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Thunder Bay Business Celebrating 39 Years!

My Interview with Gillian Siddall, President and Vice Chancellor of Lakehead University

BY SCOTT A. SUMNER
Thunder Bay BUSINESS

Gillian can you tell me about your background and career to this stage- where you grew up, education and past work experiences?

"I grew up in Dundas, Ontario, where my

mother still lives. It is a lovely small town near Hamilton—it was a wonderful place to grow up. I did my undergraduate degree and Masters degrees at the University of Guelph, and my Ph.D at the University of Western Ontario. I started as a tenure-track faculty member at Lakehead University in 1998 in the Department of English. I was thrilled to get that appointment—tenure track jobs

were scarce at the time—and I threw myself into Lakehead and Thunder Bay, and later, Orillia, once the new campus was established. It is so meaningful for me to be back here, to a place I know so well, and where I know so many people.

I served in various roles over the next 17 years at Lakehead, including as the founding director of our teaching and learning centre, and as dean of the Faculty of Social Sciences and Humanities.

I then served as the Vice President Academic and Provost at the Ontario College of Art and Design University for three years, and then as president of Emily Carr University of Art and Design for five years before accepting the position of president here at Lakehead.

At Emily Carr, I led a number of initiatives, including developing ECU's first equity, diversity and inclusion action plan; advancing the university's commitment to reconciliation and Indigenization through curriculum, research and increasing the number of Indigenous faculty and staff; initiating ECU's first climate action plan; and continuing to advance ECU's international ranking for art and design education, most recently ranked as 24th and the only Canadian offering art and design education to rank in the top 50.

It is a great joy and privilege to return to Lakehead – where I have spent most of my career – to take on this role, and I am eager to get to work with all members of the university community as we face the challenges and embrace the opportunities that lie ahead."

How have the first almost 6 months gone? What have been your main activities at the beginning of your term?

"I have spent much of my time listening—visiting academic and administrative units on campus, meeting with the Student Union executive, labour unions, faculty, staff and alumni. I have also met with many external partners and stakeholders, including members of government at the municipal, provincial, and federal level, Indigenous community leaders, and donors."

"I have also been focussed on three priority projects.

In no particular order, there is an exciting partnership with the Ontario Veterinary College and the University of Guelph to establish a Collaborative Degree in Veterinary Medicine with Lakehead University. The joint program would see students complete their first two years at Lakehead Thunder Bay and their final two years at the University of Guelph. This initiative is committed to educating veterinarians in the north for the north, and to increase accessibility for students from



rural and Indigenous communities. Development of the academic program and site selection for various infrastructure are part of the ongoing work by a number of joint working groups.

We are also planning to expand the Lakehead Orillia campus, and are in the process of planning new programming there over the next ten years. I am delighted to share that the County of Simcoe ratified a commitment of \$15 million for the expansion of Lakehead's Orillia campus, likely to come in annual or otherwise regular installments over the next decade. The County's exceptional commitment recognizes and lends further momentum to discussions ongoing discussions about increasing enrollment and program offerings at Lakehead Orillia in conjunction with external partners in Simcoe County and internal communities across both our campuses, as well as plans related to Lakehead Orillia's expansion. Another initiative that I feel quite strongly about pushing over the finish line is the proposed Gichi Kendaasiwin Centre here at Lakehead Thunder Bay. The Gichi Kendaasiwin Centre will play a profound role in Lakehead's efforts in truth and reconciliation in partnership with Indigenous communities, will create a new cultural and community hub and Indigenous gathering place, and provide culturally appropriate spaces for ceremony and the sharing of knowledge and traditions.

Lakehead needs a dedicated, culturally appropriate space to facilitate support for Indigenous faculty, staff and students; to facilitate pathways for Indigenous students to come to Lakehead; for substantive and long-term conversations about truth and reconciliation; and to facilitate Indigenous/non-Indigenous partnerships in research, pedagogy and economic development.

I've seen the positive things can happen in purpose-built Indigenous gathering places on university campuses. In Fall 2023, I met with several Indigenous community leaders about Gichi Kendaasiwin."

Continued page 4

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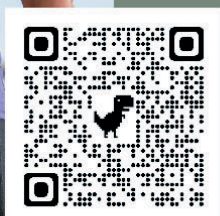
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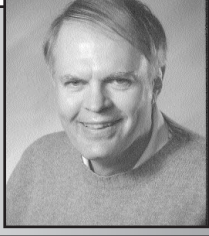
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**Publisher's
Note
Scott
Sumner**



Where Am I Now With My Money?

Do you know where you are financially. What's your net worth? How much money do you have left over at the end of the month?

The first step in a financial planning process is to analyze exactly where you are at this moment in time. This should be very detailed and cannot be done quickly, but is not difficult work, and can in fact be enjoyable. Many people, if asked the question "What is your net worth?" will not know the answer. They might have some kind of an idea about what their house is worth, maybe how much they paid for their car, or they might remember

an RRSP they bought last February. I don't think they really understand or know exactly what their financial net worth is. From my background in business, I have learned it helps to consider yourself as an actual business entity. Businesses rely significantly on their financial statements. The financial statement begins with a balance sheet which is a complete financial picture of the firm's assets and liabilities on a short term, and long term base. It is only completely accurate at one point in time, usually the year-end of the firm, but it can be very valuable in analysis. In addition to the balance sheet portion of a financial statement, there is the income statement. It simply records the revenues received by a corporation and the expenses

associated with earning those revenues, thereby arriving at a net income in order to determine whether or not the firm has met its financial goals. The conclusion is that the corporation determines how well they performed against budget or business plans.

A family's or individual's financial statement is exactly the same as a company's. It might not be graphed in the same magnitude, but it is definitely similar. You can go through the steps of determining your own balance sheet, in order to help you pin point exactly what the net worth of your family is. It will review step by step and in detail your current income from all sources and associated expenses which will allow you to grasp whether you are in

a position of excess cash each month and year, whether you have any funds available to invest or save, and whether you are living beyond your current financial means. As individuals, we have to take a responsible view of our financial resources. We must look ahead to long-term capital accumulation, with the expectation of having enough revenue to enjoy a happy retirement. You can also show you how to make certain that you are maximizing your financial resources so that you can enjoy life to the utmost, right now.

For some simple forms that will help you in this process visit my web site

www.scottsumner.com

Chronic Pain?...Why Fascia Matters

If you're one of the nearly 8 million people in Canada living with chronic pain, you might want to consider your fascia. Chronic pain can be debilitating. It can affect your mental and emotional health, your relationships, social life, finances and your ability to enjoy life to the fullest. Fascial health plays an important role not only in reducing chronic pain but also in preventing it.

So, what exactly is fascia? Fascia is the body's stability system. It connects us from head to toe & wraps around every joint,

and stabilizes us. When it's in optimal condition our body functions efficiently keeping us moving with ease, however when fascia becomes dehydrated it loses its supportive qualities, resulting in unwanted joint compression and faulty movement patterns that occur without us even being aware of it.

Think of fascia like a sponge. When a sponge is hydrated it can easily move and adapt when you compress or pull on it and it always returns to its original shape. When a sponge is dehydrated it becomes stiff and inflexible and it doesn't adapt, react or respond efficiently when compressed.

At Ross Pilates & Conditioning, we consider the role fascia plays in restoring healthy movement. We use a whole body, multi-dimensional approach incorporating a variety of methods to help our clients with chronic pain feel better and move better. The MELT Method is one method we've used with great success.

The MELT Method is a simple, self-treatment technique which uses specially designed soft foam rollers and small hand and foot balls, designed to eliminate chronic pain and reverse the negative effects of daily living by addressing the Nervous System and the Connective Tissue System.

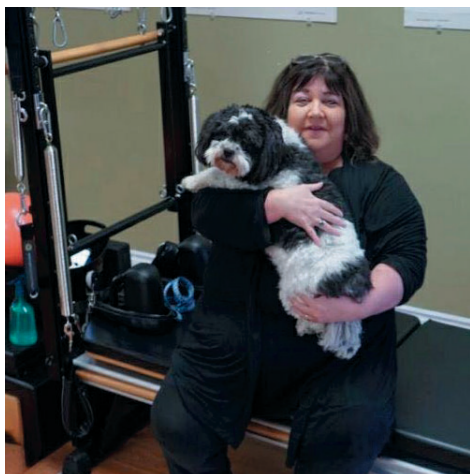
MELT helps to reduce inflammation, improve structural alignment, reduce joint pain and discomfort, enhance strength, balance and flexibility and address faulty compensatory patterns while improving joint stability.

Sheelagh Hendrick, a client at Ross Pilates & Conditioning says, "The exercises are simple, the results are surprising. For example, how the work on our feet can affect our alignment, muscle relaxation and balance and how working on tightness in my calves can improve how my back feels."

Want to learn more? Join us for our upcoming Introduction to the MELT Method workshop, Saturday, February 24, 2024 10:30 - 12:30pm

Call 807 476-0352 to register. Space is limited.

Deborah Ross Bisignano is a certified Therapeutic Pilates Instructor, Medical Exercise Specialist, Level 3 Franklin Method Educator, Level 5 MELT Method Practitioner and owner of Ross Pilates and Conditioning.



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**Office:
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My Interview with Gillian Siddall, President and Vice Chancellor of Lakehead University

Continued from page 2

“Our discussions focused on building strong, Indigenous-led partnerships and identifying opportunities for joint advocacy for the Gichi Kendaasiwin Centre. We had the opportunity to meet with the Honourable Patty Hajdu, local Member of Parliament and Minister of Indigenous Services Canada, as well as Minister Responsible for the Federal Economic Development Agency for Northern Ontario. During those meetings, we advocated on behalf of the Gichi Kendasaawin Centre.”

“I know from experience that Lakehead University is a very special place, where we can make amazing things happen. We all need to work together to achieve our goals, and I look forward to working together as a university community on these three, and other, projects.”

Lakehead has had a long successful history. As mentioned I first entered the campus as a young commerce student in 1974. What have some of the best accomplishments and impacts by Lakehead University been for Northwestern Ontario and beyond?

“Even before Lakehead officially became a university in July 1965, it had established itself as a pillar of Northwestern Ontario — contributing to the region’s economic, social, and cultural well-being and prosperity. The impact of the communities we serve greatly expanded when we opened the doors to our campus in Orillia, Ontario, in 2006.

With campuses in Thunder Bay and Orillia, we have established strong partnerships with First Nations and municipal communities, as well as industry and government, that provide innovative and

immersive learning experiences for our students and promising employment opportunities for our graduates. These graduates are working in leadership roles in diverse fields, influencing the local and global community in a multitude of ways. The number of Indigenous students at Lakehead has grown to 12%, and I am committed to increasing that number, working with the wonderful staff and faculty here. This is an important part of our reconciliation work.

We have also seen an increase in the number of international students on our campuses. They bring such richness to our environment, and we are very proud that they are an integral part of our Lakehead community.



In addition to the many achievements highlighted during our 50th anniversary celebrations in 2015, more recent accomplishments include the establishment of the Bora Laskin Faculty of Law in 2013 (the first in Ontario in 44 years), the establishment of our Office of Human Rights & Equity, and a dedicated space for our

Lakehead University International team. In the last decade, Lakehead’s reputation as a leader in diversity and sustainability has been led by work resulting from our Equity, Diversity, and Inclusion Action Plan and a Sustainability Action Plan. On the national scene, Lakehead was acknowledged as Canada’s number one research university in our category for five consecutive years, and has consistently been ranked among Canada’s top ten primarily undergraduate universities. Finally, globally, Lakehead University has been ranked in the top half of Times Higher Education’s World Universities Rankings for four consecutive years, and is the number one university in the world with fewer than 9,000 students in THE’s

Lakehead University plays a leading role in the Thunder Bay Regional Research Institute, which is the research arm of TBRHSC. The Institute’s goal is to improve healthcare through excellence in patient-centered research focused on three molecular imaging-based platforms.

1998

The Paleo-DNA Lab receives funding from the Northern Ontario Heritage Fund to develop as a university-based enterprise. Researchers working in the Paleo-DNA Lab confirm the identity of the Titanic’s “Unknown Child” buried in a Halifax cemetery. He is Eino Viljami Panula, a 13-month-old child born in Finland. The story attracts international media attention and is the subject of a documentary, *Titanic’s Ghosts*, broadcast on PBS in the United States.

2003

Our Thunder Bay campus’s Advanced Technology and Academic Centre (ATAC) opens, adding numerous computer labs, smart classrooms, and videoconferencing facilities.

2005

The Northern Ontario School of Medicine opens at Lakehead and Laurentian universities with an Aboriginal Affairs Unit and Advisory Committee.

2006

Lakehead Orillia campus opens in rented facilities on Colborne Street.

2010

Lakehead Orillia’s Academic Building opens on University Avenue in Orillia, making the new campus the first campus in North America designed to meet Leadership in Energy and Environmental Design (LEED®) Platinum standards.

2013

The Bora Laskin Faculty of Law opens in the renovated Port Arthur Collegiate Institute (PACI) building in Thunder Bay, which Lakehead purchased from the Thunder Bay Public School Board. It is the first new law school in Ontario in 44 years.

Lakehead’s program offers specializations in Aboriginal law, natural resources-based law, and small and sole practice law. Its goal is to educate a new generation of lawyers who will advance social justice, bolster economic development, and be leaders in their communities.

2013-2014

Motion passed at Senate to implement the Academic Plan 2012-2017 commitment for an Indigenous content course requirement for all undergraduate students.

2015-2019

For five consecutive years, Research Infosource named Lakehead as Canada’s Research University of the Year in the undergraduate university category.

2018

Grand opening for Lakehead University’s new Centre for Advanced Studies in Engineering and Sciences (CASES) building. CASES is a beautiful space that houses Research and Graduate Studies housed in a more central location, as well as Ingenuity, Lakehead’s creative and business incubator.

Continued Page 5

2023 Impact Rankings which assesses institutions against the United Nations’ 17 Sustainable Development Goals.”

THE FOLLOWING ARE A SELECTION OF ACHIEVEMENTS FROM DOCS THAT CELEBRATED OUR 55TH ANNIVERSARY (2020)

1974

A two-year Native Teacher Education program (NTEP) receives accreditation and Harold Linklater is appointed Director. Lakehead’s program is the first of its kind in Ontario and later evolves into the BA/BE (Native Education) degree program.

The Native Language Instructor’s program (NLIP), the Native Nursing Entry Program (NNEP), and the Native Access Program for Engineering program (NAPE) are established. In 2003-04, the Department of Aboriginal Education was established within the Faculty of Education.

1984

Native Language Instructors Program (NLIP) began (now the Indigenous Language Instructor Program).

1986

Native Nurses Entry Program (NNEP) launched (now the Indigenous Nurses Entry Program) with Mae Katt as first coordinator.

1987

The first group of international students from Gifu Shotoku Gakuan University in Japan arrive at Lakehead to take part in a residence program in Canadian Studies. The program continues on an annual basis for over ten years.

1998

Lakehead donates 60 acres of land on Oliver Road to be used for construction of the new Thunder Bay Regional Health Sciences Centre (TBRHSC), which opens in 2004.

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My Interview with Gillian Siddall, President and Vice Chancellor of Lakehead University

Continued from Page 4

Lakehead University recently announced an approved budget deficit of some \$5 million after a long history of balanced budgets. How has this happened and can it be addressed in the near term?

“As your readers may be aware, the past few years have posed unprecedented challenges for the post-secondary sector in Ontario, particularly for Northern and regional universities.

Operating Lakehead while maintaining a balanced budget throughout the pandemic was only possible through significant and compounding cuts to annual budgets and in-year mitigation strategies, such as restricted spending and restricted hiring. The prolonged impact of the pandemic on both domestic and international enrolment at Lakehead required the use of prior year savings — a strategy that is no longer an option as we have expended those funds to manage through our overall budget over the last two years. Any further cuts to our budget risked undermining Lakehead's ability to meet its core and strategic mandates, now and in the near future.

The sector continues to focus on recovery following a period of disruption caused by the global pandemic, while also grappling with a prolonged period of freezes to domestic tuition which followed a 10% decrease in 2019. In response to the fiscal pressures on our sector, the Province convened a Blue Ribbon Panel to review the situation and make recommendations in Fall 2023.

While Lakehead has taken every responsible step possible to maintain a balanced operating budget, the University, due to its size and locations, is more susceptible to increased competition and economic challenges. We continue to advocate extensive-



ly to government, emphasizing that the current funding model is not sustainable for Lakehead — the only comprehensive university in Northern Ontario.

As a result of these ongoing challenges, Lakehead University's Board of Governors approved a provisional operating deficit of \$5.284 million for the 2023-24 fiscal year while we continue to work with the government. A provisional budget is not a final budget, but a necessary step to allow budget managers to access their respective

funds so they can pay for critical expenses and help the University avoid making further cuts at this time.

During the summer and early fall of 2023, Lakehead conducted a third party-review, collaborating with an external consultant to develop options and recommendations to create a forward-looking multi-year action plan to support the University's position as a strong and critical Northern comprehensive university with campuses in Thunder Bay and Simcoe County, and to ensure a balanced and sustainable financial position.

The bottom line is Lakehead is as lean as it can be. The work from that third-party review, in addition to the since-published recommendations from the Blue Ribbon Panel that impact the financial sustainability of our entire sector, will help inform our next steps with the government. Some of the Blue Ribbon Panel's recommendations relate directly to Northern institutions like Lakehead.

Our commitment to educational excellence and community contribution is unwavering while we remain hopeful and confident in the understanding and support from the Ontario government, recognizing the unique challenges of operating in the Northern context. Our financial health is not just critical to Lakehead University but is also a key driver of the regional economy, with our institution contributing significantly to the communities we serve.

We appreciate and agree with the recommendations of the recently received Blue-Ribbon Panel report and are confident in the government's ongoing commitment to addressing the needs and challenges highlighted in the Panel's recommendations.”

What are some specific goals and directions you have for the upcoming years during your tenure of President at Lakehead?

Next Strategic Plan

“In addition to the three projects I described earlier, we are also undertaking a strategic planning process this year. It has been my experience that strategic planning can bring about significant positive change in priorities to which we are all committed such as climate action, reconciliation, equity, diversity and inclusion, addressing oppression of women, LGBTQ2S+, Indigenous, Black and people of colour, and people with disabilities. It is also our opportunity to define and delineate our commitment to the student experience at Lakehead, to teaching and learning, and to excellence in research. There is much good work to be done over the next few years!”

How are you enjoying time back in Thunder Bay? Are there activities here you like to do when off the job?

“I am delighted to be back in Thunder Bay. I spent so many years here, and my partner Laurel grew up here. We love being with friends, family, our dogs, being outdoors, and making music. It is wonderful to be back.”

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Gardewine Thunder Bay expands Facility through Contractor M Builds



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NORTH SUPERIOR PUBLISHING

February Feature - Highlighting the Gardewine Thunder Bay expansion built through M Builds.

Gardewine Thunder Bay Expand Local Facility!

BY SCOTT A. SUMNER
Thunder Bay BUSINESS

I asked Eric Esarte, Project Manager | Estimator at M Builds some questions about the expansion of the local Gardewine facility.

1. This building is an expansion of an existing building at 230 Main Street. Tell me about the building expansion size, type of construction and finishes that were used?

“ M Builds was very pleased to become involved with the project at the Keefer Terminal lands with our Client Gardewine Transport Company, with whom we have completed several projects in western

Canada. The project consisted of a 10,000 sq.ft. expansion to the existing Gardewine facility including several new truck bays, enhanced loading and unloading areas, and a specialized refrigerated area for perishables. Two office areas were also constructed to accommodate the expansion.”
“ The main structure consisted of concrete foundations/slab and a pre engineered building made up of structural steel, IMP (insulated metal panels) and a metal roof. The IMP panels make up the finishes on both the interior and exterior, the roof area was complete with metal soffit, fascia and downspouts. Large concrete aprons were also installed around the perimeter of the building to maintain a clean flat surface for trucks to back up to the 17 new over head doors.”



2. What were the stages of construction of this facility?

“ Due to issues with the existing ground conditions in the area of 230 Main St., the original design for the foundations incorporated driven piles. Piles proved to be very costly and caused the original tender price to be over budget. M Builds, utilizing our extensive knowledge of mitigation techniques for the poor sub grade conditions, proposed the use of a preload to prepare the site for the building expansion. The first phase of the construction involved the preload which was left in place for 4 months and proved to be very effective in preparing the site for construction of the foundations. Phase 2 involved the building construction. M Builds performed excavation to the underside of the foundation with engineered backfill. Our crews and subcontractors then poured the concrete footings and walls in the next phase. As the building floor was much higher than the surrounding area M Builds then backfilled to the underside of the slab. Once the pre eng building was delivered in

the spring, M Builds along with our sub trades expedited the installation to make the building weather tight and started the interior work. Mechanical and electrical rough ins were complete below grade, then the slab was poured. Mechanical and electrical began roughing in for new equipment and facilities. The building was equipped with all new high efficiency HVAC, refrigeration equipment and lighting. Electric truck and fork lift charges were installed throughout the expansion.”

3. How did the build process go?

“The construction was a great success from start to finish. M Builds and our subcontractors completed all procurement activities and shop drawings as early in the process as possible to avoid any supply chain issues for materials for this project. We did experience some delays with the delivery of the pre eng building due to supply chain issues, but once the building arrived the project progressed well and we are looking to wrap up some enhancements to the facility at months end. Our Site Superintendent Claudio Tesolin and all of our subtrades have provided a very high quality product that the Owner and Consultants are very happy with. M Builds built strong working relationships with Dan Lacasse (Gardewine Director of Maintenance) and Scott Brown (Gardewine Terminal Manager) to ensure the project was delivered to their high standards and satisfaction. The guys from Gardewine were great to deal with, and we collaborated and communicated often to solve any issue on the project using ideas from everyone on the project team.”

4. Were you affected by any issues such as supply chain of materials, approvals or any services needed for the project?

“As so common in the construction industry today, we did have supply chain issues which impacted the delivery of the pre eng building, but once it arrived M Builds and sub trades hit the ground running as the site was prepared awaiting delivery. With the lead time on the pre eng building we were able to secure all other long lead items and materials so we did not experience further delays.”

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Continued

5. Overall how has the project gone and when was it complete?

“The project has been a success and scheduled to be complete by the end of the month. The new perishable and ambient dock areas have been turned over to the owner for use and the facility is happy with the quality of work and the additional work space and amenities that are incorporated into the new construction.”

6. What is your feeling on the current construction market in Thunder Bay and area?

“The current construction market in the increased cost of material and labour are still being realized. With the need of affordable housing, assisted living residences, improvements to existing infrastructure and other large and small scale projects in the area, we anticipate the construction market will be strong in Northwestern Ontario for the foreseeable future.”



NWO has been keeping M Builds and our valued sub-contractors in the area very busy. The Covid 19 supply chain issues have subsided, but the impacts to



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PARO Centre Thunder Bay Holds a Cluster Innovation Table on Mental Health

BY SCOTT A. SUMNER
Thunder Bay BUSINESS

The Paro Centre organization held an innovation cluster table or round table discussion recently at the Delta Hotel Marriott Thunder Bay. The purpose was to give women entrepreneurs a voice with a focus on mental health. It was one part of a year long study which will have its results made public on International Women's Day March 8th at a Paro event in North Bay!

Rosalind Lockyer, CEO of PARO

"When we talk about mental health we are really talking about community. Women entrepreneurs have a lot of responsibilities and wear a lot of hats. They are constantly busy doing their business, doing the busi-

ness of primary care of the family plus they are leaders in our community in important matters. Women are the heart of the matter and involve family in what they do."

"Last year we did research asked women how they were fairing and what were their biggest challenges. We are near the end of our research study at looking at how the women have handled the challenges you have when it comes to your own mental health. How you feel, the roles you play in your business, family and in the community all impact your mental health. How are you dealing with that and what suggestions can you make to others."

"The round table today went really well with a good cross section of individuals



with different challenges. Many had found some resources that really supported them. Peer support is huge and available all the time."

"Right now people are panicking about the CEBA loans and getting refinancing. That is only one thing. There are a lot of stresses in life like the pandemic was and what's going on in the world including the US

political situation, wars and the impact on family."

"We have done primary and secondary research, surveys, cluster innovation tables or roundtables, a website form and put together all the research and will announce it on International Women's Day in North Bay on March 8th. There will be a op-ed done as well."

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WINTER DRIVING AND THE LAW

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Welcome to winter. It arrived late but fiercely. As drivers, we need to adapt. The Highway Traffic Act does not mention the word “winter” but it has a lot to say about ice and snow.

We must clear our windshield and keep side windows in a condition to have a clear view to the front and sides. This does NOT mean scraping a tiny viewing port in front of the driver’s seat, but rather clearing enough of the window that we can see with ease. Your side mirrors must also be clean and clear. Speed limits do not reduce during the winter, but it is important to remember that the posted limit assumes perfect driving conditions. The HTA mandates that all drivers

adjust their speed based on road conditions. Winter road conditions or reduced visibility call for slower speeds.

Ontario does not require snow tires, but



they are a good idea. Failure to install them leaves you with less traction and vulnerable to increased stopping distances and skidding. Our police seem very lenient about winter driving risks so it may be that that you will not be charged with following too

closely. Still, it is a risk. You not only must keep a lookout, you must adjust your driving to the road conditions. The police though know that no speed is slow enough for black ice. Being in an accident that leads to a conviction will cost you demerit points.

You may more likely be found at fault civilly for an accident. This can involve cooperating with your insurer to defend a personal injury claim. Your insurance premiums will go up. In fact, many insurers offer discounts for installing snow tires.

During heavy snow, you must turn on your headlights and taillights. Working lights are even more important in winter, between the weather and the longer nights.

The HTA prohibits towing persons on toboggans. In addition, allowing such risky behaviour leaves you open to civil liability, or more serious charges in the event of injury. It is all fun and games until somebody breaks their neck.

Beware of snowplows. A 2023 amendment to the HTA limits the passing of snowplows on highways. This protects the operator, and the other drivers.

On behalf of myself and my colleagues at Weilers LLP we hope that you enjoy a fun and safe winter of driving.

Dilico Team Achieves Remarkable 50% Increase in Staffing Over the Past Two Years

Employees Share their Powerful Journeys through New Video Series

Dilico Anishinabek Family Care is growing. Today the organization hosted a career fair looking to spread the message about exciting, new employment opportunities in the District of Thunder Bay. Over the past two years, Dilico has witnessed an impressive 50% surge in its workforce, now boasting a team of more than 600 individuals.

In the pursuit of filling additional roles and positions, Dilico has unveiled an inspiring video series that showcases the powerful journeys of its employees. Many featured individuals, have contributed over a decade of service to the organization. “On average, an individual spends 90,000 hours at work in their life. We know in today’s time, people are looking for more than just



featuring the four directions on the medicine wheel in its logo, we provide that service to people.”

staff and clients, but also the community. Not every day looks the same to me. Right now I am helping a young child create their regalia and they will dance for the first time at the annual Dilico Pow wow.”

From annual Pow wows and smudging, to regalia making and Elder guidance, Dilico staff engage in cultural teachings, fostering

a deep understanding of Anishinabek culture. Team connections are built and strengthened through staff feasts, potlucks, and cherished Chip and dip Fridays. “Our management encourages out of the box ideas. Because of the ongoing support, I’ve never felt more welcomed. You feel like a family, like a team— that’s what makes my job special,” explains Lionel McCraw, an Infant Child Development worker.

For additional information about the Dilico Way of Life and employment opportunities, please visit:

dilico.com/employment.



a job. They are looking to gain more value from their careers and continue to learn while working— to spend their time wisely,” says Ann Czepky, Assistant Director, Human Resources at Dilico Anishinabek Family Care. “Employees are also seeking a role that is fulfilling, and a job that makes a difference. They want to derive a sense of meaning and purpose from their employment.”

Georgina Redsky, an employee at Dilico for the past 15 years, started her career as a nurse. Over the years, taking in professional development opportunities along with a lot of dedication and perseverance, she is now the Assistant Director of Health. “The Western World of healthcare is fast paced, but at Dilico you get the opportunity to slow down with patients, share stories—it really allows people to be heard,” reflected Redsky. “Dilico is living up to its brand,

Like Redsky, many employees at Dilico experience professional growth, enabling them to take on diverse roles within the organization. “Dilico is unique in terms of the range of specialties, different teachers and teachings under one roof. You have the opportunity to learn from nurses, child protection professionals, addictions and mental health experts within the Indigenous field,” says John Dixon, Associate Executive Director at Dilico Anishinabek Family Care. “It’s a place that offers so many opportunities to new employees and new learners to better help our service population.”

“At Dilico, you aren’t just a worker, it’s more than just a job. I get the honour to be a helper in people’s journey to Minobimaadiziwin (the good life),” says Aungelle Wabigwan, Cultural Coordinator. “Providing cultural services not only to

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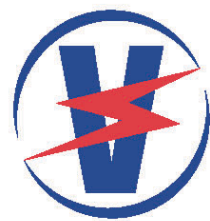
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February 2024

CELEBRATE THE JOY OF SNOWMOBILING AT THE 19th ANNUAL GRAND PORTAGE LODGE AND CASINO SNOWARAMA FOR EASTER SEALS KIDS

BY SCOTT A. SUMNER
Great Outdoors

Snowmobilers will hit the trails on February 10, 2024 for the Grand Portage Lodge and Casino Snowarama for Easter Seals Kids. Once again, the

throughout the weekend. Minnesota trail permits are \$51 (available at Ryden's 66) and will be required for those riders who venture off the Grand Portage Reserve trails. The event is generously sponsored by Grand Portage Lodge and Casino, the Grand Portage Trail Riders, and the Grand

at Grand Portage Lodge and Casino, with every \$100 participants raise, they will receive a ballot to win Snowarama prize packages.

Over the past 18 years, the Grand Portage Lodge and Casino Snowarama has raised over \$575,000 for children and youth with physical disabilities. Snowarama for Easter Seals Kids

would not be a success without the support of the local snowmobiling community. Together we are helping kids BE KIDS. For more information, to register or to donate, visit Snowarama.org.



Thunder Bay Snowarama for Easter Seals Kids will head south of the border to Grand Portage, only 45 minutes from Thunder Bay, attracting snowmobilers from across northwestern Ontario and Minnesota to enjoy some of the finest groomed trails in northern Minnesota.

Portage Band of Lake Superior Chippewa. To celebrate the 19th year

“For over four decades, Easter Seals has proudly worked with local partners to continue this time-honoured community event started by famous wrestler and dedicated Easter Seals champion, Whipper Billy Watson,” says Kevin Collins, President & CEO, Easter Seals Ontario. “We are grateful for the continued dedication and participation of the Thunder Bay community and surrounding areas. Through your generosity, we are able to grow this legacy together and continue making a meaningful difference in the lives of Easter Seals children and families.”

All Snowarama participants will enjoy a complimentary dinner and live Saturday night entertainment, featuring live entertainment. Snowarama is truly a family event: participants can enjoy the trails, a bonfire, and prizes



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