

## Larry Bilton

Larry Bilton, BComm CPA CMA, is the Principal for Novus Strategic Solutions Inc. a practice dedicated to the delivery of visionary strategy, financial and operational performance enhancements, through skillful business analysis of organizational challenges and opportunities. Previously, Larry was the General Manager of Business Services for the Trucking Division at Gibson Energy ULC in Calgary. As an Accounting Professional Larry has over three decades in senior leadership roles working with strategy development and execution.



Larry graduated from the University of Saskatchewan with a Bachelor of Commerce Degree in 1983 and received his Certified Management Accountants Professional Designation in 1991.

Larry was an active member of the Certified Management Accountants of Saskatchewan from 1990 – 1993. Larry held various positions within the Saskatoon Chapter including Chairman, Vice Chairman and Director of Communication. During the years 1993 – 1996, he was a member of the Provincial Council as Director at large and Secretary (1997.) In 1995, Larry chaired the first Saskatchewan Society of Management Accountants Conference.

Larry's involvement with Freestyle spans the past 20 years. He has been involved at the Club, Provincial and National levels. Larry has held various board roles starting with Southern Alberta Freestyle Ski Club including President from 2001 to 2006. As a Board Member of Alberta Freestyle Skiing Association from 2006 to 2010, Larry held positions of Vice Chair, Chair and Past Chair. Since 2013 Larry has been a Director at Large with Freestyle Canada and held the position of Chair since May 2018.

Along with being a FIS Certified Technical Delegate, Larry is the Chair of the Organizing Committee for the Calgary Mogul World Cup, a role held since 2010, Chief of Competition for the 2019 Half Pipe World Cup Rodeo and the upcoming 2020 Half Pipe and Slopestyle World Cup Rodeo and was the National Sport Representative for Freestyle for the 2015 Canada Winter Games.

Larry and his wife Ghislaine reside in Calgary and have two children, Megan and Brayden.

## Sian Blyth

Sian has over 21 years working within the Canadian amateur sport system. She has a diverse skill set at both the operational and management level, with an extensive network across BC and Canada, in the community, business world and amateur sport world. She was a former nurse in the United Kingdom.



Sian has spent the last 6 years working as the Executive Director for the BC Wheelchair Basketball Society. In her current role she is responsible for overall organizational management that includes, managing the organization's financial operations, governance, implementing policies and procedures, legal compliance, fund development, and staff management.

Prior to her current role she ran her own event management company and before this was the High Performance Director for the Disabled Skiers Association of BC; worked for BC Wheelchair Sports Association and was founder of the Whistler Adaptive Sports Program.

As a volunteer Sian has served on the Canadian Paralympic Committee's development committee, was Vice President of Freestyle Vancouver, board member for Disabled Skiers Association of BC, a current member of the domestic committee for Wheelchair Basketball Canada and a member of the fund development committee for the Take a Hike Foundation.

Sian has been a part of the Freestyle Skiing Community in BC for over 10 years, first as a parent of a young 'jumps and bumps' skier, then as a Board member for the Freestyle Vancouver and closely followed by parent of a BC Park and Pipe team athlete and part of the revolutionary Girlstylerzers program with Freestyle Vancouver. She has developed a strong connection and attraction to the freestyle skiing community witnessed firsthand the impact of freestyle skiing on the athletes, their families and the many volunteers involved.

Sian is a keen skier and outdoor enthusiast who enjoy hiking, yoga and being active!

## Joan Coert

Joan was born and raised in The Netherlands, and now a Canadian citizen based in Lions Bay, BC, where she is living with her husband and adult son.

She has a bachelor's in Business Administration, post graduate diploma in Human Core Business, and is a certified professional in human resources (CPHR) and currently enrolled in a post graduate diploma in Leadership.

Joan's experience ranges from operations, people and culture, advising, and management in for profit/non-profit and unionized/non-unionized organizations in The Netherlands and Canada.



She was a long-time employee for the City of Rotterdam in various HR roles as well as a project manager. As a project manager she was involved in substantial organizational and cultural change projects like on-boarding programs, implementing new systems and procedures, and a city-wide integrity project.

After moving to Canada, she worked 5+ years for Freestyle Canada as the High-Performance Program Manager. Since 2012 she is running the BC operations for Girl Guides of Canada (90000 members). She is involved with volunteers, parents, and children, and manages 15 staff; she works directly with a group of 100 volunteers supporting them and other volunteers and their program. Change management and process improvements are continuous areas of focus. Joan is also a board member with the North Shore Multicultural Society and is involved in governance as well as strategic goals.

Skiing has been a passion since her late teens and has ever since enjoyed this in many different ski areas in Europe, although mostly in France. She got involved in a local ski-racing club, and obtained her equivalent of level 1 instructor, when her son started racing. After moving to Canada 15 years ago, she became involved in Vancouver freestyle through her son. In both clubs she had board member and chair positions. Next to skiing, sailing is a favourite pastime.

Joan hopes to join the CFSA board of directors this year to be part of the amazing freestyle family again and give back to the organization. She would like to share her experience in people and culture, performance and change management as well as not for profit operational knowledge and volunteer engagement, to contribute to a positive development of the Freestyle Canada.

## HUBERT PICHET

Hubert Pichet is an expert collaborator of Consultants ICDI in Montreal and teaches to Directors and high Ranking officials in the Public Sector in four (4) African countries, the following matters: employees performance evaluation and team building-financing of public goods and services in the Public Private Partnership (PPP) - Public budgeting, current legislative frameworks and annual performance –corporate governance parliamentary Accountability and good governance.

He is also consultant in risk management in IT system: he and his team saw what others can't. Their group delivers detection, prevention and responses to reduce new types of risks in the unique business.

He has degrees in law, master in labour law and also a master in Human Resources and finally, a specialized master in Risk management from Institute of Risks management (IMR), Bordeaux –France.



Over the last twenty years, he has been associated with several leading law firms in Montreal after a career in federal politics when he worked for three (3) years as executive assistant to the Prime Minister of Canada and served seven (7) years as senior political advisor to Senator PC Nolin which became President of the Senate. Earlier in his career as a lawyer, he worked successively with the Office of Attorney General the Labor department and the Advocate general's office of the Department of national Defense with the Government of Canada, Judge Advocate Office (JAG Office).

He was member of the following boards of Directors-Port of Montreal (1991-1994), Laval Symphony Orchestra (1990-1992), member of the consultative committee Quebec region for Care Canada (1996-2001), president of board of Ecole St-Louis (2003-2006) and member of Office's Mess R22R since 2006.

He was introduced to freestyle ski as a parent of an athlete in mid 2000 and he started his implication as volunteer for the competitions. They asked him to follow the technical formation for becoming judge in 2012. Since 2017, he is level C (national) judge and in May 2019, he was upgraded level B (NORAM). He judged more than sixty competitions during the last seven years on regional, provincial and national level. In Feb 2019, he was appointed judge for the Canada Winter Games, in Red Deer.

Hubert and his wife have four (4) children (31; 28; 21; 19) and they are still active in Laurentians as volunteer.

Hubert wants to join the CFSA Board of Directors in order to bring legal background and his expertise in Government relations, Human resources Risk management and project Management to the entire Board and also to the Staff.