



Women of AMBA Committee

2025-2026 Committee Membership

Name	Company	Email
1 Tracy Regier	Compass Tango Financial Mortgage	tracy@trmortgages.ca
2 Natasha Gemby	Mortgage Alliance	ngemby@tmacc.ca
3 Alicia Biggar	Mortgage Center We Connect	alicia@tmcweconnect.ca
4 Jennifer Seto	MA Mortgage Architects	jensetomortgages@gmail.com
5 Rose Blankenagel	MA Mortgage Architects	rose@atelierlending.ca
6 Susan Ashton	Indi Mortgage	susan@ashtonmortgages.ca
7 Robyn Fenske	The Place to Mortgage	robyn.fenske@theplacetomortgage.com
8 Melissa Al-Sahili	CWB Optimum Bank	melissa.arrieta@cwbank.com

Purpose of the Committee

Based on the Board goals for a governing year, the Women of AMBA Committee focuses on empowering and supporting women in our industry by helping them develop professional goals, create networking and mentoring opportunities, providing opportunities for training and skills development, and developing strong women leaders in the mortgage industry.

Committee Type

Operational Committee

Scope

- With the support of the CEO, develop an annual workplan to guide the work of the Committee each term.
- Advise and recommend future initiatives that support the purpose of the committee, recognizing the limitations of AMBA's available resources.
- Research and recommend female-centric presenters, speakers, initiatives, topics in a database that can be referred to by the AMBA team as needed.
- Research and recommend educational resources and materials to help support women students and industry members.
- Develop sustainable legacy programs (scholarships, mentorship) that will make a lasting impact on women in the industry for years to come.
- Act as champions for changes in the culture of the mortgage industry to promote a bias-free environment and a fully welcoming association for all women and other protected groups.

Membership Structure

5-7 members comprised of at least 1 Director and a minimum of 3 non-Director members. The Committee shall select the role of Chair by majority vote.



Subcommittees

Subcommittees may be formed to complete specific tasks/projects as needed.

Key Responsibilities

Subject to the duties and responsibilities of the Board and the CEO, the Committee has the following responsibilities.

- 1) Speaker & Content Research
 - Continuously research and recommend female-centric speakers for AMBA's virtual and in-person events, ensuring diverse perspectives and expertise.
- 2) Resource & Initiative Development
 - Build and maintain a database for the AMBA team, including recommended session topics, community initiatives, mentorship opportunities, and other opportunities for consideration.
- 3) Event Planning & Support
 - Organize and/or assist AMBA staff in the planning and execution of women-focused events within AMBA's existing event framework. Explore opportunities for stand-alone women-centric gatherings when appropriate.
- 4) Scholarship & Mentorship Programs
 - Develop, fund, and oversee a scholarship program for female students, including outreach efforts, selection processes, and ongoing mentorship opportunities.
- 5) Other
 - Assume other related responsibilities as recommended by the Board or CEO.

Duties

- 1) Attend scheduled meetings;
- 2) Be familiar with AMBA's existing governance framework;
- 3) Arrive on time and be prepared to participate;
- 4) Read any material received prior to the meeting;
- 5) Remain focused on the workplan;
- 6) Accept your share of delegated work.
- 7) Be an active and engaged supporter of AMBA above and beyond the activities of the committee.

Accountability & Reporting

- The Committee is accountable and reports to the CEO.
- Committee members report to the Chair of the Committee.

Meetings

Meetings will occur a minimum of 4 and a maximum of 12 times annually.

Membership Criteria

Must be an AMBA Member or Affiliate in good standing.



Confidentiality

We encourage you to talk to your peers about topics being discussed. Often, we will ask you to gather feedback for certain topics and decisions. However, matters discussed in the Committee are deemed confidential until a decision has been made or an action item has been approved. When in doubt about confidentiality, please speak to the Chair.

Term Limits

A maximum term limit is four consecutive years.

Average Time Commitment

- 6-20 hours per year (meetings only);
- 1-2 hours preparation pre-meeting;

Voting

Business arising at any meeting of this Committee shall be decided by a majority of votes. No Committee member shall be entitled to vote by proxy.

Quorum

A quorum of the Committee to vote shall consist of more than 50% of the voting membership of the Committee.

Measures of Success

- Successful launch of the committee;
- Establishment and launch of a scholarship program;
- Consistent attendance at virtual hangouts;
- Establishment of a mentorship program;
- Consistent content created to distribute to the membership;
- Adherence to AMBA's governance framework;
- Establishment of long-term goals.

Benefits

- Job satisfaction through volunteerism;
- Increased knowledge of diversity and inclusion best practices;
- The opportunity to effect change in the Association and community through community building, connection, and recommendations;
- Networking and relationship building;
- Leadership training for succession to other committees and/or Board of Directors.

Resources

Resources and support services will be provided through the office of the CEO.

Staff Liaison

Sonia Aguiar, Manager – Events & Sponsorship