

BMT Insurance & Financial Services



Celebrating 65 years!

705-268-9988
www.bmtinsurance.ca

inside business

QUARTERLY FALL 2018

In This Issue:

- P3: LOOKING BACK/
LOOKING AHEAD**
- P4: EMPLOYEE RETENTION
WITH NANCY RIOPEL**
- P7: GOLF TOURNAMENT**

A TIMMINS CHAMBER OF COMMERCE PUBLICATION

Chamber celebrates 69 years of success at Annual General Meeting

The Timmins Chamber of Commerce highlighted a year's worth of successes for the business community at the organization's 69th Annual General Meeting and President's Dinner on Sept. 12.

Hosted at the Senator Hotel, the event allowed more than 160 attendees to hear from immediate past president Jamie Clarke, who outlined the many things the Chamber achieved through the 2017-2018 year as a result of the support of its 650 members.

This included many policy and advocacy victories on member-driven issues such as natural resource-related infrastructure and permitting, Indigenous partnerships, maintaining Ontario mining tax rates, workforce shortages, and more. This work has also involved partnerships with the Ontario and Canadian Chambers to tackle broader concerns like interprovincial trade and protecting the tourism industries' competitiveness in regards to the municipal accommodation tax. To help share information on these and other issues, the Timmins Chamber also hosted nearly 60 informational and networking events, while extending more than 90 member-to-member discounts to help businesses with their bottom line.

The year also saw the election of a strong 2018-2019 Board of Directors, which joined Chamber President Nancy Mageau of RBC in being officially sworn in by Timmins' Mayor Steve Black as part of the evening's proceedings.

Coming from a range of business sectors and backgrounds, the six directors elected this year

will now sit on the Chamber's 21-member board, providing direction and guidance to its policy, advocacy and programs on behalf of its 650-plus members.

The new additions to the Board include Tammy Farrell, small business advisor and mutual fund representative with Scotiabank; Rob Knox, president of Knox Logistics; Mark Rogers of Near North Video Productions; and Paul Brunet, CEO of Great White North Technology Consulting Inc.

Two directors who served on the Board last year were also elected to return: Monique Koski, co-president of Millson Forestry Service;

and Melanie Verreault, president, Trimeda Consulting Inc.

The evening also served to celebrate certain individuals who have made significant contributions to the Chamber and the business community.

This year's Service Award was given to Ginette Nakashoji of MNP LLP, in recognition of her six years of dedicated service to the Chamber's board of directors -- the maximum amount of time someone can consecutively serve.

"Over the years, Ginette has committed considerable time and energy to the Chamber, and to the members," said Clarke. "She has been

a valuable Board member, and her contributions have always been greatly appreciated."

Melanie Verreault of Trimeda Consulting Inc. was the recipient of this year's Alex Klimack Award, which serves to recognize an outstanding volunteer for their hard work and commitment not only to the Chamber but the community as a whole. Verreault is well known for her dedication to improving the business community and connecting people and organizations, which was certainly on full display throughout 2017-2018, according to Clarke.

"This individual has been a long-time Chamber champion, having served on the board for a few years their dedication does not go unnoticed. The impact of the work that she has invested will be felt by the Chamber, our members, and the business community for years to come."

Attendees of the Annual General Meeting were also able to hear from the evening's keynote speaker, Phil Fontaine, former National Chief of the Assembly of First Nations and Special Advisor to RBC, talks about the history of residential schools, the significance in working towards reconciliation, and how communities can build respectful business partnerships with Indigenous peoples.

The event was sponsored by Eastlink.

See P10 for further photos of the winners and the event.



The Timmins Chamber of Commerce's 2018-2019 Board was officially sworn in at the 69th Annual General Meeting on Sept. 12

Trusted advice

From a team
you can count on

Looking for business services and advice? Look no further than Grant Thornton LLP. We're dedicated to helping local businesses succeed and grow.

Come see us! Together we can achieve your business goals.

 **Grant Thornton** | An instinct for growth™

© 2018 Grant Thornton LLP. A Canadian Member of Grant Thornton International Ltd. All rights reserved.

Tom Gannon
T +1 705 567 5205
E Tom.Gannon@ca.gt.com

Timmins
119 Pine Street South, Unit 322
T +1 705 264 9486

grantthornton.ca

Audit | Tax | Advisory

LOCAL RESOURCES, NATIONAL EXPERTS
pinchin.com | 1.855.PINCHIN



PROVIDING INTEGRATED SERVICES FOR THE MINING SECTOR IN NORTHERN ONTARIO

At Pinchin we recognize that the regulatory process to develop a new mine is complex, as are the assessment and compliance requirements for operating existing mines and closing out old mines. Our specialists become a part of your team to help us better understand the issues from your perspective, and to offer effective and pragmatic solutions.

Pinchin's national experts can assist you with the following mining sector services:

Environmental Services

- Baseline groundwater and surface water studies in support of EA/EIS
- NI 43-101 PFS and FS environmental support
- Preparation of closure plans & peer reviews
- Groundwater & surface water characterization & remediation at operating/inactive/closed sites
- Permitting support for water (PTTW, ISW) & air
- Mine water management – dewatering, stormwater control, treatment
- Toxics reduction planning
- Emissions testing and reduction

Geotechnical Engineering

- Geotechnical site investigation
- Slope stability analysis
- Erosion control
- Engineered fill design, foundation design & stabilization

Occupational Health and Safety

- Air, noise, vibration monitoring & impact assessment
- Occupational Health & Safety auditing
- Exposure control strategies and design

Hazardous Materials Management

- Asbestos, lead, mould, mercury, PCB's & designated substances
- Surveys, inspection and abatement

TIMMINS OFFICE
150 Algonquin Blvd. E., Unit 2C

705.531.2404

Looking ahead

**With 2018-2019
Chamber President
Nancy Mageau**

Q: Share a little bit about your background

I am a Commercial Account Manager with the Royal Bank of Canada (RBC) for the past 8 years with a total of 31 years working in the financial industry. My career started out working as a teller at another financial institute and after a short few months was promoted to another role. Over the time as opportunities were available I took on the challenge to broaden my knowledge and learn other roles which included compliance to personal lending and investing and more but discovered my passion was assisting business clients by providing advice and solutions

Q: How and when did you first become involved with the Timmins Chamber of Commerce?

Many years ago a previous colleague suggested I attend The Municipal Affairs committee meeting with her and continued to return each year and joined a few other committees which eventually lead to my decision to run for a position on the board. From there the opportunity came along to become part of the executive team which lead to my present role as President.

Q: How do you feel your background has prepared you to be successful in your role as Chamber president?

Working with business owners and listening to the concerns over the years as well as having a board that presentations many different business sectors in the community I feel are a valued assist in order to represent the membership



Q: What are you most looking forward to accomplishing during your term?

My goal this coming year is to bring the awareness of creating partnerships and how this can benefit the business community as well as the city. Thinking outside of the box can lead to positive collaborations and working toward a positive impact in the community.

Q: What have you learned from previous Chamber presidents?

I have learned that each and every past president that I have had the honour to be associated with all have command goals which are to represent the business community with the passion to bring awareness to local and government levels on barriers that can create hindrance to do business.

Q: What could the Chamber do to further help business?

The Chamber does a good job in many aspects overall and are always looking for solutions to assist the membership. Through our strategic planning session with the board members we have a few items that we will work toward to bring value to the businesses over the year.

Looking back

**With 2017-2018 Chamber
President
Jamie Clarke**

Q: Tell us a little bit about your background and how you got involved with the Timmins Chamber of Commerce.

I was born and raised in South Porcupine, and I'm married to Barb Clarke, and we recently celebrated our 25th anniversary. We have two children: Collin, who is working in Toronto; and Alexis, who's now working in the family business. I took over our family business in 1987 and purchased it in 1991. From that time, we have built the business to employ approximately 30 employees. I started purchasing rental properties at the age of 18 in Timmins and have continued to expand my real estate portfolio within and outside the Timmins area. I have also been involved in other business partnerships over the years.

Q: Which of your accomplishments from your year as Chamber president are you most proud?

I am most proud of the work being done on policy development, specifically regarding Bill 148 our natural resources round table lead by EACOM and our work in supporting the city's bid for the Noront smelter. The Timmins Chamber has a very strong voice built on a reputation of providing factual arguments and solutions to relevant problems facing businesses and presenting these findings to all levels of government. Meeting with dignitaries at Queen's Park and witnessing our policies being presented and accepted by delegates from across the country was truly exciting.



Q: What have you most enjoyed about your time as President?

Being able to speak as Chamber president at some key events throughout the year. I was able to rub elbows with some of businesses' best and brightest at events like our Annual General Meeting, Inside Their Business and the Provincial Candidate's Debate. I also enjoyed our ongoing talks with city council to ensure that our member's voices were heard. I will especially be proud of our out of town meetings in Fredericton, NB at the Canadian Chamber of Commerce's Annual General Meeting and Convention.

Q: What advice do you have for incoming president Nancy Mageau?

The best advice I would have for the incoming President Nancy Mageau is to experience this role to its fullest. The one-year term goes by so quickly and for me it is an opportunity to see how the Chamber engages in membership to truly achieve some great work in making good business better for the community.

M.O.E. COMMERCIAL ACCOUNTING NETWORK INC.

- Professional Bookkeeping
- Personal & Business Tax Returns

M.O.E. = Profits

204-670 Airport Road, Timmins

Phone **705-268-4474** • Fax: 705-264-0011

Maurice E. Proulx email: moe@moeaccounting.com



DJ CORPORATE
& LIVE SOUND

Employers must now work harder than ever to find and keep qualified reliable help

According to the Ontario Employment Report (2018), “employment growth in Ontario accelerated in 2017, posting the strongest gain since 2003” with over 128,000 net new jobs in 2017. While the greatest employment gains have been in the Toronto area, employment rates in Northern Ontario have consistently edged upward; making finding and retaining good help more difficult.

According to the Far Northeast Training Board Employer Survey Report (2018) for the Timmins Area, many employers “expressed high levels of concern about the adequacy and supply of workers to meet their requirements”. Employers are rightly concerned about losing staff to other employment opportunities and about acquiring new employees to meet the demands of business growth.

The Timmins Chamber of Commerce have indeed heard concerns from their members who are experiencing difficulty recruiting and retaining qualified reliable help. They note that they are getting an overwhelming amount of feedback on employment engagement and more specifically, retention.

In an period where unemployment is low and there seems to be a shortage of qualified competent help, attracting and retaining employees requires more than a decent wage and a few employee benefits. The most successful companies are focussing on employee engagement; experiencing a decrease in absenteeism, accidents, and turnover and an increase in productivity, profitability and innovation. Leaders must learn the skills necessary to engage their workforce and commit to developing a culture where people want to work.

Imagine having employees who get up thinking, “Great, I’m going to work. I know what I’m going to do today. I’ve got some great ideas about how to do it really well. I’m looking forward to seeing my team and working together to achieve our goal”.

Employee engagement is about creating the conditions for everyone in the organization to feel motivated to contribute to the organization’s success. It is based on trust, integrity, and two way communication and commitment. It increases the chances of success, contributing to organisational and individual performance, productivity and well-being. It can be measured and cultivated (or decimated).

It is how the workforce performs that determines

to a large extent how well an organization does. There is a clear correlation between engagement and performance. Business and organisations see greater success when they make their employees’ commitment, potential, creativity and capability central to their operation. Thus positively encouraging the workforce to perform at its best should be a prime consideration; placed at the heart of business strategy.

Engaged employees understand their role within the organisation. They have a clear appreciation for the success of the organization and the changes required for it to better fulfill its purpose and objectives. They play an active role in improving outcomes, knowing that their knowledge and ideas directly impact the direction the organization takes.

Employee engagement cannot be achieved through a mechanistic approach that attempts to optimize effort by manipulating employee commitment and emotion. As Daniel Pink (2009) notes, gone are the days of managing through carrots and sticks; rewards and consequences are simply not enough. The job of a leader is to make people the best that they can be – and usually they don’t know just how good they could be.

Supervisors and managers often see staff management as a daunting task, one that they feel takes time away from their real work. In reality however, staff management is their real work and when management invests in people, people invest



Nancy Riopel president of Humagement

themselves.

The primary force behind employee engagement is the communicative environment in which the work takes place. Consistent positive interactions and mutually beneficial group and individual relationships help to foster engagement. Get to know your employees both personally and professionally. Understand their strengths and weaknesses and know what skills they are most enthusiastic about

utilizing. Make sure they clearly understand what is being asked of them and how it fits in to what the business is trying to achieve. Ensure they have the knowledge, skills and resources needed to do the job well. Encourage them to make suggestions and try new things, and show them that you value their input by implementing what fits. Communicate well and often; provide regular feedback and recognize their contributions. Encourage employees to develop relationships and have some fun at work. Be attentive to professional development, providing opportunities that fit with employee interests and learning styles. Most importantly, help employees feel that they are a part of something bigger and that without them the organization would not be what it is.

While it takes time and effort, a focus on employee engagement is likely to make all the difference when it comes to attracting and retaining qualified reliable staff.

Small Business Week 2018 Schedule

™BDC Small Business Week is a trademark of the Business Development Bank of Canada (BDC).

Digitize now: Transform your business

In an increasingly connected, automated and data-driven world, businesses need to embrace new technologies or risk falling behind.

#SBW2018



Timmins Chamber of Commerce
Chambre de commerce de Timmins

To view the most up-to-date schedule, visit: www.timminschamber.on.ca
Please note: This schedule is subject to change and is accurate as of print date only.

MONDAY, OCTOBER 15	TUESDAY, OCTOBER 16	WEDNESDAY, OCTOBER 17	THURSDAY, OCTOBER 18	FRIDAY, OCTOBER 19
<p>Peer Circles– hosted by The Venture Centre/Le Centre de développement et PARO Centre for Women’s Enterprise</p> <p>Join us for a presentation on circle lending for women entrepreneurs. PARO Peer Circles help women to connect and network with other enterprising women and members also provide access to lending support.</p> <p>Where: Social Venue, 27 Maple Street S.</p> <p>Time: 11:30 a.m. – 1:30 p.m.</p> <p>Cost: \$15</p> <p>To reserve your seat register with: suzanne@venturecentre.on.ca or call (705)360-5800 x 230</p> <p>Downtown Timmins BIA AGM & Awards – hosted by Downtown Timmins BIA</p> <p>This casual business event will showcase the food of the downtown. Refreshments will be served and awards will be distributed.</p> <p>Where: Porcupine Dante Club</p> <p>Time: 6 p.m.</p> <p>Cost: \$20</p> <p>To register, email stacey@martindowntowntimmins.com or call (705) 264-8733</p>	<p>The Bridging Principles– hosted by Northern College Training Division</p> <p>Learn five powerful principles for how to do better business with your diverse colleagues, clients and partners. Master Facilitator, James Wilkinson, and co-facilitator John Kor, Business Director of the Aboriginal Chamber of Commerce of Ontario, will share proven diversity and inclusion communication strategies for business.</p> <p>Where: Dante Club</p> <p>Time: 8:30 a.m. – 4:30 p.m.</p> <p>Cost: \$299.45 HST incl.</p> <p>Register online at www.northern.on.ca, or contact training@northern.on.ca, or call (705) 235-3211 x 2104</p> <p>Value-Based Partnerships Webinar – hosted by Timmins Chamber of Commerce</p> <p>Join Enette as she helps you identify partnership strategies to meet more of your business goals, with less stress, fewer resources, and better results for you and your clients.</p> <p>Where: Online or Timmins Chamber boardroom</p> <p>Time: 10:30 a.m. to noon</p> <p>Cost: \$50 + HST</p> <p>Register online at www.timminschamber.on.ca</p> <p>Innovation Forum – hosted by Productivity & Innovation Centre</p> <p>Join the Productivity & Innovation Centre and its partners during Small Business Week to learn about programming, funding and other resources available to help your business innovate and grow.</p> <p>Where: Porcupine Dante Club, Upstairs</p> <p>Time: 11 a.m. – 2 p.m.</p> <p>Cost: Free</p> <p>To register, email sylvie@picontario.ca or call (705) 269-1354</p>	<p>The Impact of Automation & Technology on Your Accounting and Operational Processes - hosted by Collins Barrow SNT</p> <p>Automation is changing all areas of business in a diverse and powerful way. It has the potential to improve the quality, speed and flexibility of work. Join CBSNT professionals as they discuss the impact of automation on your accounting and operational processes.</p> <p>Where: The Holiday Inn, Canada Room West- 30 Algonquin Blvd W.</p> <p>When: 9 a.m. – 10 :30 a.m.</p> <p>Cost: Free for all attendees</p> <p>To reserve your seat register : Email juchretien@csnt.ca or call (705) 560-5599 ext. 252.</p> <p>Mayoral Candidates Business Debate- hosted by the Timmins Chamber of Commerce</p> <p>Where: Porcupine Dante Club</p> <p>When: 11:30 a.m. - 1:30 p.m.</p> <p>Cost: \$50 + HST Chamber members, \$65 + HST general admission, lunch included</p> <p>Register online at www.timminschamber.on.ca</p> <p>Pints and Pointers – hosted by Timmins Chamber of Commerce and MNP</p> <p>Where: Compass Brewing</p> <p>Time: 4:30 p.m. – 6 p.m.</p> <p>Cost: \$20 + HST</p> <p>Register online at www.timminschamber.on.ca</p> <p>Value in Good Bookkeeping – hosted by The Business Enterprise Centre</p> <p>Facilitated by Christine Bedard of Bedard Bookkeeping</p> <p>Where: TEDC, 130 Spruce St. South, Suite 1</p> <p>Time: 5:30 p.m. – 7:30 p.m.</p> <p>Cost: Free</p> <p>To register, email Chantal.ouellet@timmins.ca or call (705) 360-2600 x7084</p>	<p>Countdown to Business Workshop- hosted by Timmins Economic Development Corporation and The Business Enterprise Centre</p> <p>This is a one-day workshop for artists/creatives who are thinking about starting a creative business. Attendees explore the feasibility of their existing creative business idea through basic business and creative techniques that will help shape the business plan.</p> <p>Where: TEDC, 130 Spruce St. South, Suite 1</p> <p>When: 9 a.m. – 5 p.m.</p> <p>Cost: \$10, includes workbook and refreshments</p> <p>Register online : www.eventbrite.ca/e/creativeboost</p> <p>Best Practices in Recruitment & Selection with Simon Parkin - hosted by Human Resources Professionals Association</p> <p>What trends and practices are having the biggest impact on recruitment and talent acquisition? This presentation explores the latest influencers and organizational recruitment innovations. Learn what leading organizations are doing to build a competitive advantage in securing top talent in today’s market.</p> <p>Where: Porcupine Dante Club</p> <p>When: 11 :30 a.m. – 1 :30 p.m.</p> <p>Cost: \$15 for HRPA members and students, \$25 non-members, includes lunch</p> <p>Register online : www.hrp.ca</p>	<p>Technology Trade Show with Keynote Presentation- hosted by NEOnet, Productivity & Innovation Centre, and The Business Enterprise Centre</p> <p>Increasing cybersecurity threats undermine technology integration in organizations and businesses alike. Cybersecurity expert Kathy MacDonald will discuss and provide tools to recognize threats and prevention methods. Additionally, local SMEs will showcase their related technology products and services.</p> <p>Where: Science Timmins</p> <p>When: Tradeshow 10 a.m. – 1 p.m.</p> <p>Cybersecurity keynote 10 a.m. – 11 a.m.</p> <p>Cost: \$25 per registrant; includes keynote, trade show and lunch / \$25 for SMEs wanting Exhibitor booth (limited to 20)</p> <p>Register online at www.eventbrite.ca</p> <p>For more info or exhibitor booth opportunity contact Laura, info@neonet.on.ca or (705) 360-1353. For info on cybersecurity keynote contact Ross, ross.macdonald@timmins.ca or (705) 360-2600 ext 7092</p>

Complete a ballot at each event you attend for your chance to win a Toastation, courtesy of Grand & Toy.

Organizing Partners & Sponsors:



NEWS FROM THE CHAMBER NETWORK



Ontario Chamber Network calls on Provincial Government to immediately repeal Bill 148

This past month, the Timmins Chamber of Commerce joined the Ontario Chamber networks in calling on the Government of Ontario to immediately repeal the drastic labour reforms introduced by Bill 148, the Fair Workplaces Better Jobs Act, 2017. Recent testimonials from the Ontario business community showcase a common theme - the labour reforms established by the previous government were too much, too fast and have significantly limited their ability to maintain or grow the workforce they need to be competitive.

"Businesses in Timmins are experiencing real consequences from this legislation's lack of substantive stakeholder consultation and unrealistic implementation timelines," said Nancy Mageau, Timmins Chamber President. "Premier Ford pledged to make Ontario 'Open for Business' by implementing policies that make it easier to invest, start, and grow a business in the province as well as build an economy that connects workers to jobs. This begins with the reversal of Bill 148."

Over the coming weeks, the Ontario Chamber Network and the Timmins Chamber of Commerce will provide feedback on the impacts of these legislative changes, such as the need for businesses to decrease staff hours and capital investment and increase reliance on automation.

While the Timmins Chamber of Commerce supports the minimum wage remaining at \$14 an hour, the Ontario business community must be appropriately consulted, and a comprehensive economic impact analysis needs to be completed before any further changes to employment legislation are made.

"We encourage the local business community to join us in calling on the government to take immediate action," said Mageau. "The Chamber is dedicated to working collaboratively with the provincial government to strengthen business competitiveness and economic prosperity for Timmins."

New industry, new taxes, new fees: Undermining the fight against the illegal cannabis market

As of October 17, Canadian adults will be able to legally purchase and consume cannabis for recreational purposes; a year and a half after the federal government introduced its legislation to do so. It will mark the beginning of a fascinating battle between a new regulated industry and the existing illegal market that Canadians are currently turning

THE CANADIAN CHAMBER OF COMMERCE

LA CHAMBRE DE COMMERCE DU CANADA



to for recreational cannabis use.

This illegal market is the reason why the government made Canada the first large developed country to legalize recreational cannabis, seeking to displace illicit sales that profit organized crime to the tune of billions of dollars per year. How much? Statistics Canada reported that in 2015, Canada's illegal cannabis market was worth as much as \$6.2 billion, nearly as much as Canada's wine market.

So what are the steps to legalizing a multi-billion-dollar illegal market? Over the last 18 months, federal legislators and civil servants have been establishing a national framework for regulating access to cannabis, which includes rules for cultivation, production, possession and marketing. Meanwhile, provinces and territories have been busy setting the rules for distribution and retail sales. This has been accompanied by a frenzy of private sector activity to supply the legal market with licensed producers, retailers, ancillary businesses and others investing billions of dollars in this new sector.

Some of the factors that will influence how effective Canada's legal cannabis market is at reducing illegal sales include safety, quality, access, supply and branding. Like all markets, one of the biggest factors will be price. As the head of the federal Task Force on Cannabis

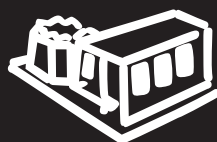
Legalization and Regulation, Anne McLellan,

told Members of Parliament studying the Cannabis Act, "Price point here is going to be key in terms of what you see in the illicit market and how effective the legal market is at moving people over."

In late 2017, the federal government reached a cannabis tax revenue sharing agreement with the provinces and territories. On top of sales taxes, the agreement included a cannabis excise or 'sin' tax of 10% of the retail price or \$1 per gram—whichever is higher. The 10% tax is expected to raise \$300 million annually for the provinces/territories and \$100 million annually for the federal government. The agreement projected that including the excise tax, legal recreational cannabis will be priced around \$10 a gram.

As we approach legalization, this new industry is quickly becoming familiar with some of the competitiveness challenges facing other sectors in Canada—namely outdated government thinking on business taxes and fees. Deloitte has forecasted that Canada's cannabis market will be worth up to \$7.17 billion in sales next year. To maximize the economic benefits to Canadians of this \$7-billion market, governments must create an environment that supports businesses that are playing by the rules, so they can in turn create new jobs and investment, along with the significant tax revenue for governments that will follow.

COMME
NULLE PART
AILLEURS

UNIVERSITÉ
DE HEARST

uhearst.ca



New mining assay lab celebrates grand opening

On Aug. 30, the Chamber joined Dr. Amjad Ghumman and his family in celebrating Northern Mining Analytical Laboratory's ribbon cutting and grand opening. Chamber President Nancy Mageau (front right) is pictured with Dr. Ghumman and Mayor Steve Black as they cut the ribbon. Various members of the mining sector came to show their support.



IAMGOLD predicts economic benefit for the North

On September 14, in a series entitled Inside Their Business, the Chamber hosted Stephen J. J. Letwin of IAMGOLD as he discussed the future of the Côté Gold Project. The event took place at the Porcupine Dante club and allowed attendees to hear details on the project and keys to success for the project, as well as updates on the company's work with Indigenous communities in the area.



J.L Richards celebrates their new location

J. L. Richards celebrated the grand opening of their newly-relocated Timmins office with a special open-house event and ribbon-cutting ceremony Sept. 18. (From right) Bill Bélanger, president of J.L. Richards joins Chamber President Nancy Mageau, Mayor Steve Black, and Guy Cormier in cutting the ribbon.



Pints and pointers series continues to be a success

The Chamber's Pints and Pointers series kicked off the first of the season at our member Moneta Pub & Grub's location on Sept 19. Attendee Dr. Karine Briand was able to enjoy a beverage and chat with the evening's mentors Nancy Riopel, Humanagement; Tammy Farrell, Scotiabank; and Jamie Roach, PAIB Insurance and First Source Human Resource Solutions.

Chamber golfers hit the links for Annual Member Golf Tournament

Having sold out its 160 spots nearly a month in advance, the Timmins Chamber of Commerce's Member Golf Tournament, hosted in partnership with J&B Cycle and Marine, proved once again to be one of the organization's most successful events of the year.

Held July 12 at the Spruce Needles Golf Club, the event saw 40 teams compete across the 18-hole course, and included fantastic door prizes, raffles, and achievement-based prizes. The day closed off with a delicious meal at the Spruce Needles Clubhouse. While a specific few were celebrated for their achievements on the links, every player walked away with prizes in hand as a "thank you" for taking part.

Thanks to all participants, volunteers and sponsors for coming out and making this event such a success!





Chamber board director Melanie Verreault identifies trends found in our community vision survey entitled A Timmins That Works

**Timmins Chamber
hosts round-
table discussions
for municipal
candidates**

With a municipal election this fall, Timmins voters will soon have an important opportunity to choose what direction they would like the community to take for the next four years.

To steer candidates to strategies that help Timmins to grow and

thrive, the Timmins Chamber of Commerce released A Timmins That Works: Business Priorities for the 2018 Municipal Election. Produced in consultation with local Chamber members, this document contains eight specific priority areas that represent the business community's most pressing

recommendations for building a strong economic future.

**In this spirit,
A Timmins That Works
is based on two basic,
crucial principles:**

- Cost control, and
- Business growth

These two philosophies are the driving force behind the eight business priorities that Chamber members have outlined in A Timmins That Works, which the Timmins Chamber will use to focus the conversation with all municipal candidates in the lead-up to the Oct. 22 election and beyond.

This collaborative approach with our elected officials has been the cornerstone of the Timmins Chamber's work in serving as the voice of its members, and we look forward to continuing that approach in the months and years to come.

The Chamber wishes all candidates the very best in the Oct. 22 election, and looks forward to working with them to address the issues that matter most to its members.

SUZANNE DESROSIERS
PROFESSIONAL CORPORATION LAWYERS



Oana



Suzanne



Katherine

- Employment Law • Workplace Investigation (Harassment/Sexual Harassment)
- HR Training for Upper Management • Drafting, Reviewing and Amending HR Policies
- Real Estate - Purchase and Sale

Services Disponibles en Français

Entrepreneurs Francophones Plus **EFFP**

705-268-6492 • sdlawtimmins.com • 92 Spruce Street North, Timmins, ON

New member profiles

Discover Performance with Lisa Tremblay – Fitness

(705) 262-9114

Discover Performance is a new innovative company that specializes in Athletic Youth Training. As sister company of Discover Fitness, Discover Performance has access to a skilled and experienced group of coaches combined with state-of-the-art equipment for the optimum training experience. Our expert coach, Lisa Tremblay, has been coaching for over 11 years. She is an experienced skater who has competed at a provincial level and has completed numerous certifications over the course of her career. Lisa, with her unparalleled passion and love of the sport, brings her clients an extensive amount of knowledge and experience on and off the ice. The Main focus at Discover Performance is Power Skating that encourages, promotes and develops proper skating techniques and abilities in young athletes. Her approach and professionalism will ensure success in upcoming seasons!

Elk Lake Eco Resource Centre Hospitality – Outfitters and Campgrounds

(705) 678-2248

www.elklakeeco.com

Premium destination for weddings, corporate retreats and meetings, outdoor adventure and education.

Exsics Exploration Limited Industrial, Trade and Manufacturing Mining Contractors and Suppliers

(705) 267-4151

Exsics Exploration Limited is a 35 year old exploration contracting and consulting firm, Timmins based and owned. We are a well known and respected local company which offers quality geophysical and consulting services to the mining industry. Exsics offers linecutting, geology, geophysical and soil sampling surveys, project management as well as in house colour plotting reports.

Hakim Optical Health and Wellness - Optometry

(705) 360-2020

www.hakimoptical.ca

Hakim Optical is a factory outlet for eyeglasses and contact lenses. We have excellent customer service and great prices. We have a very large selection of eyeglasses as well as free on-site parking. We follow Mr. Hakim's golden rule: "Serve as you would be served."

Katelyn Malo Photography Services – Photography and Videography

(705) 266-5331

www.katelynmalo.com

Katelyn Malo is a portrait photographer based out of Timmins Ontario. She specializes in wedding and portrait photography.

Moneta Pub & Grub Food and Drink - Restaurants

(705) 264-7444

Timmins' hidden gem for fantastic food, ice cold beer, live music and friendly service. Open for lunch, dinner and available for private events.

New Day Wellness Inc. Health and Wellness - Health

(705) 586-2440

www.newdaywellness.ca

New Day Wellness is Bringing Health to Health and Safety™ through comprehensive workplace mental health and wellness training programs. New Day Wellness was founded in 2012 and has been motivating, strengthening and empowering individuals to Make Wellness A Priority™ in Northern Ontario ever since. With a passionate team of wellness professionals New Day Wellness works with companies to build a wellness program that fits the culture and environment of the company. Through their unique P.E.A.K.™ Workplace Wellness Training Programs they are delivering evidencebased wellness education including wellness challenges, individual coaching and mental health training. The landscape of Health and Safety is shifting to include a mental health and wellness focus since a "healthy and fit employee is a SAFER employee".

Niagara North Inc, Services – Yard Care

(705) 465-5762

www.niagaranorth.com

From a simple residential tree planting to large and complex government projects, we have the people, tools and products to get the job done right! Specializing in: Design, Planting, Maintenance, Water Features, Irrigation Systems, Pond Cleaning, Lake Management, and Graffiti Removal.

Northern Mining Analytical Laboratory Industrial, Trade and Manufacturing – Mining Contractors and Suppliers

(705) 221-5465

www.nmal.ca

Northern Mining Analytical Laboratory (NMAL) is providing gold and silver analysis by Atomic Absorption Spectrometry and Gravimetric Analysis to mining companies in Timmins and surrounding area. Sample preparation department consists of heavy-duty crushers and pulverisers, assay department consists of high throughput furnaces with multiloop and multipour systems, the wet lab is containing Atomic Absorption Spectrometers with autosampler, and these features are set up as to minimize human factor and safe laboratory environment. Quality Control and safety are our first priority. In every single step data automation is involved to generate quality results for our clients.

Rivet Insurance Financial and Insurance - Insurance

(705) 269-3000

www.rivet-insurance.com

Insurance services such as home, auto, business, travel, life, group, RRSP, RESP, and TFSA.

Royal LePage Northern Realty Leaders Inc. - Bruno

Real Estate – Real Estate Agents

(705) 360-7000

www.royallepage.ca

St. Matthew's Cathedral Associations and Community – Organizations and Non-Profits

(705) 264-0914

Established in July of 1911, St. Matthew's

Cathedral is a long-standing heritage site in the City of Timmins. Boasting beautiful stained glass and unparalleled acoustics, St. Matthew's Cathedral is a unique centre for visual and performing arts.

Starbucks Timmins Food and Drinks - Restaurants

(705) 531-2200

www.starbucks.com

We are a neighbourhood gathering place for meeting friends and family. Our customers enjoy quality service, an inviting atmosphere, and exceptional beverages.

Timmins Auto Glass Inc. Transportation – Automotive Parts and Repairs

(705) 267-6262

www.timminsauglass.ca

Auto glass windshields or heavy equipment glass replacement and windshield repair. We use OEM sealants and primers. We have a large selection of glass templates available for heavy equipment glass and we specialize in cutting and replacing flat glass for heavy equipment. We are a mobile service and our personnel can come to your home or place of work to replace your windshield. Insurance claims and Fleet card members are welcome. We will handle all the paperwork. Timmins Auto Glass now does upholstery for automotive (detailing) and recreational vehicles. Repair seats, recover seats, boat tops, snow machine seats etc.

Timmins Ski Racers Associations and Community – Organizations and Non-Profits

(705) 266-0891

www.timminsskiracers.ca

Timmins Ski Racers is a nonprofit organization designed to teach kids the skills required for competitive and recreational skiing in a fun, well supervised setting. The goal of our program is to promote and foster the skills of alpine ski racing and in the process encourage selfdevelopment, leadership and sportsmanship. New members are always welcome. Feel free to send us a message if you need more information.

Two Tone Exteriors / Postech Timmins Industrial, Trade and Manufacturing – General Contracting

(705) 269-5727

www.twotone.ca

Zents Mobile Truck & Heavy Equipment Repair

Industrial, Trade and Manufacturing
– Manufacturing and Equipment Repair

(705) 465-9157

Zents Mobile Truck & Heavy Equipment Repair is a mobile repair service. Our red seal licensed truck & coach and heavy equipment technician comes equipped on-site with a service truck for maintenance and repair of on and off highway equipment.



N. Lacroix
Plumbing and Heating

Your Heating and Cooling Professionals

✓ **SHEET METAL WORK**

✓ **AIR CONDITIONING**

✓ **ELECTRICAL**

✓ **REFRIGERATION**

www.lacroixplg.com

80 Birch St. S., Timmins
705-267-7887

Timmins Chamber Celebrates 69th Annual General Meeting

Alex Klimack Award given to dedicated volunteer



Melanie Verreault of Trimeda Consulting (right) was presented with the Alex Klimack Award by Past President Jamie Clarke (left) at the Timmins Chamber's Annual General Meeting on Sept. 12 at the Senator Hotel. The award serves to recognize an outstanding volunteer for their hard work and commitment not only to the Chamber but the community as a whole.

Service Award given to Ginette Nakashoji



The Timmins Chamber's annual Service Award was given to Ginette Nakashoji of MNP LLP, in recognition of her six years of dedicated service to the Chamber's board of directors -- the maximum amount of time someone can consecutively serve.

Indigenous drum group open the ceremonies



The Thunder Creek Singers open the annual general meeting with a performance of traditional drumming and singing.

Evening's keynote speaker courtesy of RBC



The evening's keynote speaker, Phil Fontaine, former National Chief of the Assembly of First Nations and Special Advisor to RBC, talks about the history of residential schools, the significance in working towards reconciliation, and how communities can build respectful business partnerships with Indigenous peoples.

**Timmins Chamber of Commerce
Chief Administrative Officer
Celebrates 20 Years**



Keitha Robson, Chief Administrative Officer for the Timmins Chamber of Commerce, is surrounded by board members and current and past presidents as she celebrates 20 years of dedicated service to the Chamber this past June.

**BMT Insurance and Financial
Services celebrates
65 years in Timmins**



This year, BMT Insurance and Financial Services is celebrating its 65-year anniversary of operating in Timmins. To honour this achievement, Chamber President Jamie Clarke (second from right) presented owners Joel and Diane Bergeron and their children with a Member Milestone plaque.

**Haasen Farms celebrates
60 years in Timmins**



Eddy, Ivy, and Frank of Haasen Farms celebrated its 60-year anniversary of operating in Timmins by opening its doors to the community for an inside look at the state-of-the-art facility. To honour this achievement, incoming Chamber President Nancy Mageau (third from right) and Chamber CAO Keitha Robson (back) presented Frank and his family with a Member Milestone plaque.

Passing the gavel



Incoming 2018-2019 Timmins Chamber President Nancy Mageau, accepts the ceremonial gavel from outgoing Past President Jamie Clarke at a special media event hosted at the Chamber on August 28. This motion was made official at the Chamber's annual general meeting held on Sept. 12, when Mageau was sworn in alongside the 2018-2019 Board of Directors. For more information, please see P1.



NEW NAME. NEW FOOD. NEW LOOK.

Exciting franchise opportunities now available in Timmins

M&M Food Market is looking for entrepreneurial-spirited food enthusiasts to partner with a growing market leader celebrating over 35 years of proven success, with close to 350 locations coast to coast!

We offer our Franchise Partners:

- The exciting opportunity to be part of a recently reinvented brand which reaches a broad base of consumers.
- **A diverse product line made with the finest ingredients so you can feel good about selling to your loyal customers.**
- **A comprehensive training program and ongoing operational support.**
- **Innovative and creative marketing programs.**

For further information on how to become our newest partner, visit our website www.mmfoodmarket.com or call 1-800-461-0171.



Over 100 stores now rebranded