

Graeme Bate, P.Eng., ICD.D

Board Chair



Graeme Bate was formerly a partner in the Calgary energy industry consulting practices of Accenture, of IBM and, prior to that, of PricewaterhouseCoopers. He has broad experience in the petroleum industry, both domestic and international, and from both the government policy development and industry operations perspectives. He is currently acting as VP, Corporate Development of a junior international petroleum exploration company operating in the Middle East. He serves on the Boards of private Canadian technology and energy companies and has served in the past on the Boards of TSX- and ASE-listed entities.

While at IBM, he oversaw IBM's initial contribution to the development of the Alberta Water Portal, and has been a Society Board member since its creation. He is a graduate of Queen's University in Engineering Physics (B.Sc. and M.Sc.) and of the London School of Economics in International Relations.

Grant Bishop



With experience in law, economics and geological engineering, Grant Bishop joined the Calgary office of McKinsey & Company as an Associate Consultant in January 2016 where his work focuses on strategy and operational improvement in the midstream and upstream energy sector. He previously served as a judicial law clerk at the Federal Court of Appeal in Ottawa, articulated with Davies Ward Phillips & Vineberg LLP in Toronto, and held a policy research fellowship with the C.D. Howe Institute focusing on competition and regulatory issues. Prior to legal work, he served at the Bank of Canada, the World Bank and Toronto-Dominion Bank authoring economic studies, including on resource royalties, fiscal federalism, financial regulation, Employment Insurance and old-age pensions, household debt and long-run growth of the Canadian economy. During his engineering studies, he was involved in research regarding geotechnical risks to railways and remote oil and gas pipelines.

Darlene Halwas, CFA, ICD.D



Darlene currently serves on the boards of Aquatera Utilities Inc, CKUA Radio Foundation (also Chair, Governance Committee), and Commissioner for Complaints for Telecommunications Services and Watt Consulting Group. She has almost 30 years work experience, with 15 years focused on leading risk management functions for companies. In the past, she has served on boards, including the Safety Codes Council (Chair, Finance, Audit, and Risk Committee), the Management Employees Pension Board (Chair, Investment Committee), and the Calgary Police Commission. Darlene holds her Bachelor of Commerce (Hons) from the University of Manitoba, CFA designation, ICD.D, certification in tribunal administrative justice and is an FRM. Since 1995, she is an active volunteer with the CFA Institute, and recently completed her term on the global Disciplinary Review Committee. She was awarded the Queen Elizabeth II Diamond Jubilee Medal for her contributions to Canada.

Terry Mah, Ph.D



Terry has been involved in the environmental sector for more than 20 years, focused on delivering technology, innovation, services and practices to support sustainability, resilience, and circular economics around water, energy and resources. He has held a number of interesting and executive positions in biotech, technology, and environmental services organizations. More recently, Terry's positions include Chief Operating Officer of Veolia's water technology division and acting as the CEO and President of Veolia's North American water, energy and waste business.

His leadership experience provides effective management of groups through complex change projects, when evolution in thinking and behavior is essential. Born in Calgary, Terry holds a University of British Columbia B.Sc and M.Sc. in Microbiology and a Ph.D. in Engineering.

Greta Raymond, ICD. D, MPH



Greta is an experienced environment, health and safety and human resources professional with many years in the oil and gas industry, most recently as Vice President Environment, Safety and Social Responsibility with Petro-Canada. She has held global responsibility for environment, health, employee assistance programs, safety, aboriginal affairs, security, stakeholder relations, emergency response and crisis management as well as corporate responsibility. She has seven years of experience in Human Resources including five years as Vice President responsible for HR service delivery globally. In addition to the Alberta WaterPortal Society, Greta is currently on the board of CAWST, a non-profit that brings clean water to the very poor in 53 countries around the world.

Greta is a seasoned executive and advisor with special expertise in board and management governance in the areas of environment, health, safety, corporate responsibility, and human resources.

Dr. Kim Sturgess, C.M, P.Eng., FCAE, ICD.D



Kim is the volunteer Executive Director of the Alberta WaterPortal Society. She is also the CEO and founder of Alberta WaterSMART, an organization committed to developing and improving the management of Alberta's water resources. As the CEO of several technology based companies, Kim has extensive experience in technology start-ups and technology management, as well as in oil and gas, pipelines, and industrial products and services. In addition to the boards of her own companies, she has served on the boards of CCI Thermal Technologies, the Alberta Chamber of Resources, the Calgary Airport Authority, the Canadian Academy of Engineering, APEGGA, the Alberta Economic Development Authority, the Council of Canadian Academies, the Canadian Chamber of Commerce, the National Research Council, and Queen's University. She also served on the Expert Panel for Water Use in Canadian Agriculture sponsored by the Canadian Council of Academies.

Kim is a sought after speaker and advisor on water issues in Canada and Alberta, and brings top level leadership, advisory and management skills to any project she is involved with. In June 2016 Kim received a Honourary Doctor of Science degree from Queen's University. She is a registered Professional

Engineer in the province of Alberta and in February 2016 was awarded the Order of Canada, recognizing her outstanding achievement, dedication to the community, and service to the nation.

John Van Ham



John Van Ham holds the position of Manager Environment & Sustainable Development– Oil Sands, in the Environment and Sustainable Development Department at ConocoPhillips Canada, one of Canada’s largest oil and gas exploration and production companies. His primary focus areas are in leadership development and leadership of his team – which holds accountability for stakeholder, regulatory and environmental risk and opportunity management, internal and external-facing stakeholder and environmental expertise, and sustainable development performance enhancement.

John has been with ConocoPhillips for nearly eight years. Formerly he was Principal for an environmental consulting company which provided environmental policy and strategic services to government departments, large industrial companies and to research institutions. John has a Masters’ Degree in Environmental Design (environmental management) and a Bachelor’s Degree in Geology/Geophysics (double major), both from the University of Calgary.