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Toronto Decisions For Rural Ontario County fires back in defence of residents, businesses

By: Jennifer Layman
Jenn@ovbusiness.com

Changes to the land use planning policy in Ontario are positioned to have an impact on how rural communities grow. The County of Renfrew has penned a letter to the Ministry of Municipal Affairs and Housing, stressing the need to keep the Provincial Policy Statement (which sets out key directives from the province) as flexible as possible to be "reflective of local circumstances."

One element of the policy is that development should only occur in fully serviced areas, and discourages growth in rural areas. In Renfrew County, the largest land region in Ontario, nearly 50% of the land base is Crown land, which significantly limits how the municipalities can grow. The County wants their local official plans to be the guides

for development, not the province's policy.

"We are concerned with the proposed servicing policies

development in Renfrew County."

Throughout the eight page submission, the County

The cost will not only outweigh any benefits but will deter development altogether.

COUNTY OF RENFREW RESPONSE TO PROVINCE

which would limit growth in settlement areas on private services to infill and minor rounding out of existing development," reads the County's submission. "This, coupled with the continued challenging and unresolved issues around the land application of untreated, hauled sewage, gives us concern that the Province is attempting to shutdown development on private services, which is the backbone of our rural

continuously focused on the need for local solutions to land use planning concerns. On the issue of reserve sewage capacity, the County points out that the land application of untreated, hauled sewage is the industry standard and if the province decides to change the legislation in this regard, that they better have a plan and funding for municipalities.

And finally, there is the issue of "endangered" species.

The County notes that the province's need for "linkages"

and its expanding list of species, impacts development in the region, as it seems to trump economic, social and demographic factors.

"We feel that the systems approach and the species-by-species approach...will result in conflicts," they write. The County notes there is a shortage of pertinent data on which to base planning decisions, and because there is no provincial mapping, this will fall to municipalities and private property owners. "In low growth areas the cost of this mapping will not only outweigh any benefits, but will deter development altogether."

Local property owners are invited to submit concerns about land use planning policies to the County. A full text of this letter is available at www.ovbusiness.com in the Resources section.



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Ottawa Valley BUSINESS

Ottawa Valley Business (OVB) is a monthly publication covering business news and events throughout Renfrew, Lanark and Pontiac counties, as well as within the surrounding areas. OVB is published by Forward Thinking.

WHO READS US:

OVB is delivered twice a month via email to more than 3,400 businesses, government agencies and organizations.

HOW TO SUBSCRIBE:

To receive OVB by email each month, contact us at: admin@ovbusiness.com. There is no charge to receive the publication.

ADVERTISING

Various advertising options are available in OVB. Volume discounts and discounts to members of the Chamber of Commerce are available. Please inquire about advertising opportunities.

CONTENT & SUBMISSIONS:

News, article suggestions and letters to the editor are welcomed and encouraged. Content will be edited to fit the space available. We welcome press releases and news from our local business community to be published free of charge. There is also no charge for posting business events on the events calendar.

CONTACT US:

Ottawa Valley Business is part of the Forward Thinking Marketing Group. You can contact us via the following:

Publisher: Jennifer Layman
E: admin@ovbusiness.com
P: 613-732-7774

Mailing Address:

Forward Thinking
2113 Petawawa Boulevard,
Pembroke, Ontario K8A 7G8

You can also find us on Facebook.



events calendar

January 16

Accessibility Outreach Program. The Township of Killaloe, Hagarty, Richards is extending an invitation to all business owners, managers, non-profit groups, service clubs and volunteer groups to attend this free presentation at Killaloe Public School. 6:30pm. Presented by Adam Lesco, Accessibility Outreach Coordinator, Neil Squire Society. For info, contact: Maria Mayville 613-757-1586 khrvolunteernetwork@gmail.com

January 16

Exploring a Career in Franchise Ownership. 1pm to 3pm. Free. Ottawa. The seminar will explain the pros and cons of franchise ownership and should help you see if franchising is a viable option for you. Speaker: Frank Borne is President of FRANNET of Eastern Ontario. FRANNET consultants specialize in helping their clients find the right franchise through their exclusive consulting process. 613-828-6274 ext. 253 or cevans@investottawa.ca

January 21

Benefit Solutions for Small Business. 12pm to 1pm. Free. This seminar is geared toward a business owner of a new or existing business that is looking for an effective way to recruit and retain talented employees cost effectively. Entrepreneurs in the planning stages are always welcome. Speaker is Marc Johnstone of RBC Insurance. Ottawa. For info: 613-828-6274 ext: 253 or cevans@investottawa.ca

January 22

The Office of Small and Medium Enterprises (OSME) Public Works and Government Services Canada and Renfrew County Community Futures Development Corporation present Doing Business with the Government of Canada: Understanding the Process the Fundamentals. 9:30am to 11:30am. Marguerite Centre in Pembroke. To register, call 613-735-3951 or email kmisener@bellnet.ca

January 31

Introduction to Facebook Workshop. Held at Renfrew County Community Futures Development Corporation building. 1pm to 4pm. For info: 613-735-3951 ext.226 or klemenchick@bellnet.ca

February 20

Tourism Workshop: Packaging & Customer Service. Building a Culture of Service Excellence. Ontario Tourism

Education Corporation (OTEC) will facilitate this session. Location to be determined. For info, visit lanarkcountytourism.com

February 23

Upper Ottawa Valley Chamber of Commerce Business Awards Gala. \$70 per person if ticket purchased before January 31. \$85 after. Dinner by Ullrich's. Germania Hall in Pembroke. Sponsorships still available. Call: 613-732-1492 or www.uovchamber.com

February 26

Brand You. Explore the critical elements that some of today's most successful entrepreneurs and business minds understand: that you are your business! Speaker: Jennifer Debruin. 9:30am to 11:30am. \$10 per person. Lanark County. Phone: 613-283-7002 ext. 108 cjames@smallbizcentre.ca

March 20

Tourism Workshop: Packaging & Customer Service. Service Excellence for Diverse Cultures & Niche Packaging. Part of Lanark County Tourism Association's Annual General Meeting. For info, visit lanarkcountytourism.com

Send your event to:

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For additional events, consider promotion in 101 Things to do in the Valley: Spring Edition (Publishing March 2013)

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Survey For Highway 417 Expansion

County of Renfrew asks businesses to help with survey

Ottawa Valley business operators and manufacturers are being asked to complete a survey regarding Highway 17 expansion in Renfrew County.

Ease of access by road and highway is vitally important for business operators and residents of the County of Renfrew. The County of Renfrew believes the region is largely under-served by public transportation and relies on the highway system to deliver customers, parts and materials and to transport finished products to local and

global markets. With only a few kilometers of multi-lane Highway 417 leading from Ottawa into the County, the County of Renfrew is very poorly serviced as compared to other regions of Ontario and Canada.

The County of Renfrew hired a consultant to study the highway and road transportation issues and to prepare a business case for presentation to the Minister of Transportation, Bob Chiarelli, and his staff. The business case they develop must clearly

identify the need for an expanded multi-lane limited access Highway 417 and the increase in business activity and employment that new highway would create. A key part of this study and business case will be built on the issues and needs identified by the business community.

Please take a few minutes and complete the survey as the data collected will be a key component of the business case to encourage the more rapid expansion of Highway 417 in the County of Renfrew.

The link is as follows:

<http://www.surveymonkey.com/s/Accelerated417-business>

Once the surveys have been conducted, the consultant plans to conduct focus group meetings with business sector representatives and municipal leaders and staff. If you are interested in being part of the manufacturing and business sector focus group, or if you have any questions about the survey and the project, please contact Alastair Baird at the County of Renfrew.

Business News Around The Valley

Sweet and Wilson Awarded Jubilee Medal

Petawawa Mayor Bob Sweet, a five-time warden for the County of Renfrew, was awarded the Queen Elizabeth Jubilee Medal, in recognition of his outstanding work in the community. Specifically highlighted were Sweet's terms as warden, and involvement with Expo 150. Laurentian Valley Mayor Jack Wilson was honoured with the

Diamond Jubilee medal for his nearly 50 years in municipal politics and his volunteer work. MPP John Yakabuski was in attendance and spoke to Wilson's character, as did Fred Blackstein. Wilson has indicated this will be his final term as mayor.

Schnob New President

Wes Schnob is the new president of the Greater Arnprior Chamber of Commerce. Schnob is the

owner of Nerds on Site in Arnprior and takes the reigns from Zillah Briscoe, who continues on the board as past president. Murray Hughes is the vice president and Cathy Fairfield continues as treasurer. Other directors include: Stacie Lloyd, Lynn Grinstead, Mark Nibourg, Joe Mohr, Leslie Osborne, Gib McMullen, and Barry Blier.

Blaine Honoured

Musician Jason Blaine has

earned the inaugural Mayor's Award of Distinction from Mayor Ed Jacyno of the City of Pembroke. Jacyno bestowed the honour before Christmas.

Local Author Publishes

Kirk Hisko has recently launched his first book entitled "The Wizard's Tale." The book is available through Amazon.com, Kindle and Odi's Kingburger in Renfrew.

Continued on Page 4

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Media Relations Is Important

**By: Jamie Bramburger
Algonquin College**

If there is one thing I have learned in nearly 30 years in communications, it is the importance of a relationship with the media. Without this relationship, many businesses and organizations are missing opportunities to promote to a wider audience of customers. To help businesses learn best practices in media relations, Algonquin College is offering a Media and Public Relations night class this winter.

It is important to understand how different mediums operate. For example, newspapers require high resolution photos, while online media does not. When dealing with different media, you have to understand their unique needs. Newspapers like photos and radio stations like short interviews. Television wants compelling video. Pitching a story to the media requires you to think about what will interest the reporter. You need to convey to the media why the story is worth covering.

You also need to understand the media's ability to respond to your news release, something that may impact your planning of the release. The other aspect of timing is being able to capitalize on something timely in the news. For example, if mortgage rates suddenly start to rise, a realtor or mortgage agent might seize the opportunity to talk about the impacts to local residents.

It is not the job of the media to advertise your business. Approach them with real news stories, not weekly specials, and be selective when you pitch a story. Make sure it matters. For information on the Media and Public Relations class at Algonquin College, visit: www.algonquincollege.com/PembrokePD

Business News Around The Valley

Pembroke Police Cleared

After several months of secrecy, Dave Hawkins and Drew Mellon have been cleared of any wrong doing in their roles as police chief and deputy police chief respectfully. The issue, which has been unknown throughout the investigation, was whether the City of Pembroke police department spent \$190 too much in securing some welding services. There is no word on how much the 10-month RCMP investigation cost for this issue, but the local chiefs are apparently considering pursuing action against the individual who made the claim. No further word on who initiated the claim has been forthcoming.

Renfrew-Arnprior OPP Could Amalgamate

It's not yet official, but both Renfrew and Arnprior municipalities are in favour of an integrated OPP operation. The potential cost savings for the Town of Arnprior is estimated at \$350,000. It is presumed there will also be savings for the Town of Renfrew.

Hart Fire Suspicious

A late December fire at the Hart Store in Arnprior is being considered suspicious. The

store, located in the Arnprior Shopping Centre, caused the mall to be closed briefly as smoke had spread throughout the facility. The investigation is continuing.

'Dorm' Planned for College Students

A property owner is working towards creating a dorm-style accommodation option for students attending Algonquin College. The City of Pembroke's Planning and Waterfront Committee has learned that the development consists of a 12-unit apartment building near the Christie Street Animal Hospital. 11 of the units will be three-bedroom apartments, easily housing 33 students. Parking was raised as an issue as there is only room for 15 spots, however, there could be 33 students living there. Only 18 parking spots are required, but the City is willing to accept \$4,500 from the owner in lieu of having to create the spots.

CD Release Party

Killaloe Records is a new independent record label founded by Oliver Meurer. Before Christmas, a CD release party was held to raise funds for CHCR, a community radio station in Killaloe. The CD featured 10 songs by

various local artists, ranging from pop and rock to country. The CD was produced by Killaloe Records. A second volume is currently underway.

Foundation Donates to MRI

The Pembroke Petawawa District Community Foundation has donated \$5,000 to the Pembroke Regional Hospital MRI campaign.

Economic Development Summit Successful

The Leeds Grenville Economic Development Summit attracted nearly 200 businesses and organizations for their annual event, hosted by the United Counties of Leeds and Grenville's economic development department, MP Gord Brown and MPP Steve Clark. The event received sponsorship from Valley Heartland, 1000 Islands and Grenville Community Futures Development Corporations, and the 1000 Islands Region Workforce Development Board. The event unveiled an integrated community sustainability plan, and focused on the stories of three local entrepreneurs in healthcare, manufacturing and agriculture.

Continued on Page 5



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Business News Around The Valley

Selling To The Government

The Office of Small and Medium Enterprises (OSME) Public Works and Government Services Canada and Renfrew County Community Futures Development Corporation are presenting "Doing Business with the Government of Canada: Understanding the Process the Fundamentals."

The event takes place on January 22 from 9:30am to 11:30am at the Marguerite Centre in Pembroke. Topics to be covered include: the fundamentals of selling goods and services to the Government of Canada, what you need to do to become a supplier, registering your company, searching for opportunities, marketing your product or service, security clearance requirements, an introduction to the Canadian Innovation and Commercialization Program (CICP) and a demonstration of the Government Electronic Tendering System (MERXTM). This event is offered at no cost but participants must be registered. To register, call 613-735-3951 or email kmisener@bellnet.ca

Local Dealership Establishes Bursary

Charlie Butler of Butler GM has established a 10-year bursary program to provide four students per year with \$2,500 towards their education. To be eligible, students must be studying in a full-time program at Algonquin College in Pembroke, demonstrate that they have a financial need, and they must also maintain a high academic standing in the fall semester. One of the bursaries is being earmarked for a student in the Motive Power Technician program and a second is being recommended for a student who has a direct military connection, such as

being a current or retired military member or someone who is a military spouse or dependent. The other two bursaries will be open to any student who is studying at the campus. The donation coincides with Butler's 50th anniversary being in the car business.

Anonymous Donation

The Almonte General Hospital-Fairview Manor Foundation has received an anonymous donation of \$35,000. The donation was made just before Christmas. The money will go to the purchase of a new van, estimated to cost \$70,000.

CFB Donates Over \$70K

The soldiers and civilians at CFB Petawawa contributed more than \$71,500 to the Renfrew County United Way through workplace donations. The amount is \$25,000 more than 2012. Workplace contributions count for the majority of donations to the United Way.

Dobson Elected Reeve

Bill Dobson, reeve of Montague Township is the new warden for Lanark County. Dobson was successful in a challenge with Keith Kerr, the reeve of Tay Valley Township, who was working towards a second term as warden. Dobson was born and raised near Cobden and is a former teacher and organic beef farmer.

Calabogie Peaks

Launches New Centre

The Centre of Excellence for Calabogie Adaptive Snowsports is now in full operation at Calabogie Peaks Resort and Conference Centre. The Centre of Excellence is designed for disabled adults and children, such as those who participate in the Canadian Association for Disabled Skiing (CADS) Sunday Ski Program. The centre is also hosting a five-

day winter sports clinic for disabled and injured military veterans as well as Community Living days for adults in the community. Features of the centre include wheelchair ramps and specialized adaptive equipment to facilitate skiing for disabled skiers. Clay Dawsy, the operations program director for Calabogie Adaptive Snowsports said the facility is the best in eastern Canada and perhaps the best in Canada or North America. The Centre of Excellence has received \$150,000 funding from the federal government.

Arnprior Budget Consultations

The Town of Arnprior is seeking input from groups or individuals for 2013 budget considerations. These discussions will be held January 15 and 16. To give input, you need to be on the speaker's list. Contact Kaila Bowen at 613-623-4231 ext. 239 or kbowen@arnprior.ca to be placed on the list. More details are available on the Town's website at: www.arnprior.ca/pdf/2013budcons.pdf

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ARTS/CRAFTS COURSES (start dates listed)

Wed. Feb. 13	Dazzling Beads in Wirework	\$38.29
Sat. Apr. 6	Mosaic for Beginners	\$140.98

BUSINESS COURSES (start dates listed)

Thurs. Feb. 21	Media and Public Relations – It Matters! (with Jamie Bramburger)	\$164.45
Sat. Apr. 6	Advanced Media and Public Relations (with Jamie Bramburger)	\$97.72

COMPUTER COURSES (start dates listed)

Fri. Feb. 1	Excel: Level 1	\$94.99
Fri. Apr. 5	Excel: Level 2	\$94.99

COOKING/FOOD COURSES (start dates listed)

Tues. Apr. 2	All Fired Up	\$52.82
Tues. Mar. 5	Oriental Cooking	\$52.82
Tues. Feb. 26	Pasta Architect	\$52.82
Tues. Mar. 19	Seasonal Soups	\$52.82

LANGUAGE COURSES (start dates listed)

Wed. Jan. 30	French as a Second Language – Basic Level II	\$336.98
Thurs. Jan. 31	Signing Exact English 1	\$197.37
Thurs. Mar. 21	Spanish Level 2 – Beyond “Dos Cervezas Por Favor”!	\$173.22

PHOTOGRAPHY COURSES (start dates listed)

Tues. Apr. 16	Drawing with Light = Photography	\$97.92
Tues. Feb. 5	Introduction to Your Compact Digital Camera	\$97.92
Tues. Mar. 12	Welcome to the World of DSLR Photography	\$119.25

OTHER PERSONAL INTEREST COURSES (start dates listed)

Tues. Apr. 30	Discover the Universe with Canada's Leading Astronomer Terence Dickinson	\$198.35
Mon. Apr. 8	Hand Drumming & Rhythm for Beginners	\$107.95
Thurs. Jan. 31	How to be an Executor	\$39.75

PET CARE COURSE (start dates listed)

Wed. Apr. 3	First Aid for Pets	\$47.66
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WILDERNESS SKILLS FOR OUTDOOR ENTHUSIASTS

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Cost: A minimum \$100 donation to the Algonquin College Foundation. This course is being offered as a community service with 100% of the donations being assigned to Algonquin's Waterfront Campus fund-raising campaign. A charitable tax receipt will be issued. **Course starts Tues. Feb. 5. Limited Space.**

Call 613-735-4700 ext. 2735 to register now.



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Thinking of a career change? Algonquin College is offering courses in the [Food Service Worker Program](#) beginning January 30th.

The Food Service Worker program is a mandatory qualification for all new Food Service Worker positions in long-term care homes in Ontario. This seven course program teaches you the theories of nutrition, sanitation, safety, and hygiene, as well as institutional cooking techniques.

Register for the first course "[Role of the Food Service Worker](#)" by January 21. **Cost: \$207.56.** In April, "[Communication and Customer Service](#)" is being offered: \$200.99.

Contact Bonnie Mask today for more information:
 613-735-4700, ext. 2721 or email her at:
maskb@algonquincollege.com.

NOTE!



An early bird draw will be held on Jan. 25th. All students who have registered for a Winter course by that date will be eligible to win free tuition for one course in the Winter 2013 term. **Register today to be eligible!**

For information, call 613-735-4700, ext. 2700
 or visit www.algonquincollege.com/pembrokePD

ALGONQUIN
 COLLEGE

County of Renfrew Monthly Column Debut

Craig Kelley to pen economic development piece

By: Craig Kelley
County of Renfrew Business Development Officer

Welcome to 2013; let's hope for a wonderful and prosperous New Year! Of course, with every New Year, comes a New Year's resolution. To that end, the County of Renfrew economic development staff have made a resolution to reach out deeper into the Ottawa Valley in an engagement effort to help keep the economic development engine running.

We are a very big County - the largest in Ontario by geography - and it's often difficult to communicate with everyone all at the same time. The success of Ottawa Valley

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techniques. We adopted Facebook and Twitter (we'll be adding YouTube shortly) to arm us with a very quick communication tool to reach

moves fast and this is one of the most cost-effective ways to get the message out to you, our stakeholders.

Over the next weeks and months, expect to hear information relating to all of our key sectors: Agriculture, Forestry/Wood Processing, Tourism, Manufacturing, Entrepreneurship, Life Sciences, Energy, and Mining. We've got some excellent plans in the works, and we don't want you to miss out on any opportunities.

There are a lot of great businesses, entrepreneurs and creative thinkers in our region; we're proud to celebrate them all. We're looking forward to working together as a team in 2013.

Following The County of Renfrew

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OVEDinfo@countyofrenfrew.on.ca

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monthly in OVB, our column will address concepts and concerns, opportunities and threats, successes and changes as we are seeing them across our professional economic development network and from around the world.

Recently we've added social media to our list of messaging

our audience. Our postings contain relevant information regarding networking opportunities, economic development trends, new economic development research and findings, updates on funding, and more. In this world of Economic Development 2.0, information

people on the move

Nathan Froment

Nathan has resigned as a firefighter with the Town of Petawawa.

Dave Kaiser

Dave Kaiser is the new chairperson of the Renfrew County District School Board. Kaiser has 12 years of experience as a board trustee, and was previously chair of the board in 2004 and 2005.

Kaiser replaces Dave Shields who is the new vice chair of the board.

Dave Studham

Renfrew County United Way Executive Director, Dave Studham, has resigned. Studham has reportedly taken a position with a local healthcare agency, though details have not yet been made public.



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TD Financial Literacy Grant Fund

The TD Financial Literacy Grant Fund will end in December 2015. In order to support potential applicants, the remaining application deadlines, the funding allocations associated with the deadlines, and several key operational matters related to application planning are now available. The Fund will conduct five more calls for applications starting in 2013. The remaining 2013 application deadlines will be: January 31, May 16, and September 19. The 2014

deadlines include January 30 and April 17.

Approximately \$5 million will be allocated over the five remaining rounds of the Fund to financial literacy projects proposed by charitable and community organizations from across Canada. While this funding is equivalent to \$1 million per round, the Fund will continue to allocate monies according to the quality of applications in any given round. Consequently, some rounds may see more or less funding committed,

depending on the quality of proposals received. In addition, the Fund may choose to concentrate a larger proportion of the \$5 million in the 2013 rounds, in order to ensure that funding is entirely allocated prior to the closure of the Fund.

As with past application rounds, the Fund encourages ambitious projects that make contributions to the community and/or the field of financial literacy. For more information, visit www.sedi.org/grantfund

UOV Chamber of Commerce Shorter hours, postponed Gala for 2013

2013 is already a year of change for the Upper Ottawa Valley Chamber of Commerce.

The Chamber location has now moved to 224 Pembroke Street West in downtown Pembroke. The hours have also changed. They are no longer available Monday to Friday from 9:00am to 4:00pm, but rather closed on Monday, and open Tuesday to Friday from 9:00am to Noon.

In late 2012, the Chamber also elected a new board of directors, as follows: Brian McNall as president, Gary Melnyk as past president, Osiah Horst as vice president and Kim Drake as treasurer. Other members of the board include: Jocelyn Scott, Helene Grondin, Marilyn Alexander, Erica Murphy, John Walden, Shawn Behnke, Janice Krieger and Rebecca Bair Patel.

Finally, the Chamber Gala,

the largest fundraiser of the year for the business group has been postponed a month. Originally scheduled for January 26, the gala is now slated for February 23. Tickets are not yet sold out, and more than \$19,000 in sponsorship remains unsecured, including the presenting sponsorship.

For tickets and more information, email manager@uovchamber.com or call 613-732-1492.



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The number of lifts at Mount Pakenham.

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MARKETING

By: Jennifer Layman
jenn@fwdthink.net

When I worked for a civil litigation lawyer in Windsor several years ago, he told me about having gone to a business leaders retreat in Arizona. He attended this retreat with several other people, one of whom was a reporter-turned-executive of a major TV conglomerate.

At this retreat, the counsellor asked if anyone had an event in their life that they would like to erase. This media

mogul raised his hand. He told the group about a time when their corporate building had been under a threat, and he and a cameraman were trapped inside. He decided to cover the story, after 20 years of being away from the reporting part of the business. The result was disastrous. He said it was some of the worst reporting ever done. He was humiliated. He told the counsellor he would do anything to have that erased from his life.

The counsellor thought for a moment and then said he could erase the event from the man's life if he was willing to sacrifice his right arm. The media mogul looked at him in disbelief, then at his arm, then back at the counsellor. He

wouldn't agree to that. The counsellor then suggested he would do it for just the hand. The media mogul still did not agree. Then it was a finger. Still the media mogul wouldn't budge. My lawyer boss told me that by the time the negotiating was done, the media mogul wouldn't even give him a hangnail for it, to which the counsellor replied, "Well, I guess we have put that into perspective, haven't we."

That story is the bottom line of any decision in business: what do you want and how badly do you want it? You make that decision every single day. Even when you defer a decision, you are still making one.

In marketing, the New Year brings out fervor in people to dramatically improve their business. They have no problem talking about what they want, but the challenge comes in what they are willing to do to achieve it. If you find this is the case in your business or organization, maybe you need to extend the timeline you have set in order to make the changes you want to make. You may also need to separate large goals into several smaller ones so that it is more manageable to commit to doing what has to be done. At the end of the day you have

a goal and you have a commitment to reaching it. That has to be the bottom line to any project.

My lawyer boss returned from his trip with a renewed sense of decision-making ability. He was in the process of selling his firm and retiring. The retreat taught him that it may not happen the way he imagined it, which was ok; it could happen differently and still allow him to reach the goal. Once his focus was redirected, he could clearly see how to move forward.

Putting your goals on paper is a great first step. Then sift through the ones you think are critical to achieving what you want. Once you know what it will take to achieve them, set out a plan of how you will do it and commit to doing what is needed to make it happen. If you just work towards it every day, you will further ahead of many others who lost their commitment part way through. Days turn into weeks, and weeks into months. Time goes by fast. Just stick with it, do what you need to do, and make it happen.

Happy New Year everyone.

Jennifer is the president of Forward Thinking Marketing in Petawawa. Her column appears every issue.



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