

2019 SKATE ONTARIO BOARD NOMINATIONS PACKAGE



SKATE ONTARIO
SKATECANADA





2019 Nominations Committee Report

On March 15, 2019 the Skate Ontario Call for Nominations to the Board of Directors was released through an email campaign and subsequently posted on the Skate Ontario website.

Section 5.6 (c) of the Skate Ontario By-laws indicates that the following positions are available for election at the 2019 Annual General Meeting: President and Four Directors at Large each to be elected for a two-year term. The mandate of the Nominations Committee is to ensure that a full complement of qualified individuals is available for election to the Board. As well, the Call for Nominations invited additional applications to be submitted and assessed against the same set of published eligibility criteria and competencies as those proposed candidates.

In response to the Call for Nominations, no additional applications were received by the closing date of April 12, 2019. As a result, the following candidates will be elected by acclamation at the Skate Ontario Annual General Meeting to be held on June 15, 2019:

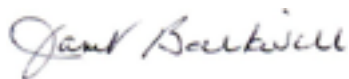
President: Karen Butcher

Directors: Sharon Bollenbach
Lenny Faustino
Glenn Fortin
Sheilagh McCaskill

Brent Brandham, Maggie Head, Migan Megardichian and Mary Rose Weir will continue to serve on the Board for 2019-2020 as they complete the second year of their two-year term. As a way of introduction, the applications of the candidates for 2019 appear in this report.

I would like to thank the members of the Nominations Committee for their contributions, diligence and commitment to the process.

On behalf of the Nominations Committee, I would like to sincerely thank each of the candidates for their interest and continuing interest in Skate Ontario and the Skate Ontario Board of Directors.



Janet Balkwill, Chair

Committee Members:
Gloria Brighten
Cheryl Hollows
David Islam
Paul Mallet
Lisa Alexander (ex-officio member)



Karen Butcher
President

Please accept my application for President, Skate Ontario. I believe my skills, experience and passion for skating position me well to continue making a positive contribution leading Skate Ontario.

Education, Career and Volunteer Experience:

I have been involved in figure skating for as long as I can remember, achieving multiple gold medals (figures, free skating, dance, senior competitive singles and dance). I first learned to skate in Halifax and continued in Ottawa, where as a skater I started amateur coaching and became an official. I am longstanding member of the Nepean Skating Club. Many years ago, the club honoured me with a Life Membership. I am also proud to have been the recipient of the 2002 Skate Canada Official of the Year Award and the 2015 Ottawa Sports Lifetime Achievement Award – Technical Official.

As an active official, I have participated in local, section, national, international, World and Olympic Championships. I am qualified as an ISU Championship Judge, International Technical Controller, ISU Referee, and Senior Evaluator. I enjoy using my expertise as an evaluator, judge, referee and technical controller at numerous test days, competitions, monitoring sessions (provincial and national team camps), and as a domestic and ISU seminar moderator (teaching athletes, coaches, officials, parents). I continue to support officials' education through referee and trial judging reports, learning bursts, exam creation/correction, and one-on-one mentoring. I have also provided advice and guidance at club meetings and working groups.

I have volunteered in many different capacities, as Technical Representative for Junior Nationals as well as numerous invitational competitions; as a Team Leader for provincial and national events; and, as a committee chair or committee member for all levels of skating events (World Championships, Skate Canada Internationals, Canadians, Challenge, Sectionals and local competitions).

I am a graduate of Carleton University (Honours Bachelor of Arts) and the University of New Brunswick (Master of Business Administration). In my professional life, I am currently Director General, Benefit Programs at the Canada Revenue Agency. I have held a variety of leadership roles at the Agency including being responsible for learning and development for over 40,000 employees and ensuring benefit and credit payments worth over \$33 billion are issued annually. I work in both official languages in an environment that values fairness and has core values of respect, integrity, cooperation and professionalism. Risk management, collaboration, conflict resolution, communication, effective teamwork and strategic planning are competencies I utilize regularly. These principles and competencies are equally important in my volunteer figure skating work.



Karen Butcher
President

Experience/Competencies Relevant to the Skate Ontario Board of Directors:

As President, Skate Ontario, I have enjoyed working with professionals and volunteers dedicated to excellence. In addition to chairing the Board of Directors, I chair the Executive Director Review Committee and participate on the Governance and Finance Committees. Over the past two years a tremendous amount of work has been accomplished by Skate Ontario ensuring high quality products and services for all stakeholders.

I am a current member of Skate Canada's Sections Coordinating Committee. In the past, as a member of the Skate Canada Board of Directors, I was Chair of the Governance Committee as well as a member of the CEO Operational Review Committee and the Membership Policy Committee.

Like Skate Canada and Skate Ontario, the Canada Revenue Agency works with a Board of Management that oversees the Agency, but does not involve itself with day to day operations. My continued professional interaction with the Agency's board gives me strong experience and knowledge to work well with Skate Ontario staff and our Board of Directors.

Also similar to skating, Canada Revenue Agency employees work in partnership with volunteers. I am proud to be responsible for the Community Volunteer Income Tax Program. This important program relies on community organizations hosting free tax clinics where approximately 18,500 volunteers complete tax returns for eligible people.

Skating truly is for life, I have been a volunteer for over 40 years, starting as a caddy showing scores, being an amateur coach and as my skating career came to a close, volunteering as an official and committee/board member. For many years, I was a director on the Eastern Ontario Board of Directors, serving as Championship Chair and Skater Development Chair. I have participated in numerous committees, working groups and strategic planning sessions for Skate Ontario, Skate Canada and the International Skating Union.

As an official, it has been rewarding to contribute at local test days, monitoring sessions and competitions across the country as well as around the world, interacting with skaters, coaches, parents, officials, staff, volunteers and other skating enthusiasts. Staying in touch with everyone involved and interested in skating in Canada continually reminds me of why I volunteer - to help contribute to the excellence of skating no matter what role you play.

I would very much like to continue using my experience to help ensure the interests of all Skate Ontario members (athletes, coaches, clubs, officials and parents) are represented. I believe my experience gives me a very unique skillset to continue leading Skate Ontario into the future, solving challenges and ensuring a strong section where people enjoy participating in skating for life.



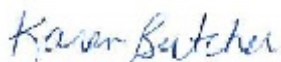
Karen Butcher
President



Areas of Interest within Skate Ontario Board of Directors:

Skate Ontario has experienced significant change since amalgamation. Our environment continues to evolve and we must continue to evaluate the programs and services in our large province. Change is not easy and the Skate Ontario Board of Directors has endeavoured to set the strategic direction to ensure programs and services align with long term athlete development as well as Skate Canada direction and requirements from the Province of Ontario. I am interested in continuing in the role of President as I would like to see Skate Ontario's evolution continue using evidence from events and feedback from all stakeholders to make informed decisions ultimately continuing to improve the skating experience for all.

Respectfully submitted,

A handwritten signature in blue ink that reads "Karen Butcher".

Karen Butcher



Sharon Bollenbach

Director

Profile Summary

- Successful senior leader in sport with demonstrated strengths in the development and implementation of strategic and operational plans
- Strong ability to build relationships and foster partnerships
- Accomplished government relations strategist
- Comprehensive experience working with international, national and provincial organizations
- Financial proficiency in budget building and revenue generation
- Proven ability to lead and support teams of staff and volunteers
- Experienced in not-for-profit governance

Experience

Chief Executive Officer 2013 - Present
Special Olympics Canada (SOC)

- Drive SOC's mission to enrich the lives of Canadians with an intellectual disability through active participation in sport. Serve over 47,500 athletes and 22,000 volunteers in Canada.
- Overall responsibility for all aspects of the organization's operations including sport programs and competitions, fundraising/sponsorships, marketing, communications, finance, government relations, risk management, policy development and human resources.
- Within a federated model, work collaboratively with twelve provincial/territorial chapters to set and execute on strategic direction to expand and improve Pan-Canadian programs and initiatives that support SOC's mission.
- Manage an annual budget of \$14 million.
- Lead a team of 24 employees on the execution of a multi-faceted business plan.
- Member of the SOC Board of Directors.

Sr. Vice President, Sport & Strategic Initiatives **2007 to 2013**
Special Olympics Canada (SOC)

General Manager **2006 to 2007**
FIFA U-20 World Cup, Toronto Site Organizing Committee

Senior Manager, Events & Community Relations **2004 to 2006**
Canadian Olympic Committee (COC)

Manager, Fundraising Events **2001 to 2004**
Multiple Sclerosis Society of Canada, Ontario Division



Sharon Bollenbach

Director

Event Manager Skate Canada	1993 to 2001
Provincial Summer Games Co-ordinator Alberta Special Olympics	1992 to 1993
Regional Technical Director Manitoba Special Olympics	1988 to 1991

Education

Corporate Champions Program Great Traits, Toronto, Ontario	Current
Risk Management Workshop (Parts 1 & 2) Canadian Centre for Ethics in Sport, Ottawa, Ontario	2016
Community Shift, Leadership Development Program Richard Ivey School of Business, Western University, London, Ontario	2014
Executive Program in Leading Sustainable Strategic Change Schulich School of Business, York University, Toronto, Ontario	2014
Bachelor of Recreation Studies University of Manitoba, Winnipeg, Manitoba	1988

Additional Information

Director, Special Olympics International Board Member, International Advisory Committee	Current
Director, Skate Ontario Board Chair, Governance Committee	Current
Chair, Special Olympics North America (SONA) Leadership Council	Current
Chair, Movement Leadership Working Group, Special Olympics Global Strategic Plan	2014-2015
Recipient, Queen Elizabeth II Diamond Jubilee Medal	2012
Jury Member, 2010 Canadian Sport Awards	2010



Lenny Faustino
Director

Lenny Faustino – Application for Director at Large – Skate Ontario

Education Career and Volunteer Experience

Education:

- Georgian College: Business Marketing with Honours in Marketing Diploma
- York University: Bachelor of Commerce with Honours in Marketing
- Certified Financial Planner Designation
- Chartered Life Underwriter Designation

I completed my Diploma in Business and Marketing as well as the majority of my Bachelor of Commerce degree while still competing in the sport of figure skating. I then went on to complete two financial planning designations, the Chartered Life Underwriter (CLU) and Certified Financial Planner (CFP) to support my current career as a Financial Planner.

Career Experience:

Following the completion of my skating career and my educational pursuits, I have been employed by the following companies from 2005 until today.

- Xerox: Sales Consultant for Xerox.
Xerox was sought out for their Client Centred Sales training program in particular.
- FTD Inc: Technology Sales Representative.
This role enabled me to combine my communications skills to bridge a gap between the very technical and the very artistic.
- Genadyne: Medical Device Representative
Experience dealing with the medical field at the Hospital, Homecare and Nursing home levels.
- IG Wealth Management: Associate Consultant – Current, since 2014
This role enables me, much like my sports career, to participate in goal setting, strategy determination and plan implementation to achieve personal goals. It is for this career that I added the CFP and CLU designations through ongoing education.



Lenny Faustino
Director

Volunteer Experience:

- Judge of Figure Skating (singles and pairs) in the Central Ontario Region
- Technical Specialist – Pairs. Skate Canada. I was the first technical specialist certified for the national championships in the discipline of Pairs in Canada.
- Powerskating: I currently offer my expertise as a skating coach for teams in the Etobicoke Dolphins, the Toronto Eagles and the Vaughan Rangers hockey clubs. I have worked with the Warren Park Eagles and the Toronto Nationals in the past as well.
- Committee Member – Skate Canada. I sat on the Alumni and Fund Raising sub-committees for Skate Canada during the years 2014-2016.

Experience and Competencies Relevant to Skate Ontario Board of Directors

I believe that I possess a number of competencies and experience in a number of relevant areas, including areas of:

Governance:

Having participated in a number of committees for Skate Canada, I have had the opportunity to gain some knowledge and insight into the processes, concerns and challenges currently facing the sport of figure skating, particularly in the areas of fundraising and alumni areas. On my time on the committee, one area I found particularly interesting was the utilization of a consulting group to seek funding opportunities and partners. On the alumni committee, it was particularly fulfilling to reconnect with past athletes that had lost a connection to the sport.

Administration:

As a certified financial planner, I am constantly considering budgets and spending plans with an eye towards changing behaviours where necessary.

Marketing and Communication:

The area of marketing is fairly broad, but between my education and my work experience, I have been involved in most aspects of what would be considered marketing. My 13 year career in sales has been built on my knowledge from my marketing diploma and degrees. I have had the opportunity to utilize the knowledge I'd gained for public relations, strategic planning for clients and my practice, social selling, brand development and strategic partnership development to help build my businesses.



Lenny Faustino
Director

Strategic:

Having been a part of the management team for the Celebration on Ice figure skating tour, I gained experience in the process of developing and implementing sponsorship packages for the benefit of the tour.

Experience Relating specifically to Skate Canada/Skate Ontario:

During my skating career, I had the privilege of representing Canada over 20 times in pairs, including 4 Junior World Championship, 2 World Championship and at the 2002 Olympic Winter Games. I was also able to win the Canadian pairs titles at the Novice, Junior and Senior levels. I was also a judge in the Central Ontario Region and the Technical Specialist for pairs on the panel in 2006 at the Canadian Figure Skating Championships, the first time the system of judging was implemented.

Specific Areas of Interest within the Skate Ontario Board of Directors

Lastly, I would certainly lend my attention and efforts to whatever role requires attention, but my I am very much interested in the financial integrity and accountability of Skate Ontario, the path forward for the success of the sport, and the creation of a positive experience for all stakeholders. I believe my experience as an athlete, as an official and as a parent of two children in competitive sport can contribute positively to the success of the board.

Thank you for your consideration.



Glenn Fortin
Director

Please accept this submission as my application for the position of Director on the Skate Ontario Board of Directors for a two year term beginning in 2019. Skate Ontario continues to move forward in an exciting and positive manner and I believe I possess the appropriate business skills and sport experience to continue to contribute to the Board of Directors.

Education /Career/ Volunteer experience

My involvement in skating spans over forty years as an athlete, official, and parent at the local club level up to high performance and international events. Following my retirement as a National competitor, I continued my involvement as an Athlete Representative for Eastern Ontario and Skate Ontario from 1991 to 1993. Upon moving to Toronto for work purposes in 1993, I continued to volunteer as an official in addition to serving on the Central Ontario Board of Directors from 1997 to 2002 in the capacity of Judge/Evaluator Chair and Technical Vice President. This experience expanded my knowledge and understanding of club administration, officials and skater development as well as event management.

In 2009, I was appointed the Skating Programs Coordinator for Skate Ontario in a volunteer capacity. In this role, I coordinated programming and development opportunities for elite Ontario skaters, including provincial summer training camps and Canada Winter Games (2011). This allowed me to leverage my technical and organizational skills and engage with the coaching and athlete community across the province while gaining experience in high performance athlete program administration.

With over 30 years of experience as an official I have served in many leadership roles including competition Technical Representative, Evaluator and Judge Clinic Leader, member of the Skate Canada National Judges Subcommittee (2002 to 2003) and Team Leader for international competitions (2004 and 2005). I have monitored Club, Section and National athletes, and remain an active official as a Canadian Referee and International level judge. In each of these roles, my technical skills and positive leadership style have enabled me to support and motivate the various stakeholders including skaters, officials, coaches, club volunteers, and staff.

Outside of skating, my educational background includes a Bachelor of Commerce Degree in Finance (Honours) from the University of Ottawa and I am a CFA charterholder (Chartered Financial Analyst). Currently, I am a partner at the investment management firm, Beutel Goodman & Co Ltd, where I have been employed for twenty three years. As an analyst and portfolio manager of U.S. and Global equities, I have extensive experience in financial management that includes financial statement, income statement, balance sheet and cash flow analysis. I have a solid background in strategic business management that includes best practice initiatives that are sustainable and consistent with strategic planning. This includes regular interaction with CEOs of global companies and corporate strategy discussions that address the needs of multiple stakeholders. As a portfolio manager, risk management is a priority as I am part of a team that manages significant assets for our clients. I believe these business analysis and risk management skills continue to be transferable to the director role at Skate Ontario.



Glenn Fortin
Director

Areas of Interest & Related Experience

The areas of specialized competencies where my experience will support Skate Ontario include:

- **Administration:** Financial Analysis: As evidenced by my professional background comprised of years of financial statement, income statement and balance sheet analysis I possess excellent financial analysis skills and risk management critical thinking. I have also consistently demonstrated strong decision making skills based on sound reasoning, experience and analysis.
- **Skate Canada/Skate Ontario experience:** As a former athlete and current International judge with over twenty-seven years of Provincial and National skating program experience, I feel I have a sound understanding of the needs of all skaters from the grassroots to the elite international athlete.
- **Strategy:** My professional background is rooted in understanding and assessing corporate strategy and risk through corporate goals and vision, industry analysis, and effective planning to achieve sustainable success. As sport continues to strive to achieve best business practices, these are critical skills needed by all Directors of sport organizations. My experience as Chair of the Skate Ontario Transition committee through 2016 and 2017 and Skate Ontario Treasurer (2017-present) gives me a solid foundation for the strategic vision of Skate Ontario.

Conclusion

The privilege of serving as a Director of Skate Ontario for the past two years has been rewarding. I feel I have made a notable impact to the growth of the organization and can continue to do so for another two year term. I appreciate the opportunity to continue contributing to the development and success of Skate Ontario.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Glenn Fortin".

Glenn Fortin



Sheilagh McCaskill
Director

Education, Career, and Volunteer Experience

Figure skating has been an integral part of my life starting from a young age. Growing up in Ottawa, it was only natural I would want to learn to skate. I didn't realize then it would become a lifelong passion of mine.

For the past 41 years, I have been a coach with the Gloucester Skating Club in Ottawa, Ontario. As a coach, I have had many skaters compete at the National level and have trained athletes to reach their goals, whether as a competitive skater, STARSkater or an Active for Life athlete. I have been the Director of the Gloucester Skating Club's CanSkate Program for the past 29 years; we are one of the largest CanSkate programs in Canada. It has been my pleasure to share my passion for Skate Canada's CanSkate Program with our members, whether they are three or seventy-three years of age. I was a member of Skate Canada's National CanSkate Revision Committee in the 90's and then more recently in the development of the new LTAD driven CanSkate Program. You can see me in action in the CanSkate promotional video on the Skate Ontario and Skate Canada websites.

I have been very fortunate to have been part of the Skate Ontario Club Consultation Program for the past three years. I have had the privilege of visiting clubs from across the province working with both large and small clubs both in urban and rural settings. The opportunity to work with club coaches and board of directors through these consultations has given me insight in to the strengths and challenges our clubs are facing on a daily basis. Skate Ontario's team of consultants have helped to drive policy within Skate Ontario and we look forward to providing more initiatives as we continue to provide assistance to all our clubs.

Providing opportunities for growth to all Skate Ontario coaches is imperative in assisting our clubs and skaters in their individual pathways. Our sport relies on quality coaching, as a NCCP CanSkate Coach Learning Facilitator it is my responsibility to develop our new coaches and start them on their paths to becoming a new generation of innovative coaches.

Over my years of volunteering with the Eastern Ontario Section, Skate Ontario and Skate Canada, I have had the opportunity to work on the following committees and events:

- Represented Eastern Ontario on the very first Skate Canada Coaching Committee
- Skate Canada NCCP Committee – 1980's
- Skate Canada CanSkate Revision Committee – 1990's
- Skate Canada's NEW CanSkate Pilot 2008-2014
- Member of the Skate Ontario Coaching Transition Sub-Committee
- Volunteered at many Section, Challenge and National Championships
- Volunteered at two World Championships



Sheilagh McCaskill
Director

- Volunteered at the Ottawa World Synchronized Skating Championships
- Volunteered at two Skate Canada International Events

I was honoured with the 2015 City of Ottawa’s Sport’s Lifetime Volunteer Coach Award for my dedication to the sport of figure skating. I am committed to continuing my involvement in our evolving sport as a coach, volunteer and with your assistance, a Skate Ontario Board of Director.

Experience/Competencies Relevant to the Skate Ontario Board of Directors

I have gained important knowledge through my work with the Skate Ontario Club Consultation Program over the past three years. Skate Ontario’s team of consultants have provided our Club Development Manager, Sharon Maki, essential information to help develop new initiatives to assist clubs in their day to day programming. But we’ve only just started, there are many new ideas being discussed on where we go next in helping our clubs across the province. As a member of the Skate Ontario Board of Directors, I have had the opportunity to share with my fellow directors what we have learned about our clubs and where we need to provide policies to give our clubs the tools they need to deliver quality programming for their skaters. My experiences in the field gives our board insight in to the challenges our Skate Ontario clubs face.

My specialization as a coach and learning facilitator has offered the Skate Ontario Board of Directors understanding of how our coaches need to stay in touch with our constantly changing sport. It is important we as a Section provide our coaches with the opportunity to share and experience new ideas through Skate Ontario coaching workshops, athlete’s training camps and NCCP courses across our large province.

As the Gloucester Skating Club’s CanSkate Director, I am responsible for the development and implementation of the club’s CanSkate program. Our club CanSkate membership averages 900 skaters annually. My responsibilities include:

- Training and management of coaching staff and program assistants
- Administration of all CanSkate sessions
- Promotion and marketing of club programming
- Communication between club and membership
- Conflict resolution
- Promoting team work both on and off the ice

Our CanSkate program has been featured in many of Skate Canada’s coach training materials, marketing tools including the national CanSkate promotional video, 2013 Skate Canada ACGM CanSkate ‘Live’ demonstration in Ottawa and the CanSkate Circuit Challenge demonstration at the 2017 Canadian Tire National Championships.



Sheilagh McCaskill
Director

My skills as a communicator, team leader, peace keeper and cheerleader are put to work on a regular basis as the Director of GSC's CanSkate Program. This experience has been beneficial in developing grassroots initiatives for Skate Ontario clubs. My own coaching experience as a NCCP National Certified Coach has included working with skaters from CanSkate to the National level, both in the STARSkate and Competitive streams. I have developed an 'Active for Life' program at GSC for teens and adults to help promote skating as a lifetime activity.

My greatest achievement as a coach has been my ability to share my passion for skating with all of my athletes over the years. My connection with skaters of all ages and abilities has helped me in my work as a Skate Ontario board member as we develop our vision for the future of skating in Ontario.

Specific Areas of Interest within the Skate Ontario Board of Directors

I believe my foundation of technical skills in the sport of figure skating, my ability to communicate effectively, work as a team player, and provide leadership in a group environment has proven to be an asset to the Skate Ontario Board of Directors as we work together to grow our skating community. I am interested in learning more about synchronized skating as Skate Ontario continues to improve the structure of our competitions and the officials we need to grow this part of our sport. As board members, it is our responsibility to ensure all our skaters have an equal opportunity to qualify for our Sectional and Provincial events. We will continue to work with staff to develop new policies to improve Skate Ontario's registration system.

It is important for the Skate Ontario Section to be inclusive and provide fair and equal opportunities to all clubs, skaters, coaches and officials. I believe in promoting team work, fair play and professionalism in my work as a coach, learning facilitator, Skate Ontario club consultant and Board member. I believe figure skating instills confidence, desire and passion in our athletes and helps them in attaining their goals and doing their personal best. My motivation to continue as a Skate Ontario Board member is to help find new and effective ways to improve our sport from the grassroots up. I have enjoyed the past two years as a board member and would appreciate your support to continue on for the next two years.