

HSDR Nomination Committee's Approved 2016/2017 HSDR Board of Director Nominee – Bio's

(in alphabetical order by last name)

Frank Auddino



Frank has been involved with special projects for the HSDR since 2009, and joined the board of Directors in December 2014. He spent the majority of his 30-year career as a strategic business development executive and a principal partner in a company owned with Rogers Media. He is currently the president of VITALIZ Inc., a company that specializes in turnaround performance and provides small and medium-sized companies with business analysis and growth plans.

He has loved animals all his life, and has volunteered for several charities in his spare time, including food banks, cancer recovery initiatives, and humane societies. Frank resides in Ajax, with his wife, Kim, and his rescue cats, Sabrina and Katie.

Cindy Bennett



Cindy Bennett has been an active volunteer for the Humane Society of Durham Region for 13 years and has helped raise over \$150,000 at fundraisers such as dances, golf tournaments, and the yearly Pet Pictures with Santa and Pause for our Paws Christmas campaigns.

In addition to dog-walking and cat cuddling at the shelter, Cindy has fostered 127 cats and dogs over the past 6 years, providing medical care and emotional support to help prepare these animals for their new homes. In December, she adopted a foster animal for the very first time – a 14-year old dog with numerous medical issues.

Cindy also promotes Humane Education by speaking with community groups and schools, and was also recently presented with a special volunteer award from the OSPCA for her commitment to animal welfare.

Cindy would welcome the opportunity to remain on the board and continue her focus on fundraising, Humane Education, and promoting successful adoption outcomes for the abused and abandoned animals of Durham Region.

Len Buttici



Len is an animal lover and a major supporter of the Humane Society of Durham Region.

In addition to being a regular monthly personal and corporate donor, Len serves as Volunteer Board Member and Treasurer for the HSDR. Len also leads the HSDR Corporate Fundraising Committee

Len is the President and CEO of Watermark Insurance Services Inc., a successful insurance services company employing over 100 people in Durham Region. Watermark is a major sponsor and supporter of the Furry Friends 5K Race which helps raise money for the HSDR.

Watermark was nominated by TD Bank for the Chamber of Commerce Business Excellence award several years in a row. Len has a proven history of successfully building Management Teams that are driven to succeed. Len's strengths include: Executive Team Building, Organizational Management, Finance, Strategic Planning and Organizational Focus.

Len has donated many hours of time, money, expertise, equipment and assistance over the past number of years in an effort to help the HSDR improve its operations across all areas of the organization. Len is willing and able to continue donating his time as a Board Member and Fundraising Committee Member in an effort to build on the significant successes of the past year since the new Board was elected.

The strategic focus of the Board will continue to include responsible fiscal policy, continuing improvements to all aspects of the HSDR including animal care, rescues, fund raising, marketing and membership growth. Len wants to grow the HSDR to many times its current size by

attracting the kind of funding, governance and best practices that are required across the organization.

Len welcomes contact from the membership of HSDR. He can be reached by phone at (905) 409-5620 or by email: len.butticci@watermarkinsurance.com

Max Carbone



Max works as an advisor, facilitator and strategist for positive growth oriented leaders.

Max helps corporate and entrepreneurial leaders and their teams to succeed.

Max's strategy practice is focused on four pillars:

- Conducting market intelligence
- Facilitating team strategic planning sessions
- Architecting teams to be aligned with company strategy
- Ensuring team accountability to drive results

Max has worked with a wide variety of companies, teams and cultures like Adidas, AT&T, Royal LePage, TD Bank, PWC, Air Canada Pilots Association, Much Music, YPO as well as numerous lesser known mid-sized companies, charities and associations.

Max has worked in profitable turnarounds, successful start-ups and many high growth ventures.

He has an MBA from Schulich School of Business who is an author, a certified golf professional, ski instructor and hypnotist.

Max is happily married with three daughters and four sisters...his dog is a boy.

Doug Edwards



Doug is a major supporter, monthly donor, volunteer Board member and President of the Board of Directors of the Humane Society of Durham Region (HSDR). During his time as a volunteer, he has been integral to many initiatives around facilities, fundraising, technology and communications. Doug led the communications committee which has done tremendous work in modernizing the HSDR

on many levels. Doug has and is willing to continue to contribute to his role on the Board of Directors, as there is much more work to be done!

Doug is CEO and founder of ES3™, an industry leading TV technology company with its headquarters in Ontario's Durham Region. Over the past 12 years, Doug has turned ES3 into an award-winning TV technology business. Over the past 20 years in the Technology sector, he has managed a series of digital entertainment companies and has created a global presence in the TV, Telco and Technology sectors.

Steve Kambasis



Steve loves animals and is a major supporter of the Humane Society of Durham Region.

Steve serves on the Executive Advisory Committee helping lead the Marketing function.

Steve is the Vice President, Client Support and Business Development for a successful Pickering-based company. Steve is a participant at most HSDR functions and he loves taking his dog "Max" on the Furry Friends 5K Race with him. Steve is active in raising sponsorship funding for the FF5K and the HSDR.

Steve donates his spare time to the HSDR in order to improve its operations and fund raising activities. Steve would like to elevate his level of participation with the HSDR and serve as a Board Member in order to continue helping to build the success of the shelter.

Karen Koene



Karen has been an elementary school teacher, special needs educator, and resource teacher within various schools in the Durham Region for many years. While working with special needs students, Karen was fortunate to have had the opportunity to pilot a number of computer assistive software programmes for several companies. Upon retiring from the Durham Board of Education, Karen started her own business in computer assistive software training.

Karen and her husband have had dogs all of their married life and their children have grown up knowing the value and responsibility of caring for companion animals. They presently have 2 shelties and their Chihuahua, Darcy, who was a breeder in a puppy mill.

Karen has been a member of HSDR for 6 years and has volunteered with an animal rescue organization for 3 1/2 years, acting as the Outreach Coordinator. A major interest of Karen's is to promote fostering and adopting of homeless animals. Karen has advocated for animal welfare in approximately 40 pet stores, exhibitions, animal clinics, educational facilities (UOIT/Durham College, elementary schools). This was also Karen's third year volunteering for the Furry Friends 5 K event which provides funding for The Humane Society of Durham Region and Homeward Bound Rescue.

Karen continues to help with the HSDR initiative of reducing the cat population in the shelter by asking pet store owners to house and showcase the shelter cats for adoption and by transporting the cats and small animals to the stores.

This year Karen has introduced HSDR to seniors in retirement facilities, providing valued animal bonding and continued awareness of HSDR and its objectives.

Karen would enjoy working with the Board members of HSDR for another year to continue to develop the relationships with seniors and the off site adoption programme.

Stephen Massel



Stephen Massel, CPA, CA has over 30 years of experience in finance and accounting, business and strategic planning and business optimization. Over his career, Stephen has been CFO of five public companies and three private companies, most recently as CFO of Hotspex Inc. Stephen articulated with Clarkson Gordon Chartered Accountants after graduating with a BA in Business Administration.

Stephen and his family support a number of charitable organizations including Unity for Autism, Theatre 20 and the Jennifer Ashleigh Children's Charity. He enjoys running outdoors year round, golf and is actively pursuing his black belt in Shotokan Karate (2015). Stephen and his wife Naomi live in Woodbridge, Ontario and have 5 wonderful children and an equally wonderful dog, Toby.

Valerie Pinfold



Valerie Pinfold lives and works in Durham Region as a Retail Branch Manager for TD. She has worked across the GTA over the last 18 years. She received professional recognition for best in class in 2008, 2011 and 2014. As a business leader, Valerie excels in the areas of employee and customer experiences, efficient and effective operations and adopting innovative business management styles.

As a volunteer, Valerie has worked with many community organizations that host public and private events, supporting and coordinating fundraising efforts and raising awareness of important issues.

Valerie moved to Durham in 1999, when Brooklin's population was less than 5,000 residents. Since then, Whitby and Durham Region have undergone rapid expansion, bringing new opportunities and challenges. Along with the expansion of Durham's population, so have its needs of animals and animal shelters.

Valerie wanted to share this personal note: "My husband and I live with our 8 year old chocolate lab-beagle, Hershey. Hershey is our 3rd rescue dog and she's brought us many laughs over the last 8 years, both human and canine! I look forward to contributing to the Humane Society for Durham Region as a Board Member."