



stronger  
business  
together

# 2025 ANNUAL REPORT TO MEMBERS

**We are grateful for the continued  
collaboration of our Chamber Network**



## stronger business together

Stronger business together: it's the creed that drives everything we do. Our Chamber is a voluntary, Member-driven organization of individuals and businesses working together to advance the commercial, financial, and civic interests of our community.



### advocacy

Be heard where it matters,  
when it matters most.



### engagement

We're dedicated to  
fostering relationships.



### empowerment

Discover tools for professional  
development, staff training,  
savings and business growth.

## 2025 Board of Directors

**Rob Mozzon, MNP LLP**  
Chair of the Board



**Andrew Bishop**

Thunder Bay Pulp and Paper Inc.



**Edmond Collins**

Englobe Corp.



**Jamie Crozier**

Thunder Bay Hydraulics



**Jen Duggan**

Carol's Cakes & Bakery



**Cody Fraser**

Cheadles LLP



**Bianca Garofalo**

Bight Restaurant & Bar



**Jeff Heney**

Venshore Mechanical



**Maria Holland\***

RBC



**Graham Ingham**

Thunder Bay International  
Airports Authority Inc



**Katie McCormack**

Impala Canada Limited



**Stephanie Pesheau**

TBT Engineering Limited



**Dr. Richard Togman\***

Thunder Bay Public Library



**Derek Tycholas**

LCPS Chartered Professional  
Accountants

(\*) Indicates partial year of service



Our efforts are focused on building a stronger business environment

## Duties, Tariffs & Trade

The shifting **trade policies** of the United States were and are a continued priority advocacy area for our Chamber and the entire Canadian Chamber network. We participated in numerous briefings and consultations, advocated for local business concerns, shared available resources with our Members, and partnered with the CEDC to launch the **Small Business Tariff Response Fund** aimed at providing short-term support to small to medium-sized for-profit businesses affected by U.S. tariffs.

The increase of **softwood lumber** duties to over 34% and a further 10% s323 tariff, added a significant burden to local producers. We joined with the Forest Producers Association of Canada (FPAC) and the Ontario Forest Industries Association (OFIA) in calling for urgent support for the forestry sector and to make forestry a priority issue at trade negotiations equal to autos, steel, aluminum and energy. We were pleased that the Federal Government announced supports in August and continue our advocacy efforts with industry stakeholders to ensure that these supports are delivered urgently.

## Economic Development & Growth

Our Chamber worked closely with City Administration throughout the year in the development of the **Smart Growth Action Plan** by participating as a Taskforce member and hosting 4 Member roundtables to garner input and feedback on the plan's contents. In addition, we coordinated a sold-out luncheon with City Manager John Collin to explore the plan's pillars, key considerations and targets. We are pleased that the final Smart Growth Action Plan reflects actions aligned with the Chamber's City of Opportunity priorities: long-term thinking, strong partnerships, fiscal accountability, customer service standards, reducing red tape and quality of life.

Beyond the Smart Growth Action Plan, our Chamber engaged with City Administration and City Councillors on **critical issues impacting business growth** including permits, licensing, designated truck route, parking amendments and hosting an information session on the Temporary Shelter Village.

Our Chamber was a member of the Ontario Chamber's Ontario Mining Council, providing input into the report, **Mining 2030: Unearthing Ontario's Potential**, which outlines policy changes, regulatory reforms and strategic investments that are needed to strengthen Ontario's \$23.8billion mining economy.

Our Chamber joined with the Northwest Energy Taskforce in advocating for **energy issues** across the Northwest. We participated in consultations to voice our support for the **Greenstone Transmission Line** to be declared a priority project and the advancement of new **hydroelectric generation** in Ontario. We also co-hosted an energy roundtable with the Vaughan Chamber.



## Regional Needs

Issues continue to arise where the Provincial approach to policy and process does not recognize the unique needs of Northwestern Ontario. Our Chamber collaborates with regional partners to raise these concerns including:

- We joined with local law associations in raising concerns about proposed changes to the **Civil Rules of Procedure**, which would add significant cost to individuals and businesses in accessing justice in a civil claim.
- We aligned with the Thunder Bay CEDC and the City of Thunder Bay in advocating for Thunder Bay to be included in the eligibility for the **Rural Ontario Development Fund**, as Thunder Bay is the only major Northern city that is not included.
- We collaborated with the Northwestern Ontario Municipal Association and the Federation of Northern Ontario Municipalities in calling for **Highway 11/17 modernization** to be identified as a priority nation building project.
- We expressed significant concerns with the proposed amalgamation of the **Lakehead Region Conservation Authority** into the Huron-Superior Regional Conservation Authority and called for a stand alone Northwestern Ontario Regional Conservation Authority to be formed.

## Workforce & Immigration

Our Chamber actively advocates to both Federal and Provincial governments for immigration policies that strengthen Northern and Rural Communities. We welcomed the launch of the **Federal Rural Communities Immigration Pilot (RCIP)** and the **Provincial Rural Economic Development Through Immigration (REDI)** pilot allocation for the Thunder Bay District.

We have voiced concerns about recent changes to **Post-Graduate Work Permits** and the allocation of **Provincial Attestation Letters**, highlighting their impact on Confederation College and Lakehead University, as well as the downstream effects on **training opportunities** and the availability of **skilled workers** in our region.

Additionally, we are part of a national campaign calling for a new **immigration stream** for low-skilled workers and we continue to lead regional efforts to secure **provincial nominee allocations** for Northwestern Ontario.

Our advocacy work is made possible thanks to the generous support of our **Cornerstone Members**



# ENGAGEMENT



**3300+**  
the latest weekly  
newsletter subscribers



**639,270**  
Online Member  
directory visits



**21 Events**  
2,000+ attendees

## Social Media Presence

@tbchamber | @choosetbayfirst | @shift\_tbay



**951,176**  
Unique impressions



**290,922**  
Post reach



**17,993**  
Followers

# EMPOWERMENT



- ☆ **66 Unique perks** (offered by our members)
- ☆ **916 app users**



- ☆ **103 Member companies** use the **Chamber's Plan** Employee Benefit Program



## Benefits Programs

- ☆ HR Covered
- ☆ Esso and Mobil
- ☆ Purolator
- ☆ Scotiabank
- ☆ Home & Auto Insurance Discounts
  - Brokerlink
  - Jones Insurance
  - Westland Insurance
  - Youngs Insurance Brokers



## Status Cards Welcome Initiative

200+ decals and information distributed to retail businesses to show their commitment to inclusion, respect, and awareness of tax exemption rights under the Ontario First Nations HST Rebate Program



# ECONOMIC DEVELOPMENT FUND



## 2025 Disbursements: \$14,000

The Thunder Bay Chamber of Commerce Economic Development Fund is supported by Member contributions and provides direct financial assistance to initiatives that help grow and strengthen the City's economy.



### Community Clothing Assistance – Dress for Success: \$2,000

A new program that helps people feel confident and prepared when starting a new job or going to an interview by providing full outfits, including shoes and hygiene kits at no cost, in a welcoming and respectful space.



### TEDx Lakehead University: \$2,000

TEDxLakeheadU featured a series of short, powerful talks on diverse topics centred around "Connecting For Change." The event ignited dialogues about innovation, creativity, and drive for meaningful change.



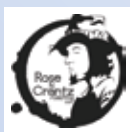
### Rock Room Community Climbing Gym: \$10,000

A community focused startup opening an indoor bouldering gym in Thunder Bay. Rock Room seeks to capitalize on the clear opportunity to establish a by-climbers for-climbers bouldering gym that: meets the climbing community's needs; focuses community resources; helps to remediate any damage to the region's climbing and tourism reputations following past incidents; and supports the continued growth of Thunder Bay's outdoor adventure tourism economy.

# SMALL BUSINESS TARIFF RESPONSE FUND



The Thunder Bay Chamber of Commerce, in partnership with the Thunder Bay Community Economic Development Commission (CEDC), launched the Small Business Tariff Response Fund aimed at providing short-term support to small to medium-sized for-profit businesses affected by U.S. tariffs on exported goods or retaliatory tariffs on U.S. imports. The purpose of this one-time initiative is to assist businesses in transitioning their operations and diversifying their export and import markets. This initiative is designed to help local businesses navigate the challenges posed by international trade barriers and ensure their continued growth and success.



### Rose N Crantz Roasting Co

A research project which aimed to reduce reliance on U.S.-based coffee importers by exploring strategic alternatives. The funded project resulted in a connection with a Canadian supplier, and efforts are underway to transition some operations to take advantage of this domestic opportunity.

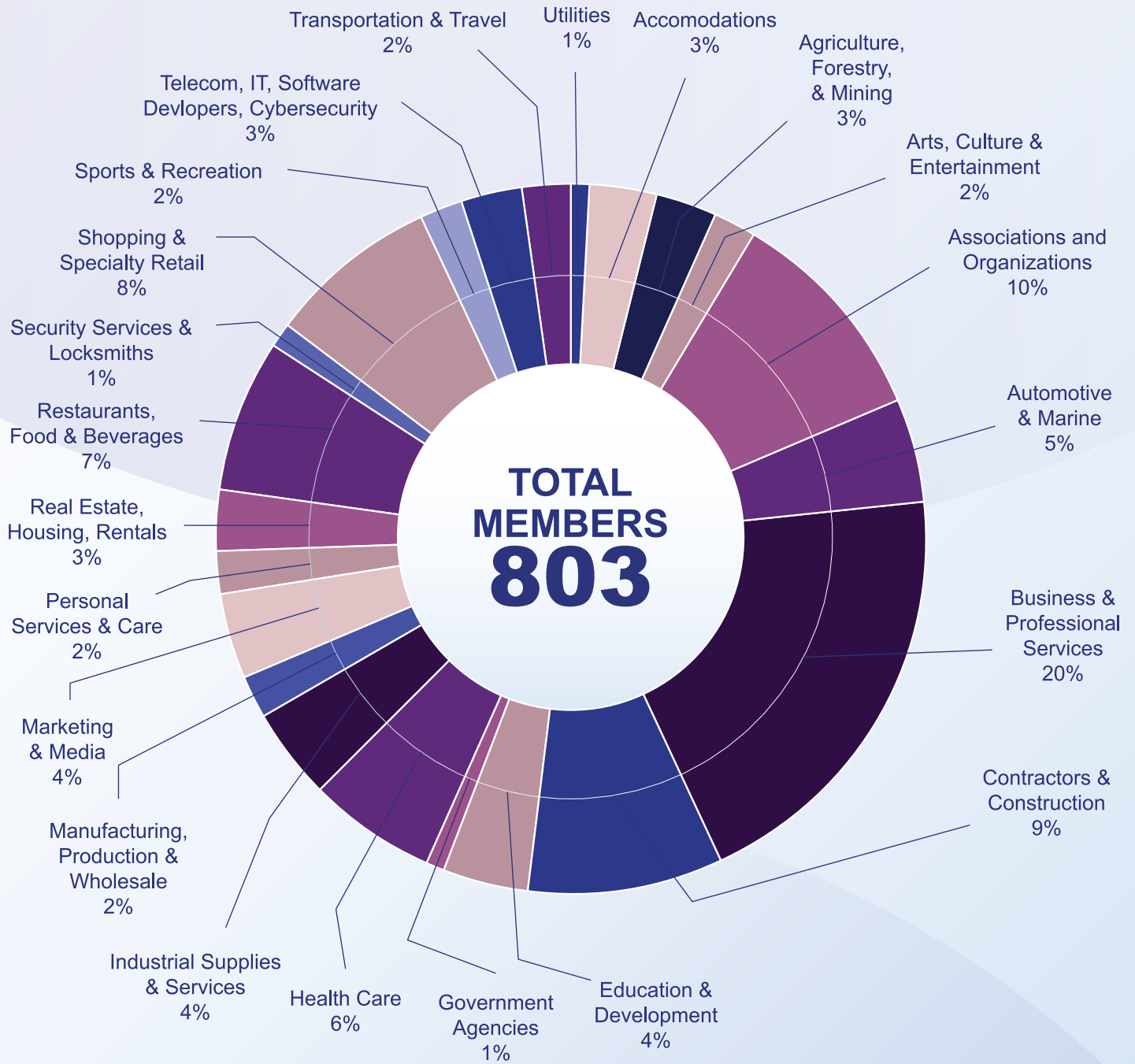
In Partnership  
with



## This year we welcomed **83** new members

- ⊖ 807 Management Services
- ⊖ AfroGourmets
- ⊖ Agassiz Drilling 2000 Ltd
- ⊖ AirSuite Inc.
- ⊖ Apple Self Storage Intercity Hewitson St
- ⊖ BP Communications
- ⊖ Budget Blinds of Thunder Bay
- ⊖ Canadian Tire - Arthur Street
- ⊖ Chad Clower Speech-Language Pathologist Professional Corp.
- ⊖ Chi Mino Ozhitowin LP
- ⊖ CHL - Custom Hydraulics Limited
- ⊖ CLAC (Christian Labour Association of Canada)
- ⊖ Communities Together for Children
- ⊖ Community Living Thunder Bay
- ⊖ Compass
- ⊖ DEK Foundation
- ⊖ Digital Vibes
- ⊖ Driving Force
- ⊖ eSafetyFirst Canada
- ⊖ Food Action Network of Northwestern Ontario
- ⊖ Forest Forward Inc
- ⊖ Forest Path Consulting
- ⊖ Frayze Technologies Inc.
- ⊖ Grand Portage Lodge & Casino
- ⊖ Grotto Trattoria
- ⊖ Happy Pooch Superior
- ⊖ Hire Global Talent (A division of Gamma Immigration Services Canada Inc.)
- ⊖ Integrated Power Services (IPS)
- ⊖ Integrity Civil Corp.
- ⊖ J.L. Richards & Associates Ltd (JLR)
- ⊖ Kamlander Crushing Ltd.
- ⊖ Kap Data
- ⊖ Kisselgoff Motorcycle Museum
- ⊖ Kubota Thunder Bay
- ⊖ La Sur Wellness & Co. Inc.
- ⊖ Lions Foundation of Manitoba and Northwestern Ontario
- ⊖ Luxy Chair & Event Rentals / Halo Photo Booth
- ⊖ Mario Nucci Medicine Professional Corp. / Medical Esthetics Thunder Bay
- ⊖ Memorial and John Investments Inc.
- ⊖ Mikinakoos Children's Fund
- ⊖ Mitigoog Solutions Inc.
- ⊖ Modern Medical Enterprises
- ⊖ MS Filter Systems Inc
- ⊖ Nature's Nest Preschool & Childcare Centre
- ⊖ Nokiiwin Tribal Council
- ⊖ Nook
- ⊖ North Star Writing
- ⊖ Northern Mat & Bridge
- ⊖ Northjay Solutions Inc.
- ⊖ Northland Prosthetics & Orthotics Inc.
- ⊖ Northline Energy Services
- ⊖ Paladin Security
- ⊖ Peterson Design Group Inc.
- ⊖ Pocketchange Bar
- ⊖ Ponder Recruiting Zone Inc.
- ⊖ Pro Fleet Care Thunder Bay
- ⊖ Quantum Surge Immigration
- ⊖ Rapport- A Division of WFCU Credit Union
- ⊖ Red Arrow Wellness Inc.
- ⊖ Revival General Contracting
- ⊖ Riverside Cemetery Company of Port Arthur
- ⊖ Rock Room Climbing Gym
- ⊖ Rose N Crantz Roasting Co
- ⊖ Save on Energy (ICF Canada)
- ⊖ Secure Store Thunder Bay
- ⊖ Seler Restaurant & Wine
- ⊖ Simply Social Media Society (AJW Services Inc.)
- ⊖ Sophia's Garden (Artisan) Inc.
- ⊖ Sovereign Dental
- ⊖ TCI Tarvudd Construction Inc
- ⊖ Teken Studios Inc.
- ⊖ TF Custom Carpentry, Woodwork & Engraving Inc.
- ⊖ The Chanterelle On Park
- ⊖ The Countryside Cakery
- ⊖ The Friends of Chippewa Park
- ⊖ Three Seeds Corp
- ⊖ Thunder Bay Community Growing Project
- ⊖ Thunder Bay Orthopaedic Inc.
- ⊖ TripPal Educational Inc.
- ⊖ URobotiX Home Club
- ⊖ Westfort Productions
- ⊖ Wesway
- ⊖ Workplace Safety & Prevention Services (WSPS)

# OUR MEMBERSHIP AT A GLANCE



stronger  
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807 624 2626



chamber@tbchamber.ca



www.tbchamber.ca



## PAST PRESIDENTS & CHAIRS OF THE BOARD

### Lakehead Chamber of Commerce

|      |                      |
|------|----------------------|
| 1965 | R.K. Andras          |
| 1966 | E.E. Clow            |
| 1967 | Dr. C.M. Johnston*** |
| 1968 | P.R. Cook ***        |
| 1969 | W.G. Tamblyn         |

### Thunder Bay Chamber of Commerce

|         |                        |
|---------|------------------------|
| 1970    | Brien O'Brien***       |
| 1971    | T.E. Inglis            |
| 1972    | A.J. Black             |
| 1973    | H.J. Craig             |
| 1974    | P.J. Gilbride          |
| 1975    | G.A. Grisdale          |
| 1976    | Tom Luck               |
| 1977    | Ken Bacon              |
| 1978    | Jack G. Masters***     |
| 1979    | Jack D. Hamer          |
| 1980    | Keith J.F. Jobbitt *** |
| 1981    | R.J. Mapledoram        |
| 1982    | Doug W. Scott ***      |
| 1983    | Denis Gilmore          |
| 1984    | Ken J. Bruley          |
| 1985    | Don Lucky              |
| 1986    | John Taylor ***        |
| 1987    | Michael Carter         |
| 1988    | Jim Colosimo***        |
| 1989    | Ruth Armstrong***      |
| 1990    | Bill Rankin            |
| 1991    | B. David Ringius ***   |
| 1992    | Dick Dolphin ***       |
| 1993    | Jack Mallon ***        |
| 1994    | Gary Woodbeck ***      |
| 1995    | Dawn Powell            |
| 1996-97 | Doug Smith ***         |
| 1998    | Paul Duncan            |
| 1998-99 | Harold Wilson          |
| 2000    | Barry Streib ***       |
| 2001    | Kelli Gothard McKinnon |
| 2002    | Don Slobojan           |
| 2003    | Eric Long              |
| 2004    | Ian McCormack          |
| 2005    | Roberta Simpson        |
| 2006    | Jack Moro              |
| 2007    | Dennis Buset           |
| 2008    | Brian Babcock          |
| 2009    | Lisa Sticca            |
| 2010    | Craig Urquhart         |
| 2011    | Justin Frape           |
| 2011-12 | Michael Nitz           |

|         |                  |
|---------|------------------|
| 2013    | Ed Schmidtke     |
| 2014    | Uli Walther ***  |
| 2015    | Joe Moses        |
| 2016    | Mark Mikulasik   |
| 2017    | Jim Stadey       |
| 2018    | Rosa Carlino     |
| 2019    | Nathan Lawrence  |
| 2020    | Ken Boshcoff *** |
| 2021-22 | Riley Burton     |
| 2023    | Jason Thompson   |
| 2024    | Bianca Garofalo  |
| 2025    | Rob Mozzon       |

C.J. Carter Award Recipient \*\*\*

### Honourary Members

Brian Babcock  
 Dennis Buset  
 Cliff Friesen  
 David Farrell  
 Keith Jobbitt  
 Rebecca Johnson  
 Nathan Lawrence  
 Randy Lent  
 Mary Long-Irwin  
 Eric Long  
 George Macey  
 Jack Mallon  
 Ian McCormack  
 Hanna Pattyson  
 Roberta Simpson  
 Barry Streib  
 Craig Urquhart  
 Uli Walther  
 Gary Woodbeck

### In Memoriam

Wallace Bryan  
 John Carrel  
 Charles J. Carter  
 Emerson Clow  
 John M. Conrod  
 P.R. (Jerry) Cook  
 James Crooks  
 R. (Dick) Dolphin  
 Jerry Gothard  
 Syd Halter  
 Tom E. Inglis  
 Saul Laskin  
 Arleene Mapledoram  
 Robert Mapledoram  
 Jack Masters  
 Don McEwen  
 Bob Prettie  
 Ken Ridler  
 B. David Ringius  
 Sam J. Shaffer  
 William H. Spicer  
 William G. Tamblyn  
 John S. Taylor  
 Bernie Weiler

**Scan to Watch**  
 Chair of the Board  
 Photo Gallery  
 (1885–2024)



# 2025 COMMITTEES & TASKFORCES

## Diversity, Equity & Inclusion Committee

**Chair: Riley Burton, Confederation College**

The Chamber of Commerce Diversity, Equity & Inclusion Committee works to create a more diverse, inclusive and equitable business environment that drives economic growth.

## Finance Committee

**Chair: Derek Tycholas, LCPS Chartered Professional Accountant**

The Finance committee assists the Board in ensuring the adequacy and effectiveness of financial management, financial reporting, internal controls, management information systems, and governance of risk policies.

## Governance Committee

**Chair: Cody Fraser, Cheadles LLP**

A standing committee of the Board that is responsible to oversee all governance activities and processes of the organization.

## Policy & Advocacy Committee

**Chair: Richard Togman, Thunder Bay Public Library**

The Policy and Advocacy committee supports the achievement of the Chamber's strategic objectives by: identifying issues at all levels of government that affect the local business community; informing and educating Chamber members regarding policy issues and initiatives; developing informed/evidence-based policy recommendations and/or resolutions as required, including for consideration at the annual meetings of the Ontario and Canadian Chambers of Commerce; and, advocating for Chamber members to Federal, Provincial and Municipal governments.

## Education, Training & Skills Development Taskforce

The Education, Training & Skills Development Taskforce fosters dialogue, promotes initiatives, recommends and implements strategies that create awareness and facilitates active engagement between representatives of educational institutions and the business sector in Thunder Bay. The taskforce also serves to provide advice to Chamber administration on member training & skills development opportunities.

## SHIFT Young Professionals Network Taskforce

**Chair: Stephanie Pesheau, TBT Engineering**

The SHIFT Young Professionals Network strives to bring together individuals under 40 to socialize, mobilize, and realize their personal, professional, and community development goals. By supporting young professionals in achieving these goals, SHIFT fosters meaningful connections and a positive impact on the community. The Taskforce plays a vital role in designing and implementing SHIFT's programming, which is open to both Chamber members and non-members.