



BOARD OF DIRECTORS SKILLS MATRIX

	Jason Vargo	Shellene Dirk	Senay Yemane	Matt Pate	Yonis Libah	Patricia Scantlebury-MacInnis	Warren Borysuk	Martin Wright	Bill MacLennan	Vacant	Vacant	Vacant	
Seat #	1	2	3	4	5	6	7	8	9				
Start Date (M/YY)	1/17	9/15	03/18	06/20	06/20	01/22	10/22	10/23	1/24				
Board Term Limit (MTH/YR)	Jan-26	Sep-24	Mar-2027	Jun-2029	Jun-2029	Jan-2030	10/2031	10-2032	01/2033				
Board Composition (15):													
Small Business (2)	X	X	X	X			X		X				
Education (2)					X								
Indigenous Community/Business (2)	X						X		X				
Industry (2)			X				X						
At Large (5)		X			X	X		X	X				
Rural (1)													
Municipal (1)													
Length of Service													
5 - 9 years	X	X	X						X				
2 - 4 years				X	X								
Less than 2 years						X							
New Member							X	X					
Skill Set:													
Administrator													
Indigenous Affairs													
Corporation			X	X	X	X			X				
Oil sands					X								
Medium Business							X	X	X				
Small Business	X	X	X	X					X				

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Education		X											
Finance/Accounting			X						X				
Banking/Trust			X						X				
Investments				X					X				
Fundraising													
Municipal Gov't Res													
Human Resources								X					
Insurance													
Legal		X											
Marketing/Media/PR								X					
Real Estate	X								X				
Sales	X							X	X				
Strategic Planning									X				
Officers													
Chair	X												
Vice Chair						X							
Treasurer			X										
Board Committees													
Governance (Min 3 + Chair)	*X	X				X	*C						
Finance Committee (Chair, Vice + 4)	*X		*C		X								
Lending Committee (5-7 + 2 non)	*X	X	X	X	*C	X	X	X	X				
Human Resources Committee	*X		X	*C	X				X				

*X – Ex-officio, *N – Non-Voting Resource, *C – Committee Chair

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