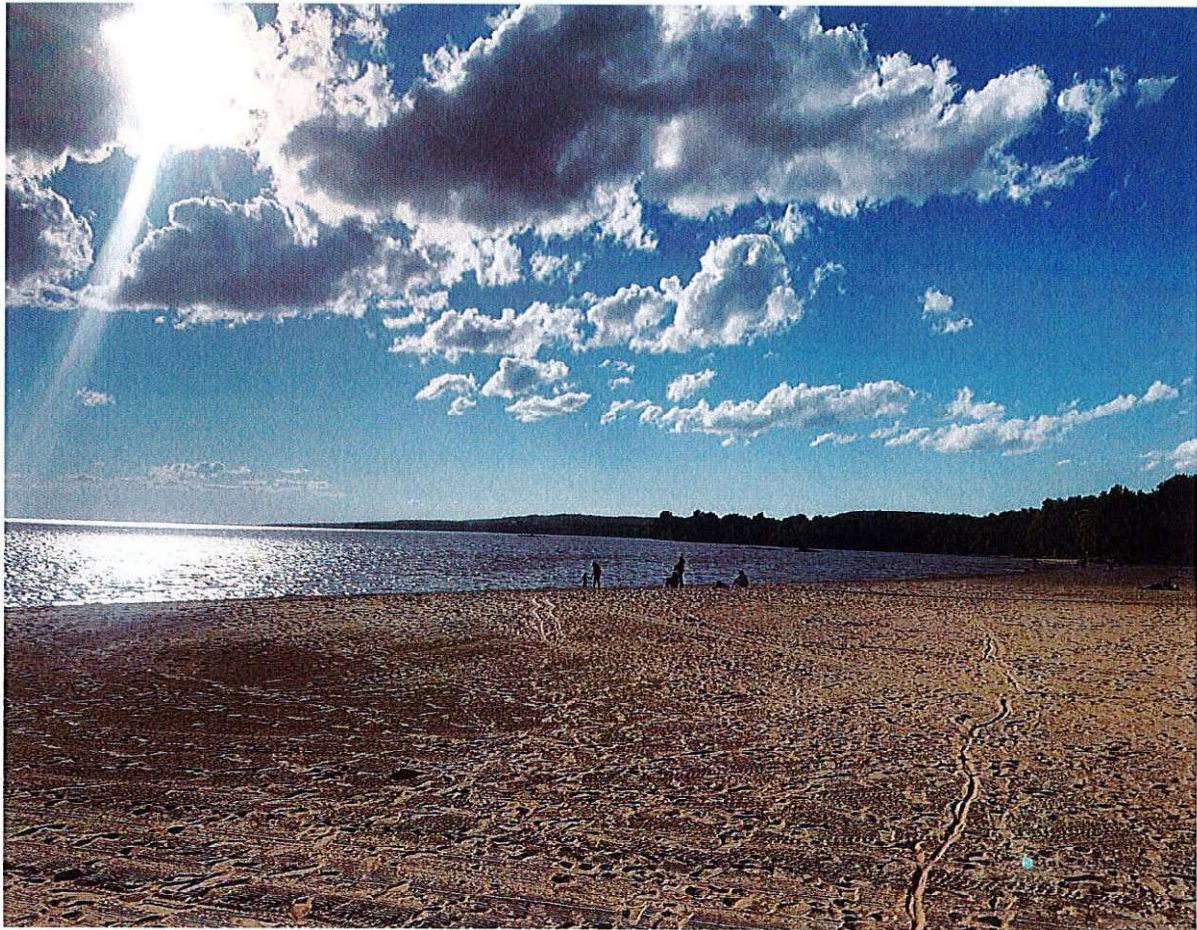
Figure 3.2.3.2 b Percent of workers reporting working from home as primary location of work by migration status in the Maritimes, 2016 and 2021.



4. Why did people move?



Across interviews, COVID-19 often acted as a catalyst for moving, granting new weight to priorities that had been simmering beneath the surface of everyday, busy, urban life. Participants described an increased pull toward re-emphasizing family and rebalancing work, often alongside a slower pace of life and improved well-being. These aims interacted with the possibilities of working remotely and reducing housing costs, both of which made the moves possible. In this section, we distinguish between motivating factors for migration and factors that made it economically feasible to move, since most of those we interviewed were not moving to take up specific jobs in their new communities.



PICTURED ABOVE: Beach in North Bay, ON. Photo by Bonnie Evans.

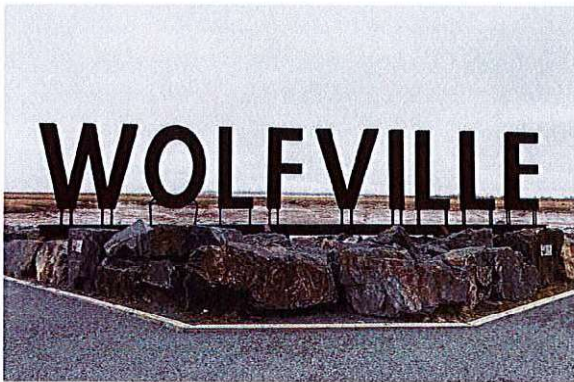
4.1 Motivations for moving

Motivations for moving were diverse and multi-fold, although proximity to family (39 interviews) and housing affordability (35 interviews) were most common. In fact, 23 households were motivated by both the desire to find more affordable housing (or reconfigure housing costs) and to be close to family. In the Maritimes, proximity to family was a more pronounced consideration, whereas in Northern Ontario, housing affordability was slightly more salient. These motivations were often intertwined with other goals. For example, proximity to family was often accompanied by a desire to work differently and pursue a different lifestyle (11 interviews). Moving to a region with a slower pace of life was often seen as an antidote to poor health and well-being related to work and everyday life in more urban settings (reported in 12 interviews). We also found some unexpected motivations for migration. For example, safety was a motivation for six households, and political climate prompted three households to move to the Maritimes.

4.1.1 Proximity to family

The desire to live closer to family was a widespread motivator for internal migration; 39 interviews mentioned it as a motivation factor, even if not the primary one.

Many participants described a desire to return to a place where they or their partners grew up and still had relatives. In some cases, return migration was motivated by a desire to return to the landscapes and home communities of their youth. In other cases, movers wanted to live close to family in order to ease care demands. Several households with young children moved to be closer to grandparents so that they could be more present in their children's lives and, in some cases, help with childcare. Others moved so that they could provide care for aging parents. Both of these motivations were heightened by pandemic lockdowns.



PICTURED ABOVE: Wolfville, NS. Photo by Katie Mazer.

"The whole connection to [community] is because this is where my husband is from. He grew up here."

(Interview 105_N0)

"...when the pandemic kind of took place, we had just had our daughter, and PEI was, you know, there was the Atlantic bubble. We just struggled to find opportunities for our daughter to meet her grandparents and that sort of thing. And we kind of realized, you know, if we're ever gonna move home, now is the time...We wanted our daughter to have a relationship with her grandparents.... So we were really thinking about that as our #1 objective."

(Interview 40_M)

"My mom has a lot of chronic pain and various health stuff going on.... So, I came back...because I knew that my mom had a couple surgeries and kind of worked out for me as well."

(Interview 31_N0)

For some households who were moving away from family in Southern Ontario in their quest for affordability, proximity to family influenced *where* they chose to move. This meant choosing to relocate to areas in northeastern Ontario that were within a half-day drive to connections further south rather than to the Maritimes or northwestern Ontario.