



Skate Ontario

2026

Board Nominations Package



2026

Nominating Committee Report



On May 22, 2026, the Skate Ontario Call for Nominations to the Board of Directors was released through an email campaign to our members.

The Skate Ontario By-laws indicate that four (4) Directors at Large positions, each elected for a two-year term, are available for election at the 2026 Annual General Meeting.

As Skate Ontario has actively embraced the Strategic Plan for 2023-2027, we gratefully acknowledge the stability of the leadership at Skate Ontario and the partnership with the Board of Directors that we enjoy. We are very pleased to report that Lenny Faustino, Rachel Islam, Claudia Stanic, Clark Merchant and Alison Sims will complete their present terms as Directors.

As per the Skate Ontario by-law 4.3, the mandate of the Nominating Committee is to solicit and receive nominations so that a full complement of qualified candidates is available for election and to ensure that the nominees reflect the specified competencies and experiences required for the Board to operate effectively. The Committee extends our thanks to all individuals who submitted applications for consideration.

As a result of our review, the Nominating Committee recommends the following candidates for election by acclamation as Director at Large at the Skate Ontario Annual General Meeting to be held on September 26, 2026.

Each for a two-year term:

Tugba Karademir
Margie Lambert
Amanda Manti
Clifford Mushquash

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 the Skate Ontario Board of Directors.

We extend sincere appreciation to Directors Maggie Head and Jordan Derochie as they depart the Board.

I would also like to thank the members of the Nominating Committee for their valued contributions – Brent Brandham, Claudia Stanic, and Alison Sims.

Respectfully submitted,
Andrea Derby, Chair

2026

Nominating Committee Report



**Tugba
Karademir**
Director

EDUCATION, CAREER AND VOLUNTEER EXPERIENCE

As an amateur athlete I competed at numerous international competitions including 2 Olympic Winter Games, 8 World Championships and 9 European Championships. I coached Canadian skaters at the Sectional, Challenge and National levels. I coached international athletes at their own nationals as well as various international competitions. I am a Sectional level Technical Specialist in singles. My lifelong involvement in figure skating has given me deep insight into the sport, as well as the unique challenges and opportunities faced by athletes, coaches, and officials in Ontario. In my career within the legal field, I was a litigation lawyer and currently serve as a Vice-Chair at a Tribunal, where I uphold the highest standards of ethics and professionalism daily.

I serve on the boards of two not-for-profit organizations. In these roles, I have collaborated with fellow board members, executive directors, auditors, funding ministries, and other stakeholders to ensure compliance with applicable legislation and alignment with organizational missions and values.

EXPERIENCE/COMPETENCIES RELEVANT TO THE SKATE ONTARIO BOARD OF DIRECTORS

Governance Competencies

Through my legal training and board experience, I have developed an understanding of governance principles and practices. As a member of the Governance Committee for a women's shelter, I contributed to drafting and updating policy manuals, revising by-laws to ensure legal compliance, negotiating collective agreements with unionized staff, hiring a new Executive Director, and developing emergency response protocols, and a succession plan.

Board membership has also required me to review, analyze, and make informed decisions based on financial statements. In the context of a women's shelter which is funded by government sources and donations, I have worked collaboratively with board members to make challenging strategic decisions to ensure the continuity of essential services for vulnerable populations.

General Competencies

My undergraduate degree in Business Administration provided a solid foundation in business principles. This knowledge has been strengthened through my volunteer work on the boards I have served on, giving me broad exposure to operational oversight, strategic planning, and stakeholder engagement.

In my role as a Vice Chair of a Tribunal and adjudicator, I communicate regularly and effectively, both orally and in writing, with parties involved in hearings, as well as with Tribunal staff and external stakeholders. I manage other adjudicators and deliver monthly training sessions for adjudicators and Tribunal staff. I review the decisions of other adjudicators to ensure legal accuracy and compliance with procedural fairness principles.

2026

Nominating Committee Report

Technical Competencies

My board work has required active involvement in legal and compliance matters. As a member of the governance committee, I have reviewed and redrafted key governance documents, including by-laws, to ensure alignment with the Ontario Not-for-Profit Corporations Act. As a member of a board recruitment committee, I led the development of a succession plan, created a board competency matrix, identified gaps in current and future governance needs, and helped to guide succession planning.

SPECIFIC AREAS OF INTEREST WITHIN THE SKATE ONTARIO BOARD OF DIRECTORS

I serve on the Governance Committee and would like to continue this contribution. However, though my legal background makes me a strong candidate for governance focused work, my experience as an athlete and coach also informs my perspective on strategic priorities related to skating excellence. I am particularly passionate about Skate Ontario's values of fostering an athlete-centered, inclusive, and healthy sport environment, an endeavour I believe to be vital to the long-term success of Skate Ontario.

Education

2016-2019 Juris Doctor (J.D. – University of Ottawa

2004-2012 Honours Bachelor of Administrative Studies (B.A. – York University - Specialization in Management

Law-Related Experience

2025- Present Vice- Chair- Social Benefits Tribunal

- Manage adjudicators, ensure decisions released meet statutory and institutional requirements.

2023- 2025 Member- Social Benefits Tribunal

- Apply and interpret relevant legislation to adjudicate ODSP and OW disability and financial appeals.

2020- 2023 Litigation Associate - Russell Christie LLP, Orillia, ON

- Practiced primarily in the areas of civil litigation, family law, wills and estates
- Regularly appeared before the LTB, LAT, OLT, POA Court, Small Claims Court, and the Superior Court of Justice

2019-2020 Articling Student - Russell Christie LLP, Orillia, ON

2018-2019 VP English of the Common Law Student Society of University of Ottawa

- Lobbied stakeholders to successfully institute reading week at the Faculty of Law at the University of Ottawa
- Organized events such as the orientation week for the 1L students

2017-2018 Vis Moot Court Team Member - University of Ottawa, Ottawa, ON

- Represented the University of Ottawa at the Willem C. Vis International Arbitration Moot in Vienna, Austria.

Other Work Experience

2001- Present Coach and Consultant (Figure Skating)

- Coached and consulted with athletes; beginners to National Team Members, and International Competitors

2026

Nominating Committee Report

2004-Present Seminar Conductor/ Instructor

- Organized and instructed over 85 seminars in Europe, USA and Canada for athletes, parents, club executives, federations, and sport ministries

Volunteer Experience

2025-Present Member of the Governance Committee – Skate Ontario

- Providing oversight with respect to Skate Ontario by-laws and policies

2022-Present Board Member and Member of the Governance Committee – Green Haven Shelter for Women - Orillia, ON

- Board and Governance Committee member providing support for women in need of shelter, crisis support, and outreach services

2020- 2023 Executive Committee Member- UTOPIAN (University of Toronto Practice Based Research Network)

- Responsible for operational and strategic decisions, taking into account the Department of Family and Community Medicine and U of T's strategic plans and interests, as well as the interests and needs of provincial and national stakeholders

2015-Present Technical Specialist and Judge (Figure Skating)

Skate Canada, Toronto, ON

- Judge performances as part of the Technical Panel to identify and verify elements during competitions and award points based on performance

2014-2016 Treasurer, Board Member and News Anchor - Turkuaz TV, Toronto, ON

2005-2016 Organizing Committee Member (Mariposa Charity Golf Tournament) - Barrie, ON

- Cultivated relationships with sponsors, organized volunteers, facilitated tournaments and helped fundraise for the Alzheimer Society of Simcoe County

2002-2011 Live Broadcast Commentator (Turkish Radio and Television)

- Commentated during live broadcasts for the Olympics, European, and World Figure Skating Championships

Achievements and Professional Certifications

2020 Advanced Negotiation Skills Certified- Harvard- Professional Development Program

2017 Jim Ryan Scholarship (University of Ottawa)

2013 Project Management Certified (PMI Institute)

2012 National Coaching Certification Program (Level 3)

2008 Lead Olympic Torch Bearer (Beijing Summer Olympic Games)

2006, 2010 Olympian (Figure Skating)

2006 Olympic Flag Bearer

2002-2010 Competed at 8 World Championships (Figure Skating)

2001-2010 Competed at 9 European Championships (Figure Skating)



Skate Ontario

2026

Nominating Committee Report



**Margie
Lambert**
Director

EDUCATION, EXPERIENCE, AND VOLUNTEER EXPERIENCE

I completed my BA in 1989 and began working at the Ontario Council, Canadian Figure Skating Association (predecessor to Skate Ontario), before completing my MBA and embarking on a career in banking and insurance. I worked in international banking for 10 years, before switching to insurance and investments. I currently own my own business, Cardinal Insurance, providing employee benefits, life insurance and investments for a variety of small and medium businesses. I have been involved in figure skating my entire lifetime, first as a skater, and then as a judge and volunteer.

I believe I have a number of skills and experiences that can assist the Skate Ontario Board of Directors including:

Governance: I have participated in a large number of committees and boards in the not-for-profit sector, including many skating boards and committees. This has provided me with knowledge of policies and procedures and program delivery. Working with volunteers consistently has provided me with leadership and negotiation skills necessary to assist Skate Ontario with their vision, goals and progress. As a business owner, my team management skills are available to assist with decision making and project delivery.

During my work with the Ontario Council, Skate Canada, I became very familiar with the process of obtaining government funding for various skating programs. I was required to use my leadership and organization skills to strike committees for the development and delivery of coaching, volunteer and skater programs. I am a very strong organizer with attention to detail.

I believe that skating is at a unique point in its history. With COVID, many people in the world are questioning things we did previously, and trying to rebuild in a way that improves on the past. I feel that skating's path forward can definitely be bright, but it requires strong leadership that is inspired to make our sport the best it can be for all stakeholders!

Finance and Insurance: 25+ years experience in corporate finance, insurance, and investments

I am very familiar with budgets, financial statements and all things related to finance for both corporations and not-forprofit organizations. Through my various work experiences and my volunteer experiences in skating and other sports, I have worked with budgets and program delivery at all levels.

I also have a broad knowledge of benefits and HR policies, which can be helpful in the administration of Skate Ontario's office and staff. My investment knowledge can also be helpful in any decisions relating to finances of the organization.

2026

Nominating Committee Report

CAREER EXPERIENCE

Owner, Cardinal Insurance (employee benefits and life insurance) 2011 – current

VP, Global Relationship Banking, Citibank Canada 1991 – 2000

Program Coordinator, Ontario Council (predecessor to Skate Ontario), CFSA, 1989 - 1990

VOLUNTEER EXPERIENCE

- Canadians Level Judge and Sectional Level Referee and Technical Controller, Skate Canada – 30+ years
- Skate Ontario Judges Chair
- Skate Ontario Judges Committee Member
- Competition Committee Member
- Technical Representative – numerous skating competitions at the Section level
- Board member – Oakville Gymnastics Club (governance board)
- Board member – Guelph Kortright Playschool (not-for-profit organization)
- Ice Scheduler and Board member – Guelph Girls Hockey Association

EDUCATION

Bachelor of Arts (BA) – University of Guelph, 1989

Life Insurance License, 2011

Mutual Fund License, 2012



2026

Nominating Committee Report



**Amanda
Manti**
Director

EDUCATION, CAREER AND VOLUNTEER EXPERIENCE

My eagerness to learn and be actively involved has defined my personal and professional journey. I thrive as part of a team, and my competitive spirit was particularly evident in various sports I participate in, honing my teamwork and leadership skills.

Beyond athletics, my commitment to community involvement began early. In high school, I served as a Communications Officer and a leader among volunteer students on the Student Council. This role involved spearheading initiatives that facilitated student expression and leadership, enhancing school affairs and fostering relationships among students, faculty, and the broader community. This formative experience laid the groundwork for my dedication to community service and leadership. In Kingston, my hometown, I volunteered extensively with Immigration Services Kingston and Area, demonstrating leadership by running activities, assisting clients, preparing registration materials, and completing projects. My dedication to community service was further exemplified through my role as a lifeguard and swimming instructor for the City of Kingston. I accumulated over 80 volunteer hours by graduation.

Driven by a curiosity about the world and a keen interest in business and finance, I pursued a degree in Applied Economics at Queen's University. My academic journey equipped me with a robust foundation in finance, risk management, and analytical thinking. This educational background propelled me into the financial sector, where I first worked as a Customer Experience Associate at TD Bank. Here, I recommended banking solutions and suggested operational improvements, enhancing customer service and operational efficiency. My career progressed at Raymond James in the Private Client Group team, where I undertook a competitive analysis project. Utilizing various data analysis techniques, including probability forecasting and historical analysis, I benchmarked our services against competitors, gaining insights into strategic market positioning.

My time at Marsh & McLennan further deepened my understanding of complex business structures. I supported twelve joint ventures, managing numerous projects to ensure clients are receiving insurance coverage that adheres to the project requirements and timelines. As a National Strategic Growth Associate at Arthur J. Gallagher, I was responsible for leading the bidding process, creating proposals, and generating responses to RFPs. This experience underscores my alignment with Skate Ontario's focus on organizational excellence and governance. My role in the insurance industry has allowed me to hone a client-centric approach, focusing on building strong relationships and providing tailored solutions. This skill is crucial for enhancing member relations and delivering value, aligning with Skate Ontario's strategic imperatives.

Volunteer work has been equally pivotal in shaping my competencies. As an Events Coordinator for the Queen's Insurance Association, I organized events, managed budgets, and collaborated with various teams to ensure successful outcomes. Additionally, I played a critical role in the Queen's Economics Society, where I developed marketing campaigns and built partnerships with external stakeholders.



2026

Nominating Committee Report

In conclusion, my diverse experiences in governance, risk management, finance, and client relationship management make me a valuable candidate for the Skate Ontario Board of Directors. I am confident that my unique blend of skills and experiences will contribute significantly to the finance committee and support the organization's vision and strategic objectives.

EXPERIENCE RELEVANT TO THE SKATE ONTARIO BOARD OF DIRECTORS

I hold a degree in Applied Economics from Queen's University, and have taken on leadership roles professionally and outside of work. I have been actively involved in several volunteer organizations, honing my skills in teamwork and leadership. Beyond my academic achievements in university, I have pursued additional certifications, including a Certificate in Risk Management from the University of Toronto and an Insurance Broker license. This educational background has provided me with a strong foundation in finance, risk management, and analytical thinking. I believe these skills will be highly beneficial to the finance committee, ensuring Skate Ontario's financial strategies align with the needs and expectations of its stakeholders.

My career journey has given me extensive experience in finance and client relationship management. As a National Strategic Growth Associate at Arthur J. Gallagher, I strategize how to win new business and continue to differentiate in the Canadian market. I have led the bidding process by managing RFP responses, creating pricing proposals and conducting executive level presentations. My efforts have contributed to over \$1.14 million in won revenue over the last year and have allowed me to exceed my quota with attainment of 263%. These results reflect my ability to deliver outstanding outcomes while managing complex financial processes and multiple projects. This experience aligns with Skate Ontario's emphasis on organizational excellence and effective communication. I believe my ability to foster collaboration and build relationships will be instrumental in supporting the organization's strategic objectives.

Before joining Arthur J. Gallagher, I worked at Marsh & McLennan, on the Construction Team where I supported 12 joint ventures totaling \$8 million. In this role, I was responsible for managing client relationships and collaborating with various teams to provide insurance solutions. My experience at Marsh & McLennan demonstrates my ability to navigate complex business structures, ensuring compliance with policies and procedures while building strong relationships with stakeholders. I have a keen interest in finance, which led me to work in the insurance industry. This required an analytical mindset and effective communication skills—competencies crucial for a position on the Skate Ontario Board of Directors.

Additionally, I have a strong background in volunteer work, which has equipped me with valuable skills in teamwork, budgeting, and event coordination. As an Events Coordinator for an Insurance Association in Kingston, I organized events, managed logistics, and collaborated with the finance team to ensure successful outcomes.

My volunteer experience also includes being a Logistics Coordinator on the Queens Student Diversity Project. I also worked on projects promoting inclusion and representation of minority groups. This role required strong interpersonal skills, effective communication, and conflict resolution—all valuable competencies for a Board of Directors position at Skate Ontario.

Overall, my competencies in governance, risk management, finance, and client relationship management align with the needs of the Skate Ontario Board of Directors. I believe my unique combination of skills and experience would be highly beneficial to the finance committee, contributing to the organization's vision and strategic objectives.



2026

Nominating Committee Report

SPECIFIC AREAS OF INTEREST WITHIN THE SKATE ONTARIO BOARD OF DIRECTORS

I am particularly interested in joining the finance committee on the Skate Ontario Board of Directors because it aligns with my expertise in finance, accounting, and risk management. My background in Applied Economics and my Certificate in Risk Management equip me with the skills to ensure sound fiscal practices, while my professional experience has taught me to manage complex financial processes with precision.

My role as National Strategic Growth Associate at Arthur J. Gallagher has been pivotal in developing my risk management expertise, strategize how to best differentiate Gallagher from the competition and create value for our clients and prospects. This experience gives me a unique perspective on strategic planning and business development, which I can bring to the finance committee. I am enthusiastic about contributing to Skate Ontario's strategic objectives, supporting organizational excellence, and diversifying revenue channels to ensure the long-term sustainability of the organization.

Additionally, I am interested in contributing to policy development, risk assessment, and strategic planning. My ability to work collaboratively and communicate effectively with stakeholders will help align Skate Ontario's financial strategies with its broader mission of inspiring a lifelong joy of skating. I am excited about the opportunity to use my skills to support Skate Ontario's goals and contribute to its success as a Provincial Sport Organization leader.



Skate Ontario

2026

Nominating Committee Report



**Clifford
Mushquash**
Director

EDUCATION, CAREER AND VOLUNTEER EXPERIENCE

I bring extensive volunteer experience in non-profit governance, along with a strong foundation in strategic oversight, fiduciary responsibility, and equity-focused leadership developed through service on multiple boards and committees.

I currently serve on the Board of Directors for the Ontario HIV Treatment Network, where I also hold leadership roles as Vice Chair and Chair of the Governance Committee. Through this work, I contribute to bylaw review, board recruitment and succession planning, and organizational strategy, while ensuring strong fiduciary oversight and accountability. This experience has strengthened my ability to support effective governance structures, uphold ethical standards, and contribute to board effectiveness.

I also serve on Skate Canada's Equity, Diversity, Inclusion, and Accessibility Operating Committee, where I contribute to advancing inclusive practices within figure skating in Canada. This experience has provided me with valuable insight into the governance of sport organizations and the importance of creating accessible, welcoming environments for all participants. I bring a strong and ongoing commitment to equity, diversity, inclusion, and reconciliation, and I am particularly interested in supporting Skate Ontario's continued leadership in these areas.

Throughout my volunteer roles, I have developed strengths in collaborative decision-making, interest-holder engagement, and constructive board dialogue. I am comfortable working within policy governance models, contributing to committee work, and engaging in thoughtful discussions that balance strategic priorities with organizational accountability. My approach is grounded in integrity, respect, and a commitment to acting in the best interests of the organization and the communities it serves.

I am inspired by Skate Ontario's role in fostering participation, development, and excellence in skating across the province. I would welcome the opportunity to contribute my governance experience, collaborative approach, and commitment to inclusive leadership in support of the Board's ongoing work.

PROFESSIONAL SUMMARY

Experienced community volunteer and advocate with over 15 years of leadership in charity, non-profit, and service organizations. Committed to advancing social justice for Indigenous and LGBTQ2+ persons in Canada by facilitating opportunities for conversation, learning, relationship building, and service. Registered social worker in private practice offering mental health and addiction counseling, group learning opportunities, and consultation.

2026

Nominating Committee Report

EXPERIENCE

Bimijiwan Nibi Mental Wellness

President & CEO

06-2023 - Present

Provide mental health and addictions counselling to diverse client populations across a range of presenting concerns

- Apply Western therapeutic modalities independently and in integration with traditional Anishinaabe teachings and culturally grounded practices
- Deliver interactive learning experiences for youth and adults on Indigenous history, the relationships between nations on Turtle Island, and contemporary Indigenous experiences in Canada
- Guide participants through experiential exercises and debriefs using Indigenous methodologies that foster reflection, dialogue, and meaningful engagement
- Create and maintain safe, inclusive environments that support learning, cultural understanding, and personal growth
- Support individuals and organizations in identifying and advancing meaningful truth and reconciliation initiatives
- Partner with organizations and businesses to develop and deliver training on Indigenous–non-Indigenous relations and cultural awareness
- Coordinate program delivery, booking requests, and logistics in collaboration with a team of trained facilitators

Dr. J. Walker, McMaster University

Research Assistant

04-2022 - 12-2022

- Worked independently on a literature review regarding Indigenous knowledge acquisition, mobilization, ontology, and epistemology
- Worked collaboratively on a systematic literature review regarding chronic disease management in Indigenous populations

Dr. R. Schiff, Lakehead University

Research Assistant

09-2020 - 05-2022

- Worked independently and collaboratively on various ongoing research projects addressing rural and remote housing and homelessness

Department of Indigenous Education, Faculty of Education, Lakehead University

Administrative Assistant

05-2018 - 10-2021

- Provided administrative function to the Indigenous Language Teacher's Diploma Program
- Generated contracts and onboarding materials for all summer staff and faculty
- Managed student and employee records
- Received and processed applications
- Liaised with other departments within the Faculty of Education and broader University
- Provided administrative support to the Aboriginal Education Committee

VOLUNTEER EXPERIENCE

Ontario HIV Treatment Network

Board of Directors

09-2021 - Present

- Provide governance and oversight for a non-profit network funded by the Hepatitis and HIV Program of the Ontario Ministry of Health
- Fulfill fiduciary responsibilities, including financial oversight, budget review, and ensuring responsible stewardship of organizational resources

2026

Nominating Committee Report

- Assisted in the executive search process including conducting candidate interviews for Chief Executive Officer
- Vice Chair of the Board of Directors, member of the Executive Committee
- Chair of the Governance Committee: responsible for bylaw review and compliance, strategic planning, Board recruitment and succession planning

Skate Canada

Equity, Diversity, Inclusion, and Accessibility Operating Committee

01-2023 - Present

- Support the development and implementation of inclusive policies and practices across the organization
- Provide strategic input on initiatives that advance equity and belonging within sport, with attention to underrepresented and marginalized communities
- Collaborate with cross-functional interest holders to review programming, identify gaps, and recommend improvements aligned with EDIA principles

HQ Health Hub Toronto

Board of Directors

09-2021 - 09-2024

- Provided governance and strategic oversight to support organizational mission and growth for urban health service startup
- Fulfill fiduciary responsibilities, including financial oversight, budget review, and ensuring responsible stewardship of organizational resources
- Provided guidance on health system integration, community engagement, and service delivery improvements to enhance client care and accessibility
- Participate in governance meetings, committee work, and policy development to ensure accountability, compliance, and alignment with organizational values

John Howard Society of Thunder Bay & District

Board of Directors

06-2017 - 06-2022

- Provided governance and strategic oversight in support of community justice and reintegration initiatives
- Contributed to organizational strategy, including an update to the organization's strategic plan, and policy development
- Fulfill fiduciary responsibilities, including financial oversight, budget review, and ensuring responsible stewardship of organizational resources
- Participate in Board and committee meetings, ensuring accountability, compliance, and alignment with the organization's mission and values

EDUCATION**Honours Bachelor of Social Work**

Lakehead University

2020

Bachelor of Arts - Sociology (First Class Standing)

Lakehead University

2020

2026

Nominating Committee Report

SKILLS

- Governance & Fiduciary Leadership: Proven board experience in policy oversight, financial stewardship, risk management, and ethical decision-making within non-profit organizations
- Strategic Planning & Organizational Leadership: Executive-level expertise guiding vision, strategy, and sustainable growth in community and health-focused organizations
- Equity, Diversity, Inclusion & Reconciliation: Deep commitment to EDIA, advancing Indigenous rights, anti-racism, and inclusive governance practices
- Stakeholder & Community Engagement: Skilled in building strong partnerships across sectors and representing organizations with credibility and integrity
- Communication & Board Effectiveness: Strong collaborator with expertise in consensus-building, facilitation, and constructive governance dialogue
- Analytical Thinking & Policy Insight: Research-driven decision-maker with strengths in policy analysis, complex problem-solving, and evidence-informed governance

CERTIFICATES

Registered Social Worker Ontario College of Social Workers	01-2022
Mental Health First Aid - Basic Mental Health Commission of Canada	02-2022
Mental Health First Aid - Adult Who Interact with Youth Mental Health Commission of Canada	12-2019
KAIROS Blanket Exercise Facilitator KAIROS Canada	08-2018
safeTALK Living Works Education	07-2018
ASIST: Applied Suicide Intervention Skills Training Living Works Education	08-2014
Non-Violent Crisis Intervention Crisis Prevention Institute	08-2013