



**Skate  
Ontario**

**2023**

# **Board Nominations Package**





**Skate  
Ontario**

**2023**

# **Nominating Committee Report**



On June 16, 2023 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.

The Skate Ontario By-laws indicate that five (5) Directors at Large positions, each elected for a two-year term, are available for election at the 2023 Annual General Meeting.

We are pleased to report that Brent Brandham, Maggie Head, Margie Lambert and Matt MacMurdo will complete their present terms; and, that Sharon Bollenbach, Andrea Derby, Lenny Faustino, Rachel Islam, and Alison Sims have indicated their intention to seek re-election to the Board, each for a two-year term.

In accordance with our mandate to ensure that a full complement of qualified individuals be available for election to the Board, the Nominating Committee presented a recommended list of candidates in the Call for Nominations; as well, additional individuals were invited to submit applications to be 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 July 16, 2023. As a result, the following candidates will be elected by acclamation as Director at Large, each for a two-year term, at the Skate Ontario Annual General Meeting to be held on September 26, 2023:

Alison Sims  
Andrea Derby  
Lenny Faustino  
Rachel Islam  
Sharon Bollenbach

As a way of introduction, the candidates' applications appear in this report.

On behalf of the Nominating Committee, I would like to thank each of the candidates for their continued interest in Skate Ontario and their commitment to the Skate Ontario Board of Directors. I would also like to sincerely thank the members of the Nominating Committee for their valued contributions – Janet Balkwill, Gloria Brighten, and Paul Mallett.

Respectfully submitted, Mary-Rose Weir, Chair

Lisa Alexander (ex-officio member)



Skate  
Ontario

2023

# Nominations Committee Report



**Alison  
Sims**  
Director

## Relevant Education, Career and Volunteer Experience

University of Toronto

Bachelor of Arts - Specialist Labour Management Relations

1989

I am thrilled to stand for re-election to the Skate Ontario Board. Since September 2021, I have served on the Skate Ontario Board. During the first term I participate on the governance committee as well as the strategic plan committee. Prior to joining the provincial board on the KWSC Board since the fall of 2013 retiring in June 2021. I was a club member since the 1999 and as a child I was enrolled in the Learn-to-Skate program in the 1970s. My children have been enrolled in programs ranging from Learn to Skate to competitive single and dance, and as a family we have been active club volunteers. From a parental perspective, I have insight in the range of athletes we serve and a vast knowledge of the other services available in Kitchener-Waterloo.

Although I started volunteering at KWSC prior to 2010 by supporting events, competitions and Learn to Skate programs, I became more active in 2010 as the KWSC Representative to the Grand River Skating Council and Fundraising Lead for the KWSC Ice Show. I have been honoured to receive recognition for my service to KWSC. I have received the KWSC Volunteer of the Year Award in 2012, KSA Volunteer Recognition Award in 2014 and Jack Coker Award in 2017. In each of my volunteer roles I have valued contributing both as a leader and supportive team member.

I am particularly proud of chairing the KWSC 75th Anniversary Ice Show where I was able to secure grants from both our cities and the support in kind and cash of local businesses in excess of \$40,000 for the benefit of the skaters. The skaters shared the ice with our 2014 Olympians Kaitlyn Weaver and Andrew Poje, and Kirsten Moore-Towers and Dylan Moscovitch. The KWSC community along with the wider community supported the celebration with a sold-out venue.

I have listed my volunteer experience below. As you will see, I have used my skills in finance, fundraising, volunteer recruitment, and leadership to benefit the organizations in which I have become involved. I hold a Specialist in Labour Management Relations from the University of Toronto and I worked both in professional recruitment, sales, administration and management prior to focusing on my role as a parent. Volunteer work has enriched my life and allowed me to give back to our community, while raising my five children.

**KWSC:** Ice Show – Co-Chair 2016, Chair 2014, Co-Chair 2012, Fundraising Lead 2010; Volunteer Recruitment and Scheduling, Welcome Tables Co-ordination 2012-2018, Freeskate Festival Data Specialist and Registrar 2014-present.

**Grand River Skating Council:** Past Chair 2013 – 2017, Skater Development Chair (2013-2017), Chair (2012-2013), Vice Chair (2011-12), KWSC Rep (2010-2011); Competition Chair for Summer Sizzle 2011- 2017, Starskate Championship (2012), Special Olympics Co-Chair (2012), Competition Registrar, Security Lead, Catering

**Skate Canada:** Data Specialist Official (2014-present)

**KidsAbility Foundation:** Board Member 2002-2007; Kids Can't Wait Campaign Chair 2004-2006, Sugar Plum Tea Committee Member 2016



Skate  
Ontario

2023

## Nominations Committee Report



**Alison  
Sims**  
Director

**K-W Bilingual School:** Board Member (1999-2004); “Hot” Lunch Mom (2000-2016)

**Waterloo Co-operative Preschool:** 1998-2001 Board member held positions as President, Treasurer, Fundraising

**K-W Gyrettes:** I have held the positions of Chair, Vice Chair, Board Member. Presently Communications Co-ordinator and Chair.

### Relevant Experience

I was a member of KWSC Board since the Fall of 2013. I have served as a member at large (2013-14, 2018-present), V-P Operations (2014-16), President (2016-2018). Each role has presented both interesting and varied challenges. I have embraced the challenges and sought to improve my understanding in all cases. I have found the mentorship through Capacity Canada to be outstanding, which started for me by attending the Board Governance Bootcamp 2015-16 and followed my numerous workshops and lectures since that date including Leadership Development with Phil Cady, Non-Profit Diversity Workshop with Lionel Laroche, PHD, Evaluation Bootcamp. I never pass up an opportunity to consult and collaborate as necessary to improve the governance structure of our organization. I think it is so very important to engage all board members and stakeholders to serve our community to the best of our ability. In addition to my local board governance training received from Capacity Canada. I have also have actively pursued both knowledge and experience at the National and Section Level of Skate Canada through my role on the Grand River Skating Canada from 2010-2017, attendance at Section provided workshops geared to club management, competition, and skater development, and the Skate Canada Annual Conference including workshops in strategic plan development, LTAD, Skate Canada program and competition updates, conflict management. I have actively participated at the Section and National Annual General Meetings since 2010 as the KWSC Club Delegate as well as a Proxy and Representative for other area clubs. I have been happy to donate my time for the good of skating and being able to gather information on best practices from throughout the province and the country.

In reviewing the competency matrix as developed by the Governance Committee and assessed by the elections committee. I would confidently say I satisfy the following priority competency Skate Ontario Knowledge and Experience and Policy Development and Management. I have some experience in Public Relations and Media and am interested in improving my skills in this area. In the criteria in the categories that are ear-marked as critical, I have superior skills and experience in Governance including board experience, committee experience, member relations experience; Strategic including partnership development, fundraising and partnership; Administrative including Financial Literacy and Human Resource Management; Marketing including experience developing partnerships with eternal relations; Sport/Club Experience including experience at the club, provincial, and national levels, and technical experience in my capacity as a Skate Canada Official as a Data Specialist; and in the area of General Competencies I have and look to continually improve my skills in leadership, motivation, communication, teamwork and interpersonal dynamics, critical thinking and decision making. I believe the greatest leaders take their own ego out of the decisions and look at the whole community to work toward the best decisions for the organizations. I would like to continue to offer my individual skills, organizational knowledge and experience for the benefit of Skating.



**Skate  
Ontario**

2023

# Nominations Committee Report



**Andrea  
Derby**  
Director

## **Relevant Education, Career and Volunteer Experience**

I began skating at the age of four with the Oshawa Skating Club. I was fortunate to be able to enjoy this sport as both a test skater and a competitive skater. In addition to obtaining my Gold Tests in Free Skate, Dance and Pairs, I also competed at five National Championships in the Novice through Senior Pairs events (1976-1982). Upon retiring from competitive skating, I started my training to become a judge. Currently, I have been volunteering as an official for over 40 years. Although I am an ISU Championship Judge, International Referee and ISU Technical Controller, I continue to officiate across Ontario at the grass roots and recreational levels.

After graduating from Carleton University with a Bachelor of Arts degree I began work with the Ontario provincial government as a front line Case Worker for the Department of Social Services, first in Oshawa and then in Windsor. Managing a caseload of over 200 clients, I was responsible for completing applications for assistance, determining eligibility, identifying client needs/making referrals, and ensuring that all legislative requirements were met. After almost a decade in this profession I became a “stay at home mom” and supported my husband and children as we moved around the world as expatriates for his job. While living overseas, I completed my Master’s degree in Sport Management from Southern New Hampshire University. This program gave me a broad based understanding of the sport industry, including Marketing, Public relations, Human Resources and Risk Management.

My volunteer work in this sport began with officiating but it did not end there. At the section level, my volunteer experience has included Athlete Representative on the EOS Section Board, Technical Representative for numerous competitions in Western Ontario, Clinic Leader, WOS Officials’ Committee member, monitor for the WOS Centre of Excellence and Director on the Skate Ontario Board. At the National level, I was previously a member of the Skate Canada Program Development Committee and High Performance Development Committee. Currently I am on the Skate Canada Officials Assignment and Promotion Committee.

While living in Asia I had the wonderful opportunity to work in various capacities with the Singapore Ice Skating Association (SISA). I was a member of their Executive Committee from 2002-2008, Director of Training and Development from 2004-2008, and Competition Director (National Championships) 2006-2008. During this timeframe, SISA was in its developmental stages. We began the process to have the first Olympic sized rink built, meeting with many corporate investors and government leaders in the country. I was also a part of the team that created the policies, programs and initiatives that lead to Singapore receiving ISU membership and National Sport Association status.

## **Experience Relevant to the areas of interest**

As a Judge, Referee, Technical Controller, Technical Specialist and Technical Representative for Skate Canada I have had the opportunity to officiate at events from the local level through to the Olympics. In these roles, I am required to have a very high level of technical knowledge of this sport. I am also required to work effectively and efficiently in a high stress environment, making critical decisions in a timely manner. I believe this broad base of technical knowledge and decision-making ability will be an asset in the role of Skate Ontario Director. From 2015-2021 I was on the Skate Canada



**Skate  
Ontario**

2023

# **Nominations Committee Report**



**Andrea  
Derby**  
Director

High Performance Development Committee, two years as a committee member and four years as Chair. Some of our key duties included; supporting strategic program initiatives that propel athletes from the developmental stages to World/Olympics podium; developing and approving policies/procedures related to HPDC and liaising with other operational committees to ensure sport rules and regulations are consistent with development objectives and strategies. The world of High Performance is fast paced and dynamic. Our committee had to be agile, flexible and adaptive. We needed to be able to make good decision making under time pressure. My work on this committee has demonstrated my situation analysis skills, my ability to work on a team, and my ability to act as a team leader. Over the past 12 years, my role as a monitor, working one on one with skaters and their coaches, has increased dramatically. I spend countless hours at the rink each season giving feedback to skaters and coaches at all levels. I have had the privilege of working with skaters involved with the WOS Centre of Excellence, BC High Performance Camp, Skate Saskatchewan, Skate Alberta and the Skate Canada NextGen and High Performance Camps. During these sessions, I work in a collaborative way with both the coach and athlete. It is an opportunity to hear, in a very direct way, the issues that are affecting our skaters, coaches and clubs. The information I take away from my monitoring sessions is critical to my understanding of the entire organization. Although part of my job as a monitor is to motivate and inspire the skaters I believe they do this for me. Their dedication, commitment and love of the sport inspire me to work towards excellence in all of my varied roles in Skate Canada. As a coach and skater, I have a unique perspective that can assist in strategic decision-making and provide context to Board members that come from outside of the skating community. I understand the challenges and opportunities faced by both the smaller/rural and urban clubs especially at a time of rapid change and competing opportunities for youth in many facets of sport. I look forward to continuing to be a part of the team that provides a strong voice for the sport of figure skating in Ontario.

### **Areas of interest within Skate Ontario Board of Directors**

I feel I have the required skills and competencies to act successfully in the role of Director. We have emerged from a global pandemic a stronger and more resilient organization, with many lessons learned along the way. The Board will continue to face many new challenges moving forward to further strengthen our organization.

Although the opportunities for Skate Ontario are substantial, it will take a dedicated and competent team, working together, to reach these goals. My interests and strengths lie within the general competencies of a Director. Over the past 40 years I have demonstrated my abilities as a leader and motivator. I have solid technical knowledge of figure skating both domestically and internationally. As an effective team player, I will strive to improve policies, procedures and delivery of programs throughout the province. My critical thinking and strong decision making skills will help give focus to Skate Ontario's vision, mission and goals moving forward. My previous experience has proven my ability to work well and positively with all stakeholders, which is critical for the position of President.

I look forward to the opportunity to help contribute to the growth and success of Skate Ontario.

Andrea Derby



**Skate  
Ontario**

2023

# Nominations Committee Report



**Lenny  
Faustino**  
Director

## 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, CFP
- Chartered Life Underwriter Designation, CLU

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, a career I have pursued for the past 10 years.

### Skate Ontario Volunteer Experience

- Board member, current Treasurer and chair of the finance committee for Skate Ontario. Former Judge of Figure Skating (singles and pairs).
- 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 have offered my expertise as a skating coach for teams in the Etobicoke Dolphins, the Toronto Eagles, the Warren Park Eagles and the Toronto Nationals in the past as well.
- Committee Member - Skate Canada
  - I sat on the Alumni and Fundraising 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. During 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.



**Skate  
Ontario**

2023

# **Nominations Committee Report**



**Lenny  
Faustino**  
Director

**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.

**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 focus my attention and efforts to whatever role requires attention, but 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.

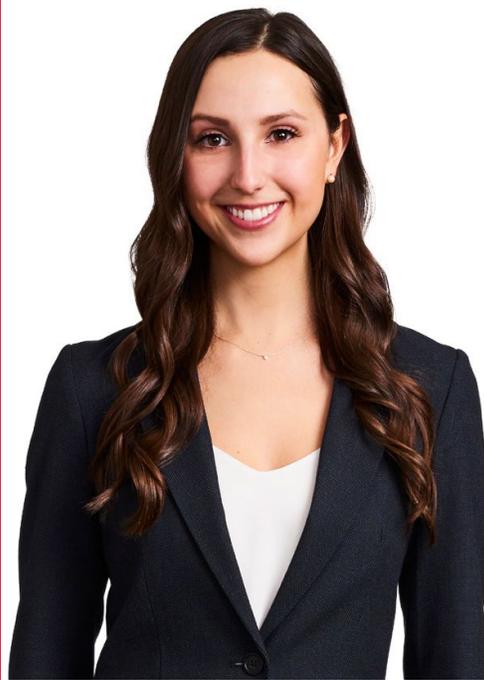
Thank you for your consideration.



**Skate  
Ontario**

**2023**

# **Nominations Committee Report**



**Rachel  
Islam**  
Director

## **Education, Career and Volunteer Experience**

In 2014, I graduated Magna Cum Laude in Political Science with a Pre-Law Concentration and a Minor in Dance from Middle Tennessee State University while on a full Division I athletic scholarship for track and cross country running. I graduated from Western Law School in 2018 and completed the lawyer licensing process in June 2019. I have been practicing with Gardiner Roberts LLP's Business Law Group and Financial Services Group since September 2019, with a focus on general corporate and commercial matters, including asset and share dispositions and acquisitions, corporate finance, secured lending transactions and corporate governance.

While I was a varsity student-athlete at Middle Tennessee State University, I served in an athlete leadership role on the Student Athlete Advisory Committee ("SAAC") on behalf of the cross country and track and field teams. In voting on proposed NCAA legislation, reviewing and evaluating rules and recommending prospective policies, the seed was planted for my commitment to remaining engaged in the policy side of sport.

During my time as a law student, I was the Program Manager at the Sport Solution Clinic, where I represented Canada's Olympic and National Team athletes with sport-related legal issues such as team selection and government funding disputes. I supported athletes through drafting appeal submissions as part of the dispute resolution process, and I assisted both athletes and National Sport Organizations by reviewing and critiquing standard athlete contracts in order to draft a model agreement of best practices. Moreover, I restructured the Sport Solution Clinic to operate more efficiently and effectively, resulting in a more fulfilled legal team and a positive rapport with stakeholders in the Canadian sport community. I learned that fostering internal and external stakeholder relationships can ensure a prosperous future and inclusive environment for sport organizations. It was during my time as Program Manager that I realized the extent of my appetite for sport governance.

As a corporate commercial lawyer at Gardiner Roberts LLP, I understand the importance of clearly defined governance regimes and maintaining stakeholder relationships to produce effective strategic plans and achieve smooth business operations. I have enhanced my proficiencies in communication, problem-solving and interpersonal skills through assisting clients with relevant matters such as legal compliance and sound policy development and administration in the context of commercial transactions and general corporate counselling. As I have served as a Director on the Skate Ontario Board of Directors (the "Board"), I have come to learn that these competencies are beneficial to the good governance, administration, strategic planning and ultimate success of Skate Ontario.

My volunteer experience on the Board is further described in the next section.

Further volunteer experiences of note are as follows:

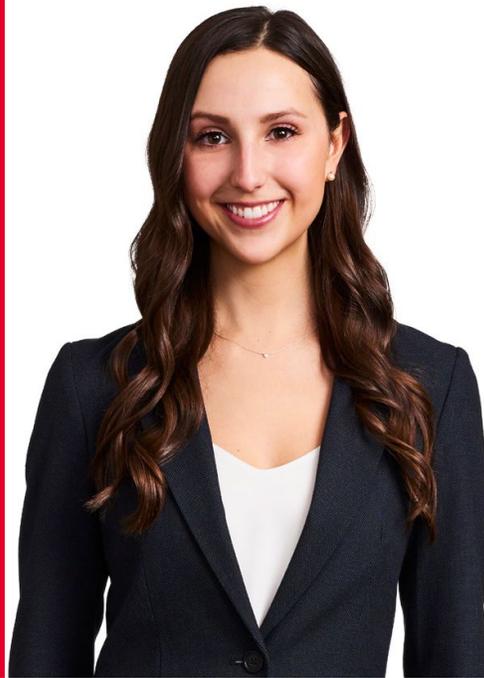
- At Western Law: Co-Captain of the Western Law Games Team; Peer Support Volunteer; Student Ambassador for prospective Western Law students



**Skate  
Ontario**

2023

# **Nominations Committee Report**



**Rachel  
Islam**  
Director

- Crisis Support Line volunteer for the London Sexual Assault Centre
- Summer Legislative Intern to a U.S. House Representative on Capitol Hill in Washington, DC (summer 2013)
- Alzheimer Society of Simcoe County volunteer
- Barrie Skating Club's Octoberfest Competition volunteer

### **Experience and Competencies Relevant to Skate Ontario Board of Directors**

Most, if not all, of my experiences and resulting competencies are relevant to the Board. My experiences to-date have allowed me to become adept in general competencies such as team work (often taking on a leadership role), communication, conflict-resolution, problem-solving, critical thinking and decision making. My additional strengths which are relevant to the Board are in respect of governance, legal administration and strategic planning. My ability to consider all matters through a legal lens has been quite advantageous. Further, I strongly believe that my background in the sport of figure skating from varying perspectives – competitive figure skater, entry level judge, competition volunteer, daughter of a coach and of a judge/technical controller, sister of an ice dance Olympian now turned coach – evidence my grasp of the landscape.

During my current term, I have served as Chair of the Board's Governance Committee. In this role, I assisted Skate Ontario with reviewing and updating its by-laws to comply with the Ontario Not-for-Profit Corporations Act. This was tedious work, and it spurred important discussions with the Board and the Governance Committee regarding fundamental governance of the organization.

Further, I have been able to hone my skills in reviewing, updating and drafting policies. The Governance Committee is a group of knowledgeable and detail-oriented individuals who are well-suited to the task of improving Skate Ontario's policies; and through our productive discussions and work we strengthen Skate Ontario's risk management and overall governance. This past year, the Governance Committee created a policy tracker and policy management policy to assist with scheduled reviewing and updating of Skate Ontario's policies. I would be pleased to remain on the Board, and as Chair of the Governance Committee, to build upon what has been produced thus far.

### **Specific areas of interest within the Skate Ontario Board of Directors**

My interests within the Board are in connection with governance, legal administration, strategic planning and relationships with stakeholders. My experiences and interests allow me to understand such matters in a legal and practical context. I look forward to the opportunity to continue serving as a Director on the Board as well as on the Governance Committee as Chair, where my competencies are beneficial.



**Skate  
Ontario**

2023

# Nominations Committee Report



**Sharon  
Bollenbach**  
Director

## Profile Summary

- Successful senior leader in sport with demonstrated strengths in event management and sport administration
- Advocate for the delivery of quality sport programs and competitions for all abilities
- Strong ability to build relationships and foster partnerships
- Experience working with international, national and provincial organizations
- Financial proficiency in budget building and revenue generation
- Experienced in not-for-profit governance

## Career Experience

- |  |           |
|--|-----------|
| • Executive Director, FIFA World Cup 2026, City of Toronto                   | Current   |
| • Chief Executive Officer, Special Olympics Canada (SOC)                     | 2013-2023 |
| • Sr. Vice President, Sport & Strategic Initiatives, Special Olympics Canada | 2007-2013 |
| • General Manager, FIFA U-20 World Cup, Toronto Site Organizing Committee    | 2006-2007 |
| • Sr. Manager, Events & Community Relations, Canadian Olympic Committee      | 2004-2006 |
| • Manager, Fundraising Events, MS Society of Canada, Ontario Division        | 2001-2004 |
| • Event Manager, Skate Canada  | 1993-2001 |

## Education

- Corporate Champions Program, Great Traits
- Risk Management Workshop (Parts 1 & 2), Canadian Centre for Ethics in Sport
- Community Shift, Leadership Development Program, Richard Ivey School of Business
- Executive Program in Leading Sustainable Strategic Change, Schulich School of Business
- Bachelor of Recreation Studies, University of Manitoba

## Additional Information

- |  |              |
|--|--------------|
| • Director, Skate Ontario Board                            | 2017-Current |
| • Director, Special Olympics International Board           | 2019-2023    |
| • Special Olympics North America (SONA) Leadership Council | 2013-2023    |
| • Recipient, Queen Elizabeth II Diamond Jubilee Medal      | 2012         |