



**Meat &  
Poultry**  
ONTARIO

# 2019 ANNUAL REPORT



# OUR VISION:

A sustainable, respectful and diverse food system that celebrates the nutritional and economic value of meat and poultry

# OUR MISSION:

We strengthen the meat and poultry industry in Ontario by connecting people, influencing change and empowering our members.

## REPRESENTING THE INDUSTRY MPO BOARD OF DIRECTORS

MPO is governed by a dedicated group of volunteers representing the diversity of the industry, coming from abattoir operations, processing, retailing, and wholesaling sectors, with businesses ranging in size from 1 to 450 employees.

### EXECUTIVE

**President**  
**Carol Goriup**

Florence Meats, Oakville

**Vice President**  
**Christine Hobson**

Halenda's Fine Foods, Oshawa

**Governance Chair**  
**Adam Hayward**

Nesbitt's Meat Market, Lindsay

**Secretary/Treasurer**  
**Kevin Stemmler**

Stemmler Meats, Heidelberg

### DIRECTORS

**Peter Baarda**

J&G Quality Meats, Burlington

**Gerhard Metzger**

Metzger Meats, Hensall

**Graham Dalziel**

Handtmann Canada Ltd., Waterloo

**Kevin Schinkel**

Schinkel's Legacy, Chatham

**Mike Hutson**

SYS-PRO Software Ltd., Mississauga

## MPO PAST PRESIDENTS

### 2014 - 2017

Cory Van Groningen VG Meats, Simcoe

### 2011 - 2013

Joe Abate Abate Packers, Arthur

### 2007 - 2011

Tony Facciolo Holly Park Meat Packers, Bolton

### 2005 - 2007

Tim Schinkel Schinkel's Legacy, Chatham

### 2003 - 2005

Mario Henry Town & Country Farms, Hornby

### 2001 - 2003

Leo Rocheleau Weston Abattoir, Maidstone

### 2000 - 2001

Gerry Houtzager Stayner Meat Packers, Stayner

### 1997 - 2000

Leo Rocheleau Weston Abattoir, Maidstone

### 1995 - 1997

Gerry Houtzager Stayner Meat Packers, Stayner

### 1992 - 1995

Nancy Ackert The Beef Way, Kincardine

### 1991 - 1992

Ron Dancey Morrison's Meat Packers, Cambridge

### 1988 - 1991

Wilfrid Gravelle W.L. Gravelle Meats, Hastings

### 1985 - 1988

Doug Lewis W.D. Lewis Meats, Napanee

### 1980 - 1985

Ron Deeth Windcrest Farms, Port Perry



## PRESIDENT'S MESSAGE



Representing Meat & Poultry Ontario is both an honour and privilege. As I approach my second year of my second term as President, I am fortunate to work with such an enthusiastic Board and staff. We would like to thank Heather Nahatchewitz for her 8 years of hard work and dedication as Director, Marketing & Communications. She elevated the event planning, social media presence, Blocktalk, and the Supporter Program to the next level. And thanks to Jesse Courtemanche, for her 4 years with us as Membership Co-ordinator. Both employees will be missed. On behalf of the Board and our members, we welcome our new Manager of Events, Marketing & Communications, April Jackman and new Membership Coordinator, Melissa McDougall.

At Board level, we saw the retirement of Marc Oliver of Sargent Farms. He was an asset to the association and industry during the 8 years served as Director. Last year marked the first time in a while MPO had the opportunity to gain the insight and knowledge from our Associate members by their inclusion as Board members. The two vacancies were filled by Graham Dalziel (Handtmann) and Mike Hutson (Syspro), who provided the Board with new insights on industry challenges.

Our new Executive Director, Franco Naccarato settled into his role making great strides with government, commodity groups, and members. He was determined to connect with as many of our members as possible to gather the true needs of the association. The results were quickly visible with record attendance at last year's AGM and swift collaboration on the closure of Barrett's Hides. Most notably is the establishment of the Meat Industry Engagement Panel which, together with OMAFRA, will help navigate and manage issues vital to our sector. There is still much to do, and I feel confident that our staff and board will work diligently on your behalf to improve programs and services.

We continue to look for new streams of revenue to address the issue of long-term financial sustainability and wish to thank our many contributors for their financial support. All the money raised through our supporter and partnership programs, exhibiting at Expo, attending events, auctions, advertising, and membership dues, enable us to provide the services members need to grow their businesses. Franco continues to explore new streams of revenue to provide members with valuable benefits and services as well as contribute to our financial stability.

Having a strong unified voice is crucial to the sustainability and progression of our sector. As an independent family business owner, I realize how important it is to work together to be seen and heard. I have realized regardless of the operation's size; we represent a significant contribution to Ontario's economy and strongly support our primary agriculture section. Together let us continue to build a plan that supports the future for our members, our association, and the industry. Let us stay connected.

A handwritten signature in black ink, reading "H. Nahatchewitz".

## EXECUTIVE DIRECTOR'S MESSAGE



Some say that disruption was the word that categorized much of the first decade of the new millennium. We saw disruption in many industries. First music, later with taxis and almost daily in technology. We saw when you fail to acknowledge disruption how fast and how far you can be left behind.

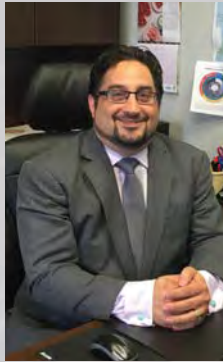
If disruption was the theme of the first decade, COVID has made uncertainty the theme of the next. Maybe the two are not directly connected, but it does seem appropriate that it is so. It's almost like someone hit the reset button and the world is getting a chance to realign their priorities. For the first time since I can remember food providers have become the most essential service providers in the world. When the rest of the world was told to stay home, they called on our food manufacturers and retailers to keep the ball rolling to ensure the fabric of our society was held together. Through the adversity of change, uncertainty and with a fog of messages coming from multiple directions, many of you have managed to survive and many of you thrive.

This past month has given us a chance to take pause and reflect. To understand where we came from, and to look out where we are going. While the road ahead is fuzzier than it has been in a long time, we need to focus on that road ahead. We need to think about where we are going and why we are going there. This is far more important than the choice of roads we take. As a wise man once told me "all roads lead to Rome". It's not the road you take that matters, but the journey that does. Make the journey your own and choose the path you wish to take, in then you will always make it there.

A handwritten signature in black ink, reading "Franco Naccarato".



## MEET THE TEAM



**Executive Director**  
**Franco Naccarato**  
(519) 763-4558 Ext. 224  
franco@meatpoultryon.ca

Franco is responsible for the leadership and management of the association, working closely with all levels of government, agricultural and industry groups, on issues that directly affect members and their businesses.



**Technical Director**  
**Daphne Nuys-Hall**  
(519) 763-4558 Ext. 222  
technical@meatpoultryon.ca

Daphne provides regulatory and operational advice and assistance to member businesses on a one-on-one basis. Leading our regulatory advocacy role, members are kept informed of emerging issues through her Technical eBulletin. Daphne leads the training needs including MPO workshops and webinars, and Food Handler Training.



**Industry Development Coordinator**  
**Derek Boudreau**  
(519) 635-9281 •  
derek@meatpoultryon.ca

Derek is in the field assisting with questions and concerns, building membership through recruitment, engaging members, and increasing involvement in MPO's many programs, events, and training. Derek is responsible for advertising, supporter and exhibitor sales.



**Marketing and Communications Manager**  
**April Jackman**  
(519) 763-4558 Ext. 225  
april@meatpoultryon.ca

April is responsible for the MPO communications strategy, promoting a strong concise message to our members and industry through the various social and print mediums. April manages MPO's events including The Meating Place, Meat Industry Expo and Awards Gala.



**Membership Coordinator/  
Graphic Designer**  
**Melissa McDougall**  
(519) 763-4558 Ext. 221  
member@meatpoultryon.ca

Melissa is responsible for maintaining strong member relations, managing registration for MPO events, and maintaining a current and accurate member database. As MPO's in-house graphic designer, Melissa manages design and layout of MPO communication pieces, and provides graphic design services to MPO members by request.

## SOCIAL MEDIA



**MeatPoultryON**



**Ontariomeatpoultry**



**OntMeatPoultry**



**MeatPoultryON**



**Meat &  
Poultry**  
ONTARIO



## AN INFORMED AND ENGAGED COMMUNITY



**BLOCKtalk**, our quarterly magazine, remains our most important communication vehicle which was delivered in hard copy to all member companies, and electronically to an additional 1,025 people in the meat processing industry.



## Word ON THE Block

With a focus on keeping our members current, Word on the Block, our electronic bulletin, was delivered to 500 individuals bi-weekly.

## HOMEGROWN ONTARIO™



MPO believes a strong agricultural sector is dependent upon a cooperative and mutually beneficial relationship between producers and processors. Establishing relationships across the value chain starts with our commodity partners, and we are grateful for their support. **MPO provides representation** on the Veal and Hog Advisory Committees, Ontario Pork Grading Authority, and Ontario Beef Financial Protection Board.

## REBRANDING OF OIMP TO MPO

At the 2019 Gala, Ontario Independent Meat Processors (OIMP) announced the rebranding change to Meat & Poultry Ontario (MPO).

This change was implemented to make sure that we represent our whole industry as an organization catering to both meat and poultry businesses with retail and butcher focused models and businesses that cater to providing those businesses with products and services.

Moving forward MPO will strive to uphold all the values and goals of OIMP and continue to represent our business and associate members with the same care. As an organization that brings us all together, we will continue advocating and representing your voices.

As we continue switching over, our MPO new logo will be replacing the old OIMP logo on all of our forms, envelopes, invoices, publications, social media and website.

As members, if you have any concerns about communication received by us with the new MPO logo, remember we are only a phone call away at the same number.

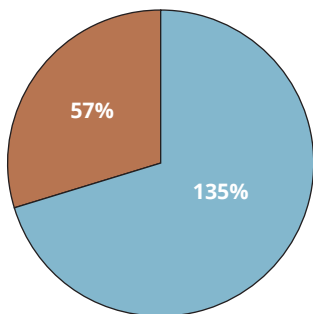


**Meat & Poultry**  
ONTARIO

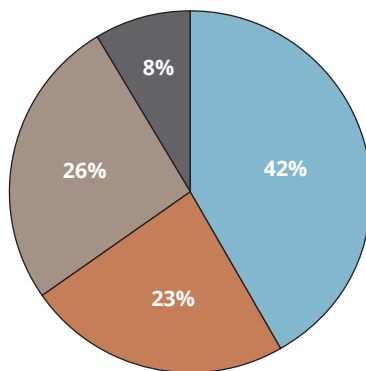


## REPRESENTING A DIVERSE ONTARIO MEAT AND POULTRY INDUSTRY

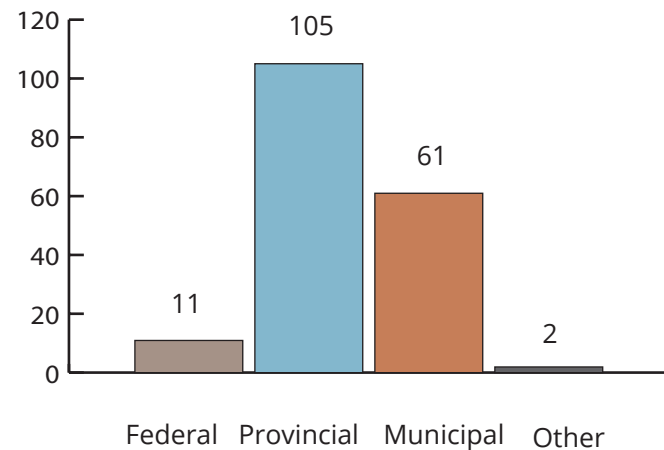
Membership by Category



Number of Employees



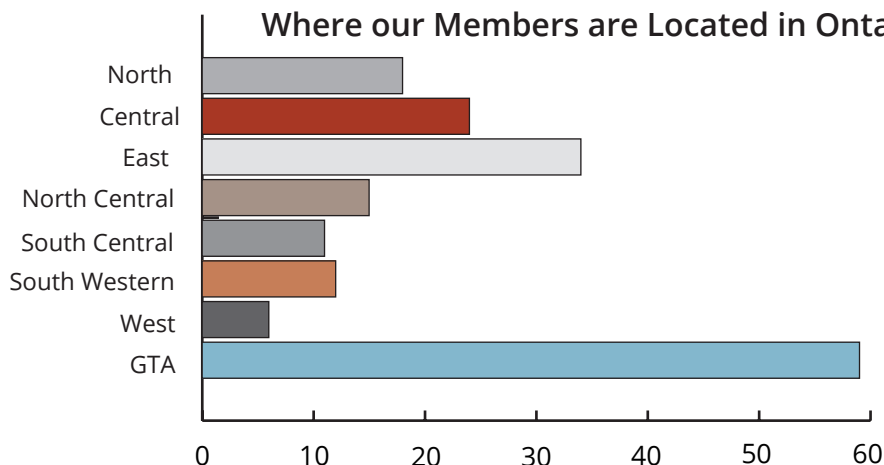
Member by Type of Inspection



■ Business  
■ Retail Associate

■ 1-9 ■ 10-19 ■ 20+ ■ N/A

Where our Members are Located in Ontario



**Ensuring that we hear from the industry,** MPO staff made over **500 visits** to meat establishments across the province including abattoirs, processors, and retail butcher shops. **133 MPO members were visited.**





## TOP 2 REASONS COMPANIES JOIN MPO:

- #1 TO MAKE CONNECTIONS
- #2 MARKETING SUPPORT

### MEMBERSHIP IS IMPORTANT BECAUSE...

*"Membership with MPO is important because it provides an added avenue to help lobby for the interests of the meat industry and to seek sustainable solutions to specific issues."*

**~ Pauline Zwiers - Conestoga Meat Packers Ltd.- Member Since 1997**

*"Membership with MPO is important because a single collective unified voice is better heard than many voices with many varying messages."*

**~ Peter Baarda - J & G Quality Meats Ltd. - Member Since 2016**

*"Membership with MPO is important because it is an organization that understands the challenges that we face collectively as an industry and can help us navigate through those challenges and develop best practices."*

**~ Debbi Conzelmann - King Cole Ducks - Member Since 2014**

### MEMBERSHIP BENEFITS...

#### BUSINESS MEMBERS

- Gain access to technical, regulatory, funding, marketing, and operational support
- Enjoy reduced rates on training, nutrition analysis, industry events, and graphic design services
- Meet fellow business owners and industry leaders
- Help strengthen your voice within industry and government

#### ASSOCIATE MEMBERS

- Gain access to technical, regulatory, funding, marketing, and operational support
- Enjoy reduced rates on training, nutrition analysis, industry events, and graphic design services
- Meet fellow business owners and industry leaders
- Help strengthen your voice within industry and government

Associate Members play an important role in providing goods and services to our members. We meet annually with our 57 Associate Members to recap the current year activities and to solicit input for future initiatives.

## LIFETIME MEMBERS – THANK YOU FOR YOUR CONTRIBUTION



Meat & Poultry Ontario's  
Lifetime Member  
**Award**

Doris Valade (2019)  
Laurie Nicol (2018)  
Joe Abate (2017)  
Brian Quinn (2016)  
Graham Dalziel (2015)  
Tony Facciolo (2011)  
Pat Johnson (2005)

Gerry Houtzager (2003)  
Leo Rocheleau (2001)  
Jim Vidoczky (2000)  
Nancy Ackert (1997)  
Dr. Ron Osborne (1996)  
Ron Deeth (1995)

## THANK YOU FOR SUPPORTING MPO FOR OVER 25 YEARS

Malabar Super Spice Co. Ltd. (1994)  
Windcrest Meat Packers (1994)  
Metzger Meat Products (1993)  
Pavao Meats & Deli (1993)  
Schinkel's Legacy (1993)  
Yes Group Inc. (1993)  
Hay's Custom Cutting, Campbellford (1992)  
Hoffman Meats & European Deli, Stayner (1992)  
Newmarket Meat Packers, Newmarket (1992)  
WIBERG Corporation, Oakville (1992)  
Handtmann Canada, Waterloo (1992)  
Barron Poultry, Amherstburg (1991)  
Brenner Packers, Windsor (1991)  
Norwich Packers, Norwich (1991)  
Weston Abattoir, Maidstone (1991)  
Chicken Farmers of Ontario, Burlington (1989)  
Jetnet Norstar Corp., Toronto (1989)  
Schinkels' Gourmet Meats, Chatham (1989)  
Springer's Meats, Hamilton (1989)  
Rothsay, Dundas (1988)  
Stemmler Meat & Cheese, Heidelberg (1988)  
VG Meats, Simcoe (1987)  
L'Original Packing, L'Original (1986)  
MMIS, Aurora (1986)  
Nitta Casings, Markham (1986)  
Walnut Hill Farms, Gads Hill (1986)  
Gord's Abattoir, Leamington (1982)  
Ontario Pork, Guelph (1980)



Carol Goriup, MPO President, Mark Brewster, Malabar Spice Group, and Franco Naccarato, MPO Executive Director



## THANK YOU FOR SUPPORTING MPO FOR 10 YEARS



Carol Goriup, MPO President, Clinton Buttar, FCC Agribusiness and Agri-Food, Franco Naccarato, MPO Executive Director

Sheik Halal Farms  
Webers Food Group Limited  
Karlovo Inc.  
Longo Brothers Fruit Markets  
Eddystone Meat Products  
Wagener's Meat Products  
Agram Meats Inc.  
FCC Agribusiness and Agri-Food



## RECOGNIZED FOR THEIR CONTRIBUTION TO THE ASSOCIATION AND TO THE INDUSTRY



Carol Goriup, MPO President and Terry Rees, Reiser



**REISER**

Reiser (2019)  
VC999 (2018)  
Handtmann Canada (2017)  
Malabar Super Spice (2016)

## GALA



Carol and Damian Goriup, Kevin Stemmler with wife and brother, and Bruce Sargent



Franco Naccarato, MPO Executive Director



## SEARCHING FOR ONTARIO'S FINEST BUTCHER

In the elimination round held in September, twelve competitors from around the province had 30 minutes to transform a pork bone-in leg (rind on), bone-in shoulder butt, and bone-in loin, into merchandisable cuts of their choice, and were judged on the degree of difficulty/efficiency and skill level in boning, trimming and cutting, primal cut utilization and financial performance. In the final round, it was still about skill, but creativity and consumer-appeal were added to the judging criteria.

The theme for the final 'black box' round was 'Outdoor Cooking' and finalists Brett Herrington of Herrington's Quality Butchers, Doug Easterbrook of Townsend Butchers, and Steve Toms of Fortinos had 30 minutes to transform a two chickens, a beef rib, and a leg of lamb into merchandisable cuts ready for a display case.

Brett Herrington took home top prize by outperforming his two competitors in a head-to-head battle for meat cutting supremacy.



Behind-the-scenes video from our butcher and meat competitions can be seen on our YouTube Channel, Ontario Meat & Poultry.

## Ontario's Finest BUTCHER COMPETITION



**Brett Herrington**



**Doug Easterbrook**



**Steve Toms**





## MAKING CONNECTIONS



A record 95 guests joined the annual meeting, representing a 35% increase over 2018. The theme for the day was “Something Olds and Something New” – with an agenda packed full of speakers and panelists that provided you with a fresh perspective on some old ideas and introduce some new and emerging opportunities. Brad McLeod spoke about the great work being done at Olds college in Alberta on how they are training and innovating for the Future of Our Meat Industry from. We learned what’s new in research and innovation from Luis Garcia from Conestoga College and how the meat industry can

explore the opportunity to address their technical challenges through research collaborations. In a time where finding skilled workers, in fact, any workers, it was great to hear from Danielle Olsen about strategies to attract and retain talent. With animal rights activists increasing their presence at our facilities it was extremely important to hear from Bruce Kelly of Farm & Food Care how we can better prepare to not only protect ourselves and our employees but also the welfare of the animals. The highlight of the day was the panel discussion on the use of cannabis specifically in meat products.





# ONTARIO FINEST MEAT COMPETITION™

Ontario Finest Meat Competition™  
AWARD WINNER

# 2019 Award Winning Products

## Back Bacon

- Platinum ♦ **Halenda's Fine Foods** - Canadian Back Bacon
- Gold ♦ **VG Meats** - Cowboy Coffee Rubbed Back Bacon
- Silver ♦ **Halenda's Fine Foods** - BBQ Back Bacon

## Bacon - Open

- Platinum ♦ **Halenda's Fine Foods** - Craft Beer Bacon
- Gold ♦ **VG Meats** - Cowboy Coffee Rubbed Breakfast Bacon
- Silver ♦ **VG Meats** - Beef Bacon

## Traditional Side Bacon

- Platinum ♦ **VG Meats** - Thick Cut Pork Side Bacon
- Gold ♦ **Halenda's Fine Foods** - Double Smoked Bacon
- Silver ♦ **Metzger Meat Products** - Side Bacon Traditional Style

## Beef/Veal Whole Muscle Deli

- Platinum ♦ **Halenda's Fine Foods** - Montreal Smoked Meat
- Gold ♦ **VG Meats** - Beef Pastrami
- Silver ♦ **Ulrich Family Meats** - Montreal Smoked Beef

## Cold Cuts - Deli Meat

- Platinum ♦ **Ulrich Family Meats** - Roast Chicken with Dill Loaf
- Gold ♦ **Finest Sausage & Meat** - Porchetta
- Silver ♦ **Sikorski Sausages** - Dry Polish Sausage

## Fresh Sausages - Other

- Platinum ♦ **King Cole Ducks** - Duck Sausage with Apples and White Wine
- Gold ♦ **Mrakovic Meat & Deli** - Chevapi
- Silver ♦ **Stemmler Meats** - Spinach & Feta Chicken Sausage

## Fresh Sausages - Pork

- Platinum ♦ **Halenda's Fine Foods** - Craft Beer & Cheddar Sausage
- Gold ♦ **Halenda's Fine Foods** - Beet (Borsch) Sausage
- Silver ♦ **Speducci Mercatto** - Barese Sausage

## Ham - Open

- Platinum ♦ **Denninger's** - North Tiroler-Style Schinken (Ham)
- Gold ♦ **VG Meats** - Boneless Country Style Smoked Ham
- Silver ♦ **Halenda's Fine Foods** - Mishka - Mini Dinner Ham

## Kielbasa

- Platinum ♦ **Sikorski Sausages** - Village Sausage/Goralska
- Gold ♦ **Halenda's Fine Foods** - Ham Kobassa
- Silver ♦ **L'Original Packing** - Kielbosa

## Poultry Whole Muscle Deli

- Platinum ♦ **Halenda's Fine Foods** - Hand Carved Turkey Breast
- Gold ♦ **VG Meats** - Chipotle Rubbed Turkey Breast
- Silver ♦ **VG Meats** - Smoked Turkey Breast

## Premium Dried or Dry Cured

- Platinum ♦ **Speducci Mercatto** - Wild Boar Prosciutto
- Gold ♦ **Halenda's Fine Foods** - Necken
- Silver ♦ **Finest Sausage & Meat** - Neck Smoked European

## Pulled/Shredded Meats

- Platinum ♦ **Buster Rhino's** - Pulled Pork
- Gold ♦ **VG Meats** - BBQ Beef
- Silver ♦ **VG Meats** - Pulled Pork

## Salumi

- Platinum ♦ **King Cole Ducks** - Duck Vidal Salami
- Gold ♦ **VG Meats** - Beef Salami
- Silver ♦ **Sikorski Sausages** - Beef Mini-Kabanos

## Dry/Semi-Dry Sausage

- Platinum ♦ **Venetian Meats** - Cacciatore Mild
- Gold ♦ **VG Meats** - Rock Pepper Sausage
- Silver ♦ **Stemmler Meats** - Spicy Summer Sausage Chub

## Specialty Sausage

- Platinum ♦ **Florence Meats** - Kranska with Jalepeno & Parrano Cheese
- Gold ♦ **Sikorski Sausages** - Coq au Vin Chicken Sausage
- Silver ♦ **Sikorski Sausages** - Jalapeno & Cheddar BBQ Sausage

## Traditional Sausage

- Platinum ♦ **Sikorski Sausages** - Podhalanska BBQ
- Gold ♦ **Stemmler Meats** - Maple Smoked Sausage
- Silver ♦ **Denninger's** - Smoked Chicken Garlic Westfaeler-Style Sausage

## CONGRATULATIONS!



Awarded to the company whose product achieved the highest score across all categories



Awarded to the company achieving the highest accumulated score across all categories

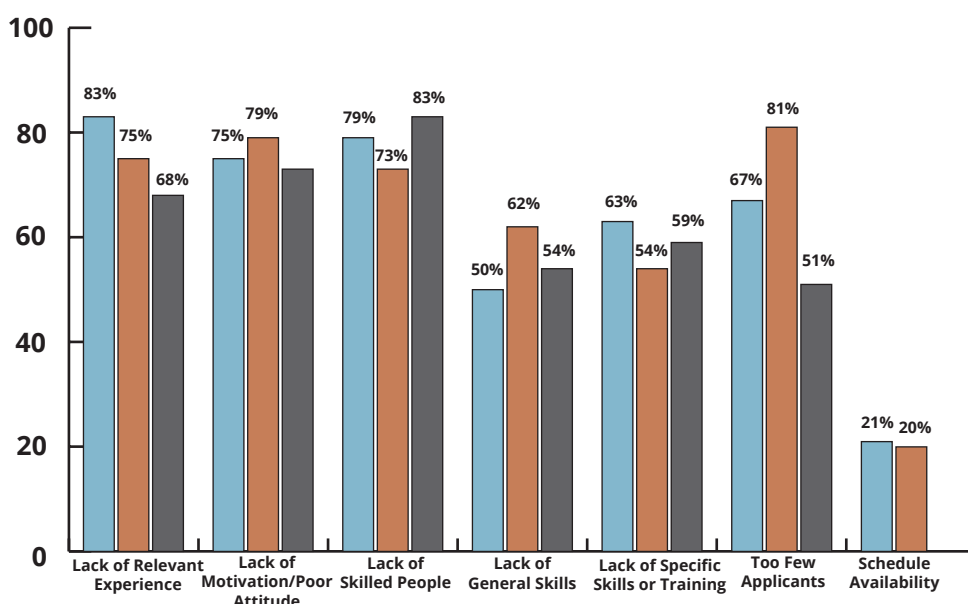




## LABOUR MARKET SURVEY

The 2019 OIMP Labour Market survey was completed by 48 member and non-member companies combined. The scope of the survey was expanded in 2018 as labour is a provincial, if not national, challenge for the meat industry and in order to provide an accurate reflection of the landscape in Ontario it was prudent to survey as many operators as possible. The significant number of respondents identified that processing was their primary business activity of the industry.

The 2019 MPO Labour Market Report, which provides benchmarking compensation and wage data and industry labour trends, was provided exclusively to those members who participated in the survey. The survey indicates that there has been a decrease in the number of businesses having challenges retaining newly hired workers. In 2017 42% of respondents indicated they have challenges whereby in 2018, 48% indicated they had challenges. The 2019 survey indicates that only 35% of respondents have difficulty keeping new hires. Working conditions, limited career advancement, wages and competition from other employees are the top difficulty factors identified in finding labour.



Despite the positive outlook for increasing the number of employees, industry is still challenged with finding workers to fill the currently available positions. Although slightly down from 2018, eighty-nine percent of meat plants still have difficulty hiring. The following are the positions in which the respondents experience the most difficulty hiring for - notably meat cutters, both industrial and retail, kill floor workers, sausage makers, and smokehouse operators.

Position	Somewhat Difficult	Very Difficult	Unable to Fill	Total
Meat Cutter / Butcher - Industrial (NOC 9462)	14%	51%	11%	77%
Meat Cutter / Butcher - Retail / Wholesale (NOC 6331)	16%	59%	14%	89%
Live Animal Handler / Receiver	28%	14%	7%	49%
Kill Floor Worker	9%	38%	6%	53%
Sausage Maker	21%	21%	23%	65%
Smokehouse Operator	16%	16%	16%	48%
General Labourer	52%	33%	0%	85%
Machine Operator	16%	34%	0%	50%
Driver	43%	11%	0%	54%
Shipper/Receiver	37%	14%	6%	57%
Sanitation	31%	26%	3%	60%
Maintenance	37%	17%	6%	60%
Lead Hand / Supervisor	24%	24%	9%	57%
QA/HACCP Coordinator / Technician / Manager	13%	17%	7%	37%
Human Resources / Health and Safety	17%	14%	0%	31%
Sales and Accounting	44%	19%	3%	66%



## PROVIDING TECHNICAL SUPPORT

MPO staff continues to visit to meat facilities across the province including abattoirs, free standing meat plants and retail butcher shops ensuring that we are hearing from the industry. The top three issues facing our members remains regulatory burdens, access to labour, and rising costs.

*"The Technical Director was most helpful."*

### 2019 TOP REGULATIONS

Ontario Regulation 31/05 - Meat  
Safe Food for Canadians Regulations  
Food Safety and Quality Act, 2001  
Consumer Packaging and Labelling Act and  
Regulations  
Food and Drug Act and Regulations  
Health of Animals Act and Regulations  
Environmental Protection Act and Regulations

*"Membership with MPO is important because it is a resource and assistance when we are uncertain about something."*

MPO received 294 requests for assistance with regulatory, technical, and operational challenges from operators. The guidance MPO provided is not limited to Ontario Meat Regulation 31/05 but included other pieces of Provincial and Federal regulation that spanned many jurisdictions such as Health Canada, CFIA and the Ministry of Labour. Specific issues addressed included licensing or construction requirements, carcass interventions, traceability, and corrective actions for adverse test results.

### 2019 TOP 10 ISSUES ADDRESSED

Regulations / MPGs  
Procurement / Sourcing  
Inspection Issues  
Written Programs & Protocols  
Labelling  
Other  
Audit / Inspector Reports  
Nutritional Analysis Services  
Licensing / New Builds / Construction  
Microbiological Sampling / Results

## MPO SUPPORTS THESE INDUSTRY RELATED GROUPS:

Agricultural Adaptation Council  
Agri-Food Management Institute  
American Association of Meat Processors  
Canadian Meat Council  
Canadian Partnership for Consumer Food Safety Education

Farm and Food Care  
Food Processing HR Council  
Ontario Food Protection Association  
Provision Coalition  
President's Council

According to our annual survey, 96% of respondents indicated that **Technical/Regulatory Support** is one of the most important program and service we offer across all membership categories.





## FOOD HANDLER TRAINING

MPO's Food Handler Training program is one of only two that meet the requirements for training as required by Ontario Meat Regulation 31/05. MPO delivered four workshops to 11 individuals, distributed 73 self-study manuals in various languages as well as proctored 82 food handler training exams, representing a 78% increase from 2018.

### What participants had to say about the FHT workshops:

"You're amazing and great at what you do. I enjoy how you get everyone involved."

"The instructor was very clear and concise, knowledgeable, giving many adequate examples of real life occurrences."

"Instructor was highly knowledgeable and enthusiastic making course more enjoyable."

"Our instructor has a great amount of knowledge and great presentation skill set making it easy to listen to her deliver the info."



### UPCOMING FHT EXAM DATES

November 18th, 2020

December 9th, 2020

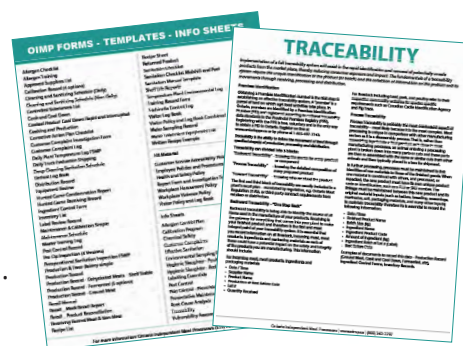
## INFORMATION | TRAINING | RESOURCES

MPO continued to provide this simple and cost-effective service which includes a detailed and comprehensive nutrition analysis, a report and camera-ready Nutrition Facts Panel.

**83 Nutritional Analysis were performed** for a variety of fresh and ready to eat meat products as well as some beverages, spice units, and sauces.

NEW	
Nutrition Facts Valeur nutritive	
Per 1 cup (250 mL) pour 1 tasse (250 mL)	
<b>Calories 110</b>	% Daily Value*
<b>Fat / Lipides 0 g</b>	0 %
Saturated / saturés 0 g	0 %
+ Trans / trans 0 g	0 %
<b>Carbohydrate / Glucides 26 g</b>	
Fibre / Fibres 0 g	0 %
Sugars / Sucres 22 g	22 %
<b>Protein / Protéines 2 g</b>	
<b>Cholesterol / Cholestérol 0 mg</b>	
Sodium 0 mg	0 %
Potassium 450 mg	10 %
Calcium 30 mg	2 %
Iron / Fer 0 mg	0 %
*5% or less is a little, 15% or more is a lot *5% ou moins c'est peu, 15% ou plus c'est beaucoup	

MPO has **15 info sheets**, providing guidance on operational and regulatory topics including Hygienic Slaughter – Red Meat, Hygienic Slaughter – Poultry, Vulnerability Assessment, and Pest Control – and **over 50 forms and templates** available to assist with written programs and records available on [www.meatpoultryon.ca](http://www.meatpoultryon.ca).





## ADVOCATING FOR MEMBERS

Going into 2019 we knew and expected a planning year for 2020 and beyond. A year to reflect on the products and services we provide, how we can better serve the sector and plan how MPO can become self-sufficient, without the reliance of government to support us. We did this and continued to provide the services events and competitions the membership is accustomed to.

Top highlights as an organization in 2019 are:

- Largest Supporter program on record with great engagement by Associate Members, Business Members and Affiliate Partners.
- Record attendance at Industry Day
- The largest Finest Meat Competition to date, with more

categories, more entries and more first-time entrants.

- A Gala to remember. Bringing our Expo to a close and celebrating our industry's Finest. The Gala was full of excitement, emotions and surprises!
- We launched our new identity as Meat & Poultry Ontario, signifying the change in expanding our audience, connecting us with our value chain and focusing on the products produced by members.
- The Minister of Agriculture, Food and Rural Affairs announced the formation of the Meat Industry Engagement Panel, a group of 13 businesses established to be a sounding board for government on policy and regulation from inception to implementation.

### Top Lobbying Issues:

1. Barret Hides closing
2. Foreign Worker Programs
3. Interprovincial trade of provincially inspected meats
4. Industry input in policy development – Meat Industry Engagement Policy
5. Building processing capacity.

As an organization, MPO is here to help. Whether it's by connecting people with introductions, helping people share their opportunities and challenges through our communications, or by through surveys, webinars and conference calls.

## 2019 FINANCIAL POSITION

The audit of the Ontario Independent Meat Processors Association 2019 financial records was conducted by the firm RLB LLP in Guelph. It is management's responsibility for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In the Auditor's opinion, the financial statements present fairly, in all material respects, the financial position of Ontario Independent Meat Processors Association as at December 31, 2019, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations. Copies of the 2019 audited statements are available upon request.

### Treasurer's Notes:

As of December 31, 2019, the association held net assets of \$593,536 with \$500,000 internally restricted as an operating reserve to cover 75% of operating expenses. Below is a breakdown of revenue and expenses indicating the percentage of total budget. The operating deficit of \$97,967 realized in 2019 was lower than the Board approved budget.

Revenue		%
Conference and Expo	\$195,532	26%
Membership	\$181,506	24%
Project	\$116,232	15%
Advertising	\$79,294	10%
Supporter Sponsorship Program	\$64,700	8%
Industry Development*	\$41,589	5%
Competition	\$41,110	5%
Investment Income	\$21,162	3%
Fees for Service	\$11,564	2%
Miscellaneous	\$8,892	1%
<b>Total Revenue</b>	<b>\$761,581</b>	

Expenses		%
Wages and MERCs	\$463,612	54%
Projects	\$113,299	13%
Conference and Expo	\$91,563	11%
Office and General	\$79,939	9%
Competition	\$25,728	3%
Membership /Promotion	\$37,187	4%
Industry Development*	\$15,490	2%
Professional Fees	\$11,079	1%
Miscellaneous	\$21,651	3%
<b>Total Expenses</b>	<b>\$859,548</b>	
<b>NET INCOME</b>	<b>-\$97,967</b>	

\*Industry Development includes training workshops and support services (nutrition analysis).



# SUPPORTER PROGRAM

THANK YOU TO OUR 2019 CORPORATE SUPPORTERS

## DIAMOND

**handtmann**  
*Ideas for the future.*

## PLATINUM



## GOLD



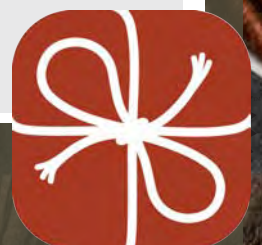
## SILVER



## BRONZE



Our association is dependent upon the ongoing financial commitment of its members. These corporate supporters, by providing monetary contributions beyond membership dues, allow us to focus resources on the continued success of the sector. For more information on how you can become part of the MPO Supporter Program contact Derek Boudreau at derek@meatpoultryon.ca or (519) 635-9281.





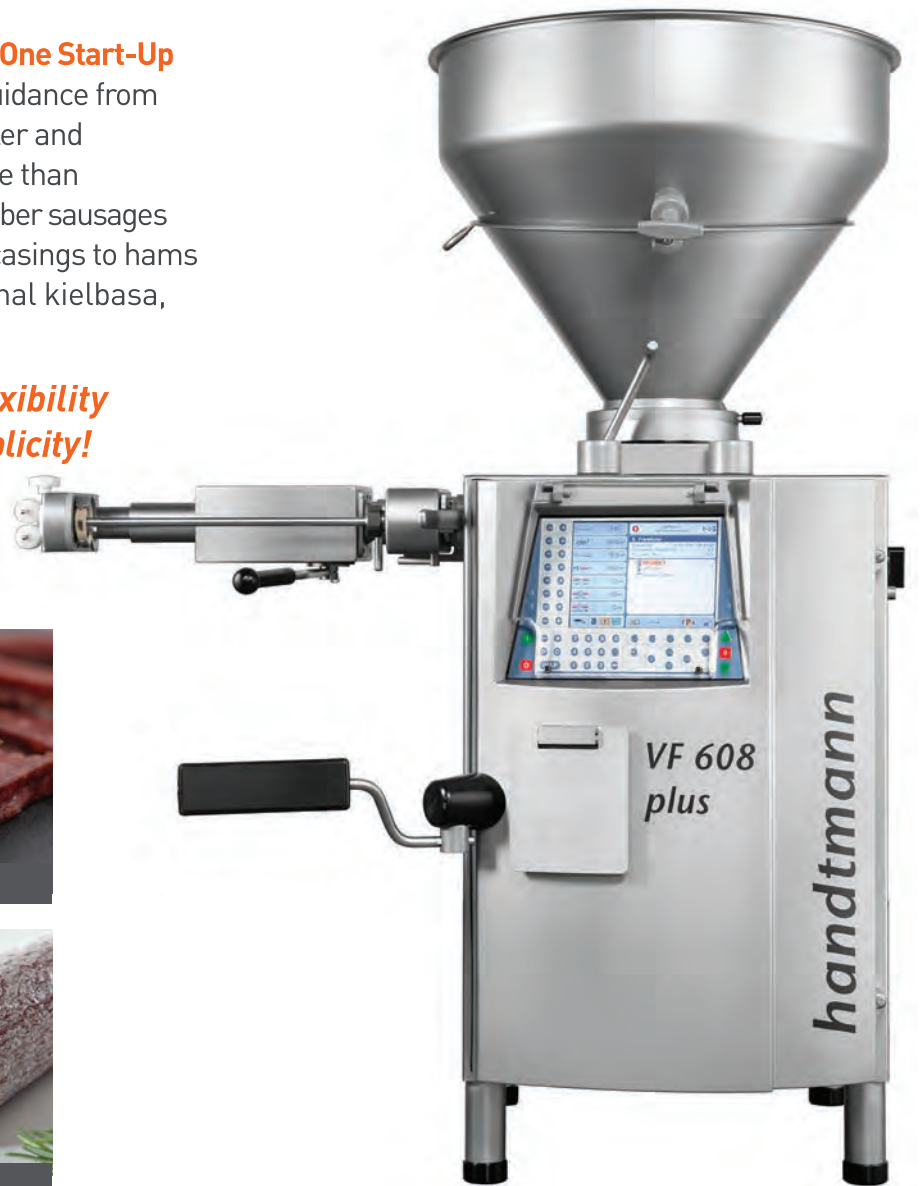
# THE COMPLETE Processing Package

FOR START-UP & MOVE-UP PROCESSORS

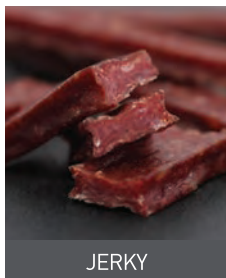
This Handtmann **VF 608 Plus All-In-One Start-Up Package** has been developed with guidance from processors to include the vacuum filler and attachments needed to produce more than 100 products from small and large caliber sausages in hog, sheep, collagen or cellulose casings to hams and turkey breast roasts to traditional kielbasa, bologna and slicing logs.

***Processing Efficiency and Flexibility  
with Reliable Handtmann Simplicity!***

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COOKED SAUSAGE



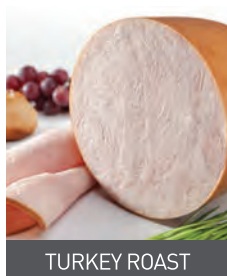
JERKY



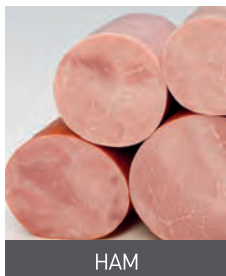
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SALAMI



TURKEY ROAST



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*Ideas for the future.*

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