



## 2025 Board of Directors Election Candidate Bio

<b>Name</b>	<b>Running for the position of</b>	<b>Residence</b>
Karen Butcher	Director-at-Large (2-year term)	Greely, Ontario

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### Relevant Education, Career and Volunteer Experience:

After graduating with a Master of Business Administration degree from the University of New Brunswick, I began my professional life with the Canada Revenue Agency. My career in management included a variety of senior leadership roles, including responsibility for learning and development for over 40,000 employees, as well as overseeing annual issuance of benefit and credit payments worth over \$33 billion. I am proud to have been responsible for the Community Volunteer Income Tax Program, helping eligible individuals file tax returns. As Director General, Business Returns, I contributed to helping Canadians impacted by the pandemic, leading the implementation and administration of the Canada Emergency Wage Subsidy and the Canada Emergency Rent Subsidy.

Graduating from a Management Trainee Program and specialized experience helped me to develop strong leadership and decision-making skills as well as gain experience in risk management, strategic planning and conflict resolution. Working in taxation instilled core values of fairness, respect, cooperation and professionalism. As a result of the pandemic, my skills with respect to cyber security, community engagement and client experience were greatly enhanced. Throughout my career I benefitted from educational opportunities, becoming bilingual (learning French as my second language), as well as expanding my knowledge on important topics such as diversity, anti-racism and inclusion.

My volunteer experience began as when I was still a competitive skater. I was an amateur coach (program assistant) teaching the basics and imparting my love of skating. In addition, I studied, passed exams and became an official, a role I continue to enjoy today. Being an official allows me the opportunity to give feedback and assist skaters at all levels reach their goals. Over the years, I have enjoyed participating and learning from volunteering at local, sectional, national, international, world and Olympic championships. My event experience is not limited to officiating, I have also volunteered at every level in other roles, such as a timer, team leader, committee chair and technical representative. As an International Skating Union (ISU) official, I am qualified domestically and internationally as a judge, referee and technical controller. I enjoy offering my expertise at many types of skating activities, helping make skating better for everyone.

### Experience Relevant to the Skate Canada Board of Directors

As a senior executive, I have experience working with a Board of Management, responsible for strategic direction. My work experience gives me a strong understanding of the dynamics of the relationship between staff and board members. Keys to my success are strong leadership, communication and engagement skills. I enjoy the dynamics of working on a team, listening and effectively arriving at the best possible conclusions to resolve various issues.



My professional experience as a senior executive with the federal government exposed me to all aspects of business, including finance, human resources, communications, strategic planning, digital strategy, partnership and collaboration, risk management, reporting, anti-racism/equity, diversity and inclusion.

Skating is a lifelong passion, and I have been a volunteer since I was a teenager, volunteering wherever my skills are of service. My board experience began with the Eastern Ontario Section (now Skate Ontario) Board of Directors, serving first as Championship Chair and then Skater Development Chair. Over the years, I have been an active member on many committees, working groups and strategic planning sessions for Skate Ontario, Skate Canada and the International Skating Union. It is important to be actively engaged with partners at home and around the world, collaborating to grow and improve skating for everyone.

As Skate Ontario President, and as Skate Canada President, I have worked with professionals and volunteers dedicated to excellence. Currently, I lead the Skate Canada Board of Directors. I have been involved in numerous Skate Canada committees including, chairing or being a member of the Governance Committee, CEO Operational Review Committee, and External Relations Committee, Membership Committee, Sections Coordinating Committee, Heritage Committee, and Recruitment and Development Committee. I have also participated as an observer on all other standing and operating committees. Communicating with a broad range of subject matter experts is essential in helping guide our organization and sport forward. Domestically and internationally, I am passionate about working with others to enhance safe sport, improve ethical conduct, increase diversity, ensure organizational financial health, and most importantly grow the number of participants and fans.

#### **Areas of Interest Within Skate Canada:**

As a volunteer, it is rewarding to contribute at local assessment days, monitoring sessions, seminars and competitions across the country as well as internationally, interacting with skaters, coaches, parents, officials, staff, volunteers and other skating enthusiasts. Staying connected with so many people that share my interest and love of skating continually reminds me of why I volunteer and encourages me to continue contributing to the excellence of skating.

Since my term as Skate Canada President, began in 2021, I have enjoyed helping guide the strategic direction of the organization and I have been very proud to represent the Skate Canada across the country and globally. Hosting a successful World Championships in Montreal was a highlight showcasing Skate Canada's many talents and as the skating environment continues to change, I would like to continue a final two-year term as President, listening, making decisions and motivating others to do their best for skating.