



## Carolyn Davis

With 30+ years executive leadership in the non-profit sector, Carolyn is a creative leader who thinks and acts strategically. For over 20 years, she has been committed to strengthening organizations, developing strong management teams and building formal and informal partnerships with multiple stakeholders.

Carolyn has led complex organizations with diverse professional teams and developed the policies and practices needed for long-term organizational health. She is experienced in working with Boards to establish good governance practices. Present focus on interim executive management, strategic and operational planning and governance.

### SELECTED ACHIEVEMENTS

- Restructuring and turnaround of community service agencies resulting in stable funding, tripled revenue, organizational sustainability and client service growth
- Developed and managed multi-funded, multi-program budgets exceeding \$12M
- Established, delivered and evaluated immigrant and refugee settlement services across Canada
- Implemented successful long-term partnerships with service agencies, school boards, libraries and local government to deliver client services in over 100 community locations
- Developed and implemented innovative off-site, on-line and partnership-based program delivery models
- Established and managed multi-funded, multi-program budgets exceeding \$12M
- Extensive experience creating and supporting workplace diversity

### PRIOR EXPERIENCE

- The Osborne Group
  - Aman Lara (Interim Executive Director)
  - Group Health Centre, Sault Ste Marie (Interim CEO)
  - 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
- United Way Peel Region – Director of Allocations & Agency Relations
- Thorncliffe Neighbourhood Office – Executive Director
- Ontario Nonprofit Network (ONN) - Co-Chair, Funding Reform Working Group; Member of Policy Committee
- OCASI (Ontario Council of Agencies Serving Immigrants) – membership elected Board representative

### QUALIFICATIONS

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

