



## COMPETENCY MATRIX

The following competencies are taken into account:

- Governance
- Finance
- Accounting
- Human Resources
- Communications
- Corporate Strategy
- Hospitality
- Golf Knowledge
- Construction and Infrastructure
- Customer relations
- Marketing
- Legal

## BOARD MEMBERS

### **LOUISE PATRY**

President, Member for 21 years

Louise is a partner at Davies Ward Phillips & Vineberg, a leading Canadian business law firm, and has been advising corporations of all sizes on Labour & Employment matters, ranging from employee transfers, compensation and dismissals to employment aspects of complex corporate mergers and acquisitions, for close to 40 years. Having served on boards of various organizations, she notably served a 6-year term from 2006 to 2012 on the Board of BGC, serving as House Committee Chair, Secretary and Vice-President and made a return to this Board as President in 2019. Louise is currently Vice-President of the Board of Golf Quebec, having previously served as Secretary, Chair of the Governance Committee and Member of the Strategic Positioning Committee and was appointed to the Provincial Council of Golf Canada as representative for the province of Quebec in 2020.

### **MICHAEL HARTMANN**

Vice-President, Member for 20 years

Michael is a business executive with experience in a wide range of industries, including, most recently, in air purification with Pyure, in Bio-chemicals as founder and President of BioAmber Sarnia for 10 years, and in investments for 20 years, 10 of which as Director of Sales and Trading for CIBC World Markets. Michael is also a Board Member of US-based Fermentum, a biotechnology company specializing in toll fermentation. Michael has been serving on the Board of BGC since 2019 as Strategic Planning Committee Chair for the 2019 and 2020 season and as Vice-President since 2020.



**MARK ROSS**

Captain and Match & Handicap Committee Chair, Member for 5 years

Mark is a sales manager for Samsung Electronics and has held several senior sales positions in the IT industry at NEC, IBM and D-Link. He has served on multiple boards and committees at previous clubs where he was a member. Mark is a 3-time champion of the Phoenix, holds a Metropolitan Trophy and multiple club championships and most recently is a past Canadian Seniors Golf Association Champion.

**MARC DUCHESNE**

Secretary and Nominating & Governance Committee Chair, Member for 10 years

Marc is a partner and National Co-Chair of the Insolvency and Restructuring Practice at Borden Ladner Gervais, a leading Canadian business law firm, where he advises, represents and defends financial institutions, creditors, receivers, monitors and trustees in matters pertaining to realization on security, bankruptcy, corporate restructuring, asset recovery and liability suits. Marc has been serving on the Board of BGC since 2018 as Secretary and as a member of the Nominating and Governance Committee since 2019, as chair of that committee and member of the capital funding committee since 2020.

**ED JANIZEWSKI**

Treasurer and Finance & Audit Committee Chair, Member for 5 years

Ed is a Chartered Professional Accountant with over 20 years of finance experience. In 2004, he founded Olimatt Inc., a company specializing in Corporate Finance and Management Consulting. He has served on various boards of not-for-profit organizations and coaches ringette, hockey and baseball.

**LAURENCE SELLYN**

Strategic Planning Committee Chair, Member for 18 years

Laurence is a business advisor, consultant and corporate director, currently as Lead Director and chair of the Audit & Finance Committee of Loop Industries Inc. and previously as Director of Cascades Inc., where he was a member of the Corporate Governance & Nominating Committee and the Audit & Finance Committee. He previously served as a financial executive for close to 25 years, most notably as Executive Vice-President, Chief Financial and Administrative Officer of Gildan Activewear Inc. and Chief Financial Officer and Senior Vice-President of Finance and Corporate Development of Wajax Inc. Laurence has been serving on the Board of BGC since 2018, having served as House Committee Chair in 2018 and Nominating and Governance Committee Chair in 2019 and now as Strategic Planning Committee Chair.



**MARIE ST-PIERRE**

House Committee Chair, Member for 22 years

Marie is a retired lawyer and judge. She worked in private practice for over 20 years in the areas of administrative, commercial and labour law and was appointed to the Quebec Superior Court in 2002 and subsequently the Court of Appeal of Quebec in 2012, where she served until 2018. Following her retirement from the court, Marie has been serving on both boards of the golf clubs where she is a Member, BGC since 2019 as House Committee Chair and Quail Ridge Country Club as well as the Board of the 75-unit condominium complex where she resides.

**SARA MCKENNA**

Membership Committee Chair, Member for 9 years

Sara was a co-owner of Cabana Seguin, an independent Montreal-based design firm, which offers innovative solutions in the areas of branding, communications, campaigns and packaging and which she has been a part of for close to 40 years. Sara has been serving on the Board of BGC since 2018 as Membership Committee Chair, having previously served on the Strategic Positioning Committee since 2014.

**PHILLIPE LYNCH**

Communications Committee and Intermediate Committee Chair, Member for 21 years

Phillipe is a legal counsel for the National Bank of Canada specializing in third party risk management, commercial contract negotiation and cybersecurity. He has been serving on the Board of BGC as Communications Committee and Intermediate Committee Chair since 2019 and Membership Committee member since 2020, having previously served on the Communications Committee as a Member since 2015 and head of the Committee since 2017. He was Club Champion in 2013 and 2016 and has been a member of several Intersectional teams.

**DOUG PEARSALL**

Property and Capital Funding Committee Chair, Member for 16 years

Doug is the owner and President of Stinson Equipment (Quebec) Inc., a leading value-added distribution business in the field of road safety and road surface quality throughout Quebec and the Atlantic Provinces for over 40 years. Doug has been serving on the Board of BGC since 2015 as Property Committee Chair, as Capital Funding Committee Chair since 2020 and was Vice-President in 2019.



**JOHANNE BRUNET**

Human Resources Committee Chair, Member for 35 years

Johanne is a full professor in the Marketing department of HEC Montréal, a member of the Ordre des comptables professionnels agréés du Québec and a corporate director who serves on several boards, notably as Chair of the Board of the Société d'habitation et de développement de Montréal (SHDM), Chair of the Board of both the Société des Alcools du Québec (SAQ) and the Société Québécoise du Cannabis (SQDC). Johanne has been serving on the Board of BGC since 2015, having served as Communications Chair in 2015 and 2016, as a member of the Nominating and Governance Committee since 2019 and as Human Resources Committee Chair since 2020.

**SANDRA SHORT-HEASLIP**

President of the Ladies' Section, Member for 37 years

Sandra is a retired business owner. She was co-founder and co-owner of Holand Leasing for 12 years, a full-service car dealership. She also owned and operated a 100-person seniors' residence for 5 years. Sandra has served in various roles in the Ladies' Section of BGC, including as Match and Handicap and Prize Committee member, 9-hole Captain, Membership Committee member and Vice-President. Sandra joined the Board of BGC as President of the Ladies' Section in October 2019.

**SUZANNE LAPALME**

Captain of the Ladies' Section, Member for 24 years

Suzanne is a retired media and telecommunications executive, having occupied several managerial and sales director roles for some of the most prominent Canadian broadcast media and telecommunication giants. Having previously served on the Board of BGC as the President of the Ladies' Section for the 2010 and 2011 seasons and as a member of the Greens Committee for several years, Suzanne has been serving on the Board of BGC since 2019 as the Captain of the Ladies' Section and as a member of the Membership and Long Range Planning Committees since 2020. Suzanne is a five-time Club Champion and has been a longstanding member of the Intersectional team.

**NICK CERAVOLO**

Heritage Committee Chair, Member for 31 years

Nick is a retired entrepreneur in the travel industry and a former director of companies active in the travel and hospitality industries. Having previously served on the Board of BGC as President and Captain in the early 2000s, most notably during the Centennial and Canadian Amateur, he has been serving as Heritage Committee Chair since 2020 and is a current member of the Property and Membership Committees.



**KERRY DONOHUE**  
General Manager since 2019

Kerry is a Chartered Professional Accountant and has been in the golf industry for over 30 years. She started out in the golf tourism industry operating a family business specializing in highly personalized service levels of golf travel packages and products, where she was responsible for all accounting and administrative functions as well as all facets of product development, consumer sales and marketing. Her role evolved to a Vice-President and Shareholder level focusing on mergers and acquisitions, national marketing partnerships and contract negotiation. For over 10 years, Kerry was the Director of Finance and Administration as well as the Treasurer of The Royal Montreal Golf Club where she participated on the Long Range Planning, Finance and Capital Expenditure Committees and was responsible for all aspects of accounting, payroll, group insurance, budgeting, financial reporting and I.T. management.