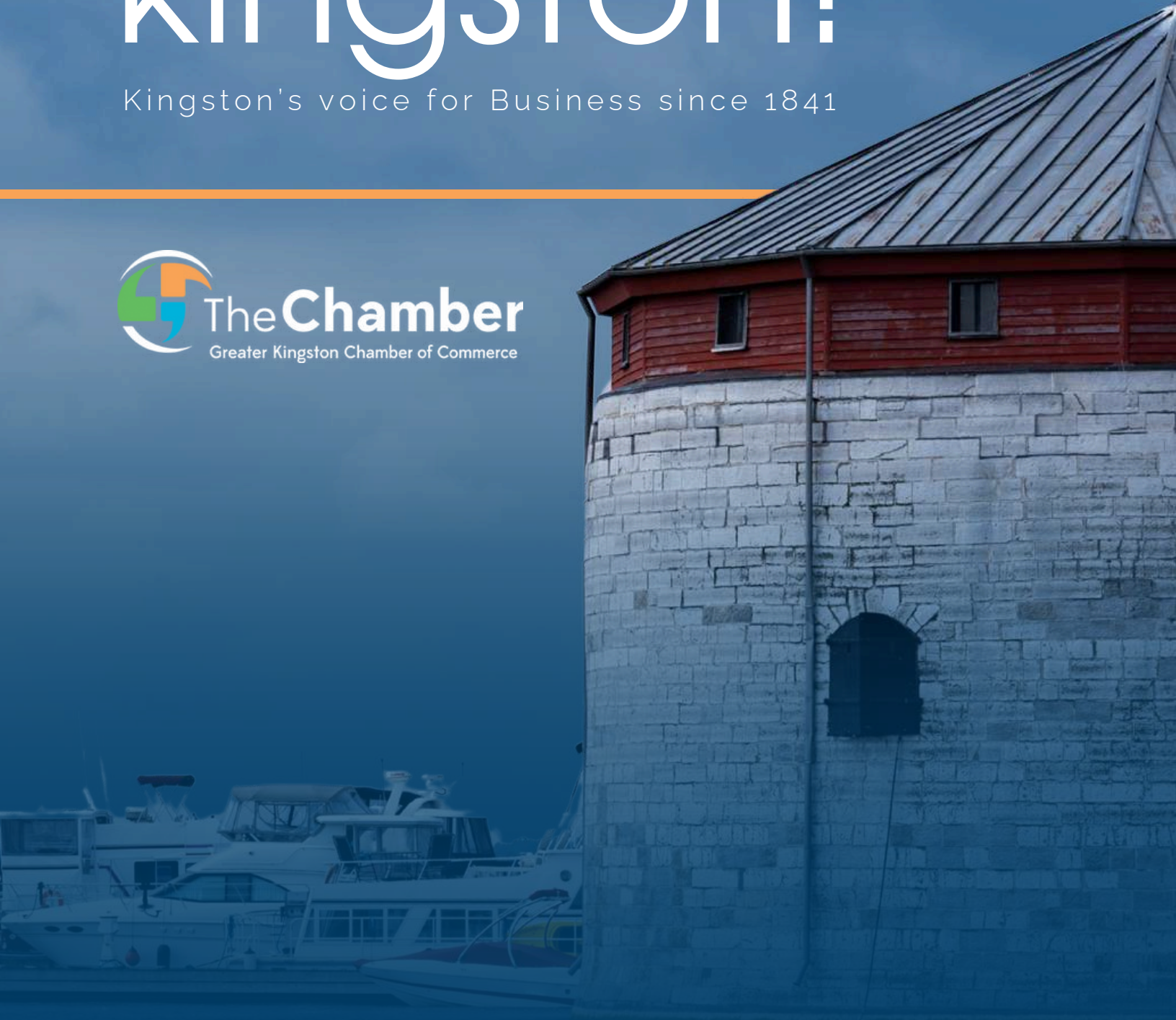


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Mid-Year Reflections: A Strong Start to 2025

The first six months of 2025 have flown by, and what a dynamic and energizing start to the year it has been for the Greater Kingston Chamber of Commerce.

As we move through this year, I'm proud to reflect on the progress we've made and the direction we're heading. The strength of Kingston's business community continues to impress—from long-standing enterprises to new entrepreneurs making their mark. What unites them all is a shared commitment to innovation, resilience, and community.

At the Chamber, our work remains focused on advocating for our members, creating opportunities for meaningful connection, and championing the local economy. In the first half of this year alone, we've hosted the successful Kingston Business Awards, expanded our policy engagement efforts, and introduced new programming that supports small business growth, workforce development, and leadership training.

We've also deepened our collaboration with local and regional partners, including educational institutions. Together, we're working to ensure that Kingston's business landscape remains inclusive, forward-looking, and responsive to the challenges and opportunities that lie ahead.



What's been most rewarding is seeing the momentum from our members. Your voices are shaping our advocacy priorities, your participation is making our events stronger, and your feedback continues to help us improve. The Chamber exists to serve you—and your trust and engagement are what drive our work every day.

As we look toward the second half of 2025, we are excited about what's ahead. Expect more advocacy on key business issues, new opportunities for member visibility and engagement, and a continued commitment to celebrating the contributions that businesses of all sizes make to our region.

Thank you to our members, partners, and Board of Directors for your continued support and belief in the Chamber's mission. We are proud to stand alongside you as we build a stronger, more vibrant Kingston.

STAFF

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& Member Success



Alejandra Bouza

Membership & Events
Coordinator

a message from the Board Chair



It is with great enthusiasm that the Kingston Chamber of Commerce team presents this edition of We Are Kingston!

As ever, we are humbled by and thankful for your continued support of the Chamber and its activities, which are singularly devoted to bettering the business environment in Kingston and the surrounding region. That is, after all, the main way that the Chamber seeks to create value for its members; it is our belief that by doing the legwork for you in three important areas (“influence”, “connect”, and “support”), we can contribute to the strength of each business in our community, and the community as a whole.

This value proposition is inherent in our Mission statement, which says that we will, “influence public policy, be a catalyst for connectivity, and provide unique competitive advantages for our members”, all with a view towards “stimulating the growth and prosperity of the local business community”.

One way to distil this lofty mission is to picture the Kingston Chamber playing the role of caretaker for the environment in which our local businesses do business on a daily basis. We strive to translate our member-driven resources into real value for the entire community by curating an environment where local policy helps business competitiveness, business-to-business connections are easily formed and value-oriented, and enterprises are well-informed and supported in areas that matter most to them.

Like all good organizational missions, it is hard to imagine ever saying that the work is done, but it is work worth doing every day – there is no better evidence than the Chamber’s 184 years in Kingston. It is the importance of this mission, together with our steadfast dedication to it, that give us the confidence to say, edition after edition, that “We Are Kingston”!

Until next time,

KENT WILLIAMS

2025-2026 Board Chair
Lawyer, Cunningham Swan, Carty,
Little & Bonham LLP

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Jose Ribau
[Board Member]

Founder & CEO, R5
Innovations

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Health is a Business Strategy

(and a Community One)

As business owners, we give so much of ourselves to what we've built—time, energy, creativity, and care. But too often, our own well-being (and that of our teams) gets left behind. We accept stress, overwork, and isolation as part of the deal. We wear burnout like a badge of honour. But it doesn't have to be this way—and I'd argue this mentality does a disservice to our businesses and our community.

I'm Dr. Jenn Bossio, Clinical and Health Psychologist and founder of Tri Health Clinic. This year, I was honoured to be named Kingston's Business Person of the Year—a recognition that, to me, says one thing loud and clear: building a people-first business resonates.

When I opened Tri Health Clinic in 2018, I wasn't just creating Ontario's largest sex and couples therapy clinic. I was creating a workplace culture rooted in sustainability, connection, care—and yes, profitability.

While it can feel awkward to talk about profit in a helping profession, it's essential. As a business owner, I'm responsible for the health of the business, to ensure that it can weather storms, support its people, and serve the community long-term.

While the mental health field has become increasingly saturated since our conception, we've continued to thrive—because we put relationships first. We focused on clinician longevity. In a service-based business, we only stay open if our employees or contractors can continue doing the work they're great at. And as therapists, that work is hard. I've seen too many clinic owners confused when staff cite burnout in their resignation letters. "But we pay them well," they say—while pushing for higher output. It's short-sighted.

I invest heavily in my team because I want that investment to last. Not so they can see 10 clients a day and flame out after a year—but so they can do exceptional work for years to come.



Maybe you don't run a therapy clinic, but the principles apply. Treat your people well. View them as long-term assets. High turnover costs businesses far more than supporting a team that produces excellent work at a sustainable pace.

In service of prioritizing our people, we've even thrown out outdated systems that don't serve anyone—like the industry-standard unpaid 15-minute consult calls that delay care and favour charisma over clinical fit. Instead, we built efficient, evidence-based processes. We hold team events at local businesses and treat professional development and well-being not as perks, but as essentials.

And this isn't something specific to the mental health field. This mindset applies to every business. Whether you run a café, retail store, trades business, or creative agency, the way you treat your people—your staff, your clients, yourself—is the foundation of your success. We can't talk about thriving businesses without talking about thriving humans.

Kingston is built on small businesses. We shape the rhythm and culture of this city. So let's set the tone. Let's model what it looks like to run businesses that value people, not just productivity. Let's make health—not hustle—the foundation.



Dr. Jenn Bossio, Clinic Director, Clinical and Health Psychologist of Tri Health Clinic

The Cost of a Bad Decision:

A Cautionary Tale for the Business-Minded (With a Wink)

In business, every decision is a bit like a group project—if it goes well, everyone celebrates. If it goes poorly, no one remembers who suggested it. While good decisions can drive growth and innovation, bad ones tend to leave behind a trail of budget overruns, awkward meetings, and the occasional “learning opportunity.” Let’s take a lighthearted look at the real costs of bad decisions—and how to avoid turning your next bold move into a cautionary tale.

1. Lost Time: The Most Expensive Thing You Can’t Invoice

Time is a non-renewable resource, yet we spend it like we’ve got a subscription. Whether it’s months spent chasing the wrong market or weeks debating a logo that still looks suspiciously like a coffee stain, lost time is a silent killer of productivity—and morale. And unfortunately, “we meant well” doesn’t show up on a balance sheet.

2. Financial Loss: When Your Budget Takes a Detour Through Regret

Bad financial decisions come in many forms: overestimating demand, underestimating costs, or investing in a “sure thing” that turned out to be more “oops” than opportunity.

Whether it’s a product launch that flopped or a marketing campaign that went viral for all the wrong reasons, the bottom line always notices—even if your accountant pretends not to.

3. Emotional Toll: Stress in a Business Casual Outfit

Let’s face it—bad decisions don’t just cost money; they cost sleep. They lead to second-guessing, over-caffeination, and the occasional existential crisis during a quarterly review. Leaders and teams alike can suffer from decision fatigue, especially when the stakes are high and the Wi-Fi is spotty.

4. Relationship Fallout: When “Teamwork” Gets a Little Tense

In business, trust is currency. One misstep—like overpromising to a client or undercommunicating with a partner—and suddenly you’re in damage control mode, armed with a PowerPoint and a hopeful smile. Internally, it can strain teams, spark finger-pointing, and lead to more awkward silences than a Monday morning meeting.



The Upside: Mistakes Make Great Mentors (and Even Better Panel Discussions)

The good news? Every bad decision is a future case study. They teach us what not to do, build resilience, and give us just enough humility to not become that boss. Plus, nothing bonds a team like surviving a shared disaster and living to tell the tale—preferably over coffee and not during a crisis.

How to Avoid the Next “Learning Opportunity”:

- Pause before you pivot. Urgency is not a strategy.
- Seek diverse input. Especially from the person who always plays devil’s advocate (you know the one).
- Think long-term. Will this decision still make sense after the adrenaline wears off?
- Document everything. If it works, it’s a blueprint. If not, it’s a warning label.

Final Thoughts:

Bad decisions are part of the business journey. But with the right mindset, a strong team, and a willingness to learn (and laugh), they don’t have to define us. In fact, they might just be the steppingstones to our next big success—or at least a really good story for the next Chamber networking event.



Hughena Brennan, MBA- CEO of Veritasa Law Office Professional Corporation

Sport & Business

The Mix That Wins Championships

Behind every successful sports team is a strong community, and behind every strong community are local businesses that believe in something bigger than themselves.

The bond between sports teams and local businesses runs deep. It's more than sponsorships or signage; it's a shared identity. When a team wins, the community celebrates, and so do the businesses that supported them. And when businesses thrive, they create jobs, energy, and pride that fuel the local fan base.

Local teams give businesses visibility, credibility, and emotion, something traditional advertising can't buy. Fans associate those brands with hometown pride, loyalty, and shared wins. In turn, businesses provide teams with critical financial support, community connections, and operational partnerships that help them grow beyond the field.





Whether it's a café sponsoring the post-game meal, a local auto dealer supporting the kit, or a regional bank helping finance stadium improvements, these partnerships matter. They don't just boost visibility, they build trust. Together, they shape a local brand ecosystem where sport and commerce elevate one another.

At their best, teams and businesses form a virtuous cycle. A well-run club attracts crowds, generates media attention, and fosters civic pride. That energy flows into local shops, restaurants, and service providers. Those businesses, in turn, reinvest in the team's future and the region's reputation.

Sport has the power to unify. Business has the power to scale. Together, they don't just win games, they build legacies.

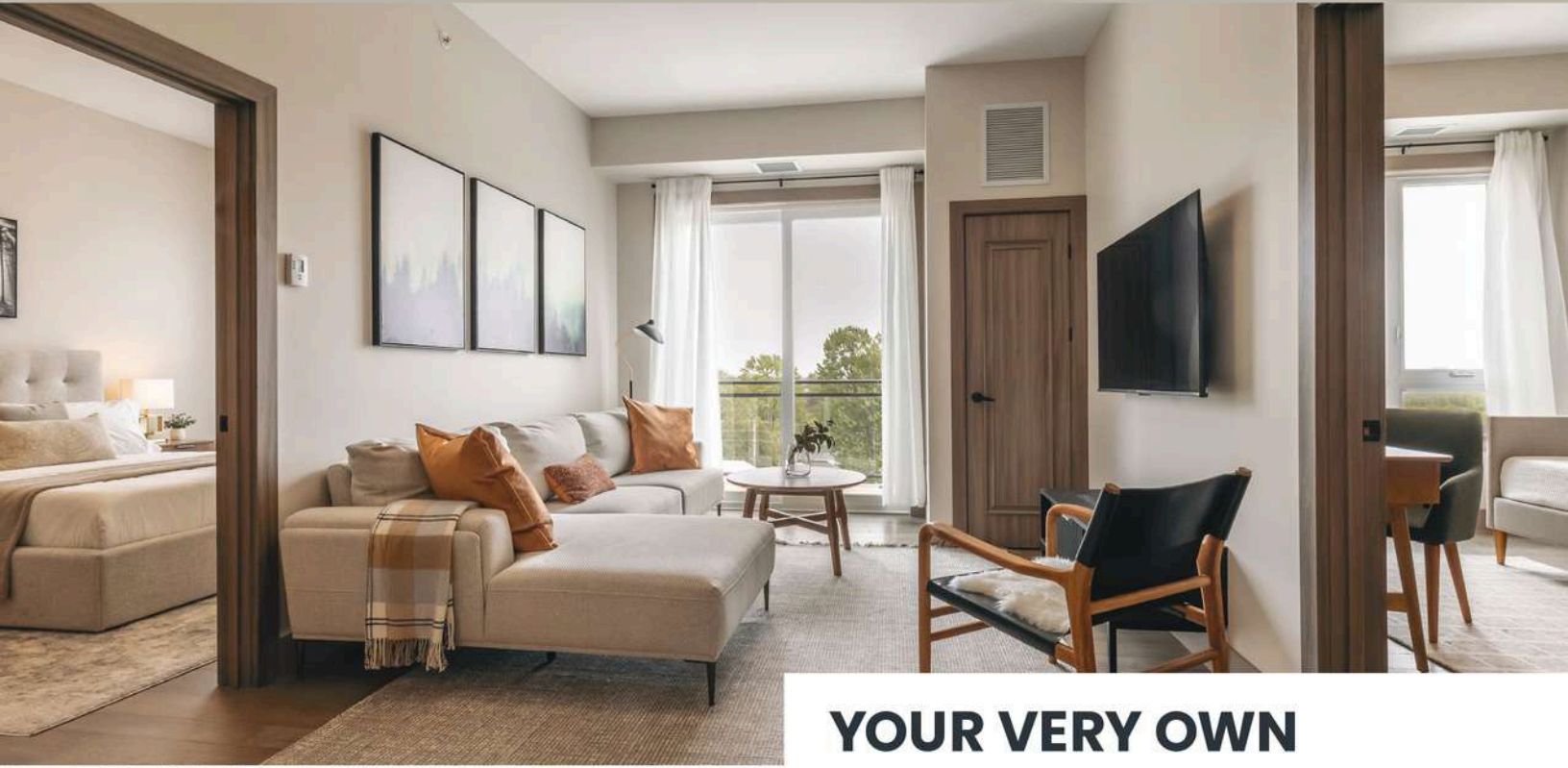


***Paul Barbeau, Managing Partner of
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Investing in Kindness:

Making Community Support a Business Priority

2025 has been a year of economic instability, but with some cautious optimism—we can work together to strengthen our community. One powerful way to do that is by supporting businesses, non-profits, and individuals who make Kingston the special place it is.

Giving back has always been central to my family's journey. As some of Tim Hortons' earliest franchisees over 40 years ago, my parents built our brand on generosity, a principle that remains a cornerstone of our success today. The Kingston community embodies that same spirit—year after year, we rank among the top in fundraising for programs like Smile Cookie and Camp Day, proving how special our community is.

How can you make giving back part of your business?

Start by picking a cause that resonates with you. Outside of our national programs, we support many local fundraisers with Tim Hortons products or prizes.

Personally, I volunteer with the **KFL&A United Way** because I've seen firsthand the impact of their work. This year, I'm chairing their campaign, aiming to expand our reach across the business community (nudge, nudge!). Our goal is to collectively raise over \$4 million this year to fund programs that build and strengthen our community by bringing people and resources together to facilitate change. Last year, more than 68,000 people were supported by United Way funded programs in our community.

Here are some ways you might consider giving back:

Support, Volunteer & Donate – Donate products to local fundraisers, offer your business skills to non-profits, or give employees time to volunteer. Consider organizing staff collections for programs like the United Way's Backpack Program or Period Promise or assembling donated items as a team.



Community Engagement – Sponsoring local events, sports teams, or educational initiatives fills funding gaps and raises awareness for great causes. Getting involved with organizations like the **Chamber of Commerce** can grow your network and strengthen community ties. Volunteering and giving back isn't just good business, it builds connections, deepens understanding, and strengthens communities. If you have the capacity to offer your time or resources, do it. The rewards are far greater than financial success; they're about making a lasting difference.

If you've ever received kindness from a stranger, support during hardship, or felt the power of community rallying behind you, then you know why giving back isn't just a duty, it's a privilege.

Please feel free to reach out for more information or to chat.



**Leanne O'Mara, Tim Hortons
Owner/Operator - J.E. Agnew
Food Services Ltd.**



Innovation:

Connecting Your Business with the Best Opportunities

In today's rapidly shifting economy, innovation isn't just for big tech - it's essential for small and medium-sized businesses looking to stay competitive and grow. Whether you run a local retail shop, manufacture specialty parts, or support our healthcare system, smart innovation can connect your business to new opportunities that improve efficiency, attract customers, and open fresh markets. Here are three proven, practical ways to make innovation work for you.

1. Start with the Problem, Not the Product

True innovation begins by understanding your customers' pain points—not just inventing something new for the sake of it. Speak directly with customers, frontline staff, and suppliers. Are there consistent frustrations or unmet needs?

For example, a local retailer who noticed long weekend lines introduced mobile checkout—simple technology, but driven by the real problem of wait times. Start small, and build solutions from the ground up.

2. Use Technology to Work Smarter, Not Harder

Embracing digital tools can dramatically boost productivity—even with limited resources. For manufacturers, this might mean automating inventory tracking to reduce waste. For a health clinic, offering online booking can free up staff time while improving patient satisfaction. Focus on low-cost, high-impact tech—such as cloud-based systems, digital payments, or customer analytics—to get the most value with minimal disruption.



3. Collaborate to Accelerate

Innovation doesn't have to be a solo effort. Local partnerships—whether with other businesses, colleges, or your local chamber of commerce—can unlock access to new ideas, tools, and talent. An automotive service shop might team up with a high school's tech program for training and recruitment. A small food producer might collaborate with a local grocer for exclusive product launches. Look for creative ways to share resources and test new ideas together.

Innovation isn't always flashy. Often, it's about making your everyday work more effective and your customer experience more relevant. In a town like ours, where businesses are the heartbeat of the community, even modest changes can lead to lasting growth.

Remember: Innovation isn't about having all the answers. It's about staying curious, staying open, and being willing to adapt. That's what connects your business to its best opportunities.



***Jose Ribau, founder and CEO of
R5 Innovations***

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Influence

ADVOCACY DAY

The Greater Kingston Chamber of Commerce proudly represented our business community at the 10th Annual Advocacy Day hosted by the Ontario Chamber of Commerce. Our delegation —Board Chair Kent Williams, Past Chair Sunita Gupta, and CEO Karen Cross—joined over 50 chambers at Queen's Park to engage with provincial leaders on critical issues including housing, workforce development, mental health, and regulatory reform. The Chamber remains committed to ensuring Kingston's business voice is heard at the highest levels.



2025 Advocacy Day - May 13, 2025 - Queen's Park



MANUFACTURING EXCELLENCE FORUM



On May 27, Zermaan Khan, Business Development & Member Success at Greater Kingston Chamber of Commerce, joined the Manufacturing Excellence Forum hosted by EMC, Canada's largest manufacturing consortium. Zermaan connected with industry leaders and toured local innovators including Canada Royal Milk, SnapCab, and Haakon Industries. The Chamber is proud to support initiatives that promote innovation and growth in Kingston's manufacturing sector.



BAY AREA ECONOMIC SUMMIT

On June 5, 2025, the Burlington Chamber of Commerce and Hamilton Chamber of Commerce hosted the impactful Bay Area Economic Summit, a key event for regional economic growth. Representing our members and the entire Kingston Business Community, CEO Karen Cross and Business Development & Member Success lead Zermaan Khan proudly took part. The summit featured expert speakers and insightful discussions focused on public-private collaboration to strengthen the local economy.



City Council

Advocating for Kingston's Business Community in 2025

The Chamber's Statement on City Council Decisions (January–May 2025).

Between January and May 2025, Kingston City Council deliberated on 29 key topics with direct implications for the local economy and business environment. The Greater Kingston Chamber of Commerce supports 26 of these decisions (highlighted in **green**), recognizing their alignment with the priorities, growth, and competitiveness of Kingston's business community.

However, the Chamber identifies two decisions for **ongoing monitoring and concern** (highlighted in **yellow**):

- **The revised Option 3 for the Highway 15 Roundabout** (approved May 6), and
- **The 2024 Development Charges Background Study and By-Law** (approved May 20).

While both initiatives reflect efforts to improve infrastructure and manage growth, the Chamber stresses the importance of **transparent communication with the business community and taxpayers** regarding the **cost implications** of these projects. It is essential that the use of municipal resources is prudent, efficient, and clearly justified. The Chamber will continue to follow these files closely to ensure that stakeholders are kept informed and that decisions remain accountable to the long-term economic interests of Kingston.

One decision has been flagged as **opposed** (highlighted in **red**):

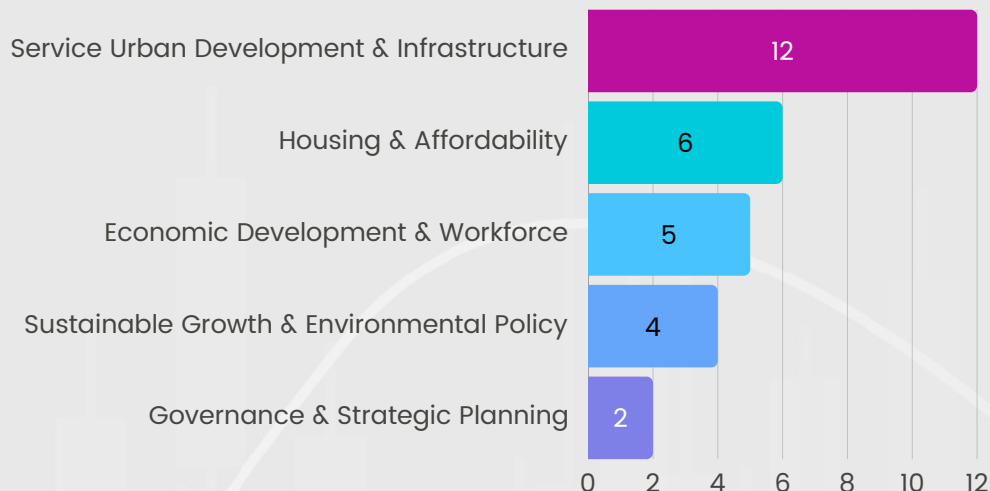
- The motion opposing Bill 5 – Protecting Ontario by Unleashing Our Economy Act (voted May 20)

The Chamber believes this opposition does not align with the broader economic priorities of Kingston's business sector. **Projects that promote economic development should be supported**, provided they are pursued responsibly and in **full compliance with Indigenous rights and environmental standards**. This position is consistent with the Canadian Chamber of Commerce's statement by **Matthew Holmes, Executive Vice President and Chief of Public Policy**:

"At the same time as we move forward with this positive development, we remind and call on the government to ensure that these powers are used responsibly and in full compliance with the rights of Indigenous communities and with environmental standards. Large projects get done in partnership, and — when done right — will bring national interest dividends for generations to come."

As the voice of Kingston's business community, the Chamber will continue to advocate for **evidence-based policymaking, fiscal accountability, and responsible economic development**. We remain committed to working collaboratively with City Council and community stakeholders to ensure that decisions reflect the best interests of our local economy, now and into the future.

The business issues most discussed and voted on by the City Council from January to May 2025



Breakdown of topics discussed by the City Council from January to May 2025

Urban Development & Infrastructure

- **Zoning By-Law Amendment – 999 Purdy's Mill Rd** – Approves rezoning for subdivision development
- **Zoning By-Law Amendment – 73 Sydenham St.** – Enables downtown infill development
- **Zoning By-Law Amendment – 234-242 University Ave.** – Allows apartment-style development
- **Zoning By-Law Amendment – 279 Wellington St. & 49 Place D'Armes** – Adds holding provision for development
- **Zoning By-Law Amendment – 500 Cataraqui Woods Dr.** – Facilitates commercial development
- **Union Park Subdivision Plan Approval** – Finalizes approval of subdivision at 40 Sir John A. Macdonald Blvd
- **Site Plan Control By-Law and Guidelines** – Modernizes development review processes
- **Highway 15 Roundabout – Revised Option 3** – Approves intersection redesign and funding
- **Highway 15 Roundabout – Deferral Vote** – Directs further consultation with developers
- **Closure and Sale of Innovation Drive Portion** – Declares and sells industrial road segment
- **St. Lawrence Business Park Sale** – Authorizes land sale for indoor multi-sport facility
- **Kingston Penitentiary Motion** – Requests removal from housing inventory; heritage focus

Housing & Affordability

- **Housing Accelerator Fund Contribution** – Adds \$1.5M for affordable housing development
- **Additional Residential Unit Incentive Program Update** – Supports infill housing units
- **Housing-Enabling Water Systems Fund (HEWSF)** – Supports water infrastructure for housing
- **Vacant Home Tax Program Feasibility** – Decision not to proceed based on report
- **Development Charges Background Study & By-Law** – Updates developer cost-sharing policies
- **Adequate Temperature Motion Update** – Sets AC temperature cap for rental units

Economic Development & Workforce

- **Brownfield Financial Benefits – 0 Cataraqui St.** – Provides tax incentives for redevelopment
- **Multi-Sport Stadium Land Lease Direction** – Authorizes staff to negotiate lease terms
- **Fines for Food Program & Vertical Farm** – Expands food access and local agriculture project
- **Physician Recruitment Funding** – Allocates \$600,000 for clinic grants and doctor incentives
- **Procurement Policy Amendment – U.S. Tariffs** – Adapts local purchasing to respond to tariffs

Sustainable Growth & Environmental Policy

- **Green Standard CIP Amendment** – Enhances green building incentives
- **Class 4 Noise Area Designation – 565 Princess St.** – Supports mixed-use development near noise
- **Solar Project Community Benefit Fund Allocation** – Invests Samsung funding in rural projects
- **Opposition to Bill 5** – Advocates against weakened environmental protections

Governance & Strategic Planning

- **North King's Town Specific Policy Area** – Updates Official Plan and Zoning for area revitalization
- **2023–2025 Accessibility Plan – 2024 Status Update** – Monitors and reports on accessibility progress

Voting records for the first quarter of 2025 on business issues



MAYOR BRYAN PATERSON
Mayor



COUNCILLOR GARY OOSTERHOF
District 1, Countryside



COUNCILLOR PAUL CHAVES
District 2, Loyalist-Cataraqui



COUNCILLOR LISA OSANIC
District 3, Collins-Bayridge



COUNCILLOR WENDY STEPHEN
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COUNCILLOR DON AMOS
District 5, Portsmouth



COUNCILLOR JIMMY HASSAN
District 6, Trillium



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District 7, Kingscourt-Rideau



COUNCILLOR JEFF MCLAREN
District 8, Meadowbrook
-Strathcona



COUNCILLOR VINCENT CINANNI
District 9, Williamsville



COUNCILLOR CONNY GLENN
District 10, Sydenham



COUNCILLOR GREGORY RIDGE
District 11, King's Town



COUNCILLOR RYAN BOEHME
District 12, Pittsburgh

In Favour

Against

Absent

23	0	6
25	2	2
28	1	0
24	2	3
29	0	0
29	0	0
26	0	3
28	1	0
26	1	2
28	1	0
29	0	0
22	0	7
15	0	14

Building Youth Pathways:

The Role of STEM and Skilled Trades in the Future of Work

In today's rapidly evolving job market, one thing remains constant: the demand for adaptable, creative, and technically skilled workers. STEM (science, technology, engineering, and math) and the skilled trades are at the forefront of this transformation, offering young people diverse pathways to meaningful work.

Yet, for many youth, the idea of "what's out there" can feel overwhelming. I know that feeling well. My own journey—from civil construction to university innovation centres to a master's in chemical engineering—was a winding road of curiosity and exploration. Like so many of the young people we work with, I had to find my place by testing, building, and reflecting on my interests.

At the STEM & Robotics Centre, we see this play out every day. This is a 9,000 square foot facility located at 1300 Bath Road and operated by the Boys and Girls Club. It delivers programs for children and youth ages 4-18 with the goal to spark curiosity, foster practical skills, and build pathways into the future of work.

When a young person tries 3D printing for the first time, learns how to code a robot, or discovers how machinery works, it is more than just a new skill, it is a moment of possibility. Often, I hear adults visiting our space say, "I wish I had this when I was a kid." I could not agree more.



This is not just about preparing kids for one job or one career. It is about helping them build the confidence and curiosity to explore new fields, whether they become engineers, electricians, or entrepreneurs. And if they decide STEM or the skilled trades are not for them? That is a success too. Because they are still building critical thinking, communication, and teamwork skills that will serve them no matter where they land.

Canada's future relies on a new generation of workers who can solve problems and work with their hands and minds. Our STEM & Robotics Centre is designed to be a place where youth can test-drive ideas, build real-world skills, and learn what is possible when they are given the tools and the space to explore.

One year after opening our doors, we are proud to be part of this important work in Kingston.

Our vision is simple: to inspire the next generation of creators and changemakers by giving them the freedom to try, fail, and try again. Because in the future of work, the most important skill might just be the courage to keep exploring.



***Bruna Guarino Moraes, Associate Director,
STEM & Strategic Initiatives of BGC South East***

Connect

2024 ANNUAL GENERAL MEETING

Apr. 10th,
2025



Apr. 15th,
2025

All Federal Candidates meeting



connect

Monthly

COFFEE & CONNECTIONS
with the Chamber



**Chamber
on tap**



Monthly



we are kingston!

31

K KINGSTON BUSINESS AWARDS

May 15th,
2025

connect



Meet the Winners

Hospitality

Frontenac Club



Social Impact

New Day Marketing Co.



New Business of the Year

Drivisa Corp.



Entrepreneur

Blayne Knott of Clean Comfort
Home Improvements



Skilled Trades

Go Oil



Customer Experience

allCare IT



Non-Profit

Maltby Centre



Arts & Culture

Kingston School of Dance



Employer of the Year

Patry Group of Companies



Business Person of the Year

Dr. Jenn Bossio of Tri Health
Clinic



A SPECIAL THANK YOU TO THE BUSINESSES THAT HAVE ALREADY SUPPORTED AND ARE SUPPORTING OUR PROGRAMMING IN 2025!

The background features a bold, geometric design. On the left, a solid black vertical bar with a rounded top corner runs down the side. On the right, a large, bright lime green triangle points towards the top right corner. The remaining background area is white.

KINGSTON BUSINESS AWARDS 2026

SAVE THE DATE!
AWARDS
CEREMONY
MAY 21, 2026

Kingston's Quiet Advantage:

A Living Lab for Talent, Innovation, and Collaboration

When I first arrived in Kingston in August 2023, I had little idea of what to expect. Like many newcomers, I came with hopes, ambition, and a suitcase full of questions. I was about to begin a master's program in Innovation and Entrepreneurship at Queen's University — with no real understanding of what Kingston could offer beyond the campus gates.

I assumed Queen's was the city's main hub for business and innovation. But as months passed, I began uncovering the many layers that make Kingston a uniquely dynamic ecosystem.

Saint Lawrence College, I discovered, welcomes thousands of students each year; not far from where I lived, I learned that Fort Henry is home to the Royal Military College, another top-tier institution. All of this made one thing clear: **tens of thousands of students, both Canadian and international, choose Kingston as their home every year and are one of the main resources for businesses.**

This influx of people is fueling a powerful economic engine. Kingston businesses, both large and small, are tapping into a deep well of talent, energy, and new ideas. These students aren't just passing through; they're future leaders, creators, and innovators — and in many cases, future residents.

As an entrepreneur and someone who deeply believes in human potential, I see this as Kingston's greatest asset. A handful of ambitious, resourceful, and skilled individuals can drive more progress than even large, traditional teams — and Kingston has no shortage of such talent. What's even more remarkable is how open and flexible local businesses are to engaging with this emerging workforce. Whether you're a student, a startup founder, or a professional transitioning into something new, **Kingston offers proximity, access, and possibility.**

At the heart of this connectedness is the **business ecosystem, including the Chamber of Commerce**. I've seen firsthand how the Chamber functions as a platform for meaningful dialogue between business owners, institutions, and community leaders. It's a space where ideas are shared, partnerships are sparked, and opportunities are discovered — often over a handshake and a coffee.

Kingston may appear quiet to the outsider, but make no mistake: beneath its surface is a city buzzing with innovation, driven by the people who choose to call it home. The flexibility of its business community, coupled with the institutions drive to fostering collaboration, makes it a go-to place for ventures to take root and thrive.



Ali Zaydan, CEO of Drivisa Corp

A Place to Be You:

Sip. Cycle. Unwind.

After years of working in environments where I struggled to feel seen or safe, I wanted to create a place where people could show up just as they are, take a deep breath, and feel better—body, mind, and spirit.

That vision became Pedal Works Café & Studios, a warm, welcoming space in midtown Kingston where people come to move, connect, and feel at home.

Whether you're taking a Spinning® class, stretching into stillness, sipping a latte, or admiring local art, every element of our space is designed with intention to invite ease, curiosity, and community.

Our tagline—Sip. Cycle. Unwind.—captures it best. We're not a gym. We're not just a café.

We're a community hub where members find more than a class or a coffee.

They find belonging. We've seen people go from first-timers to Spinning® Instructors, yoga regulars, and even small business collaborators. In fact, some of our most meaningful partnerships started with someone walking through our doors just to check things out.

One of the most important lessons I've learned as a local entrepreneur is that connection is everything. At Pedal Works Café & Studios, we build intentional relationships with other small businesses, including Jobwell Enterprises, Cha Cha Tea, Nosh Bagels, Keboanish, and D'vine Connexions Corp., a women-led, direct trade coffee exporter based in Kingston.



We offer our members exclusive discounts with other partner businesses (J&J Cycle, Cher Mère Spa, Kingston Shoe Repair & Black Dog Group of Restaurants) in exchange for cross-promotion—a collaboration model that's helped all of us grow.

Our café is also a space where ideas spark—used often for casual business meetings, networking chats, and creative exchanges. And when it's time to celebrate life's milestones, our event rental space transforms for baby showers, celebration of life gatherings, business launches, milestone birthdays, and anniversaries.

Creating Pedal Works Café & Studios has taught me that when we design spaces that feel safe and inclusive, the community shows up—and thrives.

If you're looking for a space that nurtures the body, mind, and spirit—you'll find it here.



**Martha Williams, Owner,
Pedal Works Café & Studios**

Grand Openings



📍 1375 Gardiners Road, Suite 101, Kingston, ON
🌐 <https://www.bcpbenefits.com/>
☎ (613) 546-2282



📍 190 Resource Road, Unit 1, Kingston, ON
🌐 <https://www.allbbq.ca/>
☎ (613) 634-7820

Groundbreaking



📍 70 Railway St, Kingston, Ontario
🌐 <https://snapcab.com/>
☎ (855) 762-7222



📍 616-670 Gardiners Rd, Kingston, ON
🌐 <https://www.crunchfitness.ca/locations/kingston/>
☎ (613) 546-2282

New Members

April, May & June 2025

3 Peaks CPA Professional Corporation

www.3peakscpa.com
(613) 217-7991

Atlas K9

www.atlask9.ca
(613) 888-0118

B&B Pharmacy and Street Health Pharmacy

(613) 767-5618

Bria Wannamaker Psychotherapy

www.briawannamakerpsychotherapy.com
(343) 307-0903

Corporate Wellness and All About Wellness Expos

www.allaboutwellnessexpo.ca
(647) 922-0498

CRAVE Coffeehouse & Bakery

www.cravecoffeehouse.ca
(613) 766-7766

Crunch Fitness

www.crunchfitness.ca/locations/kingston
(613) 817-4460

EGGSTATIC

www.eggstatic.ca
(416) 871-3366

eSafetyFirst Canada

esafetyfirst.com/courses/whmis
(866) 470-7740

Evergreen Flooring & Contracting

(613) 484-7545

Kingston Creative Reuse

(613) 484-0749

Ladder HR Solutions Inc.

www.ladderhr.ca
(519) 203-1414

NAMASTE International LTD

namasteintl.com
(343) 630-2277

Sexual Assault Centre Kingston Inc.

www.sackington.com
(613) 545-0762

Skin Fusion

www.skin-fusion.ca
(613) 541-0111

The Boulevard Group

theblvdgroup.ca
(613) 531-2539

The McQuaig Institute

mcquaig.com
(416) 941-9418

Travel Only

mryckman.travelonly.com
(613) 885-6042

Victory Ground Ventures

victorygr.ca
(613) 218-5319

Strengthen Your Presence and Expand Your Reach by Partnering with Kingston's Voice of Business

175K+

Web Impressions



1,800+
Newsletter
subscribers

17,000+

Social Media
followers



327,723+
Total views on
website annually



90,000+
Social Media
content impressions

37% 

Average email
open rate

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