

From: [Adrian Deschamps](#)
To: [Bastian, Scott](#)
Cc: [Sackmann, Debby](#)
Subject: Re: Invitation to Provide Comments: BOR Recruitment & Evaluating Performance Report (to GPC)
Date: Thursday, October 7, 2021 3:27:37 PM

[Warning: This email originated outside our email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.]

Scott - First, thank you for inviting our input. I would like to comment on this excerpt from the report:

Brief Overview of Expectations of Board Members:

The duties and responsibilities of a member include attending board meetings and hearings, following board policies and procedures, preparing for hearings, actively participating in hearings and writing decisions.

The preferred qualifications to serve on the Board of Revision include:

- a) Previous experience on or with a quasi-judicial or an administrative tribunal;
- b) The ability to be fair, open-minded and impartial;
- c) The ability to conduct themselves with integrity and consistency;
- d) The ability to interpret and apply the relevant statutes and case law to complex scenarios;
- e) The ability to absorb and analyze complex information and write comprehensive, intelligible decisions;
- f) Previous real estate experience would be an asset; or g) Previous property appraisal experience would be an asset.

In my experience, the most common reason for appointed members to struggle and leave the Board is that they are not able to write a decision. I was a high school English teacher in my past life and I know and appreciate how difficult it can be to write. Putting someone on a committee and expecting that will enable them to write would be like putting a person on a piano stool and expecting they will be able to play.

Placing that qualification near the bottom of the list, and almost as an afterthought is, to my mind, misleading and I have always felt sorry for those who had good intentions but did not have the writing skills to succeed. They volunteered then struggled until they left with a sense of failure.

The collateral damage is the extra work placed on fellow panel members, usually the Panel Chair, who feel obligated to help, suggest, rework and rewrite because they know their name will also be on that document.

Again, I appreciate this opportunity to address this as a sitting member.

Respectfully,

Adrian Deschamps

From: "Scott Bastian" <Scott.Bastian@Saskatoon.ca>

To: "Adrian Deschamps" [REDACTED], "asit sarkar"
[REDACTED], BOR(Gilewicz,Bob) [REDACTED] >, BOR(Croquette) [REDACTED], Lois Lamon [REDACTED], BOR(Ayotunde,Loia) [REDACTED] >, BOR(Yates) [REDACTED], "BoR(Dutton)" [REDACTED], "Randy Raimbault" [REDACTED] >, "BoR(Antonichuk,Rodney)" [REDACTED], BOR(Virdi) [REDACTED]

Cc: BOR(Bryant) <Shelle.Bryant@Saskatoon.ca>

Sent: Wednesday, October 6, 2021 11:40:52 AM

Subject: Invitation to Provide Comments: BOR Recruitment & Evaluating Performance Report (to GPC)

Good morning,

At the September Governance and Priorities Committee meeting, a report titled Governance Review – Board of Revision – Recruitment and Evaluating Performance was tabled. The report will be discussed/debated at the October 18 GPC meeting.

You're invited to provide comments on the report (collectively or individually) and appendices. Comments are to be emailed directly to me by noon on Tuesday, October 12, 2021. Comments submitted will form part of the agenda as public comments.

Here is the direct link to the report - [GOVERNANCE AND PRIORITIES COMMITTEE - PUBLIC - September 20, 2021 \(escribemeetings.com\)](#)

Your input is welcome and appreciated.

Scott

Scott Bastian | tel 306-986-0814

Deputy City Clerk - Business & Election Programs, City Clerk's Office

City of Saskatoon | 222 3rd Avenue North | Saskatoon, SK S7K 0J5

Treaty 6 Territory & Homeland of the Métis

scott.bastian@saskatoon.ca

www.saskatoon.ca

If you receive this email in error, please do not review, distribute or copy the information. Please contact the sender and delete the message and any attachments.