



Board Recruitment and Succession Plan (2017)

On an annual basis, Surf Canada (SC) reviews the Board Members and identifies the skill gaps that may exist. Once the gaps are identified a plan is put in place to fill the gaps.

For 2017:

The board is comprised of the following individuals:

Name	Position	Term Start	Term End
Dom Domic	President	2017	2021
Mike Redpath	Vice President	2017	2019
Dave Suzuki	Treasurer	2017	2021
Beth Amiro	Secretary	2017	2019
Lina Agaitis	Director – Athlete Rep	2017	2021
Dan Tarnow	Director	2017	2021
Dustin Heise	Director	2017	2019

The current executive group is committed through the December 2019/2021.

Succession plan for key positions:

President – Upon the departure of the sitting president, the vice-president is next in line. Currently, Mike Redpath is qualified and committed to taking on that role at the appropriate time.

Vice President – The role of VP will be recruited from existing SC exec members or exec members of affiliated organizations. Currently, both Dan Tarnow and Lina Agaitis are qualified and have expressed interest.

Treasurer – The role of VP will be recruited from the community at large. Key skills include strong financial management & accounting skills. Dave Suzuki is committed through 2019 at a minimum. Beth Amiro (SANS treasurer) is a potential successor but other candidates need to be uncovered.



Board Skill Matrix

Required Skills	Board Member	Skill Level
Leadership	Dom Domic, Mike Redpath, Dave Suzuki	Average
Governance & Administrative Controls	Dom Domic, Mike Redpath, Dave Suzuki	Low
Legal expertise	None	
Risk Management	Dom Domic, Dave Suzuki	Average
Financial management/accounting expertise	Dom Domic, Dave Suzuki	Average
Marketing	Dom Domic	Good
Fundraising ability	Dom Domic	Good
Sport programming expertise	Dom Domic, Dustin Heise, Lina Agaitis	Good
Long-range planning	Dom Domic, Dustin Heise	Good
Communications	Dom Domic	Average
Access to foundations, corporations and individual philanthropists	Dom Domic, Mike Redpath	Average
Media contacts	Dom Domic, Mike Redpath, Dustin Heise	Average
Political contacts	Dom Domic	Good
Corporate contacts	Dom Domic, Mike Redpath, Dan Tarnow	Average



Competition Management	Dom Domic, Dan Tarnow, Mike Redpath	Good
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It is clear from the above matrix that:

A. The following skills are either not available on the board or require improvement

1. Governance & Administrative Controls
2. Legal expertise
3. Marketing
4. Sport programming expertise – Long Term Athlete Development
5. Long-range planning skills
6. Communications
7. Political Contacts

While there are existing skill gaps on the current board, the SC board has made progress in filling historical gaps. Dustin Heise has brought much needed expertise in the Canadian Sports System and improved leadership skills to the SC board, among other skill sets.

As one of the smallest NSFs in Canada, SC's ability to attract top caliber directors is extremely limited. It is the view of the board that – while improvements will continue to be sought – there exists an acceptable level of leadership and financial skills on the board to remain a going concern.

2018 Next Steps

1. Board Chair will create the Governance and Nomination Committee as per the SC Bylaws.