

The nominating committee and the board of directors has recommended the following Slate of Nominees to join RisingOaks' Board of Directors for a 2-year term, 2023 to 2025. In doing so, the following core leadership values were considered:

1. *Mission driven:* values align with RisingOaks' Mission, values, beliefs and guiding principles.
2. *Governance:* understands the difference between the work of management and the Board; is able to think strategically and assist in setting direction for the organization.
3. *Knowledge and judgment:* understands child care in their role as a parent or advocate for quality child care; has the ability to appropriately question data and information presented to the Board for its deliberations.
4. *Engagement & participation:* will be diligently prepared for meetings and actively engaged in board discussions.
5. *Communication & Teamwork:* respects confidentiality; will contribute meaningfully and knowledgeably to Board discussions, providing valuable input and advice to management.

In addition, the Board of Directors considered the following:

Competencies	Expertise	Perspectives
<ul style="list-style-type: none"> <li>• Advocacy/Government Relations</li> <li>• Financial Management</li> <li>• Recruitment</li> <li>• Risk Management</li> <li>• Strategic Thinking</li> </ul>	<ul style="list-style-type: none"> <li>• Accounting designation</li> <li>• HR designation</li> <li>• Legal experience</li> <li>• Governance experience</li> <li>• GR experience</li> </ul>	<ul style="list-style-type: none"> <li>• Black</li> <li>• Indigenous</li> <li>• People of Colour</li> <li>• Gender</li> <li>• Lived or work experience in DEI and anti-racism work</li> </ul>

Through a rigorous application, competency assessment and interview process, the nominating committee determined that the following individuals were eligible to stand for election, or re-election, to RisingOaks' Board of Directors. This Slate of Nominees was approved by the Board of Directors on March 7, 2023 and is now proposed to the membership for an official election to fill five (5) director positions.

## BOARD RECOMMENDED SLATE OF NOMINEES

<b>Stephen Brown, CPA, CMA</b>		
<b>Centre:</b>	St. Matthew	Steve has a BComm Degree from the University of Guelph, 2004 and his CPA. For the last 19 years he has worked within the Financial Planning and Analysis departments for Campbell's Soup Company, Pepsico and most recently COTY Inc - a beauty company. His passion is in forecasting future business performance with his cross-functional business partners - or predicting the future as much as possible. Stephen and his wife Lisa recently moved to Waterloo, where Lisa grew up, to raise their two children. Stephen's youngest child attends RisingOaks Early Learning   St. Matthew.
<b>Occupation</b>	Director Commercial Finance for Coty Inc.	
<b>Prior Board Experience</b>	n/a	
<b>Robert MacDonald, MBA</b>		
<b>Centre:</b>	n/a	Robert's extensive academic pursuits most recently yielded an MBA focusing on Entrepreneurial Management. In addition, Robert has 30+ years of expertise guiding professionals, in both public sector and private stakeholders, in bridging the gap between themselves and technology. Robert's mission has been to protect Canadian's PII and corporate data from cyber threats and leakage of sensitive information. Robert has three children, one who previously attended RisingOaks Early Learning   Franklin in the YDP after school program.
<b>Occupation</b>	VP, Cyber Solutions Canada	
<b>Prior Board Experience</b>	RisingOaks Early Learning Board of Directors – Director (1 year) – Governance committee (1 year)	

<b>Jessica Ronzio, M.S.W./R.S.W.</b>		
<b>Centre:</b>	Saint John Paul II	Jessica has a degree in social work and is passionate about creating relationships and supporting members of the community. Within her role as Quality Assurance Manager, Jessica has worked on bridging the gap between government legislation and frontline work through program development, implementation, and evaluation. Jessica worked for several years in child protection services and is passionate about a child's connection to their community. Jessica has two daughters, one of which attends RisingOaks Early Learning   Saint John Paul II.
<b>Occupation</b>	Quality Assurance Manager, Huron-Perth Children's Aid Society	
<b>Prior Board Experience</b>	RisingOaks Early Learning Board of Directors – Secretary, Director (2 years) – Governance committee (1 year) – Nominating committee (1 year)	

<b>Jennifer Tieu, CPA, CMA</b>		
<b>Centre:</b>	n/a	Jennifer holds an honours BBA-Accounting and a CPA, CMA designation. Currently, she is the Operations Controller at Septodont. Her role involves reporting, presenting to all levels of the organization, and a significant amount of problem solving and teamwork to develop the best possible solutions. Jennifer is passionate about helping others. She is looking forward to continuing to give back to the community as a board member and on the finance & audit committee for RisingOaks Early Learning.
<b>Occupation</b>	Operations Controller-Septodont	
<b>Prior Board Experience</b>	RisingOaks Early Learning Board of Directors – Treasurer, Director (2 years) – Finance/Audit committee (1 year)	

<b>Katherine Walsh, MBA</b>		
<b>Centre:</b>	St. Matthew	Katherine has an MBA from Wilfrid Laurier University and has held leadership roles in Operations and Program Delivery at BlackBerry, Sun Life, and OTIP. Her passion is to coach people and see them develop. In all her roles she has focused on the tools, systems, and processes to enable the group to continuously improve. At OTIP Katherine currently leads the delivery of a strategic transformation to connect the dots between where the organization wants to go and how it wants to get there. Katherine has a daughter at RisingOaks Early Learning   St Matthew
<b>Occupation</b>	Director, Program Delivery, Ontario Teachers Insurance Plan (OTIP)	
<b>Prior Board Experience</b>	n/a	

### Notice to Members

The Slate includes five (5) nominees to fill five (5) vacancies. As a result, members will be asked to approve the Slate, thus electing all five directors, with one motion.

The newly elected directors will join the following directors, who are now completing their second year of their current term, to form RisingOaks Early Learning Ontario's 2023-2024 Board of Directors:

Director	Occupation	Centre, if applicable
Alisha Michiels, CHRP	HR Manager, eHealth Centre of Excellence	Lincoln
Amanda Stevens, CHRL	HR Project Manager, Dillion Consulting	
Blessing Akpan, M. Sc, CHRP	HR Management & Communication Specialist	
Julia Bloom, PMP, SAFe	Management Consulting	
Karen McIlroy, CPA, CMA	Accountant, University of Waterloo	
Paul Okoye, MBA	Business Strategy Consultant, Credence & Co	