

February 14, 2016

## Greetings Clubs and Skating Schools

On February 3, the report of the Nominations Committee was released to Skate Ontario Clubs and Skating Schools. I thought it would be beneficial to review the process utilized by the Nominations Committee that led to the outcomes in the Report in response to the questions we have received.

Following the recommendation by the Transition Committee, the current Skate Ontario Board of Directors approved a slate approach for the election of the new Skate Ontario Board of Directors and requested that those nominees not included in the recommended slate also be presented in the Nominating Committee Report as well as on the ballot. In addition, the Skate Ontario Board requested that there be at least one Director with an affiliation to each current Section included in the slate. Following an open call for nominations, the Nominations Committee was tasked with reviewing each eligible nominee against a desired skill set for the new Board. From this evaluation, the Committee would recommend 9 nominees (8 Directors, 1 President) who, as a group, represented the experience and expertise needed to move the new organization forward.

This process was clearly stated in the Call for Nominations:

“Skate Ontario’s approach to governance is in alignment with the principles of governance which clearly define and delineate the authority and accountability of the Board’s policy-making/strategic role and the operational role of Management. The President and Directors are required to have core competencies which will support the Board in effective governance. All applications submitted will be considered by the Nominations Committee using the published competencies indicated below; the Committee will present a slate of nominees as well as all other eligible nominations to be considered by the Membership who shall vote to elect the Board. The slate as well as all other eligible applications will be included with the official Notice of the Special General Meeting.”

The Nominations Committee received several applications for the position of Director. We were delighted with the response and started the difficult task of assessing this impressive group. It is clear there is great talent in Ontario both on and off the ice. The applications and the references provided were all assessed and the slate of 8 directors was chosen.

Out of respect for the nominees, it was decided to personally contact each one who was not included on the slate published in the Nominations Report. These individuals were informed of the reason for the Nominating Committee’s decision, and given the opportunity to ask questions. They were also advised that there will be many opportunities where they would be able to contribute to the new organization. Each of these nominees voluntarily chose to remove themselves from the ballot.

The Call for Nominations also noted that 4 directors would be elected for one year and 4 for two year terms. Should more than 4 desire a certain length of term, it was decided that the four with the most votes would receive the two year term. Each nominee was asked to state their preference.

Of the 8 individuals that comprise the slate, 6 people identified interest in a two year term. Since the membership is now ratifying the slate instead of electing individuals, the allocation of the length of term based on the number of votes received was no longer an option. It was decided to return to our initial

evaluation of the nominees using the skill matrix and a quantitative as well as qualitative assessment, and assign the two year terms to the four people who, when assessed collectively as a group, we felt brought the most critical skill sets to the organization.

We were very aware of the delicate nature of this process as well as the responsibility to members to execute this process properly. Our actions were undertaken with integrity and in accordance with the direction from the Skate Ontario Board and Transition Committee, all of whom desire the best for the future of our organization. We had completed the requirements to conduct an election with the service provider and staff in anticipation of a full election had nominees in addition to the Slate of 8 Directors chosen to remain on the ballot. The fact that all nominees not identified in the slate withdrew, presented a complication for the process we had undertaken for the election

We need your continued engagement and participation to proceed. **Skate Ontario must have a ratified Board to move forward and is counting on you as members to ratify the President and Slate with your vote.**

A Special Meeting of Members has been called for February 25, 2017 at 10:00 am ET or 9:00 am CT. This meeting will be virtual enabling all Clubs and Skating Schools from the entire province to participate without the need to travel. If you have not already done so, please remit the completed Wufoo form found [\(please click\) HERE](#). Details of the process to be undertaken on February 25 will follow.

I hope that in reviewing the slate of candidates that you see a highly capable group that is equipped to provide strong policy and corporate structure to allow the skating operations teams and committees to do their jobs and set up fantastic programs for all our stakeholders.”

Thank you very much

A handwritten signature in blue ink, appearing to read 'Cheryl Hollows', written in a cursive style.

Cheryl Hollows

Chair Skate Ontario Nominations Committee