



JVS Toronto Board of Directors 2020-2021

Updated September 1, 2020

Lori Bailey – 2020

Lori Bailey is a Human Resources professional and currently holds the position of Director, Human Resources with the Alcohol and Gaming Commission of Ontario. Lori has experience in all areas of the human resources and provides strategic advice to the management and the leadership teams. Lori has lead the design and implementation of strategies to support business objectives in the areas of talent management, succession planning, transformation, labour relations, organizational design and development. Lori is a member of the Human Resources Professionals Association and holds a Masters Degree in Business Administration from Athabasca University. Lori is a member of the Board and a member of the Finance Committee for Storefront Humber. She is a long-standing member of the Human Resources Committee, and is a new member of the JVS Board.

Wayne Burns – 2015 to Present

Wayne is Vice President, Client and Partner Development for webTactics, a management consulting firm that is focused on talent acquisition and retention. He has had significant experience with two of the world's largest employment marketing and communications companies, TMP Worldwide Advertising & Communications and Bernard Hodes Group. For 15 years Wayne was Senior Vice President at TMP and responsible for all aspects of Canadian business operations. For a period of four years, he also managed the Company's businesses in Singapore and Bangalore. Wayne attended York University and is active in not-for-profit initiatives directly related to youth employment, employability and skills training. Wayne serves as a Member at Large at JVS Toronto, and is a member of the Executive and Advocacy Committees.

Nicole Diamond – 2015 to Present

Nicole is Global Director of Digital Strategy and Performance at Four Seasons, where she leads digital strategy, innovation, guest experience, CRM and marketing technology. Nicole holds an MBA from Sauder School of Business at University of British Columbia and ESADE, and a Bachelor of Business Administration from the University of Guelph-Humber. Nicole has previously served on Accenture's Global Advisory Board. Nicole is a member of the Fundraising and Nominating Committees at JVS Toronto.

Ariella Fuhrmann – 2020

Ariella Fuhrmann is a lawyer with over 20 years of experience in the pension and benefits industry with a particular expertise in governance matters. She has been involved with JVS for a number of years and is a member of both the Pension and the Governance Committees; and previously served as Chair of the Pension Committee. Ariella is a new member of the JVS Board of Directors.

Wendy Glaser –2016 to Present

Wendy Glaser is a Human Resources consultant with an expertise in pay equity compliance. Currently the Manager of Human Resources Consulting for Solertia Consulting Group's Ontario division, she has over 15 years of experience assisting clients in both Ontario and Quebec. Wendy has worked with companies from a wide array of industries and has spearheaded numerous HR mandates with a specific focus on compensation structure and management. Wendy holds a B.A. in Psychology and a certificate in Human Resources Management from McGill University as well as an M.Sc. in Administration from the John Molson School of Business. She is a certified member of the Human Resources Professional Association and she currently sits on the Human Resources Committee at JVS Toronto.

Saul Goodman – 2015 to Present

Saul Goodman is a Social Worker having worked in the field of Mental Health all of his career. He was a long time employee of North York General Hospital where he held many positions including Director of Social Work and Director of Mental Health. Saul has a close bond with JVS where he interned as a MSW student under the supervision of former Executive Director Bernie Berger. Following his graduation Saul worked as a Social Worker in the JVS rehabilitation workshop prior to joining The Hospital. Since his retirement, he is available as a consultant to mental health services within the community. Saul is the incoming Vice Chair of the Board, incoming Chair of Career, Education and Psychology Committee; and is a member of Advocacy, and Finance Committees.

Pearlene Halfin – 2018

Chartered Professional Accountant—retired partner at PricewaterhouseCoopers LLP. During Pearlene's professional career, her portfolio consisted of both for profit entities and not-for-profit organizations. In past years, she has been a member of the budget and finance committee of a couple of schools and was the treasurer of a not-for-profit organization. Pearlene has also assisted various committees at UJA including fundraising and assisting new immigrants with employment suggestions. She is currently a member of the budget and finance committee at her synagogue. Pearlene is a member of the Finance Committee of JVS Toronto.

Prabhas Jha – 2017 – to Present

Prabhas Jha, Digital technology evangelist, is the head of professional services group in Canada for [TIBCO Software](#), responsible for digital transformation initiatives to accelerate growth and enhance customer experience. With more than 20 years' experience, Prabhas has been delivering IT-empowered solutions for public, private and government sector companies in Canada, the United States and India.

Jonathan Kopman – 2018 to Present

Investment Advisor for CIBC Wood Gundy. Certified Investment Manager Analyst. Co-founder and Board member of the Elayne Kopman Foundation. Jonathan previously sat on the Board of JVS from 2006 to 2016 and served on the Executive and Finance Committees; as well as Chair of the Investment Committee. Jonathan continued his involvement with JVS as a member of the Finance, Fundraising and Nominating Committees. Jonathan is JVS Toronto's Chair of the Board and Member of the Executive, Finance, Fundraising and Nominating Committees.

Desmond Levin – 2016 to Present

Chartered Professional Accountant. Retired partner at Crowe Soberman LLP in their Audit & Advisory Group. In his practice Des enjoyed advising his clients and playing an integral part in their business decisions. He consulted to owner-managed businesses, and his client portfolio consisted of investment companies, distributors, trustees (estates and trusts), manufacturers, professionals and not-for-profit organizations. Des is an active participant in the community. He was the former acting Board member and Treasurer for the Parkdale Community Legal Services. Des sat on the Board for the Kidney Foundation of Canada (Ontario Branch and of the Central Ontario Chapter), serving as the Treasurer for the Central Ontario Chapter. Des is also a past Board member for a large Condominium Corporation. He is a member of the Finance Committee of JVS Toronto.

Mana Nikaeen – 2020

Mana has been with RBC for 17 years and has worked across a variety of mandates spanning relationship management, finance (reporting and advisory) and credit risk management. In her current capacity at RBC, Mana manages a desk of senior corporate connections comprised of national privately owned Canadian enterprises and Canadian-present, publicly traded US-domiciled industrial companies. Mana is actively engaged in mentorship and coaching activities through United Way, TRIEC and informal channels including UofT Alumni network. Mana is a Chartered Financial Analyst and holds a Master of Finance (MFin) from Rotman School of Management. Mana is a member of the Finance and Pension Committees and new member of the Board of JVS Toronto.

Fiona Orr – 2017 to Present

Fiona is a business and legal affairs lawyer with Biome Grow Inc. Formerly she was Senior Compliance Counsel, Ethics and Compliance Office reporting to the Chief Ethics and Compliance Officer of The Coca-Cola Company in Atlanta, Georgia. Fiona was responsible for company Ethics and Code of Business Conduct compliance, administration and investigations, as well as compliance policy initiatives and programs across several international company business units. Prior to that, she was Vice-President, Secretary and Senior Managing Counsel with Coca-Cola Ltd. and The Minute Maid Company Canada Inc. She is currently in private practice. Fiona has been an executive volunteer with many United Way initiatives and organizations. She was executive co-chair of the 2011 and 2012 Coca-Cola United Way Campaigns, two successive annual corporate campaigns recognized by the United Way for achievements in fundraising, increase in associate participation and donation rates. Fiona is member of the Board of Directors of Craighleith Ski Club, Chair of Connected North charitable organization, as well as volunteered with the United Way Toronto Law Cabinet, the United Way Community Services Sector Program Funding Stream Review Committee, as well as a corporate law volunteer with Pro Bono Ontario. Fiona is JVS Toronto's Secretary of the Board; Chair of the Governance Committee and a member of the Executive Committee.

Erin Payne – 2016 to Present

Erin Payne is lawyer specializing in labour and employment law at e2r®, where she provides proactive and holistic human resources solutions to employers. As part of her daily practice, Erin provides advice to a wide variety of clients, including many of the firm's non-for-profit clients, in the area of workplace policies, employment contracts, employment standards, human rights, occupational health and safety, and employee dismissals. She also specializes in providing unionized employers with advice in the following areas: grievance arbitrations, collective bargaining, certification applications, and unfair labour practices. Erin was called to the bar in June 2014 after receiving her Juris Doctor with distinction from the Faculty of Law at the University of Western Ontario. In addition to being a Board Member, Erin is also the Chair of the Human Resources Committee at JVS Toronto.

Avi Pollock – 2015 to Present

Avi Pollock is a seasoned executive who is passionate about helping technology driven companies big and small innovate, grow and transform their businesses. His 20+ year career has been split evenly between leading, scaling and advising entrepreneurial growth oriented companies and in executive innovation, strategy and P&L roles at large companies like RBC and Davis & Henderson (D&H). Avi is currently President at Grapevine6, a high growth technology company focused on helping sales people be successful digital sellers. He is also proud to advise a number of exciting Canadian innovative start-ups and large companies as well as their Founder teams. Avi is a graduate of the LLB/ MBA program at York University. He is a frequent speaker on innovation and has been active in charitable and community causes, including Public Service Advisory Board for Canada's Networks of Centres of Excellence, Hillel of Greater Toronto and RBC's Social Finance initiative. Avi is also currently a member of the Board of Camp Ramah in Canada. He is JVS Toronto's incoming Chair of the Board and member of the Executive and Governance Committees.

Janet Schoel – 2020

Janet Schoel is a strategic marketing and business professional with over 20 years of experience in the corporate and not for profit sectors. She holds a Bachelor of Arts from Concordia University and an MBA from The Ivey School of Business. Janet's career has had a strong focus on direct and digital marketing applying those skills to fundraising in her roles at SickKids Foundation and currently as Director of Monthly Giving for UNICEF Canada. She also brings a passion for data to everything she does. Using data informed strategies to optimize revenue and customer/donor retention for the brands and organizations Janet has had the pleasure of working for, including American Express in Canada and Europe, SickKids Foundation and UNICEF. Janet believes in giving back to the community and has held volunteer roles with the Canadian Marketing Association, YMCA of Greater Toronto, Asthma Canada. She is also the incoming Chair of the Fundraising Committee at JVS Toronto and a new member of the Board.

Noah Shack – 2018 to Present

Noah is Vice President for the GTA at the Centre for Israel and Jewish Affairs (CIJA), the advocacy agent of the Jewish Federations of Canada. He is a graduate of the University of King's College and the London School of Economics and Political Science, with more than a decade of experience working in government relations, political research and communications. Noah has testified as an expert witness before several parliamentary committees and has been a spokesperson for CIJA on local and national media. He is the Chair of the Advocacy Committee of JVS Toronto.

Yelena Stepanyan – 2018 to Present

Yelena has an extensive experience in investment management – development of investment strategy and asset mix, creation of mutual funds, portfolio optimization, and risk management. She also consulted large financial institutions on various wealth management and capital markets issues. In her current role as a Director of Investments at Knowledge First Financial, she oversees about \$6.5 billion in RESP investments. Her role includes developing investment strategy, risk mitigation, and monitoring external investment managers. Yelena received her MBA from the University of Western Ontario and is a CFA charter holder. She serves as a Co-Vice Chair at the Institutional Asset Management Committee of the Toronto CFA Society. Yelena is the Chair of the Pension Committee of JVS Toronto.

Daniel Wilson – 2014 to Present

Daniel is a Principal in Segal's Tax practice, with more than 14 years of experience in public accounting including 10 years in income tax. Daniel specializes in income tax for owner-managed businesses and professionals. His experience includes involvement in corporate and partnership reorganizations, tax aspects of sale and purchase of businesses, cross-border taxation, estate planning and personal and corporate tax planning. Daniel is a frequent speaker on the subject of taxation and has served as a group study leader and in-residence tutorial leader for CPA Canada's In-Depth Tax Course. Daniel has acted as a Tax Clinic Coordinator for the Unionville Home Society, served as Vice President of the South Muskoka Lake Community Association and is a member of the Finance Committee of JVS Toronto.

Marvin Zweig – 2016 to Present

Marvin Zweig is a long-standing financial professional who has worked in the private sector for over 40 years. Marvin has a Bachelor's degree from York University (1973), is a Chartered Professional Accountant, Chartered Accountant (CPA, CA) (1976), a Chartered Insolvency and Restructuring Professional (CIRP) (1986) and is a Licensed Insolvency Trustee (LIT) (1987). Marvin is a member of the Canadian Institute of Chartered Accountants (CICA), CPA Ontario, the Canadian Association of Insolvency and Restructuring Professionals (CAIRP), and the Ontario Association of Insolvency and Restructuring Professionals (OAIRP). Marvin recently retired as a partner with MNP LLP, Canada's fifth largest accounting, tax and business advisory firm. Marvin has practiced in the area of financial restructuring for both individuals and businesses since 1982. Marvin is a past director of the OAIRP and has sat on several committees of CAIRP. Marvin has been a member of the Board of directors of the Bernard Betel Centre for Creative Living since 2013 and has also been the Treasurer and Chair of the Finance Committee since 2014, and serves on the Finance Committee of JF&CS. Marvin is JVS Toronto's Treasurer and Chair of the Finance Committee; and member of the Executive Committee.