

If a charity is approved by the GCP they can choose from any of the three consultants listed below.

GAY DOUGLAS

Gay's career spans more than 30 years as a board volunteer, executive director and adult educator. She is passionate about the importance of strong governance in the not-for-profit sector.

In 1976 she was a founding board member and Chairperson of the Niagara Block Parent Program. Since that time has served on many other boards, most recently the Greater Niagara Chamber of Commerce, Habitat for Humanity Niagara and the Early Childhood Community Development Centre, where she served as Chairperson for 6 years.

Gay has worked in non-profit management and fundraising since 1989 for a variety of important causes including The Kidney Foundation of Canada, Big Sisters Association on Ontario, and the Recycling Council of Ontario. Always the entrepreneur, in 1992 she created Canada's first car donation program, and 3 years later developed Canada's first on-line auction.

For 10 years she taught communications, innovation and human resources in the Event Management post-grad program at Niagara College.

Building on her broad experience as both a volunteer leader and management professional, in 2005 Gay established Gay Douglas and Associates Inc. She specializes in board governance, policy development and strategic planning. Gay is a Certified Standards Program Coach through Imagine Canada. Gay also coordinates the Governance Partners Program for the Niagara Community Foundation.

Gay can be reached at gay.douglas@niagaracommunityfoundation.org

TERRY MCDUGALL

A native of St. Catharines and graduate of Brock University, Terry is a creative fundraising and administrative professional with the ability to plan, organize, coordinate and direct successful fundraising programs. She has more than 30 years of experience developing and implementing annual and capital fundraising programs for a variety of organizations including the Greater Niagara General Hospital Foundation, Conservation Niagara Foundation and the Alzheimer Society Niagara Foundation.

Her volunteer activities have included assisting the Niagara Community Foundation as a member of its Grant Making Advisory Committee and Ad Hoc Environmental Grants Committee. She is also a long-standing member of the Rotary Club of St. Catharines, most recently serving as its club President.

Terry can be reached at tmcdougall@cogeco.ca

Your GCP Consultants (continued)

NEIL COSBY

Neil is a seasoned Senior Human Resources professional with experience across a variety of industries in the private sector and non-profit sector. His background includes systems review, development and re-design in recruitment/talent acquisition, training/organizational development, health & safety/wellness, labour and employee relations and performance management. Neil is a true believer in the necessity for solid HR infrastructure in any organization that must be aligned with the overall business goals and objectives.

As well as consulting to business on a variety of HR areas, Neil is an Adjunct Professor at Niagara College and Humber College where he teaches HR in the respective institutions' School of Business. The passion Neil has for Human Resources is very evident in the work he does and has been instrumental in educating those not familiar with HR practices and policies and securing their "buy-in" so HR is represented in their organizations.

Prior to his career in HR, Neil spent 12 years in social services which included working in youth services, mental health, homeless programs and young offenders' services. Neil was also HR Operations Manager at Summit Housing and Outreach Program, a mental health agency that provided housing and support to those with mental health issues where he did a re-development of HR infrastructure for the organization; he applies that experience currently as a consultant to a number of not-for profit organizations.

Neil can be reached at neil@hrcovered.com.

FOR MORE INFORMATION

For more information on the Governance Coaching Program, please contact Gay Douglas, the Governance Coaching Program Coordinator at gay.douglas@niagaracommunityfoundation.org or by calling 905-295-0779.