



2026 Skate Canada AGM

Standing Committee Report

Standing Committee Name: Recruitment and Development Committee

Committee Chair and Members:

- Gregor MacLean (Chair)
- Karen Howard
- Paul MacIntosh
- Joni MacPhail
- Erica Topolski
- Ravi Walia

Committee Mandate Summary:

The Recruitment and Development Committee (RDC) has been delegated authority to develop and manage processes for the Skate Canada's Board of Directors succession planning. The RDC is tasked with identifying skills and competencies required to support and provide oversight to Skate Canada through an Engaged Policy Board structure. In addition to the recruitment of candidates for available Board positions, the RDC will recommend to our membership candidates for election based on a thorough review of all nominees, considering among other things, skills, competencies, diversity, independence, and the desire for athlete representation to support the work of the Skate Canada Board. The President of Skate Canada will be an independent Director who is elected from the Board of Directors. The essential skill set necessary for the role of President would be addressed when candidates are recommended by RDC for election to the Board of Directors.

Committee Report:

Members of the 2025-2026 RDC worked as a collaborative and focused group as workplan tasks were conducted. The committee met eight times during the year, all by videoconference. In addition, committee members met on three occasions to complete interviews from all applicants who made application for election to the Skate Canada Board of Directors. Highlights of the committee's activities include:

1. The RDC Terms of Reference and 2025-2026 Work Plan were updated to reflect the continuous evolution of the committee and to address important recruitment requirements in the 2026 election cycle.
2. In this third year of providing a recommended list of candidates to the members for election at the Annual General Meeting, the RDC engaged in fulsome discussions and was intentional and initiative-taking in recruitment and succession planning efforts to meet the needs of the board



in the 2026 election cycle. These needs include sourcing candidates for Regional Director West, Regional Director Quebec, Director Coach, and three Director at Large positions.

3. The RDC continuously brings strong governance practices in updating board application materials, resources, and communications across all aspects of the nomination and election process.
4. The RDC ensures the recruitment and election processes are in full compliance with the Canada Sport Governance Code, Skate Canada Governance Charter, and Skate Canada By-Laws.
5. The RDC directs and reviews an annual survey of board members on skills, competencies, and diversity. This data is used by RDC in targeting recruitment efforts and determining succession planning needs.
6. The RDC employs a robust vetting process of applicants which focuses on a careful review of applications, including self-assessment of skills, competencies, diversity, and references provided. The committee also conducts interviews with each applicant to aid in decision-making surrounding the determination of the recommended list of candidates for election.
7. The nature of this comprehensive review process also positions RDC to refer names of any applicants with skills and experience that may be an asset in another area of the organization to Skate Canada leadership and management including Section offices, with the hope of retaining and redirecting them if they are not named to the recommended list.
8. The RDC was pleased to receive interest from nine individuals wishing to serve on the 2026-2028 Board of Directors. Of the nine applicants, six chose to remain in the process, having met the eligibility requirements and are qualified for election. The RDC provided a recommended list of candidates for Director West, Director Quebec, Director Coach, and three Director at Large positions for election at the Skate Canada AGM on May 23, 2026.
9. The recommended candidates were selected based on experience and skills that align with the board's strategic needs for the 2026 election cycle. These needs include demonstrated expertise in finance and enterprise risk assessment, philanthropy and fundraising, and transitional leadership skills. Strong leadership attributes coupled with domestic and global networks are required for the role of president. The RDC believes the recommended candidates possess the skills and commitment essential to supporting a national sport organization.
10. The Nominations Report of the RDC was released on May 5, 2026.

As Chair of RDC it was my pleasure to collaborate with all committee members who portray a strong passion for our sport. The ability to look at the big picture and make the tough decisions for



what is best for Skate Canada at this time is evident in the discussions and decisions made by the committee. It is indeed a pleasure to work with such a talented and dedicated group of individuals. I wish to acknowledge the time and commitment demonstrated by each committee member and thank each for their participation and support: Karen Howard, Paul MacIntosh, Joni MacPhail, Erica Topolski and Ravi Walia. Thanks to the resolute Skate Canada staff members, Debra Armstrong, Jeff Partrick, and Kathie Clouthier who aid in the preparation for all meetings and communications throughout the year.

Gregor MacLean
Recruitment and Development Committee Chair