



## MEMORANDUM

To: CHTA Board of Directors  
From: Vanessa Ledesma, Acting CEO and Director General  
Date: September 14, 2021

Re: REPORT FROM NOMINATING COMMITTEE REGARDING NOMINATIONS RECEIVED FOR POSITION OF PRESIDENT-ELECT AND FOURTH VP VACANCY

In accordance with the Bylaws for the Caribbean Hotel and Tourism Association, President Pablo Torres convened a Nominating & Strategic Committee on August 5, 2021 for the purpose of recommending to the Executive Committee and subsequently to the Board of Directors a candidate for President-Elect and officer to assume the vacancy of Fourth Vice President.

The Committee's mandate was as follows:

- Understand by-laws provisions for President's vacant position
- Determine potential course of action based on by-laws
- Identify potential nominees for vacant roles
- Commence Nominations Process for President-Elect
- Conduct due diligence on candidates
- Work with the new President in reviewing and updating strategic priorities for the organization

Members of the Nominating & Strategic Committee are: Pablo Torres, CHTA President and Committee Chair, Patricia Affonso-Dass, Karolin Troubetzkoy, Simon Suarez, Peter Odle, Richard Williams, Jim Hepple, Ewald Biemans, Paul Collymore and Vanessa Ledesma, Secretary and Ex-Officio member.

Please be reminded that at the CHTA Annual General meeting to be held virtually on October 15<sup>th</sup>, Pablo will formally resign as President resulting from the change in his role with Hilton International which makes it difficult for him to complete the remainder of his term as President and in accordance with our Articles of Incorporation the First Vice President Nicola Madden-Greig, OD will assume the Presidency for the remainder of his term.

A Call for Nominations for President-Elect was sent to the Executives and Presidents of the National Hotel and Tourism Associations and the Board of Directors on September 2, 2021.

Nominations were received from the Bahamas Hotel & Tourism Association, Barbados Hotel & Tourism Association, Grenada Hotel & Tourism Association, Jamaica Hotel & Tourist Association, St. Lucia Hospitality and Tourism Association, and Tobago Hotel Association nominating CHTA First Vice President Nicola Madden-Greig, OD for President-Elect.



The committee met on September 9<sup>th</sup> to discuss the unanimous nominations received for Mrs. Madden-Greig, OD as well as her availability, support from her company and desire to serve beyond the existing term. Committee members discussed her achievements and expressed confidence in her nomination.

Mrs. Madden-Greig was invited to join the meeting to facilitate an exchange between committee members resulting in her acceptance of the nomination with the understanding that the tenure will be thru the AGM to be held in 2024 as she will assume the President's role upon Pablo's resignation at our upcoming AGM.

The Fourth Vice President role will become vacant as each other elected Vice President moves up the ranks. Compliant with the CHTA by-laws, "In the event an office shall become vacant, such office shall be filled by an appointment by the Board for the remainder of the unexpired term." The committee agreed to put forward for consideration, Regional Vice President Federico Moreno-Nickerson, in our efforts to strengthen engagement with Spanish speaking destinations, particularly Dominican Republic and Mexico, member destinations where Federico has extensive knowledge, connections as well as having the support of his company AMResorts – whose presence in the region and particularly on these destinations continues to grow.

Mr. Moreno-Nickerson in a discussion with Mrs. Madden-Greig, OD and our Acting CEO accepted the nomination and welcomed the opportunity of contributing to our membership outreach and engagement in the Spanish-speaking destinations.

A motion was presented at the meeting by Patricia Affonso-Dass, seconded by Jim Hepple and unanimously passed by those present to accept Mrs. Madden-Greig, OD's nomination and Mr. Moreno-Nickerson appointment (pending his acceptance) and that a recommendation be put forth to the CHTA Executive Committee electronically for their approval to ratify this recommendation which will then will be presented to the Board of Directors for consideration when they meet on Friday, October 15<sup>th</sup> at the Annual General Meeting.

The motion also included the following recommendations to support the implementation and execution of the strategic priorities set by the organization:

- Accountable delegation of agreed upon strategic priorities to elected and appointed officers;
- Terms of reference for elected and appointed officers to be updated to reflect areas of responsibility;
- Councils to be launched within the next 90 days to facilitate engagement and integrate additional volunteers from membership sectors previously identified for the councils



CARIBBEAN  
HOTEL & TOURISM  
ASSOCIATION

(Brands/Owners/Management Companies, Independent Accommodation Providers, Allieds, Airlines & Directors Emeritus);

- The President will work closely with the First Vice President to acquaint the individual with CHTA matters so that he or she will be prepared to assume the duties of President should the latter be unable to serve her/his term.

With a majority affirmative vote, the Executive Committee is in agreement with the nomination. In accordance with the CHTA Bylaws stating that, members, which would include the Board of Directors, be notified of the nominations at least 30 days prior to the Annual General Meeting, we are notifying you of the nomination. A separate communication will be distributed to the members by September 15<sup>th</sup>. Please be advised that this does not preclude additional nominations from being presented for consideration at the AGM by five (5) or more Active Members, acting jointly.

Should you have any questions, comments, recommendations, please contact me.

Thank you!



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**Nicola Madden-Greig:**

With over twenty (20) years' experience in the Hospitality business, Mrs. Madden-Greig started her career in the industry as a Customer service representative in the airline industry. During the years she has worked in various sub-sectors of the industry including cruise lines, attractions and hotels. She has held various Management positions and is currently The Group Director of Marketing & Sales for The Courtleigh Hospitality Group which properties include The Courtleigh Hotel and Suites, The Knutsford Court Hotel, The Courtleigh Corporate Centre, The Jamaica Pegasus Hotel and The Holiday Inn Resort, Montego Bay – All-Inclusive.

A graduate of Convent of Mercy Academy (Alpha), she pursued undergraduate studies at The Florida International University receiving a Bachelor's Degree in Hospitality and Tourism Management (Honours) and was enrolled in the Phi Kappa Phi Honours society. On returning to Jamaica, she pursued further studies at The University of the West Indies (Mona School of Business) attaining an Executive Masters in Business Administration (Distinction)

An active participant in the business of tourism she is a Past President of The Jamaica Hotel & Tourist Association and current Chair of the Gastronomy Tourism Network. She also currently sits as a Director on the Boards of The Jamaica Tourist Board (JTB), The Jamaica Hotel & Tourist Association, The Jamaica Chamber of Commerce, The Caribbean Hotel & Tourism Association (CHTA) as 1<sup>th</sup> Vice President and the Tourism Linkages Council.

She has also held positions such as Councilor: Jamaica Hotel & Tourist Association (JHTA), Chairman of the Marketing and Membership Sub-committee: JHTA, Chairman of the Fundraising and PR Sub-committee: JHTA, Area Chairman of the JHTA Kingston Chapter and Chairman of the Finance and Development Sub-committee of the Tourism Product and Development Company (TPDCo), member of the Boards for the Tourism Enhancement Fund and the Tourism Product Development Company.

External to the industry she is the founder and co-chair of the Kingston City Run (Half Marathon/10K/5K) charity run now in its 8<sup>th</sup> year.

In June 2019 she again received the prestigious JHTA President's Award for her invaluable support to the Association. Nicola previously received the JHTA President's award in 2006 for her Significant Contribution to The Jamaica Hotel & Tourist Association and to the marketing and promotion of Kingston in particular and Jamaica in general.

Her passions include travelling to new destinations across the world, dancing, acting and volunteerism.