



MD of St. Paul Foundation (Seniors Living)

CAO Announcement

ABOUT YOUR NEW CHIEF ADMINISTRATIVE OFFICER – PAULINE DE LEON

We are pleased to announce the appointment of Pauline De Leon as the new Chief Administrative Officer of the MD of St. Paul Foundation, effective April 1, 2026. Pauline resides in the Bonnyville–Lakeland region and brings a deep appreciation for the rich natural landscapes and outdoor opportunities that define northeast Alberta.

Career-wise, Pauline is a purpose-driven Executive Leader with 15+ years of progressive leadership experience in member-driven organizations, credit unions, and community-focused enterprises. She is expert in strategic planning, organizational transformation, and stakeholder engagement. Pauline has a proven ability to advance mission-driven objectives, foster inclusive economic development, and deliver measurable impact for diverse communities. Pauline is skilled in board relations, fundraising, financial stewardship, and building high-performing teams.

Educationally, Pauline has completed both her Bachelor of Business Administration (BA) at Ryerson University, and her Master of Business Administration (MBA) at the University of Liverpool. In addition, Pauline has dedicated her time to sit on Boards that offer solution-focused initiatives to improve conditions for members of the communities she serves. Pauline is the current President of the Bonnyville Chamber of Commerce.

Guided by Maya Angelou’s timeless wisdom — “people will forget what you said, people will forget what you did, but people will never forget how you made them feel” — Pauline has built her career on leading with empathy, authenticity, and human connection. Throughout her professional journey, she has been recognized for her ability to build high-performing teams, facilitate meaningful conversations, and create environments where people feel valued and supported. Pauline is intentional about cultivating positive organizational culture, empowering staff, and ensuring that residents and clients feel heard, respected, and genuinely cared for.

Personally, you will find Pauline to be easy to talk with; keenly aware of the political and human services landscape; passionate about growing the Senior and human service sectors; and a down-to-earth person that connects well with others. Pauline, a former Dragonboat racer, always has her paddle ready to ensure she can be on the water at any given time.

All combined, Pauline will help move the MD of St. Paul Foundation forward through this era of growth and transition. She is very much looking forward to meeting the great people of the community.

Currently a transition plan is being developed which includes meeting stakeholders and key staff in each municipality, touring facilities, and familiarizing herself with operations and planning strategically with the Board.

Pauline’s specific contact information will be available on April 1st, or shortly thereafter. Please join us in welcoming Pauline to the MD of St. Paul Foundation. Pauline’s leadership approach aligns closely with the values held by the MD of St. Paul Foundation—purposeful, strategic, collaborative, relationship-focused, and committed to continual learning.

Looking forward to the future,

Louis Dechaine, Board Chair MD of St. Paul Foundation