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The 30th Year Anniversary
of PARO Centre for Women!



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For Women's Enterprise
pour l'entreprise des femmes
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30
Years

CEN-CAN Mining Expo Opens in Thunder Bay Amid Rising Demand for Critical Minerals

The CEN-CAN Mining Expo, Central Canada’s largest mining showcase, will opened its doors to industry in Thunder Bay with record indoor exhibitor partic-

“This year, the conversation has shifted from if we can deliver the metals the world needs, to how fast,” said Glenn Dredhart, organizer of the CEN-CAN Expo. “From copper and gold to lithi-



ipation and a strong focus on critical minerals, Indigenous partnerships, and supply chain security.

Held September 10–11 at the Fort William Gardens, the Expo brings together mining companies, Indigenous leaders, government officials, suppliers, and investors to explore how Canada can accelerate the production of the metals needed for a low-carbon economy.

um, nickel, and rare earths, a secure supply has become a matter of climate policy and national security. Buyers want friendly jurisdictions—and Canada, especially Ontario, checks every box.”

A highlight of the 2025 event is the growing role of Indigenous leadership in mining development. Over the past year, new impact-benefit agreements, equity partnerships, and Indigenous-

owned service contracts have moved from signatures to active operations.

“These are no longer pilot projects—they’re setting the standard for how mines are planned, financed, and operated in the north,” added Dredhart. “To the First Nations, Métis, and Inuit leaders coming to the event, we salute your vision and the candour that keeps our industry honest and innovative.”

Yet this year’s speakers will emphasize that speed must be balanced with responsibility. Many Indigenous communities continue to stress that cultural heritage, traplines, and waterways cannot be rebuilt on the same schedule as a refinery.

“Those voices are not roadblocks,” said Dredhart. “They are the guardrails that



Governments at both the federal and provincial levels are backing this momentum. Ottawa’s C\$1.5-billion Critical Minerals Infrastructure Fund, Indigenous equity loan guarantees, Ontario’s new C\$500-million Processing Fund, and its “One Project,

will ensure Canada’s supply chains are resilient and our social licenses remain strong.”

With more than 250 exhibitors, live equipment demonstrations, and a full conference program, the 2025 CEN-CAN Expo is expected to attract thou-



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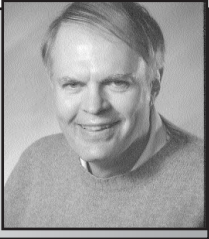


KEVIN HOLLAND
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**Publisher's
Note
Scott
Sumner**



When I attended the Europa Super Circus at the CLE grounds in Thunder Bay you could immediately feel the excitement the performers had for their work! I had the chance to talk to some of them.

Kirsten Rowe is from Mississauga and the only Canadian on the tour.
“ I am an aerolist and do a few different acts including one with my partner with dual straps. Also one on a aerial pole doing tricks up in the air, 25 to 30 feet.” said Kirsten.
“ When I first started training I was freaked out, my heart was beating really fast, but now it is kinda fun. Growing up I had a heart condition which stopped me from doing many things but we got it fixed and I started getting into acrobatics at age 20. I started out doing it for fun and then realized we could make a career of it with my partner. On this tour we started on Vancouver Island and are travelling to near Quebec City.”



“ I started working in Mexico at the resorts. I love it out on the road, travelling and being in a different city every week. We all have have mobile homes some camping and some larger. The people on

Europa Super Circus Fun Performance!



this tour have been really nice.”

Alexis from near Paris, France
“ I do freestyle motocross and help with the set up and tear down of the tent. In

under the tent is insane with the audience right there. This is my first time in the circus. You are always a little nervous, the first jump you are nervous and after that you feel good.”

“ I like this job and here is the prime of my life. I am 32, have learned a new language and this is my first big travel outside of Europe. I like my life now!”

Jeffrey Berhault is the owner of Europa Super Circus , age 32, and also a tight wire performer.
“ My parents were performers also. I started to dance with my dad a little bit and did two circus schools in Europe. We are doing this tour of Canada and will finish November 18 in Sherbrooke, Quebec.”

“ It is going well, starting good in BC, with less people in the summer months. I hope it will be better again. I started with the minimum amount of equipment but will expand next year. The tent is 32 metres around and 14 metres high. It takes a day to set up and inside there are lights and curtains.



“ It is rare to see motocross stunts inside a tent and hope for next year we can be bigger. We have a company that helps us do the advertising. We hope to come back to Canada and maybe the US. It is getting better and people are very positive for the show and we hope next year will be better.”

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OFFICIAL RE-OPENING OF HALF-WAY MOTORS NISSAN, 940 MEMORIAL AVE.

BY SCOTT A. SUMNER
Thunder Bay BUSINESS

The Half-Way Motors group celebrated the re-opening of their dealership. The multi-million dollar renovation project took nearly a year to complete with an expanded show-room, additional service bays, a new drive thru service area, along with other customer conveniences. Dealer Principal, Patrick Trevisanutto says the renovation and expansion was necessary to keep up with the strong support for their dealership. "Thunder Bay has been very supportive to our family as we continue to be a

Canadian leader in market share for Nissan Canada and this renovation will allow us to better serve our customers", said Patrick. As the business enters it's 3rd generation of family ownership, Patrick acknowledges the contribution of his recently retired father John Trevisanutto in helping the business evolve into what it is today. "He worked for over 40 years to develop the dealership's reputation and his dedicated support for local charities, including Our Kids Count continues to this day. He built on the foundation that my grandfather had started when he opened a Studebaker franchise on Hodder Avenue in Current River back in 1963. In 1968, Half-Way Motors added the Datsun



Patrick, John and Daniel Trevisanutto, Half-Way Motors Nissan

line, which later became Nissan at the current location at 940 Memorial Avenue".

I asked Andrew Harkness, Director of Dealer Network Development and Electrification and Corporate Strategy with Nissan Canada based in Toronto some questions about Half-Way Motors Nissan at the celebration.

" We manage 209 Nissan dealerships and 38 Infinite dealerships across the network. Half-Way Motors is one of the oldest Nissan dealers in Canada."

" The first design of our Nissan Retail design at Half-Way Motors was in 2017/18 and state of the art for that time. Shortly after that we launched our Nissan Retail Design second generation and Half-Way Motors were eager to adopt the new design and it is one of the best executions we've seen. The state of the art design is customer centric trying to bring transparency and openness to the customers both in service and sales. The location of our customer service lounge is in the new vehicle display area where they can experience the Nissan product and brand while they wait for

service with lots of glass."

The Nissan market share is just shy of 6% in Canada- Ontario just in the mid 5%, but here at Half- Way Motors they are at 10% market share. They are a high performer in market share and represent us very, very well. We have about 60% of our dealer network converted to this new design and we have found the first to benefit from it is the employees, with a clean modern environment with new technology. That translates over to customers who come in with full transparency and brand experience. Happy customers continue to buy Nissans."

" The Canada marketplace is filled with volatility right now with the electric vehicle rebate off and on, which has caused a lot of volatility in the electric market. The tariffs really alters manufacturing plans for us and every manufacturers. Nissan has weathered that storm fairly well as we are not US based with 70% of our vehicles Mexico and Japan built. We have been faring well with our market share and dealerships growing. We have been quite happy."

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-October Feature

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BY SCOTT A. SUMNER
Thunder Bay **BUSINESS**

It's the 30th Anniversary of Paro, a time for celebration! I have been able to see first-hand the tremendous growth of the organization over these years!

“I began at Paro writing proposals and did all the counselling and training starting with just me, one person. We had a board of directors after awhile. Today we have a team of 30 including contractors with approximately 20 staff members.” said Rosalind Lockyer, Founder and CEO

“I developed Peer lending circle from the start. In case we didn’t have any money for staff we could still give them loans. They are now called Prosper Circles, a Paro women’s lead peer lending network and we now have over 330 circles.”

PARO Prosper Peer Lending Circles are small groups of like-minded women who meet regularly to share their experiences and expand their individual networks of contacts. The Circles are 4 (four) to 7 (seven) women, 18 (eighteen) and over, who all run their own businesses, want to start one, or who believe that women can help women. PARO Prosper Lending Circles helps women connect and network with other enterprising women. Today, the PARO Prosper Circles Program is the strongest Peer Lending program in North America.

The humble beginnings of Paro have now created an organization that operates across Canada and is involved in trade missions to Europe.

“When I was a child I wanted to be a missionary. As a child you want to be a missionary but you don’t really know what that will be. All you know is you want to help other people- support them. I started out in teaching and then became an entrepreneur. When I became an entrepreneur, I felt there was something missing for me. I could help my staff but I wanted to do more, so that is why I started Paro,” said Rosalind Lockyer. “Paro had become my life’s mission- supporting women and especially using peer lending circles. Here you can help women no matter what credit rating they have or what trouble they may have got into. You can help women get training, peer support and grants and loans from Paro.”

Paro has had loan investors including 40 CFDC's, like Thunder Bay Ventures locally. Thunder Bay Ventures helped Paro from the beginning with peer lending circles. There is also a Credit Union that helps significantly with lending funds. There is also emergency funds at Paro if the women entrepreneurs need help.

Paro is also offering other services to women entrepreneurs.

“We are doing a cross country tour with Paro, called the Self Made Breakfast Tour, in cities where we talk to women about what’s going on in the economy, how it has impacted them and what they would like government to do to support them,” said Ros. “There will be another tour at the same time in smaller, rural communities called Paro Connect. The goal is to come together and do some intra provincial trade so they can get bigger contracts. We have been asking government this for a long time as it was easier to do business in the US



than in other provinces, but that has all changed now. Why would you not make it easier to do intra provincial trade.”

“ Most business people don’t have a lot of time so breaking down barriers of doing business in other provinces with less paperwork or regulations would help entrepreneurs a lot.

At Paro you can start small and progress as your business does.

“At Paro you can start with a loan of \$1000 and pay back only \$500. Once that is paid off you can get \$2000 and only have to pay back \$1000 and then can get \$ 3000 to \$ 5000 so have access to more funds. People get in trouble with credit cards so this has been a good alternative with the Peer lending which is safer. We also have, WEOC, the Women’s Enterprise of Canada, to coordinate with loans of up to \$50,000 in Ontario.”

I asked Ros how she has enjoyed her work career at Paro.

“ I very much love my work, the advantage was making your own job and make it so you do what you want and what your skills levels are best at. It is more of a way of life. Indigenous women tell me I am with the wolf pack as they say, as we come together and support each other. The work is rewarding, enjoyable and a very worth while way of spending my day. I have an amazing team that have been there for many years.

We have had several women retire and then come back to Paro. The women entrepreneurs we work with are amazing.”

In November PARO is bringing a delegation of 30 women to Madrid and Paris on a trade mission, looking for greener pastures where they are welcomed and supported.

“ The EU are interested in getting women entrepreneurs from Canada and want us to come there and begin doing business.”

Ros feels living in Thunder bay is underestimated sometimes by people.

“ In Thunder Bay I don’t think we have seen how good we are. We have so much to offer as a people, we are survivors, we don’t expect things to be given to us or it to be easy. When you do your work you make the sacrifices. It is a turbulent time in the world and Paro is needed now more than ever.”

“ No matter how bad things are you just put one foot in front of the other in the right direction for good. Be kind- work hard and put your foot forward with good energy. You will help people and people will help others because they learn the way to work collaboratively”

Paro started 30 years ago in Thunder Bay
January 2nd, 1995 so have almost complete
30 years of operation!

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30 YEARS OF SUPPORTING WOMEN-LED BUSINESSES IN THUNDER BAY!

2025 Marks 30th Anniversary for PARO Centre

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Years

It's the 30th Year Anniversary of Paro Centre!

The evening will feature: - Networking Reception & Trade Show showcasing local entrepreneurs. - Opening Remarks by founder and CEO Rosalind Lockyer, alongside community leaders and dignitaries.

PARO Centre for Women's Enterprise Celebrates 30 Years of Empowering Women Entrepreneurs at Gala Summit Thunder Bay, ON – December 4, 2025 – PARO Centre for Women's Enterprise is proud to announce its 30th Anniversary Gala, a landmark celebration recognizing three decades of impact, innovation, and community-building for women entrepreneurs across Canada. This hybrid (in-person and online) event will take place on Thursday, December 4, 2025, at the Superior Inn in Thunder Bay, Ontario. The evening will open with a welcoming reception at 5pm, and close after the Award ceremony around 10pm.

Founded in 1995, PARO has grown from its Northern Ontario roots to become North America's largest women's peer-lending network and one of Canada's most recognized organizations supporting women in business. With a legacy of empowering thousands of entrepreneurs, PARO contin-

ues to lead the way in fostering women-centered community economic development.

- Eras Summit Panel Discussion reflecting on PARO's transformative journey. -



The 20th Paro Anniversary!

A Night to Remember
The "Eras of PARO" Anniversary Gala will highlight the organization's incredible journey through three distinct decades of growth: - 1995–2005: Beginnings – Women building community - 2005–2015: Regional Growth – Women building networks - 2015–2025: PARO Canada – Women building the nation

Keynote Address by The Honourable Myriam Monsef, speaking on women's enterprise and community impact. - Awards Ceremony recognizing outstanding women entrepreneurs across the three eras.

Distinguished Guests
The gala will welcome entrepreneurs, alumni, funders, community partners, and

leaders from across Canada. Special invited dignitaries include federal and provincial representatives, local officials, and long-standing partners who have supported PARO's vision of inclusive economic growth.

A Legacy of Impact
"For 30 years, PARO has championed women's entrepreneurship by creating spaces where women support women," said Rosalind Lockyer, Founder & CEO of PARO Centre for Women's Enterprise. "This gala is more than a celebration of our history—it's a moment to honor the remarkable women who have shaped our communities and to look forward to the next 30 years of building together."

Event Details

Date: Thursday, December 4, 2025
Venue: Superior Inn, Thunder Bay, ON
For more information about the Gala, sponsorship opportunities, or media inquiries, please contact: Melissa Cook, Program Manager
access@paro.ca
807-625-03328

Advertorial

For 30 years, PARO has been transforming Northern Ontario's economy by supporting women entrepreneurs to start, grow and scale their businesses. Under the leadership of Rosalind (Roz) Lockyer, PARO has built one of the strongest peer-lending and women-focused enterprise networks in Canada.

Roz Lockyer's vision and leadership stand as a testament to what women's entrepreneurship can achieve for Northern Ontario.

As the Northern Ontario Hub for the [Women Entrepreneurship Knowledge Hub \(WEKH\)](#), PARO helps to support our ecosystem partners and women entrepreneurs—particularly Indigenous entrepreneurs—have access to WEKH's research on pressing issues such as AI, financial literacy and procurement and

helps to ensure that programs reflect the unique needs of northern women entrepreneurs. Roz is a steadfast supporter of WEKH and its [State of Women's Entrepreneurship in Canada \(SOWE\) report](#), which shares the barriers and opportunities facing women-led businesses in an effort to inform Canada's Women Entrepreneurship Strategy.

SOWE 2025 reports women entrepreneurship is growing. Majority women-owned businesses now represent 20% of all Canadian businesses. Majority women-owned SMEs generate more than \$90 billion in annual revenues and employ close to one million people. Although many women entrepreneurs still face barriers to financing, networks and markets, support programs tailored to rural and Indigenous communities are breaking down these barriers and driving inclusive economic growth.

Roz has also been instrumental in expanding the Women's Enterprise Organizations of Canada (WEOC) ecosystem. As PARO celebrates its 30th anniversary, Roz Lockyer's vision and leadership stand as a testament to what women's entrepreneurship can achieve for Northern Ontario.



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KEYNOTE SPEAKER
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You Can Create an Exceptional Life!

"Create An Exceptional Life: Mind, Body, Money"

I wanted to share a key takeaway. The book emphasizes the importance of balancing mental well-being, physical health, and financial stability to create a fulfilling life. It suggests:

- 1 Mind: Cultivate a positive mindset and visualize your goals.
- 2 Body: Follow a balanced diet, engage in regular exercise, and ensure proper rest.
- 3 Money: Plan and organize your finances to achieve long-term security.

"Create An Exceptional Life: Mind, Body, Money" is a comprehensive guide aimed at helping individuals improve various aspects of their lives, including mental well-being, physical health, and financial stability. The book provides practical advice, personal anecdotes, and structured plans to help readers achieve their goals and create a fulfilling life. It emphasizes the power of the mind, the importance of physical health, and the necessity of financial planning.

The book is well-organized, covering topics such as mindset, diet, exercise, financial planning, and goal setting. It also includes examples, charts, and forms to help readers track their progress and apply the concepts discussed.

Overall, if you are looking for a self-help book that addresses multiple facets of life improvement in a practical and accessible manner, this book seems to be a good choice.

"Create An Exceptional Life: Mind, Body, Money" suggests several ways to improve physical health, focusing on three main factors: diet, exercise, and rest. Here are the key points:

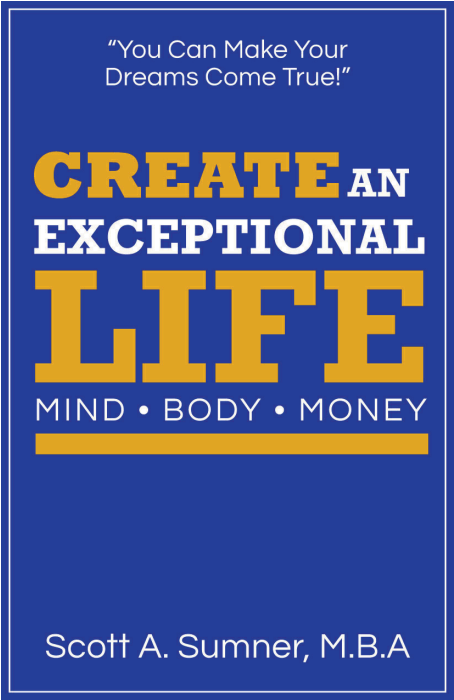
- 1 Diet: Follow a well-researched food plan like Canada's Food Guide, which recommends:
 - 5-12 servings of grain products per day (bread, cereal, pasta, rice, etc.)
 - 5-10 servings of vegetables and fruits per day
 - 2-4 servings of milk products per day (milk, cheese, yogurt)
 - 2-3 servings of meat or alternatives per day (meat, poultry, fish, eggs, beans, tofu, peanut butter)Drink 8-10 glasses of water daily to keep the body hydrated and functioning well. Monitor portion sizes and calorie intake with the help of a dietitian. Keep a daily record of food intake to understand and adjust eating patterns.
- 2 Exercise: Engage in regular cardiovascular exercise to improve heart and lung health. Aim for at least 20-30 minutes of activity, 3-4 times per week. Include strength training exercises to develop major muscle groups (back, chest, legs, shoulders, arms). Work with a personal trainer or physiotherapist to design a personalized fitness program. Ensure exercises are done in the "training zone" by monitoring heart rate to achieve optimal cardiovascular benefits.

- 3 Rest: Establish a consistent sleep routine by going to bed at the same time each night. Create a relaxing pre-sleep routine, such as taking a hot bath, reading, or listening to music. Avoid stimulants like

overall quality of life. Mindset plays a crucial role in influencing personal success, as emphasized in "Create An Exceptional Life: Mind, Body, Money." Here are key points on how mindset can impact your success:

- 1 Positive Thinking: A positive mindset helps you approach challenges with optimism and resilience, making it easier to overcome obstacles.
- 2 Self-Belief: Believing in your abilities boosts confidence and encourages you to take on new opportunities and risks.
- 3 Focus and Clarity: A focused mindset helps you stay clear on your goals and the steps needed to achieve them.
- 4 Adaptability: A growth mindset allows you to learn from failures and adapt to changing circumstances, leading to continuous improvement.
- 5 Motivation: A strong, positive mindset keeps you motivated and driven to pursue your goals, even when faced with setbacks.
- 6 Stress Management: A healthy mindset helps manage stress and maintain mental well-being, which is essential for sustained success. In summary, cultivating a positive and growth-oriented mindset is fundamental to achieving personal success and creating an exceptional life.

It's a great read for anyone looking to improve their overall quality of life! www.scottsumner.com



caffeine, alcohol, and heavy meals before bedtime. Ensure the sleep environment is quiet and dark to promote better sleep quality. By focusing on these three areas, the book aims to help readers improve their physical health, which in turn can enhance their



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The Government of Canada launches new response to protect, build, and transform Northern Ontario businesses

The Regional Tariff Response Initiative will help businesses respond, adapt, and compete amid shifting market conditions

Small and medium-sized enterprises (SMEs) are the backbone of Canada’s economy. In a rapidly changing world, SMEs must grow, adapt, and lead. This is how we build a stronger, more resilient Canada and that work starts right here at home.

Recently, the Honourable Patty Hajdu, Minister of Jobs and Families and Minister responsible for FedNor, announced that Northern Ontario businesses can now apply to the Regional Tariff Response Initiative (RTRI) -- a targeted program built to help SMEs respond to global shocks and build for the future. To strengthen this support, the Government of Canada doubled the RTRI national investment from \$450 million to \$1 billion over three years. Delivered through Canada’s regional development agencies, this investment will help boost productivity, diversify markets, strengthen supply chains, and



grow domestic trade, helping businesses stay competitive and resilient in a shifting global landscape.

This is backed by a comprehensive suite of trade resilience measures in Canadian history, including:

- 1 A reskilling package to train workers: The government will invest an additional \$450 million over the next three years under the Labour Market

Development Agreements. In partnership with provinces and territories, this investment will provide training programs for workers impacted by tariffs and global market shifts.

- 2 Employment Insurance temporary measures: The Government will extend measures until April 11, 2026, to ensure income stability for workers, particularly those who are most vulnerable to income shocks. This includes:

- Waiving the one-week EI waiting period to support an additional 700,000 EI claimants.

- Investing \$1.6B over five years to temporarily give 20 extra weeks of income support, up to a maximum of 65 weeks to support nearly 190,000 long-tenured workers (LTWs).

- 3 Workforce Alliances and Sectoral Workforce Innovation Fund: The Government will invest \$382 million over five years to tackle urgent labour market challenges, bring together government, employers, unions, and industry organizations to develop and implement tailored workforce development strategies, and drive growth.

- 4 A new Buy Canadian Policy: The Government will introduce a new policy to ensure the federal government buys from Canadian suppliers, require local content when domestic suppliers are unavailable, extend this approach to all federal funding streams and Crown corporations, and provide a roadmap for provinces and municipalities to apply similar standards to their own procurement.

The full list of measures is available here.

With economic uncertainty putting pressure on businesses and workers, Canada must act now. These measures will equip Northern Ontario with the tools it needs to build Canada strong.


Quotes

“Northern Ontario businesses are ready to lead – but they need the right tools to stay ahead as the economy rapidly shifts. The Regional Tariff Response Initiative is about unlocking that potential. It’s about helping local companies scale up, reach new markets, and build stronger supply chains. When we invest in Northern Ontario, we’re investing in Canada’s future – one resilient business, one good job, and one thriving community at a time – to support one Canadian economy.”

- The Honourable Patty Hajdu, Minister of Jobs and Families and Minister responsible for FedNor, and Member of Parliament for Thunder Bay—Superior North


“We all know the challenges facing our economy as a result of tariffs, or even the threat of tariffs. The Regional Tariff Response Initiative will be an important tool to help local companies affected by tariffs withstand their economic impact, particularly businesses in Northern Ontario, such as those in the timber industry, which are especially vulnerable.”

- Marcus Powlowski, Member of Parliament for Thunder Bay—Rainy River



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BY SCOTT A. SUMNER
Great Outdoors

Seventeen teams faced off recently in the ultimate tug-of-war challenge, pulling a 26,000-pound plane for over 50 feet at the annual Wasaya-United Way Plane Pull. Attendees cheered on teams, enjoyed family fun, and supported a great cause. All proceeds go to the Northwestern Ontario Indigenous Youth Achievement and Recognition Awards (IYARA) and the United Way of Thunder Bay.

I asked Albert Brule, CEO of United Way Thunder Bay how the event has gone.



together teams from community, different businesses and organizations to raise funds for the United Way and the Indigenous Youth Achievement and Recognition Awards. Wasaya is our

“All of the teams raise funds by encouraging their friends, family and co-workers to sponsor them. We also have incredible sponsors like Ontario Power Generation. There is amazing community spirit with people working together to see who can pull the plane fastest. I’ve seen times a little as 12 seconds to pull that plane 50 feet from a dead start. We should raise between 20 to 25 thousand dollars at this event.”

“The United Way is doing awesome and really feeling the love from our community and have new partners coming on board to help. Our big community breakfast will be held September 22nd- we call it our better is possible breakfast- we can help those in need when we all work together.”

“Gen Next are our young leaders giv-

ing of their time and expertise helping to fundraise- they helped organize Day of Caring where we had 26 different projects on the go that day. They recently did Stuff a Bus for Dennis Cromarty School and organizing a gala for this fall.”



“We are at the Thunder Bay Airport for our incredible Annual Wasaya-United Way Plane Pull which brings

partner and we couldn’t do it without them. This might be our biggest year ever.”

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100th Thunder Bay District Amateur Golf Championship

BY SCOTT A. SUMNER
Thunder Bay BUSINESS
The 100th Thunder Bay District Amateur was won by Jeff Hunter!

“ It’s pretty cool. You can never take that back so I’m on that trophy as the 100th

“ For me I hadn’t been playing well coming in so it’s kind of a treat. My strength is my approach game and that was really good today. Also I rolled in some putts so that helps.

Jeff was a professional golfer attending

“ The District Amateur tournament started in 1926 so this year was the 100th event.

“ 100 Years of any sporting event is a big

milestone. We appreciate the past boards for putting on the championship for our local and district athletes. We are proud to be part of the tradition and hope to get another 100 years in of this championship.”



Jeff Hunter, winner and Andy Karanasos is the President of TBDGA.

champion forever so it’s pretty cool. Its great and very nice to play good golf and shoot good scores when it matters, that’s what we are all trying to do. You can be good on Wednesday afternoon but to do in a tournament, its good.”

university in the US but got his amateur status back.

Andy Karanasos is the President of TBDGA.

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