

SUMMER 2015

PHILANTHROPY AND NONPROFIT LEADERSHIP

CARLETON UNIVERSITY



Carleton
UNIVERSITY

Philanthropy and
Nonprofit Leadership
School of Public Policy and Administration

TABLE OF CONTENTS

Oliver Anderson	2
Tiffany Barnes-Huggins	3
Gorana Botić	4
Danielle Burke	5
Erica Butler	6
Victoria Carlan	7
Heather Colwell	8
Debbie Dankoff	9
Beth Dimsdale	10
Shannon Gorman	11
Rhea Higginson	12
Sarah Lukassen	13
Christine MacIntosh	14
Ashleigh Marleau	15
Elizabeth Mazurek	16
Taylor Monk	17
Shamsul Muktadir	18
Aleysha O'Hare	19
Tori Peacock	20
Diane Plourde	21
Andrea Podruski	22
James Puddicombe	23
Michael Sacke	24
Sandra Sawers	25
Jessica Slade	26
Brittany Stares	27
Aryana Sye	28
Megan Tate	29
Lila Yaacoub	30
Notes	31



OLIVER ANDERSON

Oliver recently completed his M.A. in History at Carleton University where he focused on Canadian and indigenous history. He wrote his Major Research Essay on the marginalization of an indigenous oral history, and presented the findings of his work at Carleton's CIRCLE 2015 conference. He was nominated for the Outstanding TA award and has received the Best Emerging Writer Award from Above and Beyond Magazine.

Outside of his work in the field of history, Oliver has had a successful career first in politics, where he was the Direct Marketing Manager for a major federal political party.

He then worked in the Northwest Territories for a consultancy agency, and then for the territorial government helping to manage employment and training programs for vulnerable individuals. Lastly, he has volunteered with a number of organizations in the fields of the environment, health, politics and education.

Altogether, his experiences have led him to the Philanthropy and Nonprofit Leadership program. He hopes to develop his career with nonprofits seeking to provide equality of opportunity, specifically through education and training, for those who face barriers from advancement, specifically indigenous peoples.

Oliver calls Ottawa home. He is an avid cross-country skier, hockey player, cyclist and canoeist.



TIFFANY BARNES-HUGGINS

Tiffany is from Montreal and holds a Bachelors degree in International Development Studies from McGill University. Throughout her studies, she devoted herself to philanthropic causes both in and out of school, exercising her passion for gender equality and youth empowerment.

Her dual focus in Development and Hispanic Cultures led her to travel to Guatemala with International Volunteer HQ. There, she facilitated games and activities for children with mental and physical disabilities and gained a greater insight into development issues from a grassroots perspective.

With her peers she founded the Student Committee of UN Women Canada at McGill University and later went on to join the National Committee as a member of their communications team. During that time, she drafted speeches, newsletters and promotional copy regarding gender equality and the status of women in Canada and abroad.

Following her graduation from McGill, she took time to travel and explore new cultures; teaching English in South Korea and then backpacking through South America. Now that she has found her way back to Canada she is excited to begin this new chapter at Carleton University and build the skills and knowledge to create a meaningful impact in the non-profit sector.



GORANA BOTIC

Gorana Botic is a bilingual graduate from the University of Ottawa awarded with an Honours Bachelor of Social Sciences in International Studies and Modern Languages (Magna Cum Laude 2012) and an Honours Bachelor of Social Sciences in International Development and Globalization (Cum Laude 2011).

As an active volunteer, Gorana recognizes the importance of understanding different social, economic and cultural factors that affect the opportunities that every individual from across the globe is entitled to pursue. Gorana has been fortunate enough to collaborate on sustainable development projects in underprivileged countries, including the Dominican Republic, Haiti and El Salvador. On a local level, Gorana has been actively involved in her community, working alongside organizations such as International Child Care Inc., the Canadian Cancer Society, Rotaract Club of Ottawa, the MS Society of Canada, and ZONTA.

Due to her participation in sustainable development projects at home and abroad, Gorana was awarded the Youth Citizenship Award in 2006 & 2007. She was also awarded the Young Women in Public Affairs award in 2007.

Based on her view that language is key to understanding different cultures, Gorana has had the opportunity to expand her linguistic capabilities through her time living, studying and working abroad in Europe. Gorana is able to communicate fluently in English, French, Spanish, Serbian, Croatian, and is currently learning American Sign Language.

The MPNL program will allow Gorana to further her academic knowledge about new trends, challenges and opportunities in the non-profit and philanthropic sector.



DANIELLE BURKE

Danielle's passion and experience stems from working with children, youth and adults with disabilities and with a variety of nonprofit organizations. Through this experience, Danielle has been able to work with a number of reputable nonprofits including: World Vision, the Canadian Cancer Society, Camp Trillium, Special Olympics Ontario and Reach for the Rainbow. Danielle currently works as the Operations and Development Manager at Smilezone Foundation, working with Hospitals and Children's Centres within the Ontario Region.

Danielle successfully graduated from McMaster University in the Spring of 2013, receiving her B.A. in Honours Communication Studies and securing a place on the Dean's Honour List throughout her years.

Furthermore, beyond her academic experience, Danielle was able to commit and truly make a difference within the

McMaster and Hamilton community. Some of these noteworthy experiences included being co-president of McMaster's club, Smiling Over Sickness, expanding this council and receiving the honorary accreditation of McMaster's Club of the Year. Additionally, she was a committed mentor within McMaster's Communication's and Multimedia Department, a note taker with the Centre for Student Development, and worked at local schools educating students about nutrition, recreation, and social education. These academic, work and volunteer experiences inspired Danielle to continue her passion within the nonprofit field.

Individuals cannot NOT make a difference. Thus, Danielle is eager and excited to help revolutionize the nonprofit world, helping make a difference one person, family, community and organization at a time.



ERICA BUTLER

Erica Butler graduated from Carleton in 2014, having earned her BA in Women's and Gender Studies with a minor in Sexuality Studies. She is also a graduate of Algonquin College's Public Relations program. Erica currently works as the Communications Officer for Centretown Citizens Ottawa Corporation.

Passionate about social justice, Erica was named Capital Pride's Youth Marshal for her extensive volunteer and professional work in Ottawa's LGBTQ+ communities in 2012. She was the programming coordinator for Carleton's Gender and Sexuality Resource Centre during her time as an undergrad. Erica also co-founded Spectrum, a weekly LGBTQ+ youth group operating out of Youth Services Bureau, and served for two years as assistant coordinator for Capital Pride's youth branch.

Erica continues to volunteer her time for various causes across the city. She is the Director of Communications for the Association of Fundraising Professionals Ottawa, and sits on the development committee of the Ten Oaks Project. She is also a co-founder and steering committee member of Ottawa Tech4Good.

Erica first heard about the MPNL program during her time as the inaugural Director of Learning and Organizational Development for Carleton's Student Philanthropy Council, and is very excited to be a member of the third cohort.



VICTORIA CARLAN

Victoria Carlan is passionate about increasing the impact and demonstrating the excellence of Canada's non-profit sector. Over the years, she has had the opportunity to work on all sides of the sector from funder to fundraiser and advisor to volunteer. She understands well the challenges that these organizations face and sees a deep need to bring public, private and non-profit partners together to explore new solutions to persistent complex societal challenges.

Currently, Victoria is a Special Advisor in Employment and Social Development Canada's Aboriginal Affairs Directorate providing functional leadership in the areas of performance measurement, evaluation and, more recently, social innovation for the department's Aboriginal labour market programs. Prior to this, Victoria was a Senior Analyst for the Treasury Board of Canada Secretariat's Centre of Excellence for Evaluation responsible for developing

the capacity of the Government of Canada's evaluation function and the implementation of results-based management. Before joining the public service, Victoria spent over 15 years consulting to international development agencies, the federal government, and voluntary sector organizations in the areas of capacity development, monitoring and evaluation.

Victoria holds an Honours Bachelor degree in Environmental Studies and Management Science from the University of Waterloo and a Master of International Affairs from Carleton University's Normal Patterson of International Affairs. She is delighted to be returning to an academic environment where she can collaborate with others to help influence philanthropic activity and support non-profit leadership in Canada.

Victoria lives in Wakefield, Quebec with her husband, two beautiful children, a golden lab and two cats – Frank and Stein.



HEATHER COLWELL

Heather Colwell grew up in Montreal, Quebec. She pursued her talent as a competitive swimmer and attended the State University of New York at Buffalo on a full athletic scholarship. While at UB, she completed her undergraduate degree in Biomedical Sciences. As she entered into a research based science career, she realized she had not found her passion.

She started her career in educational advancement in the Independent school system and has held a variety of roles including Parent Relations, Event

Management, Alumni Relations and Annual & Planned Giving. She is currently the Senior Development Officer at Havergal College, an all-girls Independent school in Toronto, Ontario. Heather attained her CFRE designation last summer and is excited to explore other areas of the philanthropic sector through her studies.

In her spare time, Heather enjoys competing in Masters swimming events, coaching the Havergal swim team, golfing and spending time with friends, family and her dog Roxie!



DEBBIE DANKOFF

Debbie Dankoff is currently the Director of Development for the Faculty of Arts at McGill University. With close to twenty-six years of experience in the field of philanthropy, she has had myriad career opportunities including; consulting for a variety of not-for-profit organizations, obtaining her Certified Fundraising Executive designation, teaching the CFRE course, guest lecturing at a number of Charity focused conferences and volunteering for many organizations, most notably Hope and Cope Montreal.

Debbie is also an accomplished painter who was described by the Montreal Gazette Newspaper Art Critic as being the ‘up and coming Artist to watch’ – a great many years ago. She still enjoys painting, and although not publically showing she is still busy creating works for family and friends as gifts.

She is looking forward to continuing to learn about Philanthropy and increasing her knowledge of the field in which she has spent close to half her lifetime.



BETH DIMSDALE

After seven years, Beth left the financial sector to join the charitable world full time. Her first paid role was with Causeforce Inc. – a company focused on large scale peer-to-peer fundraising events. It was an amazing opportunity to gain an understanding of what motivates people to get involved and what inspires them to push their limits.

After eleven events cross Canada, Beth joined the Ottawa team at the Canadian Cancer Society. This volunteer driven organization gave Beth a balanced view of what can be accomplished by a small group of dedicated community members. At the Ottawa Regional Cancer Foundation Beth worked on a capital campaign, sponsorship, leadership committees and major donor events.

After the birth of her daughter, Beth found herself wanting to do more to improve the lives of women and girls around the world. Currently working at Oxfam Canada with philanthropic donors across the country Beth is dedicated to see women's rights and equality become a funding priority.

Beth has a particular interest in what motivates women to give of their time and their money. As more women sit around the board room table and accumulate major wealth, Beth is working to understand how this will change the landscape of philanthropy.

During the winter, Beth volunteers her time as a guide-instructor with a group of visually impaired downhill skiers. A passionate scuba diver, Beth has travelled the world exploring many oceans and is also a certified yoga teacher with specialized training for cancer and cardiac patients.



SHANNON GORMAN

A Canadian leader in corporate philanthropy, Shannon Gorman is National Director of Community Affairs for TELUS, responsible for delivering the company's innovative community investment strategy.

Shannon manages an annual budget in excess of \$30 million and leads a national team of 14 senior Community Investment personnel and is responsible for 11 Canadian and three International Community Boards, which engage community leaders and TELUS team members in allocating funding to meet local needs.

Prior to joining TELUS, Shannon was a senior executive with the Ottawa Regional Cancer Foundation for more than 13 years, where she played a key role in raising more than \$30 million to increase cancer survivorship in Ottawa.

More recently, Shannon was instrumental in TELUS being the first Canadian company to be recognized, in 2010, by the Association of Fundraising Professionals as the most philanthropic corporation in the world. Shannon holds a Masters in Business Administration (MBA), is a Certified Fundraising Executive (CFRE), and holds certificates in Corporate Social Responsibility from both Harvard Business School and Boston College.

Currently she serves as a director on boards of local and national charities including; the Ottawa Humane Society and Women in Communications & Technology. Shannon also enjoys volunteering her time at the Ottawa Mission and Youville Centre where she recently developed a mentorship program.



RHEA HIGGINSON

Rhea Higginson has always wanted to make a difference in her community. At present, she works as Director of Administration with the John Howard Society of Ottawa. Her leadership and dedication have been instrumental in the growth of housing programs and services for high risk offenders living in the community.

Rhea's passion to develop new and innovative solutions for social problems also led her to establish a social enterprise that operates across the province of Ontario. Rideau Social Enterprises (RSE) is based in Ottawa, Ontario and seeks to provide employment opportunities to individuals who have identified barriers to success in the

mainstream workforce. RSE operates two main business streams to target these individuals: a temporary work agency for certified asbestos abatement workers and Bed Bug Busters.

Rhea completed her Bachelor of Commerce from Carleton University Sprott School of Business in 2015. As a student she was chosen to compete in many local and international strategic business case competitions.

Through the MPNL, Rhea would like to focus her efforts to develop capacity for non-profit organizations to deliver evidence based outcomes that show a return on investment.



SARAH LUKASSEN

Sarah Lukassen was born and raised in Montreal. She completed her Bachelor of Arts in Human Relations with a minor in Sociology at Concordia University. During this time, she explored various subjects including human rights law and became more aware of social justice issues around the world. Upon graduation, Sarah knew she wanted to combine her passion of working with youth and creating a positive social change.

This led her to Free the Children where she has worked for the past 2 ½ years as an Educational Programming Coordinator. In her role, she supported educators to engage their students and expand their knowledge of local and global issues through service learning. She has had many opportunities to step outside her position and on to the front lines to empower youth to become leaders and active global citizens.

Prior to her work at Free the Children, Sarah has dedicated much of her life working with various non-profit organizations. With her experience in program planning and facilitation she created a female empowerment, anti-bullying program for a local elementary school, which she, herself, attended. She also committed many summers to working at a residential summer camp for at risk youth.

In all, Sarah's invaluable professional experiences have exposed her to the diverse facets of the non-profit realm, be it on the ground, administrative, and facilitative. This has greatly influenced her desire to further her education, as this will be her next step in achieving her career goals.



CHRISTINE MACINTOSH

Christine MacIntosh is a Director at the John Howard Society of Ottawa (JHS) where she oversees two portfolios; Child and Youth Services and Employment and Training. Through both advocacy work and direct service delivery, JHS promotes effective responses to crime, its causes and consequences with an overall goal of supporting safer and healthier communities. Christine is also a Board Member (and member of Executive as Treasurer and Chair of Fund Development) for the Alliance to

End Homelessness Ottawa, Board Member for the Housing Registry of Ottawa, as well as Rideau Social Enterprises. She is also involved in a variety of capacities on coalitions and community networks in support of homelessness reduction and crime prevention. She is an active Steering Committee member with the Ottawa Gang Strategy, Ottawa Justice Collaborative and participates on the Senior Management Table for MERIT (Multiagency Early Risk Intervention Table).



ASHLEIGH MARLEAU

Ashleigh completed her undergraduate degree with a double major in Law and French at Carleton University in 2009. While completing her degree, Ashleigh worked in the healthcare sector as a Labour and Delivery Clerk at The Ottawa Hospital, General Campus. Shortly after graduation, Ashleigh began a career with the Royal Canadian Mounted Police (RCMP) and has done analytical work related to community outreach and engagement, as well as federal policing. Ashleigh continues to work for the RCMP as a Peer to Peer System Coordinator; helping peers access services which can help them resolve work related or personal issues.

Ashleigh has been a Yoga Alliance certified yoga teacher since 2011, and has recently travelled to Costa Rica to study the relationship between yoga and Ayurveda. In the future, Ashleigh hopes to complete a yoga teacher training geared toward helping people overcome emotional traumas.

Ashleigh lives in Ottawa with her fiancé, Joël. Ashleigh enjoys travelling, exercising and has a passion for continuing education. Ashleigh is looking forward to beginning the Master of Philanthropy and Non Profit Leadership program.



ELIZABETH MAZUREK

Over the last 11 years, Liz has held various positions within the field of higher educational fundraising. She is currently the Manager of Annual Giving and Donor relations at Bishop's University (Lennoxville, Quebec).

Raised in Calgary, Alberta, Liz ventured to la belle province in 2004. After completing a Bachelor's degree in Music and Arts Administration from Bishop's University, Liz spent two seasons working with the Festival de Musique de Chambre de Montreal before taking a job on the annual giving team at McGill University. It was during her time here that Liz discovered her passion for connecting interesting, benevolent people with worthy, compelling causes and projects, and decided to pursue a career path as a fundraiser in the non-profit sector.

Liz is one of the co-founders of the Canadian Higher Educational Annual Giving Congress, now going into its 5th year, and continues to be involved in the annual programming of this event. She also serves as a member of the advisory board of the Lampe Foundation, an organization dedicated to providing financial assistance and awards to students pursuing education at any level within the Eastern Townships community.



TAYLOR MONK

Taylor grew up in Whitby, ON, but has spent the past four years in Ottawa while she completed her B.A. in Human Rights and Psychology at Carleton University. Throughout her time at Carleton, Taylor participated in Days of Service, the Alternative Spring Break Program, and was involved with the Carleton University Free the Children and Oxfam at Carleton clubs. Carleton is where Taylor found her passion for human rights and social justice.

Taylor has participated in community service-learning trips to Kenya, Guatemala, New Orleans, and Nicaragua, and has realized her love for travelling to new places and immersing herself in the

culture and learning about social issues. She hopes to have more opportunities to travel, learn, and volunteer.

The Philanthropy and Nonprofit Leadership program immediately caught Taylor's eye while she was in her third year of her undergraduate degree. After researching the program she immediately knew she wanted to study this area because she could visualize how the knowledge gained from this program could practically be applied to her dream of improving human rights situations and tackling social issues.

She looks forward to everything she will learn throughout the program, and is excited to meet her fellow classmates!



SHAMSUL MUKTADIR

An always optimistic person, Shamsul Muktadir was CEO of Chittagong's, the second largest city of Bangladesh, Metropolitan Chamber of Commerce and Industry in 2010 before migrating to Canada in 2011 in quest of a fresh start of a second career. Muktadir began studying as an undergraduate student at Humber College in Toronto and got elected to the student government-HSF. Ever since, he is involved in a number of voluntary and charitable organizations like Bangladesh Policy Institute, Ontario Bangladesh Nationalist Party, Bangladesh Forum of Canada and the Liberal Party of Canada.

Muktadir obtained his Master's degree in International Relations from University of Dhaka in 1986 and worked for the South Korean Embassy in Bangladesh for several years as a political/economic analyst. He was political/economic

advisor to the Canadian High Commission in Dhaka as a locally engaged staff of DFAIT in 2006-7. He was awarded the prestigious Keizo Obuchi research fellowship by UNESCO in 2002 for staying 9 months in Pakistan as an international researcher in the field of peaceful conflict resolution between Bangladesh and Pakistan. He delivered a presentation on "Canada's investment in Afghanistan: Social Perspectives" at the Royal Military College of Canada in October 2012.

Muktadir is passionate about humanism and human rights. He believes those must be upheld on a global scale in a sustainable manner. While especially interested in philanthropic and non-profit actions in the Arctic and indigenous areas he intends to work for the alleviation of global poverty by 2035.



ALEYSHA O'HARE

Aleysha graduated with high distinction from the University of Toronto where she earned an Honours Bachelor of Arts degree in Political Science and English. Aleysha supplemented her studies working at Sun Life Financial as an Administration Specialist for the past three years.

Aleysha began regularly volunteering at Community Living Toronto's Tuesday Night Bingo Drop-In where she developed a passion for enabling and encouraging those with different needs to integrate and participate with others in society. While continuing this role, Aleysha also became a volunteer for the Canadian Cancer Society where she offered in office, promotional and general volunteer programs including the Relay for Life, the In Memoriam Program and the Wedding Celebration Program.

Throughout Aleysha's University studies, Aleysha became involved in local youth politics where she held several roles including Director at Large and Treasurer for the University of Toronto's Progressive Conservative Campus Association. Aleysha would also become the Vice-President of the Scarborough-Guildwood Progressive Conservative Youth Association. In 2013 Aleysha became the volunteer chair for the Scarborough-Guildwood by-election, and retained that title for the general provincial election the following year.

Aleysha is confident that her unique blend of political knowledge, leadership experience, and passion for philanthropy will enable her to get the most out of Carleton's MPNL program. Aleysha hopes to one day operate her own non-profit venture.



TORI PEACOCK

Tori Peacock grew up in Toronto, Ontario, hailing from a family heavily involved in the philanthropic sector. At 21 years old, Tori will be graduating this spring from Wilfrid Laurier University with a Bachelor of Arts Honors in Communications Studies and Minors in Canadian and Global Studies. Her education allowed her to not only study the communications industry, but also look at the current global and Canadian issues that have led her to her passion for philanthropy. In addition, Tori has been an active volunteer with Right to Play, Habitat for Humanity and various Hospital Foundations.

With a keen interest in the ways in which social and digital media plays a factor in awareness and fundraising initiatives, Tori has served as the Social Media Executive on the Communications Student Association at

Laurier, where she learned how to target youth and activate student awareness, and is completing a Summer Internship as the Social Media Officer at Arrive Alive DRIVE SOBER.

Tori has had a lifelong passion for sports. She competitively figure skated for over 10 years and continues to love the sport. Rugby was another passion, as she was captain of her team for two years. She continues to pursue swimming and has worked in aquatics for seven years and is currently an Instructor Trainer for the Province of Ontario with the Lifesaving Society, where she combines her love of sports and teaching youth.

Tori believes her diverse background provides a fresh and insightful look within the classroom. She is very excited to get to know the other students and share with them in this exciting program!



DIANE PLOURDE

A passionate advocate for victims, Diane Plourde has spent over nine years developing programs and services to assist victims of crime and tragic circumstances. As the founding Executive Director for Victim Services of Stormont, Dundas, Glengarry and Akwesasne, Diane was provided with the opportunity to build a new organization from the ground up. As a result, she has developed and implemented several new programs, fundraising events and volunteer recruitment initiatives.

Diane has been the Chair of the Community Action Network Against Abuse for the past six years and is a member of the Board of

Directors for Koala Place, a Child and Youth Advocacy Centre. Diane has over 23 years of experience in the non-profit sector. She holds a Bachelor of Arts degree with Honours in Psychology from the University of Ottawa. Most recently, Diane began teaching a course to first year students in the Police Foundations program at St. Lawrence College. She hopes to learn new skills and strategies by participating in the Master of Philanthropy and Nonprofit Leadership program for both personal and professional growth.

Diane lives in Cornwall. She is married and has two boys who are active in competitive soccer. As a result, she is definitely known as a proud soccer mom. Finding a good balance between work, home and her studies is of great importance.



ANDREA PODRUSKI

Andrea's journey supporting people with disabilities to be fully included in community started when she was a young teenager. At that time, she had no idea she had found her true purpose in life. After completing her Bachelor of Social Work degree in British Columbia she worked in the field of child protection, with seniors in Japan, as well as with youth and women with mental health issues at risk of homelessness. Andrea joined Citizen Advocacy Ottawa in 2003 and has never looked back. Through advocacy and person directed support, Andrea assists people with disabilities and their families to be empowered and fully included in their

community. She believes in the power of relationships and connections and looks forward to the Masters of Philanthropy and Non-Profit Leadership program so she can continue to advocate for the full inclusion of people with disabilities.

Andrea lives in beautiful Chelsea, Quebec with her husband and two young children. Together, they enjoy being outdoors exploring the Gatineau Park, nearby creeks and lakes, as well as adventures around the world. Andrea and her family live without television and video games, further solidifying the power of their relationships to each other and with nature.



JAMES PUDDICOMBE

James graduated with a Bachelor of Business Administration with a concentration in International Business and a major in Economics from Bishop's University in 2009. Since then, he has excelled working in the private sector, particularly in areas of business development, and stakeholder relations. Drawing inspiration from his volunteer experiences with non-profit organizations, James is excited to be formally transitioning to the non-profit sector.

As a Grant Review Team Member for the Ontario Trillium Foundation (OTF), James has witnessed first hand the measurable benefit achieved through proper social development. The OTF is an agency of the Government of Ontario

that awards funds to non-profit and charitable organizations across the province. James along with his team members, are responsible for evaluating proposals and making funding recommendations in the Champlain catchment.

Apart from his work with the OTF, James is a volunteer with Big Brothers Big Sisters of Ottawa (BBBSO). As a Youth Mentor, James understands the importance that positive role models and healthy relationships have in the lives of youth. As such, James has found his experience as a Youth Mentor extremely rewarding, and fun!

Aside from his professional life, James is an avid competitive golfer, and is currently testing his hand at learning the ukulele.



MICHAEL SACKE

In 2011 Michael was working as a Fund Analyst in Switzerland content living his life and enjoying the day-to-day goings on in Zurich. However that changed after he was invited by an NGO to visit refugee camps in Lebanon, Jordan and the Occupied Territories. During this visit he got to see firsthand how the devastation of war impacted innocent people and children. The experience created a need in him to ultimately assist others impacted by devastation.

Michael has spent his career in investment management and related fields. He has worked across the full value chain of investments including investment consulting, treasury, investment management and financial engineering. His experience spans several investment

classes including index funds, real estate, fixed income, equities and most recently impact funds. He has also worked extensively with First Nations communities in the area of endowment and community funds. He has worked in several countries around the world including South Africa, Canada, the USA and Switzerland.

He is hoping to leverage his for profit investment skills and draw from the learning and experience of his PANL colleagues and professors to pursue a career with an NGO.

He read for a Bachelor of Commerce majoring in Economics at the University of South Africa and a Bachelor of Commerce Honours (Investment Management) at Rand Afrikaans University (Johannesburg University). His interests include skiing, and traveling to interesting places.



SANDRA SAWERS

Sandra graduated as a biologist from Queen's University in 1990 and worked for the Ministry of Natural Resources until she moved to Ottawa to raise her children. She spent the next 20+ years volunteering, working in sales and developing herself as an entrepreneur.

In 2013 her move into the non-profit sector proved an excellent fit for her values and talents. Sandra is currently the Volunteer Coordinator at EcoEquitable, a charity and social enterprise that provides skills development training through small-scale textile recycling. Sandra contributes to EcoEquitable's business operations and strategic goals and enjoys being part of a grassroots organization working towards social, environmental and financial sustainability.

With both her son and daughter at Carleton University, she joined them as a mature student and graduated in 2014 from the Management Development Program for Women (MDPW). Sandra looks forward to the MPNL as the next exciting step in her professional career development. She is interested in exploring the impact of women in the non-profit sector as social innovators and philanthropists.

Sandra looks forward to building her professional network and enhancing her qualifications and candidacy for further positions in management. Her goal is to continue making positive social and environmental impact. Sandra enjoys spending time with her family and volunteering with the Richmond Agricultural Society and Habitat for Humanity.



JESSICA SLADE

From a young age Jessica has had an enthusiasm and interest for the field of global engagement. Jessica participated in her first international placement in Nicaragua at the age of 16, and quickly flourished as a leader- feeling a passion for working within multi-ethnic work teams. After winning a \$5000 Youth Philanthropy Initiative grant for a grassroots charity in her community of Haliburton, Ontario, Jessica worked as a ranger for the Ministry of Natural Resources in the Ojibway First Nations reserve later on that year. It became evident that Jessica's next progression in life was to further her awareness of the world around her and to obtain a degree in global studies and international development.

In her capacity as a full-time Honours Global Studies student at Wilfrid Laurier University, Jessica has shown a strong commitment for philanthropic efforts in Canada and abroad. She has participated in two international

internships in Guatemala and Colombia; as well as completed the Inside-Out Prison Exchange Program at the Grand Valley Institute for Women in Waterloo. In her roles of volunteer coordinator, executive assistant and health and hygiene program developer, Jessica has gained valuable insight as to the impact an effectively managed organization can have on a community.

Now focused on the managerial sector of development agencies, the Philanthropy and Nonprofit Leadership program at Carleton University is the necessary next step. Jessica's goal is to help create transparent structures of development through the formation of ethical policies and leadership efforts. Jessica's participation in the MPNL program will work to academically and professionally strengthen her competencies to shape a career of notable accomplishments in the coming years.



BRITTANY STARES

Brittany Stares holds a Bachelor of Arts (Honors) in Political Science from the University of Alberta, where she graduated with the highest distinction in her program. Her thesis research focused on Alberta government discourse pertaining to the environmental impacts of provincial oil sands development. After graduating, Brittany served as Managing Editor of Curb Magazine, a national publication on policy, practice and community experience in cities, regions and rural areas, based out of the City-Region Studies Centre in Edmonton. During her time at Curb, the magazine expanded to reach municipal offices and planning departments nationwide and entered retail outlets across Canada.

For her Master's degree in Philanthropy and Nonprofit Leadership, Brittany intends to apply her political science background to her study of environmental philanthropy. In particular, she plans to research the impact of environmental politics on the activities and reach of Canadian environmental nonprofits.

Along with philanthropy, Brittany has a passion for writing, which is strongly informed by her interest in social issues. She joins the MPNL program from a year in London, Ontario, where she has been writing fiction, participating in river clean-ups and volunteering as a social media writer for the London-based charity Art for AIDS International.



ARYANA SYE

Aryana is a passionate fundraiser and organizational leader with extensive professional and volunteer experience in education, the arts and community-based organizations. Her specialty is primarily on developing and implementing cohesive fundraising strategies to solicit major gifts; including corporate sponsorship proposals and grant applications. Her current role as a Donor Relations Specialist at Science World British Columbia provides her with the opportunity to work with individuals and run annual programs that help promote science and technology education across British Columbia.

After completing her Bachelor's degree in Arts and Culture from Simon Fraser University, she travelled throughout Europe,

Southeast Asia, China and India where she discovered her passion for philanthropy. Upon returning home and while working for western Canada's largest theatre company, The Arts Club Theatre Company, she completed her Certificate of Fundraising Management, with distinction, from the British Columbia Institute of Technology.

From 2012 - 2014, she co-chaired the Alzheimer's Society of B.C.'s largest fundraising walk in Vancouver. Currently she serves on the Board of Directors for HUB, an organization that promotes better cycling through education, actions and community-related events.

When she's not tooling around on her bike, Aryana can be found hiking up a mountain or devising her next adventure.



MEGAN TATE

Megan Tate always knew she wanted to work for a non-profit organization when she grew up.

Today, Megan is a Community Grants Associate at The Winnipeg Foundation. Over the past 16 years she has had a number of roles at the Foundation, starting as Communications Assistant in 1999 before joining the Grants team in 2002. For ten years Megan also coordinated the Foundation's Youth in Philanthropy program, which engages the next generation of grantmakers and philanthropists.

In 2004 Megan was selected to be part of the Centre on Philanthropy's Emerging Leaders Fellowship Program at the City University of New York, where she had the opportunity to learn about philanthropy in a global context.

Megan has volunteered for a number of organizations including the Winnipeg Art Gallery and Arts & Disability Network Manitoba. She currently sits on the board of the Canadian Environmental Grantmakers' Network.

Through the Master of Philanthropy and Nonprofit Leadership program Megan hopes to explore a range of issues, including the role of philanthropy in urban sustainability, and how foundations can use impact investing to make a difference beyond grantmaking.

In her spare time, Megan enjoys attending local arts events and hanging out with her husband and their two year-old son.



LILA YAACOUB

Lila recently received her Bachelors degree from the University of Waterloo in Legal Studies, with a minor in business and sociology. Courses in these areas have allowed her to develop her interest in areas including human rights, environmental issues, and animal welfare. Through this, she became inspired to pursue a career which would allow her to create meaningful change in the lives of marginalized populations.

Lila's passion for animal welfare led to her involvement with the University of Waterloo's Animal Rights Society where she quickly took on a leadership role within the club. As a team, the ARS planned a number of educational initiatives and fundraising events to benefit various animal rights causes and organizations. Through her involvement in the club, she grew to recognize the significant impact that can be made by joining together with other passionate, like-minded individuals.

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Student scholarships and bursaries
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