

PILLAR PROFESSIONAL DEVELOPMENT



2010 FALL/WINTER
PROGRAM LISTINGS



Navigating in Permanent Whitewater: Strategic decision-making for board & management

In today's environment, nonprofit organizations need to be agile and rigorous in their strategic decision-making and to use faster, more continuous processes for responding to changing situations.

Join facilitator, Linda Mollenhauer, for an opportunity to share experiences and learning as well as gain skills about:

- How to assess your current strategic plan to ensure that it is still relevant
- The key characteristics that distinguish a strategically-focused organization and some of the barriers that get in the way of on-going strategic decision-making
- Some of the characteristics that distinguish strategic thinkers
- Practical, easy-to-use process that facilitate strategic decision-making

About the facilitator:

Linda Mollenhauer, Mollenhauer Consulting, has guided over a 100 organizations toward excellence in organizational development, governance, issue management, communication and planning. As well, Linda has developed practical resources tools for the sector, including Benchmarks of Excellence for the Voluntary Sector; A Framework for Success for Nonprofit Federations; Building Organizational Capacity; Engaging People in Building Inclusive Communities; A Culture of Accountability; A Strategic Planning Toolkit; and The Strategic Agency: You Have a Plan - Now What?

To register:

Send an email to Susannah at education@pillarnonprofit.ca
Mail your payment to:
Pillar Nonprofit Network 251 Dundas St., London, ON N6A 6H9

Date:

September 23, 2010
1:00 - 4:00 PM

Location:

Masonville Public Library
Sifton Room
30 North Centre Road
London, ON

Level:

Intermediate

Target Audience:

Board Members, Executive
Directors & Senior
Management

Investment:

\$50 for Pillar members;
\$65 for non-members

Cancellation or Refund Policy:

<http://bit.ly/aq4eMO>



251 Dundas Street,
London, ON N6A 6H9
T: 519-433-7876
F: 519-435-0227

www.pillarnonprofit.ca

Does your organization have it covered? An HR assessment for nonprofits

The HR Council has developed a new tool to help nonprofits get a better understanding of their organization's core functional areas.

Join us in a workshop where we'll introduce and use the new tool prior to its launch in October 2010.

- **LEARN** about new tools to assess your organization's core functional areas: Governance, Financial Management, HR Management, IT Management, Programs & Services, Community Relations, and Fund Development
- **IDENTIFY** organizational gaps and strategies for moving forward
- **DISCUSS** where responsibilities should reside within your organization
- **DISCOVER** how to access this new tool and other HR Council tools and resources
- **PROVIDE** feedback on the tools as we develop final versions to be made available on hrcouncil.ca

About the facilitator:

Tanara Pickard has been a project manager with the HR Council for over a year and a half. She has overseen the development of the HR Management Standards and an organizational checklist tool and is currently managing the creation of an HR Management Training Session. Throughout her career she has also worked and volunteered for a number of organizations (e.g. Big Brothers Big Sisters, Boys and Girls Clubs and YMCAs). She was interested in this current position because it not only allowed her to learn more about the nonprofit sector and effective HR management practices but it has given her the opportunity to share these learnings with others.

To register:

Send an email to Susannah at education@pillarnonprofit.ca

Mail your payment to:

Pillar Nonprofit Network 251 Dundas St., London, ON N6A 6H9

Date:

September 27, 2010
1:00 - 4:00 PM

Location:

London Central Library
Stevenson & Hunt Room A
251 Dundas Street
London, ON

Level:

Beginner -Intermediate

Target Audience:

Executive Directors, Senior Managers, Board Members and/or Human Resources Professionals from organizations with few dedicated HR staff

Investment:

\$50 for Pillar members;
\$65 for non-members

Cancellation or Refund Policy:

<http://bit.ly/aq4eMO>



251 Dundas Street,
London, ON N6A 6H9
T: 519-433-7876
F: 519-435-0227

www.pillarnonprofit.ca

Peer Learning Circle for Executive Directors

Nonprofit Executive Directors meet every 6 weeks from October to June in facilitated, confidential and closed peer discussion groups of 6-10 people to address common challenges, exchange ideas and share solutions.

Join a Peer Learning Circle and take the opportunity to develop stronger ties with other nonprofit leaders in order to establish a network of peers to confide in, depend on, support and grow with.

Peer Learning Circles can help you:

- * Network with colleagues who face similar challenges and opportunities
- * Experiment with new ideas before "taking them public"
- * Achieve personal goals
- * Keep up with developments in your field
- * Get support and coaching from peers
- * Take action and learn

About the volunteer facilitators:

Jen Denys is Principal of The Right Path Consulting Group whose focus is optimizing the personal, professional and organizational growth of her clients. Her areas of expertise include: HR Consulting, Career Management, Mentoring and Coaching. She has worked in the corporate, health care, education, manufacturing, agriculture, and not-for-profit sectors and she enjoys writing, public speaking and facilitation opportunities (rightpath@isp.ca).

Corinne Walsh is a Principal of Platinum Leadership Inc., a management consulting firm that equips organizations and leaders for excellence. Corinne is a facilitator, trainer, mediator and coach who collaborates extensively within the nonprofit and corporate sectors, especially regarding leadership & organizational development, strategic & succession planning and conflict resolution. Corinne teaches part-time at King's University College and has recently completed a Master of Laws degree specializing in Alternative Dispute Resolution (cwalsh@platinumleadership.com).

To register:

Send an email to Susannah at education@pillarnonprofit.ca
Then mail your payment to: Pillar Nonprofit Network 251 Dundas St., London, ON N6A 6H9

Date:

October 4, 2010
11:30 AM – 1:00 PM

Location:

Pathways Skill Development & Placement Centre
Room 205
210 Dundas Street
London, ON

Target Audience:

Pillar members currently acting as Executive Directors. Executive Director is defined as having accountability for 6 of the following 8 items:

- Organizational Planning and Development
- Program leadership
- Financial Management
- Fund Development
- Communication and Public Relations
- Human Resources Management
- Risk Management
- Board Support/Liaison

If you have questions about this definition, please contact Michelle Baldwin (mbaldwin@pillarnonprofit.ca).



251 Dundas Street,
London, ON N6A 6H9
T: 519-433-7876
F: 519-435-0227

www.pillarnonprofit.ca

What you need to know: Bill 168

Bill 168 was added to the Ontario Occupational Health & Safety Act on June 15, 2010. The intent is to reduce the devastating impact of violence and harassment in the workplace.

Join Wendy Thompson and Jen Denys to become informed about how to make your nonprofit compliant with this new legislation.

You will learn about:

- the history behind Bill 168 and the related legislative framework
- what constitutes workplace harassment and workplace violence, and other key aspects of Bill 168
- how to comply with Bill 168 including writing policies, conducting and analyzing risk assessments and providing employee training
- best practices for responding to and investigating incidents of workplace harassment and violence

About the facilitators:

Jen Denys is a confident professional who values building relationships, honouring commitments and demonstrating integrity in all that she does. She is an HR Consultant, Career Management professional, and a Certified Professional Coach. As Principal of The Right Path Consulting Group, she specializes in employee relations, talent management, policy development and implementing organizational mentoring systems.

Wendy Thompson is a Certified Professional Co-Active Coach (CPCC) trained through the Coaches Training Institute for individual coaching and the Centre for Right Relationship for Organization and Relationship Systems Coaching. Wendy has obtained her Certified Human Resources Professional (CHRP) designation through the University of Western Ontario and Fanshawe College. Her more than 19 years of experience has enabled her to develop her skills in leadership development, mergers and acquisitions, employee relations, recruitment strategies, succession planning and training.

To register:

Send an email to Susannah at education@pillarnonprofit.ca

Mail your payment to:

Pillar Nonprofit Network, 251 Dundas St., London, ON N6A 6H9

Date:

October 5, 2010
8:00 – 10:00 PM

Location:

London Central Library
Stevenson & Hunt Room
251 Dundas St.
London, ON

Level:

Beginner \ Intermediate

Target Audience:

Executive Directors, Board Members, HR professionals and/or those responsible for human resources in their organization

Investment:

\$35 for Pillar members;
\$45 for non-members

Cancellation or Refund Policy:

<http://bit.ly/aq4eMO>



251 Dundas Street,
London, ON N6A 6H9
T: 519-433-7876
F: 519-435-0227

www.pillarnonprofit.ca

Application of the GST/HST to nonprofit organizations in Ontario

Bernie Goulet, Senior Tax Interpretations Analyst, will provide a general overview of how the Goods & Services Tax (GST) and the Harmonized Sales Tax (HST) apply to non profit organizations located in Ontario.

Outline

1. Introduction to the GST/HST
2. Definitions
3. Tax status of supplies
4. Real property
5. GST/HST registration and small supplier
6. Remitting the GST/HST
7. Recovering the GST/HST
8. Exempt supply -If a particular supply does not fall within an exemption set out in the legislation, it is subject to the GST/HST
9. Other issues
10. HST transitional rules
11. Publications

About the facilitator:

Bernie Goulet has over 25 years of experience as a tax professional with the Canada Revenue Agency. Since the inception of GST in 1991, he has been with GST/HST Rulings.

He has a Bachelor of Commerce with a specialization in Accounting from Saint Mary's University in Halifax. Mr. Goulet has worked extensively with small and medium businesses and border issues as a GST/HST Senior Technical Interpretation Analyst.

To register:

Send an email to Susannah at education@pillarnonprofit.ca

Mail your payment to:

Pillar Nonprofit Network, 251 Dundas St., London, ON N6A 6H9

Date:

October 13, 2010

2:30 – 4:30 PM

Location:

London Central Library
Stevenson & Hunt Room
251 Dundas Street
London, ON

Level:

Introductory

Target Audience:

Executive Directors,
Financial Managers, Board
Members and/or those
responsible for preparing
their organizations and
communicating the impact
of the new HST tax

Investment:

\$35 for Pillar members;
\$45 for non-members

Cancellation or Refund Policy:

<http://bit.ly/aq4eMO>



251 Dundas Street,
London, ON N6A 6H9
T: 519-433-7876
F: 519-435-0227

www.pillarnonprofit.ca

CITI EXECUTIVE DIRECTOR & NONPROFIT LEADER BREAKFAST 2010

Join us for the third in the series of 2010 Citi Executive Director & Nonprofit Leader Breakfasts, co-hosted by Pillar Nonprofit Network and Nathan Garber & Associates.

Evaluating Executive Director Performance: Nonprofit good practice

The board's relationship with the executive director is one of the most critical factors in the success of a nonprofit organization yet most boards give it little attention. In many organizations, years go by without any formal review of the CEO's performance. Indeed, if there is one job that boards of directors are most likely to put off, it is conducting a performance appraisal of the executive director.

In this session for board members and executive directors, Nathan Garber will:

- Review current approaches to CEO evaluation
- Present a seven-step process for developing and managing a process for a regular, mutually beneficial performance appraisal

About the facilitator:

Nathan Garber is a consultant and trainer specializing in governance and planning for nonprofit organizations. He brings to this work nearly 40 years of experience in and with nonprofit organization including long service as both a board member and an executive director.

To register:

Send an email to Susannah at education@pillarnonprofit.ca

Mail your payment to:

Pillar Nonprofit Network 251 Dundas St., London, ON N6A 6H9

This event is sponsored by Citi Cards Canada.



Date:

October 15, 2010
7:30 – 9:30 AM

Location:

Delta London Armouries
Gunnery Room
325 Dundas Street
London, ON

Target Audience:

Executive Directors,
Nonprofit Leaders, Senior
Managers and Board
Members

Investment:

\$35 for Pillar members;
\$45 for non-members

Cancellation or Refund Policy:

<http://bit.ly/aq4eMO>



www.pillarnonprofit.ca

Due Diligence or Die: Investment Committee Governance

Pillar Nonprofit Network presents our 3rd annual Foundation Investment Forum.

Seminar topics presented by experts:

Mark Blumberg, Blumberg Segal LLP
Sofia Assaf, Mercer (Canada) Limited
Elisabeth Bourqui, Mercer (Canada) Limited

- Charity Gifting Tax Shelters: From Tax Avoidance to Tax Evasion and Fraud
- Best Practices for Investment Committees: Agenda Setting & Recruitment
- SRI, ESG, SSI, Mission-Based Investing (Socially Responsible Investing; Environmental, Social & Governance; Strategic Sustainable Investing)
- Panel discussion on Governance

See the draft agenda & speaker biographies at <http://bit.ly/ctHRxa>.

To register:

Send an email to Susannah at education@pillarnonprofit.ca
Mail your payment to: Pillar Nonprofit Network 251 Dundas St., London,
ON N6A 6H9

The Forum is generously sponsored by Highstreet Asset Management Inc.



Date:

October 19, 2010
8:30 AM - 3:30 PM
(Registration & breakfast at
8:00 AM)

Location:

London Hunt and Country
Club
1431 Oxford Street West
London, ON

Target Audience:

Foundations - investment
committee members, board
members

Investment:

\$85 for Pillar members;
\$110 for non-members
(Continental breakfast &
lunch included.)

Cancellation or Refund Policy:

<http://bit.ly/aq4eMO>



251 Dundas Street,
London, ON N6A 6H9
T: 519-433-7876
F: 519-435-0227

www.pillarnonprofit.ca