

R. MURRAY CLARKE – EREBUS MUNICIPAL SERVICES INC.

68 Windsor Street, Guelph Ontario, N1E 3N4, 519-389-1819

erebusclarke@gmail.com

A proven leader with over 40 years in local government. Strengths in communications, strategic planning, human resources, economic development and organizational change. Acknowledged for progressive and flexible management style.

EXPERIENCE HIGHLIGHTS

Erebus Municipal Services Inc.

- Member, Board of Directors, Guelph Hillside Festival, since 2019 – Chair, Risk Management Committee
- Strategic Initiatives Coordinator, Ontario Municipal Administrators' Association, since January 2021
- Member, Municipal Strategic Action Team, OECM
- Developed and delivered AMO Land Use workshop, 2018 to 2022
- Created new Community Improvement Plan, Municipality of Middlesex Centre, 2020
- Supported creation of a new Strategic Plan, Municipality of Middlesex Centre, December 2020
- Acting CAO, County of Bruce, November 2018 to September 2019
- Moderated sessions at ROMA and AMO conferences, 2019
- Acting Public Works Director, Municipality of Brockton, 2018, Town of West Lincoln, 2018
- Acting CAO, Township of Mapleton, 2017/2018
- Completed business expansion plan for Ontario, EPCOR Utilities, 2018
- Partner, Municipal Strategic Planning Associates
- Associate: Matrix Consulting Group, San Mateo, CA; Hardy Stevenson and Associates Limited, Toronto, ON

Chief Administrative Officer

- Managed full review and updating of Kincardine Public Works operations and staffing model. Acting Public Works Director, November 2013 to May 2016
- Member, Board of Directors, Bruce Telecom, 2012 to 2017
- Developed a template for an action-oriented Kincardine Strategic Plan
- Assumed responsibility for the economic development function including creation of an ED strategic plan and program delivery model (Kincardine)
- Negotiated a multi-million community benefit package respecting a major industrial wind turbine development (Kincardine)
- Extensive experience in recruiting: line and staff positions and senior management personnel
- Team leader of a \$2.2 million refurbishment project at the Kincardine municipal airport
- Led a full overhaul of the Kincardine human resources job chart model and the comprehensive employment contract (non-union environment)
- Staff leader in the successful initiative to extend natural gas service to the south Bruce County region
- Spearheaded development of Town of Sidney's first Strategic Plan
- Chair, launch of 2010 Olympic Torch Relay – Victoria BC
- Led partnership team managing design and construction of a \$40 million recreation/aquatic complex integrating a new secondary school and community theatre in Bracebridge
- Led task force to success in attracting Nipissing University and Georgian College to develop a permanent shared campus in Bracebridge
- Championed initiative to revitalize downtown Bracebridge; secured funding; Co-Chair of Downtown Bracebridge Revitalization Committee
- Spearheaded a process to create the first Bracebridge Strategic Plan
- Lead role in move to new municipal and public works headquarters in Bracebridge
- Led the process to produce an economic development strategic plan, create a new ED Department, recruit staff and implement the plan (Bracebridge)
- Served as the Bracebridge Alternate Emergency Management Coordinator and Emergency Response Public Information Officer. Similar emergency management responsibilities in Sidney and Kincardine
- Pioneered use of vote-by-mail balloting in the 1997 municipal election, and served as a resource to Canada Post in designing vote-by-mail protocols (Bracebridge)
- Provincial appointee to the Joint AMO (Association of Municipalities of Ontario)/Province of Ontario Task Force on Reform of the *Ontario Municipal Act*

CAREER HISTORY

Since 2017

Erebus Municipal Services Inc.

Erebus provides a range of advisory services to small to mid-size municipalities, with specific expertise in strategic and corporate planning, human resources, economic development, team building and service and operational best practices.

2012 – 2017 (Retired)

Chief Administrative Officer

Municipality of Kincardine, ON

2007 – 2012

Chief Administrative Officer

Town of Sidney, Vancouver Island, B.C.

1996- 2007

Chief Administrative Officer

Town of Bracebridge, Muskoka, ON

1984 - 1996

Administrator-Clerk

Township of Erin, Hillsburgh, ON

1980–1984

Assistant Clerk-Treasurer

Township of Georgian Bay, Port Severn, ON

EDUCATION

1980 Seneca College of Applied Arts and Technology, North York, ON
Diploma in Municipal Administration - High Honours; Dean's Honour List; Valedictorian

1981 McMaster University, Hamilton
Diploma in Municipal Administration, through the Association of Municipal Managers, Clerks and Treasurers of Ontario (A.M.C.T.O)

1989 Ontario Ministry of Municipal Affairs
Planning in Action, Units I and II

DESIGNATIONS

Association of Municipal Managers, Clerks and Treasurers of Ontario
Certified Municipal Officer (C.M.O.) Designation 1995

OF NOTE

- Recipient, Queen's Diamond Jubilee Medal, 2012, for public service
- Member, Guelph Hillside Festival Board of Directors
- Facilitator for several years, Ministry of Municipal Affairs Planning in Action program, first municipal manager to teach the program
- Instructor for several years, Conestoga College, Municipal Administration Program, A.M.C.T.O.
- Served as Board Member, Ontario Municipal Administrators Association

- Served as Chair, Professional Development Committee of A.M.C.T.O.
- Planning in Action program, first graduate in Ontario, 1989
- Volunteer Firefighter 1985 – 1995

AFFILIATIONS

- Ontario Municipal Administrators Association
- Canadian Association of Municipal Administrators
- International City/County Management Association
- Association of Municipal Managers, Clerks and Treasurers of Ontario