

Nominations & Election Process for the 2020 BCS AGM

The BCS Nomination Committee has met to discuss, among other things, the process for the nominations and elections at the upcoming AGM.

As part of this process, the Nomination Committee evaluated the skills of the currently serving directors including those standing for re-election (see below) to identify any key skills gaps, in accordance with an established competency matrix. The Nomination Committee found that the current board has a broad range of skills that fit with the main activities of BCS and that there were no specific gaps that need addressing in this upcoming election.

The Nomination Committee, in keeping with its mandate from the Board of Directors, is committed to continuing to identify opportunities to add skills and perspectives to the BCS Board. In keeping with this, the Nomination Committee welcomes any suggestions or comments from the membership directly or through the Athletes' Council or Athlete Representatives.

Following please find information about the processes and if you have any questions, concerns or comments, please do not hesitate to contact the Nomination Committee via the info@bobcanskel.ca email address.

Elections & Candidates

The BCS Nomination Committee is pleased to confirm that the following two board members are standing for re-election:

- Stephen Norris, Vice President
- Alicia Hatt, Treasurer

Please find below documentation about Dr. Norris and Ms. Hatt for your consideration.

Additionally there is one vacant position for a Director-at-Large up for election at the upcoming AGM. At this time the Nominations Committee has received no nominations for that position.

All BCS members (Class A and Class B) may vote in the election for these director positions, which will take place during the BCS AGM as per the Notice.

Class B Member Directors' Election

The two currently serving Class B (National & National Development Team Athlete) Representative Directors are also standing for election:

- Cody Sorenson, Bobsleigh
- Alexis Morris, Skeleton

(further information about the candidates and election to follow)

Only Class B members elect their respective directors (skeleton & bobsleigh).

Please note that the Class B Representative Directors will be elected at the respective National & National Development Team (Class B member) Meeting as set out in the Notice of the AGM (not during the AGM itself).

Nominations

The Nomination Committee also confirms that any nominations received by 5pm MST on **December 8th**, will be circulated to all BCS members ahead of the AGM for review and consideration. Additionally, in accordance with the bylaws, members can be nominated on the floor at the AGM.

Please take note of the nomination requirements in the BCS bylaws (excerpt below):

26. Number of Directors

Candidates to be elected to the board must be members in good standing and, subject to section 18, must be nominated by at least two members in writing. The nomination shall contain the nominee's consent to stand for election and a brief personal profile of the nominee. The slate of nominees proposed for election shall be circulated along with each profile with the notice of meeting. Candidates may also be nominated from those voting members present at the Annual General Meeting. No person that is the President of a Provincial/territorial association may be nominated as the director to be designated as the President.

For ease of reference, please find following the link to the BCS bylaws that are on the website:

https://www.bobsleighcanadaskelton.ca/files/BCS%20Bylaws_July2013_Final.pdf

Stephen R. Norris, Ph.D. – Vice President

Aside from the fact that the 'family' of sliding sports (Bobsleigh, Skeleton, and Luge) are exceedingly challenging from a technical and athletic point of view, the two national governing bodies (BCS and Luge Canada) themselves face relentless obstacles and adversity. In the case of BCS, these elements often impede the ultimate performance objectives of the organization and its passionate athletes and members. Originally, acting as a performance advisor and sport scientist into the Torino Games, I have morphed into simply a longer-term advocate for the athletes and organization. At times, this does place my entire soul in an interminable quandary when dealing with situations concerning athletes' issues, team selections, funding, priority decisions for the organization, and dealing with powerful individuals/sport structures within the 'Canadian system'. However, at the core of my drive to be involved is simply a deep-rooted respect for two disciplines that are unlike other sports ... adult athletes sacrificing other aspects of their lives to pursue their dreams in what is a ruthlessly callous endeavor; no escaping this. My aims are to assist in fairness and transparency given this landscape, strive to establish longer term support and funding for athletes and the program in general, assist in further developing a world-leading preparation and regeneration process for sliding sport athletes, and ensuring a strong, stable, and vibrant BCS organization. Even if not elected, I will always act to work towards the aims I have described for the 'sliders' and BCS ...

Alicia Hatt – Treasurer

Employment History

Chief Financial Officer, Above Agency AB, Stockholm

June 2018 — July 2020

Responsibilities include:

- Coordinating and directing the preparation of budgets and financial forecasts as well as reporting variances.
- Designing and presenting financial growth models and identifying capital-raising scenarios.
- Analyzing sales and financial performance to understand corporate needs and set future goals.
- Pursuing Above's internationalization to the USA and Asia.

Financial Controller, Above Agency AB, Stockholm

February 2017 — June 2018

Responsibilities included:

- Preparing and publishing monthly financial statements.
- Coordinating and directing the preparation of the budget and financial forecasts and report variances.
- Owning the global AP and AR cycles.
- Ensuring timely VAT reports and payroll submissions.

Post Investment Reporting Accountant, Inoks Capital, Geneva

June 2015 — October 2016

Responsibilities included:

- Preparing investment/divestment supporting documents and payment orders to be authorized by management; liaising with clients and service providers.
- Ensuring timely investment/divestment strategies; reconciling daily investment/ divestment ledgers with the bank accounts, compiling monthly reports, and uploading ledgers into data rooms.
- Communicating with management about any discrepancy spotted and proposing corrective actions.

Financial Controller, Fatigue Science Vancouver

December 2011 — January 2015

Responsibilities included:

- Maintaining the integrity of financial information and systems maintenance; budgeting, forecasting, strategic financial planning and analysis, financial accounting, statutory reporting, management and business metrics reporting, and all general accounting functions.
- Preparing and presenting quarterly CFO reports to the Board of Directors.

- Preparing US GAAP financials along with complying with federal, provincial, and local legal requirements.
- Keeping management abreast of developments in legislation; enforcing adherence to requirements; and filing financial reports.
- Developing relevant policies and internal controls.
- Implementing efficient working processes and coordinating, assigning and reviewing the work of employees engaged in accounts payable and receivable, payroll and bank reconciliations.

Accountant, Bryne & Associates, CPA's, Vancouver

November 2 0 0 5 — April 2 0 1 4

Responsibilities included:

- Reviewing and preparing internal payroll remittance, HST returns, T4s, and financial statements.
- Drafting financial statements and notice to readers for private companies.
- Preparing personal and corporate tax returns; identify tax planning opportunities and present scenarios to managers and partners for consideration.
- Coaching and mentoring junior team members and provided them with on job training.
- Delivering high-quality services and initiated key relationships; function as the first point of contact, as viewed by the clients.

Accountant, Galore Resources Inc., Vancouver

July 2 0 1 0 — March 2 0 1 3

Responsibilities included:

- Preparing payrolls, local and national tax returns; assisting CFO with the preparation of Management discussion and analysis.
- Hiring and training new employees.
- Assisting auditors in the transition from US GAA' to IFRS while maintaining day to day accounting.
- Preparing monthly financial statements, with foreign entity consolidations for reporting deadlines.
- Implementing internal control policies and procedures as well as financial systems to minimize fraud risk and liability.