



**2025 CAMA CONFERENCE
HIGHLIGHTS**

A VISUAL JOURNEY THROUGH OUR TIME IN MONT TREMBLANT

May 26-28, 2025 | Fairmont Mont Tremblant, QC



A MESSAGE FROM THE CAMA PAST PRESIDENT

Dear Colleagues,

Welcome to the 2025 CAMA Conference Highlights where over 370 Chief Administrative Officers and senior staff members from municipalities across Canada gathered for an unforgettable experience at the 51st Annual CAMA Conference at the breathtaking Fairmont Mont Tremblant Hotel from May 26-28, 2025! A big shoutout to our incredible staff for making this Conference a smashing success!

As we reflect on our time together in Mont Tremblant, I am filled with immense pride and gratitude. This year's Conference was a testament to the strength, resilience, and innovation within our community. From insightful keynote speeches to dynamic workshops, and from invaluable networking sessions to our vibrant Tradeshow, every moment was enriched by your participation and enthusiasm.

I want to extend a heartfelt thank you to each of you for making this event truly memorable. Your dedication to advancing municipal administration and your engagement in this Conference have left a lasting impact.

Please enjoy this visual journey through our Conference highlights. I hope it brings back fond memories and inspires continued collaboration and growth.

I wish President Brenda Orchard and the 2025-2026 Board of Directors much success and I look forward to seeing you next year in Whistler!

Warm regards,



Tony Kulbisky
CAMA Past President



PRE-CONFERENCE - SUNDAY, MAY 25

Sunday's registration, sponsored by **Strategic Steps**, kicked off the excitement as delegates arrived to a warm welcome from the CAMA team. Name badges in hand and anticipation in the air – this was the starting line of an unforgettable journey.



CONFERENCE DAY ONE - MONDAY, MAY 26

Golf Tournament, Pre-Conference Adventures, Opening Reception and Tradeshow: Where CAMA-RADERIE Meets the Great Outdoors

Before the first keynote hit the stage, CAMA delegates were already creating memories - high in the mountains, deep in the forest, and out on the river! This year's Monday Pre-Conference activities weren't just warm-ups – they were immersive experiences designed to spark connection, recharge spirits, and showcase the breathtaking beauty of Mont-Tremblant.

The day kicked off with a full roster of adventures, offering something for every kind of explorer.



Golf Tournament and Monday Pre-Conference Activities

The CAMA Golf Tournament at the spectacular Le Maître Golf Course, featuring sweeping views, friendly competition, and BBQ camaraderie – made even smoother thanks to transportation sponsored by [Canoe Procurement Group](#). Congratulations to the winning team of Evan Parliament, Wallace Mah, Rob Buchan and Andrew Foster.



White-Water Rafting on the Rouge River – an adrenaline-charged plunge through roaring rapids, followed by a riverside BBQ and storytelling that had everyone grinning.

E-Bike Adventures led riders through scenic riverside trails and forest paths, guided by a local storyteller.

Walking Tour & 360° Gondola Ride offered a peaceful stroll through the pedestrian village and a ride to the summit, where panoramic views and fresh mountain air left delegates breathless – in the best way.

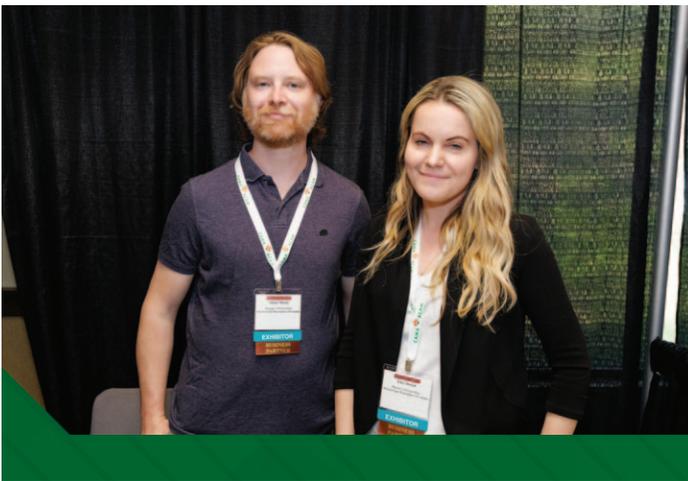
Ziptrek Tremblant's soaring ziplines sent delegates flying over the Laurentian treetops – a heart-pounding, high-flying thrill.

Town Tour & Tree Top Walk blended a scenic drive through Mont-Tremblant's diverse districts with a walk 40 metres above the forest floor at Sentier des Cimes – complete with snacks and unforgettable views.



Welcome Reception and Exhibitor Tradeshow

By evening, the energy from the day's adventures flowed seamlessly into the Opening Reception and Tradeshow, sponsored by **Intact Financial Corporation**. Old friends reunited, new connections were made, and delegates paused for professional portraits between bites, laughs, and engaging booth visits.





Hospitality Suite

And just when the day seemed to wind down, **Neptune Technology Group's** Hospitality Suite at Le Shack kept the vibe going late into the evening with a relaxed networking and a cozy atmosphere.

From zip lines to rapids, golf greens to forest canopies, the Pre-Conference experiences captured the essence of this year's theme: **Empowering Leaders - Transforming Communities**. Delegates arrived as individuals and stepped into the week united, energized, and ready to shape on the future.



CONFERENCE DAY 2 - TUESDAY, MAY 27

A Day of Connection, Insight & Celebration in Mont-Tremblant

Annual General Meeting, Opening Ceremonies, Speaker Sessions, Long Service Awards Luncheon & Casual Night Out

Tuesday kicked off bright and early as adventurous delegates laced up their sneakers for the Morning Run, soaking in Mont-Tremblant's stunning scenery before a full day of learning and connection. Registration, sponsored by Strategic Steps, opened its doors to an excited crowd ready to dive into the day's experiences.

Delegates gathered for a lively breakfast sponsored by **The Partnership Group - Sponsorship Specialists™**, where Brent Barootes and his team served more than just great coffee - they served ideas on how municipalities can unlock new revenue streams through sponsorships, helping to shape sustainable futures.

The 2025 CAMA Conference officially launched with the Opening Ceremonies, where a stirring rendition of "O Canada" brought delegates together in a powerful moment of national pride—uniting municipal leaders from coast to coast in celebration of excellence, innovation, and community.





The room was energized by heartfelt greetings from several distinguished guests: Mike Land, President-Elect of ICMA; Mandy Dennison, Vice-President of Social Impact at Intact Financial Corporation; Julie Goddard, CAO of the City of Mont-Tremblant; Raffaella Di Stasio, CAMA Board Representative for Québec and Vice-President of ADGMQ; and Marc-André Pâlin, Executive Director of ADMQ. Their remarks set the tone for a Conference grounded in collaboration and shared purpose.

Following the Opening Ceremonies, the CAMA Annual General Meeting took place, where President Tony Kulbisky delivered a compelling report highlighting the Association's milestones, strategic priorities, and vision for the future. Delegates were inspired to help CAMA reach a historic goal—growing the membership to 1,000—by championing the value of the Association within their organizations and networks.

The Board bid a fond farewell to two dedicated leaders: Nathan Peto, Board Representative for Manitoba and Saskatchewan, and Bev Hendry, CAMA Past President.

At the same time, they extended a warm welcome to incoming Board members Shawna LeBlanc, CAO of the Rural Municipality of Elton, MB, and Troy Fleming, City Manager of the City of Fort Saskatchewan, AB. Incoming President Brenda Orchard closed the meeting with heartfelt remarks expressing her excitement for the year ahead, while also paying tribute to President Kulbisky's tremendous leadership—presenting him with his Presidential glass award in recognition of his service.





Then came a standout moment: Michael Landsberg's keynote, *"Darkness and Hope: Depression, Sports, and Me"*, sponsored by [Canoe Benefits](#), left the room both deeply moved and uplifted. With honesty and courage, Michael opened up about his lifelong struggle with mental illness, challenging stigma and encouraging leaders to foster supportive cultures in their organizations.

After a caffeine recharge and Tradeshow buzz during the break sponsored by [KTI Limited](#), delegates turned their attention to national headlines with Chantal Hébert's plenary session. Delivered in French with simultaneous translation, Chantal brought clarity to Canada's complex political landscape, helping municipal leaders interpret trends and prepare for what lies ahead.



At the Long Service Awards Luncheon, the spotlight shone on commitment, honouring the longevity and leadership of CAMA members who've dedicated decades to municipal service. It was a heartfelt reminder of the importance of experience and resilience in our profession.

Desserts and networking returned during the Tradeshow Break, where delegates mingled with exhibitors. Then it was time to choose between two powerhouse concurrent sessions.

In “Anticipating the Next Wave,” Dr. Alina Turner provided a masterclass on tackling escalating social challenges—like homelessness and encampments—through data, compassion, and community collaboration. She emphasized real-world tools for all sizes of municipalities, equipping CAOs with strategies they can use now and in the future.

Meanwhile, Martin Lesperance’s “INSPIRE” session lit up the room with energy and humour. He showed how even the most reputation-challenged communities can create vibrant, positive work cultures to attract and retain top talent. His practical insights and infectious enthusiasm made for a session that was both uplifting and useful.

The afternoon refreshment break, sponsored by [HelpSeeker Technologies](#), brought more time to connect and reflect before one last set of sessions delivered a powerful finish.

In “AI in Local Government,” CAO Guillermo Ferrero from the City of White Rock, BC and Dr. Alina Turner tackled the opportunities and uncertainties surrounding artificial intelligence. From chatbots to smart data strategies, they explored how AI can enhance municipal service delivery while addressing ethical, regulatory, and workforce considerations. It was a future-forward session grounded in real-world examples and practical takeaways.

At the same time, the dynamic “5-Minute Game Changers” session—facilitated by Yves Léger, CAO of the Town of Shediac and CAMA’s Board Member-At-Large for Municipalities Under 100,000—brought together a powerhouse lineup of CAMA members and municipal leaders from across the country. Each delivered a concise, high-impact presentation on innovative initiatives making a difference in their communities. From mental health response pilots and partnership-driven development to tree bylaws, equity journeys, and climate-conscious governance, this rapid-fire showcase sparked fresh ideas and energized the room.



Presenters included:

- Lisa Spitale, CAO, City of New Westminster, BC
- Manon Bernard, City Manager, City of Salaberry-de-Valleyfield, QC
- Doug Gilchrist, City Manager, City of Kelowna, BC
- Jennifer Stover, CFO/CIO, Peterborough County, ON
- Chris McQueen, CAO, Town of Fort Erie, ON
- Sonya Pritchard, CAO, Dufferin County, ON
- Marc Melanson, City Manager, City of Dieppe, NB

The day wrapped up with a shift from strategy to celebration. Delegates slipped into their cozy toques courtesy of [WSC® Municipal Sponsorship Summit](#) for CAMA's Après Ski Party - "Toques & Tunes", sponsored by [Government Frameworks](#) at Le P'tit Caribou, where raclette, a live DJ, and lots of CAMA-raderie took centre stage. As the night rolled on, the fun continued at the Hospitality Suite, sponsored by [ThinkDox](#), where memories were made, and friendships cemented.

From sunrise runs to late-night laughter, Tuesday was a perfect blend of inspiration, insight, and unforgettable connection—everything the CAMA experience is all about.





CONFERENCE DAY 3 - WEDNESDAY, MAY 28

A Day of Wisdom, Resilience, and a Heartfelt Tribute in Mont-Tremblant

Speaker Sessions, Closing Ceremonies, Study Tours and the President's Masquerade Ball

Wednesday began with another invigorating morning run through the serene trails of Mont-Tremblant, proving that even after a full Tuesday, CAMA delegates were still bringing the energy! Over breakfast, sponsored by [Government Frameworks](#), the conversations flowed as delegates refueled and reflected, surrounded by new ideas and familiar faces.

The morning plenary, "Navigating the Transition", opened with courage and candour as three seasoned leaders—Tracy Thomas, CAMA Board Representative for Northwest Territories, Yukon Territory, and Nunavut (and also the SAO for the Town of Fort Smith, NWT), Rob Buchan, City Manager for the City of Prince Rupert, BC, and Ann Mitchell, City Manager for the City of Medicine Hat, AB—shared deeply personal journeys of resilience through unexpected career challenges, including navigating terminations, political tensions, and toxic work cultures. Under the thoughtful facilitation of Evan Parliament (CAMA Board Representative for British Columbia and CAO for the City of Revelstoke), the room was held in quiet solidarity, inspired by the panel's honesty and commitment to professionalism and recovery. It was a powerful reminder that in this field, vulnerability and leadership go hand-in-hand.





Next, Jan Enns brought clarity and strategy to the digital frontier in “Managing Resident Conduct, Misinformation, and the Social Media Influence on Local Government.” Delegates explored the pressures of online vitriol, disinformation, and comment section chaos—and left equipped with real-world tactics to maintain public trust and staff safety in the digital age.



After a spirited Tradeshow Refreshment Break sponsored by [KTI Limited](#), the spotlight turned to recognition, with Sarah McVanel’s closing keynote, “*The Exponential Power of Recognition*,” delivering a powerful, joy-filled message about the magic of appreciation. Her F.R.O.G.™ philosophy—Forever Recognize Others’ Greatness—sparked smiles and soul-searching across the room, as she showed how everyday acts of acknowledgment can transform entire workplace cultures.



The inspiration continued at the CAMA Awards of Excellence Luncheon, where we celebrated innovation, collaboration, environmental leadership, and workplace excellence. These awards don’t just represent best practices—they tell stories of communities improved, teams empowered, and local government elevated.

The afternoon unfolded with closing ceremonies, tradeshow prize draws, and immersive workshops. Sarah McVanel’s follow-up session dove deeper into actionable recognition strategies, while Dr. Alina Turner’s workshop equipped delegates—especially from rural communities—with tools for resilience in the face of modern challenges. Meanwhile, others explored the flavours of Québec at the Bon Appétit Cooking Class or refined their palates with The Sommelier’s Secrets Wine Masterclass, toasting to good taste and great company.



As the sun set over Mont-Tremblant, the elegance of the President’s Masquerade Ball - graciously sponsored by [Lidstone & Company](#), brought the perfect close to an extraordinary week. From striking black-and-white attire and whimsical masks (courtesy of the [Canoe Procurement Group](#)) to dancing, a lively photo booth (sponsored by [Neptune Technology Group](#)) and an abundance of CAMA-raderie, the evening sparkled with fun, mystery, and connection.



CAMA was also proud to recognize outstanding service and dedication to the profession. Long-time member Wallace Mah, CAO for the District of Kent, BC, was honoured with a 40-Year Long Service Award. Two Honourary for Life memberships were presented—one to CAMA Past President Barry Carroll, CAO for the Municipality of the District of Guysborough, NS, and the other to retired member and Past President Jake Rudolph from British Columbia. Virginia Cullen, CAO for the Resort Municipality of Whistler, invited all delegates to attend the 2026 Conference in Whistler, British Columbia.



A truly special moment followed – one that instantly united the room in admiration and applause. In a surprise announcement, President Tony Kulbisky introduced a brand-new accolade: the *Jennifer Goodine Inspirational Leadership Award*. With heartfelt words and a standing ovation, the room celebrated Jennifer—CAMA’s Executive Director for over 20 years—for her unwavering passion, transformative leadership, and tireless commitment to the municipal profession. It was a defining moment of the Conference, honouring not just a career—but a calling.



From real talk to real recognition, from strategy to celebration, Wednesday reminded us that leadership is about courage, connection, and showing up for one another—masks optional, but hearts wide open.



CONGRATULATIONS TO OUR AWARD RECIPIENTS

At our Conference luncheons, we celebrated our colleagues' dedication to municipal administration with the Long Service Awards for those members that were able to attend (the list of all recipients can be found [here](#)). We also honoured eleven outstanding municipalities for the CAMA Awards of Excellence. Check out our [website](#) for all the details on the winners.

Long Service Awards

20 Years Recipients

- Scott Luey, Retired CAMA Member, ON
- Dave Landers, CAO, City of Timmins, ON
- Dave Brown, Directeur général, Île-de-Lamèque, N.-B.
- Craig Kelley, CAO/Deputy Clerk, County of Renfrew, ON
- Michael Dolter, CAO, Town of Truro, NS
- Monique Bourque, Greffière, Village de Memramcook, N.-B.
- Jeremy Crosby, CAO, Town of Stratford, PEI
- Michael DiLullo, CAO, Municipality of Middlesex Centre, ON
- Michael Duben, CAO, Municipality of Chatham-Kent, ON
- Ann Mitchell, City Manager, City of Medicine Hat, AB
- Chris Spear, CAO, Town of Saint Andrews, NB

25 Year Recipients

- David Calder, City Manger, The City of Cambridge, ON
- Colleen Draper, CAO, Rural Municipality of Springfield, MB
- Tracey McKenzie, County Clerk/Communication Manager, County of Lennox-Addington, ON
- Sonya Pritchard, CAO, County of Dufferin, ON
- Lisa Spitale, CAO, City of Westminster, BC



20 Year Recipients



25 Year Recipients

30 Year Recipients

- Curtis Herzberg, County Manager, Red Deer County, AB
- Luc Mercier, CAO, Yellowhead County, AB

2025 Awards of Excellence Recipients

From Left to Right:

- Nathan Peto, Former City Manager, City of Portage La Prairie, MB
- Mayor Sharilyn Knox, City of Portage La Prairie, MB
- Jeff Payne, Commissioner of Community Services, Town of Newmarket, ON
- Nicole Cychota, City Manager, City of Portage La Prairie, MB
- Heather Bell, Executive Assistant, Town of Stony Plain, AB
- Ian McDougall, CAO, Town of Newmarket, ON
- Oliver Jerschow, CAO, Town of Innisfil, ON
- William Fletcher, CAO, City of St. Albert, AB
- Doug Gilchrist, CAO, City of Kelowna, BC
- Karen Way, Clerk, Township of Georgian Bay, ON
- Greg Mariotti, CAO, Township of Georgian Bay, ON
- Duane Nicol, CAO, City of Selkirk, MB
- Al Radke, CAO, qathet Regional District, BC

Missing from Photo: Justin Readman, General Manager of Development Services, City of Kitchener, ON

***Please note that the District of Saanich, award recipient, were unable to be in attendance.**



30 Year Recipients



2025 Awards of Excellence Recipients

CELEBRATING CAMA'S ALL-STAR TEAM

Uniting Municipalities Coast to Coast to Coast for CAMA-RADERIE 2025

A huge shoutout to this year's incredible CAMA rockstar team for their exceptional skills, shining personalities, and unbeatable teamwork. This pan-Canadian team, hailing from municipalities coast to coast to coast, came together in the middle to deliver another epic CAMA-RADERIE event.



Stephane Brunet (Montreal), Beth Readman (Napanee), Carolina Correa (Fredericton), Sorcha Beirne (Fredericton), Doreen Nakhle (Fredericton), Jennifer Goodine (Fredericton), Alycia Bartlett (Fredericton), Justin Dutcher (Fredericton), Victoria Bowering (Capital Regional District), Anthony Castelli (Montreal)

THANK YOU TO OUR 2025 CONFERENCE PARTNERS

We extend our heartfelt gratitude to all our sponsors and partners for their incredible support of the 2025 CAMA Conference. Your contributions and commitment were pivotal in making this event a resounding success. Thank you for helping us advance municipal administration and fostering a vibrant community of professionals. We look forward to continuing our collaboration and achieving even greater heights together.

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SAVE THE DATE

CAMA 2026 in Whister - A Can't-Miss Event!

Can't wait to see everyone at the 52nd Annual Conference at the stunning Whistler Convention Centre from May 25-27, 2026 with activities beginning on Monday, May 25th and ending with the President's Dinner on Wednesday evening May 27, 2026. Keep an eye out for the hotel room block opening in September 2025!

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