



Greater Victoria
CHAMBER of COMMERCE

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2007 Annual Report

The Voice of Business



Past Chair Lindalee Brougham inducted into the Board of Governors, presented by Governor Robin Adair, at the Greater Victoria Business Awards on April 16, 2008.

2007 Annual Report

Presented April 24th, 2008



Greater Victoria

CHAMBER of COMMERCE

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Minutes of the Greater Victoria Chamber of Commerce Annual General Meeting Held on Tuesday, April 24, 2007 11:45 a.m. at the Delta Victoria Ocean Pointe Resort & Spa

Call to Order

Lindalee Brougham called the 2006 AGM to order and reported that we have more than 130 members in attendance hereby constituting a quorum.

2006 AGM Minutes

Motion to approve the minutes of the last AGM dated April 27, 2006.
Moved By: Dave Marshall
Seconded by: David Rand

Motion: **Carried**

Audited Financial Statements

Honourary Treasurer, Dave Marshall, presented the financial statements.

Motion to accept the audited financial statements

Moved by: Lindalee Brougham
Seconded by: John Espley

Motion: **Carried**

Appointment of Auditors

Motion to appoint Crawford Paterson Campbell & McNeill as Auditors for 2007.

Moved by: Lindalee Brougham
Seconded by: Bill Anderson

Motion: **Carried**

Motion to adjourn the 2006 AGM.

Moved: David Rand
Seconded: Mike Black

Motion: **Carried**

The AGM featured an address from Mayor Alan Lowe. Director, John Juricic thanked the speaker. The luncheon adjourned at 1:30 p.m.

Chair's Message



Every year brings a few new issues to the chamber board and a number of ongoing items that need the continued attention of the Chamber of Commerce and our advocacy efforts. This year is certainly a good example of just that.

The Chamber has been advocating to improve the environment in which our members operate their businesses by addressing issues of homelessness, crime reduction, transportation infrastructure improvements over the last few years. Some positive steps have come to fruition this year including the formation of the Greater Victoria Commission to End Homelessness, on which the Chamber holds a seat to represent business concerns. There have also been moves towards more integrated policing services. We continue to advocate for improved transportation planning in our region through the implementation of a Regional Transportation Authority.

However, this could be a favourable year for us in our advocacy efforts. Every once in a while all the political calendars seem to coincide, and this is one of those years. With the municipal elections in the fall, the provincial elections coming in the spring, and the federal elections seeming to loom at any time, there has been no better year than this one to keep the focus on issues that are important to the business community.

The Chamber is looking for leadership at all levels of government. We are seeking leaders who will work hard towards developing a regional vision for our community that improves our business environment, enhances the quality of life and work in the region, and seeks excellence in all we do. As we move forward through the year and towards each election, the Board of Directors will focus on important business issues to bring to our candidates and find how they have performed and how they plan on addressing ongoing issues.

No doubt the remaining portion of our year will be full of such opportunities. It is our role as leaders in business to ensure that business is being heard. We welcome the input of our members at every opportunity to guide the Board of Directors in our advocacy efforts on your behalf.

Margaret Lucas, Chair
Greater Victoria Chamber of Commerce

Past Chair's Message



As I become the Chair of the Board of Governors for 2008 I am encouraged to see the Chamber continuing to push for leadership with a regional perspective. The Chamber stepped forward in that leadership role on the economic development front in 2007 with the formation of the Greater Victoria Development Agency.

Economic development work was faltering in the region, and our regional government decided not to adopt the role as part of their public service. The Chamber could not stand by and see regional economic development fall by the wayside once again. We stepped forward, with a significant amount of financial input from the Chamber and formed an industry-led economic development agency. We have many successes, locally and internationally, with the Agency that have raised the profile for Victoria as a place to do business and live.

In 2007, we launched the Junior Chamber Committee, a group of young professionals who are very active in bringing new networking and professional development opportunities to our younger chamber members. I am very impressed by this group and believe they represent the future chamber leaders.

One of my great honours as Chair was to host over 400 delegates at the BC Chamber of Commerce Annual General Meeting. Our Chamber and the community put on a great show. We used the success of this conference to stage a bid for the Canadian Chamber Annual General Meeting and now look forward to hosting our national body in 2009. Looking back, 2007 was a great year!

I look forward to my new role as a Chamber Governor. The Board of Governors offers years of experience in the business community of our region and an important part of our role is to provide that continuity of experience to the Chamber on those issues that are ongoing from year to year.

The Chamber is about moving business and community forward, and in 2007 we took some positive steps for our community. I am sure that the remainder of 2008 will bring see the chamber continuing on that road of positive community development and encouraging business vibrancy.

Lindalee Brougham, Past Chair
Greater Victoria Chamber of Commerce



**2008
Board of Directors**

Margaret Lucas, Chair
Hotel Rialto

John Juricic, Executive Vice Chair
Etraffic Solutions

Lindalee Brougham, Past Chair
LL Brougham Inc.

David Marshall, Secretary Treasurer
Strategus Consulting

George C.B. Fuller, Executive Member at Large
Fuller, Pearlman, McNeil

Richard Gordon, Executive Member at Large
Access Records & Media Management

Rose Arsenault, Director
Placement Group Victoria

Michael Black, Director
Capital Iron

John W.D. Espley, Director
Accent Inns

Richard Gray, Director
A-Channel Vancouver Island

Victoria Starr McMichael, Director
Starrboard Enterprises Inc.

Paul McGeachie, Director
Camosun College

David Nicholson, Director
HSBC Securities (Canada) Inc.

Pauline Rafferty, Director
Royal BC Museum

David Rand, Director
Langham Court Theatre

Shawn Steele, Director
Prospect Lake Golf Course

Captain (N) Mike Williamson, Director
Canadian Forces Pacific Esquimalt

Bruce Carter, Ex-Officio
Greater Victoria Chamber of Commerce

Board of Governors

2007 Lindalee Brougham

2006 Robin Adair

2005 Jim Tighe

2004 Rebecca Grant

2003 Bob Cross

2002 Dwayne Peverett

2001 Ian Ferguson

2000 Robert Wickson

1999 Lana Denoni

1998 Lawrie Spooner

1997 Myrna Borleske

1996 Bob Brown

1995 Dan McAllister

1994 Vern Fitzgerald

1993 Al Crow

1992 Mike Kynaston

1991 Carole Didier

1990 Bill McCreadie

1989 Bob Skene

1988 Glenn Terrell

1987 Bob Verpoorte

1986 Jim Currie

1985 Frank Leonard

1984 William Hazell

1983 Ian Cairns

1982 Bill Anderson

1981 Arne Lane

1980 Cedric Steele

1979 Mel Cooper

1978 John Ansell

1977 Alan Emery

1976 Jack Hutchins

1974 Kenneth Murphy

1973 Terry Farmer

1972 Helen Beirnes

1970 Clare Copeland

1963 John Wallace

1956 Pat Dunn

1969-94 Brian J. Small (General
Manager)

**2008
Greater Victoria
Development Agency**

John Juricic, Chair
Etraffic Solutions

Bruce Carter
Greater Victoria Chamber of Commerce

Dan Gunn
ViaTeC

Richard Paquette
Victoria Airport Authority

Valerie Kuehne
University of Victoria

Paul McGeachie
Camosun College

Paul Servos
Greater Victoria Harbour Authority

Christine Stoneman
GT Hiring Solutions Inc.

Glenn Terrell
Victoria Real Estate Board

Melissa McLean
Tourism Victoria

Bill Valentine
The Focus Group

Frank Van Bree
Sidney Business Association

Naomi Hamilton
Sierra Systems

Mike Weston
Cube Global Storage Ltd.

Eric Donald
Transpacific Management



GVDA Chair's Message



The Greater Victoria Development Agency (GVDA) has worked hard in its inaugural year to continue to diversify our local economy and make sure that Greater Victoria remains a natural place to do business. By partnering with regional stakeholders, the GVDA has accomplished a great deal in its first year, helping over 240 local businesses, creating new partnerships and reaching out to the world to showcase what

Greater Victoria has to offer. The GVDA's core business is to help existing businesses grow, retain existing businesses and attract new businesses and investment to the region. In addition the GVDA is working to develop a Sustainable Development Business Cluster.

GVDA, which operates as a committee of the Chamber, has received funding from all three levels of government as well as the Greater Victoria Chamber of Commerce. The Chamber contributed \$61,829 in the first year, the City of Victoria, \$50,000, the District of Saanich, \$20,000. The GVDA is now in its second round of funding proposals to municipalities, the province and the federal government.

Since it was formed, the GVDA has hosted six business development workshops on issues ranging from how to attract employees to expanding into Asian markets, chaired a labour market symposium for 125 companies, and developed strong partnerships with industry and our region's academic institutions to develop and brand Greater Victoria as the centre for business in sustainable technologies and services. As a part of that venture, GVDA led a regional delegation to Globe 2008 in Vancouver, one of the world's largest environmental tradeshows. The show resulted in over 50 new business leads for the region. The efforts of GVDA were recognized by the agency's peers earlier this year as GVDA was chosen as a finalist for the provincial Prestige Award, recognizing excellence in economic development.

In the year to come, we look forward to building on the many successes of our inaugural year, and to continuing to serve the people and stakeholders of the Greater Victoria region.

John Juricic, Chair
Greater Victoria Development Agency

CEO's Message



2007 was an excellent year at the Greater Victoria Chamber of Commerce. Our finances are in good shape, our membership remains strong and continues to grow, and we successfully launched the new Greater Victoria Economic Development Agency, bringing a truly regional approach to economic development.

We updated our member services in 2007. Members can now register for any of our events on-line, and pay invoices in the same convenient way. We introduced a new look for our Business Matters magazine, and in early 2008, we have put the magazine on-line creating more benefit to members for their advertising dollars. The year ahead will bring more developments in our quest to keep our chamber up-to-date and of relevance to our members. Improving on our package of member services is also a current project on the go.

Our event calendar was packed in 2007. We hosted over 400 delegates at the BC Chamber annual convention and we held our most successful chamber auction to date, with Hudson Mack as our auctioneer. We introduced the Governor selected Lifetime Achievement Award at the 2007 Greater Victoria Business Awards, with John Chew becoming the award's first recipient. We asserted ourselves and the business community as a partner to be duly considered in the social issues that affect the community.

Also in 2007, we started the tradition of a mayoral address at our AGM. The Mayor of Victoria, Alan Lowe, presented at last year's AGM and we are pleased to welcome Saanich's Mayor Frank Leonard as this year's speaker. I am confident that this process will continue!

Looking ahead, 2008 will see continued involvement in the Victoria Spirit Committee, and leadership on bringing up issues during the municipal elections in the fall. Our members will have a new selection of events to choose from along with some of our yearly classics – such as the annual fun golf tournament right around the corner. In 2009 we will be involved in a provincial election and hosting the Canadian Chamber annual conference in Victoria. Certainly being involved with the Chamber is being at the centre where everything business happens!

Bruce Carter, CEO
Greater Victoria Chamber of Commerce



Crawford Paterson Campbell & McNeill
CHARTERED ACCOUNTANTS

Auditors' Report

To the Members of the Greater Victoria Chamber of Commerce

We have audited the statement of financial position of the Greater Victoria Chamber of Commerce as at December 31, 2007 and the statements of operations, changes in net assets, and cash flows for the year then ended. These financial statements are the responsibility of the Chamber's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Chamber as at December 31, 2007 and the results of its operations, changes in net assets and cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Crawford Paterson Campbell & McNeill

Chartered Accountants

Victoria, BC
February 21, 2008

James Crawford, CA* Kent Campbell, CA* Grant McNeill, CA* Lynda Mason, CA* David Paterson, FCA (retired)

400 - 1208 WHARF STREET, VICTORIA, B.C. CANADA V8W 3B9
TELEPHONE: (250) 386-1185 FAX: (250) 386-4797

* denotes incorporated





Greater Victoria Chamber of Commerce
Statement of Financial Position

December 31	2007	2006
Assets		
Current		
Cash	\$ 1,477	\$ 15,698
Marketable securities (Note 1)	717,213	621,360
Accounts receivable	58,945	52,900
Prepaid expenses	32,380	16,357
	<u>810,015</u>	<u>706,315</u>
Property and equipment (Note 2)	<u>73,424</u>	<u>68,002</u>
	<u>\$ 883,439</u>	<u>\$ 774,317</u>
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued liabilities	\$ 59,756	\$ 26,643
Deferred revenue (Note 4)	342,943	302,034
	<u>402,699</u>	<u>328,677</u>
Net assets		
Net assets invested in property and equipment	73,424	68,002
Unrestricted	407,316	377,638
	<u>480,740</u>	<u>445,640</u>
	<u>\$ 883,439</u>	<u>\$ 774,317</u>

On behalf of the Board:

M. Lucas Director

[Signature] Director

The accompanying summary of significant accounting policies and notes are an integral part of these financial statements.



Greater Victoria Chamber of Commerce Statement of Operations

For the year ended December 31	2007	2006
Revenue		
Benefit recovery	\$ 67,592	\$ 51,181
Business directory	30,817	118
Contributions to Greater Victoria Development Agency (Note 6)	70,000	-
Contract administration fees	12,100	18,700
Investments	36,233	26,995
Mailers	21,553	28,480
Members' dues and assessments	583,408	546,799
Fundraising	77,909	60,835
Programs	140,485	119,943
Rent	10,773	14,200
Business awards	56,118	49,942
Sponsorships	35,950	35,525
Newsletter	28,980	24,673
Gain on sale of shares	68,875	-
	1,240,793	977,391
Cost of Activities		
Fundraising	24,091	18,752
Committee activities	12,416	13,879
Greater Victoria Development Agency expense (Note 6)	131,829	-
Program expense	138,836	103,259
Business directory	18,117	68
Business awards	26,365	26,983
Advertising	6,320	2,785
Newsletter	23,194	19,720
	381,168	185,446
Surplus of revenue over expenses before administration	859,625	791,945
Administration		
Affiliation and association dues	14,935	14,170
Amortization	32,316	33,844
Occupancy costs	83,108	95,235
Interest	474	778
Membership expenses	4,407	8,645
Office	73,448	72,487
Postage	22,028	22,245
Professional fees	12,320	13,095
Salaries and employee costs	551,456	492,101
Telephone	14,621	10,774
Travel and convention	15,412	13,941
	824,525	777,315
Surplus of revenue over expenses	\$ 35,100	\$ 14,630

The accompanying summary of significant accounting policies and notes are an integral part of these financial statements.





Greater Victoria Chamber of Commerce
Statement of Changes in Net Assets

For the year ended December 31	2007		2006	
	Invested in property and equipment	Unrestricted	Total	Total
Balance, beginning of year	\$ 68,002	\$ 377,638	\$ 445,640	\$ 431,010
Surplus (deficiency) of revenue over expenses	(32,316)	67,416	35,100	14,630
Transfer to net assets invested in property and equipment	37,738	(37,738)	-	-
Balance, end of year	\$ 73,424	\$ 407,316	\$ 480,740	\$ 445,640

The accompanying summary of significant accounting policies and notes are an integral part of these financial statements.



**Greater Victoria Chamber of Commerce
Statement of Cash Flows**

For the year ended December 31	2007	2006
Cash provided by (used in)		
Operating activities		
Surplus of revenue over expenses	\$ 35,100	\$ 14,630
Item not involving cash		
Amortization	<u>32,316</u>	33,844
	67,416	48,474
Changes in non-cash working capital items		
Accounts receivable	(6,044)	(13,659)
Prepaid expense	(16,023)	(5,395)
Accounts payable	33,113	69
Deferred revenue	<u>40,909</u>	55,944
	119,371	85,433
Investing activities		
Purchase of property and equipment	<u>(37,739)</u>	(72,204)
Increase in cash during the year	81,632	13,229
Cash, beginning of year	<u>637,058</u>	623,829
Cash, end of year	\$ 718,690	\$ 637,058
Represented by		
Cash	\$ 1,477	\$ 15,698
Marketable securities	<u>717,213</u>	621,360
	\$ 718,690	\$ 637,058

The accompanying summary of significant accounting policies and notes are an integral part of these financial statements.



**Greater Victoria Chamber of Commerce
Summary of Significant Accounting Policies**

December 31, 2007

Purpose of the Organization	The Greater Victoria Chamber of Commerce ("Chamber") is incorporated under the Board of Trade Act of Canada and its principal activity is to promote and improve trade and commerce and the economic, civic, and social welfare of Greater Victoria.						
Marketable Securities	Marketable securities are carried at the fair market value.						
Property and Equipment	Property and equipment is recorded at cost. Amortization based on the estimated useful life of the asset is calculated on a straight-line basis as follows: <table border="0" style="margin-left: 40px;"> <tr> <td>Furniture and equipment</td> <td>- 20% straight line basis</td> </tr> <tr> <td>Computer hardware and software</td> <td>- 30% straight line basis</td> </tr> <tr> <td>Leasehold improvements</td> <td>- 10 years straight line basis</td> </tr> </table>	Furniture and equipment	- 20% straight line basis	Computer hardware and software	- 30% straight line basis	Leasehold improvements	- 10 years straight line basis
Furniture and equipment	- 20% straight line basis						
Computer hardware and software	- 30% straight line basis						
Leasehold improvements	- 10 years straight line basis						
Revenue Recognition	The Chamber follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.						
Contributed Materials and Services	Donated property and equipment are recorded at fair value when received. The Chamber is dependent on the voluntary service of many members and others. Since these services are not normally purchased by the Chamber and, because of the difficulty of determining their fair value, donated services are not recognized in these financial statements.						
Financial Instruments	The Chamber has classified its cash and marketable securities as financial assets held for trading. Accounts receivable are classified as loans and receivables. Accounts payable and accrued liabilities and deferred revenue are classified as other financial liabilities. Financial assets and liabilities held for trading Financial instruments classified as assets held for trading are reported at fair value at each statement of financial position date, and any change in fair value is recognized in interest income (loss) in the period during which the change occurs. Fair value for term deposits and GICs redeemable within the year are stated at cost which, together with accrued interest income, approximates fair value given the short term nature of these investments. Fixed income securities and equities are valued at year-end quoted market prices. Loans and receivables and other financial liabilities Financial instruments classified as loans and receivables and other financial liabilities are carried at amortized cost using the effective interest method. Interest income or expense is included in interest income (loss) over the expected life of the instrument. The carrying value of financial instruments cash, marketable securities, accounts receivable, accounts payable and accrued liabilities, and deferred revenue approximates their fair value due to their short-term maturity and capacity for prompt liquidation.						
Measurement Uncertainty	The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions which affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Actual results could differ from those estimates.						





**Greater Victoria Chamber of Commerce
Notes to Financial Statements**

December 31, 2007

1. Marketable Securities

Marketable securities consist of fixed income and equity investments at a cost of \$710,770 (2006 - \$621,360) with a market value of \$717,213 (2006 - \$701,716). The funds are managed by BMO Harris Investment Management Inc., an external professional manager, in accordance with the Chamber's Investment Guidelines.

2. Property and Equipment

	2007			2006
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Furniture and equipment	\$ 266,603	\$ 232,622	\$ 33,981	\$ 26,958
Computer hardware and software	206,524	174,419	32,105	32,789
Leasehold improvements	14,153	6,815	7,338	8,255
	\$ 487,280	\$ 413,856	\$ 73,424	\$ 68,002

3. Bank Indebtedness

The Chamber has a \$75,000 operating line of credit with its banker. The outstanding balance is payable on demand, secured by a commercial security agreement granting a first priority interest in all present and after-acquired property of the Borrower, with interest charged at the banker's basic lending rate + 1%. At December 31, 2007, the balance outstanding on the line of credit is \$NIL (2006 - \$NIL).

4. Deferred Revenue

	2007	2006
Members' dues	\$ 269,550	\$ 288,411
Other	73,393	13,623
	\$ 342,943	\$ 302,034





Greater Victoria Chamber of Commerce
Notes to Financial Statements

December 31, 2007

5. Commitments

Commencing February 1, 2006, the Chamber has entered into a lease for new premises. The lease expires on January 31, 2011 and has one five year renewal option. The lease is triple net with minimum rent payments of \$33,323 per year plus a proportional share of operating costs and property taxes.

Annual payments of minimum rent over the next five years are:

Year	Amount
2008	\$ 33,323
2009	33,323
2010	33,323
2011	2,777
	<u>\$ 102,746</u>

6. The Greater Victoria Development Agency

The Greater Victoria Development Agency is a committee of the GVCC and was formed to help develop, retain and attract businesses to the Greater Victoria region. They are an industry led initiative, and in collaboration with other sector partners strive to help build the best possible economic environment for local entrepreneurs and businesses in which to operate.

	<u>2007</u>
Revenue	
Municipal	<u>\$ 70,000</u>
Expense	
Advertising	21,279
Affiliation dues	1,225
Convention and travel	225
Hosting groups	2,279
Insurance	750
Lease	6,750
Marketing	5,688
Office	7,571
Professional fees	23,134
Staff expenses	2,413
Telephone	1,513
Wages and benefits	<u>59,002</u>
	<u>131,829</u>
Deficit (contribution from Greater Victoria Chamber of Commerce)	<u>\$ (61,829)</u>



ANNUAL SPONSORS



Camosun College's co-operative education program provides employers in the Greater Victoria area with motivated and skilled employees who bring their enthusiasm and up to the minute skills into the workplace. In 2007, almost 400 students participated in our co-op programs, and we are fortunate to have the support of many Chamber members who hired our students throughout the year. Co-op students are available year round for three to six-month work terms depending on their program, and with the introduction of internships, there is more flexibility around placement and length of the work term in a student's program. This flexibility can often assist with an employer's needs.

Camosun recently added co-operative education as an option for our applied and associate degree students, which brings our program participation up to 18 and

growing. Camosun provides co-op and internship students from business, technology, arts, science and sports education programs as well as offering practicums and apprenticeships in healthcare and the trades. Our local business community is invaluable in facilitating the applied education opportunities so essential for our career focussed educational programming.

Both students and employers reap the benefits of co-operative education as it provides our learners with real world experience and skill development, while employers have the opportunity to preview future employees and reduce the cost of training and recruitment. Thank you to all who have hired our co-op students, and we look forward to your continued support.

University
of Victoria



Co-operative
Education

We've enjoyed an eventful and productive 2007 in the UVic Co-op Program.

In July, Norah McRae took on the role of executive director, following 16 years with the UVic Co-op Program, first as a coordinator in Arts Co-op and then as manager of the Business Co-op and Career Centre.

In 2007 we placed more than 2,600 students in co-op work terms, and over 200 of these work terms were with Greater Victoria Chamber members, an increase of 30 per cent over the previous year. Co-op students are placed year-round (41 per cent in the summer, 26 per cent in the fall and 33 per cent in the spring), making co-op a potential short-term employment strategy for employers throughout the year. More than half of our employers hire more than one co-op student per year, and 85 per cent hire students from

more than one program area. Ninety-two per cent of employers surveyed at the end of work terms rated co-op students' preparedness for the work place as good or excellent.

We'd like to thank all the Chamber members who hired our co-op students in 2007. When co-op students are hired to do meaningful work, co-op employers benefit from short-term help and get to know potential future employees, which is so important with today's labour shortages. At the same time, students benefit from the application of their academic skills in real-life situations and develop important work place skills.

To learn more about UVic's Co-op Program visit our web site at www.uvic.ca/coop, contact us by phone at 721-6076 or e-mail us at employer@uvic.ca.

A BREATH OF FRESH AIR

Uptown is underway. On the site of the Town & Country shopping centre, Uptown will feature retail, residential and office space that will transform this mixed-use centre into a gathering place for the whole community.

SHOPUPTOWN.CA



WCG International HR Solutions wants to thank the Victoria business community for its support of **Triumph Vocational Services – our employment program for people with disabilities.**

In just 6 years, Triumph has helped clients achieve **over 2,500 placements** in the workforce – approximately 650 in the Greater Victoria region alone! Our Triumph team has also achieved an important milestone of **17,200 workshops** delivered.

Thank you to all the chamber members who have made this tremendous success possible. Together, we have built a stronger and more vital community.

In the upcoming year, we will continue to create opportunities in the workforce for people with disabilities and employers looking to grow their business by hiring from one of Canada's largest hidden pools of talent.

We look forward to growing our partnership with Greater Victoria Chamber of Commerce members.

Darlene Bailey,

Chief Operating Officer
WCG International HR Solutions

WCG International HR Solutions is an award-winning leader in customized workforce, consulting and technology solutions.

WCG has helped job seekers achieve **over 69,000 placements in the workforce** and has worked with **over 65,000 employers** to meet their hiring needs since 1995.



solutions
that change lives



Running Your Business.
 You know what it's like to run a small business these days. Phone calls, meetings, deadlines, budgets, decisions. When they say 'run' your business, they mean run! And with all that going on, who's taking care of you and your employees?



The Chambers of Commerce Group Insurance Plan®

Get the plan working for you. It gives your firm access to group benefits to take care of you and your employees when the need arises. If you own a small business, even a one person shop, you join over 27,000 Canadian Companies (including home-based businesses and farms), getting flexible and affordable group benefits.



**Chambers of Commerce
 Group Insurance Plan®**

For additional information and to see how The Chambers of Commerce Group Insurance Plan can work for you and your employees contact:

Robert Jack
 Jack Insurance and Financial Services,
 (250) 383-9866
www.bcbenefitplans.com