



ANNUAL
REPORT
2016



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“Over the past year, your Board of Directors has been actively working to create and implement strategies to keep the Chamber on a progressive path.”

CHAIR'S MESSAGE

On behalf of the Board of Directors, I would like to take this opportunity to thank the members of the Hamilton Chamber of Commerce for their continued support and active involvement in our organization. Without your support, the Chamber would not be able to achieve as much as it does for the business community of our tremendous city. We are pleased to provide you with this annual report to highlight many of the key initiatives and successes of the Chamber over the past year.

Earlier in 2016, I was honoured to have been nominated to the role of Chair of the Board of Directors. I would like to extend my deep gratitude to Vasudha Seth, past Chair, for her exemplary leadership during the previous two years.

Over 2016, your Board of Directors has been actively working to create and implement strategies to keep the Chamber on a progressive path. We launched the Policy and Advocacy Council as a standing committee of the Board to set the advocacy priorities and strategic direction of the Chamber. Considerable work and progress was achieved during the year with respect to our advocacy for LRT, and those efforts will continue throughout 2017. We are also very pleased with the ongoing success of the Bay Area Economic Summit and the successful launch of CEOs of Hamilton.

I would like to thank retiring director Juan Lopez for his years of service to the Chamber. I look forward to another ambitious year ahead for us and our members, and am excited to work with the Board to ensure the Hamilton Chamber of Commerce is vital, sustainable, and remains your voice in business.

John Pryke,
Chair of the Board of Directors
Partner, KPMG



PRESIDENT & CEO MESSAGE

2016 was an interesting year, both at home and abroad. Incredible changes are at play south of the border that will have profound, yet-to-be-determined impacts on the Hamilton economy for many years to come. Our abilities to adapt will be challenged.

But adapt we must, because that is the name of the game for all industries and organizations. We know, because the Hamilton Chamber of Commerce has been in adaptation mode for a number of years now.

Chambers of commerce – indeed all associations – are having to adjust to the “nature of belonging.” As the Association of Chamber of Commerce Executives has assessed, people “still want to belong, but they are less likely to join for joining’s sake. Baseline loyalty to an institution (described as “civic rent” in the chamber world) will continue to decline.”

Now in our 172nd year, we are faced with not only the inexorable trends facing our industry, but the changing nature of the Hamilton economy. Hamilton is in as good a place as it’s been for at least 50 years, but that doesn’t translate into success for us unless we’re seen as helping facilitate and accelerate the revitalization.

Given the crosswinds, I’m happy to report that this organization is doing quite well.

We had our challenges in 2016, but they won’t be unfamiliar to any organization. We had great ambitions and then in June we experienced two major personnel disruptions that took six months from which to recover.

I’m proud of the team that stepped up to fill the void. Despite not operating at full capacity for half the year, we nonetheless accomplished all the big goals that were on our 2016 agenda:

1. We continued to grow our regional impact through our collaboration with the Burlington Chamber of Commerce on the Bay Area Economic Summit, which in its second year featured Premier Kathleen Wynne. I was especially proud in May to have accepted the OCC Chair’s Award in recognition of our unprecedented joint efforts;
2. The Board and staff wrapped up our Committee and Division Renewal Task Force with a report you will find later in this Annual Report – the Task Force recommended the creation of a Policy and Advocacy Council, which we then launched in October; and,
3. In October we launched CEOs of Hamilton, an initiative to leverage the Chamber’s greatest asset, its convening power:
 - a. To increase the connectivity between the city’s top 100 CEOs;
 - b. To enhance our organization’s influence and impact; and,
 - c. To help drive the future of Hamilton.

On top of all that, we also welcomed two new members to the Chamber family. Given their performance to date, I’m quite certain that James Meers (COO) and Sherri Rinaldi (Membership Manager) will have a long-lasting, positive impact on this organization.

Because we can’t rely on “civic rent” anymore, this organization must be focused on relevance more than it ever has. Due to our 2016 accomplishments and by the positive feedback we get on a regular basis, we are succeeding.

Thank you to the tremendous staff, members, sponsors, partners and volunteers that give so much to the Hamilton Chamber of Commerce. All of you deserve the credit for this organization’s successes and its exciting trajectory.

Keanin Loomis,
President & CEO,
Hamilton Chamber of Commerce



2016 BOARD OF DIRECTORS

BOARD EXECUTIVE

John Pryke, Chair
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Tyler Ferguson, Chair, YEP Division
The Farm Network

CHAMBER STAFF

Keanin Loomis
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Chief Operating Officer

Sherri Rinaldi
Membership Manager

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ABOUT US

MISSION STATEMENT

We connect...

VISION

...to add value

MOTTO

Your voice in business.

GUIDING PRINCIPLES

Our ambition is to be an organization that:

THRIVES

- a. By being a model organization
- b. By growing the membership and other revenue opportunities
- c. By growing our influence and impact

CONTRIBUTES TO OUR MEMBERS’ SUCCESS

- a. With excellent customer service
- b. By connecting our members to friends in business (customers/partners/providers), cost savings (affinity benefits), educational opportunities and local business intelligence
- c. By being a lifeline in business (“You do what you do best, we help with the rest.”)

CONTRIBUTES TO HAMILTON AS AN ANCHOR INSTITUTION

- a. Building on our 171 year history of supporting progressive city- and community-building initiatives
- b. “Voice of Business” thought leader and change agent for a more prosperous community through policy and advocacy
- c. We are an active member of Hamilton Anchor Institutions Leadership Group (HAIL), taking full advantage of our greatest asset: our convening power

CONNECTS HAMILTON TO OUR REGION AND THE WORLD

- a. Representing Hamilton in our regional, provincial and national networks
- b. By cultivating strategic partnerships with organizations that strengthen our organization (Bay Area, Toronto, Buffalo and beyond)
- c. By opening up market opportunities for our members

IS INCLUSIVE AND WELCOMING

- a. We reflect the community’s social and economic diversity
- b. We support certain initiatives (women in leadership, Global Hamilton, young entrepreneurs) with an economic imperative

CHAMBER BY THE NUMBERS



AFFINITY PROGRAMS

We are proud to present these affinity programs to members of the Hamilton Chamber of Commerce. For further details please visit hamiltonchamber.ca or contact Sherri Rinaldi at 905.522.1151 ext. 240 or s.rinaldi@hamiltonchamber.ca



A members plan uniquely designed for chambers, serving over 100,000 employees and 25,000 companies across the country. Big savings are available on group insurance for chamber members with as little as one employee and up to 100 employees.

Contact Steve Boldt
905.525.7247
sboldt@skywaygroupbenefits.com



Hamilton Chamber of Commerce members can reduce their retail costs of fuel by 3.5 cents per litre at any Esso station in Canada. All member businesses can apply for the Esso Business and Fleet Card.

Contact Tim Jones
905.852.6425
timothy.jones@wexinc.com



First Data Canada, a global leader in merchant services, has partnered with the Hamilton Chamber of Commerce to not only offer your business cost savings, but also equip you with innovative solutions that will allow you to accept payment from your clients anytime, anywhere.

Contact Kevin Plumb
289.208.4918
Kevin.Plumb@firstdata.com



Grand & Toy Office Products Buying Program. Hamilton Chamber of Commerce members can save up to 85% on your supplies.

Contact Anna Thurston
905.537.9822
annathurston@grandandtoy.com

POLICY & ADVOCACY

Since its inception in 1845, the Hamilton Chamber of Commerce has served as an anchor institution and the definitive voice of the local business community. Throughout its history, the Chamber has played an important role in bringing together business and community leaders to advocate at all levels of government for policies that further enhance the social and economic prosperity of our city.

Our predecessors helped build this city, advocating early for its electrification and “sewerification”, supporting the development of a vibrant trade and goods movement sector, and leading the efforts to bring McMaster University to Hamilton.

2016 was another year of significant achievements in the areas of policy and advocacy. We have continued to build on the momentum of regional economic development through a successful partnership with the Burlington Chamber of Commerce to produce the Bay Area Economic Summit, and have built durable partnerships with organizations in Toronto and Buffalo.

We executed a significant reorganization by launching our new Policy and Advocacy Council and we launched a new initiative called CEOs of Hamilton, which will serve as a powerful and dynamic group of Hamilton’s top CEOs coalescing around important issues impacting the local and regional economy. We are also engaged in considerable and continued efforts to support major city- and community-building initiatives, including the LRT project and a new “Music City” campaign.

Our team represents the collective voice of our membership and will continue to advocate on its behalf at City Hall and in the media, and through the Chamber’s various avenues of engagement, including its task forces, and our provincial and federal networks at the Ontario and Canadian Chambers of Commerce.

We encourage all of our members to lend us their energy and expertise in the initiatives and policy areas in which we are active.

PARTNERSHIP WITH THE ONTARIO CHAMBER OF COMMERCE & CANADIAN CHAMBER OF COMMERCE

The Hamilton Chamber of Commerce, alongside its peer chambers across Canada, regularly engages our membership, the local media and other stakeholders on projects important to a healthy provincial and federal business climate. Over the past year, we locally co-released comprehensive policy reports on the following issues:

HEALTHCARE TRANSFORMATION	AGRIFOOD SECTOR	TOURISM	REGULATION BURDENS
ELECTRICITY PRICES	SCALING UP SMALL BUSINESS	IMMIGRATION REFORM	CAP AND TRADE
TRADE ENABLING INFRASTRUCTURE	CHANGING WORKPLACES REVIEW	ONTARIO RETIREMENT PENSION PLAN	LAND USE PLANNING

*The reports can be reviewed under the policy section of our website.

CHAMBER TASK FORCES

LIGHT RAIL TRANSIT (LRT) TASK FORCE

Established in 2012, the Chamber’s LRT Task Force is a multi-sectoral group representing diverse interest groups, including the local business community, academic institutions and the public sector. Since its inception, the LRT Task Force has played an active role in supporting a strong business case for the LRT project and building a coalition of support from vested stakeholders. In 2016, the Task Force submitted a letter to the LRT Project Team requesting an LRT stop at Bay Street and began working with Metrolinx and the impacted BIAs to develop a program that will help mitigate the impacts to the lower city business community.

As the LRT project now enters the implementation phase, the Task Force’s mandate will continue to evolve, with greater emphasis on the following areas in 2017:

- Sustained support and engagement, ensuring that the voice of business is heard throughout the LRT project planning and implementation phases;
- Continued advocacy for thorough project communications and measures that maximize the economic uplift associated with the infrastructure spending; and,
- Developing and disseminating risk mitigation tools and support networks for impacted businesses and communities.

DIGITAL HAMILTON TASK FORCE:

In 2016, the Mayor’s Blue Ribbon Task Force on Intelligent Communities was created to position Hamilton as a top “digital community”, as recognized by the Intelligent Communities Forum, by 2020. In support of this bold vision, the Chamber established the Digital Hamilton Task Force as a successor to the Innovation and Technology Committee, to convene top tier telecom organizations with a mandate to develop policy recommendations and establish a coalition of subject-matter experts. The Task Force comprises stakeholders in multimedia, telecom and technology. In 2017, the Digital Task Force will focus on the following areas:

- Digital Infrastructure
- Digital Economy
- Digital Health and Education
- Digital Government
- Developing a 21st Century Workforce
- Big Data
- Analytics
- Culture Shift

MUNICIPAL INITIATIVES

TALENT DEVELOPMENT

Over the last few years, the Chamber has increased its efforts with key stakeholders to attract, train and retain qualified labour talent within Hamilton. As part of this work, the Chamber has aligned with some of Hamilton’s leading employers to implement a new, innovative initiative called the “Magnet” job portal. Magnet has partnered with post-secondary institutions, the Ontario Chamber of Commerce and numerous other stakeholders to ensure that there is robust demand (jobs) and supply (talent) to put this revolutionary job matching technology to the test. In 2016, through our involvement on the Mayor’s Blue Ribbon Task Force on Workforce Development, the Chamber and key partners presented the Magnet initiative to the assembled stakeholders and received their support to create a single Hamilton jobs portal. The initiative was subsequently endorsed by Hamilton City Council. The Magnet consortium of partners has secured seed funding and is working towards full operational rollout in 2017.

OPEN FOR BUSINESS

The Chamber continues to play an essential role as an advocate of the business community on the City of Hamilton’s “Open For Business Sub-Committee”. The Chamber utilizes its membership on the Sub-Committee to voice ongoing challenges faced by local businesses in navigating City Hall’s regulatory processes. A new Chamber-appointed liaison has been established to serve as a direct conduit between members and City Hall, and to build out in 2017 a formal process that will allow members to work with City Hall.

PROVINCIAL & FEDERAL POLICY RESOLUTIONS

In addition to our focus on municipal policy affairs, the Chamber has also worked closely with counterparts at the Ontario Chamber of Commerce (OCC) and the Canadian Chamber of Commerce (CCC) to amplify our advocacy efforts supporting local businesses and enhance the economic development opportunities and investments in the region.

Each year the Chamber submits policy resolutions at the Ontario and Canadian Chamber of Commerce Annual General Meetings. These resolutions then become part of the advocacy agenda for both organizations. In 2016, the Chamber played a leading role in developing policy submissions related to cumulative regulatory burdens, infrastructure investments, health sector transformation, climate change and electricity prices. This year the Chamber also partnered with the Windsor and Sault Ste. Marie Chambers of Commerce, and the Canadian Steel Producers Association, to produce a comprehensive policy resolution titled “Supporting the Canadian Steel Industry and its Supply Chain Clusters”. The resolution received a strong response in the media and was well-received by the OCC, CCC and several key federal and provincial ministries.

HOW CAN MEMBERS BE INVOLVED?

Our policy efforts are only made possible through the support and involvement of our membership. Members are actively engaged on our policy issues and in addition to having a direct line to our staff, can also participate in task forces, surveys and special roundtables with government stakeholders. Our policy reports can be reviewed in the policy section of our website and are featured within our weekly e-newsletter.

COMMITTEE AND DIVISION RENEWAL TASK FORCE: REPORT TO THE MEMBERSHIP

BACKGROUND

The committees and divisions of the Chamber had been a major source of member engagement for many decades, but had remained static even while the Chamber underwent a significant governance restructuring in 2011 and a subsequent reinvigoration of its organizational brand, mandate and value proposition.

The Chamber also created a Research & Policy Analyst position in 2013 that exponentially increased the organization's in-house policy capacity and allowed the organization to be less reliant on volunteers to drive the organization's policy and advocacy efforts.

As well, it is generally understood by the Board that the way in which members of associations like chambers of commerce engage has changed. Indeed, participation in the Chamber's committees was in decline.

It is important that as the Chamber, its membership, and the issues that impact the local business community evolve, the structure of its advocacy- and policy-related work also evolves.

COMMITTEE & DIVISION RENEWAL TASK FORCE MEMBERS

Richard Koroscil, Korlon Strategic Services

John Pryke, KPMG

Mary Williams, McMaster University

Wendy Tompkins, RBC Dominion Securities

Tyler Ferguson, The Farm Network

Carmela Trombetta, RBC Royal Bank

PROCEDURE

Despite it consuming significant Chamber staff time and resources, opinions were that the pre-existing committee/division model was not producing as much benefit as it could for the Chamber and its volunteers. Specifically, the status quo did not fully engage and utilize the intrinsic motivation of committee/division members to contribute, nor did it effectively connect with new or potential members. In the context of scarce Chamber resources, the model also did not offer a mechanism to evaluate the performance of committees/divisions in furthering the Chamber strategic direction.

Thus, the Board of Directors of the Chamber launched the Committee and Division Renewal Task Force to ensure that the Chamber's policy and advocacy work:

1. Is aligned with the Board and the Chamber's membership;
2. Enables the right model for policy and advocacy formulation and ensures the Chamber remains relevant and informed on current and emerging issues;
3. Adapts to the way in which members are engaging in member associations, and optimally utilize their intrinsic abilities and knowledge, depending on the issue;
4. Reflects the current and future needs of members and potential members;
5. Represents the highest and best use of Chamber resources; and,
6. Extends the influence and impact of the Chamber, locally and beyond.

As part of its initial research, the Task Force asked current Committee and Division volunteers to provide feedback on what they felt was and was not working. This feedback helped guide the Task Force in its deliberations. The survey that was distributed to members revealed that there are only a very few members that were passionately invested in the status quo. The vast majority of members that were engaged were either ambivalent about the process or recognized that change was needed.

CONCLUSIONS

The Committee & Division Renewal Task Force determined that the committee/division/task force structure should be split into two different "departments" serving very different needs: 1) policy development and advocacy, and; 2) membership services.

In the area of policy development, the Task Force recommended the creation of a new Policy & Advocacy Council. The model recommended was a blend of industry best practises, with two rounds of input provided by the Task Force to make the new Council's Terms of Reference a Made-in-Hamilton solution.

The Policy and Advocacy Council would be a standing committee of the Board to have oversight on policy development/approval, and to assist in the development of specific advocacy and lobbying efforts. Recognizing the shift in volunteer engagement from long-term commitments on working groups/committees to a more focused, short-term approach, it was further recommended that the Chamber evolve from a committee-based model to a task force-based model of advocacy.

For membership services-based committees (like Human Resources and Business Development), a peer-to-peer and/or member education model would be more appropriate and would provide the launching point for other member groupings. These services and networking opportunities should be provided by the Membership Services Department of the Chamber. With a new Membership Manager now in place, the Chamber is encouraged to research best practices across the network to create more member-value offerings in 2017.

As for the Chamber's divisions, the Task Force's recommendations are less conclusive. It was clear to the Task Force that the Young Entrepreneurs and Professionals Division and the Ancaster Division are popular, robust and serving their communities of interest. They should certainly remain active. It was also clear that Glanbrook Division did not have the support of a sufficient number of members to justify the considerable Chamber resources that went into administrating it. Thus the Glanbrook Division was placed on hiatus in 2016. The Dundas Division is also finding it a challenge to maintain sufficient member support, but the history and character of the community of Dundas makes it a more difficult decision. The full Board will need to monitor and reach its own conclusion.

In all cases, whether it be a task force, peer-to-peer group or division, it is important to create greater clarity in the roles and responsibilities of the Board, staff, members, chairs, etc, and sounder structures and accountabilities, like terms of reference, guidelines, and regular communications.

POLICY & ADVOCACY COUNCIL MEMBERS

Richard Koroscil (Chair),
President & CEO
Korlon Strategic Services

Larissa Fenn,
Manager, Communications & Public Relations
Hamilton Port Authority

Ed Fothergill,
President
Fothergill Planning & Development

Aaron Levo,
Vice President, Communications & Public Affairs
Hamilton Health Sciences

Aaron Scheewe,
Manager, Public Affairs
McMaster University

Anne Tennier,
President
Anne Tennier Consulting

Carmela Trombetta,
Hamilton Chamber of Commerce
Vice Chair

POLICY & ADVOCACY COMMITTEE REPORT

As a result of the Committee and Division Task Force recommendations, the Hamilton Chamber's Policy and Advocacy Council (PAC) came together for the first time in late 2016. PAC is a standing committee of the Board and its purpose is to provide oversight of the Chamber's policy- and advocacy- related activities.

The Council has spent some time looking at other leading chambers' policy committee structures, as well as the Ontario Chamber of Commerce policy and advocacy organization. We have finalized our terms of reference and have set our work plan for the next several months. Over that timeframe the Council and Chamber staff will be focused on engaging our Chamber membership. We want to hear from YOU. We need to better understand what is important to you in terms of the policy and advocacy work that the Chamber should be undertaking. As part of that engagement we will be conducting an electronic and paper survey during the spring of 2017. With the information from this survey, in April and May we will be conducting focus groups to further understand and prioritize these issues. By September our goal is to have a 3-5 year policy and advocacy work plan completed and delivered to the Chamber Board for their approval.

It's still early in the game for the PAC, but our focus is to ensure that your Chamber of Commerce becomes the most relevant, influential and impactful anchor institution in our community. So please be sure to participate in the upcoming survey so that your voice can be heard.

In closing, I would like to thank those Chamber members who have stepped up and volunteered their valuable time to participate on the PAC. My thanks as well to Keanin and his team, as they are doing the heavy lifting that will make all of this work possible.

Richard Koroscil
Chair, Hamilton Chamber of Commerce Policy and Advocacy Council



COMMITTEES

HUMAN RESOURCE COMMITTEE (January - June)

In 2016, the Human Resources Committee provided committee and Chamber members with opportunities for learning, networking, advocacy and information sharing. The committee heard from speakers on a variety of topics, including the Rate Drop Rebate, enhancing a company's internal culture and how training and development benefit a business. In April, the committee held a highly successful and very well-attended panel discussion titled Women in the Workforce. Human Resources has become a peer-to-peer group, the HR Network.

INNOVATION & TECHNOLOGY COMMITTEE (January - June)

The Innovation & Technology committee discussed best practices, shared local success stories and supported innovation and entrepreneurship in Hamilton. In 2016, the Innovation & Technology Committee was pleased to hear from speakers who presented on such topics as McMaster's eHealth Program, the YWCA's Women in I.C.T. program and Bridging for Internationally Trained I.C.T. Professionals programs. The Committee also provided judges for the Bay Area Science and Engineering Fair prizes in the Innovation category, which are sponsored by the Chamber. As a result of the reorganization of the Chamber's policy functions, this committee has become the Digital Hamilton Task Force.

SPECIAL INTEREST GROUPS

AMBASSADORS

Chair: Rachel Buesink, Express Employment Professionals

The Ambassadors Committee strengthens the Hamilton Chamber of Commerce by helping new members to become involved in Chamber activities, such as the monthly Business After Business events. In 2016, the committee consistently welcomed new members and attended Business After Businesses and other events. The Chamber is grateful for their participation.

2016 AMBASSADORS

- Rachel Buesink, Express Employment Professionals
- Suzanne Bauman, Cowan Insurance Group
- Narciso Bomben, RBC Financial Planning
- Stephen Goodfellow, Waverley Corporate Financial Services
- Sheean Patel, Patel Wealth Management
- Amy Spice, Intrigue Media Hamilton
- Pete Van Dyk, PV&V Insurance



CONNECTIONS

Chair: Anita Hamilton, Senior City

Connections is the Chamber's category-exclusive networking group. Because members do not compete with other companies in the group, Connections offers a relaxed, friendly setting for you to make and develop business relationships, and promote and grow your business. The focus of the meetings is to create awareness of members' products and services, generate and exchange leads, and promote and support the products and services of members. In 2016, Connections was pleased to welcome many guest speakers, including Dave Carter of Innovation Factory and business coach Teca Cameron.

HR NETWORK (September - December)

Co-Chairs: Kathryn Wrong, Employment Hamilton & Leah Heywood, SuperSucker

In September, the Human Resources Committee evolved into the HR Network. This new group organizes events of interest to HR professionals or SMEs that do not have an HR department. The events take the form of a panel discussion, and are held roughly every other month. The inaugural event in October featured an excellent presentation on starting a Health and Safety program. An engaging and dynamic conversation followed.

connections
unique networking opportunities

hamilton
chamber of commerce
your voice in business

DIVISIONS

ANCASTER DIVISION

Wendy Tompkins, Chair, RBC Dominion Securities (January - June)
Kelly Herd, RBC Royal Bank (September to December)

The Division hosted the Ancaster Community Awards dinner to present Citizen, Youth Volunteer and Business of the Year Awards. The winners were: Steven Swing (RBC Citizen of the Year), Alexandra Attard (Ancaster Mill Youth Volunteer of the Year) and The Brassie Pub (Heritage Household Services Business of the Year). Councillor Ferguson brings regular updates on City Hall matters. Speakers addressed a variety of issues of importance to Ancaster, including Crimestoppers, the Ancaster BIA, and the Fieldcote Expansion Volunteer Fundraising Committee.



DUNDAS DIVISION

Steve Roblin, Chair, Judy Marsales Real Estate Brokerage

The Division hosted the Dundas Community Awards dinner to present Citizen, Youth Volunteer and Business of the Year Awards. The winners were: Warren Oda (RBC Citizen of the Year), Victoria Altmann (Dundas Valley Collision Youth Volunteer of the Year) and The Winchester Arms (Business of the Year). They also hosted Dundas Seniors Day in September, participated, along with the Downtown Dundas BIA, in the 102nd annual Dundas Christmas Tree-lighting ceremony in November and heard from speakers representing local businesses and partner organizations. Councillor Vanderbeek is in regular attendance.



GLANBROOK DIVISION

Linda McFeeters, Chair, G. McFeeters Enterprises (January - June)

In 2016, the Division heard from both the MP for Niagara West-Glanbrook and the MP for Flamborough-Glanbrook, as well as from the City of Hamilton regarding local issues. After a brief hiatus, the Glanbrook Division is now being operated under an agreement between the Stoney Creek Chamber of Commerce and the Hamilton Chamber of Commerce.



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YOUNG ENTREPRENEURS & PROFESSIONALS DIVISION



“YEP Hamilton exists to serve an important and dynamic demographic in the new and future Hamilton economies, while furthering the objectives of the Hamilton Chamber of Commerce. It aims to be the premiere initiative for the development and engagement of Hamilton’s next generation of city builders.”

*- Tyler Ferguson, YEP Chair
The Farm Network*

YEP fosters growth and encourages creative innovation by:

- Facilitating the development and engagement of emerging leaders in Hamilton through its dynamic network and initiatives.
- Providing opportunities for its members to develop business skills, access peer networking opportunities, connect with and learn from established professionals in the GTHA and contribute to city-building initiatives.
- Increasing the involvement of its members within city building endeavors through the Hamilton Chamber of Commerce.

YEP Hamilton will also act as a platform to:

- Utilize technology and media to link Young Entrepreneurs & Professionals across the city to enact positive change.
- Utilize the resources available through the Hamilton Chamber of Commerce.

The YEP Division regularly holds roundtables, general meetings, socials and fundraising events throughout the year.

2016 Roundtable Guests:

- January - Boris Brott
- February - Erin Dunham
- March - Mayor Goldring
- April - Hamilton Chamber Board Meet and Greet
- May - Sevaun Palvetzian
- November - Keanin Loomis & James Meers

The YEP Division General Meetings were developed to include an Essential Skills Workshop, where members are provided an interactive component that teaches a key business skill. Social events included attending Bulldogs and Ti-Cats games, as well as several meet-ups at community events across the city. In addition, YEP’s Bowling for Turkeys Fundraiser was a resounding success, with hundreds of attendees raising thousands of dollars for local charities.

The YEP Division would like to thank Meridian Credit Union for partnering with our members to provide access to additional resources and event opportunities, and for their general leadership and positive social impact across the region.



COMMUNITY PARTNERS PAVING THE WAY FOR FUTURE CAREERS



Daniel Rintjema at his Co-op placement at NetAccess.
Photo by Hank Rintjema

CHARACTER LEARNING SERVICE

Deeper In. Further Out.

A Hamilton District Christian High education is like no other. We believe that exceptional learning happens when students are engaged in authentic projects and experiences that help our community.

Our extensive Venture and CoOperative Education programs offer great opportunities for community businesses to bring potential future employees into their workplace while providing students with the opportunity to develop significant networks and relationships with qualified professionals.

We are looking for more businesses and organizations to partner with us in this program. **Please consider how you can get involved: hdch.org/venture**



Hamilton District Christian High

92 Glanaster Road, Ancaster ON L9G 3K9 | t. 905.648.6655 | f. 905.648.3139 | [#whyHDCH](https://www.facebook.com/whyHDCH)

AMBITIOUS. AGAIN. COMMUNITY LEADERS HELPING DRIVE HAMILTON'S FUTURE.

Over our 172-year history, the Hamilton Chamber of Commerce has brought the preeminent business leaders together and channeled their collective capabilities to build this city.

While the composition of the Hamilton business community today is far different from the one that led Isaac Buchanan to found the Hamilton Chamber of Commerce in 1845, the need for leadership to face our many challenges and capitalize on opportunities has never been greater.

That's the simple idea behind CEOs of Hamilton, where we intend to get Hamilton's most prominent innovators, executives, and investors together as the grassroots visionaries who are reinventing Hamilton.

The greatest asset the Hamilton Chamber of Commerce possesses is its convening power. And, while many local CEOs already know each other and meet informally through community events, there needs to be a formal way to harness this collective knowledge and spirit to focus on Hamilton's future. There needs to be community leadership to drive real, practical outcomes. We believe CEOs of Hamilton is the answer.

Hamilton's CEOs are invited to join this diverse and powerful team to share knowledge, influence and expertise and make Hamilton a world-class city once again.

Our intent is for CEOs of Hamilton to meet occasionally throughout the year to:

- Act as an advisory board on key community issues such as:
 - Economic development and downtown renewal
 - World class education and workforce development
 - Smart infrastructure, including next generation transit
 - Vibrant commercial corridors
 - World class education and workforce development
 - Quality of life investments in the arts and in our natural environments
- Deepen relationships with peer CEOs;
 - Exchange ideas and interact with VIP guests and visiting political leaders;
 - Inform, support and strengthen the Chamber as it formulates its policy and advocacy agenda;
 - Assist the Chamber on specific initiatives, including coordinated outreach to governments;
 - Advise the Chamber as it influences and puts a Hamilton perspective on Ontario Chamber and Canadian Chamber policy resolutions.

CEOs of HAMILTON

CEOs of HAMILTON MEMBERS



CEOs of Hamilton is open to CEOs of medium and large companies, anchor institutions and leading not-for-profits that are current members of the Chamber. It is intended that engaged CEOs can also create opportunities for their executive teams to participate. If, for example, the Minister of Labour is coming to Hamilton seeking advice on key business issues, the human resource contacts within our participating organizations would be included. This increases the breadth of an organization's involvement, increases connectivity among our business community, grooms other executives in participating organizations and manages the expected time commitment for our CEO partners.

**TO LEARN MORE ABOUT HOW TO JOIN THIS INITIATIVE, PLEASE CONTACT
JAMES MEERS AT J.MEERS@HAMILTONCHAMBER.CA OR
905.522.1151 EXT. 232**

CEOs of HAMILTON LAUNCH

In October of 2016, our CEOs of Hamilton initiative official launch reception was held at the Royal Botanical Gardens Rock Garden. We attracted a large turnout of more than 75 select senior leaders representing medium and large companies, anchor institutions and community organizations. It was a special gathering of C-Suite executives who share a passion for driving Hamilton's future.

The programming featured an address from Mick Fleming, President and CEO of the Association of Chamber of Commerce Executives. He shared examples of other cities that have leveraged the power of "catalytic

leadership" to produce deep and lasting community change. He cited three major local advantages that make Hamilton ripe for future growth: a vibrant urban centre, engaged postsecondary campuses and a strong base of leaders.

Mick believes Hamilton's time is now and that CEOs of Hamilton is poised to seize the day. What a great vote of confidence from one of North America's chamber network legends!

CHAMBER EVENTS & AWARDS

OUTSTANDING BUSINESS ACHIEVEMENT AWARDS

A sold out crowd of Chamber supporters joined us at our annual OBAA's to celebrate excellence in Hamilton business. Congratulations to:

- Century: G.S. Dunn & Hillfield Strathallan
- Accessibility: YMCA
- Young Entrepreneur: Juan Lopez
- Not For Profit: Cancer Assistance Program
- Small Business: Moonray Studios
- Mid Size Business: NetAccess
- Large Business: McKeil Marine



MAYOR'S BREAKFAST

Held in April of 2016, Mayor Fred Eisenberger addressed a sold out crowd of 600 at Liuna Station. The Mayor chatted with Hamilton media personality, Elise Copps, about important issues affecting the City of Hamilton, including the waterfront development and LRT.



ANNUAL GENERAL MEETING

Held in March of 2016, members were updated on the Chamber's activities and financials. The new Board of Directors was introduced and our new Chair, John Pryke, was sworn in by the Mayor. A networking reception followed the AGM.



LION'S LAIR

In October of 2016, the Hamilton Chamber of Commerce came together with Innovation Factory to celebrate the 6th year of LiON'S LAIR.

- Congratulations to our 2016 winners:
- First: Nix Colour Sensor
 - Second: Nuts for Cheese
 - Third: Zippy Jamz by Laifa Baby
 - People's Choice: Nix Colour Sensor
 - Hamilton Award: 180 Drums

HAMILTON COMMUNITY AWARDS

In March of 2016, Dan Lawrie was named the 2015 RBC Hamilton Citizen of the Year. Nominees Sue Vattay, Brother Frederick Dryden, and Ryan McGreal were also celebrated for their contributions. The Hamilton Spectator Youth Volunteer of the year was awarded to Muneeb Muzzafar of Orchard Park Secondary School.



CITY MANAGER'S BREAKFAST

Held in October of 2016, City Manager Chris Murray addressed a sold out crowd of 400 at the Sheraton. Mr. Murray's speech highlighted the work being done internally at City Hall, as well as the numerous developments in progress in Hamilton, particularly related to the planned BLAST transit network.





BAY AREA ECONOMIC SUMMIT

Our Region's Premier Leadership Initiative

Once again, we teamed up with the Burlington Chamber of Commerce to host the second Bay Area Economic Summit (BAES), an award-winning leadership event devoted to increasing intercity cooperation in the context of regional integration and shared prosperity. This strategic initiative builds on the growing importance of globally connected city regions as the modern scale for innovation, job creation and quality of life.

BAES 2016 attracted **400 SENIOR LEADERS**, involved more than **50 BUSINESSES** and community groups, reached **4.9 MILLION TWITTER USERS** and generated **30+ MEDIA STORIES**. It advanced the Bay Area's reputation as a key component of the Greater Golden Horseshoe, one the world's top mega regions measured by economic dynamism and international trade.

Leading Change in a Regional Age was the theme of a day-long program that featured a keynote address by Ontario Premier Kathleen Wynne. Additional highlights included a presentation by IBM Canada President Dino Trevisani



on the topic of private-public partnerships, and a talk by KPMG on the ingredients of "magnet cities". Discussion panels explored the future of regional healthcare in an era of big data and the emergence of an innovation triangle anchored by Toronto-Bay Area-Waterloo.

We thank everyone who contributed to the success of BAES 2016. Special recognition goes to Bay Area mayors Fred Eisenberger (Hamilton) and Rick Goldring (Burlington) for embracing an open regional mindset and to our host venue, Royal Botanical Gardens.



AMBITIOUS CITY

Conversations on 21st Century Community Building

Ambitious City is an annual Hamilton Chamber event focused on advancing conversations on 21st century community building. It engages influential thought leaders from across Canada and beyond.

This year's event attracted 300 people and helped marshal community-wide support for our city's thriving music sector as a driver of economic development and quality of life. The program, developed in partnership with Tourism Hamilton, featured a keynote address by Graham Henderson, CEO of Music Canada and Chair of the Ontario Chamber of Commerce. He talked about the rise of the music cities movement globally and Hamilton's prominent reputation in a Canadian context.

The program also included a lively discussion moderated by radio legend Alan Cross ("Ongoing History of New Music") that featured distinguished panelists Lara Farcasan (Music Canada Live), Terra Lightfoot (musician), Amy Terrill (Music Canada), Madeline Wilson (Front Room Entertainment), and Scott Warren (Core Entertainment).



The evening was kicked off by a live performance by musicians Tom and Thompson Wilson and included stories about Hamilton's rich musical heritage.

"Our chamber's event goal was to unlock the full value of Hamilton's diverse and growing music scene by helping to kick start an action plan developed by Hamilton's industry professionals," said Hamilton Chamber CEO Keanin Loomis. "We'll stay involved through representation on the Music Strategy Industry Working Group and by engaging local musicians to perform at key chamber events."

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