



Beth Lafay

BOARD OF DIRECTORS CANDIDATE



To: Tracey McCague-McElrea,

My name is Beth Lafay and I am interested in becoming a member of the Ontario Equestrian Board of Directors. I first heard about your organization in March of 2022, shortly after I adopted two rescue horses from the barn I was leasing at. I am new to the equine world, although I grew up in rural Prince Edward county and was always around farm animals, including horses, from a young age. When the barn where I board my ottb mare and quarter horse gelding burnt down, everyone lost all their saddles and tack. Luckily, none of the horses were injured – but boarders quickly began discussing insurance options and your organization came to my attention that way. As I have grown and progressed in the equine community, I have been able to take an Equine Emergency First Aid course through Equihealth and I just completed the Ontario Equine Education and Employment Program through Equine Guelph. I have secured a placement at an Equine Therapy Barn in my community called Heal with Horses and I begin there next week.

I have a bachelor's degree in Community, Economic and Social Development. This unique, interdisciplinary program encompassed courses from departments such as Business, Accounting & Finance, Economics, Political Science and Social Work. This degree gave me the tools to work with diverse communities in a number of different not-for-profit, and post-secondary organizations throughout the past 15 years of my career. I am confident that I have a number of skills and attributes that would be of great value to Ontario Equestrian that you will see reflected in my resume such as over 10 years of administration/management experience, organizational development/strategic planning experience and collectively about 5 years of human resources generalist experience. I have also done a number of fundraising initiatives; in my final year of my degree, myself and my peers raised money through pay-what-you-can lunch buffets to participate in an Environmental Research Symposium in Michigan to present the work we were doing in class. I have fundraising grant writing experience – I do believe that fundraising is a pretty common initiative that most not-for-profit agencies undertake on annual basis. I understand the roles and responsibilities of a board, serving on one for the first time from 2009-2011, as well as being the administrative support during an internship with Taste the County for their board of directors. I am currently serving on the board of directors for the Quinte Sexual Assault Centre, where I worked on contract as a counsellor in 2020. I have experience formulating policy as the lead of a presidential committee that was formed on my university campus to address sexual misconduct on campus; the outcome that came from this group I lead was the formulation of an office staffed by a full-time counsellor to support students who had experienced sexual assault. During this time I also completed a Strategic Planning session for the BOD at Phoenix Rising, where I did my placement and got hired as a summer student.



I am interested in becoming a part of the board of directors for OE because I am new to this part of the equestrian world and am looking to gain educational experiences that will maintain my growth transitioning into this sector, while also using the skills I have acquired throughout my career. I am passionate about equine welfare and look forward to taking related courses with Equine Guelph in the fall. I have always kept my eye out for OE emails to see what educational opportunities there are available within the organization for new horse owners, which is how I heard about this opportunity! I know that with my experience working in the educational sector, and my experience with boards of directors that I would bring a wealth of knowledge and experience to the OE team in program development and student recruitment. Thank you for the opportunity to address your organization and talk about my qualifications as a potential board member. I am apprised of your timeline and look forward to hearing back shortly so we may continue to discuss.

Sincerely,
Beth Lafay

EDUCATION

Sept
2014

Apr
2018



George Brown College / Algoma University

Community, Economic and Social Development BA Honors
(Deans List/Honor Roll)

Sept
2003

June
2007



Nicholson Catholic College

EXPERIENCE

Nov
2020

Nov
2022



First Nations Technical Institute (FNTI)

Bachelor of Indigenous Social Work (BISW)
Program Coordinator (contract)

- Support the development of programs; providing expertise on program and course design, curriculum content, teaching strategies, learning activities, assessment methods and instructional innovations
- Liase with external accrediting bodies in collaboration with Dean
- Provide Leadership in curriculum development, renewal and the adoption of Universal Design Principles
- Responsible for ensuring that quality assurance standards are being implemented as directed by the VP, Academic
- Contribute to the development/implementation of teaching and learning, program admin policies and procedures
- Work as part of a team with Elders and Student Support Facilitators to promote wrap-around supports for students

Aug
2020

Oct
2020



Alternatives for Women Picton

VAW Counsellor (contract)

- 1:1 counselling for survivors of domestic violence within PEC using trauma informed approaches
- Ability to handle crisis calls, case notes, provide support/referrals/resources from a non-judgmental perspective
- On-site facility support for 6-unit transitional building (maintenance/repairs)
- Social media content and graphic design creation

Jan
2020

Apr
2020



Sexual Assault Centre for Quinte and District

1:1 Counsellor (contract)

- Provide effective and non-judgmental, solution focused 1:1 counselling for 15-week sessions
- Scheduling clients, maintain own schedule
- Maintain Counselling Program resources (anger/shame/fear/safety/triggers etc)
- Provide flexible ongoing client services such as community outreach and client advocacy



EXPERIENCE

Apr
2018

Apr
2020



- Participate in clinical supervision, peer review meetings, and a commitment to ongoing professional development
- Maintain intake records, case notes and monthly statistics in accordance with QDSAC policies
- Maintain up to date knowledge on current trauma-informed practices/trends in relation to supporting survivors

Red Cedars Women's Shelter (FNTI)

Residential Counsellor/Relief Staff (Casual)

- Work rotating shift schedule as part of a 24-hour operation and strict adherence to confidentiality for safety/security
- Complete admission/discharges, telephone screening intakes, evaluations and "plans of intervention"
- Maintain up to date, grammatically correct, clear and concise files and reports (case note management)
- Ability to handle crisis calls, provide support/referrals/resources from a non-judgmental perspective
- Work from a holistic, Trauma-informed perspective based on the medicine wheel teachings (mental, physical, emotional, spiritual)

Jan
2017

Dec
2017



Phoenix Rising Women's Centre and Non-Profit

Homes Inc. Placement Student/ Administrative Assistant/ Centre Coordinator Assistant

- Conduct Strategic Planning Sessions for BOD and Staff
- Complete Grant Application for Ontario Trillium Capitol Funding, Community Kitchen & Summer Camping
- Facilitate various workshops for centre programming, Summer Planning (camping trip)
- General office duties, monthly stats, events calendars, e-mail correspondence
- Management of donations room and resource library
- Event committees, MMIWG and Take Back the Night

Oct
2016

Apr
2018



Algoma University Department of Community, Economic & Social Development (CESD)

Research Assistant/ Mentorship and Outreach Assistant

- Algoma Reads Pilot Project Assistant
- Prepare the fall and winter CESD Newsletters
- General support (logistics, outreach etc) for activities and events of the CESD Department
- Mentorship support activities for incoming and continuing college transfer students
- Research assistance (transcription, literature searches, etc) related to departmental projects
- Publicity/outreach support in coordination with CESD Chair and Learning Support Coordinator
- Development of an inventory of CESD graduates and affiliates



EXPERIENCE

June
2016

Sept
2016



The Stop Community Food Centre

Community Events Assistant – Canada Summer Jobs Student

- Responsible for all aspects of weekly summer Pizza Night at the Bake Oven Family event (set-up/tear down, entertainment booking, volunteer management, outreach/promotion etc)
- Coordinate with neighbouring Kids Camp re; programs, dates/time changes, childcare and pick-up etc.
- Liaise with program coordinators re; client needs, event suggestions, logistical aspects
- Communicate with numerous community organizations about potential partnerships
- Outreach/promotion aspects of Good Food for All community event celebrating harvest in September
- Managing all Microsoft documents for recording purposes
- Planning Committee for Earl's Court Community Garden Open House (4 weeks of prep in garden)

Aug
2015

May
2016



George Brown College Student Association – Community Action Centre

Campaign Officer & Peer Leader

- Conduct various campaigns on campus to raise awareness around social justice issues (2slgbtq, kisses for Canfar, Consent, 2015 Elections, TDOR) Monitor space/welcome students, conference ambassador, database management
- Design, plan, schedule and facilitate course-related workshops
- Coordinate and organize student events (faculty panels, town hall meetings, uni transfer & placement info sessions)
- Conduct weekly feedback meetings with faculty and staff

Jan
2015

Aug
2015



Toronto Council Fire Native Cultural Centre (OFIFC)

Placement Student/ TRC Working Group Coordinator

- Toronto Urban Health Fund Grant Application Youth Resiliency- Employment/ Mentorship Program
- Took meeting minutes for Elders, Youth Staff and Toronto Aboriginal Social Services Committees
- Coordinated the Toronto Walk for Reconciliation to Queen's Park (equipment rental, advertising/outreach, speakers list, communication with APU, committee chair/minute taker, etc.)
- Attended National TRC event in Ottawa with group of staff and IRS survivors
- Outreach in the Regent Park Community in the name of Truth and Reconciliation partnerships

Aug
2012

Sept
2013



Panorama Mountain Resort

Recruitment & Development Coordinator

Employee Experience (EE, Human Resources)



EXPERIENCE

Jan
2012

Aug
2012



Quinte Ballet School of Canada

Recreational Dance Program Coordinator

- Conduct screening interviews using behavioral descriptors and cultural fit interview techniques
- Develop recruiting strategies (referral programs, new agencies, interns, job fairs, Taleo software)
- Update job descriptions with department managers/supervisors prior to season
- Forecast hiring needs throughout the year with department managers
- Coordinate Health and Safety training (online BBP, WHMIS etc.) with Risk Manager
- Assist in the research and facilitation of leadership and orientation training sessions

May
2011

Aug
2011



Taste the County

Membership Services Officer/Event Support (Placement)

- Regular office duties, Attend/prepare and set up regular Board Meetings assembled manual for 2011/2012
- Correspond with various members such as winery, restaurant and art gallery owners for printed Taste Trail Guide
- Assisted in the preparation of 10th annual fall TASTE! Celebration
- Present for both Terroir and Great Canadian Cheese Festival events as Taste the County Ambassador
- Conduct market research on industry trends, draft thorough written briefing notes, reports, and correspondence

Aug
2012

Sept
2013



Centennial College Student Association Inc.

Board Development Officer/Elections Coordinator

2009 Representative SHTC

- Regular office duties, correspond with students, faculty and staff to meet various needs
- Attend Board Meetings, College Council Meetings / act as ex officio member of Fairness Committee
- Human Resources experience on selection committees using the Barrier Free Hiring methodology
- Plan, develop and facilitate election protocol workshops, file and update year end reports and evaluations
- Develop/ maintain budgets, update/rewrite job descriptions, hire, train, schedule and delegate election staff



EXPERIENCE

Volunteer Experience

- Young Feminist Movement Building Advisor – TGNP and Crossroads International (June-Sept. 2019)
- Presidential Committee lead to End Sexual Violence on Campus – Algoma University (October 2017-April 2018)
- Food Pantry (Bank) Coordinator – Algoma University Student's Union
- CANDO Certificate in TAED (Technician Aboriginal Economic Development)
- GBC Campaign Officer/ Social Innovation Hub – Consent Workshop Facilitator/ WenDo Grant Officer (2016)
- Big Brothers Big Sisters – Pumped for Post Sec Mentor (2014-2016)
- Play it Smart Youth Basketball Program Mentor (2009-2011)

