

# BC Centre for Non-Profit Development

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## *Welcome!*

This community resource lists more than 40 speakers and facilitators that are available and interested in speaking or facilitating in the non-profit sector. Topics our speakers and facilitators are eager to explore include fundraising, public relations, proposal writing and strategic planning.

The selections have been compiled through a web search and referral by others. Each resource is organized by category and listed by title, with the speaker or facilitator's name (where appropriate), a brief description and contact information, including an on-line link. Fee for payment, travel costs and various other particulars are not included and will remain the responsibility between individuals concerned.

We welcome your suggestions to improve this listing. This collection is a living document and therefore subject to on-going revision. If you are aware of additional quality workshops or guest speakers to include as part of this collection, please forward the appropriate contact information to our Centre. We would be pleased to add them to this resource.

**IMPORTANT NOTE:** The BC Centre for Non-Profit Development (BCCNPD) accepts no liability for any claims made by its speakers regarding their content, accreditation, publications, etc. It is the responsibility of the event organizer booking a speaker to verify speaker claims. Site links in this resource are provided for your convenience. BCCNPD does not maintain these sites and is not responsible for their content. If you have any questions or comments, please send us an email at [Annette.Vogt@ufv.ca](mailto:Annette.Vogt@ufv.ca)

We hope you are able to benefit from this community resource!

# **Speakers & Facilitators Bureau**

## **Topics**

**VOLUNTEER RECRUITMENT & MANAGEMENT**

**FUNDRAISING & RESOURCE DEVELOPMENT**

**PUBLIC RELATIONS: MEDIA & INTERNET**

**PROPOSAL/GRANT WRITING**

**LEGAL ASSISTANCE**

**BEST PRACTICES/COMMUNITY CAPACITY BUILDING**

**STRATEGIC PLANNING**

**BOARD GOVERNANCE AND LEADERSHIP**

**PEOPLE MANAGEMENT AND HUMAN RESOURCES**

## VOLUNTEER RECRUITMENT AND MANAGEMENT

### Volunteer Vancouver

**Trainer:** Maria Turnbull

**Topic:** Engaging the Next Volunteer

**Overview:** Are you new to the not-for-profit sector and working with volunteers? Have you noticed how demographic changes are affecting your volunteer program? This three hour training session will examine trends shaping volunteerism, and provide ways to effectively engage the "next" volunteer. Together, we will take a detailed look at the "Ps and Rs" of working with volunteers – planning, recruitment, retention and recognition. Participants will leave with written information, access to websites, and templates to use in their own volunteer engagement.

**Trainer bio:** With over 8 years of leadership experience in the not-for-profit sector, Maria manages Volunteer Vancouver's many board and executive leadership development training and services. Leveraging her MBA, Maria also works with businesses to develop and strengthen employer supported volunteerism initiatives. Maria is actively engaged in the community as a board member with the Potluck Café Society, a member of the Amnesty International Canada Business & Human Rights Steering Committee, and a member of the leadership team of Net Impact Vancouver.

**Contact Information:**

Maria Turnbull, Program Director

Tel: (604) 637 8291

[mturnbull@volunteervancouver.ca](mailto:mturnbull@volunteervancouver.ca)

[www.volunteervancouver.ca](http://www.volunteervancouver.ca)

### Volunteer BC

**Speaker:** Lauryn Oates

**Focus Area:** Get Involved, Find the Right Volunteer Experience

**Background:** Looking for a volunteer opportunity for yourself? Trying to launch a corporate volunteer programme for your staff? Thinking about a volunteer job for after retirement? Are you a student looking for your first volunteer experience? Then this workshop is for you. Learn about databases and other sources to search for volunteer opportunities, what organizations might be looking for in a volunteer, how to get matched with the right role and organization for your interests, skills and experience, and information about the impact of volunteering in BC.

**Contact Information:**

Lauryn Oates, Coordinator

Tel: (604) 873-5877

[volbc@vcn.bc.ca](mailto:volbc@vcn.bc.ca)

[www.volunteerbc.bc.ca](http://www.volunteerbc.bc.ca)

### The Vancouver Aquarium

**Speaker:** Karen Howe – CAVR Certification (Vancouver Region)

**Focus Area:** Volunteer/Staff Relations, Discipline and Dismissal, Recruitment and Retention, Positioning the Profession

**Background:** Karen has been involved in the field of Volunteer Management for a total of 16 years- Elizabeth Fry Society (Kingston) Greater Vancouver Food Bank and is currently at the Vancouver Aquarium. She is the Vice President of Canadian Administrators of Volunteer Resources, Past President of the Administrators of Volunteer Resources of BC, Board member of Volunteer BC, Past member of the Canadian Volunteerism Initiative (National and Provincial), has been a trainer for Volunteer Vancouver, Volunteer Richmond and Volunteer Burnaby. She volunteers for the Vancouver International Writers and Readers Festival and on her strata council.

**Contact Information:**

Karen Howe

Tel: (604) 659-3477

[Karen.howe@vanaqua.org](mailto:Karen.howe@vanaqua.org)

[www.vanaqua.org](http://www.vanaqua.org)

**Colleen Evans CFRE, CMD**

Colleen Evans is a senior resource development executive with expertise in community and economic development, marketing, and public relations. She has developed, implemented and managed multi-million dollar fundraising campaigns as well as stakeholder relationship programs.

Colleen has spearheaded successful special events such as internationally acclaimed *artrageous* and the Heart and Stroke Foundation's first *Go Red for Heart* event and has extensive experience in recruiting and training senior volunteers and support staff. Colleen's public relations experience includes the creation of award winning ad campaigns. Colleen has participated in and facilitated Board sessions and the creation of vision, mission and value statements. She also has coached and mentored governance Boards.

**Contact Information:**

(250) 204-5100 or [colleenevans2@telus.net](mailto:colleenevans2@telus.net)

## FUNDRAISING AND RESOURCE DEVELOPMENT

**Golf Tournaments, Inc.**

**Speaker:** Frank MacGrath (Ontario Region)

**Focus Area:** Golf Tournament Fundraisers

**Background:** MacGrath is the President of Golf Tournaments Inc., a Toronto based golf event management company. Founded in 1993, the company has organized and implemented over 350 successful golf tournaments and events for numerous charities and non-profits including Child Find Ontario and the Blooreview MacMillan Children's Foundation. Frank is the author of the "Complete Handbook for Running a Successful Fundraising Golf Tournament".

**Contact Information:**

Frank MacGrath

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[fmacgrath@gtigolf.com](mailto:fmacgrath@gtigolf.com)

[www.gtigolf.com](http://www.gtigolf.com)

## Blueprint Fundraising and Communications

**Speaker:** Andrea Seale (Vancouver Region)

**Focus Area:** Fundraising Plans, Major Gift Campaigns, How to Ask for Money, Case for Support Development, Sponsorship, Proposal Writing

**Background:** Seale, CFRE, is principal of Vancouver consultancy Blueprint Fundraising and Communications ([www.blueprintfundraising.com](http://www.blueprintfundraising.com)). She has worked in the field since 1994, helping nonprofit organizations raise millions, build smarter fundraising programs and create lasting relationships with donors. She is a popular presenter and teaches in the BCIT Fundraising Management program. She also provides fundraising advice and ideas on her blog [www.thefundit.com](http://www.thefundit.com).

**Contact Information:**

Andrea Seale

[andrea@blueprintfundraising.com](mailto:andrea@blueprintfundraising.com)

Tel: (604) 682-6582 or toll free 1-877-682-6582

## Colleen Evans CFRE, CMD

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**Contact Information:**

- (250) 204-5100 or [colleenevans2@telus.net](mailto:colleenevans2@telus.net)

## Sterling Campaigns

**Douglas Dunn, MBA, CFRE** (Vancouver Region)

**Focus Area:** Fundraising, Resource Development, Annual Campaigns, Major Gifts, Planned Giving, Entrepreneurial programs, sponsorship, grant writing, special events, telemarketing, direct mail, marketing and online fundraising/marketing.

**Background:** Douglas Dunn, President - Sterling Campaigns. Putting the Profits into Non-Profits Sterling Campaigns has a record of consistent success for non-profit organizations in areas ranging from performing arts to social services. Resourceful, solution-oriented and genuinely innovative the Sterling team balances business acumen with focused creative energy. Douglas was one of the first Certified Fund Raising Executives in the Province and has been consulting for over 25 years.

Contact Info:

Douglas Dunn

[Douglas@sterlingcampaign.com](mailto:Douglas@sterlingcampaign.com)

[www.sterlingcampaign.com](http://www.sterlingcampaign.com)

Tel: (604) 649-8060

Fax: (604) 882-0325

## PUBLIC RELATIONS (MEDIA AND INTERNET)

### **Turtle & Hare Creative Inc.**

**Speaker:** Maryse Cardin and Frances Horner (Vancouver Region)

**Focus Area:** Writing Press Releases, Incorporating Public Relations into your Marketing Mix, Hiring Media or a PR firm, Development of Key Messages and Key Message Training, Media Training, Public Speaking and Presentations

**Background:** Cardin and Horner founded *Turtle & Hare Creative Inc.* in September 1999 with the mission to bring energy and creativity to all communications campaigns. They have 17 years of international experience as award-winning publicists, with a client list including Wonderbra, Cathay Pacific Airway, the Finnish government, and Toyota and News Corporation.

**Contact information:**

Maryse Cardin and Frances Horner

Tel: (604) 341-9379 Email [info@turtleandharecreative.com](mailto:info@turtleandharecreative.com)

### **Carol Dixon**

**Speaker:** Carol Dixon (Vancouver)

**Focus Area:** Website development and other technology, incorporating baby boomers into your company, volunteer management.

**Background:** Dixon has been in volunteer management in healthcare for almost 20 years. She is currently Director of Volunteer Resources for Providence Health Care. She has extensive training experience for the not-for-profit sector in Ontario and with Volunteer Vancouver.

**Contact Information:**

Carol Dixon

Tel: (604) 806-9892

[cdixon@providencehealth.bc.ca](mailto:cdixon@providencehealth.bc.ca)

### **Anne Kaye**

**Speaker:** Anne Kaye

**Focus Area:** Project Management, Facilitation, Business Analysis & Process Design, Strategic and Tactical Planning, Website Development

**Background:** Kaye has been a successful IT consultant for over 20 years. She has been working with Vancouver City Savings Credit Union on developing the vision, strategy and on-going improvement plan for their Intranet site. Through the creative use of surveys, focus groups, and usability testing, Anne has been able to generate a significant amount of management support for the fledgling site which will stabilize its funding and ensure its ongoing role as a key operational tool. She is currently acting as the Website Project Manager to direct the technical strategy and build strong internal skills.

**Contact Information:**

Anne Kaye

Tel: (604) 228-0499

[akaye@gatewayconsultingservices.com](mailto:akaye@gatewayconsultingservices.com)

## Susan Sommers & Associates

**Speaker:** Susan Sommers & Associates (Toronto Region)

**Focus Area:** Creating a Must-Read Newsletter, Marketing & Media Relations

**Background:** Sommers is an award-winning journalist, marketing consultant, trainer, educator, speaker and coach with over twenty-five years of experience in business communications. She is one of Canada's leading experts in marketing and media relations consulting and training. She is the author of three books, and her new book, *Building media Relationships, Second Edition*, will be published by Oxford University Press in October 2008.

**Contact Information:**

Susan Sommers & Associates

Tel: (905)889.6029

[susan@susansommers.ca](mailto:susan@susansommers.ca) or [info@susansommers.ca](mailto:info@susansommers.ca)

[www.susansommers.ca](http://www.susansommers.ca)

## Net Tuesday (Vancouver)

**Speaker:** Joe Solomon

**Focus:** Helping Non-Profits use Social Media (Web 2.0 Tool & Social Media, Engaging Supporters, Wired Fundraising).

**Background:** Joe Solomon is the Vancouver NetSquared Organizer (<http://netsquared.meetup.com/15/>) and is also an active social media consultant in the nonprofit sector. Whether your non-profit is re-designing your website, considering different social media tools, or exploring new ways to fund raise – Joe will be happy to tailor a presentation for your organization.

**Contact Info:**

Jo Solomon

Tel: (604) 736-8512

[JoSolomon@Gmail.com](mailto:JoSolomon@Gmail.com)

## PROPOSAL/GRANT WRITING

### Shelley Lawlor, CA, CFM

**Speaker:** Shelley Lawlor (Prince George Region)

**Focus Area:** Proposal Writing, Chartered Accountant, Certified Aboriginal Financial Manager

**Background:** Shelley is a sole practitioner who resides in Prince George and brings 20 years experience with non-profit organizations to create initiatives and economic development strategies that are tailored specifically to that organization. She travels throughout Northern B.C. and develops solutions and partnerships that work for rural communities. She has taught and developed good governance strategies, strategies planning, accounting, budgeting and bookkeeping, and proposal writing to a variety of audiences including First Nations, various boards, sports associations, school parents and PACS, truth based organizations and in her current capacity as a Regional Council member of the Canadian Red Cross. She believes in a simple two tiered approach combination of effective proposal writing complete with a business plan to build a sustainable revenue generating business operation are the fundamental building blocks to a sold based non-profit organization.

**Contact Information:**

Shelley Lawlor, CA, CFM

Tel: (250) 563-0026

[LawlorPG@shaw.ca](mailto:LawlorPG@shaw.ca)

**Blueprint Fundraising and Communications**

**Speaker:** Andrea Seale (Vancouver Region)

**Focus Area:** Fundraising Plans, Major Gift Campaigns, How to Ask for Money, Case for Support Development, Sponsorship, Proposal Writing

**Background:** Seale, CFRE, is principal of Vancouver consultancy Blueprint Fundraising and Communications ([www.blueprintfundraising.com](http://www.blueprintfundraising.com)). She has worked in the field since 1994, helping nonprofit organizations raise millions, build smarter fundraising programs and create lasting relationships with donors. She is a popular presenter and teaches in the BCIT Fundraising Management program. She also provides fundraising advice and ideas on her blog [www.thefundit.com](http://www.thefundit.com).

**Contact Information:**

Andrea Seale

[andrea@blueprintfundraising.com](mailto:andrea@blueprintfundraising.com)

Tel: (604) 682-6582 or toll free 1-877-682-6582

**LEGAL ASSISTANCE****Probono Law**

**Speaker:** Probono Law of BC (PBLBC) (Cranbrook, Terrace, Vancouver, Prince George)

**Focus Area:** Offers free seminars by volunteer lawyers in employment law, charitable registration, board governance, privacy law, directors' liability and contracts. Welcomes other topics.

**Contact Information:**

Annie Anderson

Tel: (604) 893-8932

[aanderson@probononet.bc.ca](mailto:aanderson@probononet.bc.ca)

**The West Coast LEAF – Women's Legal Education and Action Fund**

**Speaker:** Various

**Focus:** Charter and Human Rights, Women's Equality, Constitutional Issues, etc.

**Background:** The Westcoast Leaf Speakers Bureau includes experts on Charter and human rights, constitutional and other areas of law, women's equality more broadly, specific LEAF cases, and much more. Some of their speakers include Ritu Mahil, Nitya Iyer, Lindsay Waddell, Mary Salaysay, Alison Brewin and Kelly Roulette.

**Contact Info:**

Tel: (604)684-8772 or Toll free 1(866)737-7716

[info@westcoastleaf.org](mailto:info@westcoastleaf.org)

(Alison left VM, will call in a week)

## BEST PRACTICES/COMMUNITY CAPACITY BUILDING

**SPARC BC** offers 10 workshops which were designed in collaboration with local leaders and are linked to the developmental goals of your community. Below, we offer an overview of the general learning objectives for each workshop, which can be amended to fit your community's learning interests.

### Workshop Descriptions

#### **Building Bridges Together: How to Develop an Intercultural Dialogue Series between Aboriginal and non-Aboriginal Peoples**

The particular content and structure of the workshop is developed in partnership with Aboriginal and non-Aboriginal peoples in your community. In this workshop, participants will:

- Explore some of the principles for intercultural work between Aboriginal and non-Aboriginal peoples
- Gain an awareness of the historical and contemporary forces (i.e. colonialism and colonial legacies) that shape current local relations between Aboriginal and non-Aboriginal peoples
- Gain an understanding of a collaborative method for organizing, implementing and evaluating an intercultural dialogue series between Aboriginal and non-Aboriginal peoples

#### **Is Your Community Accessible Yet?: Learning about the Components of an Accessible Community**

In this workshop, participants will:

- Explore the following ideas: accessible living (housing and support); access to work (education and employment); moving around (transportation, accessible building design, technology, signage); access to participate (civic involvement); and access to play (recreation, arts, culture)
- Develop strategies to remove local barriers and to increase awareness of the importance of accessibility

#### **Research that Matters: Exploring Community-Based Research Methods and Ethics**

In this workshop participants will:

- Learn about the theory, ethics and practice of community-based research
- Learn about a wide range of qualitative and quantitative community-based research methods, including: kitchen table discussions, focus groups, interview, video-voice, open-space, speak-out, surveys, etc.
- Develop research questions and begin the process of creating a research plan

#### **Pathways of Community Social Planning: Principles, Concepts and Processes**

In this workshop participants will:

- Learn about the types of activities and principles inherent to community social planning work
- Learn about the five different types of governance structures for community social planning and examples of community social planning organizations from across BC

- Explore how community social planning can help their community

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### **Policy Basics: How to Hear and be Heard**

In this workshop, participants will:

- Learn how to reinforce the importance and power of their organization's voice in policy dialogues
- Learn how their organization can build a strategy for policy dialogue with government
- Engage in exercises to start the process of identifying the key players in a given policy debate and begin developing a policy position

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### **Productive Partnerships: Community Building through Multi-Sectoral Initiatives**

In this workshop, participants will:

- Learn about the spectrum of working together and learn about where partnerships fall on the spectrum
- Learn about the benefits and common pitfalls of forming partnerships and some examples of successful partnerships
- Engage in interactive exercises that facilitate partnership development among participants

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### **Strategic Planning for Non-profit Organizations**

In this workshop, participants will:

- Learn about the phases of the non-profit organization life cycle
- Learn about the components of effective strategic planning
- Engage in a series of interactive exercises that results in a 'living' strategic plan for their organization

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### **Systems thinking and Comprehensive Community Initiatives: Connecting Theory and Practice**

In this workshop, participants will:

- Learn about the differences between theories, conceptual frameworks and models
- Review the anatomy of Comprehensive Community Initiatives (CCI's) and the role of 'systems thinking' in CCIs
- Learn about and practice systems thinking in relation to fictitious community scenarios or particular local issue areas

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### **Tools for Action: How to Develop a Community Indicator Project (CIP)**

In this workshop, participants will:

- Acquire introductory knowledge of key concepts used to discuss indicators and indicator projects
- Develop an awareness of resources for ongoing learning about indicators and indicator projects
- Gain and understanding of one community-oriented approach to designing and implementing a community indicator project that involves the public and is linked to action strategies

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### **Traction for Social Action: How to Create a Social Development Plan**

In this workshop, participants will:

- Learn about social development plans from British Columbia and other parts of the world
- Learn about an eight step process for creating a social development plan
- Engage in exercises that start the process of creating a social development plan for their community

For more information please contact Scott Graham, Researcher and Director of the Community Development Education Program at SPARC BC. He can be reached at 604.718.8501 or email at [sgraham@sparc.bc.ca](mailto:sgraham@sparc.bc.ca)

## The Fraser Valley Centre for Social Enterprise

**Speaker:** Stacey Corriveau

**Focus:** Social Enterprise Venture Selection, Feasibility Studies and Business Planning, Accounting for Non-Profits.

**Background:** Stacey Corriveau is the Community Economic Development Manager at Community Futures South Fraser in Abbotsford, BC and is the Director of the Fraser Valley Centre for Social Enterprise. She holds a Masters degree in English, a professional certificate in Community Economic development, and is an APEC-IBIZ Certified Business Counsellor. Serving on the BC Social Economy Roundtable, she has presented at past CCEDNet and Social Enterprise Alliance conferences, and that of the International Corrections and Prisons Association, plus the latest Canadian Conference on Social Enterprise, the 2007 Atlantic Canada Social Enterprise Symposium, and the Centre for the Study of Cooperatives (CASC) Co-Operative Innovation: Influencing the Social Economy 2007 Annual Meeting. She also created and manages an innovative inmate arts cooperative: visit the InsideArt Cooperative website at [www.insideart.ca](http://www.insideart.ca), and is advocating for a separate legal structure for social enterprise in Canada, based on the UK model. She is comfortable speaking with any size group and her presentation style is spontaneous, energetic, and casual.

**Contact info:**

Stacey Corriveau

Tel: (604) 864-5770 ext. 307

[Stacey.Corriveau@southfraser.com](mailto:Stacey.Corriveau@southfraser.com)

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## The Centre for Non-Profit Management

**Speaker:** Various

**Focus Area:** Leadership and Management Capacity

**Background:** The Centre for Non Profit Management (CNPM) builds leadership and management capacity in the non-profit sector. We work with executive directors, boards and staff to provide training, conduct research, and prepare resources and materials. Our ultimate goal is a creative and well-run non-profit sector that engages in open dialogue with governments as funders and authors of public policies affecting non-profits.

**Contact Info:**

Ellie Langford Parks, Program Manager

[eparks@cnpm.ca](mailto:eparks@cnpm.ca) Tel: (250) 472.5342

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## Ann Marie Walsh

**Speaker:** Ann Marie Walsh, MEd (Vancouver Region)

**Focus Area:** Human Resources, Advocacy, Community Living

**Background:** Walsh has a wealth of experience in the non-profit industry as a Consultant, Supervisor, Trainer, Executive Director and Program Manager, working for organizations including AIMHI, the Mainstream Association for Proactive Community Living, and the Alternate Shelter Society. She holds a Bachelor's Degree in Adult Education and a Master's Degree in Educational Leadership.

**Contact Information:**

Ann Marie Walsh, MEd  
Tel: (604) 767-1766  
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## BC Cooperative Association

**Speaker: John Restakis, Executive Director**

**Focus Area:** Community Organizing, Popular and Adult Education, Community Relations  
**Background:** John Restakis has been active in the cooperative movement of Canada since 1993. He was responsible for mobilizing the cooperative sector in Ontario to promote community economic development in partnership with the provincial government. John's professional background is in community organizing, popular and adult education and community relations. Through his career, he has sustained an abiding commitment to progressive social change through the empowerment of individuals. John is a sessional instructor at SFU on Cooperative Economies and Globalization and is co-founder and Program Coordinator for the Bologna Summer Program for Cooperative Studies at the University of Bologna. He holds a Master's degree in Philosophy and Religious Studies from the University of Toronto.

**Contact Information:**

John Restakis  
Tel: (604) 662-3906  
[restakis@bccca.coop](mailto:restakis@bccca.coop)

## Roopchand Seebaran

**Speaker:** Roopchand Seebaran

**Focus Area:** Healthy Communities, Multicultural Policy & Programs, Organization Development, Effective Teamwork.

**Background:** Roopchand Seebaran is an Assistant Professor in the Department of Social Work at the University of British Columbia, teaching generalist social work practice, social and community development, multicultural policy, and cross-cultural practices. Since the beginning of his professional practice, Professor Seebaran has been interested in the idea of "community". His research focuses on different concepts of community and on how to engage citizens in the building of healthy communities. Roopchand is frequently asked by government and non-governmental organizations to make presentations, train staff, and lead workshops on the topics listed above. He has been a Co-Chair of the Task Force on Multicultural/Racial Issues of the Canadian Association of Schools of Social Work and Chair of the Advisory Council on Multiculturalism in BC which reports to the Provincial Minister responsible for Multiculturalism and Human Rights. Roopchand has delivered keynote addresses at the Human Rights Coalition of BC Conference, the Canadian Association of Schools of Social Work Annual Conference, the Multiculturalism and Municipalities Provincial Conference in BC, and the Regional Conference of Art Museums of North America.

**Contact information:**

Contact: Roopchan Seebaran  
[rseeb@shaw.ca](mailto:rseeb@shaw.ca) Tel: (604) 820-2616

## Small Office Mentors (Toronto)

**Contact:** Elizabeth Verwey, President

**Focus:** Space and Time Management

**Background:** Elizabeth Verwey is a seasoned entrepreneur who helps small business owners manage their space and time more effectively so they can enjoy both life and work. Since establishing Small Office Mentors in 1997, she has helped hundreds of clients in the Greater Toronto Area to gain perspective on their challenges and priorities, and take concrete action to improve how they organize and operate their businesses day to day. Elizabeth has received several business awards and is a member of the Canadian Association of Professional Speakers (CAPS).

**Contact info:**

Contact: Elizabeth Verwey  
Tel: (416) 463-1713.

## Centre for Social Innovation (Toronto)

**Speaker:** Eli Malinsky

**Focus:** Collocation and shared services in the nonprofit sector; fostering social innovation and social entrepreneurship

**Background:** Non-profit organizations in Canada operate on increasingly limited resources and rarely have funding to support core operations. As a result, they often work out of substandard facilities and in isolation from one another. Co-location of non profits in a single facility is an emerging trend that directly addresses this need by pooling the limited resources of multiple organizations. Eli Malinsky, Program Manager at the Centre for Social Innovation, is part of the team that has developed a 20,000 sq ft collocation facility in downtown Toronto, now serving over 85 social mission groups. The Centre uses its space as a community resource and is working to help spark and support social innovation and social enterprise in Toronto and across Canada.

**Contact info:**

Contact: Eli Malinsky  
Tel: (416) 979.3939  
[eli@socialinnovation.ca](mailto:eli@socialinnovation.ca)

## The HUMOR Project Speakers Bureau (Canada and U.S.A.)

**Speaker:** Various

**Focus:** We offer dozens of custom-designed programs on such topics as: "Taking Your Job Seriously and Yourself Lightly," "HUMOResilience: Using Humour to Tickle Stress Before It Tackles You," "The Magic of Change," "Jest for the Health of It: The Positive Power of Humour," "Terrific Team-Building, Strategic Planning, and Goal-Setting," "HAHA: Healthy Aging Humorous Aging," "Revitalize Your Staff," "Creating Positive and Productive Organizational Culture," "Caring, Compassion, and the Comic Touch for Caregivers," "Dealing with Difficult People with Delight," "Fun-Raisers" (headlining fund-raising events as a major attendance draw), etc.

**Background:** The HUMOR Project Speakers Bureau consists of 100 excellent, entertaining, enlightening, world-class presenters--including Dr. Joel Goodman (Director of The HUMOR Project) and Margie Ingram (coordinator of their annual international humour conference on June 20-22, 2008 in upstate New York). Our Speakers Bureau has generated rave reviews from more than three million attendees from non-profit organizations, schools, hospitals and health care facilities, businesses, associations, and conferences throughout Canada, all 50 states in the U.S.,

and six continents. We provide everything from 10-minute after-dinner talks to 45-hour graduate courses to keynote speeches for up to 6000 people. In all cases, our speakers will customize their presentations according to your needs, goals, priorities, and parameters. All of our learning-filled, laughter-fueled, life-changing programs include clean humour that is uplifting, sets a positive tone, and brings people together. Please see [www.HumorProject.com](http://www.HumorProject.com) for more information on our Speakers Bureau, HUMOResources mail-order and on-line bookstore, and renowned international humour conference that has drawn participants from across Canada, the U.S., and abroad and has been featured in over 4500 TV and radio shows, newspapers, and magazines in 150+ countries.

**Contact Info:**

Joel Goodman

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[Joel@HumorProject.com](mailto:Joel@HumorProject.com)

[www.HumorProject.com](http://www.HumorProject.com)

## **Dress For Success (Canada Wide)**

**Speaker:** Deborah Twocock

**Focus:** Volunteer Management, Disadvantaged Women in the Workforce.

**Background:** Deborah Twocock graduated from Ottawa University and headed West to Vancouver in 1980. For the next almost 20 years, she worked in Vancouver's tumultuous fashion industry, honing her skills in customer service, as well as hiring and developing staff and management. In 1999, she began working with the then-new organization, Dress for Success Vancouver. Since those initial years, and thanks to the efforts of hundreds of dedicated volunteers, the organization now serves women referred from over 60 agencies in the Lower Mainland. Today, Deborah is Executive Director of Dress for Success, and along with volunteers and two fabulous staff, manages three programs offering support to women trying to find their place in the working world. Most rewarding is the ever increasing number of past clients who are now volunteers and mentors at DFS Vancouver. DFS' mission is to promote the economic independence of disadvantaged women by providing professional attire, a network of support and the career development tools to help women thrive in work and in life.

**Contact Info:**

Vancouver: Tel: (604)408-7923

[vancouver@dressforsuccess.org](mailto:vancouver@dressforsuccess.org)

Calgary: Tel: (403) 640-4090

[calgary@dressforsuccess.org](mailto:calgary@dressforsuccess.org)

Regina: Tel: (306) 543- 7377

[regina@dressforsuccess.org](mailto:regina@dressforsuccess.org)

[www.dressforsuccess.org](http://www.dressforsuccess.org)

## **Help 4 NonProfits: Community Driven Institute (Arizona, USA Region)**

**Speaker:** Hildy Gottlieb

**Focus Area:** Board Recruitment and Organization, Community Engagement

**Background:** Hildy Gottlieb has been called "the most innovative and practical thinker in our sector." As President of Help 4 NonProfits and its Community-Driven Institute, her ground-breaking work aims the Social Sector at its highest potential - creating the future of our world. Hildy's credentials include teaching, writing and consulting in the Social Sector, as well as co-founding 2 community organizations. Steeped in that in-the-trenches reality, Hildy has been labelled "a practitioner's practitioner". A passionate and dynamic speaker, audiences routinely rate Hildy's talks "Inspiring." Hildy's numerous awards include a Points of Light Citation from President Bill Clinton. Her writing has been seen in various publications including the Chronicle of Philanthropy. Her books have become industry standards, including her manual on Board Recruitment and Orientation, and her latest, "FriendRaising: Community

Engagement Strategies for Boards Who Hate Fundraising But Love Making Friends." When not working, Hildy can be found in the garden, at the movies, shooting photos, or watching the Daily Show.

**Contact Info:** Hildy Gottlieb

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### **The Mentors Circle (Toronto)**

**Contact:** Elizabeth Verwey, President

**Focus:** A Peer Mentoring Model

**Background:** Elizabeth Verwey is an entrepreneur who helps business owners and non-profits benefit from the power of teamwork!

She's helped hundreds of contacts in the Greater Toronto Area gain perspective on their challenges and priorities, and take concrete action steps

to improve how they organize and operate their businesses day to day.

The Mentors Circle book outlines how and why you would want to establish a group in your area. The Mentors Circle workshop helps everyone get started. Elizabeth has received several business awards and is a member of the Canadian Association of Professional Speakers (CAPS).

**Contact info:**

Contact: Elizabeth Verwey

Tel: (416) 463-1713

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### **Nancy Baker, MA, ConRes**

Nancy came from a background in small business and began in the Non Profit sector managing a Volunteer Centre on the Sunshine Coast. She has also worked in the Conflict Resolution Program for the Justice Institute since 1994. She has worked with many Non Profit groups in the last 20 years to facilitate the creation of a solid vision and mission, consult on resource development, board roles and responsibilities, volunteer management and resolve conflicts. She has recently completed a Masters Degree in Leadership and Training at Royal Roads University and works around BC as a facilitator and consultant.

**Contact info:**

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## STRATEGIC PLANNING

### **Sarah Chandler, M.A., Independent Consultant**

**Speaker:** Sarah Chandler (Lillooet, BC)

**Focus Area:** Strategic Planning, Human Rights, Restorative Justice, Responsibility & Liability Training for Boards.

**Background:** Sarah Chandler is a facilitator, trainer, and independent consultant. She has been an accredited facilitator with the Equitas International Centre for Human Rights Education (Montreal, Quebec) since 1997, working with Equitas in Montreal, Uzbekistan, Kazakhstan, India and Nepal. She has also served as a human rights trainer for the Lester B. Pearson Peacekeeping Centre in Cornwall, Nova Scotia. As an independent consultant, she has been working with Indigenous communities on strategic planning toward self-government and internal land tenure issues, and with community groups, facilitating consensus decision making processes. She has facilitated organizational strategic planning as well as responsibility and liability trainings for boards. She also trains individuals to facilitate consensus processes as the grassroots level. Sarah has coordinated the Lillooet Restorative Justice Program since 2005. Recently, she has been training youth in secondary schools in Canada's Youth Criminal Justice Act from a rights-based perspective, and is involved in a campaign to raise the profile of child and youth rights in the province of British Columbia. Sarah has served on non-profit boards and committees at local, provincial and national levels. She holds an MA in Understanding and Securing Human Rights from the Institute of Commonwealth Studies, London.

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### **Garthson Leadership Centre**

**Speaker:** Jane Garthson, Garthson Leadership Centre (Toronto Region)

**Focus Area:** Strategic Planning That Works, Leadership & Ethics, Board Development

**Background:** Jane is President and Principal Consultant of the Garthson Leadership Centre, dedicated to strengthening nonprofit and government organizations through enhanced leadership and ethics. She has experience as founder, Board Chair, Treasurer, Secretary, Executive Director and chair of numerous board committees. Since 1992, Jane has worked with nonprofits in the areas of governance, integrity, strategic planning, privacy impact assessments, ethics oversight and organizational reviews. She was an Executive Director of a provincial amateur sport federation for almost three years and, with key volunteers, led a very successful turnaround.

**Contact info:**

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### **Society for Organizational Learning (SOL)**

**Speaker:** Peter M. Senge, Ph.D. (Massachusetts)

**Focus Area:** Organizational Learning

**Background:** Peter M. Senge is a senior lecturer at the Massachusetts Institute of Technology. He is

also founding chair of the Society for Organizational Learning (SoL), a global community of corporations, researchers, and consultants dedicated to the "interdependent development of people and their institutions." He is the author of the widely acclaimed book, *The Fifth Discipline: The Art and Practice of The Learning Organization* (1990, revised edition published 2006) and, with colleagues Charlotte Roberts, Rick Ross, Bryan Smith and Art Kleiner, co-author of *The Fifth Discipline Fieldbook: Strategies and Tools for Building a Learning Organization* (1994) and a fieldbook *The Dance of Change: The Challenges to Sustaining Momentum in Learning Organizations* (March, 1999), also co-authored by George Roth. In September 2000, a fieldbook on education was published, the award winning *Schools That Learn: A Fifth Discipline Fieldbook for Educators, Parents, and Everyone Who Cares About Education*, co-authored with Nelda Cambron-McCabe, Timothy Lucas, Bryan Smith, Janis Dutton, and Art Kleiner. The new book, *Presence: Human Purpose and the Field of the Future*, co-authored with Claus Otto Scharmer, Joseph Jaworski and Betty Sue Flowers, and published in March 2004 by the Society for Organizational Learning, is available at [www.solonline.org](http://www.solonline.org). Dr. Senge has lectured extensively throughout the world, translating the abstract ideas of systems theory into tools for better understanding of economic and organizational change. His areas of special interest focus on decentralizing the role of leadership in organizations so as to enhance the capacity of all people to work productively toward common goals. Dr. Senge's work articulates a cornerstone position of human values in the workplace; namely, that vision, purpose, reflectiveness, and systems thinking are essential if organizations are to realize their potentials. He has worked with leaders in business, education, health care and government. *The Fifth Discipline* hit a nerve deep within the business and education community by introducing the theory of learning organizations. Since its publication, more than a million copies have been sold world-wide. In 1997, *Harvard Business Review* identified it as one of the seminal management books of the past 75 years. There have been feature articles in *Business Week*, *Fortune*, *Fast Company*, *Sloan Management Review* and other leading business periodicals regarding the work of Dr. Senge and his colleagues at MIT and SoL. *The Fifth Discipline Fieldbook* (over 400,000 copies sold) was developed in response to questions from readers of *The Fifth Discipline* who wanted more help with tools, methods and practical experiences in developing enhanced learning capabilities within their own companies. *The Dance of Change* is based on more recent experiences of companies developing learning capabilities over many years, and the strategies leaders develop to deal with the many challenges this work entails. Dr. Senge has also authored many articles published in both academic journals and the business press on systems thinking in management. *The Journal of Business Strategy* (September/October 1999) named Dr. Senge as one of the 24 people who had the greatest influence on business strategy over the last 100 years. *The Financial Times* (2000) named him as one of the world's "top management gurus." *Business Week* (October 2001) rated Peter as one of The Top (ten) Management Gurus. Peter Senge received a B.S. in engineering from Stanford University, an M.S. in social systems modeling and Ph.D. in management from MIT. He lives with his wife and their two children in central Massachusetts.

**Contact information:** Anne Starr Tel: 617-666-9627 [anne.starr@verizon.net](mailto:anne.starr@verizon.net)

### **Nancy Baker, MA, ConRes**

Nancy came from a background in small business and began in the Non Profit sector managing a Volunteer Centre on the Sunshine Coast. She has also worked in the Conflict Resolution Program for the Justice Institute since 1994. She has worked with many Non Profit groups in the last 20 years to facilitate the creation of a solid vision and mission, consult on resource development, board roles and responsibilities, volunteer management and resolve conflicts. She has recently completed a Masters Degree in Leadership and Training at Royal Roads University and works around BC as a facilitator and consultant.

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nbaker@dccnet.com, 604-908-0889.

### **Vern A. Haubrich, M.A.**

**Speaker: Vern A. Haubrich, M.A.**

**Focus Area:** Leadership and Training, Youth & Children, At-Risk Youth

**Background:** Vern Haubrich has been the Center Manager for South Vancouver Youth Centre since 2004, and is also a Private Contractor for the Acquired Brain Injury Family Care Home. He holds a Master of Arts in Leadership and Training from Royal Roads University, and works as a Liaison to the Vancouver School Board and the Ministry for Children and Family Development. He was the Co-Owner/Director of Operations for Team Play Consulting, Inc., consulting in the areas of organizational development, vicarious trauma, and organizational wellness. He was also the Program Manager of New Transitions Day Program at the Naubstreen Association for Proactive Community Living, a Case Manager/Acting Executive Director for Brenson Family Program, an Instructor at West Coast College in Surrey, BC, a Family Counselor for James Ryan House and a Group Home Manager for Shortstop Residential Youth Resource. He is experienced in non-violent crisis intervention and has a wealth of related volunteer experience.

**Contact info:**

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**S.U.C.C.E.S.S.**

**Speaker:** T.N. Foo, Program Director, Education and Training

**Focus Area:** Education and Training, Social Work

**Background:** T.N. Foo and his family immigrated to B.C. from Hong Kong in 1990. T.N. joined S.U.C.C.E.S.S. immediately after his arrival, and was the Program Director of its Richmond office for 11 years. In 2001, he returned to Hong Kong to become the Chief Executive of the Centre of Education of the Mental Health Association of Hong Kong. He rejoined S.U.C.C.E.S.S. in April 2005 and was appointed interim CEO, and eventually Program Director in charge of education and training services. T.N. Foo has a rich background in social work, social work education and social service administration. Before landing in Canada, he had served in the Social Welfare Department of Hong Kong Government in the fields of rehabilitation, family service and training. T.N. also served actively in many community committees of governments and non-governmental organizations both in Hong Kong and in B.C, including the Richmond School Board, the City of Richmond, the Board of Governors at Kwantlen University College, the Health and Welfare Sub-Committee of the Vancouver Foundation, the Greater Vancouver Mental Health Services Society, the Boards of the Richmond Addiction Services, the Disability Resource Centre and the Coordinating Committee of AMSSA (Affiliation of Multicultural Societies and Services) among others.

**Contact info:**

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## BOARD GOVERNANCE AND LEADERSHIP

### BC Healthy Communities

**Speaker:** Deirdre Goudriaan, Masters of Arts in Leadership and Training (BC, Alberta, Ontario)

**Focus Area:** Communication, Goal Setting, Human Resources, Leadership, Inter-group Relationships, Strategic Planning, Business Plan Writing, etc.

**Background:** Deirdre is an educator, mediator, negotiator and entrepreneur. She has spent her career working in the human services and community development (justice programs, people with disabilities, youth and families, community development initiatives). She earned her Master's degree in Leadership and Training from Royal Roads University. She is also a certified trauma services specialist

and trauma responder. She is currently on contract with the BC Healthy Communities, Health Canada, and West Coast College.

**Contact Information:**

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**Volunteer Vancouver**

**Trainer:** Various

**Topics:** Board Governance and Leadership Training

**Overview:** Volunteer Vancouver's Board Development Training is designed to clarify roles & responsibilities of the board of directors and to enhance board member engagement. Topics in the sessions include:

- What Makes an Effective Organization?
- What Makes an Effective Board?
- Challenges to Effectiveness for Not-for-Profit Organizations and Boards
- Three modes of Governance: Fiduciary, Strategic & Generative
- Governance as Leadership – A Board Governance Framework for: Building engaged, effective boards; Moving boards out of operation and into "big picture"; Aligning work and performance with organizational values and vision
- Board Self-Assessment
- Strategic Board Recruitment

**Speaker bios:** Available upon request

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**The Canadian Community Economic Development Network (CCEDNet)**

**Speaker:** Rupert Downing

**Focus Area:** Social Economy Policy Development, Peer Learning, Knowledge Mobilization and Research Activities

**Background:** Rupert Downing is Executive Director of the Canadian CED Network. Under Mr. Downing's leadership the Network has grown to involve over 10,000 communities, organizations and institutions across Canada, representing a major national voice on the potential for community-driven approaches to Canada's challenges. Prior to joining the Network, Mr. Downing directed the Government of British Columbia's responses to the economic revitalization needs of rural, urban, coastal and resource-dependent communities and regions. He led provincial initiatives with Federal, First Nations and Voluntary Sector partners to build partnership approaches to community development, including the successful Columbia Basin Act that revitalized regions impacted by flooding from hydro projects. Mr. Downing has also been an international leader in the development of responses to homelessness, rural decline, and urban poverty, working with government, business and community partners in Canada, the US, England, Europe, Latin American and the Caribbean. He led government and community responses to urban issues in London, England during the 1980s leading to the creation of community economic development initiatives that have since won European Union awards for their outcomes. In the 1990s he

led changes to the Municipal Act in British Columbia that introduced social planning as a key component of the development process. He is currently the co-director of Canada's national research program on the social economy, supported by the Social Science and Humanities Research Council, involving universities and communities in every province and territory. He is also Canada's representative to the International Network on Community and Local Economic Development which is based in Lima, Peru and involves nations throughout the Americas.

**Contact Information:**

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**British Columbia Chamber of Commerce**

**Speaker:** John R. Winter, President and CEO

**Focus Area:** Employment Opportunities for Disabled Persons, Policy and Principles

**Background:** John Winter is the President and CEO of the British Columbia Chamber of Commerce, BC's largest and most broadly based business organization with 130 chamber members representing over 31,000 businesses across the province. Prior to joining the Chamber in 1997, John was President, Western Division, Molson Breweries – Canada's largest brewing firm. John's 30 year career in the private sector included management assignments in Montreal, Toronto, Calgary, Vancouver and Los Angeles. He has extensive experience working with governments at all levels as a result of his work in a regulated industry. Throughout his career, John has been active in community endeavors including the Lower Mainland United Way, Vancouver Art Gallery, Science World of BC, Jack Webster Foundation, Society of the Advancement of Education, Asia Pacific Foundation, Tourism Vancouver (Past Chair), the Molson Indy Vancouver, and Vancouver Canadians Baseball Club (President). John received the Variety Club's Community Heart Achievement Award in 1994 for his work in bringing the Molson Indy annual event to Vancouver. He is a graduate of the Memorial University of Newfoundland.

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**Nancy Baker, MA, ConRes**

Nancy came from a background in small business and began in the Non Profit sector managing a Volunteer Centre on the Sunshine Coast. She has also worked in the Conflict Resolution Program for the Justice Institute since 1994. She has worked with many Non Profit groups in the last 20 years to facilitate the creation of a solid vision and mission, consult on resource development, board roles and responsibilities, volunteer management and resolve conflicts. She has recently completed a Masters Degree in Leadership and Training at Royal Roads University and works around BC as a facilitator and consultant.

**Contact info:**

nbaker@dccnet.com, 604-908-0889.

**Garthson Leadership Centre**

**Speaker:** Jane Garthson, Garthson Leadership Centre (Toronto Region)

**Focus Area:** Strategic Planning That Works, Leadership & Ethics, Board Development

**Background:** Jane is President and Principal Consultant of the Garthson Leadership Centre, dedicated to strengthening nonprofit and government organizations through enhanced leadership and ethics. She has experience as founder, Board Chair, Treasurer, Secretary, Executive Director and chair of numerous board committees. Since 1992, Jane has worked with nonprofits in the areas of governance, integrity, strategic planning, privacy impact assessments, ethics oversight and organizational reviews. She was an Executive Director of a provincial amateur sport federation for almost three years and, with key volunteers, led a very successful turnaround.

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**Colleen Evans CFRE, CMD**

Colleen Evans is a senior resource development executive with expertise in community and economic development, marketing, and public relations. She has developed, implemented and managed multi-million dollar fundraising campaigns as well as stakeholder relationship programs.

Colleen has spearheaded successful special events such as internationally acclaimed *artrageous* and the Heart and Stroke Foundation's first *Go Red for Heart* event and has extensive experience in recruiting and training senior volunteers and support staff. Colleen's public relations experience includes the creation of award winning ad campaigns. Colleen has participated in and facilitated Board sessions and the creation of vision, mission and value statements. She also has coached and mentored governance Boards.

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**Vic Murray**

**Speaker:** Vic Murray

**Focus Area:** How to Improve the Effectiveness of Your Board, Strategic Planning for Nonprofits, Evaluating the Effectiveness of Your Board, The Role and Impact of Board Chairpersons

**Background:** Vic Murray is currently Adjunct Professor in the School of Public Administration at the University of Victoria. From 1983 to 1995 he was director of the program in voluntary sector management in the Schulich School of Business at York University, Toronto. Dr Murray specializes in the study of voluntary sector organizations of all types with particular emphasis on the areas of board governance, strategic planning, inter-organization collaboration and the assessment of organization effectiveness. He is also an active consultant and volunteer in these areas. As Director of the Nonprofit Leadership and Management Program at York University he developed Canada's first certificate and master's level programs in that field. He is the author of many books, articles and papers in the fields of organizational behaviour and nonprofit management. His most recent publication is *The Management of Nonprofit and Charitable Organizations in Canada* (Butterworths, 2006). Currently, he is a member of the Advisory Board for the journal *Nonprofit Management and Leadership*, contributing editor for

*Human Resources Management in Canada and* active in the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA). In 2002 he was awarded ARNOVA's Distinguished Lifetime Achievement Award. In 1995 the Canadian Centre for Philanthropy awarded him the Alan Arlett medal for distinguished contributions to philanthropy research. He is at present Director of the Voluntary Sector Knowledge Network ([www.vskn.ca](http://www.vskn.ca)), a website of the Centre for Nonprofit Management in Victoria. Vic Murray is a Winnipegger who obtained his B.A. from the University of Manitoba and his graduate education from the University of Minnesota (M.A.) and Cornell University (PhD.). He was a member of the Faculty of Commerce at the University of British Columbia from 1962-66 before moving to York University. While at York he held appointments as Coordinator of the Organizational Behavior Area; Chair, Department of Sociology; Assistant Dean, Chair of the University Senate and Member of the York Board of Governors.

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**Booker & Associates**



**Speaker:** Fay Booker, FCA (Fellow Chartered Accountant), C. Dir. (Chartered Director)

**Focus Areas:** Governance, Enterprise Risk Management, Organizational Effectiveness

**Background:** Booker & Associates has been working and consulting in the not for profit sector for a number of years.

Ms. Booker has extensive experience in three core and interrelated areas: corporate governance, enterprise risk management and organizational effectiveness. Fay is a thought leader in the areas of corporate governance and enterprise risk management. She has developed principles, models, frameworks, and has translated concepts into practical application.

Fay has consulted on governance structures and the supporting processes that assist Boards in carrying out their responsibilities and fulfilling good governance. Fay has written terms of reference, facilitated Board evaluation processes, acted as a governance coach, and developed policy frameworks and governing policies. From her extensive work, Fay has developed Booker's Twelve Principles for Good Governance. She has an acute appreciation that there is not one governance solution that fits all organizations -her perspective is to identify practices that enable a Board to effectively serve in its capacity of service to the specific organization at hand. Fay facilitates a highly regarded workshop on Good Governance and another workshop on the People Side of Good Governance.

Fay has also designed and implemented enterprise risk management frameworks with the focus to prevent unfortunate incidents from occurring. Her work in organizational effectiveness has focused on keeping an organization sustainable for the long term. Fay has facilitated community workshops, staff focus groups, staff satisfaction surveys, and strategic planning sessions.

Fay is the author of the book: Organizational Effectiveness Toolkit for Community Organizations.

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 More information on the firm is available on the website [www.bookerandassociates.com](http://www.bookerandassociates.com)

## People Management and Human Resources

### Volunteer Vancouver and Okanagan

**Trainer:** John Buda

**Topic:** Human Resources Management and Managing People

**Overview:** People are the single most important part of your business. You need the right people, well motivated and focused on the right things to remain competitive – and we are in competition. There is little that separates us from the private sector and that’s why people management is so critical.

Human Resources function is all about aligning the people side of your business with your operations side so that, as an entity, your organization is run effectively. Human Resources is all about:

- Finding the right people the first time
- Compensating your employees according to your ‘pay philosophy’ and ‘pay ability’
- Managing Performance
- Managing the Problem Employee
- Change Management That Results in Change
- Conflict Management
- Creating the Effective Work Culture
- Effective Union / Management Relations

**Trainer bio:** John has more than 30 years in the Human Resources function with some of Canada’s leading and largest organizations. He has designed and delivered more than 150 training and development programs to senior management groups. Programs were designed specifically to meet organization needs. In addition to the list above, individual training programs are available to meet specific needs. John is currently General Manager Human Resources with the BC SPCA. He was also Vice President of the BC Wildlife Park in Kamloops and has had associations with Kamloops Chamber of Commerce, Bowness Community Association, Calgary Wildlife Rehabilitation Society and both the Ontario and British Columbia Human Resources Management Associations. John has also been heavily involved in one on one mentoring and coaching for success.

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