

## **Introduce yourself:**

Lilah McIvor

I grew up in Foam Lake, SK, but relocated to Eston in 2002 and have primarily lived here ever since. I'm privileged to work as a Business Development Officer at Community Futures Meridian Region working with entrepreneurs, social enterprises, not-for-profits and municipal organizations in West Central Saskatchewan and East Central Alberta. Having previously worked for the Town of Eston/RM of Snipe Lake as the Economic Development Officer, I would love the opportunity to continue to serve Eston as a Town Councilor.

## **Question 1**

Sustainability requires a growth mindset to be effective. By the same token growth efforts without a sustainability focus are counterproductive. The two are very much interconnected. In terms of the time and energy required for each, a 60/40 growth/sustainability split seems reasonable. That isn't necessarily true for a budget, however. Projects related to growth may be low cost, but high effort to accomplish or vice versa. Sustainability plans might require little effort to implement but cost a more significant percentage of the budget. Council, being aware of the socioeconomic climate and municipal budget limitations, would have to re-examine priorities regularly to ensure appropriate budget and energy is spent on both growth and sustainability efforts.

## **Question 2**

Continued education can be useful not only for employee development and job satisfaction, but also at times to save on unnecessary expenditures or delays on projects. It really depends on the situation. For example, if the Town has to hire 3rd party contractors to complete work that our own crew could do with sufficient training/practice (i.e. demo old buildings in town, general equipment maintenance, etc.), it makes sense that our staff be trained to do the work. If the costs of training, equipment, and tools as well as the risk of potential skill loss in the event of an employee departure outweigh the benefits of training, then the Town is best served to outsource the work.

## **Question 3**

The Town has already undertaken an important step with the asset mapping project currently underway. This is an invaluable planning tool that will identify/track existing infrastructure, its general life expectancy, and an estimated fair market cost to replace/repair. Depending on applicable legislation, the goals and objectives of the Official Community Plan, and budget

projections, council can make informed decisions while planning for both the short- and long term future of Eston's infrastructure.