



BHAVANA VARMA

### **Bhavana Varma**

Consultant and Leadership Coach

Kingston, Ontario, Canada

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### **Summary**

Experienced Chief Executive Officer with a demonstrated track record of success working in the non-profit sector.

Skilled in Nonprofit Leadership, Community Development, Collective Impact, Strategic Planning, Marketing Strategy, Fundraising, Governance, Volunteer Management, and Public Speaking.

Demonstrated leadership in resource development, collective impact and community collaborative projects including leading the mobilizing of partners for local initiatives like the Youth Homelessness initiative, the Community Food Redistribution Warehouse, Community Safety and Wellbeing Plan, Homelessness Collective Impact Committee.

Collaborating closely with volunteers and staff as President & CEO of the United Way in Kingston, Bhavana led significant revenue growth over the years, investing in critical local human service programs and initiatives. With a focus on transparency and accountability, this United Way was rated among the Top 100 Charities in Canada by Charity Intelligence Canada.

### **Work Experience**

Nonprofit Consultant and Leadership Coach

2023 – present

Kingston, Ontario, Canada

United Way Kingston, Frontenac, Lennox and Addington

President & CEO

1999 - 2023

Kingston, Ontario, Canada

United Way of St. Catharines & District

Director Finance & Admin, Director Development

1991 - 1999

St. Catharines, Ontario, Canada

### **Honours & Awards**

Order of Ontario

Appointment by Lieutenant Governor, Province of Ontario, 2023

*The Order of Ontario is awarded to Ontarians who have demonstrated the highest levels of merit, excellence and dedication in their respective disciplines, and have made significant impacts at home and around the world*

Honorary Colonel, 77 Line Regiment, CFB Kingston

Appointment by Minister of National Defence, Canada, Canadian Armed Forces 2022

*An Honorary Colonel serves as an advocate for the regiment as well as the CAF, fosters esprit de corps, strengthening the military's bond with the community.*

Queen Elizabeth II's Platinum Jubilee award

Issued by Mark Gerretsen, MP Kingston and the Islands · Jul 2022

*This award is presented to upstanding citizens nominated for their community contributions*

George Hart Award

Issued by United Way Centraide Canada · Jun 2022

*This is awarded by United Way Centraide Canada to an employee of extraordinary distinction on a local or national level. This award is bestowed upon a staff member whose commitment, vision, expertise, and leadership have made a unique impact on their United Way & community.*

Legacy Award

Issued by Chamber of Commerce and Kingston Economic Development · Nov 2019

Queen Elizabeth II Diamond Jubilee Medal

Issued by Governor General of Canada, MP Kingston and the Islands · Sep 2012

*This commemorative medal served to honour significant contributions and achievements by Canadians, and was issued in honour of her Majesty's service to the country.*

Jim Bennett Achievement Award

Issued by Queen's University Alumni Association - Kingston Branch · Jun 2012

*This is presented biennially to honour Kingstonians for outstanding achievements in careers, sport, the arts, or volunteer endeavours, contributing to the betterment of Queen's or Kingston.*

Kingston Labour Council Community Award

Issued by Kingston & District Labour Council · Nov 2009

*Issued for action or contribution, perseverance to issues, education or awareness to others, and the outcome of contribution to the community or a workplace*

## **Volunteer Experience & Community Involvement**

Member Board of Directors

Providence Village 2023 - current

Co-Chair, Diversity Council

United Way Centraide Canada 2023 - current

Co-chair,

Kingston Anti-Racism Task Force 2022-current

Founder and Co-chair

KFL&A Homelessness Collective Impact Committee 2022 – current

Co-chair  
Kingston Safety & Well Being Planning Committee 2019 – 2023

Chair  
Youth Homelessness Steering Committee KFL&A 2016 – 2023

Board of Directors  
Kingston Frontenac Public Library 2021 - 2022

Facilitator/Chair  
Community Food Redistribution Warehouse, Kingston 2020-2022

Chair  
Social Services Recovery Taskforce, KFL&A 2019-2022

Member  
Mayor's Kingston Economic Recovery Taskforce, Kingston 2019-2022

Board of Directors  
Kingston Symphony Association 2017 - 2021

Co-Chair  
Poverty Reduction Initiative, Kingston 2011 - 2013

Presidents Advisory Council; National Corporate Partnership Taskforce  
United Way of Canada 2009 - 2019

Founding Co-Chair  
Southeastern Ontario Association of Fundraising Professionals 2003 – 2004

Member Early Years Challenge Fund Committee  
Ontario Early Years 2001 - 2003

Grant Review Volunteer Niagara  
Ontario Trillium Foundation 1998 - 1999

Mentor  
Big Brothers Big Sisters Niagara 1997 - 1999

Volunteer Crisis Counsellor  
Distress Centre Niagara 1995 - 1999

## **Certification**

Certified Leadership Coach  
Excelerator Essentials, Essential Impact

## Education

United Way Worldwide

Executive Leadership Development. Program

*One year Leadership Development for United Way CEOs from across the world.*

*Courses include sessions at Centre for Creative Leadership, Greensboro, Harvard Business School, Deloitte University, Dallas*

Harvard Business School

Executive Education

Strategic Perspectives of Non-profit Management

Brock University

Human Services Leadership Certificate

University of Delhi

Bachelor of Arts