



## **REPORT OF THE APEX NOMINATING COMMITTEE**

### **August 2025**

#### **Background**

In accordance with section 13.16 of the APEX By-laws, a Nominating Committee consisting of Patrick Barthold (Chair), Christian Bertelsen, Charan Bhullar, Cécile Siewe, Anthony Sheehan and Luc Chamberland was established as part of the February 4<sup>th</sup>, 2025, Board of Directors meeting. However, Luc Chamberland was unavailable to participate in 2025. As a result, the Committee operated with five members. This Committee was mandated with proposing a slate of candidates for the vacant Director positions, to be elected by the regular members of APEX at its Annual General Meeting in October 2025.

#### **Expiring terms & Vacancies**

The 1<sup>st</sup> terms of Kent Estabrooks (Associate Member), Tabitha Stubbs (Ontario Region), and Martin Béliveau (NCR) are expiring. All are seeking re-election to a 2<sup>nd</sup> term.

Geneviève Binet (NCR) is completing her 2<sup>nd</sup> term and is not eligible for re-election.

Lillia Trombetti (NCR) resigned from the Board in 2025 upon accepting a new position.

#### **Selection Process:**

##### **Candidates for election**

In accordance with the approved procedures developed in relation to the identification and election of Board of Directors members, current Board members whose terms were expiring and who wished to seek re-election to an additional term were required to indicate their intention to the Nominating Committee along with a written submission outlining their past contributions to APEX as a member of the Board.

The three (3) Directors whose terms are scheduled to expire in 2025 indicated an interest in seeking re-election to a second term. Their submissions to the Nominating Committee were received and evaluated. Nominating Committee members reflected on their collective experience with these individuals over the past several years. All board members seeking re-election were deemed, by the Nominating Committee, to have demonstrated an overall solid commitment and meaningful contributions. The Nominating Committee unanimously agreed that the three (3) Directors (Tabitha Stubbs, Martin Béliveau, and Kent Estabrooks), be added to the proposed slate of candidates for election by the membership at the Annual General Meeting in October 2025.

### New Candidates

A formal Call for Applications, to fill vacancies on the Board, was launched in May 2024. The process was initially intended to close on Friday, June 13th at 5:00 p.m. (EST); however, the Nominating Committee decided to extend the application window by an additional 2 weeks, and the application window closed on Friday June 27<sup>th</sup> at 5:00 p.m. (EST), with a total of thirty-eight (38) applications received. After a pre-screening of the applications by the Committee, (12) twelve applicants were invited to an interview.

Interviews and reference checks were conducted between July 2<sup>nd</sup> and 23<sup>rd</sup>, 2025. The Committee reconvened on July 28<sup>th</sup> to discuss the results. Reference checks were completed for eight (8) candidates. The Committee confirmed the proposed slate of candidates for the five (5) vacant Director positions.

### Selection Process

The Committee agreed that the following selection criteria are important to them when assessing candidates.

|                                  |   |
|----------------------------------|---|
| Regional representation          | "Level" diversity (EX-01 – EX-05)   |
| Equity, Diversity, and Inclusion | Depth of GoC experience as an executive                                       |
| Employment Equity                |   |
| Generational perspectives        | Broad range of perspectives (different departments and/or type of experience) |
| Consider OL                      |   |

Using Interview and Reference checks, the Committee also agreed it was important to determine the following when assessing candidates:

- quality of interventions; and
- determine how they would bring diversity of perspectives to board, while demonstrating an understanding of the function of boards.

Based on the assessment of the candidates seeking re-election and the candidates chosen through the Call for Applications process, the Nominating Committee is recommending the following slate of candidates:

- Tabitha Stubbs (Ontario Region)
- Martin Béliveau (NCR)
- Kent Estabrooks (Associate Member)
- Nadine Huggins (NCR)
- André Baril (NCR)

The Nominating Committee is confident that the slate of candidates chosen has the necessary attributes and experience to make a valuable contribution to the APEX Board of Directors and to benefit the Association as a whole.

Successful candidates will be notified the week of September 8<sup>th</sup>, 2025, of their inclusion on the proposed slate of candidates to be approved by the Board. Candidates who participated in the process but were not selected will also be notified accordingly and encouraged to remain active in the Association's activities and events. Their application information will be retained on file for consideration should any in-year vacancies occur.

**Recommendation:**

That the proposed slate of candidates be endorsed by the Board and presented to the APEX membership for election in advance of the 2025 APEX Annual General Meeting in October 2025.

Respectfully submitted,

Patrick Barthold  
Chair, on behalf of the Nominating Committee composed of:

Christian Bertelsen  
Anthony Sheehan  
Charan Bhullar  
Cécile Siewe