

The President Reports:

WANTED: LEADERSHIP

The longer I deal with people and companies, one truth continues rise to the forefront: that everything – and I mean everything – rises and falls on leadership.

A fledgling organization becomes strong when effective leadership steps up. And even the strongest of companies can fail when poor leadership takes control. This is true in every arena of leadership, from a local sports team to a great city.

Flamborough has some amazing leaders.

I actually get the privilege of sitting around the table with the Flamborough Chamber Of Commerce (FCC) Board of Directors (BOD) each month and witness great leaders in motion. Decisions regarding big box development, challenging the city on budget items, and helping small local businesses through challenges are just a few of the ways in which their leadership shines.



JASON SMALL
President, FCC

Since joining the FCC, I have come in a greater way to realize the importance of our civic leadership.

This past week Mayor Bob Bratina announced that he would not be seeking re-election for the leadership of Hamilton. Our city has a different mayor at the helm for the each of the last four terms. We have been in a state of regular flux and change for a decade and a half. I thank those who have served in the role of mayor, or ward councillors over the past years. It is by no means an easy job.

Over these next few months – keeping in mind the importance of leadership – I challenge you to learn about those seeking leadership over our city. The election is a decision that affects how high we will rise as a city. Flamborough is overflowing with potential, but, if Flamborough is going to continue to be successful and flourish, we need great leadership at city hall.

Flamborough Chamber of Commerce
ALL- CANDIDATES DEBATE
Thursday, October 16, 2014



Photos courtesy of Wilf Arndt

OBA GALA CELEBRATES THE VERY BEST

The Flamborough Chamber of Commerce (FCC) continued its annual tradition of recognizing, honouring and celebrating the very best in corporate excellence and community service at the *Outstanding Business Achievement* (OBA) awards gala held recently at the African Lion Safari. Frank Spiridoulias (above, centre) – the former owner of the Lord Byron Steak & Seafood House – was presented the prestigious *Lifetime Achievement Award* by Ancaster-Dundas-Flamborough-Westdale MP David Sweet (left) and FCC Vice President Greg Tremble (OLG at Flamboro Downs). Glen Smith (below, centre) was presented the *Community Service by an Individual Award* by (from left) Ken Hall and Jeff Paetz (Director Eastern Region Operations) of Enbridge (an OBA sponsor), Ward 14 Councillor Robert Pasuta and Shawn Brenn of Brenn-B Farms and a member of the FCC Board of Directors.



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Consultant IT	
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Arend Kersten

Executive Director, Flamborough Chamber of Commerce

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Photos courtesy of Wilf Arndt



SIMPLY THE BEST

ABOVE, LEFT: Accepting the *Business Growth and Development Award* from the Flamborough Chamber of Commerce (FCC) at this year's *Outstanding Business Achievement (OBA)* awards gala was Christy McKay-Hofland of Dancemakerz. She is joined by (from left) Mayor Bob Bratina, husband Derek Hofland, FCC board member Craig Sampson (Weeks Home Hardware) and Norm Schleeahn of Hamilton's Economic Development Department. LEFT: Grant Armstrong accepted the *Community Service by a Company Award* on behalf of Staples. The award was presented by Ward 15 Councillor Judi Parttridge (centre) and FCC board member Wendy Martin (Sutton About Town Real Estate). TOP, RIGHT: The FCC *Service Award* went to FCC Past President Penny Gardiner (centre) of the Hamilton Technology Centre and President/CEO of the Economic Developers Association of Canada (EDAC). She is joined by past recipient Janet Barnard (left) and current FCC President Jason Small (Community Church). RIGHT: Flamboro Downs was represented by Lynn Mancini (left) and FCC board member Wendy Wasyлович.



ABOVE, LEFT: Accepting the *Town of Flamborough Award* (above, left) for the Community Church was Pastor Jason Small (centre). The award – presented by Ancaster-Dundas-Flamborough-Westdale MPP Ted McMeekin (left) and FCC Treasurer Kyle Hampson (Miller Thomson Law) – was for the church's 'Wild on Waterdown' (WOW) program. ABOVE, RIGHT: Waterdown District High School graduate Chelsea Gillespie was recognized as the recipient of the FCC Business Bursary. Chelsea is now a student in the business program at the University of Western Ontario. The award was presented by FCC Secretary Ron Graham (left) of Lafarge Canada and WDHS co-op teacher Jeff Adema.

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LIFETIME

ACHIEVEMENT AWARD

James (Jim) Aitkin
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J.D.J. Trailers
Domenic DiFelice
Waterdown Collision
Hank Gelderman
Jan Gelderman Landscaping
Sandy Gray
Weeks Home Hardware
Bill Grisdale
Grisdale Enterprises
Jay Hughes
Jay's Auto Service
Karen Hunt
Rockton Dinner Theatre
Charles & Margaret Juravinski
flamboro downs
Wilf, Tom & Tim Langford
Langford Pharmacy
Archie McCoy
McCoy Foundry
Jim and Margaret Robertson
Pause Awhile Tea Room
Frank Spiridoulis
Lord Byron Steak &
Seafood House

Ron Steepe
Kitching Steepe & Ludwig
Funeral Home
Ernie Weeks
Weeks Home Hardware

BUSINESS GROWTH AND ACHIEVEMENT AWARD

2006 - *Hickory Dickory Decks*
2006 - *DanceMakerz*
2007 - *CHOICES*
2007 - *Magnolia House Spa*
2008 - *Dufferin Aggregates*
2008 - *Aventix*
2009 - *Langford Pharmacy*
2009 - *Waterdown
Optometric Clinic*
2010 - *The Lock Hut*
2010 - *Millgrove Gardens*
2011 - *Greenville Gourmet*
2011 - *McCann Professional
Dog Trainers*
2012 - *Opta Minerals*
2103 - *Dancemakerz*

TOWN OF FLAMBOROUGH AWARD

2006 - *Sylvia Wray*
Flamborough Archives
2007 - *flamboro downs*
2008 - *Cpl. Chris Klodt*
2009 - *Gail Bosma*
Flamborough Food Bank
2010 - *Ryan Ellis*
Mark Visentin
Canadian Junior Hockey Team
2011 - *OH Canada Ribfest*
Rotary Club of Flamborough AM
Rotary Club of Waterdown
2012 - *Wilf Arndt*
Waterdown BIA
2013 - *Wild on Waterdown*
Community Church

SANDRA GRAY/ WEEKS HOME HARDWARE AWARD

*Community Service
by an Individual Award*
2006 - *Deb Tigchelaar*
Drummond House
2007 - *Tom Jacques*
Hickory Dickory Decks
2008 - *Heather Johnston
and Ted Lindsay*
Flamborough Review



Photo courtesy of Brenda Jefferies

The Flamborough Chamber of Commerce (FCC) thanked Graham Flint of FORCE (Friends of Rural Communities and the Environment) for his many years of service as a member of the Board of Directors (BOD). Pictured with Graham (front, centre) at this year's *Outstanding Business Achievement (OBA)* awards gala at the African Lion Safari are current members of the FCC BOD including (front, from left) Wendy Wasylowich (Flamboro Downs) and Wendy Martin along with (back row, from left) Craig Sampson (Weeks Home Hardware), Vice President Greg Tremble (OLG Flamboro Downs), President Jason Small (Community Church), Secretary Ron Graham (Lafarge Canada), Treasurer Kyle Hampson (Miller Thompson Law) and Shawn Brenn (Brenn-B Farms). Missing is Teresa Luckanuck (Spoiled Rotten Pet Services).

2009 - *Peter Barnes*
Waterdown Youth Centre
2010 - *Marti Van Hoeve*
Van Hoeve Homes
2011 - *Dante DiFelice*
Waterdown Collision
2011 - *Norm Read*
Beckett Lowden Read
2012 - *Roger Wilson*
2013 - *Glen Smith*
Merit Insurance

COMMUNITY SERVICE
BY A COMPANY AWARD
2006 - *Flamboro Speedway*
2007 - *Jay's Auto*
2008 - *Terra Greenhouses*
2010 - *Waterdown Dairy Queen*
2011 - *Lafarge Canada*
2012 - *Boston Pizza*
2013 - *Staples*

CHAMBER OF COMMERCE
GREEN AWARD
2008 - *Waterdown Collision*
2009 - *Nathan Helder*
Gelderman Landscaping
2010 - *Sensible Life Products*
2012 - *Rothsay*

YOUNG ENTREPRENEUR OF THE YEAR AWARD

2009 - *Haley Luckanuck*
Spoiled Rotten Pet Services
2011 - *Nicole Martin*
Talent Search Summer Camp
2012 - *Sarah Powell*
Sarah Grace Photography

FCC SERVICE AWARD

2006 - *Arend Kersten*
Flamborough
Chamber of Commerce
2007 - *Lafarge (Dundas)*
2008 - *COGECO*
2009 - *Robert Pasuta*
Councillor - Ward 14
2010 - *Fred Eisenberger*
Mayor - City of Hamilton
2011 - *Dutch Mill Country Market*
2012 - *Janet Barnard*
J. Barnard Bookkeeping
2013 - *Penny Gardiner*
Hamilton Technology Centre

CIVIC RECOGNITION AWARD
2011 - *Flamborough Women's Resource
Centre*
2011 - *Soroptimists International*
Dundas-Ancaster-Flamborough

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Flamborough Chamber of Commerce

70% FEE HIKE 'SENDS THE WRONG MESSAGE'

On behalf of the Flamborough Chamber of Commerce (FCC) and at the direction of its Board of Directors (BOD) Executive Director Arend Kersten made the following presentation to Council as part of its 2014 Budget deliberations.

First of all, thank you for allowing me – on behalf of the Flamborough Chamber of Commerce (FCC) - to share some thoughts as you address the challenges of finalizing the 2014 Hamilton Municipal Budget.

Let me reiterate upfront that the FCC is determined to be a constructive partner in promoting the best interests of the entire city.

“Consider that while population in Canadian municipalities has grown by 12% since 2000, inflation-adjusted spending over the same period has exploded by 55%.”

There is no better example of that than the joint, unanimous submission (formulated after some two years of regular meetings) to Council by the Flamborough, Hamilton and Stoney Creek Chambers of Commerce on the contentious issue of ‘area rating’ – much of which was incorporated in the ultimate Council decision that was championed by Councillors Collins and Powers.

And guess what? You don't hear about area rating anymore. Why? Because at its core, your decision was FAIR!!

“But increasing rezoning application fees by 70% within current economic realities sends the entirely WRONG message to the commercial and industrial investment community.”

I have been asked frequently how the seeming impossible (three separate and independent chambers of commerce representing very divergent parts of the city) could arrive at a unanimous submission. This is my answer:

1. Amalgamation angst notwithstanding, we were all passionately committed to ‘city building.’

2. We had an extraordinary chair - Dr. John Knechtel of Ancaster.

3. We respected each other, meaning we listened carefully and spoke thoughtfully.

4. And – perhaps most importantly – we ‘parked’ our local – and frequently narrow – partisan positions outside the door of the meeting rooms.

All of the above brings me to this submission.

There was an opinion column published recently in the *National Post*

under the title of ‘The myth of the poor municipality.’ There is much food for thought in the column, but allow me to focus on just the following quote:

“Instead of asking for more money, municipalities need to start controlling their spending. Consider that while population in Canadian municipalities has grown by 12% since 2000, inflation-adjusted spending over the same period has exploded by 55%.”

“These are national numbers, but whether you are talking about Vancouver, Calgary, Toronto, Ottawa or Montreal, the profile is similar, with inflation-adjusted spending growth far outpacing increases in population.”

“Municipalities that don't fit this

profile are the exception, and should be applauded.”

I draw your attention to the last line. Time restraints didn't allow me the opportunity to research the specific numbers for Hamilton, but I intend to do so in the coming weeks. And the FCC will be the first to “applaud” if Hamilton is the “exception” and “doesn't fit the (national) profile.”

The FCC doesn't have the resources to conduct a line-by-line review of the proposed 2014 Hamilton Budget. Instead, I would like to focus on a single line item – with the hope it is an anom-

aly rather than the rule.

For the most part, the issue flew below the radar screen.

You may recall that last year, Council decided to hike the fee for a rezoning application by an incredible 70% – from \$5,930 to \$10,275.

And that's just for a “simple” application. The costs for a “complex” application are even more. And many rezoning applications relate to new commercial and industrial investment options.

We acknowledge the argument that applications should be “revenue neutral” (ie: all – mostly staff – costs are to be paid for by the applicant and not by existing taxpayers).

But perhaps we need a change in direction. Maybe we should look at application costs as “investments” that will result in significant “dividends” (ie: new jobs and taxes) in the future.

Let's also not forget that commercial and industrial tax rates are some

three and four times that of residential rates. And the message we are hearing is that Hamilton taxpayers – at all levels and in all categories and in all communities – are “maxed out.”

We share your concern about the imbalance between residential assessment on the one hand and commer-

text of global economy, which doesn't recognize international borders, let alone municipal ones.

We agree with the popular opinion that Hamilton is on the cusp of something very special. All the blood, sweat and tears of hard work – complete with its agonies and frustrations – of so

“Maybe we should look at application costs as ‘investments’ that will result in significant ‘dividends’ (ie: new jobs and taxes) in the future.”

cial/industrial assessment on the other. In simple language, the key to solving the fiscal challenges facing Hamilton is to recruit and retain additional commercial and industrial investments – complete with new employment opportunities and additional commercial and industrial tax revenues.

The reality is that the current economy remains fragile. The prolonged recession has had a devastating impact on businesses far and wide – including those in the “new” Hamilton.

Further, we are not only competing with neighbouring municipalities like Burlington, Cambridge and Brantford. We are now competing within the con-

many folks (many of them volunteers) over the past two decades is finally starting to bear some fruit.

We want that momentum to continue. *But increasing rezoning application fees by 70% within current economic realities sends the entirely WRONG message to the commercial and industrial investment community.*

To confirm that Hamilton is indeed “OPEN FOR BUSINESS” we recommend – with the utmost of respect – that you revisit the matter of rezoning application fees.

Thank you for your time and attention. If there are any questions, I will be happy to try and answer them.



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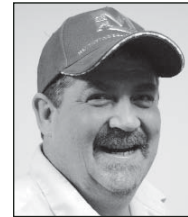


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 Lawn & Garden Equipment Briggs & Stratton Yard Tools, 1 Trillium Way, Brantford 519-751-1685
 Lawyers Christopher C. Breen, 3400 Fairview St., Burlington905-689-5559
 Jansen Personal Injury Law, 3-20 Main St. N.905-690-2929
 K. Cowan Law, 34-35 Main St. N.289-895-7777
 Lazier Hickey LLP, 25 Main St. W., Hamilton905-525-3652
 Miller Thomson LLP, 301-100 Stone Rd. W., Guelph519-780-4635
 Legal Services Dundas Lock & Key, 178 King St. W., Dundas905-627-7985
 Locksmiths The Lock Hut, 12 Glaceport Dr.905-689-0514

M

Manufacturing Flamboro Machine Shop, 952 Brock Rd.905-659-0404
 Heron Instruments, 447 Moxley Rd.905-628-4999
 Marketing Serve Media, 998 Courtland Dr., Ancaster905-304-3451
 Marketing/Web Design Market Mechanics, 50 Karsh Cres.289-635-1507
 Meat Millgrove Packers, 549 Conc. 5 W.905-689-6184
 Metal Fabricators Flamboro Technical Services, 383 Conc. 6 E.905-689-8815
 Mill Equipment Bev Brown Enterprises, 30 Maple Ave.905-628-9929
 Millwright Industrious Solutions, 1110 Con. 6 W.905-627-3600
 Mobile Home Parks John Bayus Park, 6501 S.S #1, Cambridge519-623-2845
 Beverly Hills Estates, Box 52146 Oakville
 Mortgage Financing Dominion Lending Centres, 9 Franklin St.,905-690-6834
 Movers TWO MEN AND A TRUCK, 50 Dundas St. E.905-981-5000

N

Newspapers Flamborough Review, 30 Main St. N905-689-2003
 Nursing Home Alexander Place, 329 Parkside Dr.905-689-2662
 Nuts-Edible Picard Food Partnership, 447 Dundas St. E.905-690-1000

O

Optometrists Dr. Janice Van Wyngaarden, 835 Hwy #97, Freulton905-659-3937
 Family Eye Care, 66 Mall Rd., Hamilton905-385-3661
 Waterdown Optometric Clinic, 301 Dundas St. E905-689-7234
 Office Supplies Staples, 88 Dundas St. E.905-689-0271

P

Paralegal Geoff Ellis, The Ticket D.O.C.T.O.R., 1294 Hwy. #6905-659-1844
 Pet Care Spoiled Rotten Pet Services, 796 Millgrove Side Road905-541-6450
 Photography Sarah Grace Photography, www.sarahgrace.ca905-659-4927
 Pharmacy Waterdown IDA, 15A- 115 Hamilton St. N.905-689-0999
 Pipeline Operator Enbridge Pipelines, 801 Upper Canada Dr., Sarnia519-330-9048
 Pipe Welder Industrious Solutions, 1110 Con. 6 W.905-627-3600
 Plumbing Contractors Taylor's Plumbing, 300 Dundas St. E905-689-4777
 Printer Staples, 88 Dundas St. E.905-689-0271
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Q

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 Lafarge Canada, 628 Hwy. #5905-527-2744

R

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 R. Denninger, Re/Max Garden City, 427 Dundas St. E.905-689-1717
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R

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S

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T

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 Topsoil Millgrove Garden Supplies, 682 Concession 5 W.905-689-5527
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 L.P. Services, 100 Mead Ave., Hamilton905-312-9073

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Veterinary Clappison Animal Hospital, 780 Highway # 6 N.905-689-8005

W

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Flamborough Chamber of Commerce MISSION STATEMENT

The Flamborough Chamber of Commerce is dedicated to leadership in recognizing and encouraging good corporate citizenship, defending and promoting private enterprise, contributing toward the growth of a healthy local economy and continual improvement to the quality of life in Flamborough.

Join the Flamborough Chamber of Commerce today for less than \$1 per day and have your business listed in this directory which is distributed to over 14,000 Flamborough homes and businesses every month by the Flamborough Review!

'INTEREST ARBITRATION' NEEDS CHANGES

The Ontario Chamber of Commerce (OCC) recently submitted a letter to Yasir Naqvi, Ministry of Labour, about the impact that the province's interest arbitration system is having on Ontario's competitiveness.

Interest arbitration is the only legal mechanism available to municipalities to settle contract negotiation disputes with essential municipal workers such as police officers, firefighters, and some paramedics.

Partly as a result of interest arbitration, emergency service costs are growing much more quickly than the Consumer Price Index, and faster than the average growth rate of other public sector workers' wages, including nurses and teachers. As a result of the costly contract settlements created by the current interest arbitration system, there is significant pressure on municipalities to raise taxes and/or reduce services to compensate.

"Interest arbitration is the only legal mechanism available to municipalities to settle contract negotiation disputes with essential municipal workers such as police officers, firefighters, and some paramedics."

Competitive tax rates and quality public services are key to economic development and prosperity in our communities. The current interest arbitration model is hurting municipalities' economic competitiveness, and ultimately the competitiveness of the province.

What follows is the letter to Minister Naqvi, which was endorsed by the Board of Directors of the Flamborough Chamber of Commerce (FCC)

Dear Minister Naqvi,

On behalf of the Ontario Chamber of Commerce and its network of 160 local chambers of commerce and boards of trade, we are writing to express concern over the impact that the province's interest arbitration system is having on Ontario's competitiveness.

As you are aware, interest arbitration is the only legal mechanism available to municipalities to settle contract

negotiation disputes with essential municipal workers such as police officers, firefighters, and some paramedics.

Partly as a result of interest arbitration, emergency service costs are growing much more quickly than the Consumer Price Index, and faster than the average growth rate of other public sector workers' wages, including nurses and teachers.

As a result of the costly contract settlements created by the current interest arbitration system, there is significant pressure on municipalities to raise taxes and/or reduce services to compensate.

Competitive tax rates and quality public services are key to economic development and prosperity in our communities. The current interest arbitration model is hurting municipalities' economic competitiveness, and ultimately the competitiveness of the province.

We recommend that the following changes be made to the interest arbitration system:

- Streamline the process by adopting the single arbitrator model for all hearings, imposing limits on pre-hearing processes and post-hearing submissions and mandating a maximum period of one year (from the start of the process to its completion) for arbitrators to complete their work.

- Arbitrators should be provided with clear, measurable criteria upon which to base their decisions, particularly regarding the "fiscal health" of the community.

- Arbitrators should be required to provide a written explanation of their decisions, with clear assessments of the mandated criteria for arbitration, and must give priority to how the "fiscal health" of a community was considered when making a decision.

- The "ability to pay" criteria used in interest arbitration decisions should be

broadened to include the wider economic and fiscal environment, and productivity criteria (as recommended

interest arbitration reform to Ontario businesses and municipalities from across the province, over 30 chamber

"As a result of the costly contract settlements created by the current interest arbitration system, there is significant pressure on municipalities to raise taxes and/or reduce services to compensate."

by the Commission on the Reform of Ontario's Public Services).

We are increasingly worried about the negative impact of unsustainable increases in emergency services labour costs on Ontario's municipalities and the broader Ontario economy. As a demonstration of the importance of

executives have signed on to this letter.

We would be pleased to organize a meeting between you and a small group of representatives of the chamber network to further discuss these ideas and how the current interest arbitration framework is impacting our communities.

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