

# Nomination Committee Report

**TO:** ALL RAHB Members  
**DATE:** November 20, 2019  
**FROM:** Lou Piriano, Chair 2019 Nomination Committee  
**RE:** 2019 RAHB Elections

## NOMINATION COMMITTEE REPORT

RAHB members are responsible for electing the Board of Directors. Voting for the individuals you would like to oversee your business is one of the most important ways you can influence RAHB's direction.

### **There are three vacancies on the Board of Directors for 2020.**

The nomination process is a measured approach designed to provide you with candidates who possesses desired skills and attributes needed on the 2020 – 2021 Board of Directors, without restricting your choice. The criteria for nominees are laid out in the RAHB Bylaw, but are not limited to the Bylaw requirements. Consideration is also given to a nominee's past experiences, whether they are open minded and visionary, and if they possess critical thinking skills.

Nominations closed on November 5, 2019. The Nomination Committee reviewed the Nomination Forms and Candidate Profiles submitted by the nominees. The sole purpose of this process is to identify to the membership those candidates whose qualities and experience are considered most likely to enhance the composition of the Board in 2020 – 2021.

After careful consideration, the Nomination Committee considers that all candidates meet the desired criteria, and all are recommended to you as excellent candidates for the 2020-2021 Board of Directors.

### **The six candidates for election are:**

***Donna Bacher***, Broker, PureRealty, Brokerage

***Gary Gouldsbrough***, Broker of Record, Gouldsbrough Realty Inc., Brokerage

***Michael Mattina***, Salesperson, Royal LePage NRC Realty Inc., Brokerage

***Stephanie Pinet***, Salesperson, RE/MAX Escarpment Realty Inc., Brokerage

***David Zalepa***, Salesperson, RE/MAX Real Estate Centre Inc., Brokerage

***Conrad Zurini***, Broker of Record, RE/MAX Escarpment Realty Inc., Brokerage

The Nomination Committee encourages you to meet the candidates on November 21, 2019 at the Chili Cook Off at 12 Noon at the RAHB office, and also view their videos so you make an informed choice when you vote.

***Lou Piriano***, 2019 Nomination Committee Chair

# Candidates for 2020 Board of Directors



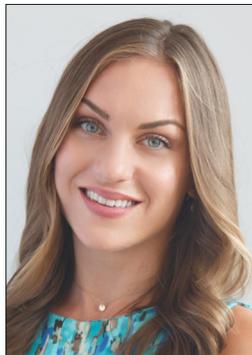
**Donna Bacher**  
Broker  
PureRealty,  
Brokerage



**Gary Gouldsbrough**  
Broker of Record  
Gouldsbrough  
Realty Inc., Brokerage



**Michael Mattina**  
Salesperson  
Royal LePage NRC  
Realty Inc., Brokerage



**Stephanie Pinet**  
Salesperson  
RE/MAX Escarpment  
Realty Inc., Brokerage



**David Zalepa**  
Salesperson  
RE/MAX Real Estate  
Centre Inc., Brokerage



**Conrad Zurini**  
Broker of Record  
RE/MAX Escarpment  
Realty Inc., Brokerage

Cast your ballot for **THREE (3) INDIVIDUALS** on **Wednesday, December 4, 2019**  
at Michelangelo Events & Conference Centre, 1555 Upper Ottawa St., Hamilton  
8:30 a.m. – Hot Breakfast      Registration – 9:30 a.m. Meeting  
**To register:** <https://www.rahb.ca/rahb-annual-election-meeting>

**ELECTRONIC VOTING**  
November 26, 27 and 28, 2019. To vote go to <http://evoting.rahb.ca/ElectionList.aspx>

## CANDIDATE:



**Donna Bacher**  
Broker, PureRealty, Brokerage

**How long have you been a member of:** Organized Real Estate: **37** RAHB: **37**

### **1. Why do you want to be a Director and how will you use your skills for the benefit of the Association and its Members?**

After serving as a Director for 6 years, I left the Board table with the firm belief that Associations are best served by a constant flow of young & energetic talent coming forward to circle the Board table. “Out with the old ...In with the new” was my mantra.

However, this year gave me the privilege of returning as a Director – filling a vacancy on the Board three months into the 2019 year. I now believe that I may have been wrong. Yes, the Board does need a constant flow of new Directors – that is our future, however, for new Directors to thrive and develop into great leaders, the Board table must always be a place of stability where good Governance rules. The decisions the Board makes and the strategic direction the Board follows impacts each and every one of us as working REALTORS<sup>®</sup>: not only today & tomorrow but well into the future. It’s my hope that my RAHB Governance training, current industry knowledge and experience serving as a RAHB Director would be beneficial to the Board; providing continuity and experience while we welcome a new Executive Officer and continue to develop our new Association leaders.

My fellow REALTORS<sup>®</sup>, who work day and night to earn the money that ultimately supports the entire world of Organized Real Estate, have always been at the forefront of my decisions and actions as a Director. Serving on the Board from 2012-2017 taught me one major thing – that RAHB’s Governance structure when followed, ensures that decisions are made for the right reasons and those good decisions are beneficial for my fellow members.

In closing I’d like to say that I would feel honoured to use my experience and passion for our Industry to continue to serve the Membership and my Association as a Director.

## CANDIDATE:



**Gary Gouldsbrough**  
Broker of Record, Gouldsbrough Realty Inc., Brokerage

**How long have you been a member of:** Organized Real Estate: **11** RAHB: **11**

### **1. Why do you want to be a Director and how will you use your skills for the benefit of the Association and its Members?**

As a member of organized real estate, I would like to have the opportunity to have direct input into the decision-making process that guides our profession forward. With changing technology, the way we conduct our business in organized real estate has changed. I am interested in helping guide the way we do business with these emerging technologies bringing our profession forward in a professional, ethical, client focused manner.

There are many new challenges that face our marketplace including affordable housing, rent controls, rental licensing and the professionalism within our membership. I would like to take the time to participate in the decision-making process and represent our members moving forward. I have been involved with many committees at the board level and have been involved in organized real estate for 11 years. I believe I have the skills and acquired knowledge to represent our membership in a professional, ethical manner at the board level.

## CANDIDATE:



**Michael Mattina**  
Salesperson, Royal LePage NRC Realty Inc., Brokerage

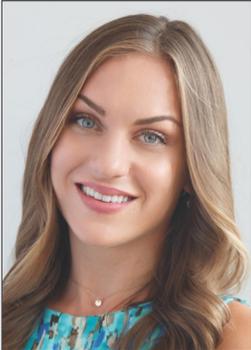
**How long have you been a member of:** Organized Real Estate: **28 yrs.** RAHB: **28 yrs.**

### **1. Why do you want to be a Director and how will you use your skills for the benefit of the Association and its Members?**

I have been licensed as a real estate agent for over 28 years, but worked fulltime in this capacity for only 5 years. I also have work in a health care management setting both at a manager and Director level for over 35 years and have developed and applied the skills to manage a budget of almost 10 million dollars and a staff model of almost 150 staff comprised of supervisory and front-line staff. During this time, I have sat on numerous committees both as a participant and as a committee chair. My focus has always been on creating a work environment that has a respect to those we service, but also with an emphasis of respect to the front-line staff who are tasked with delivering the service to the best of their ability.

I believe my work experience in both Healthcare and Real estate can help support the once common element between these two industries and that is People.

## CANDIDATE:



**Stephanie Pinet**  
Salesperson, RE/MAX Escarpment Realty Inc., Brokerage

**How long have you been a member of:**      Organized Real Estate: 5      RAHB: 5

**1. Why do you want to be a Director and how will you use your skills for the benefit of the Association and its Members?**

I want to be a Director to increase the appreciation of Real Estate as a Profession, and to stay updated with current real estate trends and keep my colleagues informed and engaged.

## CANDIDATE:



**David Zalepa**  
Salesperson, RE/MAX Real Estate Centre Inc., Brokerage

**How long have you been a member of:**      Organized Real Estate: **22**      RAHB: **10**

### **1. Why do you want to be a Director and how will you use your skills for the benefit of the Association and its Members?**

After a number of years serving on committees and having the honour to sit as Chair of the Member Engagement Committee, and currently Vice Chair of Government Relations, Director is the next step I want to take to serve our Association. I look forward to the opportunity to gain further knowledge and experience to better serve our membership and association.

I plan to use my skills to identify the priorities of the Association, to effectively guide the Association on a successful path into the future. By keeping on top of industry trends, being prepared, discussing and learning from my associates to fully understand the issues at hand to make the most informed educated decisions possible in consideration of our members.

# CANDIDATE:



**Conrad Zurini**  
Broker of Record, RE/MAX Escarpment Realty Inc., Brokerage

**How long have you been a member of:** Organized Real Estate: **22** RAHB: **22**

## 1. Why do you want to be a Director and how will you use your skills for the benefit of the Association and its Members?

At the beginning of my career I felt it was important to be involved in our Association. I recognized that our industry was constantly evolving and I wanted to be a part of the changes, while I was not tainted with any pre-conceived industry notions. I was fortunate to be on the receiving end of an abundance of mentorship, from seasoned board members along with existing staff during my volunteer career at RAHB between 1998 and 2005 (see attached list).

After completing 2 terms on the Board of Directors at RAHB and becoming vice-president, I decided to re-direct my passion for the industry to growing our family brokerage. With my recent involvement on the RAHB CEO Search Committee I re-discovered the great work that the many volunteers and staff were involved in at RAHB, and how our association is at a major crossroads, as we look to new technologies and data sharing platforms/opportunities etc.

I feel the necessity to serve again and anticipate that my legacy involvement with RAHB, together with my past sales experiences, and my experience on the brokerage level, will assist me to be a valuable contributor at the Board of Directors level.

<b>RAHB Committee History</b>			
2019	CEO Selection Committee	2003	Branding Task Force
2015	MLS <sup>®</sup> Committee		Communications Committee
2010 – 2012	Buyer Registry Task Force		Government Relations Committee
2005	Building Committee	2002	Board of Director
	Board of Director		Board of Director
2004	Communications Committee	2000	Public Relations Committee
	Technology Committee	2000	Government Relations Committee
	MLS <sup>®</sup> Futures Task Force	1999	Government Relations Committee
	Board of Director		Public Relations Committee
	Executive Committee (Vice President)	1998	Legislation Committee
	Finance Committee		