

Leeds Grenville Economic Development and Small Business

Quarterly Update | Business Survey | Strategic Areas of Focus

Counties Council
July 24, 2025

where **lifestyle**
grows good **business**

Leadership and Capacity Building

- Economic Development Summit
 - 2025 – Friday, November 21st
 - Bill Thake Memorial Award – Deadline September 19th
- Business Support Working Group – June 13th
 - 2025 Business Survey
 - Regional Business Support Campaign



Investment Readiness / Investment Attraction – Business and Industry

- Industrial / Business Parks
 - Augusta Industrial Park
 - Elizabethtown-Kitley on their future business lands
 - Edwardsburgh Cardinal
- eNews Real Estate Feature



Real Estate



[View listing details](#)



Township of
**Leeds and the
Thousand Islands**

Opportunity to own a prime retail location on Seeley's Bay Main Street. This staple of the community is a large retail space with an office, break room, two washrooms and plenty of room for storage and supplies.

New heating and air conditioning systems 2024. There is a drive-in workspace to the back of the building for small engine repairs or deliveries. The inventory is NOT included in the sale of this property. On just over one acre of land, you have the opportunity to further develop the property. View [Map](#) for 139 Main Street, Seeley's Bay.

Business Retention and Expansion

- Business Visitations
 - Goal is 24-36 per year
 - 2025 – 22 business visits
 - 1000 Island Miniature Golf Centre & Driving Range, Elizabethtown
 - Kitley | Stonemarx Masonry & Landscape Supplies, Elizabethtown
 - Kitley | Portland Family Restaurant and Pizzeria, Rideau Lakes | Stone Mannor Studio, Rideau Lakes | Everline Coatings, Rideau Lakes | Brown's Lawn & Garden Care, Rideau Lakes | Wellington Kids, North Grenville | Quality Inn, Prescott | Main Dock, Athens | P3 Panel Company, Rideau Lakes | Stealing the Bloom Farm, Rideau Lakes



Business Retention and Expansion

- Wholesale Food Trade Show – May 1
 - 9 vendors
 - 20+ business attendees
- Golden Moment Farm, Rideau Lakes | Spicy Riffs Hot Sauce, Front of Yonge | Bushgarden Farm, Rideau Lakes | Windmill Brewery, Edwardsburgh Cardinal | The Barking Bee Company, North Grenville | African Bronze Honey, Edwardsburgh Cardinal | Janine's Gardens, Augusta | Hall's Apple Market, Elizabethtown-Kitley | Little Rideau Farm, Rideau Lakes



Small Business



STARTER
Company
PLUS

Launch – June 10th
Summer Company Grad
August 21st
Thake Board Room

Summer
Company

Small Business



BRIDGES
to Better Business



HOLD THE DATE
October 23, 2025

**International
Women's Day**



March 5, 2026
North Grenville
Municipal Centre



Lifetime Achievement Award
Nominations Open September 22
Deadline December 5

Talent Attraction and Workforce Development

CAREER AND
TRAINING EXPO

October 7, 2025



Rural Economic Development
through Immigration

www.investleedsgrenville.com/redi

- 124 enquiries
- June 3 – EOI draw – 74 invites
- June 12 program change announced
- July 2 Employer portal opened

Marketing and Communications



Your Big Idea Deserves the Right Space

New Businesses Welcome
Join many entrepreneurs who've found their place where **Lifestyle** grows good business.

www.investleedsgrenville.com
economicdevelopment@leedsgov.ca
613-342-3890



**United Counties of Leeds and Grenville
Economic Development and Small Business**










Leeds Grenville invites highly skilled immigrants for in-demand careers to be part of the Ontario Regional Economic Development through Immigration (OREDI) pilot programs. For more information see www.investleedsgrenville.com/OREDI

where lifestyle grows good business



Economic Development eNews | May 27, 2025

Business Profile

A Village-Sized Slice of the Good Life

ATHENS - Founded by Angie Mackie and Master Baker Gerry McLellan, **Big Waters Bakery** opened in May 2024 and offers an irresistible range of handcrafted baked goods, including sourdough breads made from Gerry's starter named **Lucille**.

A popular stop on the 1000 Islands Rideau Canal Waterways Adventure, the Athens shop makes fresh brioche, focaccia, savoury sausage rolls, and seasonal specialties like hot cross buns that are perfect alongside a meal or with Angie's delicious soups, salads, and sandwiches. They curate all ingredients as close to home as possible. "We offer the best of what I've learned to create," says Gerry.

As a baker in Toronto, Gerry spent twenty years gaining experience in British, Italian, and French-style patisseries. "Each one has different elements, but all require rigorous traditional training, and the lifestyle is demanding," he says.

Originally from the Ottawa area, Angie and Torontonian Gerry often visit the Chatham Lake from the city. They brought baked goods to share with friends and family and "became endeared to the recipients," Angie recalls. "People knew us as the ones with the great baking," she adds.

The couple met in Toronto, where Angie worked in customer service at the same place where Gerry baked. She later transitioned into real estate sales, an experience that sharpened her eye for promising investment properties. After considering multiple locations for the bakery, they chose Athens as the place to bring their vision to life.

"The community welcomed us with open arms," Angie says. "We hit the ground running," baking fresh breads and desserts before expanding into lunch offerings. Big Waters catering service prepares lunches for Meadowview School's program, feeding around 100 people each week.

Their first step into community support began with a




**Grow your Business
Choose your Lifestyle**

Find Out More

4,149 Subscribers

46% Open Rate

Business Directory

directory.leadsgrenville.com

TOTAL – 4563 (+10)

Athens – 101

Augusta – 184

Brockville – 1156

Edwardsburgh Cardinal – 198

Elizabethtown-Kitley - 296

Front of Yonge – 97

Gananoque – 317

Leeds and the Thousand Islands – 370

Merrickville-Wolford – 232

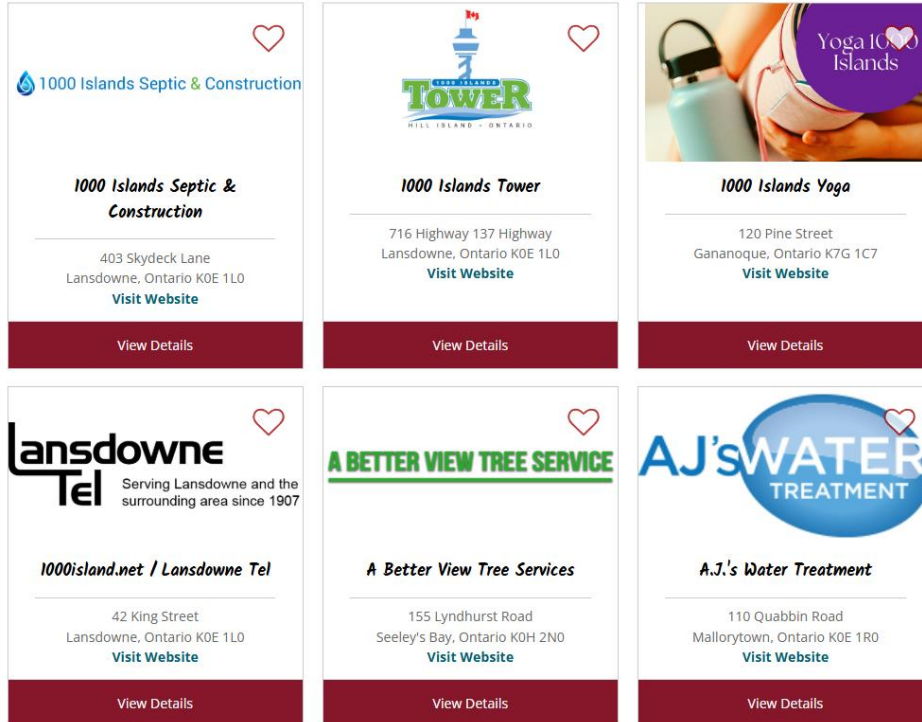
North Grenville – 727

Prescott – 258

Rideau Lakes – 514

Westport – 113

(as of June 30, 2025)



Diversified Economy - Tourism Implementation



**Adventures Launch
April 23rd**

Like * Follow * Share

Tourism Destination Strategy – Social Media												
	Facebook						Instagram					
	2024					2025	2024					2025
	Q1	Q2	Q3	Q4	Q1	Q2	Q1	Q2	Q3	Q4	Q1	Q2
Followers	507	1,475	1,534	2,136	2,393	2,875	61	885	877	1,275	1,256	1,275
Number of posts	101	136	169	115	108	122	20	13	25	44	55	69
Reach	59,363	70,361	81,464	433,229	260,191	294,929	246	686	1,032	75,736	10,361	13,101
Organic	59,363	70,361	64,338	130,793	76,953	36,421	246	686	863	3,208	2,313	3,580
Paid	--	--	17,018	317,427	197,446	166,162	--	--	173	73,499	8,217	9,547
Views	--	--	42,625	1,175,286	548,722	599,598	--	--	2,051	148,793	25,375	28,551
Organic	--	--	47%	22%	23%	24%	--	--	89%	31%	39%	44%
Paid	--	--	53%	78%	77%	76%	--	--	11%	69%	61%	56%
Content Interactions	1,656	1,732	2,155	11,429	10,178	14,330	0	0	56	4,851	2,349	1,622
Engagement rate	2.79%	2.46%	2.65%	2.64%	3.91%	4.86%	0%	0%	5.43%	6.41%	22.67%	12.38%

Diversified Economy - Tourism Implementation



Hon. Stan Cho Minister of Tourism, Culture and Gaming
July 4th





www.investleedsgrenville.com

www.1000islandsrideaucanalwaterways.com

Quarterly Update Questions

**Next
Business Survey & Economic Strategy Sessions**

where **lifestyle**
grows good **business**

Economic Status

- Bank of Canada holding at 2.75%, next announcement July 30
- Inflation high due to import costs and tariffs
- 2025 growth forecast – 1.5% Canada | .8% Ontario
- Travel Trends
 - May 2019 - 2.3M Canadian resident return trip from US by auto
 - May 2025 - 1.3M (38% decline in the last 5 months)
 - May 2019 - 1.2M American visits to Canada
 - May 2025 - 1.04M (8.4% decline)

Survey Period - Tariffs

- March 4 - U.S. tariffs ranging from 10-25% on Canada products
- Canadian 25% retaliatory tariffs on some U.S. products
- Some CUSMA - compliant products were exempt
- June 3 - U.S. announced a 50% tariff on steel and aluminum effective June 4
- Constant changes in tariff messaging occurred through the survey period



2025 Survey Results

- 360 responses / 285 for profit businesses

Business Size

ANSWER CHOICES	RESPONSES	
A – Self-employed / Solopreneur / No employees	29.92%	76
B – Small Business – 1-49 full-time equivalent employees	62.20%	158
C – Medium / Large Business – 50 and above full-time equivalent employees	7.87%	20
TOTAL		254

2025 Survey Results

Businesses by Municipality

ANSWER CHOICES	RESPONSES	
Township of Athens	2.83%	8
Township of Augusta	3.89%	11
City of Brockville	14.49%	41
Township of Edwardsburgh Cardinal	6.71%	19
Township of Elizabethtown-Kitley	7.42%	21
Township of Front of Yonge	2.12%	6
Town of Gananoque	2.83%	8
Township of Leeds and the Thousand Islands	11.31%	32
Village of Merrickville-Wolford	9.19%	26
Municipality of North Grenville	17.67%	50
Town of Prescott	5.65%	16
Township of Rideau Lakes	10.95%	31
Village of Westport	4.95%	14
TOTAL		283

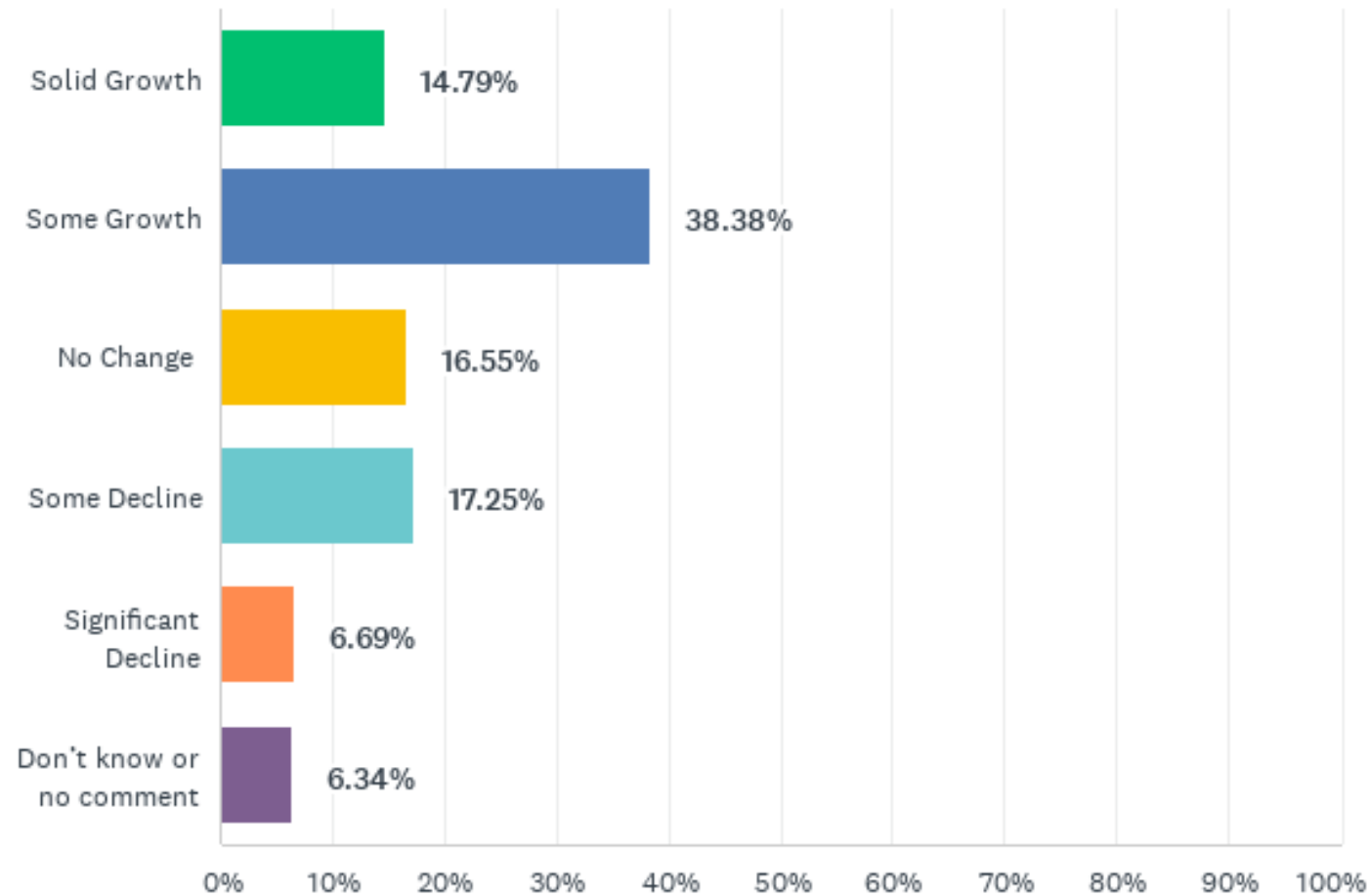
2025 Survey Results

Businesses by Sector

ANSWER CHOICES	RESPONSES	
Accommodation	6.36%	18
Administration and Support – Business Services	3.18%	9
Agriculture, Forestry, Fish and Hunting	6.36%	18
Arts, Entertainment and Recreation	7.77%	22
Construction	8.48%	24
Educational Services	1.06%	3
Finance and Insurance	2.47%	7
Food Services	7.77%	22
Healthcare and Social Assistance	3.53%	10
Information and cultural industries	0.71%	2
Manufacturing and Production	10.25%	29
Mining, quarrying, and oil and gas extraction	0.00%	0
Personal Services	5.65%	16
Professional, scientific and technical services	9.54%	27
Real Estate and Rental and Leasing	1.77%	5
Retail Trade	15.55%	44
Repair and Maintenance	3.18%	9
Tourism Attraction	3.89%	11
Transportation and Warehousing	2.12%	6
Utilities – electric power, natural gas, water-sewage	0.00%	0
Wholesale trade	0.35%	1
TOTAL		283

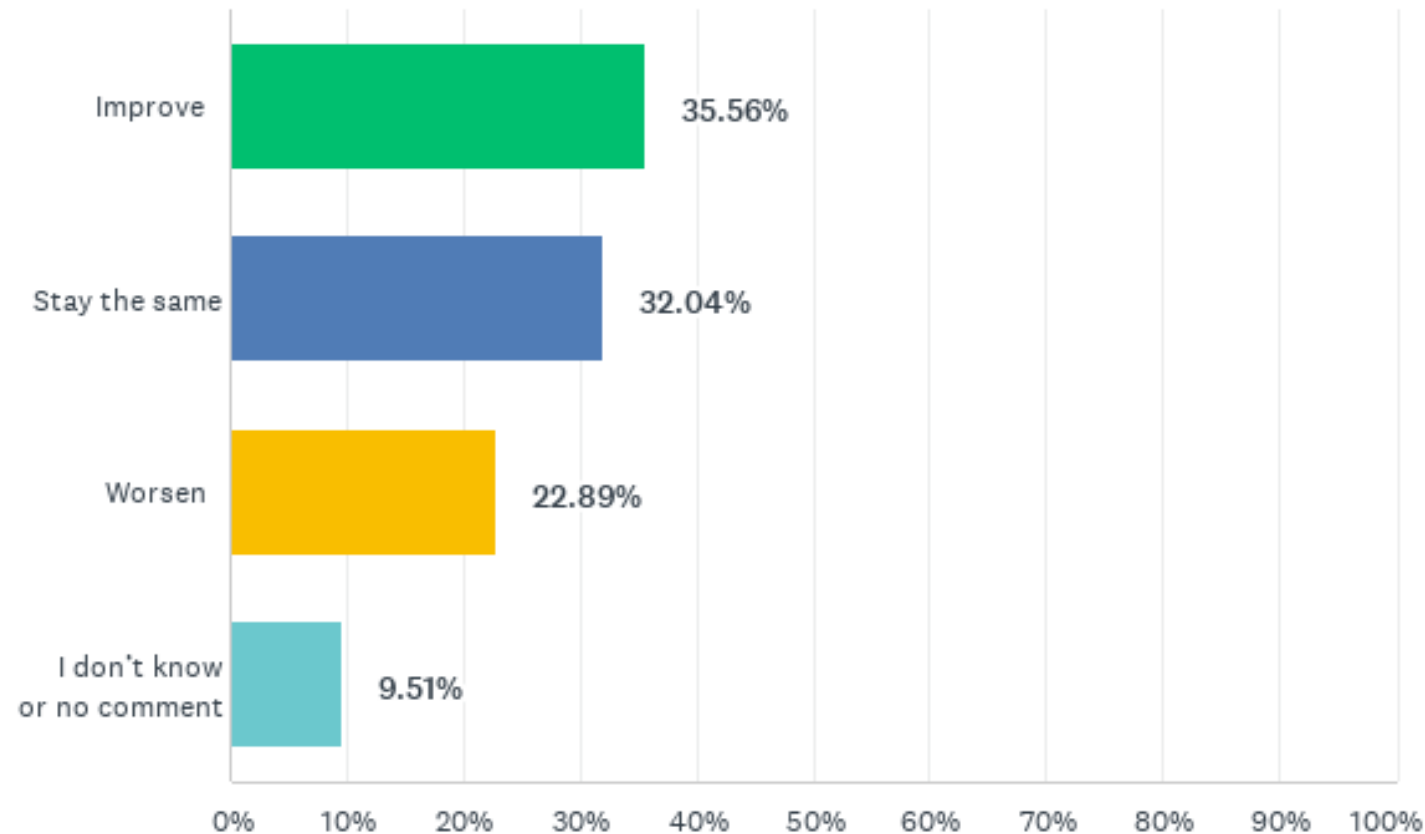
2025 Survey Results

Net Income last fiscal year



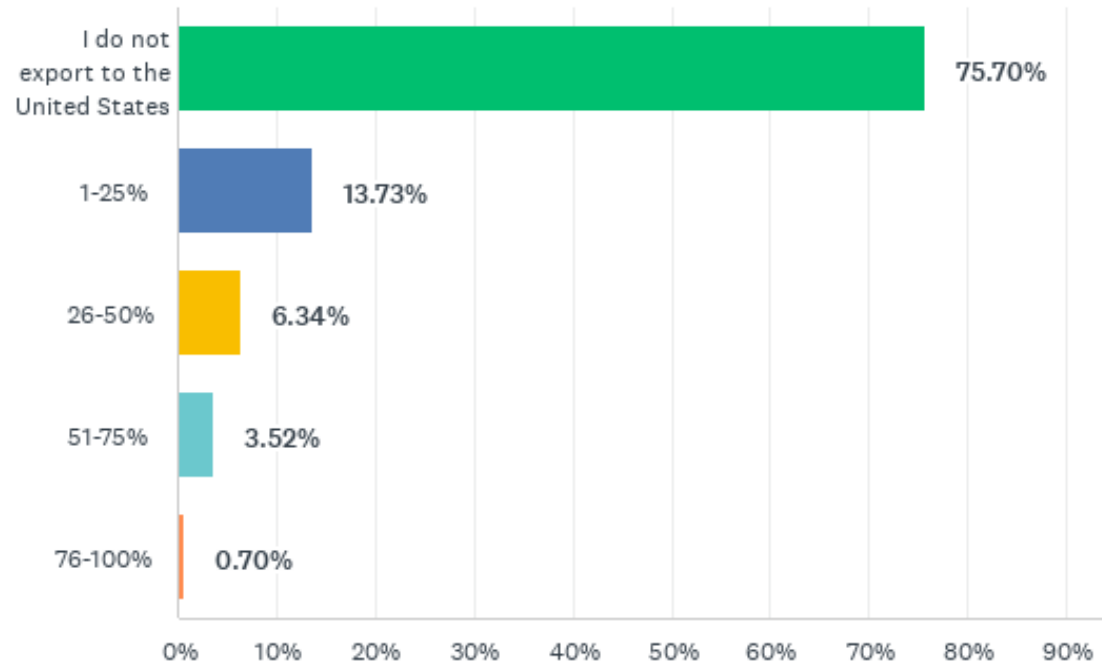
2025 Survey Results

Over the next year, do you expect the market for your business sector to:

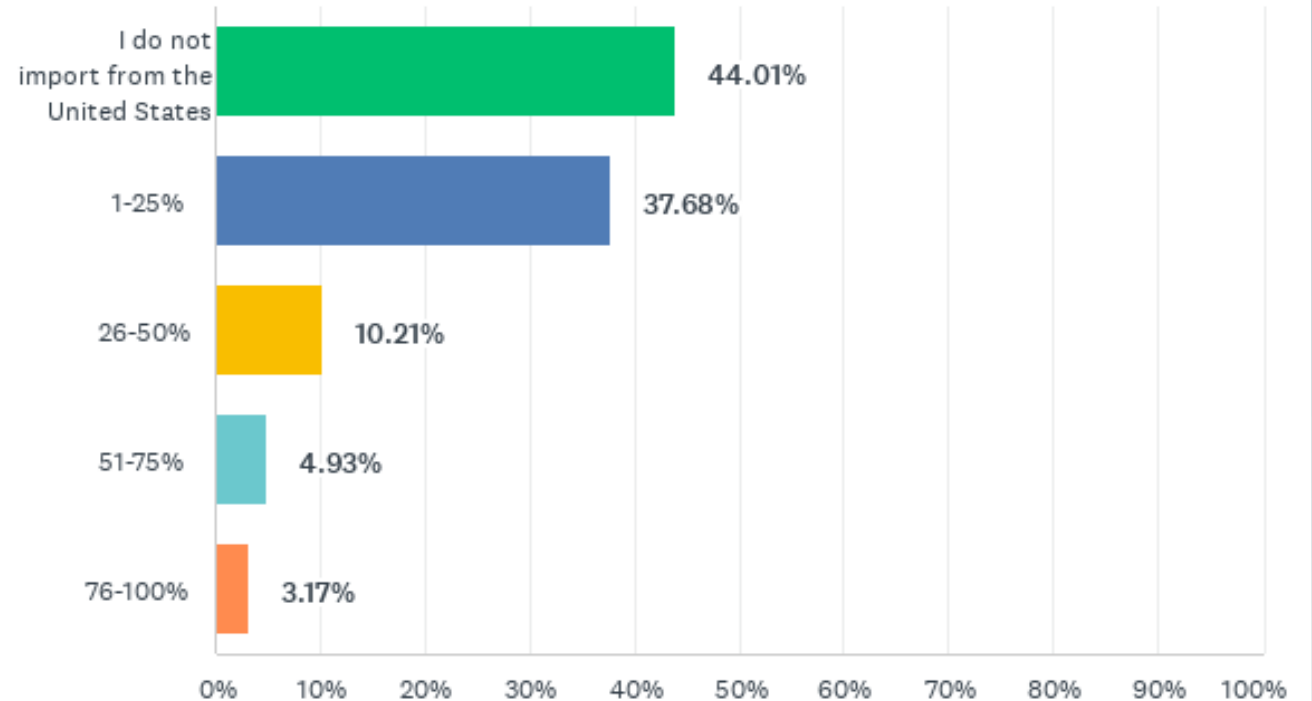


2025 Survey Results

% of business exports to U.S



% of business relies on imports to U.S.



2025 Survey Results

Impact of 25% tariff impact on business operations

ANSWER CHOICES	RESPONSES	
Not applicable / I do not export	30.99%	88
No impact	11.97%	34
Minor impact	33.10%	94
Moderate impact	16.55%	47
Significant impact	6.34%	18
Business is now threatened impact	1.06%	3
TOTAL		284

2025 Survey Results

Counties Economic Development focus for next 5 years

ANSWER CHOICES	RESPONSES	
Small business retention and growth	71.26%	181
Small business attraction	44.09%	112
Talent Attraction and Workforce Development	33.07%	84
Marketing and Communications	32.68%	83
Engagement for Infrastructure Development	31.89%	81
Large business retention and growth	21.65%	55
Large business attraction	18.90%	48

2025 Survey Results

Medium / Large Businesses - Counties Economic Development focus for next 5 years

ANSWER CHOICES	RESPONSES	
Talent Attraction and Workforce Development	75%	15
Large business retention and growth	60%	12
Small business retention and growth	40%	8
Small business attraction	30%	6
Engagement for Infrastructure Development	30%	6
Large business attraction	20%	4
Marketing and Communications	5.%	1

Strategic Areas of Focus | 2020 -2025



- Leadership and Capacity Building
- Investment Readiness / Investment Attraction
- Business Retention and Expansion
- Talent Attraction and Workforce Development
- Marketing and Communications
- Diversified Economy

Economic Development Strategy Planning

In-Person Sessions:

Session 1

When: Monday, June 23

Time: 9:30-11 a.m.

Where: The Drummond Building, 22
Ryan Street, Spencerville

in partnership with:



**Community Futures
Grenville**

Register

Session 2

When: Monday, June 23

Time: 2-3:30 p.m.

Where: South Elmsley Municipal
Complex, 441 Highway 15

in partnership with:



**Valley Heartland
CFDC**

Register

Session 3

When: Wednesday, June 25

Time: 10:30-12 p.m.

Where: Athens Free Methodist
Church, 58 Elgin Street

in partnership with:



1000 Islands CDC
Supporting Business Success

Register

Session 4: Virtual Zoom

Wednesday, June 25, 7 p.m.

Register

Economic Development Strategy Planning

Key Initiatives across all consultations



1. Sector-Specific B2B Collaboration and Networking

Develop targeted business-to-business (B2B) events and mechanisms that go beyond traditional networking, fostering collaboration, supply chain integration, and innovation within and across key sectors. This will help local businesses build strategic partnerships and fill supply chain gaps.

2. Comprehensive Small Business Support System

Establish a centralized help line and resource hub to ensure small businesses are aware of, and can easily access, available supports such as grants, mentoring, training, and succession planning. This should include outreach and regular updates to keep businesses informed.

3. Regional One-Stop Business Portal

Create a digital portal serving as a single access point for regional business needs: permits, funding opportunities, commercial real estate listings, and guidance for common business tasks. This streamlines processes, reduces barriers, and encourages investment.

Economic Development Strategy Planning

4. Workforce and Youth Development Strategy

Launch targeted programs to address youth unemployment and future workforce needs. This includes enhanced co-op programs, youth entrepreneurship initiatives, and partnerships with educational institutions to align skills development with regional economic priorities.

5. Regional Tourism Collaboration and Infrastructure

Continue and expand collaborative tourism initiatives across municipalities, focusing on joint marketing, product development, regenerative tourism, and the creation of shared experiences. Invest in regional wayfinding signage and digital tourism tools to enhance visitor experience and drive economic impact.

6. Business Mentoring and Succession Planning Network

Build a robust mentoring network in partnership with community organizations to support entrepreneurs and small businesses post-startup, facilitate succession planning, and connect retiring business owners with prospective buyers.

7. Grant Navigation and Funding Support

Offer hands-on support to help businesses identify, apply for, and manage grants and funding opportunities, reducing administrative burdens and increasing access to capital for growth and innovation.

Economic Development Strategy Planning

8. Sector Development and Innovation Focus

Identify and prioritize sectors for regional development (e.g., health innovation, sustainable manufacturing, green tech, agriculture). Use a clustered approach to leverage regional strengths and drive both short- and long-term growth, with an emphasis on innovation and sustainability.

9. Infrastructure and Digital Connectivity Enhancement

Advocate for and invest in essential infrastructure, including affordable housing, public transport, recreational facilities, and high-speed internet, to support business growth, workforce retention, and rural vitality.

10. Inclusive Economic Participation and Settlement Support

Develop targeted strategies to attract and retain newcomers, women, Indigenous peoples, and underrepresented groups. This includes settlement support, tailored entrepreneurship programs, and initiatives to promote diversity and inclusion in the regional economy.

Labour Force – Q1 2025 Estimate – Jobs by Industry

Leeds & Grenville (13 municipalities)	Total # Jobs (Self-Employed + Employees)
Total	46,347
Unclassified	702
Sub-total, classified	45,645
11 - Agriculture, forestry, fishing and hunting	1,165
21 - Mining, quarrying, and oil and gas extraction	0
22 - Utilities	200
23 - Construction	3,903
31-33 - Manufacturing	4,642
44-45 - Retail trade	5,679
48-49 - Transportation and warehousing	2,032
41 - Wholesale trade	1,503
51 - Information and cultural industries	457
52 - Finance and insurance	947
53 - Real estate and rental and leasing	721
54 - Professional, scientific and technical services	2,614
55 - Management of companies and enterprises	89
56 - Administrative and support, waste management and remediation services	2,024
61 - Educational services	2,821
62 - Health care and social assistance	6,318
71 - Arts, entertainment and recreation	1,224
72 - Accommodation and food services	3,663
81 - Other services (except public administration)	1,513
91 - Public administration	4,130

Selected 10 Municipalities in Leeds & Grenville	Total # Jobs (Self-Employed + Employees)
Total	25,890
Unclassified	377
Sub-total, classified	25,513
11 - Agriculture, forestry, fishing and hunting	1,051
21 - Mining, quarrying, and oil and gas extraction	0
22 - Utilities	86
23 - Construction	2,773
31-33 - Manufacturing	1,968
44-45 - Retail trade	2,646
48-49 - Transportation and warehousing	965
41 - Wholesale trade	713
51 - Information and cultural industries	350
52 - Finance and insurance	569
53 - Real estate and rental and leasing	391
54 - Professional, scientific and technical services	1,749
55 - Management of companies and enterprises	67
56 - Administrative and support, waste management and remediation services	1,293
61 - Educational services	1,651
62 - Health care and social assistance	2,719
71 - Arts, entertainment and recreation	959
72 - Accommodation and food services	1,753
81 - Other services (except public administration)	987
91 - Public administration	2,823

Strategic Areas of Focus

2020-2025

- Leadership and Capacity Building
- Investment Readiness / Investment Attraction
- Business Retention and Expansion
- Talent Attraction and Workforce Development
- Marketing and Communications
- Diversified Economy

Comments / Thoughts / Considerations

for

2026-2028

Economic Development Strategic Areas of Focus

Items Ahead

3rd Quarter

- Strategic Areas of Focus & Actions Plan – July / August, present in September
- Ontario Funders Forum – July 15
- Bell Canada TV1 / Viva Productions – television shoot – 5 episodes
- Summer Company Graduation – August / Starter Company new session - September
- REDI virtual workshop / promotions / working group
- Digital – CRM / Invest & Discover Websites / Zoom Prospector / Invest ON
- BSWG – Business Services Regional Promotional Campaign
- Event Planning – Bridges to Better Business, Economic Development Summit
- OBJ Career & Training Expo – October 7



www.investleedsgrenville.com

www.1000islandsrideaucanalwaterways.com

Leeds Grenville Economic Development and Small Business

Thank you

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grows good **business**