



OXFAM CANADA BOARD OF DIRECTORS 2010 – 2013

CANDIDATE PROFILE

Name of Candidate: Kent Macaulay

Position Acclaimed: Regional Director – Prairies & Nunavut

PART 1: Candidate Statement

How does serving on the Oxfam Canada Board fit with your values and commitment to ending global poverty and injustice?

I believe fundamentally that all persons, regardless of country, background and perspective, have a right to live in security and dignity. The fact that some people have been born into more economic and social privilege than have others has led to enormous inequity among nations and individuals. We cannot expect all persons in less privileged situations to be able to live lives of peace and dignity without collaborative efforts by organizations and individuals (as well as governments) not only to help them meet their basic needs but also to enable them to gain greater control of their economic and social situation. The rights-based approach that Oxfam takes to its work is what initially attracted me to Oxfam and continues to keep me highly motivated.

Raised in an active and supportive family in sparsely-populated rural Saskatchewan, I developed at an early age a strong appreciation of how local residents could bring neighbours together to enhance the community, whether through 4-H, church, social gatherings, or other activities. In subsequent years, as a gay man, I have had a taste of the discrimination that minority groups often experience; this has strengthened my commitment to work toward greater understanding that diversity is an asset and equality is a goal that serves us all. My deeply-rooted belief in the importance both of community-based action and of equality converge in my full support of Oxfam Canada's work, particularly its focus on women's rights and gender equality in helping alleviate poverty and injustice globally.

How do you believe Oxfam Canada could increase its impact in ending poverty and injustice?

Oxfam Canada is substantially on the right track. Its record of rights-based development is recognized as strong. Its 2007-2012 strategic plan was a leap forward in providing a framework for its activities and particularly in adopting women's rights and gender equality as OC's focus. OC personnel have proven themselves adaptive in responding to such external factors as the adverse economic climate these past two years.

Oxfam Canada must continue and, as needed, expand systematic evaluation of its governance, programs, and practices. OC must also be diligent in distinguishing itself to its partners, funders and supporters as a transformative NGO, with women's rights as its central area of expertise and contribution. Internationally, this means continuing to concentrate on working with partners who themselves have or will prioritize women's rights. Oxfam International's Single Management System provides further opportunity for OC to take the lead within OI regarding women's rights. In Canada, OC must continue to enlarge its role in education and advocacy for women's rights globally and nationally; we need to strive for presence in each province and territory through energized community and campus groups more numerous than at present, and through collaboration with community organizations on projects that, among other results, heighten awareness of and action on women's rights issues.

The Board, with management, staff and volunteers, will need to enunciate its strategic priorities beyond the current 2007-2012 plan. Goals should be ambitious but achievable, with sufficient accommodation to manage the opportunities and challenges that arise.

PART 2: Board Competencies

The competencies required by the Oxfam Canada Board include combinations and variations of the following:

- Experience on Non-Profit Boards
- Financial Management
- Fundraising
- Governance/Accountability
- Women's Rights and Gender Equality
- Strategic Planning
- International Development

Please note your areas of strength related to these competencies:

- Oxfam Canada's Board of Directors (2007 to present), including chairing the Policy Committee of the Board these past two years.
- Former Board member of Gay and Lesbian Health Services in Saskatoon, including holding the position of Secretary, co-leading a strategic planning session that substantially altered the organization's direction, participating in overseeing the organization's finances, and teaming to hire a new Executive Director.
- Former Executive Director of the Community First Development Fund of Saskatoon, Inc., working with a volunteer board, seeking funding from government, organizations and individuals, and managing the operating budget and investments into the Fund.
- Saskatchewan's co-coordinator of Servas—an international host family program with an emphasis on global peace and justice.

Please note any relevant professional designations or qualifications:

- B.A. Honours (History); B.Ed.; Post-Graduate Diploma in Continuing Education (University of Saskatchewan)
- Diploma in Intercultural Education and Training (University of Victoria)
- Courses in financial management, leadership, communication, evaluation, and volunteer management
- Former member of the Saskatoon Society of Fundraising Executives

PART 3: Board, Work, Leadership and Life Experience

Board Experience

Name of Organization/Agency/Enterprise	From (date)	To (date)	Position on Board
Oxfam Canada Board of Directors	May 2007	Present	Regional Director (Prairies)
Gay and Lesbian Health Services of Saskatoon, Inc.	June 2002	June 2004	Secretary
Community First Development Fund of Saskatoon, Inc.	April 2002	June 2004	Executive Director

Work and Leadership Experience

Name of Company/Agency/Organization and Position	From (date)	To (date)	Accomplishments
Constituency Assistant, Saskatoon Meewasin MLA Office	July 2005	Present	Problem solving with constituents; communications strategy and implementation
Executive Director, Community First Development Fund of Saskatoon	April 2002	June 2004	Working closely with volunteer board in governance, strategic planning and evaluation, fundraising, financial management
Training Officer, Office of the Chief Judge, Provincial Court of British Columbia	1996	2001	Coordinated training for Justices of the Peace; served on the Office's Management Team
Manager of Planning and Development, Residential Tenancy Branch, Province of British Columbia	1995	1995	Worked with the Director to implement the increase of RTB offices from two to eight
Assistant to the Minister, Province of British Columbia	1992	1995	Oversaw an array of activities in the Minister's Office

Life Experience

Life Experience:

I am a totally out gay man in my community. As well, I have solid experience in and profound appreciation for cultural diversity, gained through extensive international travel and through living for periods of time in Guatemala to improve my Spanish, and in Havana to teach English to staff members of the Cuban national peace organization.

J. KENT MACAULAY

EMPLOYMENT HISTORY:

Constituency Assistant to a Member of the Saskatchewan Legislative Assembly (2005 to present). Facilitate MLA communication with constituents, and assist them in their dealings with the provincial government.

Executive Director, Community First Development Fund of Saskatoon Inc. (2002-2004). Worked with the Fund's Board of Directors to provide financing options for community economic development projects that help reduce poverty in Saskatoon and district.

Province of British Columbia:

Project Manager, Court Services Branch, Ministry of Attorney General (2001). Coordinated the development of policies and procedures within the Court Services Branch, Ministry of Attorney General for the implementation of the federal *Youth Criminal Justice Act*.

Training Officer, Office of the Chief Judge, Provincial Court of British Columbia (1996-2001). Organized and provided training for Justices of the Peace throughout British Columbia.

Manager of Planning and Development, Residential Tenancy Branch, Ministry of Housing, Recreation, and Consumer Services (1995). Spearheaded the development of the Operational Plan for the B.C. Government's Residential Tenancy Branch in its expansion from two to eight offices.

Assistant to the Ministers of Education, Transportation and Highways, and Housing, Recreation and Consumer Services (1992-1995; 1995-1996). Provided advice to the Minister and liaison with the Ministry; supervised office staff and managed the office budget.

Constituency Assistant to an MLA, Province of Saskatchewan (1988-1992). Coordinated MLA communication with constituents, and assisted them in their dealings with the provincial government.

Planner and Consultant, Public Legal Education Association of Saskatchewan (1987-1988). Conducted a comprehensive evaluation of the adult programs offered by the Association; designed materials for PLEA instructors to improve their teaching techniques.

Education/Extension Officer, Saskatoon Branch, Saskatchewan Western Development Museum (1983-1985). Planned museum tours and the museum's involvement in Saskatoon community festivals; coordinated the museum's volunteers.

Program Coordinator, Coteau Range Community College, Davidson and Assiniboia, Saskatchewan (1978-1982). Worked with volunteer committees to plan, deliver, and evaluate 150 adult learning programs yearly in rural communities.

Teacher (English and Social Studies), Lanigan School Division, Lanigan, Saskatchewan (1976-1977).

4-H Extension Assistant, University of Saskatchewan; Regional 4-H Representative, North Battleford, Saskatchewan (summers, 1973-1975). Organized leadership training for senior 4-H members and adult leaders; directed provincial 4-H camps.

EDUCATION HISTORY:

Certificate in Teaching English as a Second Language, University of Saskatchewan In progress

Diploma in Intercultural Education and Training, University of Victoria 2001

Post-graduate Diploma in Continuing Education, University of Saskatchewan	1992
Bachelor of Education (with Distinction), University of Saskatchewan	1978
Bachelor of Arts (Honours—History), University of Saskatchewan	1975

Training in:

Community Development	Organizational Management
French and Spanish Language	Research Methods
Program Planning, Implementation, and Evaluation	One-on-One Training
Communications and Counselling Skills	Computer Applications

BOARD/GOVERNANCE EXPERIENCE:

Executive Director, Community First Development Fund of Saskatoon Inc. (2002-2004). A non-profit, charitable organization launched in 2000, Community First offers financing options for community economic development projects--affordable housing, small-business starts, co-operatives, and community services—that help reduce poverty in Saskatoon and district. I worked with the Board of Directors in strategic planning, public campaigns to promote awareness of and involvement in the organization, overseeing the financial support given to projects, and other activities.

Member of the Board of Directors, Gay and Lesbian Health Services of Saskatoon Inc. (2002-2004). GLHS has endeavoured to improve physical and mental health services for GLBT persons in Saskatoon and province-wide. As a Board member, I was involved in strategic planning, policy development, budgeting, supervision of the Executive Director, and other Board responsibilities.

Member of the Management Team, Office of the Chief Judge, Provincial Court of British Columbia (1996-2001). Worked with the Director of Judicial Administration and other Managers to determine priorities and guide their implementation within the Office.

OTHER RELEVANT HISTORY:

Current member of:

- OXFAM Saskatoon and the Prairie Regional Steering Committee
- Steep Hill Food Cooperative
- Servas (international host-family program). Presently, co-coordinator for Saskatchewan

Volunteer instructor of English in Havana for three months in 2005

Enthusiastic and veteran international traveller