

## 2025 Ontario Cycling Nominations Committee Report

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The 2025 Ontario Cycling Nominations Committee was comprised of:

- Trish Weigel-Green (Chair)
- Janice Detta Colli (OC Chair)
- Jeffrey Chu (OC Vice Chair)
- Robin Porter (OC Director at Large, Chair of Audit & Risk Mgt Committee)
- Mark Collins (Chair, Cycling Canada Board of Directors)
- Mark Thompson (Founder, McKinley Solutions)

In accordance with its mandate, the OC Nominations Committee issued a Call for Candidates for election to the Ontario Cycling Board of Directors on March 5<sup>th</sup>, 2025. The committee ensured that the Call for Candidates was widely publicized through social media, online resources, and our newsletter. The Organization received six (6) candidate nominations for the positions of three (3) Directors-at-Large and one (1) candidate nomination for Athlete Representative.

Having conducted a thorough assessment of the candidate applications, the Nominations Committee submits the following report for consideration by the Membership.

### **Background**

The Board of Directors of Ontario Cycling is a governance board. Its role is to establish the strategic direction and priorities of Ontario Cycling, establish the policy framework within which the organization will operate, and oversee the activities of the President & CEO, who is responsible for the overall operations of Ontario Cycling.

The effectiveness of the Board of Directors depends on directors who:

- Understand the role of a governance board.
- Understand the duties and obligations of a corporate director and demonstrate a commitment to fulfill those duties and obligations.
- Can work constructively and collaboratively with other board members, expressing their own views and perspectives while also respecting the opinions of others.
- Bring experience and functional expertise that contribute to the board's understanding of the issues and challenges facing the organization and provide guidance and insight to assist the President & CEO.

The Nominations Committee agreed that an overall understanding of how governance works and the possession of relevant functional expertise, specifically within the areas of finance and risk, were the most important qualifications for selected candidates. The ability to work collaboratively was also key.

The following vacancies on the Board of Directors are to be filled at the 2025 Annual General Meeting:

- 3 Director-at-Large (2-year term)
- 1 Athlete Representative (2-year term)

The Board of Directors completed a board skills matrix to catalogue the skills currently represented on the board and to identify skills gaps, particularly considering initiatives and challenges that lay ahead for Ontario Cycling. It was determined that the priority skills requirements for the board to address are:

- Not for Profit Governance Experience
- Accounting & Financial Management
- Strategic Management & Planning
- Equity, diversity, and inclusion implementation
- Legal & Regulatory Compliance
- Sponsorship / Strategic Partnerships
- Fundraising Management

Candidates interested in standing for election to the Ontario Cycling Board of Directors were required to complete an online candidate profile with a self-declaration of their expertise and background and to submit a signed Director's Agreement certifying their understanding and acceptance of the duties and obligations of a director of Ontario Cycling should they be elected.

### **Nominations Committee Process**

The Nominations Committee assessed the qualifications of all candidates seeking to stand for election against the skill set of the current board of directors for the purpose of providing the Membership with a recommendation of the candidates with skills and expertise that will complement the current board skills or will fill identified skills gaps.

Ontario Cycling received six (6) applications for the position of Director-at-Large, including two current board members whose terms were up for renewal.

The Committee evaluated the candidate profile submissions for the Director-at-Large and confirmed the renewal of one (1) board member. Of the remaining five (5) candidates, the Committee selected three (3) for interviews for the two (2) remaining open positions. Two (2) of the applicants were not selected for interviews based on the information and experience outlined in their submission and the association's current needs as outlined above.

The Committee interviewed four (4) Director-at-Large candidates, including one returning board member. Following these interviews, the Committee reached a consensus recommendation for three (3) of the candidates.

All candidates were then informed whether they would be recommended by the Committee or not.

Posted with the materials for the Annual Meeting are the candidate profiles as submitted by the candidates through the Ontario Cycling application process. Some content of the candidate profiles has been redacted for privacy reasons.

**Recommendation**

**Directors at Large**

The Nominations Committee recommends to the Membership the following candidates:

<b>Position</b>	<b>Candidate</b>
Director-at-Large (2-year)	Michelle McCloskey ( <i>returning board member</i> )
Director-at-Large (2-year)	Peter Slater
Director-at-Large (2-year)	Brendan Hart

Given that the number of candidates for the Directors at Large positions is the same as the number of positions, the candidates for Directors at Large will be acclaimed to the positions.

**Athlete Representative**

The Board is executing their option to have one (1) Athlete Representative on the Board. The committee ensured that the Call for Athlete Candidates was widely publicized through social media, online resources, and our newsletter. We received one (1) candidate application within the posted timelines, which was from our current Athlete Representative, whose term was up for renewal.

<b>Position</b>	<b>Candidate</b>
Athlete Representative	Siobhan Kelly

Given that the number of candidates for the Athlete Representative position is the same as the number of positions, the candidate for Athlete Representative will be acclaimed to the positions.