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Who We Are

Staff & Board

Tim Draimin - Executive Director

Tim Draimin has over 25 years experience in the charitable and non-profit sector in Canada and abroad. He was most recently Senior Policy Advisor with the Canadian Council for International Co-operation and also worked with CUSO and the Jesuit Centre for Social Faith and Justice.

Tim has also consulted on non-profit management, resource diversification, and non-profit-private sector partnerships for domestic and international clients including the Canadian Public Health Association, Ford Foundation, Synergos Institute, International Development Research Centre, and Steelworkers Humanity Fund. He is currently on the boards of the Social Investment Organization and the Institute for Media, Policy and Civil Society.



Lesley Anderson - Director of Philanthropic Services

Lesley is responsible for managing daily operations at Tides Canada, as well as managing the rapid growth of the organization. She assists donors in the development of meaningful and effective grant-making programs and ensures that their accounts are impeccably managed.

Lesley has fifteen years experience as a program and project manager in the areas of social justice and community economic development, with organizations such as VanCity Community Foundation, the YWCA, MOSAIC, and Immigrant Services Society. She has also been a consultant in adult education programming.



Pat Hutchinson – Director of Finance

Pat is a Chartered Accountant with extensive experience in financial and operational management, strategic and organizational change management, and human resource development. She joins the Tides Canada management team to lead financial services and participate in the development and delivery of new and innovative charitable giving products and services for donors.

Pat has worked in executive roles in a wide variety of financial, healthcare, and

non-profit organizations, including HSBC, the XI International Conference on AIDS (Vancouver, BC), Deloitte & Touche Management Consultants, and the Canadian College of Naturopathic Medicine.

Cindy Mack – Program Administrator

Cindy is responsible for the management of all incoming and outgoing grants at Tides Canada. She also oversees our database systems and coordinates administrative support for Tides Canada senior management.

Prior to being at Tides Canada, Cindy worked as office manager and bookkeeper for the Youth Employment Project in Victoria, BC, and as a substitute teacher. She has a Bachelor of Arts, major Psychology from University of Alberta, and has volunteered extensively in the areas of youth advocacy and social change.

Florence James – Executive Assistant, Toronto

Florence joins the Toronto office to provide executive support and contribute to event planning and donor partner relations. She brings over ten years of administrative, office and event management experience to Tides Canada, having worked for companies such as Quorum Funding Corporation, The Rabbit's Choice, and Royal Bank Ventures Inc. Events she has helped organize include the Interior Design Show, The Saidye Bronfman Awards, Gairdner Foundation Luncheon with Honorable Allan Rock, Brennar Tribute –AGO, Festival of Lights, Northern Encounters – Aboriginal Arts Festival, and North by North East Music Festival.

Michelle Hoar - Communications Coordinator

As Communications Coordinator, Michelle helps to develop and maintain consistent and compelling messages and materials throughout Tides Canada's various outreach efforts. Michelle brings to the job a strong background in communications with organizations such as Centre for Integral Economics and Northwest Environment Watch.

Tides Canada Advisors

Michael Magee - Senior Program Advisor

Michael brings fifteen years of political, government, and social movement experience to bear on Tides Canada's philanthropic program development. He also acts as President of Convergence Communications, a company that provides services in strategic planning and media and government campaigns. A former Director of Development and Communications for the Sierra Legal Defence Fund, he has a special interest and expertise in environmental and conservation issues throughout North America.

Michael Magee



Ross McMillan - Senior Associate, Conservation

Ross' extensive background in strategic planning, negotiations, fundraising, and policy and program development supports Tides Canada's innovative work on conservation financing and donor contributions for environmental initiatives. Ross brings two decades of experience in the not-for-profit, public and private sectors, including significant work with the conservation community and its financial supporters. Ross is the president of Boreray Praxis Consulting Inc., a planning, negotiations and public affairs company established in 1994 that provides strategic counsel to non-profits, governments, corporate clients, First Nations, and communities.

Harvey Locke - Program Advisor

Harvey's involvement will strengthen Tides Canada's knowledge in a variety of areas including wilderness conservation, park management, and the linkages among continental energy policy, climate change, and conservation.

Before joining Tides Canada, Harvey Locke served as Senior Program Officer for the Environment at the Henry P. Kendall Foundation in Boston. A native of Calgary, Alberta, he practiced law there for fourteen years and served as President of the Alberta Liberal Party from 1996 to 1998. He also served as President of the Canadian Parks and Wilderness Society for six years (he is currently Vice President, Conservation). He is a board member of the Yellowstone to Yukon Conservation Initiative, past President of the Wildlands Project board, a board member of The Nature Conservancy of Montana, a trustee of the Eleanor Luxton Historical Foundation, and a member of the World Commission on Protected Areas. In September 1999 Time Canada magazine named him one of Canada's leaders for the 21st century.

Among his Tides Canada responsibilities, Harvey will be a member of the Environmental Grantmakers Association (EGA) Program Committee for the 2003 Retreat to be held in Ottawa, Canada. He will be working from Toronto.

Tides Canada Board of Directors and Officers



Alan Broadbent

Alan has been involved with social justice issues and the funding community in Canada for many years. Presently, he acts as Chairman and Chief Executive Officer of the Avana Capital Corporation, Chair of the Board of The Philanthropic Initiative in Boston, and as Chairman of the Maytree Foundation. The Maytree Foundation's primary concern is poverty in Canada, with a special focus on support programs for refugees and immigrants in Canada. Since its beginning in 1992, Alan has also served as Chairman of the Caledon Institute of Social Policy, a national Canadian organization established through the Maytree Foundation that conducts research and formulates strategy to understand and deal with poverty in society.

Laura Campobasso

Laura is the founder and president of Progressive Strategies, a resource and training firm dedicated to creating organizational capability in health, conservation, and social development communities. She is also the Executive Director of the Whitecap Foundation in Los Angeles, CA. The Whitecap Foundation's central aim is to improve quality of life for families in the Los Angeles region. In addition, the Foundation supports sustainable habitat restoration in California and other western states. Her past experience includes serving as director of World Wildlife Fund's Organizational Development Program, as a management consultant with Coopers and Lybrand, and as the resident economic and policy advisor to the Government of St. Kitts and Nevis, West Indies.

Richard Chamberlain - Secretary

Richard is a Certified General Accountant, practicing acupuncturist, and previous Chief Financial Officer of Hollyhock. He brings twenty-five years worth of experience on the boards of community organizations to Tides Canada.

Ross McGregor

Ross McGregor is Chairman Emeritus of Ketchum Canada Inc., which he co-founded in 1984. As Canada's leading fund development consultancy, Ketchum has helped hundreds of large and small not-for-profit organizations raise more than \$2.4 billion for a variety of worthy causes over the last two decades. Prior to his involvement in fund raising, Ross practiced as a lawyer for ten years in Ottawa and Toronto. He has a Bachelor of Law degree from the University of Western Ontario and a Bachelor of Arts (Hons.) degree from Queen's University. He was one of the founders of Public Affairs Management Inc. and has been active in the political and public policy arena. He has also served as a Board member of numerous professional and not-for-profit organizations across Canada and is a frequent guest speaker on fund raising, communications, public policy, and related topics in Canada and beyond.

Susan Pigott

Susan Pigott is the Chief Executive Officer of St. Christopher House, a community-based multi-service agency in the downtown west end of Toronto. At St. Christopher House, Susan developed the public policy initiative, Community Undertaking Social Policy (CUSP), to glean and leverage knowledge on poverty policy from the agency's decades of experience. CUSP and St. Christopher House won the 2001 Suzanne Peters public policy award from the Canadian Policy Research Network. St. Christopher House was also awarded Carleton's Kroeger College Award for Policy Leadership in 2003.

Prior to St. Christopher House, Susan spent seven years at United Way of

She has worked in the nonprofit human services field for the past twenty-five years in Canada and overseas (Papua New Guinea). Susan is an active volunteer, currently serving on the Children's Agenda Advisory Committee of the Laidlaw Foundation, the Board of the Social and Enterprise Development Innovations (SEDI), the Board of Trustees of the Hospital for Sick Children in Toronto, the Advisory Board of the Nonprofit Management and Leadership Program at the Schulich School of Business, York University. Susan also participates in the Federal Government/Voluntary Sector Joint Initiative where she is part of the Working Group on Financing.

Drummond Pike - Chair

Drummond Pike founded Tides Foundation (Tides Canada's sister foundation located in San Francisco, CA) in 1976, and serves as President of Tides Foundation, Tides Center, and eGrants.org, a non-profit focused on Internet fundraising. He is also President of Highwater, Inc., a real estate venture and historic preservation effort in San Francisco's Presidio National Park. Drummond was a founder and Associate Director of the Youth Project in Washington, DC and served as Executive Director of the Shalan Foundation in San Francisco from 1976 to 1981. He was also one of the founders of Working Assets in 1983.

Gregor Robertson

Gregor is the founder and Chair of Happy Planet Foods Inc., a producer of fresh and organic juices, smoothies and fruit salads across Canada. He also

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leads the company's philanthropic venture, the Happy Planet Fund. A strong advocate for sustainable agriculture, fisheries and forestry, Gregor works with the Glen Valley Organic Farm Cooperative, Wild Salmon Fund, Cortes Ecoforestry Society, Linnaea Farm Society, Treedom Inc. and the Hollyhock Leadership Institute.

Joel Solomon - Vice Chair

Joel is the Executive Director of the Endswell Foundation, which supports environmental organizations in British Columbia, and the President of Renewal Partners Company, which makes seed capital investments in businesses working towards a sustainable economy in B.C. As well as serving on the board of Tides Canada Foundation, Joel also serves on the board of Tides US, chairs the board of Hollyhock retreat centre, and sits on a variety of other for-profit and non-profit boards. He splits his residential time between Vancouver and Cortes Island, B.C.

Officers

James Morrisey, FCA - Treasurer

James Morrisey, Senior Partner with Ernst and Young and a Fellow of the Institute of Chartered Accountants of Ontario, has an extensive background in providing financial advice to corporate, individual and non-profit clients. Mr. Morrisey currently serves on the board of numerous foundations and non-profit institutions, including as Chair of the Ottawa Hospital Research Institute; the University of Ottawa, Ottawa Hospital Eye Institute Advisory Committee; and the Sage Foundation. He also serves as Treasurer for the Endswell Foundation and the Victorian Order of Nurses for Canada. Mr. Morrisey has written and lectured extensively on taxation and financial planning and has been a media spokesperson on these issues.

Financial Administrative Services

Martha Burton

Renewal Partners / Endswell Foundation



Tides Canada Foundation

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