

Short Bio for Cathy Hoffman



Cathy is the General Manager of Corporate Services and Chief Human Resource Officer. Her portfolio includes Human Resources and Organizational Development, Customer Services and Municipal Governance and Licensing. Cathy is a member of the Executive Management Team providing advice and assistance to the CAO and Council in developing human resource policies and practices and corporate communications. She oversees labour and employee relations, health safety and wellness, talent acquisition and development, total rewards, strategy and workplace culture and develops corporate culture through organizational development initiatives including diversity, equity, inclusion and justice.

Cathy has worked in the human resources field for local industry and has managed her own personal skills and human development consulting firm. For the past 29 years Cathy has worked for the Municipality of Chatham-Kent, which employs 2200 employees. She was directly involved in the 1998 amalgamation of 23 municipalities, participating in various task forces on human resource and operational components.

Cathy attended Wilfred Laurier University and the University of Western Ontario and holds a Masters degree in Public Administration as well as her Certified Human Resource Leader (CHRL). She received her Incident Management System accreditation through the City of Toronto Police Academy and recently awarded certificates for her academic studies in the Municipal Law, Municipal Clerk and Parliamentary Procedures Programs through AMCTO. Cathy is also the Minister appointed AMO Representative on the Ministry of Labour, Section 21 Fire and Emergency Services Committee.

Cathy has been a guest speaker at various tables regarding her experience and knowledge of issues related to local government, human resources and organizational culture in both private and public sectors. Today she will share her lived experiences collected over the last two years on the topic of "The Covid Pandemic, What We've Learned in the H/R World".

Gara Hay Bio

Gara is President of MTB Transit Solutions Inc. With a 110,000+ sq. ft. office and shop in Milton, Ontario, MTB is Canada's largest bus repair, refurbishment, and repower company serving transit customers for over 45 years.

Gara joined MTB in 2018 after spending the previous 3 years as General Manager of 13 Peterbilt heavy truck dealership locations in Ontario.

Gara brings over 25 years of senior management experience primarily in the transportation business.

Gara has a Bachelor of Business Administration degree (BBA) from Acadia University in Wolfville, Nova Scotia.



George B Cuff, FCMC is a well-known name in management consulting as a forthright, candid and comprehensive advisor, speaker and writer on all matters pertaining to quality governance, leadership and management. George has spent the past four decades acting as an advisor to councils and boards across Canada and internationally. He began consulting in 1976, management consulting in 1979 (with Woods Gordon—now Ernst & Young) and established his own firm of George B Cuff & Associates Ltd. in 1984. His firm has conducted well over 450+ corporate, governance, and special reviews. In addition, George has conducted another 700+ seminars for various organizations principally in Canada and the US. In addition, and in his spare time, George has published over 400 articles (mainly for Municipal World) as well as ten books on local government and governance. His latest book (with beautiful illustrations by his daughter Jill Lewis) was released in 2020 “Tucker Goes to City Hall” a marked departure on previous writings as this one explores a city through the eyes of a 12-year-old boy and his dog Tucker. His most recent book “The Mayor” has just been published and is available along with the rest by his publisher Municipal World www.municipalworld.com

George served four terms as Mayor of Spruce Grove, Alberta. He is also a Past President of the Alberta Urban Municipalities Association and the Federation of Canadian Municipalities. He has been honoured by his community (Spruce Grove), by his alma mater (the University of Alberta), by his profession (the Canadian Association of Management Consultants) and by his peers at the elected official level by receiving the Award of Excellence from both the AUMA and FCM. George has consulted quite regularly to the Government of Alberta and its related boards and agencies. He has also spoken to and/or reviewed all or portions of a wide range of municipalities in all Provinces and Territories as well as overseas and in the US. He is an active volunteer through leading an international children’s camp advisory board, a Christian retreat centre and his own local church board. He has offered free services including advisory services, seminars and podcasts to various small cross-Canada organizations and charitable bodies. George can be reached at george@georgecuff.com

George Vadeboncoeur is the CAO for the Town of Wasaga Beach. He has over 38 years of municipal experience, the last 27 years as a CAO, 17 years with Wasaga.

George is a graduate of the University of Waterloo in Land-use Planning and of the University of Western Ontario with a Masters in Public Administration. He is a professional land use planner.

Over the years George has been engaged in a number of volunteer leadership roles in the hospital and non-profit sectors, giving back to the community. He was elected three years ago as a part-time Councillor in his home community of Penetanguishene and continues to serve as the president of his local youth basketball organization, a position he has held for 17 years.

Jeff Fielding

Jeff Fielding is an award-winning local government leader. Jeff has served as City Manager of Calgary, Burlington, London, and Kitchener, and has held executive positions with Toronto and Winnipeg. He has taught in the University of Winnipeg's Geography Department, the University of Manitoba's City Planning program, and Western University's Ivey School of Business in the MBA and Executive MBA programs. Jeff is an Executive-in-Residence at the Ian O. Ihnatowycz Institute for Leadership at the Ivey School of Business, and currently works as a strategic advisor at Colliers Project Leaders.

Jody E. Johnson - Biography

Jody is the Director of Legal Services in the Legislative and Planning Services Department at Halton Region, where she has practiced since September 2018.

She was previously a Partner with Aird & Berlis LLP in Toronto, practicing in the area of municipal and land use planning law. Jody articulated at the City of Windsor and prior to attending law school she was a Municipal Advisor with the Sudbury Municipal Services Office of the Ministry of Municipal Affairs and Housing and also spent 5 years as the CAO/Clerk of the Municipality of French River.

Jody received her BA from Laurentian University in Sudbury, holds a Master of Public Administration in Local Government from the University of Western Ontario and completed her LL.B at the University of Windsor Law School. She is the past President of the UWO Local Government Program Alumni Society and has taught Municipal Law at Windsor Law and Land Use Planning Law at Ryerson's Urban Planning School. Jody is currently a board member of the Canadian Mental Health Association's Halton Branch.

Nahla Bio

Nahla Hanna has over 25 years of senior leadership experience with both the insurer, and national broker sectors. She has a solid claims background, along with several years of experience leading programs business in public entities, not for profit, faith temples, and healthcare segments with alpha brokers.

She has been invited as speaker at several conferences and symposiums in Canada and the USA sharing the OMEX experience, issues surrounding reciprocals, and their viability.

Nahla's experience with OMEX has been unique and unprecedented in Ontario . In her current role, Nahla reports to the OMEX Board of Directors of senior municipal staff, as well as the Financial Services Regulator Authority on all financial and operational processes."

Dubbed by the National Post as, "One of Canada's leading motivational speakers," bestselling author Nina Spencer will present "Moving Forward: Refreshing Passion for Your Profession." Hailing originally from Corporate Learning and Organizational Development **within the public sector**, Nina exudes that magical blend of information and inspiration, served up with high-energy and a relaxed authenticity.

Biography of Norm Gale, City Manager The Corporation of the City of Thunder Bay

Norm Gale has been the City Manager for the Corporation of the City of Thunder Bay since Fall 2015.

Prior to that, he was Chief of Superior North Emergency Medical Services (EMS) with the City and District of Thunder Bay, a position he held since April 1, 2007. Mr. Gale was a front-line paramedic for more than a decade and has been employed in progressively senior leadership positions in EMS and the community.

This followed a career in the Canadian Armed Forces Reserve, where Norm served as an Army communicator. Norm retired from the Army Reserve after 23 years of service.

Mr. Gale is a graduate of Confederation College's paramedic program, has an Honours Degree in history and political science and a Master's degree in Business Administration (MBA) from Lakehead University. He has previously served as the Chair of the Thunder Bay District Board of Health, Vice President of the United Way of Thunder Bay and President of the Ontario Association of Paramedic Chiefs. He has been appointed to the Order of St. John and awarded the Canada Decoration.

In addition to providing strategic leadership and overall administration to the City, the City Manager develops Corporate Policy and provides advice to Council about City organization and operating procedure. He also heads one of five City departments: the City Manager's Office, which includes Corporate Strategic Services, Legal Services, Human Resources and the Office of the City Clerk.

OMAA Spring Symposium – Descriptor for Peter Zuzek’s session

Peter Zuzek is a recognized authority on climate change and adaptation. His firm consults on coastal and riverine natural hazards, shoreline management planning, and coastal risk assessments for communities and ecosystems across the Great Lakes Basin. The latest projections for climate change impacts on water-related natural hazards will be highlighted, along with recent case studies of risk assessments and approaches to increase resilience for Ontario communities. Steps to prepare your Municipality for future funding opportunities will also be discussed.

Petra Wolfbeiss is the Director of Membership for the Association of Municipalities of Ontario (AMO). She has extensive experience in the municipal sector in various areas including building municipal capacity, strategy and policy development and governance. Petra's experience also includes social work and teaching.

Petra is involved in leading a number of AMO's strategic strategies including the human rights and equity efforts through the "We All Win" campaign that is actively promoting diversity in municipal politics, examining the challenges in addressing municipal human resource capacities through the ONWARD Initiative and the AMO Youth Engagement Strategy. The Membership Centre, through Petra's leadership, is developing training that supports AMO's members in the many issues they are challenged with in leadership, governance and community development. The annual AMO Conference is also under Petra's purview.

Shannon has a Bachelor of Business Administration from Wilfrid Laurier University and has obtained the Fellow Chartered Insurance Professional (FCIP), Canadian Risk Management (CRM) and Risk and Insurance Management Society – Certified Risk Management Professional (RIMS-CRMP) designations.

Shannon has spent eighteen (18) years working with municipalities in the Province of Ontario both inhouse, as a broker and as a part of the former reciprocal for Ontario Municipalities - OMEX. Her work at OMEX spanned over twelve (12) years was primarily focused on Risk Management including contract reviews, special event risk assessment and management, risk training and development for all levels of staff, communications and marketing. In her most recent role, Shannon is the Manager of Risk for the City of Vaughan.

Bio – Sonya Skinner, P.Eng. McSc. Eng.



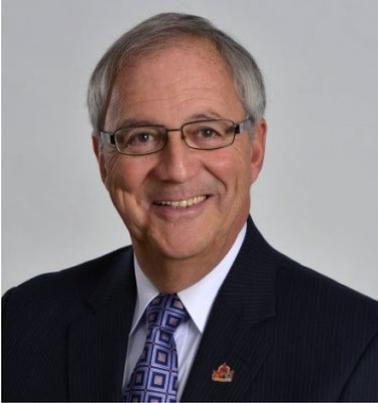
Sonya is the Chief Administrative Officer for the Town of Collingwood.

Across a broad career she has sought to build relationships, listen openly, and ensure staff have the confidence to think innovatively and give their opinions.

She also takes pride in providing thoughtful and unbiased advice.

Sonya was previously the Chief Administrative Officer of a Conservation Authority, and spent 25 years with the province leading alternative service delivery, asset management, highway maintenance, business analytics, data warehousing, IT standards, and environmental compliance modernization.

Sonya graduated in engineering from Carleton University and has a Masters in Engineering from Queen's University.



Tony Haddad

Tony is a Senior Advisor with StrategyCorp, a trusted public affairs, communications, and management consulting advisory firm. He provides advisory and consulting services, in a team environment to municipal and private sector clients.

He was the Chief Administrative Officer for the Town of Tecumseh from 2007 – 2019 (retired). A transformational leader, he was responsible for oversight and coordination of administrative, program and service delivery functions, overall management of the Town and providing advice to Council and SMT. Recently he served five months as Interim CAO for the Town of Amherstburg.

Previously, he served as the Director, Business Planning & Budgets for York Region. Tony holds a Master's degree in business administration and is an accomplished municipal administrator with extensive experience providing support and advice to Senior Management and Municipal Councils in single tier, lower tier and regional municipalities. Municipal portfolios include CAO, General Manager, Assistant Commissioner, Deputy Treasurer, Director and Senior Manager in financial administration, budgets, governance and public transit. He brings a collaborative approach to solutions development.

Tony is a past Director with the Ontario Municipal Administrators Association (OMAA), Co-chair of the ONWARD Initiative, former Secretary-Treasurer of the Tecumseh Police Services Board and is a past President of the Association of Managers, Clerks & Treasurers of Ontario (AMCTO). Community service includes President of the Circle of Seven, Chair of TransForm Shared Services Organization and Treasurer of Sun County AAA Minor Hockey Association.

He is also the recipient of the 2016 Alumni of Distinction Award from St. Clair College, the 2017 Prestige Award from AMCTO and is an Honourary Life Member of OMAA.

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