



# Richard Solomon

With extensive experience in the arts, health and social services, Richard provides strategic direction, develops partnerships, strengthens organizational infrastructure and facilitates new revenue streams. He is a certified not-for-profit executive with thirty years leadership experience. He provides stability and change management during transitional periods, quickly engaging teams and implementing changes to move organizations forward successfully.

## SELECTED ACHIEVEMENTS

- Developed and led strategic planning processes resulting in multi-year strategic plans that increased organizational capacity, enabled sustained growth and achieved successful new strategic directions for charities in the health sector.
- Created & implemented operating & programming plans that established new alliances & enhanced program diversity for social service not-for-profit organizations.
- Developed a proposal for major new program in the addictions sector based on community need which resulted in permanent, annualized funding of \$1.3M
- Developed mechanisms to improve organizational culture resulting in a 26% reduction in staff turnover
- Produced a strategic assessment with key recommendations which provided new perspectives for board directors
- Initiated task force on land acquisition resulting in doubling of the number of affordable housing units built over prior period
- Advocated for support of specialized therapy program which resulted in the Ontario Ministry of Health's first-time award of a provincial service agreement in the Infant Hearing Program, and a reduced need for private fundraising
- Successfully collaborated with municipal councils to waive development fees for affordable housing, enabling more donor funds to be directed to home construction

## PRIOR EXPERIENCE

- Oakville and Milton Humane Society – Interim Executive Director
- Big Brothers Big Sisters of Toronto – Chief Executive Officer
- Habitat for Humanity GTA – Interim Vice President Philanthropy; Vice President – York Region
- Addiction Services for York Region – Executive Director
- Ontario Association of Residences Treating Youth – Executive Director
- Voice for Hearing Impaired Children – Executive Director

## QUALIFICATIONS

- Masters of Music - McGill University
- Certificate in Management of Not-For-Profit Organizations - University of Toronto
- Association Management Executive Program - Canadian Society of Association Executives
- Arts Administration and Fundraising - Banff Centre School of Management

