



CAMA Holds Quarterly Board Meeting in Nation`s Capital

The Board of Directors of the Canadian Association of Municipal Administrators (CAMA) held their quarterly meeting in Ottawa on November 30th, 2017.

The Board dealt with a number of issues, and what follows are the highlights of those discussions:

Presentation by the Federation of Canadian Municipalities

Matt Gemmel, Policy Advisor for Policy and Government Relations with the Federation of Canadian Municipalities (FCM), joined the Board to provide an update on Phase 2 of the Infrastructure Program, the National Housing Strategy, Cannabis Legislation and the Smart Cities Challenge. CAMA will continue to work with FCM in assisting them in these areas of work where possible.

Dinner for Federal Representatives

In the evening, the Board invited a number of senior Federal staff members to join them for a networking dinner to discuss a number of topics important to Canadian municipalities.

Mentorship Program

Thanks to those that completed our survey to get your thoughts on CAMA offering a formal Mentorship Program to our members. After discussion and considering the feedback, the Board felt that we would have limited success with a formal Mentorship Program because our members tend to reach out to colleagues that they know and are comfortable with, on their own. However, we will continue to market the importance of mentorship and succession planning in your own organizations through articles and other resources.

Political Acumen Toolkit Project

The Board has been considering several opportunities to assist our members through the lifecycle of their careers. Through a recent survey it was clear that the political acumen topic is one that the members feel that CAMA can help the next generation so they are better prepared to move in to leadership positions.

When asked what advice would help the next generation several comments were received which were grouped into the following five common themes:

- Clarity of Roles and Responsibilities
- Mentorship, Experience and Training
- Governance
- Relationships
- Managing Personal Risk

The Board has struck a Committee to look at ways to strengthen political acumen as a competency. The goal of the Committee will be to create a toolkit that will support experienced and new CAO's, direct reports and the next generation of leaders that are already in local government jobs.

Expanding the CAMA Membership

Members were also asked in a recent survey to rank their support of opening up CAMA membership to potential future leaders who may currently be working in positions that do not report to the CAO. Although there was some support for an Associate non-voting member category for these individuals, the Board felt that the support from the membership is not strong enough at this time to make a substantial change to the current membership criteria, however this will be revisited in the future.

As well, an awareness campaign will be developed for the First Nations Band Administrators on the benefits of joining CAMA as an Affiliate. We will be looking for you, as our members, to reach out to any Band Administrators in your area to encourage them to join our Association. Watch for more details.

2018 Conference



Join us for the 47th Annual CAMA Conference being held in Fredericton, at the home of the CAMA National Office, from May 28-30, 2018. The theme is "Maximizing Opportunities – Minimizing Risk" with speakers focusing on topics like the future of local government, cybersecurity, succession planning, employee engagement, the next generation in today's workplace, just to name a few. The Casual Night Out will be feature an all you can eat lobster Maritime Party and the President's Dinner will be a wonderful way to end the event with a reception at the beautiful Beaverbrook Art Gallery followed by a dinner and dance at the Convention Centre.

We are pleased to be partnering with the Canadian Network of Asset Managers (CNAM) to deliver a full day workshop on Sunday, May 27th, 2017 on asset management. Plan to come a day early to learn more on this topic.

We have had an overwhelming response with the Conference hotels (the Hilton and Crowne Plaza) being sold out on the first day, however there are still rooms left at the Delta. The Full Conference Program and on-line registration will be available at the **end of February 2018**. If you haven't already made your hotel reservations, please visit our [website](#).

Update on Communications/Marketing Plan

Communications Chair, Louis Coutinho updated the Board on his Committee's recent activities of the Communications/Marketing Plan. CAMA was very pleased to welcome our 600th member (Scott Spicer, City Manager for the Rural Municipality of Alexander, Manitoba) as we reached this milestone in November. CAMA currently has 613 members and is pleased to have gained over 100 members over the past two years.

As part of the Board's new social media strategy watch for more details on how you can become more engaged and some tips on how to do it!

Recruiting the Next Generation Project

We are excited to be officially launching our Recruiting the Next Generation Project entitled "Making Life Happen" in January 2018. CAMA and our six Provincial Territorial Association partners (AMCTO, OMAA, ARMAA, LGAA, AMANB, and LGMA) have worked hard over the past three years to develop a toolkit that can be used by our members to recruit the next generation in to local government. As part of this initiative the new website www.makinglifehappen.ca will also be unveiled!

CAO Performance Evaluation Committee Update

The Marketing Campaign for the CAO Performance Evaluation Toolkit, including a series of presentations to the elected officials, has begun and will continue for the next year across the country. This information has also been provided to the Deputy Ministers and Assistant Deputy Ministers for the Departments of Local Government across Canada. They were asked to include information on the toolkit in their regular communication to municipalities and in their orientation to Councils after elections.

Our toolkit has a lot of gears and options that might, at first glance, make it appear to be dauntingly complicated. It's not! It's really a simple tool. CAMA is pleased to provide you with a [webinar](#) (approximately 20 minutes in length) that is designed to show you just how easy it is to use and how it can be customized and scaled to your municipality.

Hopefully this additional information will encourage you to use the toolkit if you haven't already done so.

I had the pleasure on December 1st to attend the NAM Conference in Iqaluit to make a presentation on the toolkit to the Nunavut elected officials. It was a tremendous experience!

Member Services/National Office Update

Jennifer Goodine, Executive Director, updated the Board on various subjects. Of note were the following:

- The Executive Directors of the Provincial/Territorial Administrator Associations continue to meet quarterly to discuss areas of mutual interest across the country.
- CAMA is pleased to be partnering with Public Sector Digest for the Paper Writing Competition in Municipal Management once again. Details will be released in the near future.
- Watch for the new schedule of webinars for 2018 for the ICMA Coaching Program.
- Long service award notices will be sent out in the new year.
- The on-line nomination forms and details for the 2018 CAMA Awards of Excellence Program will be made available in January 2018.

ICMA

Marc Landry, CAMA External Relations Chair and former Third International Vice-President of ICMA, provided an update on the activities of ICMA.

Treasurer's Report

Jake Rudolph, CAMA Treasurer, updated the Board on the Association's finances. CAMA continues to be in a healthy financial position.

The next meeting of the Board will be held in Mississauga from March 14-16, 2018.

Wishing you all a very Merry Christmas and a healthy and happy 2018!



Janice Baker
CAMA President