



It starts with Scouts.

Tout commence
avec les Scouts.

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TO: Voting Members of Scouts Canada
FROM: Richard Thomas, Past Chair of the Board and Chair of the Nominating Committee
RE: Initial Report of the Nominating Committee
DATE: September 20th, 2021

Fellow Scouters –

I hope you and your families are well.

Last year's Annual General Meeting saw significant interest in the work of the Nominating Committee, with a record number of candidates surpassing the capacity of the online voting system. I'm delighted to report that the committee has subsequently been kept extremely busy in fulfilling its mandate to identify and recommend a new National Commissioner, a new National Youth Commissioner, and a full list of nominees for the Board of Governors, with strong interest in each of these positions.

The role of the Nominating Committee is to work on behalf of all our members to identify the very best people for national leadership positions in Scouts Canada, recruiting and reviewing diverse, experienced and skilled candidates in an open process, and then recommending the strongest slate for review and approval by the Voting Members at the AGM.

This report summarizes the work of the committee over the past several months, providing an overview of the process and identifying the recommended nominees. For additional information on the nomination process please refer to Article VII b. (7) of our current Bylaw, which can be found online: <https://www.scouts.ca/resources/bpp/bylaw.html>.

1. National Youth Commissioner and National Commissioner

The committee focused first on identifying candidates for the National Youth Commissioner (NYC) and the National Commissioner (NC) roles, with the incumbents, Annabelle Loder and Tim Welch, due to reach the end of their three-year terms in November. An open call for nominations through the Public Appointments Process outlined the requirements for these positions and yielded a strong response from Youth and Scouters across the country, with 6 applications for NYC and 10 for NC. I was heartened to see several Youth members apply for the NC role – a great reminder that all volunteer positions in Scouts Canada's national organisation are open to Youth.

On behalf of the committee, I am delighted to share the following nominations:

- **Justin Chenier** of Nova Scotia as National Youth Commissioner; and
- **Stephen Loney** of Alberta as National Commissioner.

2. Board of Governors

Following the NC and NYC process, the committee focused on compiling a slate of nominees for the Board, issuing an open call for applications through the Public Appointments Process.

This year, the committee not only reviewed new candidates but also reviewed current board members against the key criteria and required skills. This ensured that the best possible full list of names could be identified, rather than looking just to fill any open positions. To assist this process, full use was made of the self- and peer-assessments for all current board members that were recently facilitated by an independent third party. In total, the committee considered 33 candidates for the 16 seats on the Board of Governors, including those who applied or were put forward by other Scouters through the open Public Appointments Process and current board members.

Baseline representation criteria for the Board of Governors are defined in our Bylaw and in our legal agreements with other National Scouting Organizations, including:

- At least three members must be Youth;
- At least one member must be from each of BC/Yukon, Alberta/NWT, Saskatchewan/Manitoba, Quebec and Atlantic Canada;
- At least two members must be from Ontario/Nunavut; and
- One member must be a nominee of L'Association des Scouts du Canada (with Scouts Canada also nominating one person to the ASC board).

The committee also considered the following ongoing strategic and organizational imperatives for Scouts Canada, with a view to ensuring board members bring specific skills, perspectives and experiences to help ensure success:

- Diversity, Equity & Inclusion (underpinned by the Board's role in setting the 'tone at the top');
- Reconciliation with Indigenous Communities;
- Restarting Scouting after Covid; and
- Driving growth across all Sections.

Finally, the committee leveraged the board skills matrix to assess key capabilities and competencies for both new applicants and current board members, considering candidates' skills and experiences:

Scouting Experience	Board Skills / Experience	Domain Experience	Soft Skills / Behaviors
Section Scouter	Other Board (for profit)	Audit	Accountability
Council Role	Other Board (NFP)	Digital	Communication
CVR Role	Board Education	Finance	Competence
National Role		Fundraising	Consensus Builder
Board Committee		Human Resources	Diligence
International Role		Legal	Engagement
New to Scouting		Marketing	Independence
		Real Estate	Leadership
		Risk Management	Listening
		Strategy	Maturity
		Tech (incl. Cyber)	Team Player

After a significant amount of work in reviewing applications and conducting (online) interviews, I am delighted to share the following nominations on behalf of the committee:

Nominee <i>(alphabetical by first name)</i>	Role	New / Returning	Youth	Province
Andrew Obee	Chair of the Board	Returning		ON
Andrew Price *	CEO	Returning		ON
Bill Schulte	Member-At-Large	Returning		BC
Carlie Tiller	Member-At-Large	Returning	Y	ON
Christine Dupuis #	Member-At-Large	Returning		NB
Erica Saccary	Member-At-Large	New	Y	SK
Heath Johnson	Vice-Chair Strategic	Returning		NB
JF Champagne	Member-At-Large	Returning		QC
Justin Chenier	National Youth Commissioner	New	Y	NS
Kayla Bernard	Member-At-Large	New	Y	NS
Kerri Onken	Vice-Chair Financial	Returning		BC
Robert Craddock	Member-At-Large	Returning		AB
Rodney Nelson	Member-At-Large	New		ON
Sandi Burns	Member-At-Large	New		ON
Stephen Loney	National Commissioner	New		AB
Steve Kent	Past Chair	Returning		NL

* = Appointed by the Board of Governors

= Nominated by L'Association des Scouts du Canada

The committee is confident that these nominees not only represent the best mix of experience and skills for the Board, but also fully support Scout Canada's diversity and inclusion imperative. Among the 16 nominees put forward by the committee there are:

- 4 Youth nominees (25%);
- 6 female nominees (37.5%);
- 2 Indigenous nominees (12.5%);
- 6 who are new to the Board this year (37.5%);
- 11 current or former Section Scouters among the 12 adult nominees; and
- Representation from every province except PEI and Manitoba.

The full list of nominations for the Annual General Meeting is included in the appendix, along with resumes for each Board nominee. An updated list of Honorary Members (Non-Voting) and Honorary Officers to be presented at the Annual General Meeting will be circulated with the Final Nominating Report. The deadline for additional nominations to be submitted by email to richard.thomas@scouts.ca is October 26, 2021.

3. Nominating Committee Membership

There are seven members of the Nominating Committee, including three Voting Members elected at the Annual General Meeting, at least one of whom must be a Youth member (this year, there have been three Youth members on the committee). I would like to thank my fellow members of the Nominating Committee for the significant effort and accomplishment that has gone into this year's process, with a greater-than-usual workload driven by the process to identify candidates for the NC and NYC roles, and the expanded process to consider both new candidates and current board members. They are:

- Andrew Obee, Chair of the Board
- Dave Frederick, Council Voting Representative
- Doug Reid, Member-At-Large
- Eric Ennis, Youth, Council Voting Representative
- Heather McCracken, Youth, Council Voting Representative
- Spencer Julien, Youth, Member-At-Large

To facilitate the smooth running of the AGM, nominations for the three Voting Member positions on the Nominating Committee for the coming year will be gathered in advance. From November 1st to 15th, all current Voting Members will have the opportunity to nominate another current Voting Member to the committee (forms will be circulated by email on November 1st). Between November 16th and 19th, the National Elections Officer, Laura Jarvis, will contact each nominee to confirm they accept the nomination, and the list of accepted nominations will be presented at the AGM for the election of three Voting Members (including at least one Youth).

Finally, I would like to thank all the candidates for their clear dedication to Scouting in Canada, and for the extremely high quality of applications.

Yours in Scouting,



Richard Thomas
Past Chair of the Board of Governors and Chair of the Nominating Committee

Appendix I – Initial Report of the Nominating Committee

SCOUTS CANADA Initial Report of the Nominating Committee 2021 Annual General Meeting

September 20, 2021

1. Recommendations for Election as Officers and Members of the Board of Governors

Andrew Obee	ON	Chair of the Board
Heath Johnson	NB	Vice-Chair - Strategic
Kerri Onken	BC	Vice-Chair - Financial
Steve Kent	NL	Past Chair of the Board
Justin Chenier	NS	National Youth Commissioner
Stephen Loney	AB	National Commissioner

2. Recommendations for Election as Officers

Mark Josselyn	ON	Honorary Legal Counsel
Andrew Price ~	ON	Chief Executive Officer

3. Recommendations for Election as Members of the Board of Governors

Bill Schulte	BC
Carlie Tiller	ON
Christine Dupuis	NB
Erica Saccary	SK
Jean-François Champagne	QC
Kayla Bernard	NS
Robert Craddock	AB
Rodney Nelson	ON
Sandi Burns	ON

~ Appointed by Board of Governors

Appendix II- Nominee biographies (in alphabetical order)

Name: Kayla Bernard	City: Halifax, NS
Position: Member at Large	Board member since: New
<p><i>Occupation and Work experience/:</i></p> <p>Current Employment September 2021-Current Recreation Therapist HeartWood Centre for Community Youth Development December 2018-Current Founder & Coordinator HeART Mental Wellness Art Programming for Youth July 2019-Current Youth Arts Programming Facilitator MacPhee Centre for Creative Learning</p> <p>Past Employment June 2018-September 2021 Youth Engagement Specialist HeartWood Center for Community Youth Development Jan 2021-April 2021 Recreation Therapy Intern IWK Children's Hospital October 2017- 2020 Youth Engagement Facilitator Wisdom 2 Action July- Sep. 2017 Day Camp Counselor Chebucto Connections</p>	
<p><i>Scouting experience:</i></p> <ul style="list-style-type: none"> -Youth Member: Rover Scout with 36th Halifax from 2018 to present -Youth Member: Scouts Canada representative at Interamerican Leadership Training 2018 -Youth Member: Scouts Canada representative at Bangladesh Scouts SDG Conference 2021 -Youth Member: Scouts Canada representative at World Scout Conference 2021 -Volunteer: Troop Scouter with 36th Halifax from 2017 to 2018 -Volunteer: Colony Scouter with 36th Halifax from 2018 to present -Volunteer: Area Youth Commissioner with Fortress Halifax from 2018 to 2019 -Volunteer: International Promotions Lead 2020 to present -Volunteer: Virtual Interamerican Leadership Training 2021 	
<p><i>Education, Honours and Recognition:</i></p> <p>2020 Unsung Hero Award- Family SOS Courage to Give Back Awards PHE Canada Student Award- PHE Canada Messenger of Peace Award- World Scouting Association Scouts of the World Award- World Scouting Association</p> <p>2019 Canadian Rover Award- highest award a youth can earn in Scouts Canada</p> <p>2018 Medal of Good Service from Scouts Canada for service and program quality Recognition from the Senate of Canada for service, related to youth and reconciliation</p> <p>2015 Halifax Regional Municipality Volunteer Award Province of Nova Scotia Youth Volunteer Award</p> <p>2014 Gold Chief Commissioner Award- highest award a girl can earn in Girl Guides of Canada Scholarship Award - Mount St. Vincent University</p>	

Name: Sandi Burns	City: London, ON
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Position: Member at Large	Board member since: New
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Occupation and Work experience:

- Adjunct Professor | Durham College | 2020-Present
- Educational Aide | Fanshawe College | 2020-Present
- Professor | Fanshawe College | 1990-2019
- Program Coordinator | Fanshawe College | 2018 – 2019 & 2005-2011
- **ARCHITECTURAL TECHNOLOGIST** 1983 - 1990
 Variety of work environments including;
 - Architect's office developing drawings from concept to working drawings. Facilitated projects from writing specifications to on site review, and occupancy documentation
 - Consulting Engineers office creating drawings for lighting, HVAC, and fire alarm drawings for current projects
 - Hospital setting updating floor plans to match existing space allotment
 - Defence Construction creating drawings for maintenance of Armouries, CF Bases, Personnel Married Quarters (PMQ)
 - Landscape Surveyors – creating site drawings from field notes
 - Landscape Architecture – creating drawings for maintenance of property owned by Ontario Housing Corporation

Scouting experience:

National Recognition Network	Public Relations and Development	May, 2019	present
Ontario Incorporated Body	Director and Secretary	January, 2020	present
70th London A Pack	Pack Scouter	December 2019	present
Tri-Shores Council	Recognition Administrator <i>interim</i>	October 2018	present
70th London Group	Group Registrar	September 2009	present
Tri-Shores Council	Council Commissioner	February 2016	October 2019
Scouts Canada	National Recognition Advisor	September 2011	November 2015
Mindaamin Area	DAC Recognition	September 2010	March, 2016
Tri-Shores Council	Deputy Commissioner Recognition	September 2008	August 2010
London Area	Administration Support	September 2006	August 2008

70th London Group	Group Commissioner	September 2000	August 2006
6th London Group	Group Committee Chair	September 1994	October 1996
London District	Assistant Commissioner Cubs	September 1988	August 1991
Section Scouter	Cub Leader and Venturer Advisor	September 1983	August 2004
Brownies & Guides	Junior Leader	September 1979	June 1982

Education, Honours and Recognition:

- Bachelor Of Education – Adult Education Certificate | 1996 | Brock University, St Catherines On
- Architectural Technology Advanced Diploma – Co-Op | 1986 | Fanshawe College, London On

Sovereigns Award for Volunteers	September 1, 2019
Award for Fortitude	March 25, 2019
40 Year Service Pin	February 22, 2019
Silver Wolf	November 13, 2015
Bar to the Silver Acorn	November 11, 2013
Silver Acorn	April 25, 2009
Medal for Good Service	June 1, 1997
Warrant of Appointment	February 22, 1983

Name: Christine Dupuis	City: Memramcook, NB.
Position: ASC delegate, Board of Governors	Board member since: 2020
<p><i>Occupation and Work experience:</i></p> <p>Christine Dupuis is archivist at the Centre d'études acadiennes Anselme-Chiasson of the Université de Moncton. She is responsible for the private and institutional archives. Christine Dupuis is a practicing NAAB appraiser. (National Archive Appraisal Board)</p> <p>She also serves on the Board of the National Archival Appraisal Board (NAAB) as director representing the Atlantic region. NAAB is an independent non-profit organization created to provide Canadian cultural institutions of professional services monetary valuation of donations of archives.</p> <p>As an archivist, she is a founding member of the research group on archives and women in Acadie (GRAFA) at the Université de Moncton. This research group seeks to promote women's archives in Acadie.</p> <p>Christine Dupuis also collaborates on several large-scale projects including two projects funded by the Human Sciences Research Council (SSHRC): Military service, citizenship, and public culture in Atlantic Canada directed by the Institut d'études acadiennes of the Université de Moncton and the Gregg Center for Study of War and Society and the partnership project Three centuries of francophone migrations in North America (1640-1940) led by the Université Saint-Boniface.</p>	
<p><i>Scouting experience:</i></p> <p>Christine Dupuis is a volunteer with l'Association des Scouts du Canada since 2008. She was a member of the Conseil National of l'Association des Scouts du Canada since 2015. She was leader for the Éclaireur (11-14 years old) for 11 years. She is a certified trainer with l'Association des Scouts du Canada. She is since 2020 a board member of Scouts Canada representing l'ASC.</p>	
<p><i>Education:</i></p> <p>Université de Moncton, Masters in public administration (part-time). 2020 to present.</p> <p>Laval University, Masters in History - Archival studies (part time). 2012-2016.</p> <p>Université de Moncton, Bachelor of Arts, specialization in history. 2008-2012.</p> <p>Polyvalent Louis-J. Robichaud. High school diploma. 2004-2008.</p> <p>Honours and Recognition:</p> <ul style="list-style-type: none"> - Finalist of 20 under 40 of the Greater Moncton chamber of commerce. 2020. - 30 young people under 30 to watch in 2019 Acadie Nouvelle. - Present and active: list of proud women defenders of the French language. List established by the Alliance des femmes de la francophonie canadienne. 2019 - Médaille Service émérite – Association des scouts du Canada. - Mérite Éloïze – highest recognition of the Moncton Scout District. 2013 	

Name : Jean-François Champagne	City: Greenfield Park, QC
Position: Member at large	Board member since: November, 2018
<p><i>Occupation and Work experience :</i></p> <ul style="list-style-type: none"> • UQAM, Université du Québec à Montréal, 2016 - present <ul style="list-style-type: none"> ◦ Director, Human Ressources - Executive and Support Staff Service • EMC moto marshall services, 1999 – present <ul style="list-style-type: none"> ◦ President • Lalema, 2015-2016 <ul style="list-style-type: none"> ◦ Director, Procurement, IT and optimization • Québec Minister of Health establishments, 2007 – 2015 <ul style="list-style-type: none"> ◦ Head of services & coordinator, Facilities management • École Polytechnique de Montréal engineering school, 2003 – 2007 <ul style="list-style-type: none"> ◦ Head of services, Facilities management • Les Services Ménagers Roy, 1987 – 2003 <ul style="list-style-type: none"> ◦ Director, Procurement and IT 	
<p><i>Scouting experience:</i></p> <p>Scouts Canada, 2017 – present</p> <ul style="list-style-type: none"> • Member of the board of governors • Audit Committee • Governance Committee <p>Les Scouts du Canada, 1988 – present</p> <ul style="list-style-type: none"> • St-Thomas de Villeneuve 9th group, president, 2020 – present • World Jamboree 2019, Head of contingent, 2016 – 2020 • International commissioner, 2014 – 2017 • President, 2009 – 2014 • Member of the board of governors, 2008 – 2014 • National commissioner deputy – youth program, 2005 – 2008 • District commissioner – 2000 - 2004 <p>Fondation nationale des Scouts</p> <ul style="list-style-type: none"> • Vice-president, 2009 – 2013 	
<p><i>Education, Honours and Recognition:</i></p> <p>Education</p> <ul style="list-style-type: none"> • LEAN Six Sigma Black Belt, Bell Nordic, 2019 • Bachelor's degree, Multidisciplinary – Management, Université Laval, 2015 • Degree, Change Management, Université Laval, 2015 • Certificate, LEAN for improving Health services performance, HEC Montreal, 2012 • Degree, Organizations Management, Université Laval, 2011 • Degree, IT Management, UQAM, 1998 	

Honours and Recognition

- Bar to the Silver Acorn, Scouts Canada, 2019•
- Médaille Vanier, Association des Scouts du Canada, 2017
- Sovereign's medal for the volunteers, Governor General of Canada, 2016
- Silver Acorn, Scouts Canada, 2012
- Honorable mention, Excellency awards in patient and care safety, Québec Health Minister, 2011
- Bronze Snowy Owl Medal, Fédération Québécoise du scoutisme, 2005
- Merit certificate, Canadian Red Cross, 2005
- Merit trophy, St-Jean Scout District, 2004

Name: Justin Chenier	City: Halifax, NS
Position: National Youth Commissioner	Board member since: New
<i>Occupation and Work experience:</i>	
<ul style="list-style-type: none"> - Bell Aliant, Kentville, Nova Scotia - <i>Network Rep I May 2019 - August 2019, May 2021 – Sept 2021</i> - Stubborn Goat Gastropub, Halifax, Nova Scotia — <i>Line Cook - Cold Side June 2020 – Present</i> - McDonald’s Canada, Coldbrook, Nova Scotia - <i>Swing Manager May 2018 - April 2020</i> 	
<i>Scouting experience :</i>	
<ul style="list-style-type: none"> - Scouts Canada — <i>National Leadership Team Member May 2020 – Present</i> - Nova Scotia Council — <i>Council Communications Lead December 2020 – Present</i> - Nova Scotia Council — <i>Group Support Scouter September 2019 – Present</i> - 26th Halifax Group — <i>Colony Scouter (Hawkeye) September 2020 – Present</i> - Scouts Canada— <i>Council Youth Voting Representative May 2014 – April 2021</i> - Atlantic Canada Councils — <i>Atlantic Jamboree 2020 Chair September 2018 - January 2021</i> - Nova Scotia Council — <i>Council Youth Commissioner September 2016 - September 2019</i> - Nova Scotia Council — <i>Medal of the Maple Adjudication Committee Member April 2013 - May 2018</i> - Nova Scotia Council — <i>Property Maintenance Crew July 2017 - August 2017</i> 	
<i>Education, Honours and Recognition:</i>	
<ul style="list-style-type: none"> - Saint Mary’s University, Halifax, NS — <i>Bachelor of Commerce Degree September 2018 – Present</i> - Central Kings Rural High, Cambridge, NS — <i>Honours with Distinction September 2014 - June 2018</i> 	
Honours & Recognition	
<ul style="list-style-type: none"> - Canadian Rover Scout Award (2021) - Medal of Merit (2019) - Lieutenant Governor’s Education Medal (2017) - Bar to the Medal for Good Service (2017) - Queen's Venturer Award (2016) - Medal for Good Service (2016) - Medal of the Maple (2014) - Chief Scout Award (2013) 	

Name Robert Craddock	City: Calgary, Alberta
Position: Member, Board of Governors	Board member since: November 2016
<p><i>Occupation and Work experience:</i></p> <ul style="list-style-type: none"> • Partner Emeritus, Key Consulting Group Inc. “The Leadership Company” 2016-2019 • Civilian Instructor, Department of National Defence, Canadian Cadet Organization 2017-2020 • Partner, Key Consulting Group Inc. “The Leadership Company” 1994-2016 • Commissioned Officer, Canadian Armed Forces, 2000-2017: Final position: Major, Senior Area Advisor (Army), Regional Cadet Support Unit (NW), Previously Commanding Officer of Several Army Cadet Corps, various staff positions incl Officer in Command of Operations and Security RMNACSTC. Appointed Aide De Camp (2011-2016) for the Lieutenant Governor of Alberta • Manager, Organization and Employee Development and Organization Change team, TransAlta Ltd, 1988-1994 • Senior Consultant, Organization Development, Government of Alberta 1984-1988 • Manager, Training Resources, Department of Social Services and Community Health, Government of Alberta 1978-1984 • Child Welfare Worker, Department of Social Services and Community Health, Government of Alberta 1972-1978 	
<p><i>Scouting experience:</i></p> <ul style="list-style-type: none"> • Section Scouter, Beavers, Cubs, Scouts & Venturers in Bonnyville, Devon, and Calgary Alberta 1974-1994 and 2016-2019 • Deputy Director Venturer Service Program CJ95 • Service Scouter, Chinook Council 2003-2006 • Deputy Director Timber Trails riding program Chinook Region 2007-2012 • Member, Chinook Community Council 2013-2015 • Member, Core Team, Canadian Path 2012-2016 • Member and Chair, Governance Committee, Board of Governors 2016-present 	
<p><i>Education, Honours and Recognition:</i></p> <ul style="list-style-type: none"> • Century University , Master’s in Public Administration (ABD) 1989 • University of Calgary, Coursework, Masters Degree in Social Work (incomplete) 1979-1980 • University of Calgary, Bachelor of Social Work Degree, 1978 • University of Alberta, Bachelor of Arts with a double major in Psychology and Sociology, 1972 • Scouts Canada 30 year Service Pin (2006) • Silver Acorn (2017) Medal of Merit (1988) and Bar to the Medal of Merit (2001) • Queen’s Diamond Jubilee Medal, for service to the Vice-Regal Household (2012) • Canadian Forces Decoration (2014) 	

Name: Heath Johnson	City: Riverview, New Brunswick
Position: Vice Chair – Strategic	Board member since: November 2020
<i>Occupation and Work experience:</i> <ul style="list-style-type: none"> • Councillor-at-Large, Town of Riverview – Riverview, NB (2021 to present) • Dean, Faculties of Business & IT, Oulton College – Moncton, NB (2015 to present) • Board of Directors, Orienteering New Brunswick – Moncton, NB (2009 to present) • Youth Entrepreneurship Development Officer, Enterprise Greater Moncton – Moncton, NB (2010-2011) • Assistant, Protocol & Language Services, Vancouver 2010 Winter Olympic Games – Volunteer Role – Whistler, BC (2010) • Manager, Innovation & New Business Development, Atlantic Lottery Corporation – Moncton, NB (2008-2009) • Management Consultant, Accenture – Montréal, Toronto, & Vancouver (2005-2007) • Project Consultant, Cape York Institute for Policy & Leadership – Cairns, Queensland, Australia (2004) 	
<i>Scouting experience:</i> <ul style="list-style-type: none"> • 35 years in Scouting, including 26 years as a Scouter • Youth member of Scouting in all sections • Troop Scouter in New Brunswick, Nova Scotia, Québec, England, and New Zealand • Attended CJ'07, ScotiaJamb '09, and CJ'17 • Currently the Contact Troop Scouter for 1st Jones Lake Scout Troop, Moncton, NB • Company Advisor in New Brunswick and Nova Scotia (2001-2003, 2004-2005) • Deputy Area Commissioner – Treasurer, Southeast Area, New Brunswick Council (2015-2020) • Council Voting Representative, New Brunswick Council (2017-2021) • Creator and organizer of the Great Rural Race, a Scouting competition for all sections that attracts 200+ youth annually in southeastern New Brunswick (2009 to present) • Member of the Board of Governors (November 2020 to present) 	
<i>Education:</i> <ul style="list-style-type: none"> • 2.5 years of doctoral-level research on immigrant entrepreneurship, Victoria University of Wellington – Wellington, New Zealand (2013-2015) • Master of Business Administration, University of Oxford – Oxford, United Kingdom (2003-2004) • Bachelor of Commerce with a Major in International Business, Dalhousie University – Halifax, Nova Scotia (1999-2003) 	
<i>Honours and Recognition:</i> <ul style="list-style-type: none"> • Named one of Greater Moncton's Top 20 Under 40, Chamber of Commerce for Greater Moncton (2020) • Bar to the Medal of Merit, Scouts Canada (2018) • Commemorative Centennial Medal, Scouts Canada (2008) • Medal of Merit, Scouts Canada (2008) • Wood Badge Part II, Troop, Scouts Canada (2007) • Gold Standard of the Duke of Edinburgh's Award, presented by HRH the Earl of Wessex (2005) • Mensa Canada & Mensa New Zealand Member (2005 to present) • Dalhousie Commerce Alumni Award for Excellence in International Business (2003) • Wood Badge Part I, Troop, Scouts Canada (1999) • Rotary International Youth Merit Award (1999) • New Brunswick Youth Volunteer Award (1999) • Birk's Medal for Leadership in Student Affairs (1999) • Silver Standard of the Duke of Edinburgh's Award, presented by the Lieutenant-Governor of New Brunswick (1998) • Queen's Venturer Award, Scouts Canada (1998) • Chief Scout's Award, Scouts Canada (1996) 	

Name/Nom: Steve Kent	City/Ville: Mount Pearl, Newfoundland and Labrador
Position/Poste: Past Chair of the Board of Governors	Board Member since: November 2018
<p><i>Occupation and Work experience:</i></p> <ul style="list-style-type: none"> • Manager of Corporate and Government Relations, PARDY’S Waste Management and Industrial Services – 2020 to present • Government of Newfoundland and Labrador, Member of the House of Assembly for the District of Mount Pearl North – October 2007 to 2017; currently Deputy Opposition House Leader; former Deputy Premier, Minister of Health and Community Services, Minister of Municipal and Intergovernmental Affairs, and Minister Responsible for the Office of Public Engagement • Vice-President, FOCUS Driver Training Incorporated and Maritime Driving School Incorporated (YOUNG DRIVERS of Canada) – 2008 to present • Mayor, City of Mount Pearl – 2003 to 2007; Deputy Mayor – 1997 to 2003 • Focus Group Consulting Inc. - Speaker/Trainer/Consultant –1998 to present • United Way of Newfoundland and Labrador – Executive Director — 2007 • Stirling Communications International – Manager of Corporate Development – 2004 to 2006 • Big Brothers Big Sisters of Eastern Newfoundland – Executive Director – 1999 to 2004 	
<p><i>Scouting experience:</i></p> <ul style="list-style-type: none"> • Chief Commissioner and Chair of the Board of Governors; 2008 to 2012 • Member, National Board of Governors; 2005 to present • National Volunteer Services Committee Member; 2000 to 2002 • National Youth Committee Chair; 1995 to 1998 • Volunteer/Scouter with local Scouting Groups in Mount Pearl, NL; 1993 to present • Member, Interamerican Regional Scout Committee; 2010 to 2016; 1st Vice-Chairman from 2013 to 2016 • Canadian Contingent Leader for the 23rd World Scout Jamboree 2015; 2012 to 2015 • Canadian Contingent Leader for the 24th World Scout Jamboree 2019; 2016 to 2019 • Member of the Board of Trustees, Interamerican Scout Foundation; 2017 to present • Executive Member, World Scout Parliamentary Union; 2016 to present 	
<p><i>Education, Honours and Recognition:</i></p> <ul style="list-style-type: none"> • McGill University; April 2001 to March 2003. Masters degree in Management. • Memorial University of Newfoundland; September 1996 to 2001. Degree in Business Administration (BBA), with a minor in Political Science. Certificate in Public Administration. • Scouts Canada’s Silver Wolf Award; 2011 • Queen’s Diamond Jubilee Medal; 2012 <p>More details can be found at www.stevekent.ca.</p>	

Name: Stephen Loney	City: Hinton, Alberta
Position: National Commissioner	Board member since: New
<p><i>Occupation and Work experience:</i></p> <p><u>Crown Prosecutor</u> 2019-Present Alberta Crown Prosecution Service - Government of Alberta 2020- Present Department of Justice and Public Safety - Government of Newfoundland and Labrador 2019-2020</p> <p><u>Associate Lawyer</u> Curtis Dawe Lawyers 2019-2020</p> <p><u>Articled Clerk</u> 2017-2019</p> <ul style="list-style-type: none"> - Conducting legal research as required - Creating and writing legal opinions for Clients <p><u>Interpreter</u> 2014-2017</p> <p><i>Halifax Citadel National Historic Site of Canada, Halifax NS</i></p> <ul style="list-style-type: none"> - Presented the history of the Halifax Citadel to international and domestic visitors through guided tours and re-enactments using historical weapons. - Performed supervisory duties. 	
<p><i>Scouting experience :</i></p> <p>Youth Member 1997-2011 1st Bedford Group Bedford, Nova Scotia</p> <p><u>Section Scouter</u> 2011-2021 1st Wolfville Group, 36th Halifax Group, 1st Mount Pearl Lions</p> <p><u>Assistant National Youth Commissioner</u> 2015-2018 Scouts Canada</p> <p><u>Council Commissioner - Newfoundland and Labrador Council</u> 2018-2021 Newfoundland and Labrador Council</p> <p><u>Group Support Scouter</u> Newfoundland and Labrador Council 2019-2021</p>	

Education, Honours and Recognition:

Juris Doctor

Dalhousie University, Schulich School of Law, Halifax Nova Scotia

Granted in 2018

Bachelor of Arts with Honours

Acadia University, Wolfville Nova Scotia

Granted in 2015

Volunteer Service Awards

- Bar to the Medal of Merit (2019) – *Scouts Canada*
 - Awarded for further exceptional and meritorious service to Scouting
 - Medal of Merit (2018) – *Scouts Canada*
 - Awarded for exceptional and meritorious service to Scouting
 - Medal of the Maple Award (2010) – *Scouts Canada*
 - Awarded for outstanding service and commitment to the Scouting Movement as a youth member.
- Certificate of Appreciation for outstanding Volunteer Service (2008) – *Halifax Regional Municipality*

Name: Rodney Nelson	City: Ottawa, ON
Position: Member at Large	Board member since: New
<p><i>Occupation and Work experience:</i></p> <ul style="list-style-type: none"> • Faculty, Carleton University, Sprott School of Business, Current • CEO, The Global Governance Group, Current <p>Past Relevant Experience</p> <ul style="list-style-type: none"> • Board Trustee (Current Governor in Council position), The Canadian War Museum • Board Trustee (Current Governor in Council position), The Canadian Museum of History • Board of Directors (Current), Indigenous Culture and Media Technologies • Member of the Carleton University Senate Finance Review Committee (Current) • Past Chair of FirstPlan Pension and Benefits • Past Chair and Board Member, AFOA Canada Aboriginal Financial Officers Association • Past Co-Chair of Carleton University Aboriginal Education Council • Past Vice Chair of the board of directors for The Canada Dance Festival Association. • Advisory and member, Corporate Responsibility & Sustainability Council. • Past Chair of the Council on Corporate Aboriginal Relations. • Past Co-Chair of the Public Enterprise Governance Centre. • Past Chair of the Pandemic Preparedness Working Group. • Past Ethics Officer for Public Works and Government Services Canada. • Member of the University of Toronto's Joint Centre for Bio-Ethics • Member of the Deputy Minister of Health's Private Sector Working Group on Pandemics. 	
<p><i>Scouting experience:</i></p> <ul style="list-style-type: none"> • Scouter - 17th Ottawa Scout Troop. Past Colony & Pack Scouter. • Registrar- 17th Ottawa Group. • Past youth participant from Beavers to Venturers; earned Eagle Scout award in US. • Advisor on Scouts Canada's Reconciliation Journey. • Developed programming intended to support youth in building awareness of Indigenous culture. 	
<p><i>Education, Honours and Recognition:</i></p> <ul style="list-style-type: none"> • Doctor of Philosophy (PhD) Carleton University, Department of Indigenous and Canadian Studies • Chartered Director (C.Dir.) • McMaster University; DeGroote School of Business, The Directors College • Master of Arts (MA) in Anthropology • Bachelor of Arts (BA) in Sociology/Anthropology • Bachelor of Arts (BA) in Psychology • Professional Aboriginal Economic Development Certificate (PAED) • Certified Aboriginal Professional Administrator (CAPA) <p>Other Credentials</p> <p>Graduate University Teaching Skills Certificate, Carleton University, 2010</p> <p>Facilitation Training - Niagara Institute, 2007</p>	

Media Spokesperson Training - McLoughlin Media, 2006

Facilitation Training - Conference Board of Canada 2005, 2006

Certificate of Facilitation - Public Service, 2003

Awards and Grants

Carleton University Service Excellence Award 2018

New Faculty Excellence in Teaching Award, Carleton University 2016

SF Wise Graduate Award 2013

Dr. Thomas Betz Memorial Award 2013

Nominated for The Capital Educator's Award for the Ottawa Region 2012

Diversity 50 New Corporate Leader, Canadian Board Diversity Council 2012

Ottawa Chamber of Commerce 2010 New Business of the Year - finalist 2010

Colonel William B. Sutherland Graduate Award 2010

Canadian Studies Graduate Research Scholarship 2008

Carleton University Doctoral Research Award 2007-2010

Name: Andrew Obee	City: Oakville, ON										
Position: Chair of the Board	Board member since: November 2016										
<p><i>Occupation and Work experience:</i></p> <p>Andrew has an extensive background in both the public and private sector working primarily in technology and financial services operations. He is currently the President of the FICANEX Technology Inc., an organization working with Canadian Financial institutions to provide scale and innovation.</p>											
<p><i>Scouting Experience:</i></p> <p>Continually involved in the Scouting movement since joining as a Beaver Scout in 1976, Andrew was a very active youth member, earning his Chief Scout award before becoming a leader as soon as possible. He became an activity leader at the age of 14 in his group's cub pack and then a Scouter in Training at the troop level at 16. Andrew holds a part one in all sections, earned his woodbadge in the troop section, and has his trainer accreditation level III.</p> <p>Andrew has been continuously involved with the Scout Brigade of Fort George, one of the largest annual international events in Canada, since 1985. He joined the organizing committee in 1989, taking progressively more responsible roles until ultimately taking the event over as camp chief from 2010 to 2011, reengineering the way the event was organized and run to eliminate risk, improve efficiency and raise the bar on program quality. During his tenure as camp chief, this event attracted more than 3000 participants from Scouts Canada and the Boy Scouts of America.</p> <p>Between 2000 and 2009, Andrew worked with an incredible group of scouters to design, build and deliver an outdoor skills training program that took up to 18 scouters camping for three full weekends and taught them in depth outdoor skills. We called this training course "Bushcraft" and in the decade that it ran, we trained over 120 scouters the skills necessary to delivery outdoor programing to their youth.</p> <p>Andrew attended the 1981 Canadian Jamboree as a youth member, the 2007 Canadian Jamboree as a unit leader, served as the Logistics Team lead on the Contingent Management team for the 23rd World Jamboree in Japan, and served as the Deputy Head of Contingent for the 24th World Jamboree in West Virginia in 2019.</p> <p>Andrew assisted with a number of national initiatives, including leading the search committees for a number of Public Appointment Processes, leading the national taskforce on membership growth and retention for the National Key Three, and serving as a council voting member for the Central Escarpment Council in 2016. This led him to grow his interest in helping scouting at the national level, leading him to run to be a member of the Board of Governors in 2016. Since joining the board, he has served as a member of the National Property Committee, lead the working group charged with improving the level of engagement with Council Voting Members, and chaired the Audit Committee for the past three years. Andrew was elected chair of the board at the 2020 Annual General Meeting.</p> <p>Section Scouter Roles</p> <table border="0"> <tr> <td>Activity Leader – 1st Meadowvale Cub Pack</td> <td>1983-1984</td> </tr> <tr> <td>Scouter in Training – 1st Meadowvale Troop</td> <td>1985-1987</td> </tr> <tr> <td>Scout Councillor – 5th Meadowvale Troop</td> <td>1987-1989</td> </tr> <tr> <td>Scout Councillor – 2nd Cooksville Troop</td> <td>1989-1992</td> </tr> <tr> <td>Scout Councillor – 5th Meadowvale Troop</td> <td>1992-1999</td> </tr> </table>		Activity Leader – 1 st Meadowvale Cub Pack	1983-1984	Scouter in Training – 1 st Meadowvale Troop	1985-1987	Scout Councillor – 5 th Meadowvale Troop	1987-1989	Scout Councillor – 2 nd Cooksville Troop	1989-1992	Scout Councillor – 5 th Meadowvale Troop	1992-1999
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Troop Scouter – 5 th Meadowvale Troop	1999-2003
Scout Councillor – 5 th Meadowvale Troop	2003-2008
Venturer Advisor – 5 th Meadowvale Company	2008-2018
Rover Advisor – 5 th Meadowvale Crew	2016-2021
<i>Education, Honours and Recognition:</i>	
Master of Business Administration – Queens School of Business	2010
Bachelor of Science – University of Toronto	1992
Queen Elizabeth II Diamond Jubilee Medal	2013
Civic Volunteer Award, City of Mississauga	2000
Chief Scout Award	1986
Warrant of Appointment	1993
Long Service Award	2000
30-Year Service Award	2017
Medal of Merit	2006
Commemorative Centennial Medal	2007
Bar to the Medal of Merit	2012
Silver Acorn Award	2012
Bar to the Silver Acorn	2015

Name/Nom: Kerri Onken	City/Ville: Abbotsford. BC
Position/Poste: Vice Chair, Finance	Board member since: November, 2018
<p><i>Occupation and Work experience:</i></p> <p>Kerri has worked for the City of Mission for the past 30 years, starting as a part-time accounting clerk moving up to Accounting Supervisor then to Deputy Treasurer/Collector. During her tenure, Kerri served two years as Vice-President for Canadian Union of Public Employees, local 1267 before moving into management.</p> <p>Prior to working for a municipality, Kerri worked for a non-profit organization providing community services in Coquitlam and a First Nation's manufacturing enterprise in Abbotsford providing jobs and training for many members.</p> <p>After graduations from the Certified General Account's program (CGA) in 1991, Kerri serviced as educational chair for 2 years with the local chapter of the CGA.</p> <p>Since 2011, Kerri has been serving as Treasurer for St Matthew Anglican Church and off and on as Bishop/Associate Warden helping to re-establish the parish and growing from a congregation of 12 to approximately 50 with a strong children's ministry.</p> <p>Through the Canadian Professional Account (CPA), Kerri currently mentors a CPA student to provide guidance on developing the skills to complete the CPA program.</p>	
<p><i>Scouting experience:</i></p> <p>Kerri was a Girl Guide in North Vancouver in the early 70s where she developed her love for outdoors and gardening. After moving to a small family farm in Aldergrove, Kerri assisted her brother and sisters in 4H while she participated in band and outdoor clubs in high school.</p> <p>Kerri passed on the Girl Guiding philosophy to the next generations first with her daughter and now with her four granddaughters.</p> <p>Vice-Chair, Finance, Board of Governors - 2018 to present.</p>	
<p><i>Education, Honours and Recognition:</i></p> <ul style="list-style-type: none"> • Chartered Profession Account (Certified General Accountant); 1991 • As part of the team developed an Annual Report that has received the Government Finance Officers Association Canadian Award for Financial Reporting each year since 2006 • Received the Order of the Dioceses of New Westminster; 2015 • As team leader developed a budget document that received the Government Finance Officers Association Distinguished Budget Award for the fiscal year beginning January, 2012. 	

Name: Erica Saccary	City: Regina, SK
Position: Member at Large	Board member since: New
<p><i>Occupation and Work experience:</i></p> <p>Occupational Therapy/ Physical Therapy Assistant→ Government of Saskatchewan, Ministry of Social Services, Community Living Service Delivery; May 2021- present</p> <p>Wascana Center Visitor Experience Host→ Government of Saskatchewan, Public Capital Commission; 2019</p> <p>Sales Associate→ Urban Planet; 2018- 2019</p> <p>Gate Attendant→Government of Saskatchewan, Ministry of Parks, Culture, Sport; 2018</p> <p>Visitor Experience Program Assistant- Learn to Camp→ Government of Saskatchewan, Ministry of Parks, Culture, Sport; 2015, 2016, 2017</p>	
<p><i>Scouting experience:</i></p> <p>Council Communications, Saskatchewan Council, Scouts Canada→ 2017-present</p> <p>Council Youth Commissioner, Saskatchewan Council, Scouts Canada-2014 → 2017</p> <p>Agency Chiefs' Tribal Council Camp in partnership with Scouts Canada → July 2014</p> <p>Wascappelle Area Youth Commissioner→2012-2014</p> <p>Cub Scouter, Regina 79th →2009-2014</p> <p>Participant, Cubs-Rovers, Regina 79th, Saskatchewan Rover Group→ 2005-present</p>	
<p><i>Education, Honours and Recognition:</i></p> <p>Occupational Therapy/ Physical Therapy Diploma→ Medicine Hat College 2021</p> <p>Bachelor of Kinesiology→ University of Saskatchewan 2019</p> <p>Bronze Duke of Edinburgh→ 2017</p> <p>Bar to the Medal of Merit→ 2016</p> <p>Medal of Merit→ 2015</p> <p>Bar to the Medal of Good Service→2015</p> <p>Medal of the Maple→ 2013</p> <p>Medal of Good Service→ 2012</p> <p>Chief Scout Award→ 2010</p>	

Name: William (Bill) Schulte	City: Sooke British Columbia
Position/Poste: Member at Large	Board member since: 2020
<p>Occupation and Work experience:</p> <p>I served 31 years with the Royal Canadian Navy, starting as a Seaman in 1977 and rising to the rank of Lieutenant Commander. During this time, I served as an Operator, Technician, and Combat Systems Engineer on many Canadian Warships in both local waters and overseas, including Operational deployments to the Persian Gulf. Posted ashore in 2000 I was assigned a team of specialist from across Canada and given the task for designing the Navy's Maintenance management business processes and implementing in the new corporate software – SAP. On completion of the successful roll out of this application I moved on to the development and testing of the Operational Command and Control software for the Iroquois Class Destroyers leading a team of Contractors and Military ensuring our warships had the safest and most capable weapons platform.</p> <p>Since my retirement from active service in June 2008, I returned to the Navy as a civilian to manage a small team of specialists in the Navy's business processes for HR, Maintenance, Life Cycle Management, Project Management, Material Management and Finance. My primary role is to ensure our corporate management software, and its use, meet both the Military and Treasury Boards policy and the information captured is accurate and representative of our business.</p> <p>In 2015 we added the responsibility of implementing the development of Analytics for the Senior level decision makers in the Royal Canadian Navy and in 2018 I was involved moving Analytics from reporting to supporting the development of Performance Management.</p>	
<p><i>Scouting experience :</i></p> <ul style="list-style-type: none"> 1st Sooke Beaver Scouts 1st Arbutus Cub Scouts 1st Sooke Cub Scouts 1st Sooke Group Commissioner 1st Sooke Scouts 1st Sooke Venturer Scouts Greater Victoria Training Team Greater Victoria Deputy Area Commissioner Greater Victoria Area Commissioner Cascadia Council Commissioner Greater Victoria Service Scouter 14th Juan de Fuca Group Commissioner & Treasurer 30th BP Guild Treasurer & Registrar Cascadia Council Deputy Elections Officer Camp Barnard Treasurer <p>Jamborees</p> <ul style="list-style-type: none"> PJ'11 – Sub-Camp Support CJ'13 – Sub-Camp Support PJ'15 – Deputy Camp Chair ADventure '16 – Camp Chair – Note event cancelled. PJ'19 = Camp Chair 	

I was introduced to Scouts in the late sixties in Fraser Lake BC. A Scouter moved in our community and set up a Scout Troop and we were off. It was only 2 years, but they were formative in my memory. We built canoes from a mold, a log cabin in the wilderness of Northern BC, winter camping in north, and summer camps near Prince George.

Unfortunately, we moved away from Fraser Lake to Fort McMurray Alberta. Fort McMurray in the early 70s had little for youth but with my outdoors foundation from Scouting in Fraser Lake I continued my outdoor passion spending much of my time there exploring outdoor activities.

In my professional world change was the constant in my career. Starting as a Seaman on our oldest Warships, to leading a department of technicians maintaining cutting edge technology, managing contracts to developing the business processes and policies needed to run a modern Navy. Then developing the Analytics needed for Command to make evidence-based decision; my military career was varied, interesting and rewarding.

My Scouter career has also been one of leading and adapting. I was voluntold in the beginning as a Beaver Scouter. It was far from a hard sell, though it does make a good family story. I've experience time with some awesome youth in all sections, but my real forte was in Leading the groups. My natural position is to get involved, helping, and developing the skills in others. I have been active in management at the various levels in Scouts Canada and have been continually active in sharing my knowledge and experiences as both a Trainer and Service Scouter. In my short Scouting career, I have held various positions from Section Scouter to Treasurer, Registrar, Recognition, Service Scouter, Trainer, and Commissioner at Group, Area, and Council. I continue to be active in mentoring others in the best methods to perform their duties.

Recently I was the Camp Chair for Pacific Jamboree 2019. This was an outstanding experience that I will always treasure. There were many highs and lows, challenges, and accomplishments. One of the goals we set from the beginning was the involvement of more youth in the management positions. While youth in key positions should always be a goal we went further and used the Public Appointment Process to recruit a Youth Co Camp Chair. Our goal, and I think it succeeded, was to have the Youth Co Camp Chair involved in everything the Camp Chair was involved. For the last year leading to the Jamboree, and through the Jamboree itself, Rachel and I shared the Chair position. She led meetings, recruit program leads, reviewed budgets; we discussed everything from safety to rewards. I have always focused my professional and Scouting time on developing Leadership in individuals and I truly believe every person you meet has something of value to give as long as you are willing to give of yourself to find that gem.

Education:

Bachelor's Degree in Computer Science from the Faculty of Engineering University of Victoria – 1991
SAP Product Lifecycle Management Consultant - 2005
Performance Measurement from York University - 2016

Honours and Recognition:

Awards

Canadian Decoration with Bar – 1999
Canadian Peacekeeping Service Medal – 1999
Special Service Medal - 1999
Queen's Diamond Jubilee Commemorative – 2012

Scout Awards

Bar to the Silver Acorn – 2018
Silver Acorn – 2014
Medal of Merit – 2011

Name: Carlie Tiller	City: St. Thomas, Ontario
Position: Member, Board of Governors	Board member since: November, 2018
<p><i>Occupation and Work experience:</i></p> <p>Held a variety of positions at London Health Science Center, London Ontario; Listening carefully to the needs of our patients and families so that I am kind and welcoming in every interaction and that I deliver care in a manner that reflects their goals and needs. Treating patients and families as individuals and partners with the goal of providing care that is respectful, dignified and meaningful.</p>	
<p><i>Scouting experience:</i></p> <p>Colony Scouter : 2011-Present</p> <p>Elgin Area Youth Commissioner : 2013-2015</p> <p>Rover Scout : 2015-Present</p> <p>Council Youth Commissioner, Tri-Shores Council: 2015-2018</p>	
<p><i>Education, Honours and Recognition:</i></p> <p>Fanshawe College, London Ontario- Office Administration- Medical 2015-2017 Fanshawe College, London Ontario- Human Resources Management 2021</p> <p>Scouts Canada Awards: Medal of the Maple: 2014 Queens Venturer Scout Award: 2015 Bar to the Medal of Merit: 2018</p> <p>Scouts Canada Training Woodbadge II- Colony: April 2012 Scouts Canada FOCUS Training: July 2012 Scouts Canada FOCUS Trainer, Course Facilitator: March 2016</p>	