



## BOARD OF DIRECTORS SKILLS MATRIX

	Jason Vargo	Senay Yemane	Matt Pate	Yonis Libah	Patricia Scantlebury-MacInnis	Warren Borysuk	Martin Wright	Kamal Preet Kaur	Vacant	Vacant	Vacant	Vacant
Seat #	1	2	3	4	5	6	7	8				
Start Date (M/YY)	1/17	03/18	06/20	06/20	01/22	10/22	10/23	06/24				
Board Term Limit (MTH/YR)	Jan 2026	Mar 2027	Jun 2029	Jun 2029	Jan 2030	Oct 2031	Oct 2032	Jun 2023				
<b>Board Composition (15):</b>												
Small Business (2)	X	X	X	X		X						
Education (2)												
Indigenous Community/Business (2)	X					X						
Industry (2)						X	X	X				
At Large (5)	X		X	X	X							
Rural (1)			X									
Municipal (1)					X							
<b>Length of Service</b>												
5 - 9 years	X	X										
2 - 4 years			X	X	X	X						
Less than 2 years							X					
New Member								X				
<b>Skill Set:</b>												
Administrator		X		X	X							
Indigenous Affairs						X						
Corporation	X	X	X	X	X	X						
Oil sands				X		X						
Medium Business	X											

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

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

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