

Empowering Business for 130 Years

Greater Sudbury
Chamber of
Commerce



Chambre de
commerce
du Grand Sudbury

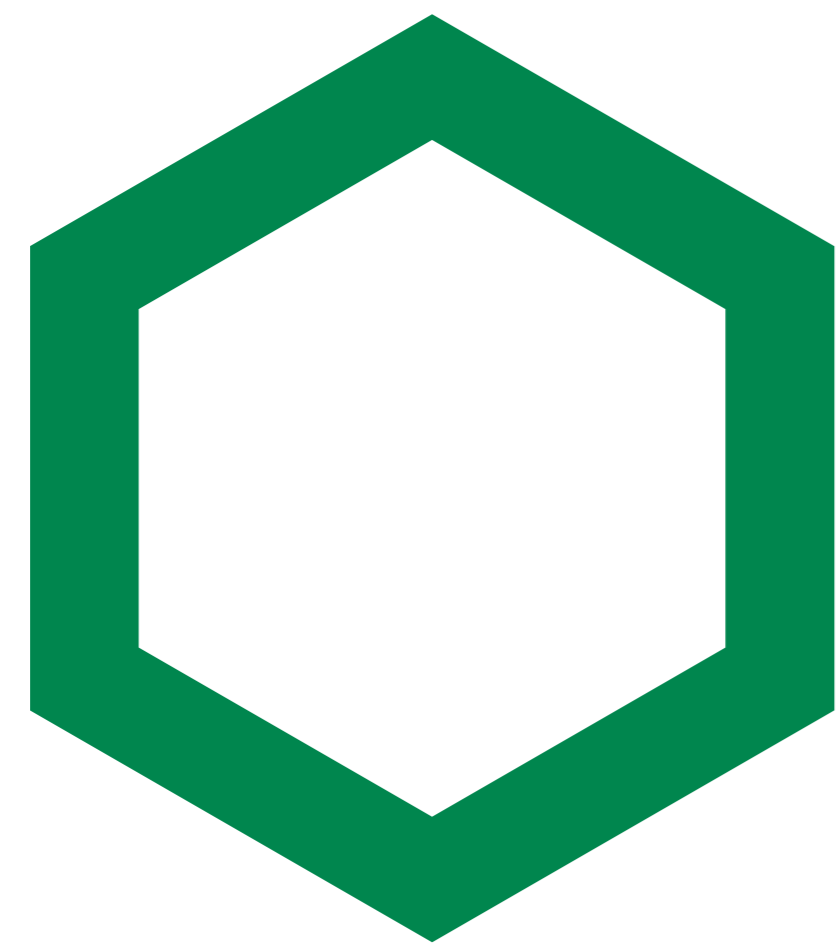
2024 2025

Annual Report



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Your Chamber

Our roots date back to 1895, when a group of 34 small businesses formed an organization to promote economic opportunities in Sudbury and help businesses and residents deal with challenges related to insurance, railway rates and roads.

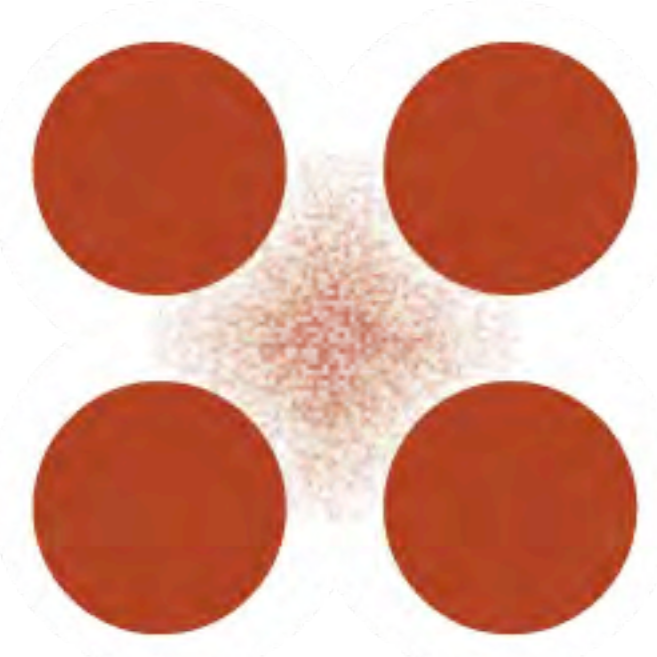
Today, the concept remains the same:

an organization that represents the business community and is dedicated to improving the progress and prosperity of its members.

The Chamber influences government, builds connections and delivers relevant services that drive economic growth for our collective success.

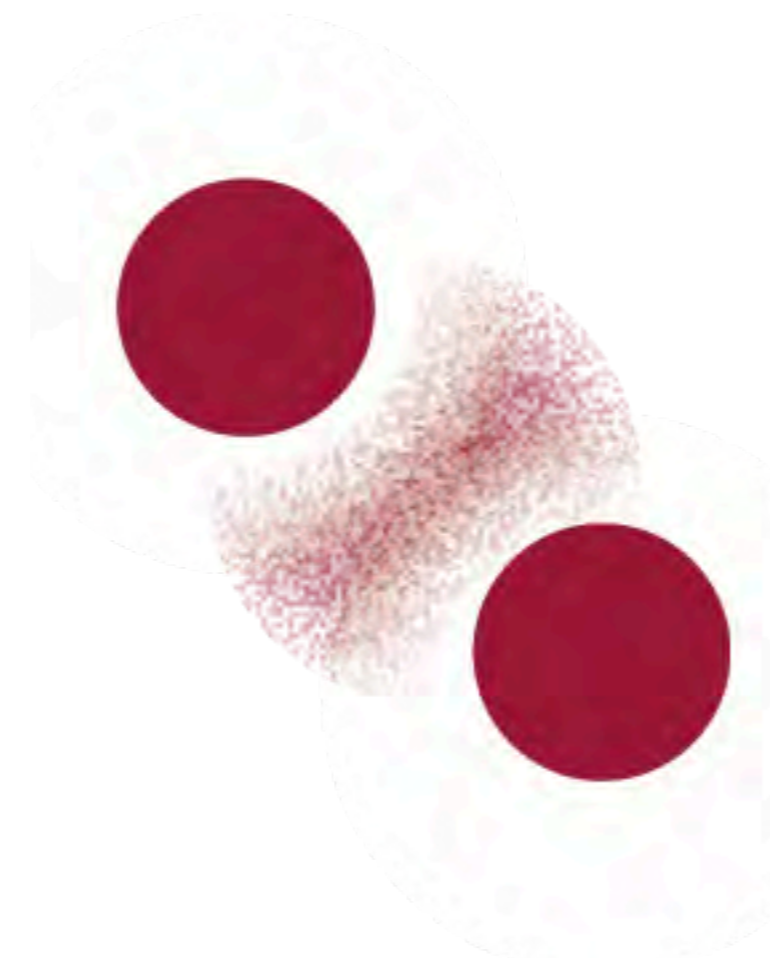
Strategic Plan

The Chamber's 2021 to 2024 strategic plan was guided by three priorities to help achieve our long-term goals.



Influence

We are a forum for business that influences government decision-making to advance the business interests of our members and ensure they are heard.



Connect

We connect our members through networking opportunities.



Support

We support our members by providing cost-saving programs, educational opportunities and value-added services.

Message from the Chair

The 2024/2025 fiscal year marked another remarkable chapter for the Greater Sudbury Chamber of Commerce. It has been a privilege to serve as Chair during this time of momentum, collaboration and meaningful progress.

We welcomed a diverse lineup of speakers, delivered timely and relevant educational programs and provided numerous opportunities for our members to connect. We achieved great things together, with your Chamber at the forefront of key issues shaping our business community.

Throughout the year, we listened carefully to your concerns. I am proud of how the Chamber stood with you, advocated for business and translated your feedback into meaningful action. Your engagement helped guide our work and led to real, measurable results. Our task forces conveyed practical recommendations to improve downtown safety and vitality, strengthen fiscal stewardship and transparency at City Hall, and reduce barriers to doing business by streamlining permits and modernizing key by-laws.

None of this would be possible without the tireless work of our volunteer Board of Directors, committees, dedicated Chamber staff and, of course, your continued support as members. Advocacy is hard work, but together we are making a difference.

I want to thank our Chamber members and my colleagues on the Board for your commitment and leadership this year. Change takes time and a community standing together. I know we can count on your continued support as we work to build an even stronger, more resilient and more prosperous Greater Sudbury.



Trevor Lalonde 2024-2025 Chair
Greater Sudbury Chamber of Commerce
Board of Directors

2024/2025 Board of Directors



Trevor

Trevor Lalonde
Fisher Wavy Inc.
Chair



Zachary
Zachary

Courtemanche
Weaver Simmons LLP
First Vice Chair



Joanne

Joanne LeBreton
Baker Tilly SNT
Second Vice Chair



Katie

Katie Bissonette
Mansour Group
Treasurer



Geoff

Geoff Hatton
Spectrum Group Inc.
Past Chair



Marie

Marie Litalien
President and CEO

2024/2025 Board of Directors



Kate

Kate Bowman
Centreline Architecture
Director



Melanie

Melanie Cacciotti
Cambrian College
Director



Anthony

Anthony Davis
Greater Sudbury
Plumbing
Director



Lynne

Lynne Dupuis
LMD Solutions Inc.
Director



Nasir

Nasir Kharl
Esso on the Run Lively
Director



Neil

Neil Milner
4M Mining Consulting
Inc.
Director



Tracy

Tracy Nutt
ServiceMaster of
Sudbury
Director



Layna

Layna O'Connell
Sudbury Integrated
Nickel Operations, a
Glencore Company
Director



Lauren

Lauren Perry
Lauren Perry Interior
Design Corporation
Director



Neil

Neil Petrin
RBC Dominion
Securities
Director



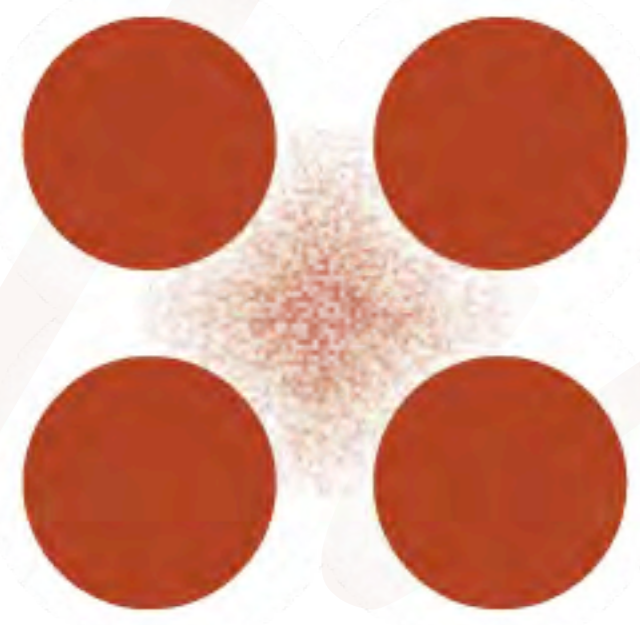
Fred

Fred Slade
Fred Slade and
Associates
Director



Mike

Mike Zanini
Vale Base Metals
Director

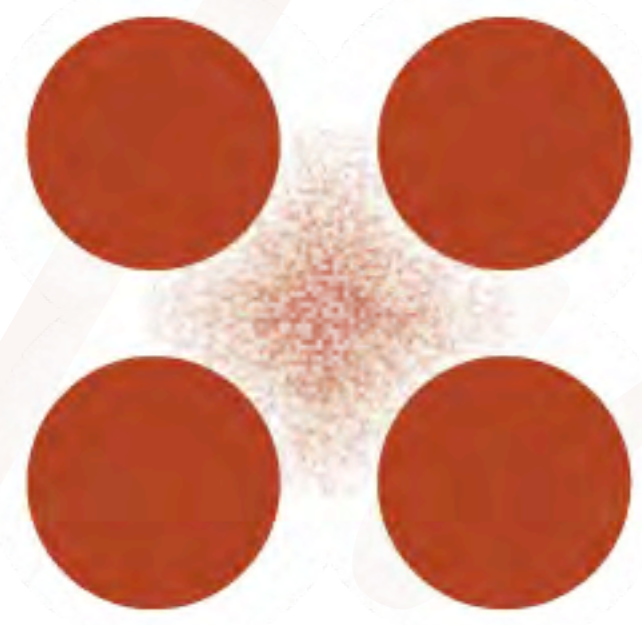


Influence

Effecting real change through advocacy.

Through the work of our Provincial and Municipal Advocacy Committees and task forces, the Chamber advanced policy changes to support business success and economic growth. Our collaborative, member-driven approach focused on respectfully holding decision-makers accountable and providing thoughtful, well-researched recommendations to improve our collective success.

The Municipal Advocacy Committee formed three task forces to address key local issues impacting the business community. Each task force produced final reports with clear recommendations to effect change, forming the basis of our advocacy efforts. We will monitor progress closely and provide regular updates to members.



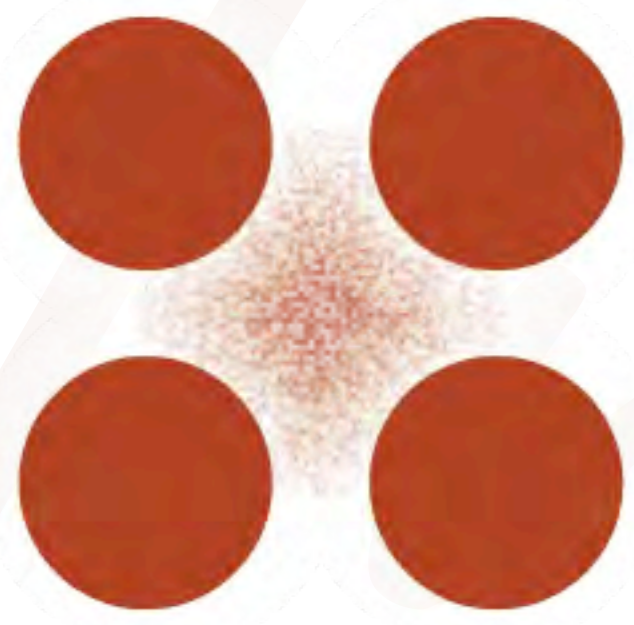
Influence

Effecting real change through advocacy.

The Impact of Homelessness, Mental Health and Addictions Conditions on Business Task Force developed practical recommendations to address security, cleanliness and increased foot traffic in the downtown, and broader actions to address community-wide issues and improve business conditions across Greater Sudbury.

The Municipal Financial Accountability Task Force finalized recommendations aimed at improving financial accountability through efficient use of tax dollars, increased transparency and accountability, and relevant reporting.

The Red Tape Task Force developed recommendations focused on modernizing policies and streamlining processes for businesses, advocating for a single point of contact for complex development applications, accelerated rollout of digital systems and updated by-laws that better reflect today's land use and business environment.



Influence

Effecting real change through advocacy.

The Provincial Advocacy Committee championed key issues at both the provincial and federal levels.

Highlights included:

Highway 69 resurfacing and expansion is now part of the 2025 Ontario budget, and new immigration pilot programs are helping businesses find the talent they need.

We remain focused on non-partisan and results-driven advocacy that reflects our members' voices and supports long-term economic success in Greater Sudbury.

- **Supporting Bill 5, Protect Ontario by Unleashing our Economy Act**, to reduce red tape and streamline processes for mining and mine expansion projects.
- **Advancing a strong policy agenda through the Ontario and Canadian Chambers of Commerce**, with new and renewed policy resolutions, co-sponsorship of key initiatives and the formation of six new advocacy partnerships, several of which focus on addressing the mental health and addictions crisis.
- **Successfully passing several policy resolutions through the Ontario Chamber of Commerce's AGM, including calls to:**
 - Invest in Northern Ontario highway infrastructure, including continued four-laning of Highway 69.
 - Develop a provincial homelessness strategy and review the Mental Health Act.
 - Expand transportation options in rural and northern municipalities through a provincial ride-sharing framework.

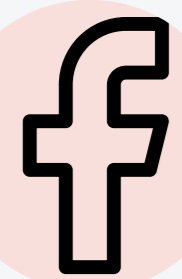
Connect

Making connections to grow our community.

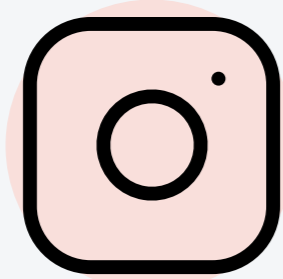


Social media

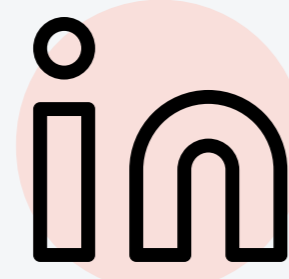
Online engagement up
48% over last year



+8%



+28%



+25%



Connections

Our monthly newsletter
went out to
4,500+
subscribers
each month, with a 50%
open rate

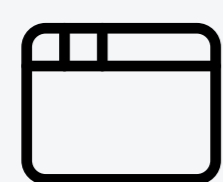


Member engagement

Pulse check survey

177 respondents
(90% were members)

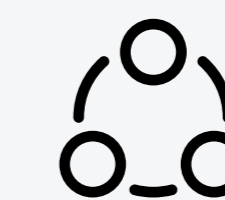
Engagement for new strategic plan
50% of members participated



**Website
visits**
320,000

Highest-traffic pages:

Membership Directory
Homepage
Event Registration



Networking Events

Five networking events welcomed
423 guests
61% more than the previous year.

Connect Highlights

Chamber U series





Support

Providing member value through partnerships.



Education

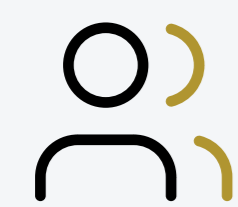
Four Chamber U educational sessions with **more than 150 attendees**. Topics included:

- Innovation in northern Ontario
- Funding and financial management
- Improving employee productivity
- Exploring the potential of AI in business



Chambers Plan Employee Benefits

135 members signed up with the Chambers group insurance plan.



Maximize Your Membership

Exclusive savings programs and networking tools designed to help businesses make the most of their membership.

We had **27 organizations** attend a session this year.



More than **4,200 users** in Sudbury.
240 unique offers from our members across a wide variety of categories.

Event Highlights



2025 Business Excellence Awards

More than 420 people attended the sold-out gala to honour outstanding businesses and individuals, from young entrepreneurs to established companies driving growth and innovation.



International Women's Day

More than 400 guests attended the annual breakfast event, which featured a panel of dynamic local leaders. L-R: Randi Ray, Ashley Larose, Dr. Reena Dhatt, Tania Renelli, Theresa Nyabeze.



Mayor's State of the City Address

Three hundred guests attended Mayor Paul Lefebvre's address, which highlighted major developments in mining and critical minerals, new infrastructure projects and ongoing efforts to attract investment and government funding.

2025 BEA highlights





Debbi

**Greater Sudbury
Chamber of Commerce**
Lifetime Membership

Awarded to Debbi M. Nicholson,
former President and CEO of the
Greater Sudbury Chamber of Commerce

The Greater Sudbury Chamber of Commerce is honoured to award Debbi Nicholson with a Lifetime Membership in celebration of her outstanding 45-year tenure at the Greater Sudbury Chamber of Commerce, the majority of which she served as President and CEO.

A Sudbury native, Debbi began her career with the Chamber in 1979 and became one of the longest-serving chamber executives in Canada. Her leadership helped shape regional milestones, including the four-laning of Highway 69 and the creation of the Rural and Northern Immigration Pilot, and earned her a national reputation in the Chamber network. Debbi served on the Board of the Chamber of Commerce Insurance Corporation of Canada for over two decades, including four years as President, and returned to the board in 2025 as the volunteer representative for Ontario chambers.

Debbi's community impact extends far beyond the Chamber. She was a founding member of Sudbury Crimestoppers and the Northern Ontario Business Awards and held leadership roles with the Greater Sudbury Development Corporation, Greater Sudbury Airport Board, Cambrian College's Board of Governors, Thorneloe University's Board of Governors and the Ministry of Northern Development and Mines' Advisory Council for Northern Ontario. She is also a proud 28-year Rotarian.

Debbi's work has been recognized with numerous honours, including the Ontario Chamber of Commerce's Burnie Gillespie Memorial Award of Excellence, the Canada 125 and Queen's Golden and Diamond Jubilee Medals and her induction into the Chamber of Commerce Executives of Canada's Council of Excellence.

Debbi's tireless work for the betterment of the business community has left a lasting and positive impact, and we are grateful for her decades of commitment.



*Lifetime
Membership
Award recipient*

Debbi

Growing our membership to better serve you

There is strength in numbers. We welcomed
118 new members this year.

+AirCare Your Air Quality Experts
2777106 Ontario Ltd.
44degNorth Technologies Incorporated
7 Star Dumpling House
705 Painting & Lighting - Sudbury
Afro Women and Youth Foundation
Agassiz Drilling 2000 Ltd.
Akfit Consultants Inc
Angels of Hope Against Human Trafficking
APT Fitness
ArborWorks Tree Service
Art of Nails Salon
As Above Studio
B&D Northern Contracting
B2B Industrial., Inc.
BadRiverBoats
Bar Burrito
Barlume Inc.
Barterpay Northern Ontario
BBA E&C Inc.
Beacon Lite
Bee-Clean Building Maintenance
Better Blasting
Blue Tongue

Bluebird Business Consulting
Bluhm Burton Canada Ltd.
Boart Longyear Drilling Products Canada
Brandon Gray
Canada Paving Ltd
Caroline Miller Counselling
Civita Consulting Inc.
Coldwell Banker Charles Marsh Real Estate - Dennis Marsh
CoreLift Inc.
Dr. J. Munir Medicine Professional Corporation
Driven Equipment Solutions Ltd
DTR Ditech Repair
Eastek Inc.
EduQUEST Hub Co Ltd
EllisDon Corporation
Elsewhere by Laura Inc.
Enterprise Fleet Management
Environmental 360 Solutions Ltd.
Fédération des gens d'affaires francophones de l'Ontario
Freshly Squeezed
Fun Cube Photo Booth Inc.
Gold Leaf Financial Group Inc.
Greater Sudbury Cleaning Services

Groovy Betty
Hardrock Mining Products LTD
Herc's Greek Eatery
Hire Global Talent
Hydro One Networks Inc
ilovelaw Inc.
iMining Technology Inc.
J&L Precision Renovations
Jennifer Mailloux Realtor
Jonathan's Kingsway Pharmacy
La Place des Arts du Grand Sudbury
Labrosse Consulting Inc.
Latino Market Sarai
Le Voyageur
Leisure Farms
MD Management Limited
Magu Marketing and Communications Corp.
Maysoon Al hiali
Miikana Consulting
Namasthey Indian Corner
Next Gen 200 Construction
Next Step Recruitment Consulting
NFP Canada Corp, an AON Company
NFS Auto Repair
Northern Epoxy Ltd.

Northern Vocational Services, Inc.
Noukify
NZT Financial Solutions
Old Rock Roastery
Once Upon A Child Sudbury
One Source Home Services
Orbit Garant Drilling Services Inc.
Paquette Management Services
Patrick Mechanical Ltd.
Peninsula Canada
PMCOM INC.
Polar Bear Spray Foam Inc.
PSL Patrick Sprack Ltd.
Quantum Surge Immigration Limited
Redpath Canada Limited
Repin Inc.
RioCan Centre Sudbury
RNR Transportation Inc.
Salute Coffee Company
SettleInn Transport Incorporated
SNT Law
Southview Greenhouse Growers
Spirit of Sudbury Incorporated
Step Up Fashion

Sudbury Multicultural & Folk Arts Association
Neighbourhood Mortgage Source FSRA#11764
Synergy Protection Group Inc.
THE ALPHA NOVA
The Kore Project Inc.
The Lodge at Pine Cove
TownePlace Suites by Marriott
True Canadian Home Health & Cleaning Services
Universal Home Care and Associates Corporation
Urban Windows & Doors
Uride Technologies Inc.
Vars Investment Group Inc.
Veto-Conseils Canada
Wahnapiatae First Nation
Wendy Watson
Weed Man Sudbury
WELLBEINGS.NOW
Wellnessnews Sudbury
Wholesale Club
WOBLU INC
Workers Health & Safety Centre
Yes Buddy Cleaning Services

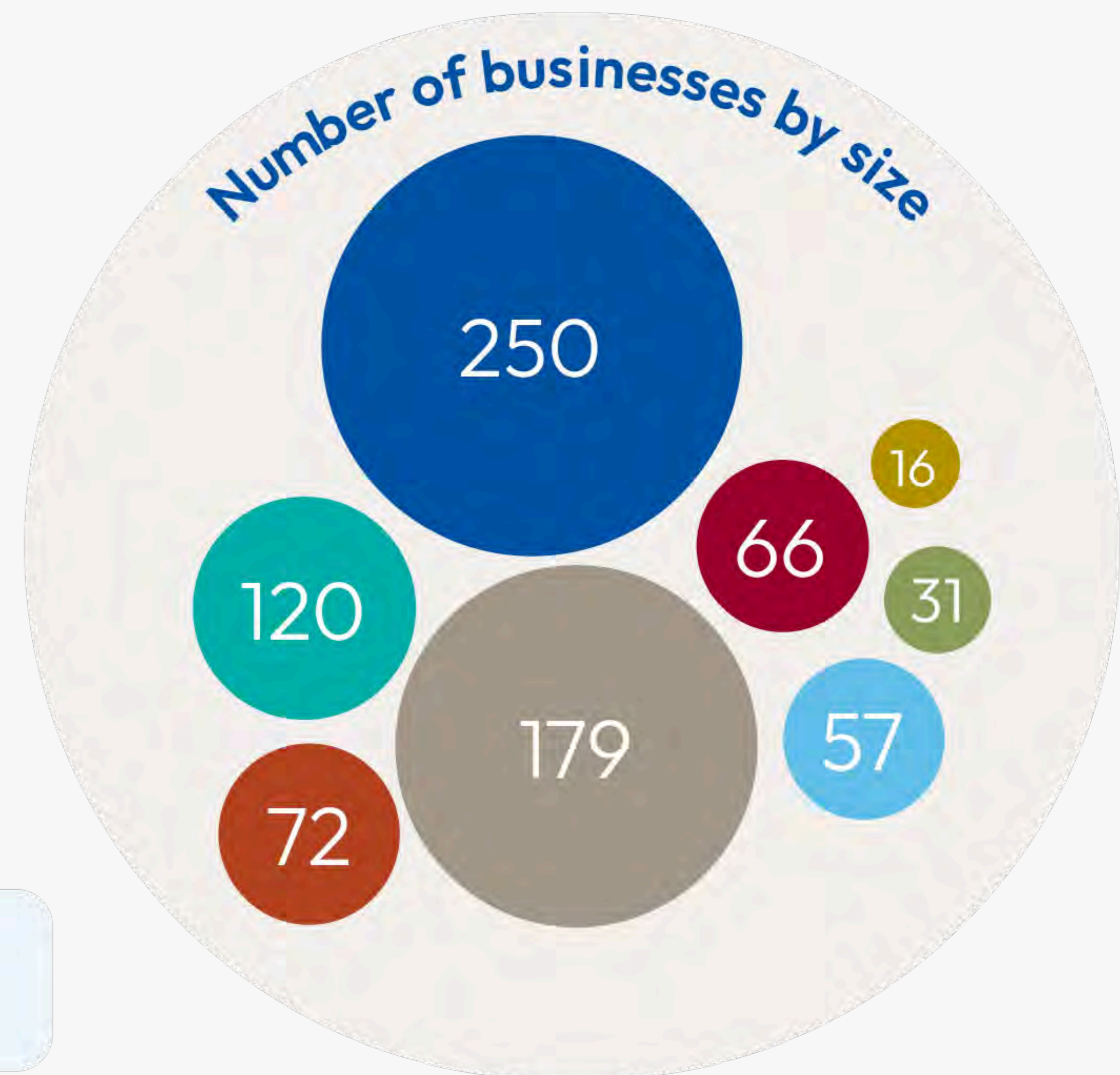
Membership Distribution by Size

791 Members

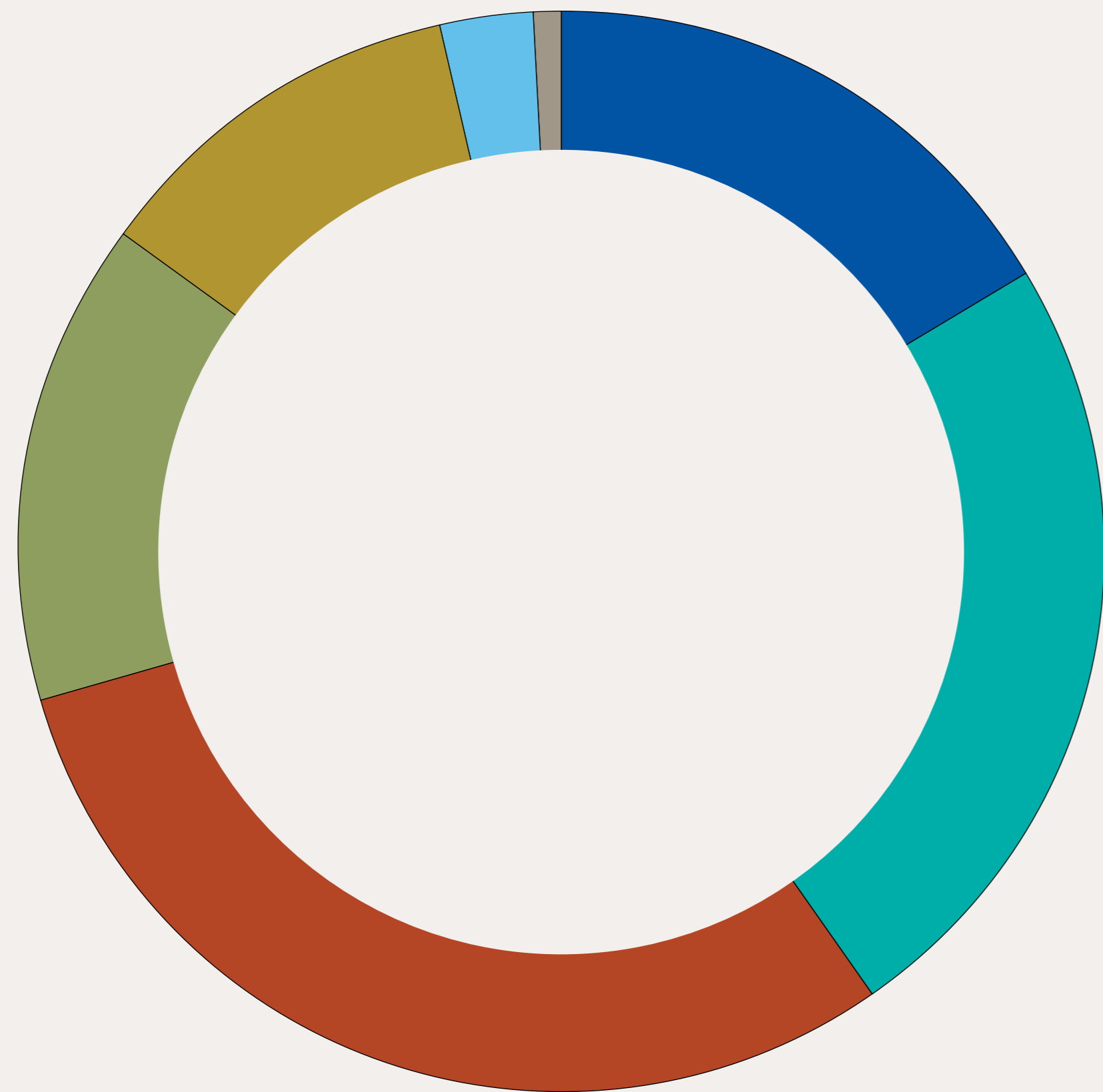
- 21.01% 1 - 2 employees
- 32.56% 3 - 10 employees
- 15.18% 11 - 25 employees
- 9.34% 26 - 50 employees
- 9.21% 51 - 200 employees
- 2.20% 201 - 1,000 employees;
1,000+** employees
- 6.10% Associate Members
- 4.41% Other

Associate members

Associated businesses of members registered in other categories.

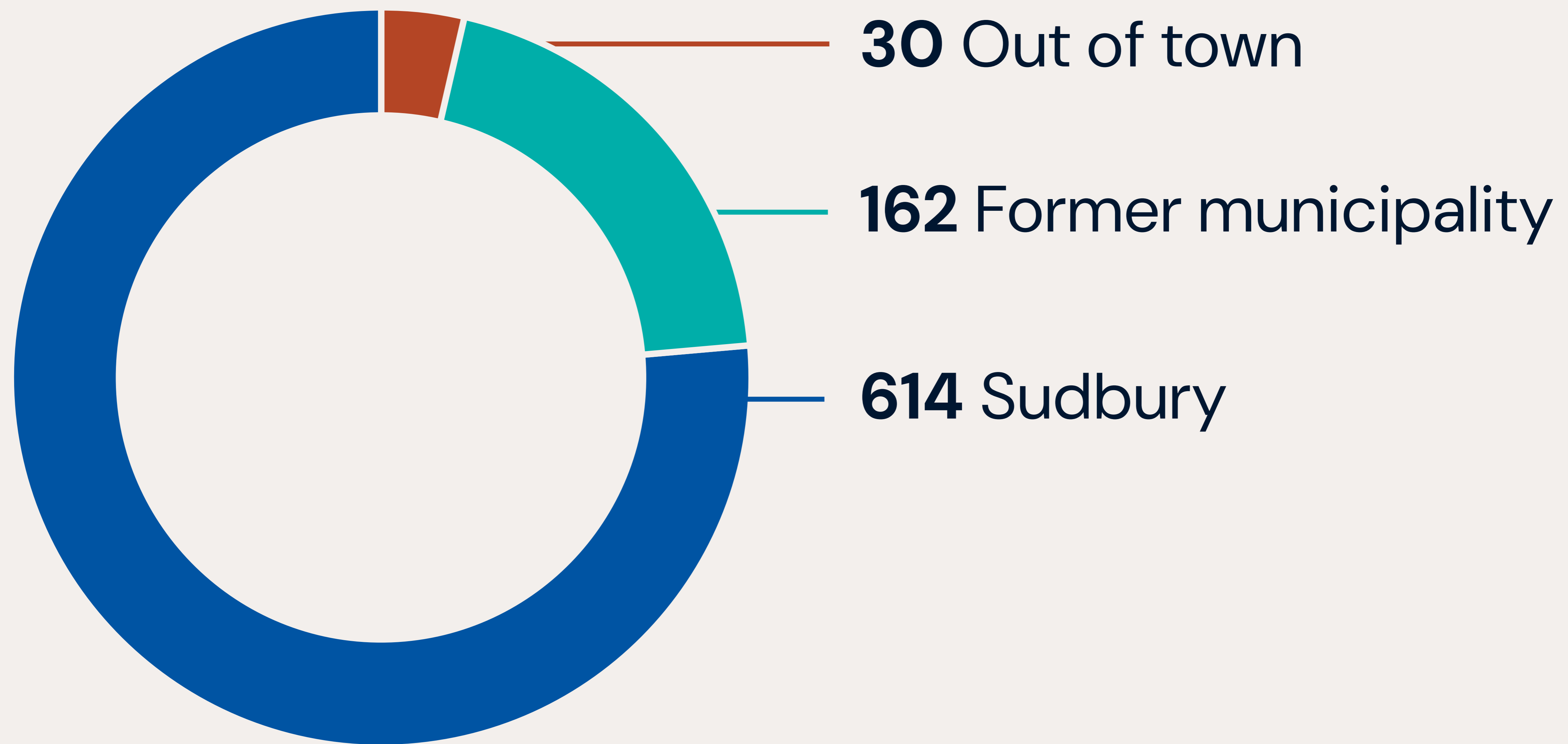


Membership Distribution by Revenue



- **SE** \$77,760 (1-2)
- **G1** \$112,840 (3-10)
- **G3** \$141,381 (20-50)
- **G4** \$68,328 (51-200)
- **G5/G6** \$54,168
(201-1000 & 1000+**)
- **A/M** \$12,726
- **OTHER** \$3,069

Membership Distribution by Geography



Membership Distribution by Sectors



68%

68 per cent of our members are from the Service or Construction, Industrial and Mining sectors.

Financials

With strong member growth, valuable programs and successful connection opportunities, the Chamber's financial position is strong. This allows us to continue expanding our services and offerings for the greater good of the business community.

Revenue breakdown



Membership Fees	\$ 539,271	51.24%
Non Dues Revenue	\$ 478,915	45.50%
Employment and other grants	\$ 34,296	3.26%
TOTAL	\$ 1,052,482	100%

Financials

Expenses breakdown



Wages and Benefits	\$ 570,535	63.82%
Office and Administrative	\$ 299,122	33.46%
Marketing and Promotion	\$ 24,301	2.72%
TOTAL	\$ 893,958	100%

2024/2025 surplus

\$ 158,524

Greater Sudbury
Chamber of
Commerce



Chambre de
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du Grand Sudbury

sudburychamber.ca

100-40 Elm Street Sudbury,
Ontario P3C 1S8



@GreaterSudburyChamber

Thank you!