



**FUSION HFX**

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**2016 Nomination  
Committee Report**  
Fusion Halifax  
Annual General Meeting

Submitted by:  
Alyson Murray

November 16, 2016

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## **Nomination Committee Report**

Respectfully submitted by: Alyson Murray on behalf of the 2016 Nomination Committee  
Fusion Halifax Annual General Meeting November 16, 2015

### **Overview**

The purpose of the Nomination Committee is to ensure that suitable candidates are recommended for election to the board following a thorough review and interview process.

### **Members of the 2016 Nomination Committee:**

- Alyson Murray, outgoing chair of Fusion Halifax
- Sasha Sears, outgoing vice chair and incoming chair
- Joel Muise, independent committee member and volunteer for the People Factor Action Team
- Lucy Hulford, independent committee member and volunteer for the People Factor Action Team
- Matthew Martel, independent committee member and volunteer for the Entrepreneurship Action Team
- Andrew Faircloth, recruitment consultant from Knightsbridge Robertson Surette
- Jason Ozon, recruitment consultant from Knightsbridge Robertson Surette

Sincere thanks is extended to the committee members who volunteered their time to assist with the board recruitment process.

### **Committee Procedures**

The committee followed a similar procedure as in previous years.

The Fusion Halifax Board of Directors should reflect the highest level of commitment within the organization. Recognizing that this board is action-oriented and an increasing time commitment is required to effectively lead the organization, the following procedural and administrative actions were taken:

1. The Director of Strategy was the chair of the Committee but had to resign in order to begin a master's program in Vancouver. The chair of Fusion took on this role. The incoming chair had the final authority on all decisions regarding board selection.
2. The role of the independent committee members was to work with the Nomination Committee chair to set the criteria for reviewing applications and to lead the general administration of the Nomination Committee process. One person was a current board director, and three independent committee members who are volunteers who have an in-depth understanding of the organization.



3. The Committee collectively reviewed all applications and developed a shortlist of applicants who were invited to interview.

### **Interview and Review Process**

All interviewed candidates were evaluated against a number of scored criteria including the following:

- Leadership achievements, demonstrated through professional work experience and community involvement
- Involvement in Fusion activities to date and demonstrated familiarity with the organization
- Experience leading a team and/or projects
- Motivation and clear alignment with Fusion goals and objectives
- Other community and work leadership experience

At the time of the initial call for applications there were six vacant board positions which generated a total of 16 applications. Upon review of the applications received for the 2016/17 board, the Nomination Committee agreed to interview 10 applicants. The reason to shortlist this year was based on time requirements for the volunteers. Three additional positions became vacant after the initial posting for a total of nine vacant positions.

The successful candidate for each position was decided by the Committee with the incoming chair retaining final decision making authority on all positions.

At the time of this report there are three director positions still vacant:

**Director of Events and Emerging Ideas**

**Director of Health and Wellness**

**Director of Urban Development**

The incoming chair will work to source candidates for these positions and an interview and selection process will be conducted to select the best candidate for each position.



## **Recommendations for election:**

### **The directors for to 2016-2017:**

- Jeremy VanSlyke – Director of Arts and Culture
- Akram Al-otumi – Director of Entrepreneurship
- Ali Algermozi – Director of Immigration and Diversity
- Cory Richard – Director of Marketing and Communications
- Lori Cadelli - Director of Membership and Volunteerism
- Sarah Jamer – Director of People Factor
- Naomi Hill – Director of Sustainability
- TBA – Director of Events and Emerging Ideas
- TBA – Director of Health and Wellness
- TBA – Director of Urban Development

### **The Officers for 2016-2017:**

- Sasha Sears – Chair
- Leanne Tremblay – Vice Chair
- Rohan Rajpal – Corporate Secretary & Legal Counsel
- Matthew Burke – Treasurer
- Shauna Smith – Director of Strategy

### **We would like to welcome back directors who will be serving another term:**

- Rohan Rajpal – Corporate Secretary & Legal Counsel
- Jeremy VanSlyke – Director of Arts and Culture
- Akram Al-otumi – Director of Entrepreneurship
- Lori Cadelli - Director of Membership and Volunteerism
- Naomi Hill – Director of Sustainability
- Matthew Burke – Treasurer

### **Outgoing directors:**

Sincere thanks to the following outgoing directors for their time and commitment to the 2015-2016 board:

- Jesse Adams, Director of Health and Wellness
- Negin Hamed, Director of Immigration and Diversity
- Sabina Pollayparambil, Director of Marketing and Communications
- David Quilichini, Director of Urban Development
- Alyson Murray, Chair

