

Cathy Dwyer

Resume

Background:

For 27 years I have provided services to seasonal residents on Lake Temagami. Over the years I co-owned a garden centre, landscaping, construction, and propane business. Recently, I have worked as a project and construction manager creating many of the beautiful island cottages on Lake Temagami.

Prior to my self-employment, I worked for the Public Service in various capacities. My initial career which spanned 22 yrs. was with the Ministry of Natural Resources (MNR) in various capacities mainly for the Timber Branch. I have extensive knowledge and background related to forest management in the Temagami District. I started as a field technician and finished my career with MNR as the Environmental and Land Claim Issues Manager, mainly dealing with the Red Squirrel Road environmental issue. For 4 years I also worked with the Ontario Native Affairs Secretariat (ONAS) as Ontario's Assistant Negotiator on the Temagami Land Claim and Garden River First Nation, highway expansion.

I am versatile and have a diverse background and have had an interesting life. In the past I was a Wilderness Guide (winter and summer), a Board Member, Chair and Executive Director of the Temagami Community Foundation, Board Member and Chair of TEMFUND, Manager of a canoe trip outfitting company, Location Manager for a movie company, Deputy Mayor of Temagami, appointed as a Provincial rep to the Board of the Temiskaming Health Unit and just recently became a member of the Temagami Regional Economic Development Corporation.

Qualifications/Skills:

Finance – My experience with my own company has taught me plenty about finances and taxes. With the MNR, I worked with the Operations Manager to develop, manage, and report on the 9-million-dollar Timber Department budget. With the Temagami Community Foundation, I was responsible for the annual budget, donations, and tax receipts for the charity, and as a council member for the Municipality of Temagami, it was

councils job to finalize, approve and monitor the annual budget on behalf of the taxpayers. I am currently on the finance committee of Temiskaming Health Unit Board.

Human Resources – as a business owner, Human Resources is a key element of any business. In the past, our company had 25 employees, and we developed several policies that are required under legislation to ensure all employees were respected

and treated fairly. I have always considered Human Resources as key to maximizing employee's performance through training and development as well as compensating them appropriately and offering benefits where possible. Additionally, I was a member of the Human Resources Committee for the Municipality of Temagami.

Legal— I have experience with many legal matters involving buying and selling real estate, registering corporations, reviewing Acts, Legislation and Bylaws. I was Chair of the Committee of Adjustment for the Municipality of Temagami, which dealt with the Official Plan, Municipal Act and Zoning Bylaws; we were also the Property Standards review committee. As a member of Council, we often dealt with a variety of legal matters “in camera”. While I was with the Temagami Community Foundation, I ensured that the activities were within the permitted activities for a registered charity in Canada.

Public Relations — I have organized and conducted several public consultations meetings, surveys, and open houses for the MNR and ONAS regarding land use issues and the Temagami Land Claim Negotiations. As a member of the negotiating team, we often developed cabinet submissions with communications plans with talking notes for the Provincial Premier and various Ministers. When you are in business the foundation to success is a good relationship with your clients, and to promote your business creatively. Additionally, fostering the relationship with the Temagami Community Foundation and potential donors took on many forms and was measured by the financial support received after each initiative. While working with the Temagami First Nation and the Teme-Augama Anishnabai on the land claim we took a collaborative approach to developing solutions for the final settlement agreement.

Business and Economic Development — During my time with TEMFUND, we reviewed and supported several existing and new business ventures in the Temiskaming District. The Board would hear the presentation, offer advice, instruct our manager on

how to support the venture with funds or mentorship and monitor the progress of the business. We worked with a 4-million-dollar budget and offered low interest or no interest loans to promising companies. The Board was made up of business people from a variety of sectors. It was very rewarding. Now as a member of the Temagami Regional Economic Development Corporation I am chairing the downtown revitalization committee to foster, develop and attract business.

Community Development — There usually are 4 or 5 types of communities that I am familiar with; **Interest**. Communities of people who share the same interest or passion
Action. Communities of people trying to bring about change.
Place. Communities of people brought together by geographic boundaries
Practice. Religion, Profession etc.
Circumstance. An event, condition, or fact.

We have all these elements when it comes to Temagami. I am involved in every aspect of these elements and some more than others. I would say my life in Temagami has mainly been in the **action** community; trying to bring about change for improvement in the lives of our community members. My history of participation and involvement with the Municipality, Community Foundation, business has all been with the aim of improving our community.

Policy Development — “Knowledge of the formulation of public policy and the process of making important organizational decisions that could have future impacts or consequences throughout the implementation or operationalization stages”. I would say that my 4 years as Deputy Mayor was the most impactful time of my life that I was most conscious about policy development and implementation. With the MNR we had policy binders that described action for almost every circumstance, which at times was frustrating since it applied the same policy

throughout the province. As Chair of TEMFUND, I led the Board through a review and rewrite of the policies to ensure they were current and effective. I am aware of the need for good policy development for all organizations.

Communications – Is a two-way action. Imparting and listening. Often during our public consultation meetings with the Provincial Government, there were a variety of communications methods that were used; some were effective others were not. Communications is about exchanging information and knowledge which builds relationships and trust. I expect communications for this Board will be very important. As a practical method it was common for my company to have tailgate meetings to ensure all were informed about a variety of items and get feed back from the staff; it was very effective.

Decision Making – Throughout life, decision making is a daily process. The main factor is to identify your goal and keep your eye on the goal. The process can be quick or extensive based on the amount of information needed to gather, consider and recognize the consequences, then make your decision. The one step that is often forgotten is to evaluate the decision and measure whether the goal was achieved.

The very first Council meeting we had, Council needed to consider if we were going to purchase a new backhoe loader as the current one had a catastrophic breakdown. It meant that we would have to spend a lot of taxpayers' money that was not in the budget. Staff came prepared with all the information needed and the options for consideration. Council weighed all the options and consequences and maintained the goal; ensuring we could fulfill our commitment to the taxpayers for their safety while using Municipal roads. We voted to purchase a new machine on a payment plan.

Once the decision is made, if done comprehensively it is easy to explain and defend.

Thank you for this opportunity to provide my background for a position on the Board.

Cathy Dwyer

*742009 Dawson Point Road
New Liskeard, ON P0J 1P0*

*705 622-1816
cathy.dwyer10@gmail.com*