



2023 Skate Canada AGM Standing Committee Report

Standing Committee Name: Recruitment and Development Committee

Committee Chair and Members:

- Brenda Hart (Chair)
- Kristy Balkwill
- Laura Carr
- Debbie Islam
- Paul MacIntosh
- Shawn Winter
- Erica Topolski

Committee Mandate Summary:

The Recruitment and Development Committee (RDC) is tasked with identifying skills and competencies required to support and provide oversight of Skate Canada through an Engaged Policy Board structure. The RDC is also responsible for Board succession through the recruitment of candidates for available Board positions.

Committee Report:

Members of 2022-2023 RDC worked as a collaborative and focused group. The committee met 5 times over the season, all by videoconference. Highlights of the committee's activities include:

1. The RDC Terms of Reference and 2022-2023 Work Plan were revised to better reflect the evolution of the committee as it entered the third year as a standing committee of the Board.
2. The RDC launched a Board Educational Library for board members to access complementary educational resources to strengthen or further enhance knowledge across governance, leadership, communication, and finance areas.
3. The RDC continues to proactively seek out and incorporate strong governance practices into recruitment efforts, updating board application materials, resources and communications surrounding the nomination and election processes.
4. Present board members are surveyed annually on skills and competencies and data is compiled in a board skills matrix and utilized for recruitment and succession planning.
5. The 2023 Board of Directors application was revised to include diversity questions and self-assessment of skills and competencies to provide RDC with metrics to assess recruitment efforts and identify candidates for possible inclusion in standing and operational committees within the organization.
6. The RDC is very pleased to have received interest from individuals wishing to serve on the 2023-2024 Board of Directors. There are 3 election categories with 5 available Board positions. Two of the election categories (Director Atlantic and Director Ontario) will have acclaimed candidates, with an election occurring in the category of Director at Large. Elections will take place during the 2023 AGM.

Brenda Hart