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June 2024

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## A TRIBUTE TO WOMEN IN BUSINESS

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July Feature - A special feature highlighting and recognizing women in business within our community.



# Confederation College Announces New President

Confederation College is pleased to announce the appointment of Michelle Salo as the incoming President, effective September 1, 2024. Salo brings a wealth of experience and a passion for education to the role, following the retirement of current President Kathleen Lynch who will complete her term at the end of August.

The announcement was made by Daryl Skworchinski, Chair of the Board of Governors at Confederation College. "We are pleased to welcome Michelle Salo as the College's seventh President. The extensive cross-country search ended with a leader who shares our values: courage, equity and relationships, and vision for the future of post-secondary education. Her appointment marks an exciting new chapter for Confederation

College."

Salo is an accomplished leader and proud alumna of Confederation College, bringing over three decades of diverse leadership experience to her new role as President of the institution. Certified as a Professional Accountant (CGA, CPA), her career has spanned multiple industries including manufacturing, healthcare, and post-secondary education, demonstrating her strategic acumen and versatility.

Salo began working at the college in 2019 as the Vice President of Finance and Administration and progressed to become the Chief Operating Officer in 2022. In this capacity, she was instrumental in developing and executing strategic initiatives, managing extensive operational responsibilities, and fostering an environment of continuous



**Michelle Salo incoming President and Daryl Skworchinski, Chair of the Board of Governors at Confederation College**

improvement. As a former resident of Dryden, Salo also brings a profound understanding of the college's pivotal role in

Northwestern Ontario.

"I am deeply honoured to be the next President and first Alumna President, of the college and to continue to serve our students, staff and communities," said Salo. "I look forward to working alongside our dedicated team, making a meaningful impact on the lives of our students. Together, we will continue to build on the College's legacy of innovation, sustainability and student-centered learning."

Salo will succeed Kathleen Lynch, who has served as President since 2018. The College extends its heartfelt gratitude to President Lynch for her exceptional leadership and dedication to student success during her tenure.

Confederation College looks forward to Salo's guidance and leadership as the institution continues to strive for excellence in education, innovation, and community impact.

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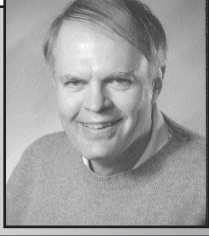
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**Publisher's Note**  
**Scott Sumner**



Coleman Hell will return to the Wake the Giant Music Festival stage for its five year birthday bash. Today the Thunder Bay local was revealed as the Mystery Afternoon Headliner. He performed at the inaugural event back in 2019.

“For the five year anniversary it’s super awesome for Wake the Giant to welcome Coleman Hell back to the stage. He was not only a fan favourite that first year, but also left a lasting impact on one of our students’ lives,” explains Sean Spenrath, Co-founder and Organizer of Wake the Giant Music Festival.

In 2019, Nolan Aysanabee, a youth from Sandy Lake First Nation, was invited to experience Wake the Giant Music Festival and check out Dennis

# Wake the Giant Music Festival Reveals Coleman Hell

with the performer, having participated in orientation activities that included a workshop with Hell during the DFC Experience. Reflecting on the workshop, Aysanabee expresses how it changed his life, inspiring him to pursue an education at DFC and eventually become the school’s Student Chief. He will introduce Hell at the 2024 festival. “Coleman shared the meaning behind some of his songs, and the ins and outs of songwriting. It was really cool to meet him and can’t wait to see him perform again,” says Aysanabee.

“Wake the Giant creates these once in a lifetime opportunities for students, and you never know how it will impact their life. Witnessing Nolan’s journey over the years is a testament to the power of these experiences This truly is a full-circle moment for the Wake the Giant movement,” says DFC High School Transition Coordinator,



Franklin Cromarty (DFC) High School. He shares a special connection

Matthew Tilbury.

Coleman Hell is known for his genre-defying monster of a hit and breakout single "2 Heads." The mesmerizing track has accumulated over 150 Million streams on Spotify and is certified 4 x Platinum in Canada and Gold in the US. His latest 18-track album "JOYRIDE!" drops May 24th.

The Wake the Giant movement consists of three main events, which are all a part of the biggest student orientation in Canada - The DFC Experience (workshops for students with industry greats), The Amazing Race (just like the show, but familiarizing students with the city and organizations), and the grand finale being the Wake the Giant Music Festival. All funding raised from the event supports Indigenous youth, which includes the orientation, workshops and the transition to life in the city.

Wake the Giant is a movement that was created in 2019 to provide the Thunder Bay community with awareness and tools to better respond to racism and help celebrate the enduring cultural diversity of Indigenous

Peoples. The community-driven movement is led by a team of volunteers and has a goal to not only create a more inclusive city, but also welcome hundreds of Indigenous youth who attend Dennis Franklin Cromarty High School (DFC) in Thunder Bay.

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**Thunder Bay Business**

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# PARO Centre for Women Complete Mental Health Research Study

BY SCOTT A. SUMNER  
*Thunder Bay BUSINESS*

PARO recently completed research on the mental health of women entrepreneurs and the results are on the PARO website. It was also presented at their International Women's Day event in North Bay as well as reported in national publications such as the Toronto Star.

"People are really interested as they realize the impact of the pandemic was huge in many ways and one of them was the impact on mental health for women. That was primarily because of the extra load they had to play with family. Also the kinds of businesses and work they do primarily are in the service industry which meant they had to close up quite often. There was also an increase in domestic violence because of the extra stress and being together more than usual. All together this has huge impact. I do think governments are aware of this," said Rosalind Lockyer, Executive Director PARO

PARO works in many rural communities where there aren't a lot of services available in mental health and is one of the challenges in supporting women entrepreneurs in smaller areas. PARO does not supply support for mental health but are inter-

ested and have partners working in these areas.

"My personal impression of the results of the research was that many of the things found have always been there and mem-



Rosalind Lockyer, Executive Director PARO

bers agree. What has happened now is it has escalated with other factors that are weighing heavily. Everyone needed a break after COVID but we didn't get a break, but keep on working and living with the fallout of the pandemic. Right now as well all the rising costs is another stress," said Ros. "When you are trying to build up your business again after the pandemic

that takes time. You don't just start up a business and make a living from it immediately- you have to build up customers, connections, knowledge and experience. Some businesses did better but for many women they weren't in those type of busi-

nesses. Some smaller businesses received little support. We are still transitioning and need an increase in services to support people."

**PARO is going well!**

"We have a vibrant team and are working just as much as we ever have in Northern

Ontario as well as all over Ontario and in seven provinces. We don't do the same things in all of the provinces. Across Ontario we provide various kinds of training to meet the needs of women they say they have as we constantly survey them."

PARO has different kinds of funding available- One is with our peer circle network- they now call them prosper circles and are setting them up across the country. These circles are essential in providing sustainable livelihood. They look at the circles from a holistic approach- at building a good life for you. You need to have energy and know what you want out of life, have good connections for support including both family friends and business as you live life. You need physical support like a laptop, phone, internet and food, exercise etc. On top of that you need training which always changing. That keeps you alive and happy. You also need money.

They say with peer support you are 7 times more likely to succeed and sustain. PARO have over 250 Peer Support groups now with 4 to 7 people in each circle and have been doing this for 30 years now. PARO has a staff of 41, some being contractors who work some days for PARO.

PARO has many online supports available which worked well during Covid and now many women find it a preferred way in terms of time.

"We also work with businesses that are doing well and want to scale up to a high level and say sell their products in another country. We have had success in this area. We take groups of women on trade missions with the proper supports while they are there and they see other women being successful. There are big corporations there to connect with as well," said Ros.

"We took 30 women to Denver in March where they were very excited to introduce the women to other businesses to make



connections. We have a funding program for taking women on trade missions. Go for the Green is a trade mission that is smaller to start out with and a good one in which to begin."

"We also can do loans up to \$50,000 with our partners. We are also working hard to get women involved with investors. These things take time and we want to move the needle on that as it is small right now."

"I still do have a passion for the job, I learn every day. Women have so many skills and are interested in what they are doing and working with others. That keeps me inspired," said Rosalind Lockyer, Executive Director PARO.

## THUNDER BAY BUSINESS

### 2024 DEADLINE / PRINTING / DISTRIBUTION DATES

Issue	Ad Copy Deadline 4PM Friday	Printing Deadline Friday	Distribution Date	Topic
February	January 23	January 26	February 1	Financial/Legal
March	February 20	February 23	March 1	Forestry/Mining
April	March 25	March 29	April 1	Transport
May	April 23	April 26	May 2	Construction
June	May 27	May 31	June 1	Report On Thunder Bay
July	June 23	June 26	July 2	Manufacturing
August	July 23	July 26	Aug 1	Environment
September	August 26	August 30	September 2	Education
October	September 23	September 27	October 1	Aboriginal
November	October 22	October 25	November 2	Health/Remembrance Day
December	November 25	November 29	December 2	Technology/Christmas
January	December 17	December 20	January 4	Fitness

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# City Council hires new City Manager

Following an extensive candidate search and a rigorous selection process, City Council today announced the hiring of John Collin as the new City Manager, effective June 17.

Collin brings 40 years of leadership and management experience to the role. His path began with a 35-year career in the Canadian Armed Forces, culminating at the rank of Major-General. His military service saw him engaged in many domestic and overseas operations, as well as important positions teaching others and developing strategic and operational plans.

Collin was also the City Manager in Saint John, New Brunswick for four years where he and his leadership team addressed severe financial concerns, saw renewed growth and vibrancy, and developed many initiatives and plans to address concerns within modern cities. Before that he worked in a leadership role at Bruce Power in Kincardine, Ontario, and was responsible for emergency preparedness and response during heightened security concerns and post the Fukushima disaster.

“I’m very much looking forward to working with John,” said Mayor Ken Boshcoff. “He was selected for his

leadership track record, his commitment to creating growth and exceptional customer service culture, his broad-based public sector experience and for his drive, clear focus, high-level collaboration and strategic communication



skills. He is the ideal candidate to lead our community.”

John and his spouse Carolyn, together with their two dogs, eagerly await the opportunity to live work and play in Thunder Bay.

“I am deeply honoured and humbled to have been chosen as the new City Manager,” said Collin. “I would like to thank the Mayor and Council for their vote of confidence in me. I am excited

to join a wonderful team and an even more wonderful city. There are incredible opportunities for Thunder Bay to grow and thrive, and I plan to help deliver on that potential while protecting what matters to the community.”

The City Manager provides strategic leadership and overall administration to the Corporation, creates corporate policy and provides advice to City Council about city organization and operating procedures. The City

Manager also heads one of four City departments - the City Manager's Office – that includes City Solicitor & Corporate Counsel, Human Resources, Strategic Initiatives & Engagement and the Office of the City Clerk.

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# Ontario Funding Innovative Microplastic Capture Project in Thunder Bay

## Province reinvesting environmental penalties paid by polluters to support local environmental project

The Ontario government is providing nearly \$45,000 to EcoSuperior to lead a prevention-focused project designed to keep plastic pollution out of local waterways and Lake Superior.

“The Ontario Community Environment Fund taps into the creativity, dedication and experience of local organizations who know where and how best to tackle the impacts of pollution in their communities,” said Andrea Khanjin, Minister of the Environment, Conservation and Parks. “The innovative microplastics capture



are able to continue to reduce litter in our waterways and educate our community on the importance of waste reduction,” said Erin Moir, Co-Executive Director, EcoSuperior Environmental Programs. “Through this project we will capture litter debris and microplastics before they reach our waterways, making a tangible difference in preserving the health of Lake Superior.”

EcoSuperior will compile a comprehensive report for the City of Thunder Bay to help inform local solutions to plastic waste, which could include trash cleanups, better waste management infrastructure, increased garbage collection in key areas, and improved signage. EcoSuperior will also extend the impact of the collected data

work, led by EcoSuperior will help protect our precious water resources for future generations.”

In partnership with the City of Thunder Bay, EcoSuperior will install LittaTraps, a cutting-edge catch basin filter, in storm drains across the city. The devices are designed to capture small fragments of plastics known as microplastics, preventing them from entering water ecosystems, and harming aquatic life, and the many species of birds and wildlife that depend on them. By strategically placing these traps near city parks, waterfront areas and parking lots, the project aims to identify and address plastic pollution hotspots.



“Our mission is 'Building a Healthy Future for People and the Planet'. Through the support of the Government of Ontario, we

by connecting with the International Trash Trapping Network to contribute to the global fight against plastic pollution.

**KEVIN HOLLAND**  
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# IMPRESSIVE SHIPPING RESULTS FOR PORT OF THUNDER BAY

The latest shipping statistics for April in the Port of Thunder Bay show an increase in cargo volume, with 36% more tonnage compared to the corresponding month in the previous year.

After a downturn in grain shipping two seasons ago due to a poor harvest, the recovery in grain volumes that began last year continues this spring. The port has surpassed average export levels, registering an 11% increase in grain shipments compared to the five-year average. Year-to-date grain exports have also seen a substantial rise of 25% compared to the same period last season.

The exceptional potash season last year has also carried over, with potash shipments in April already 4.4 times higher than the previous season. The Port of Thunder Bay has established

itself as a reliable hub for potash exports, with a promising outlook for sustained high export levels in the ongoing season.

At Keefer Terminal, the port's stevedoring partner Logistec handled imports of phosphate fertilizer and steel rail, which are stored on-site for future transshipment to Western Canada.

A notable highlight this month is the increased vessel traffic in port compared to the previous season. Fourteen additional ships called upon our port, with nine of them being foreign vessels, commonly referred to as "salties."



### CARGO STATISTICS

Period From April 01 to April 30, 2024

	Month Totals 2024	Month Totals 2023	Year to Date Totals 2024	Year to Date Totals 2023
COAL	55,352	54,889	55,352	54,889
GRAIN	848,972	707,593	1,144,545	911,172
POTASH	157,656	35,693	157,656	35,693
DRY BULK	41,222	24,847	41,222	45,880
LIQUID BULK	5,734	0	5,734	0
GENERAL CARGO - KEEFER	0	8,147	0	8,147
GENERAL CARGO - OTHER	583	0	583	0
DRY BULK KEEFER	21,041	0	21,041	0
<b>TOTALS</b>	<b>1,130,560</b>	<b>831,169</b>	<b>1,426,133</b>	<b>1,055,781</b>

### VESSEL REPORT

	Current Month	Same Month Last Year	Year to Date Totals	Last Year Totals
DOMESTIC	34	30	45	38
FOREIGN	15	6	15	6
AMERICAN	1	0	1	0
<b>TOTALS</b>	<b>50</b>	<b>36</b>	<b>61</b>	<b>44</b>

\*Monthly statistics are edited as cargo reports are received. Cumulative totals are adjusted to reflect changes.

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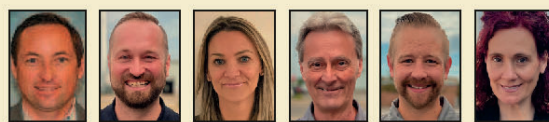
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# Sargent & Son is 100 years old

Sargent & Son Funeral Home has officially hit 100 years old. The company announced this significant milestone today with the launch of its 100th anniversary campaign, A Century of Care. Honouring a legacy of compassion and service, the centennial campaign celebrates the company's long history and commitment to serving families and loved ones during times of loss.

Says Funeral Director and Manager, Michael Sargent; "We're proud to celebrate

with the community that Sargent & Son has been in our family for five generations. Since 1924, the year that Lewis Sargent founded the funeral home, the Sargent family has cared for local people and their families during the most difficult times in their lives. While much has changed over the past 100 years, the most important things have not... Sargent & Son remains a family-owned business with the same caring values for local people and the community." To mark its 100th year, Sargent & Son is

hosted a 100th Anniversary Open House & Reception and is inviting clients, employees, friends, and local businesses – both past and present - to attend the celebrations. Guests will have the opportunity to tour the facilities, learn more about the company through a multimedia historical journey, participate in special commemorations, and network.

keeping things local so that we can support the community in the way it has supported our family for generations."

For more information, and to contribute to the Digital Legacy campaign, visit: [sargentandson.com](http://sargentandson.com)

About Sargent & Son Funeral Home



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In conjunction with the Open House, Sargent & Son is launching a Digital Legacy initiative and is asking local people to share their special stories, memories, and photos from the past 100 years. The initiative is a tribute to the thousands of remarkable people who have helped to shape Thunder Bay during the century. The legacies will be shared on social media and at the Open House to honour the community.

Says Funeral Director and Manager, Greg Sargent; "Our 100th Anniversary is not just a celebration for our family business. It's a chance for us to honour the contributions of local people and the resilience of the community through the decades. We want to take a pause to acknowledge all the amazing people who have made a positive impact in our community and who continue to inspire future generations. We've got a lot to celebrate in 2024."

One hundred years on, Sargent & Son is still looking to the future and planning for what's next

"Caring runs in our family," continues Greg Sargent. "We hope to continue the legacy of Sargent & Son for another 100 years by continuing to evolve, modernize and meet the expectations of local people. We're committed to remaining independent and to

Sargent & Son Funeral Home is a family-owned business dedicated to providing compassionate and personalized funeral services. From traditional to contemporary to completely unique, Sargent & Son acts as a guide through the decision process, providing funeral services that celebrate all life journeys. Their services are grounded in a century of experience, ensuring that every detail is handled with care and compassion. I asked some questions at the media event.

### Funeral Directors, Greg Sargent & Michael Sargent

#### How does it feel to reach this milestone of 100 years?

"It's very humbling to reach a milestone like this - to be able to be part of a legacy that served this community for 100 years is an amazing accomplishment and we are so honoured to be a part of that legacy."

"It is a great testament to how close we are as a family. Not many businesses can say they have lasted this long and remain with the same family ownership. There was no obligation that we had to this, we wanted to be part of it and that is the way it has worked from generation to generation. We have tried to provide a positive impact in the community."

"Our great grand father Lewis came up from Fergus, Ontario and brought my grandfather Frank shortly after that. Then my father Jim began and my brother and I are the fourth generation with my son and nephews potentially shown some interest in getting involved, so we will see what they decide."

The Sargent and Son was founded in 1924 after buying out Mr Thompson. The family has enjoyed working in this field over the years.

"It is an honour and privilege for us help people at what is probably the worst time of their lives. Our goal is to take them to a place where it is the best it could have been for what it is. You take people on a journey from the worst possible place to at least where they can move forward to the next phase of their lives."

#### The industry has changed over the years.

"The industry has come a long way from the horse and buggy sort of funeral coach with everything from vehicles to livestreaming technology and different video tributes. The technology has changed."

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# Confederation College Announces New President

Continued from Page 2

Confederation College has been serving the citizens of northwestern Ontario since 1967 meeting the educational needs of students in a catchment area of some 550,000 square kilometres. Along with its main campus in Thunder Bay, Confederation College has seven regional sites located in Dryden, Fort Frances, Greenstone, Kenora, Marathon, Sioux Lookout and Red Lake, as well as a growing Distance Education division.

Confederation College delivers exceptional education and training to an average of 7,000 combined full- and part-time students per year and currently has a total of 600 full- and part-time employees. Confederation's regional economic impact and contribution is valued at \$707.3 million annually.

**I asked Michelle Salo, incoming President some questions at the media event**

**How did your journey begin and end up until now?**

"I started my work career at the mill in Dryden, Ontario working as an office temporary in the accounting department after attending Confederation College. I went forward and got my accounting designation as I was working and continued to progress in my career moving up to a VP of Finance in Raleigh, North Carolina."

"We really missed the North and Thunder Bay so moved back and worked at the mill here. Through a series of changes I ended up at the college which is someplace I really wanted to be when we were looking at moving back. This was kind of my dream job, being back at the college."

"I think it is amazing to show students with my journey here at the college, what you are capable of doing. It is not just where you start but where you end your career. My career started taking business administration here at the college and then moved to concentrate on accounting through my designation."

**You have a focus on students?**

"I want students here at Confederation College to feel a sense of comfort where they can come and get a good education, but also feel they are supported by all the faculty, staff and that we have everything they need."

"We concentrate on making sure our International students are comfortable here including having resident options for them. There are International students at Confederation College in Fort Frances, Kenora and Dryden as well. In the past year we are close at a 50/50 with our ratio of international students which is our new allotment. There are some reputation challenges with the recent announcement by the Canada government so we are trying to build that reputation back up."



**Daryl Skworchinski, Chair of the Board of Governors at Confederation College also CEO for the town of Marathon**

**How did the selection process go?**

"The selection was a very comprehensive process that took the executive committee about six months from start to finish. We received over 30 applications from across Canada, doing a first round of interviews of six then to a short list. This is one of the first times hiring someone from within but also the first alumnus of the college."

"Michelle was no doubt the number one candidate and she certainly earned the job. Our committee spent hundreds of hours to go through this process as it is a very significant job."

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# International students are looking for a Canadian experience in Thunder Bay!

MLI Homestay is excited to welcome international high school students from different areas of Europe, Asia and South America in many communities across Canada, including new students coming to Thunder Bay!

For the upcoming 2024-25 school year, Lakehead Public Schools are anticipating over 30 international high school students arriving in September for short or longer terms, and another group arriving in February for 2nd term. Only 13 students arriving in September are

matched with hosts and we are asking for the communities help finding 18-20 hosts.

Student Care Supervisor for Thunder Bay Nissa Francisco shared "Welcoming international students in Thunder Bay offers a uniquely enriching opportunity for cultural interchange and lasting bonds. Through our partnership with Lakehead Public Schools' international student program, more families can delight in the experience of hosting students from various corners of the globe, sharing diverse traditions,

and forging enduring relationships".

A large part of the experience international students wish for while in Canada is participating in "Canadian Life" with their host family. This includes enjoying various foods they have heard or read about, participating in the weekly family routine, and extracurricular activities that they may not have at home such as skating, ice fishing, skiing, hiking through a forest, or even going to a local supermarket.

"Hosting international students in Thunder Bay is an incredibly special

experience that fosters cultural exchange and creates lifelong connections. As the international student program at Lakehead Public Schools



continues to grow, more families have the chance to embrace the joy of welcoming students from around the world into their homes, sharing diverse cultures, and creating cherished memories." Steven Johnson, Lakehead Public Schools.

The international student program continues to grow in Thunder Bay, with the biggest challenge being finding hosts to accommodate them. We are looking for fun and welcoming hosts for students arriving for short or longer stays! Hosts are required to include students in their home life, provide a private bedroom with a bed, desk and window, access to a bathroom and 3 meals a day. Hosts are fairly compensated per month to take care of students' basic needs. We have local coordinators in Thunder Bay for support.

Visit [www.mlihomestay.com](http://www.mlihomestay.com) for more information.



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June 2024

## Whitewater Golf Club 20th Season!

BY SCOTT A. SUMNER  
*Great Outdoors*

If you were a golfer, there was a lot of excitement in the early 2000's when Bruno's Contracting decided to create a new golf course in Thunder Bay- Whitewater Golf Club!

I fully remember being taken through the process of the building of this beautiful course when Bruno's Contracting owner, Silvio, would come by, pick up my father and myself and take us out for a tour of how the construction of the course was progressing. My father was an avid golfer from the age of 12 in Southern Ontario, and also was very instrumental in creating the Manitowadge Golf Club. He really enjoyed seeing the course construction come along.

Silvio must have made hundreds of trips like this with potential members but always would say when I asked "This is my job."

subdivision there were five houses and four townhomes at that time. Today there are over 150 townhomes and individual houses which has certainly created your own little community. This summer, I've been told, the next street in King George's Park Drive will be under construction with new homes and paved this season to help complete this impressive community. There are building lots available if you want to experience living in a rural community.

The golf course itself is really a great asset for the community, designed by well-known Canadian architect Thomas McBroom. It is a championship course that you can definitely feel comfortable playing many, many times and not feel like it is boring. At almost 7300 yards it really is a championship golf course. I especially like the holes adjacent to the Kam River which are very scenic and basically right in nature. I think the course, when you get out and play, gives you the feel that Thunder Bay can offer the same amenities as much larger urban settings.

The team at Whitewater continue to advance the course with new golf carts this year as



well as lawn equipment to prepare the course each day. I'm thinking, the future of Whitewater is good with new young man-

agement from the family involved to ensure it's continued growing for the next 20 years.



It was in the fall of 2003 that my father and I got to play one hole at the Whitewater Golf Club before it was open and that was an experience I will always remember.

Recently Whitewater held a special dinner for it's members, including some that have been at the club every year since its very beginning for 20 years. It was fun to see some of the original members at this dinner which I think number almost 50.

The course has seen many good achievements, including having five very successful PGA Tour Canada events, and also many, many rounds of play from the people of Northwestern Ontario and beyond.

It is also very interesting to see the growth of the residential subdivision adjacent to the course called King George's Park. In 2005 when we completed building a home in the



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