



LGMA Executive Nomination Form


Please fill in electronically

We, the undersigned, being members in good standing of the Local Government Management Association of British Columbia, hereby nominate:

Name: Milo MacDonald
(Nominee must be a member in good standing)



Position: Chief Administrative Officer

Local Government: City of Fort St. John

I accept the nomination: 
(Signature of Nominee)

March 30, 2026
(Date)

- For the position of:**
- President (one-year term)
 - Vice President (one-year term)
 - Treasurer (one-year term)
 - Director at large (two-year term)

Nominator 1	Nominator 2
Name: Ellen Frisch	Name: Jessica Bowie
Position: Manager of Executive Services	Position: Chief Human Resources Officer
Local Government: Fort St. John	Local Government: Fort St. John
Signature: 	Signature: 

To be completed by Nominator 1: Reasons for Recommendation

How long have you known the nominee?

Nominator 1:
6 years

In what capacity?

Nominator 1:
Since Milo's move to Fort St. John, I have known him both as my direct supervisor and as a mentor. I served as his Executive Assistant for five years and now, following my promotion, continue to work closely with him as the Manager of Executive Services. Throughout this time, Milo has played a significant role in my professional development, particularly in building my understanding of local government operations and leadership. He has also been a trusted mentor, offering guidance and perspective through both professional challenges and broader life experiences.

Please provide information on why you are recommending this individual and how they fulfill the expertise outlined in the nomination requirements:

Nominator 1:

I am recommending Milo because he consistently demonstrates the leadership qualities, professional expertise, and commitment to local government that align strongly with the LGMA Director at Large role. Milo brings his best self to work every day. He is an inclusive, open-minded thinker who approaches people and issues with respect, curiosity, and integrity, leaving those he interacts with feeling heard, supported, and valued.

Milo shows a deep understanding of local government governance and a genuine commitment to public service. He leads with accountability and empathy, balancing organizational priorities with the well-being of staff and the broader community. He is highly approachable and collaborative, regularly seeking diverse perspectives to inform sound decision making.

Beyond his technical and governance expertise, Milo is strongly invested in developing people. He actively supports professional growth, mentors emerging leaders, and fosters a positive, respectful workplace culture. His commitment extends beyond the organization to the community at large, where he takes a thoughtful and engaged approach to leadership.

Milo's combination of strategic insight, people centered leadership, and dedication to the local government profession make him well suited to contribute at the LGMA board level and to serve effectively as a Director at Large.

Describe the nominee's skills and talents that you feel would benefit the LGMA Board:

Nominator 1:

Milo brings a strong set of skills and personal qualities that would be a significant asset to the LGMA Board. He is widely respected for his professionalism, discretion, and ability to manage sensitive matters with a high degree of confidentiality and integrity. His background in both policing and local government provides him with a well-rounded perspective on governance, accountability, and public service, allowing him to contribute thoughtfully to complex and often nuanced discussions.

Through his tenure with the RCMP and in senior local government roles, Milo has developed extensive relationships across diverse communities and sectors. This broad network, combined with his collaborative and respectful approach, enables him to build trust, foster partnerships, and represent the interests of the local government profession effectively. Milo is a trustworthy leader who values teamwork and is supported by a strong and capable team, reflecting his ability to lead, mentor, and empower others. These skills position him well to contribute meaningfully to the strategic direction and governance of the LGMA as a Director at Large.

To be completed by Nominator 2: Reasons for Recommendation

How long have you known the nominee?

Nominator 2:
6 years

In what capacity?

Nominator 2:
I have known Milo MacDonald in my capacity currently as a direct report and as a member of the Executive Leadership Team, reporting to him in my role as Chief Human Resources Officer. I first met Milo when I was informally involved in the recruitment process as the HR Advisor that brought him into his role as Chief Administrative Officer with the City of Fort St. John.

Please provide information on why you are recommending this individual and how they fulfill the expertise outlined in the nomination requirements:

Nominator 2:

I am recommending Milo MacDonald because he consistently demonstrates exceptional strategic leadership, forward-thinking decision-making, strong relationship-building skills, and a high level of IT and governance expertise, all grounded in a clear commitment to social responsibility and reconciliation. As Chief Administrative Officer, Milo has led with vision and integrity, translating strategy into tangible outcomes for the organization and community.

Milo's strategic leadership is evident in his sponsorship and leadership of a comprehensive organizational culture audit, using the findings to inform long-term workforce planning, leadership development, and organizational improvement initiatives. He is a forward-thinking leader who has successfully guided the organization through complex and high-risk situations, including leading the municipal response to a major cyber-security incident. His leadership during the incident—and throughout recovery—demonstrated calm crisis management, technical understanding, and a strong emphasis on resilience, continuous improvement, and risk mitigation.

Milo is a strong relationship builder who prioritizes respectful, collaborative partnerships. He has played a key role in strengthening relationships with local First Nations, advancing partnerships grounded in mutual respect, transparency, and shared community objectives. These efforts demonstrate his understanding of reconciliation principles and his commitment to working meaningfully with Indigenous communities.

In addition, Milo has demonstrated leadership and social responsibility through the creation and hosting of award-winning conferences. These initiatives highlighted innovation, inclusion, and collaboration while elevating the City's reputation as a progressive and values-driven organization.

Describe the nominee's skills and talents that you feel would benefit the LGMA Board:

Nominator 2:

Milo MacDonald brings a human-centred, values-driven leadership approach that would strongly benefit the LGMA Board. He consistently models a public service, ethic grounded in servant leadership approach. Milo prioritizes people, the community's well-being, and ethical governance in his decision-making. As a Chief Administrative Officer, Milo has demonstrated strategic, systems-level leadership through multiples initiatives. He is a trusted relationship builder with demonstrated commitment to social responsibility. Milo's leadership style, judgment, and sector perspective align well with the mandate and values of the LGMA Board and to serve as a Director at Large.

To be completed by the Nominee: Supporting Information

Why are you interested in serving on the LGMA Board?

I have gotten an incredible amount of professional value from the LGMA, through top tier training opportunities, networking conferences, and a network of colleagues. It matters a lot to me that LGMA supports my colleagues and I, and creates programs that make our public service contributions sustainable. Our world changes rapidly, and LGMA keeps it's fingers on the pulse of those changes, making them accessible for all of us to stay current and competitive. The LGMA is a vehicle for collective and collaborative learning, and it offers structured programs that create succession planning opportunities for our entire industry. I have benefited from the wisdom of my colleagues, gotten advice, occasionally given advice, and always felt like I was a part of a very functional ecosystem that ties all the components of this branch of public service together. Some other ways in which LGMA adds value to my life is in the regular opportunity to reaffirm the code of ethics, articles in the Exchange magazine, or the repository of best practices "Toolkits."

In the end, the main reason I would like to serve on the LGMA board is that for the past ten years in local government, I have been supported by many folks who have mentored, supported, and encouraged me. I would like to repay that debt and contribute to the sustainability of this professional community.

Please highlight your local government experience, particularly your human resources expertise (attach a resume if relevant):

Prior to local government, I had a twenty-year career in policing throughout the Province of BC. I think this falls into the category of local government service although some may disagree! For a substantial portion of that time, I was reporting to various Mayors, Councils and CAO's on the public safety objectives of their communities. This was also my first exposure to being supported by municipal staff and supporting municipal strategic priorities. The later half of my policing career incorporated two stints as Chief of Police in mid-sized communities and an opportunity to run an organized crime enforcement unit. Following my policing career, I stepped into the role of Chief Administrative Officer for the City of Williams Lake. In that role, I provided direct support to the Human Resources Director. This included hiring, discipline, terminations, labor relations, safety and all of the other associated functions. After five years in that role, I ended up moving to Fort St. John again as CAO. The role of CAO is deeply interconnected with HR and includes experiences in negotiating collective agreements, litigation, teambuilding, recruiting, succession planning and every other area of HR operations at an executive leadership level.

Describe areas of expertise and contributions you feel you can make to the LGMA as a Board Director:

I have been a CAO for ten years now and have accumulated the full suite of experiences inherent in that role. As you will know, this is a generalist role which requires some level of expertise in most areas of municipal operations. With that said, I have been able to contribute in the areas of emergency management, police contract management, I have played a role in succession planning, building successful teams, and taking an interest in building strong cultures. I have had some success in managing litigation with good outcomes for both municipalities that I have served. Mostly this has been related to making sure that we are compliant with legislation, acting fairly and in good faith and finding off ramps to conflict. I feel that I am nearly at a point where I could provide some value as a sounding board or resource to support new CAOs or other senior government leaders looking for insight in handling the regular challenges inherent in local government roles.

Other relevant volunteer experience / commitments:

I regularly volunteer my time as guest speaker, panelist, or contributor for both local and provincial events. I organize a regular gathering of non-profit CEOs and Executive Directors locally to strategize and collaborate.

Check to ensure that the nomination package includes the following:

- Completed nomination form, including
 - all contact information and signatures for the nominee as well as the nominators. The nominee's consent is required before a nomination is forwarded to the Nomination Committee.
 - reasons for recommendation (completed by the nominators)
 - supporting information (completed by the nominee)
- Additional materials (optional), including
 - resume
 - recent headshot ✓

Please forward Nomination to:

Douglas Holmes,
Past President, LGMA

Please email completed nomination form to
office@lgma.ca