



2022  
Board of Directors  
Nomination Report



# Board of Directors Nomination Report

## Overview

The following process outlines the Fusion Halifax 2022 Board Recruitment review process.

## Thank you to the members of the 2022 nomination team:

Dayana Celis, Vice-Chair, Fusion Halifax

Kaitlynn Lowe, Director of Development, Fusion Halifax

Gillian Crosby, Director of Member Relations, Fusion Halifax

## Timeline 2022

September 1<sup>st</sup>: Board Meeting

September 15<sup>th</sup>: Board roles posted on website and shared

Week of October 10<sup>th</sup>:

- Applications were reviewed in advance using a candidate assessment grid
- Candidates who met threshold were selected for interview

Week of October 17<sup>th</sup>

- October 18<sup>th</sup>: Interview evening 6:30pm – 8:30pm
- October 19<sup>th</sup>: Interview evening 6:30pm – 8:00pm
- October 20<sup>th</sup>: Interview evening 6:30pm – 7pm
- October 23<sup>rd</sup>: Meeting to review candidates and determine Board selection

Week of October 24<sup>th</sup>: Successful candidates notified

November 16<sup>th</sup>: AGM – Nomination/Appointment of Board Members



## Review Process

All candidates were evaluated against criteria including the following:

For 2022, there were eleven open Board positions. Upon review of the applications received for the incoming Board, a total of eight candidates were selected for interviews held virtually via Zoom. The positions of Treasurer and Governance Officer (formerly Director of Corporate Secretary and Legal Counsel) did not receive any applications.

Breakdown of applicants was as follows:

- Director of Development: two applicants
- Director of Diversity and Inclusion: one applicant
- Director of Marketing and Communications: one applicant
- Director of Programming: three applicants
- Director of Social Media: one applicant

Each candidate who was interviewed was asked 10 standard questions including to introduce themselves, share their motivation for joining the board, indicate their relevant experience, etc. Interview questions were also asked specific to the role that the individual applied for. All interviews ended with an opportunity for applicants to ask questions from the committee.

Following each individual interview, the committee debriefed to discuss the candidate's alignment with the criteria for the position and the unique requirements for the role. The committee deliberated following hearing from all candidates and put forward a slate of board of directors to nominate at the Annual General Meeting on November 16th, 2022. All candidates not selected for nomination were notified and contacted by Gillian Crosby.



**Nominations for Appointment to 2022-2023 Fusion Halifax Board of Directors:**

Diane Prought - Director, Development  
Tia Upshaw - Director, Diversity and Inclusion  
Alex Wilson - Director, Marketing and Communications  
Aishwarya Shrestha - Director, Programming  
Janelle Poushay - Director, Programming  
Thomas Martin - Director, Programming  
Abhishek Bhuchar - Director, Social Media

**We would like to welcome back Board Directors who are serving the second year of their term:**

Gillian Crosby - Director, Member Relations  
Anas Tahir - Director, Programming

**Board Members taking a new role:**

Dayana Celis - Chair, Fusion Halifax  
Kaitlynne Lowe - Vice Chair, Fusion Halifax

**Outgoing Board Members:**

We wish to sincerely thank the following outgoing Board Directors for their time and commitment to the Board:

Rohan Narang - Chair, Fusion Halifax  
Danielle MacNeil – Director, Marketing and Communications  
Alison Zimmer - Director, Programming  
Danielle Flynn - Director, Programming  
Kemie Emmanuel - Director, Programming  
Krista O'Connor - Director, Programming  
Lokiy Wang - Director, Programming  
Rigel Biscione - Director, Programming  
Sarah Burden - Director, Social Media  
Samuel Thompson - Treasurer



**Official Fusion Halifax Board for 2022/2023:**

Dayana Celis - Chair, Fusion Halifax

Kaitlynnne Lowe - Vice Chair, Fusion Halifax

Diane Prought - Director, Development

Tia Upshaw - Director, Diversity and Inclusion

Alex Wilson - Director, Marketing and Communications

Gillian Crosby - Director, Member Relations

Aishwarya Shrestha - Director, Programming

Anas Tahir - Director, Programming

Janelle Poushay - Director, Programming

Thomas Martin - Director, Programming

Abhishek Bhuchar - Director, Social Media

\*Treasurer and Governance Officer to be appointed at a later date

