



Carolyn Davis

An executive in the non-profit sector, Carolyn is a creative leader who thinks and acts strategically. She is committed to strengthening organizations, developing strong management teams and building formal and informal partnerships with multiple stakeholders.

Carolyn has managed complex organizations and diverse professional teams and developed the policies and practices needed for organizational health. She is experienced in working with a Board of Directors to establish good governance practices. Present focus on interim executive management, strategic and operational planning and governance.

SKILLS & ACHIEVEMENTS

- Developed, implemented and monitored COVID policies and protocols for residential services and community-based programming
- Developed and managed multi-funded, multi-program budgets exceeding \$12M annually
- Worked successfully with government and foundation funders to create measurable expectations and ensure timely and accurate reporting and accountability
- Led the successful restructuring and turnaround of two community service agencies resulting in stable funding, organizational sustainability and service growth both locally and Canada wide
- Implemented successful long-term partnerships with service agencies, school boards, libraries and local government to deliver client services in over 100 community locations
- Applied client feedback, outcome evaluation and accountability systems to produce data needed for evidence-based decision making and continuous quality improvements
- Led organizations through periods of organizational expansion and downsizing in a volatile funding environment
- Extensive experience creating and supporting workplace diversity.

PRIOR EXPERIENCE

- The Osborne Group
 - Group Health Centre – SSM (Interim Executive Director)
 - Women’s Habitat of Etobicoke (Interim Executive Director)
 - Community Care Peterborough (Strategic Planning)
 - St. Matthew’s House (Merger Assessment)
 - Vita Community Living Services (Strategic Planning)
 - YWCA Peterborough (Interim Executive Director)
 - Oakville Parent Child Centre (Cultural Competency Assessment)
- Catholic Crosscultural Services (immigrant/refugee services) – Executive Director (17 years)
- United Way Peel Region – Director of Allocations & Agency Relations
- Thorncliffe Neighbourhood Office – Executive Director (4 years)
- Ontario Nonprofit Network (ONN) - Co-Chair, Funding Reform Working Group; Member of the Policy Committee
- OCASI (Ontario Council of Agencies Serving Immigrants) – Board member, elected as Toronto Region Director (2 yrs.) and Provincial Director (4 yrs.)

QUALIFICATIONS

- Master of Business Administration (MBA), Schulich School of Business, York University
 - Double Majors: Strategic Management and Nonprofit Management
- Graduate Diploma – Nonprofit Management & Leadership, Schulich School of Business, York University
- Bachelor of Social Work, University of Western Ontario

