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QUARTERLY SUMMER 2019

business



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A TIMMINS CHAMBER OF COMMERCE PUBLICATION

Key players of Timmins business community celebrated at 2019 Nova Awards

The game changers of local business have been announced at the region's biggest celebration of entrepreneurial achievement at the McIntyre Arena on May 9, joined by a crowd of more than 700 people in celebration of the 2019 Nova Business Excellence Awards.

Hosted by the Timmins Chamber of Commerce, the sold-out gala once again cemented its status as the largest business awards event in northern Ontario, with 16 local firms and entrepreneurs honoured across a range of categories.

The strategic theme of "NOVA-OPOLY - the Game of Business" was used throughout the evening to help showcase the many ways that entrepreneurs are Timmins' biggest players in the game, said Nancy Mageau, president of the Timmins Chamber of Commerce.

"The Nova Awards are an important reminder of the many ways that our businesses work together to make Timmins truly great," said Mageau.

"All of the entrepreneurs featured



The 2019 Nova Business Excellence Awards were handed out to 16 recipients from throughout Timmins' business community at a gala held at the McIntyre Arena on May 9. Photo by Marc Durocher Photography

this evening, from the finalists to the recipients, truly deserve our recognition, and it's clear from tonight's packed house that Timmins clearly agrees."

Chamber past president Art Pultz once again served as the event's em-

cee, marking the 16th time in the event's 17-year history he has overseen the awards ceremony. Pultz helped to highlight the slate of more than 45 finalists who were honoured throughout the evening.

The Nova Awards recipients were

carefully selected from a record-breaking 165 nominations by a committee of six independent community judges. These judges determine the award recipients based on the quality of the submissions; to ensure the validity of the results, this is done without any input or influence from the Chamber Board of Directors or staff. This independence also helps to make the event one that truly belongs to the community, said Mageau.

"They may not be building a real-estate empire on New York Avenue, but we can clearly see from these honourees that Timmins' business owners and entrepreneurs deserve just as much recognition, given the incredible things they do in our community. Each one helps make Timmins a better place to work, live, and play."

A photo gallery of the 2019 Nova Awards, spanning the finalists' reception to the awards ceremony and post-event celebration, are available at the Chamber's Facebook page at www.facebook.com/TimmisChamber.

Elections heating up for Timmins Chamber board of directors

Voting is now officially open for the Timmins Chamber of Commerce's 2019-2020 Board of Directors election, and there's still plenty of time for members to ensure their voices are heard.

Fourteen members have been nominated to fill six open slots for the coming Chamber year. They are running for the right to represent the Chamber membership and the greater business community on the 21-member board.

Each of the Chamber's voting members still have the opportunity to cast their ballot, with the elections due to close on July 15 at 5 p.m.

Board members also chair each of the Chamber committees, matching their expertise with those of the participating committee members to help determine ways to improve the business climate through action plans.

To help strengthen the members' collective voice on these subjects, the Timmins Chamber also works collaboratively with countless partners – government representatives, community organizations, industry stakeholders – on building consensus and support.

Voting for your 2019-2020 board

Once again this year, voting members of the Timmins Chamber are offered electronic means to cast their ballot. Each voting member who has registered an email address with the Chamber has received an email with voting instructions from the Chamber's election software. This includes a unique link that takes the voting member to a secure site where they can review nominees' biographies and place a vote in confidence.

Members without an email address on file, or whose emails could not receive their digital ballot – approximately five percent of the total membership – have been sent a print ballot.

For a full list of the nominees for the Timmins Chamber of Commerce's 2019-2020 Board of Directors, complete with bios and photographs, see pages 2 and 3.

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Timmins Chamber of Commerce's 2019-2020 Board of Directors nominees



Dan Ayotte, President, PAIB Insurance Inc.

With a quarter-century of experience in the insurance industry, Dan serves as the president and leader of PAIB Insurance Inc. A past student of Cambrian College and a member of the Registered Insurance Brokers of Ontario and the Insurance Brokers Association of Ontario, you may also recognize Dan through his community work, whether it is with the Chamber of Commerce Board of Directors-- Chairing the Business Takes the Lead's 100 People Who Care Campaign, the Lions Club Timmins Telethon, or elsewhere.

A member of the Aviva President's club, he takes pride in being able to provide fitting and timely resolutions within increasingly complex scenarios. Outside the office, Dan enjoys motorsports, winter sports, camping and any other activity involving his family.

Most of all, Dan sincerely appreciates your vote and confidence in allowing him to continue to serve as a board member with the Timmins Chamber of Commerce.



Dan Brunet, President, DJB Mining Products & Services Ltd.

Daniel Brunet is founder and president of DJB Mining Products & Services, and sister company DJB Equipement Miniers. Brunet is responsible for developing the company's growth and productivity, overseeing national and international affairs, forming new business and industrial partnerships, and enhancing DJB's presence and support within the community. Prior to starting his own business in 2010, Brunet served as supervisory lead hand/shop foreman in multiple manufacturing and fabrication shops in Northern Ontario. Starting out in the industry at the age of 16 enabled him to experience a wide variety of opportunities. This influenced him to keep suppliers and employment locally to support economical development and give back to his northern community.



Marc Caron, President, Caron Equipment Inc.

Marc was born and raised in Timmins and is a graduate of Theriault High School. He received a Civic Technology diploma from Cambrian College and went on to own Caron Equipment Inc. and Northern Fencing. Marc previously sat on the Public Advisory Committee for the City of Timmins, was a board member for Kamiskotia Ski Hill for 2016-2017, and coached minor hockey in Timmins. Marc is a member of Mattawa/North Bay Algonquin First Nation and he worked to develop and operate a fish hatchery at Mattagami First Nation. Marc is married and has three teenagers.



Marcelle Côté, Director of Operations and Assisted Transactions, Caisse Populaire Alliance – Timmins Branch

A new resident to Timmins since November 2018, Marcelle has over 20 years of experience with Caisse Alliance Limitée in many positions from cashier, receptionist, personal loan and mortgage, commercial lending, and now as supervisor. She has been involved in different organizations throughout the years, such as volunteering for St-Jean Festival and the Lumberjack Festival in Kapuskasing and as a past board member and president for Sudbury-East Senior Support in French Rivers. Now settled in her new position and home, she is ready to get involved in other experiences such as being a board member for your Chamber, as a bilingual representative.



Donna Dorrington, Senior Counsel and Owner, Dorrington and Associates Professional Corp.

It is with enthusiasm that Donna respectfully submits her name to serve on the Board of Directors for the Timmins Chamber of Commerce for a second term. The Chamber has a long history of involvement within the business community. Over the years, local businesses have looked to the Chamber for information, support and resources on many important issues.

Donna has over a decade of experience as a business owner and 15 years as a practising lawyer. Those that have worked with her over the years can attest to both her passion for and involvement in the community, advocacy and collaboration at the local level.

Through Donna's experience serving on multiple boards and committees, including serving as the present treasurer of the Downtown Timmins BIA, she has gained insight and a deep understanding of the many challenges businesses grapple with on an ongoing basis. Most recently she has been elected to the Board of Directors for the Northern Ontario School of Medicine effective September 2019, being the first Timmins representative since the Board's inception.



Tracey Hayter-Chiasson, Controller, Pro Pipe Construction

Tracey Hayter-Chiasson has been a Chartered Professional Accountant (Certified Professional Accountant) since 2010. She has spent the majority of her accounting career as either a Controller or Chief Financial Officer for four Timmins-based construction companies.

Her focus in every position has been on managing the day-to-day accounting functions within organizations as well as cash flow projections and budgeting.

When not working in accounting, Tracey's focus is on her campground in Newfoundland, which she co-owns with her husband. A retirement goal in progress.



Angèle Jean, Campus Coordinator, Universtisé de Heart

Angèle is the newly appointed Timmins Campus Coordinator at Université de Hearst. She holds a college diploma in accounting and a bachelor's degree in translation. Having worked in the public sector for the last 19 years, Angèle has worked in such areas as accounting, human resources, communications, and administration.

She has also worked in the private sector for over 10 years, mainly in accounting and office administration. Angèle is currently involved with the Timmins Youth Wellness Hub as a representative for the university, a board member for the Centre de santé communautaire de Timmins and is involved with local agencies in the local food and cultural activities.

Timmins Chamber of Commerce's 2019-2020 Board of Directors nominees



Bill Lisowsky, Owner, Associate Manager, Canadian Tire Timmins

Bill has been working in the advertising and marketing industry for 21 years and has experience with brand strategy, corporate brand strategy and agency leadership. For the past 10 years, he has been an owner/associate dealer at Canadian Tire. Bill served on the board of directors for the Peace River and District Chamber of Commerce, was a member of the Peace River Rotary Club, and was on the board of directors for the South Western Ontario Tourism Association for two years. When not working, Bill volunteers for kids' ski racing and contributes to several charitable organizations.



Menandro Montoya, General Manger, Microtel Inn & Suites

Menandro has been part of the hospitality industry for many years, working as general manager for Super 8 (2013-2015) and Canalta Hotel (2015-2017) in Kindersley, SK and Canalta Lodge in Banff, AB from 2017-2019. The Canalta Hotel was the recipient of the Business of the Year and Kindersley Business Excellence Award in 2016. Menandro has also served as treasurer and on the board of directors at the Kindersley Chamber of Commerce.



Kelly Mascioli, Civil Engineer Technologist, Mascioli Construction Co. Ltd

Currently working as a civil engineer technologist at Mascioli Construction, Kelly has been working in this field for over 16 years and is now the fourth generation working within the company. Over the last five years, she has had the pleasure of being a member of our Timmins Regional Labour Management Health and Safety Committee and recently joined the newly formed Timmins Women in Engineering Technology. Mascioli Construction has been a part of building this community since 1912 and she would be honoured to continue being part of the future development.



Cory Robin, Business Development Officer, Nishnawbe Aski Development Fund NADF

A lifelong Timmins resident and family man, graduating from Northern College with a 3-year diploma in accounting, Cory immediately became involved in regional Indigenous Economic Development. He has been involved in business in Northern Ontario as a business finance officer in support of micro, small and medium-sized Indigenous enterprises both on and off reserve.

He currently runs Northern Ontario's largest Indigenous business grant, exposing him to the financial and social challenges faced by businesses in the North. His passion about what he can do to make our city and region a better place for our businesses and families.

In a committee setting, he offers unique views and creative solutions to the wide range of issues that our community faces. He brings experience in committee, board, and advisory meetings at local, regional and national levels.



Amy McKillip, Manager of Applied Research, Entrepreneurship and Innovation, Northern College

Amy McKillip continually works with the community to create innovative solutions to industry problems and develop the entrepreneurs of tomorrow. She has spearheaded a new business improvement centre named the Innovation Hub to support economic growth in Timmins. Amy's experience in mining and mining communities makes her a great asset to Timmins. She was presented with the Women in the Workforce award in 2008, awarded to a female who has successfully broken barriers in a not traditional role. Amy has volunteered many hours to the community including the Timmins and Porcupine Search and Rescue Team and the Timmins Humane Society.



Thomas Vezina, Denturist, Collins Denture & Implant Centre

Thomas Vezina is a denturist and partner at Collins Denture and Implant Centre. His business is proud to have over 40 years of membership with the Timmins Chamber of Commerce. Tom became a licensed denturist in 2015 and was the youngest of his profession in Ontario, which includes more than 700 denturists.

Prior to becoming a denturist, Tom volunteered his time at Collins' for several years. In addition, he was also a small business owner. TNV Brushing was a successful business specializing in servicing government clients across multiple Northern Ontario communities.

Tom is very active within the community, being a member of Take Two Theatre Group, the Porcupine Music Festival, Timmins Concert Singers, the TSO and several local churches.



Kelly Torresan, Manager of Employment Services and Academic Upgrading, Northern College

A proud Northerner and alumna of Western University, Kelly is currently the Manager of Employment Services and Academic Upgrading at Northern College. Prior to her tenure at Northern College, she worked at Access Better Living for more than 15 years with the last eight years as the Executive Director. Leaving health and long-term care, she went to Legal Aid Ontario before going to Northern College in 2010.

Kelly offers a keen interest in being an active member of our community and building a viable and sustainable environment. Her knowledge of labour market issues, employer needs and training requirements would make her an asset to the Chamber.

Advocacy win for Timmins Chamber at OCC AGM

From May 3-5, 2019, the Ontario Chamber of Commerce held its 107th Annual General Meeting. As such, the Timmins Chamber travelled to Lake Rosseau to participate in group discussions, hear from the four major Provincial political party leaders, and presented and defended three made-in-Timmins Policy resolutions. These resolutions were created in close consultation with members of the Chamber's Policy Committee as well as several stakeholders within our membership to address barriers impacting growth within our region.

Our first resolutions focused on addressing the skills gap beginning at the high school level. Through our consultations, we heard widespread concerns expressed over the potential supply of workers in the trades. Currently, Ontario is facing a skills gap as the number of young tradespersons has dropped and fewer still are enrolling in college programs to replace an aging workforce. With stigmas surrounding trades work and fewer

secondary schools offering skilled workshop programs, Ontario is in need of a service skills strategy to promote career pathways in the skilled trades.

Our second resolution called for a forestry strategy and fireproofing communities through Public Forest Access Roads. Managing forest fires in Ontario is about balancing the benefits of forest fires, and protecting public safety and communities. The introduction of a Forestry Strategy Program would help protect communities against the threat of wildfires while increased funding for forest access roads will support the infrastructure needed in rural and northern Ontario to provide access for firefighting efforts as we face intensifying fire seasons.

Finally, our update on mine permitting provided further recommendations to reduce permitting delays in mining exploration. Given their importance to the economy, and fluctuations in metal markets, it is crucial for mining exploration projects to receive permits in a timely fashion. It



Nancy Mageau, President of the Timmins Chamber presenting our Forestry Strategy resolution to the delegates of the OCC

The Timmins Chamber strongly supports the forestry industry as it is vital in managing our forests and is the first line of defense in mitigating forest fire risks- ensuring that the goods being transported from southern Ontario reach their Northern Ontario destination and ensure First Nations communities have access to ways in and out of their respective reserves, especially during emergencies like forest fires.

is therefore increasingly problematic that Ontario routinely fails to provide these permits within a reasonable timeframe. During the policy resolution debate, where delegates vote on a number of resolutions that will form the framework for advocacy efforts undertaken by the OCC for the next several years, Timmins Chamber President Nancy Mageau presented all three of our resolutions which were heavily supported by the Ontario Chamber delegates.

So, what does this mean for our local business community? Removing red tape, calling for in-

creased funding for forest management and greater exposure to our local trades programs ensures that our industries have the tools they need to grow, thrive, and invest in our economy. I would like to take this opportunity to thank our members who provided the invaluable feedback necessary to ensure that these three resolutions gained the support they so deserve. Through your support, the Timmins Chamber continues to guarantee that you have the what you need to make good business better. See Timmins Chamber 2019 Policy Resolutions by visiting timminschamber.on.ca.

Canadian Chamber releases Vote Prosperity - Federal Election 2019

The Timmins Chamber of Commerce, in collaboration with the Canadian Chamber of Commerce and the Canadian Chamber network, launched its platform for the 2019 federal election, Vote Prosperity, to urge federal party leaders to put the needs of Canadian business at the forefront for the upcoming federal election.

Vote Prosperity reflects the priorities and concerns of job creators in communities across Canada. Developed in partnership with Canada's provincial and territorial chambers of commerce, Vote Prosperity lays out seven priorities, along with a series of specific measures, to attract investment to Canada and help businesses create jobs, grow and strengthen our communities.

Vote Prosperity calls on all of the federal parties to support Canada's job creators by including these priorities in their election platform:

- a regulatory system that works for everyone, including business;
- a tax system that is fair, efficient and modern;

access to new markets around the world and the elimination of trade barriers at home;

- resources to help small- and medium-sized businesses grow and succeed at home and abroad;
- innovation and infrastructure to make Canada the most connected country in the world;
- a workforce with the skills, education and training required to prosper;
- and a healthier pharmacare system for healthier Canadians.

Heading into the 2019 federal election, the Timmins Chamber and the Canadian Chamber network will continue to engage with federal representatives to focus on reducing the overall taxation, regulatory burden and access to secure broadband infrastructure as critical priorities for Canadian businesses owners to maintain their competitiveness and the prosperity of all Canadians.

For more information on the Canadian Chamber's Vote Prosperity release, visit platformforprosperity.com.



#VoteProsperity
#VotePourLaProsperite

Stay Connected with the Chamber Our work depends on your input. Find out how you can get involved.

Questions or Concerns?
policy@timminschamber.ca

Chamber in the News
<https://timminsoncoc.wliinc31.com/news>

Timmins Chamber releases Transition Planning Report 2019

In continuing with identifying local projects of key importance to its members, the Timmins Chamber Municipal Affairs Committee undertook the task of conducting a transition planning survey. The survey asked business owners where they are in the lifecycle of their business, how prepared they are to sell their business and if they are taking the steps necessary to realize the best price for their most valuable asset — their business. The questionnaire sought further to understand the average age of a business, business owners, and how local small- to medium-sized enterprises plan to transition their businesses.

On June 13, Val Venneri, Chair of the Municipal Affairs committee, officially launched the report, proudly sponsored by Your Plan by Kohtala Financial, at the Chamber quarterly General Member Meeting. The report sheds light on the obstacles faced by soon-to-retire business owners, identifies their plans to acquisition a business, who their prospective buyers are, what their exit timelines

are, and how they identify potential buyers. In the report, the committee examines whether business owners are taking steps to ensure they get top dollar for their business while securing its continued success.

Transition planning can be daunting

tran·si·tion plan·ing

/tran'ziSH(e)n planiNG/

Verb:

1. The development of a succession plan undertaken by a business owner that is critical to the smooth transition of ownership, ensures the best sale price for your enterprise, and is key to the continued success of the business.
2. Viable options may include: family succession, insider buyout, a sale to a third party, or winding down the business and selling assets.

ing for owners of SMEs who lack the appropriate resources. The most cited barrier in transition planning and the eventual sale of their business is finding a buyer for their enterprise. Due to the majority of respondents indicating that transferring their business to a family member was unlikely, the need for marketing strategies, access to a

pool of potential buyers, and affordable resources to assist with the sale of their business are required. Access to information on valuing their business ranked second in the list of barriers when it comes to transition planning.

Without proper information, the process of financing a transition plan and valuing the business can be difficult, leaving many unsure of where to start.

Access to affordable, confidential and professional advice is critical when drafting a transition plan to ensure the successful sale of their business.

The recommendations and index of local Chamber member resources will

seek to encourage our local business community to find value in planning, highlight how and where local professionals can help, and that government recognizes opportunities to assist with the coming shift. To read the Timmins Chamber Transition Report 2019 visit timminschamber.on.ca or tinyurl.com/ChamberTransitionReport



Photo by Katelyn Malo Photography
Title Sponsor: kohtalafinancial.com

Timmins Chamber Policy Process



Identify the Issue

Gather feedback from our members and identify what issues are impacting your business.



Understand the Issues

Is it under municipal, provincial or federal control?
Does it affect other businesses? Can the Chamber influence the outcome?



Research

What information is needed before taking action?



Develop the Policy

The Policy Committee determines the possible course of action. An outline is prepared highlighting the background and target objectives, and the constructive solutions necessary to achieve them.



The Policy Debate

The policy is discussed and amended by the Policy Committee until it is approved by the Board of Directors. The ask or recommendation needs to be specific, tangible and measurable.



Advocate (Action)

Decide on the most appropriate means of action- letter writing, media releases, member info session, or resolutions with the Ontario Chamber or Canadian Chamber.

 Timmins Chamber of Commerce
Chambre de Commerce de Timmins
Presents

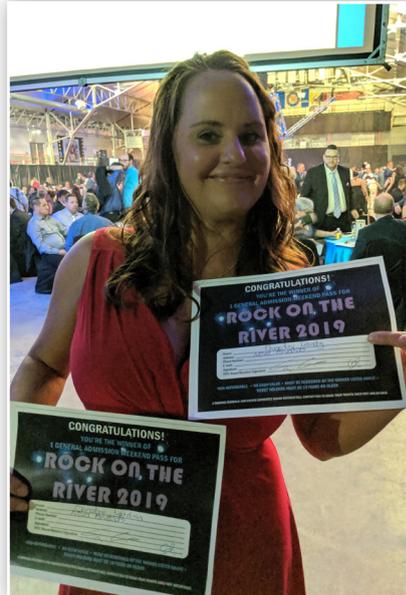
NOVA · POLY

2019 AWARDS EDITION

Celebrating the game changers of Timmins business

With more than 700 attendees, the 2019 Nova Awards marked another spectacular evening for this important annual celebration, as another sold-out crowd came out to the McIntyre Arena on May 9 to celebrate the best of Timmins business.

Here are a handful of snapshots of this special evening. The complete list of award recipients is available on Page 7.



For a more complete view of the many memories, please visit the Timmins Chamber's Facebook page at www.facebook.com/TimminsChamber



Timmins Chamber of Commerce
Chambre de commerce de Timmins
Presents



NOVA·OPLY

2019 AWARDS EDITION

Congratulations to this year's recipients from



 <p>O'Reilly Sports</p> <p>IBT Insurance & Financial Services Business Contribution to the Community Award (1-5 Employees)</p> <p>Awarded to a business with up to five employees and which chooses to make Timmins a better place by committing financial and human resources to support community goals.</p>	 <p>Foster Jane Eatery</p> <p>Business Contribution to the Community Award (6-10 Employees)</p> <p>Awarded to a business with 6-10 employees and which chooses to make Timmins a better place by committing financial and human resources to support community goals.</p>	 <p>Dailey's Your Independent Grocer</p> <p>NorthernTel Business Contribution to the Community Award (11+ Employees)</p> <p>Awarded to a business with 11 or more employees and which chooses to make Timmins a better place by committing financial and human resources to support community goals.</p>	 <p>Cain Safety Fire Protection Inc.</p> <p>Best Place to Work Award</p> <p>Awarded to a business that has demonstrated a commitment to fostering a positive work environment and has a high level of employee satisfaction and retention.</p>
 <p>Brianna Demers, Just Because Chocolates and Confections</p> <p>GOLDCORP PORCUPINE GOLD MINES Young Professional Award (Under 40)</p> <p>Awarded to a young professional 40 years of age or younger who has demonstrated leadership and ability in operating a business in a management or ownership position.</p>	 <p>Family Eye Care</p> <p>RBC Marketing Award</p> <p>Awarded to a business that has successfully raised awareness of their products and/or services with a creative, unique marketing campaign in traditional or social media.</p>	 <p>Mine Safety Solutions</p> <p>NATIONAL BANK Innovation Award</p> <p>Awarded to a business that has improved productivity through the use of an innovative product, technology or system, or has increased sales either by introducing new products and/or services, or by expanding into new markets.</p>	 <p>Steinberg & Mahn Ltd.</p> <p>Northern COLLEGE Service Excellence Award</p> <p>Awarded to a business that has demonstrated a commitment to providing top-quality customer service.</p>
 <p>Certarus Ltd.</p> <p>CAISSE POPULAIRE ALLIANCE New Business Award (Under 2 Years)</p> <p>Awarded to a business that has been in operation (or with new ownership) for up to two years and has demonstrated growth and success.</p>	 <p>Smiles for Life Dental Hygiene Clinic</p> <p>TD Business of the Year Award (1-5 Employees)</p> <p>Awarded to a "best in class" business with up to five employees and which had noteworthy milestones, growth and/or other significant achievements in 2018.</p>	 <p>Vista Radio</p> <p>Scotiabank Business of the Year Award (6-10 Employees)</p> <p>Awarded to a "best in class" business with 6-10 employees and which had noteworthy milestones, growth and/or other significant achievements in 2018.</p>	 <p>Soucie Salo Safety Timmins Inc.</p> <p>IKDD OPERATIONS A GLENORE COMPANY Business of the Year Award (11+ Employees)</p> <p>Awarded to a "best in class" business with 11 or more employees and which had noteworthy milestones, growth and/or significant achievements in 2018.</p>
 <p>dB Hearing Inc.</p> <p>DE BEERS GROUP Indigenous Partnership Award</p> <p>Awarded to a business and Indigenous partners that have demonstrated excellence in innovation, employment and relationship building, while driving the sustainability of Indigenous businesses and communities.</p>	 <p>Timmins Learning Centre</p> <p>Non-Profit Organization Award</p> <p>Awarded to a non-profit organization which is committed to sustainability and which exemplifies entrepreneurial spirit.</p>	 <p>The Brick</p> <p>ONTARIOPOWER GENERATION Lifetime Business Achievement Award</p> <p>Awarded to a private-sector business that has been in operation for over 20 years and which has contributed positively to Timmins' economic landscape.</p>	 <p>De Beers Canada Victor Mine</p> <p>President's Award</p> <p>Awarded to a business that displays excellence in all Nova Awards categories.</p>

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Congratulations to all of this year's recipients



Announcing
ANNUAL
MEMBERSHIP DRIVE
Porcupine Chamber of Commerce
WEDNESDAY, October 29th

WHY?—You should be a member!
WHAT!—it has accomplished!

Listed here are some of the achievements . . .

AIRPORT: A Porcupine Airport is now nearing reality. Governments will assist.

AGRICULTURE: An active agricultural program to assist local farmers.

TOURISTS: Constant Tourist promotion activities to bring the visitor to this area.

ROADS: Warren Lake Road, to be extended to Canadian National Railway . . . a Project which has received TOP Priority by your Chamber of Commerce. Survey of all district roads.

INDUSTRIAL: Program to aid Local Industry, and to encourage establishment of NEW industries.

CIVIC: Successful in effort to have regional weather forecast include this area. Co-operation with local organizations in promoting beautification campaign.

RETAIL SECTION: — Represents the organized voice of the Porcupine District Retailers . . . effective solicitation control.

WHO? ?: . . . belongs to the Chamber? Every business and professional man who is interested in the growth and development of our community.

BUSINESS MEN: — The Public will be looking for this SIGN ON YOUR DOOR ! !

Membership has always been the driving force of chambers of commerce

In Oct. 1952, the Porcupine Chamber of Commerce (now Timmins Chamber), launched their annual initiative in search of 135 new members during their membership drive. Sixteen teams canvased the local business community in Whitney, South Porcupine, Timmins, and Schumacher, with the goal of increasing the membership from 465 to 600 members. The practice of membership drives still exists within the Chamber network, encouraging new and existing business owners to join and lend their voice to the strength of the network.

Long has the Chamber recognized the importance of its membership, understanding that if it were to continue the great work of the organization, it needed to find the fullest expression. At the time, the Porcupine Chamber had

quickly become a solid front and voice for the Porcupine district, noting that the business community, whether directly or indirectly, had benefited somehow as a result of the Chamber's efforts.

The article denotes some of the accomplishments the Chamber had made since its formation in 1949, beginning with an overall goal of securing the future of northern Ontario and pushing the area in terms of growth and prosperity. In addition, the Chamber expanded its mandate to include advocating for business interests, lobbying for the growth and economic stability of the region and hosting various networking events. Highlights during the early years include involvement in the creation of the Timmins airport, Tourism Information

Centre, museum, a push to have a regional weather forecast, and the Timmins Economic Development Corporation.

Fast forward nearly 70 years and the Timmins Chamber continues to provide opportunities for growth, networking, cost saving programs, and advocacy efforts on its members behalf.

Lobbying efforts such as taking over commercial buildings' Regional Energy Management Program in 1991, going to bat to obtain an MRI for the Timmins and District Hospital, and the Chamber's Transportation Committee successfully lobbying the Ministry of Transportation to repair highway 655 in 2002, have been the result of the efforts of its membership.

To date, the Chamber continues to lead

discussions and provide constructive solutions through committees like Municipal Affairs, Policy and Government Relations, Events, and Member Services to advance the issues of our local business community.

While the article from 1952 heavily focuses on a call for "businessmen," it did not take long for women, be it business owners or local leaders, to begin populating committees and chairing the Chamber board. Currently, chambers of commerce have one of the highest percentages of women leaders globally and continues to push for inclusion, not only on its own boards and committees but within their respective memberships.

To learn more or to join a committee or the Chamber, contact policy@timminschamber.on.ca



Centre de counselling familial de Timmins Inc.

Timmins Family Counselling Centre Inc.

Investing in Employees through Employee Assistance Program (EAP).

While a healthy workplace can positively impact the overall health of its employees, the health of an employee will certainly impact the overall health and functioning of the workplace. The Employee Assistance Program's help sustain a healthy workplace and strong communities.

Employee Assistance Program is confidential, short term counselling services for employees and their family members.

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- Promote employee wellbeing
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- Improved productivity and quality work
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- Reduced disability costs
- A benefit that signals that employees and their families are valued

For more information on Employee Assistance Program and how it could benefit your workplace, give us a call at 705-267-7333.

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Food and Drink – Grocers and Specialty Foods

The Urban Farm

By bringing, local farmers, makers and eaters, closer together we cultivate a kinship between people, land and food. For most of us today, farming is an invisible activity. By

being open minded to all types of farming around us, we encourage individual values, food experiences that respect our bodies, planet and tomorrow. At the Urban Farm we have produce, groceries and prepared foods. Making local eating easy!

CAST

(705) 531 2278

Health and Wellness

CAST Clinical Services is a private organization that provides prompt occupational testing including drug and alcohol tests, assessments, referral services and programming. Counselling in English or French by a Registered Social Worker and is available for a range of issues. All services (other than tests) are available in person, by OTN (secure site) or telephone and can often be subsidized. Assessments/Counselling for Indigenous and Metis individuals are offered free of charge.

SEYMOUR'S PANTRY

(705) 531-3791

www.bright-spot.ca

Food and Drink – Grocers and Specialty Foods

Located in the heart of Timmins' downtown core, Seymour's Pantry is your only option for locally roasted beans. Get full beans or fresh grounds here for your home enjoyment or order a coffee or specialty cup to sip and enjoy. We also offer lunch options for our fellow downtown businesses.

C.L. ENGINE CLINIC LTD.

(705) 235-8500

www.clengineclinic.com

Transportation- Automotive Parts and Repairs

Automotive repair and engine rebuilding, high performance parts and accessories.

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Industrial, Trade and Manufacturing- Mining Contractors and Suppliers

Cooper Equipment Rentals Ltd. is a

full-service construction equipment rental company, servicing contractors across Canada. We specialize in the rental of compact, aerial and heavy construction equipment while providing a wide range of supplies, along with unparalleled service and support.

When you rent from Cooper, you get a company that's large enough to handle your largest job site requirements, yet nimble enough to offer highly personalized service. Our reputation in the industry is your guarantee that we react quickly to market changes, meet the needs of every customer and always keep our promises.

Reliable, safe and always on time—that's what sets Cooper Equipment Rentals apart. You'll always get personalized customer service from your dedicated account manager who knows just what you need and calls you by name. Our significant industry experience, Canadian roots and convenient locations across Canada ensure you can get the job done on time and on budget.

NSE CONTRACTING INC.

(705) 363-6276

<http://www.nsecontracting.ca>

Industrial, Trade and Manufacturing- General Contractors

NSE Contracting is a leader in renovations serving Timmins and surrounding area for over 15 years. We are committed to providing reliable service and quality workmanship at a reasonable price. Our commitment to customers is complete satisfaction with the highest quality of materials and workmanship available. Customer

satisfaction is guaranteed! Complete home renovations roofing, eavestrough, blown insulation windows, siding & doors, steel and aluminium shingles, kitchen and bathrooms, drywall, plaster, paint.

BOREAL ASSET MANAGEMENT CORPORATION

(705) 262-2321

<http://www.borealasset.com>

Real Estate- Property Management and Services

Don't have the time to take care of your rental property, looking for tenants, or keeping up with the paperwork? Let us take care of your needs. We have different levels of service to make it more affordable for you.

METIS NATION OF ONTARIO

(705) 264-3939

www.mnotimmins.com

Associations and Community- Indigenous Organizations

To carry out the work outlined in The Statement of Prime Purpose, the Metis Nation of Ontario established a province-wide infrastructure to deliver programs and services for Métis people in Ontario, in the areas of healing and wellness, education, labour market development, housing, Duty to Consult and Accommodate, community relations, traditional knowledge, intergovernmental relations, economic development, finance, communications, human resources and information technology. Directed through seven branches, the MNO employs over 100 people located in communities across Ontario.

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

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Timmins Employer Council Publishes Strategies for Local Labour Issues

According to the Far Northeast Training Board, we will lose 40% of our workforce to retirement in the next decade and we don't have enough workers to replace them. To help resolve this issue, the Timmins Employer Council (TEC) has published the TEC Hiring and Retention Strategies (TECHRS) Report and Toolkit to help employers address labour attraction and retention issues. "Attracting and retaining employees is a challenge for all of us. So we've listened to employers, done some research and found some promising solutions," said Mike Resetar, Council Co-chair and VP Human Resources for the Timmins and District Hospital.

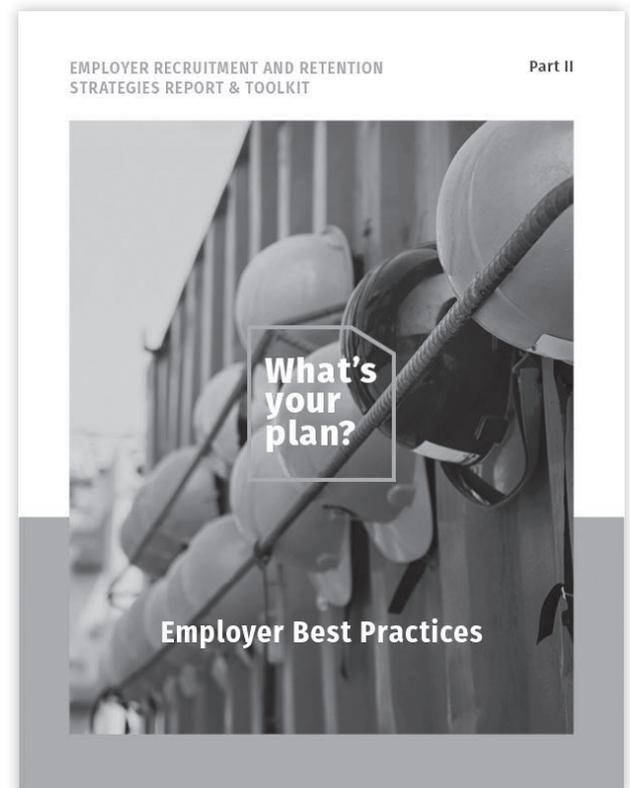
The two TECHRS reports describe seven hiring and retention barriers and recommend nine practices to overcome them, while highlighting two key opportunities. First, findings indicate

that the most successful employers in Timmins are employing diverse work groups, including Indigenous people, persons with disabilities, newcomers and immigrants. They are fostering diversity in their workplace as well as adjusting their expectations about experience levels.

Second, Timmins needs a community-based attraction strategy to attract and retain new residents, including immigrants. There are simply not enough people in Timmins to support a growing economy. "Every business that employs international workers has nothing but positive comments to make about their enthusiasm, dedication, and overall work ethic," said Keitha Robson, CAO of the Timmins Chamber of Commerce. Robson also noted that the retail, hospitality and service sectors have benefited from the recent influx of job-seeking international students.

The Employer Toolkit contains fact sheets to help employer's foster diversity and inclusion in the workplace by providing specific ways to attract and retain each work group. The fact sheets have the purpose of building employers' awareness of our current labour market, providing ways to attract diverse work groups, and sharing promising practices to retain workers. Attracting new workers to Timmins is simply not enough. "We have good jobs and career opportunities in Timmins; we need to entice people to move here and stay here. We need to capitalize on the positive aspects of our quality of life, such as affordable housing, short commutes, and social connections," said Noella Rinaldo, Council Co-chair of the Employer Council and ED of Downtown Timmins BIA.

All documents are available for download at www.timminsedc.com.



Timmins Chamber of Commerce
Chambre de commerce de Timmins

70th Annual President's Dinner and AGM

September 18, 2019 | The Dante Club

For more information please contact:
Timmins Chamber of Commerce
705.360.1900 | info@timminschamber.on.ca

Timmins Chamber joins in celebrating its members successes



Chamber President Nancy Mageau presents a Member Milestone to the team of HGS Timmins. On Apr. 22, the call centre celebrated their 10 years of employing and training our local workforce and looks forward to continued contributions to our community. Pictured from left: HGS Operations Manager Darlene Head; HGS Site Director Danielle Williams; HGS Assistant Operations Manager Jill Hardy; Chamber President Nancy Mageau; and Assistant Operations Manager Jody Clark.



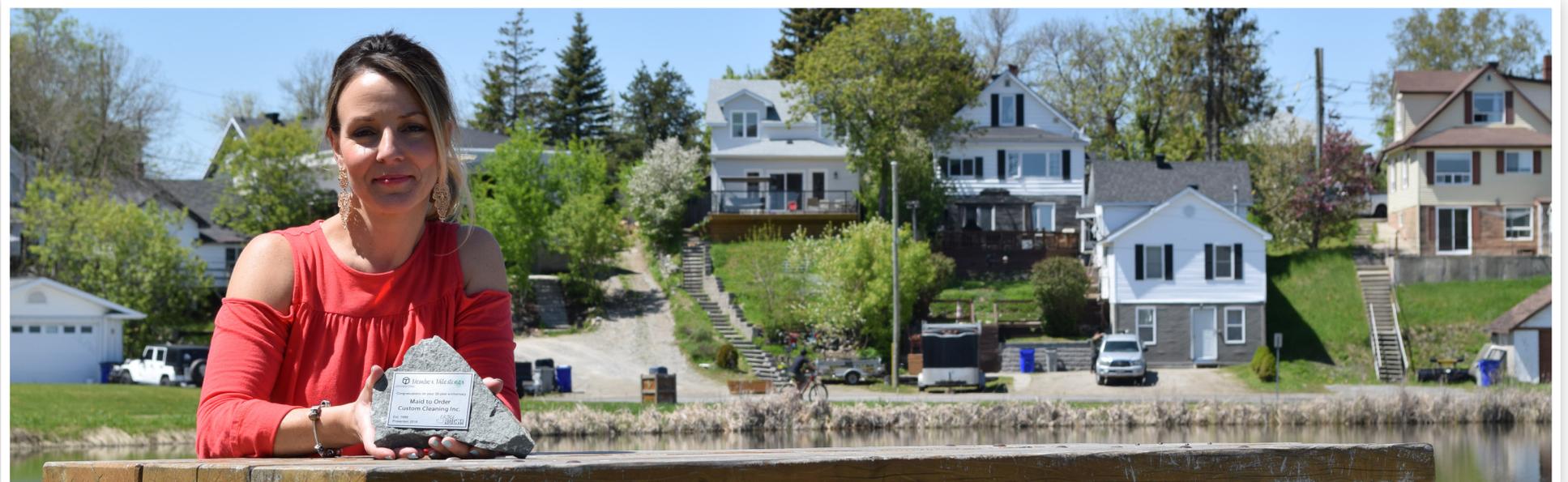
On May 31, EACOM Timber Corporation celebrated their 100-year anniversary with tours of their local mill and celebrations at Bozzer Park. The Timmins Chamber was on hand to present a Member Milestone. Pictured from left: EACOM's Director of Public Affairs Christine Leduc; MPP Gilles Bison; Chamber President Nancy Mageau; Chamber Board member Kraymr Grenke; EACOM President Kevin Edgson; MP Charlie Angus, Minister of Natural Resources, Hon. John Yakabuski; and Chamber Policy and Engagement Lead Cameron Grant.



Timmins Chamber member NORCAT Timmins celebrated their 5-year anniversary and grand re-opening on the Chamber grounds on Jun. 5. Chamber President Nancy Mageau presented the Chamber's Member Milestone to NORCAT Timmins Manager Ken Stewart and joined in the ribbon cutting ceremonies with Mayor George Pirie and members of the NORCAT Board of Directors, staff, and community partners.



On Jun. 6, the Timmins Chamber was pleased to join member Hart Esthetics in celebrating their 1-year anniversary under new ownership. Chamber Chief Administrative Officer Keitha Robson, joined by Downtown BIA President Jamie Roach, was on hand to present the Member Milestone to owner Sylvie Demers and her team.



The Chamber was thrilled to present Nicole Gagain, owner of Maid to Order Custom Cleaning with a 30-year Member Milestone on Jun. 6. Nicole sits at a picnic table by Gillies Lake which is dedicated to the memory of her father and, where only a few years ago, a Chamber Board member encouraged her to take over her aunt's business and continue its legacy.

Timmins Chamber quarterly highlights



The Chamber hosted another in its Pints & Pointers series at member the Porcupine Dante Club where attendees were able to connect and share ways to make their businesses grow. Picture from left: Mark Rogers, Near North Video; Lisa Wilson, LWM Consulting; event mentors Leanne Kohtala, Your Plan by Kohtala Financial and Dave Kohtala, Strategy First Marketing; Paul Ouimette, NEOnet; Tanya Gourley, PBL Insurance Inc.; and Ryan Perkins, Genier Financial.



On Mar. 25 the Timmins Chamber travelled to Queen's Park to participate in the Ontario Chamber's Advocacy Day. While there, the Chamber met with government leaders, members of the opposition, and connected with those in the Chamber network to advance our advocacy work at the Provincial level. Pictured from left: Timmins Chamber Board member Rob Knox; Ontario Chamber Director of Business Development Carter Cousineau; Timmins Chamber Policy and Engagement Lead Cameron Grant; and Chief Administrative Officer Keitha Robson.



The Timmins Chamber joined community partners at the Skills Trades Think Tank to discuss workforce shortages and develop strategies to address labour shortages in Timmins. Pictured from left: Conseil scolaire public du Nord Est de l'Ontario Simon Fecteau; Rush Truck Centres Camille Fortin; Timmins Chamber Policy and Engagement Lead Cameron Grant; MPP Gilles Bisson; Timmins City Councillor Michelle Boileau; Chamber Chief Administrative Officer Keitha Robson; MP Charlie Angus; Coordinator of Meetings, Conventions, & Sports Tourism Lacy Rigg; The Bucket Shop's Market Development Manager Jamieson Pouw; FNETB Executive Director Julie Joncas; Venture Centre Executive Director Trista Vermette; Timmins City Councillor Noella Rinaldo; Timmins Economic Development Corporation Recruitment and Retention Strategies Coordinator Jessica West.

Members of the Timmins Chamber were able to enjoy a very unique session of Pints & Pointers fittingly named, Ponies & Pointers. Member Abamuht Counselling Services facilitated a networking and team building workshop paired with horses. Pictured from left: Erin Auger, Timmins Public Library; Ken Stewart, NORCAT; event mentor Suzanne Spence, Abamuht Counselling; Carolle McLean, March of Dimes; Coraly Curley, NORCAT; Dan Brunet, DJB Mining Products & Services Ltd; event mentor Christine Landry, March of Dimes; Michelle Lambert, Plan A Timmins; Michelle Goulet, Timmins Learning Centre; Calvin the horse; Mireille Lafleur, DJB Mining Products & Services Ltd; Theresa Matte, Standard Stables; Chandra Ciccone; and event mentor Shari Teal, TD Wealth Financial.



On May 27, the Timmins Chamber's Business Takes the Lead committee challenged the business community to do their part and keep our community clean. Business were encouraged to clean up around their business and neighbourhoods. To provide some incentive, our member Newmont Goldcorp sponsored a charcuterie board from Radical Gardens to the business who went above and beyond. Posting with the #trashtag, Chamber member DeBastos & Sons Ltd. Took the prize, cleaning up large parts of the Highway 101W and collecting garbage bags of litter. Congratulations to the team of DeBastos & Sons on a job well done.