

2016 ANNUAL ACTIVITY REPORT

**ANNUAL GENERAL MEETING
WEDNESDAY, MAY 10, 2017**



Submitted by the 2016 Board of Directors
AFP Manitoba Chapter



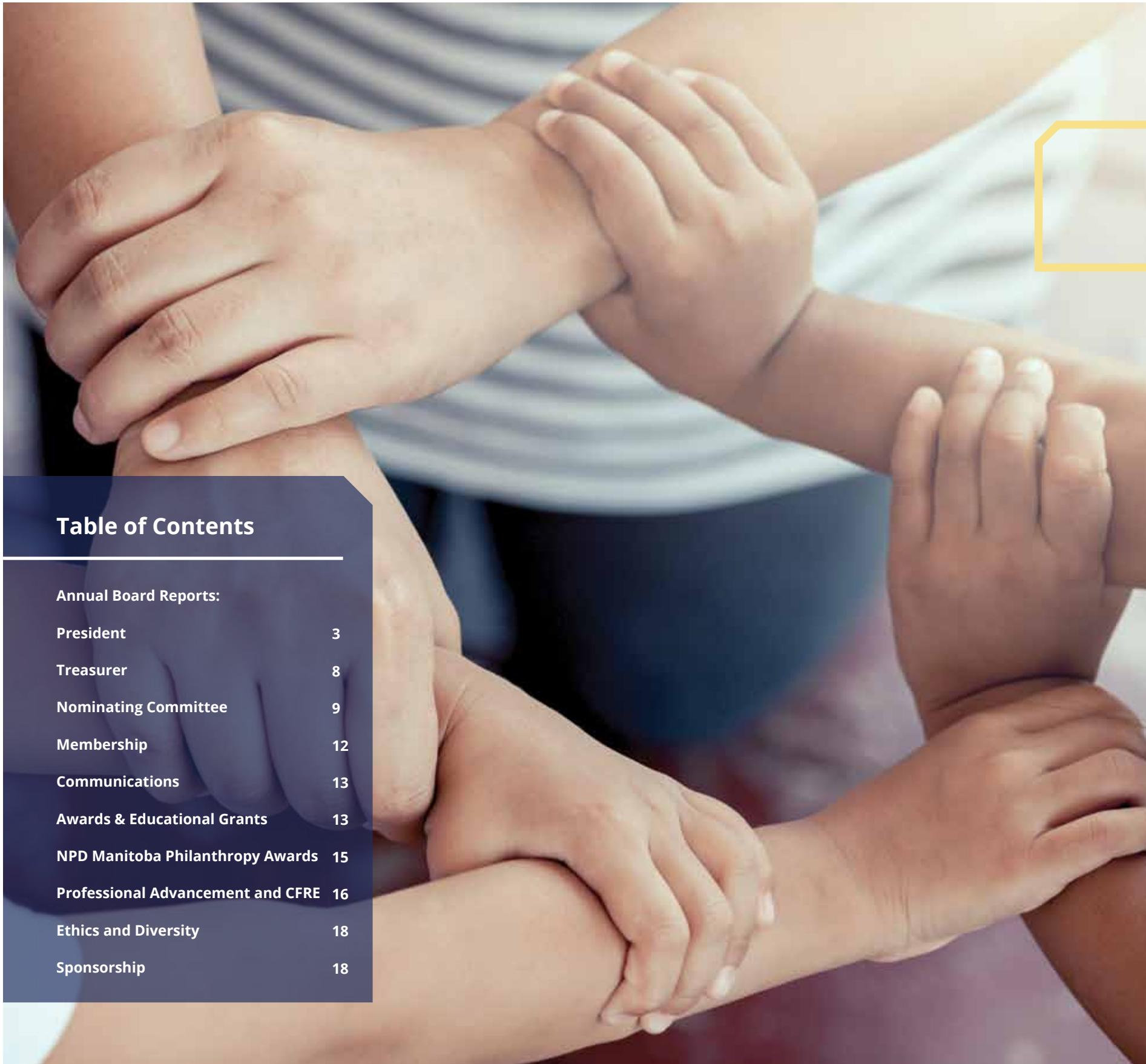


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President

Prepared by Carolyn Basha, CFRE

Our local AFP Manitoba Chapter was founded in 1996 and for two decades has been advancing the philanthropy profession through education, training, mentoring, credentialing, and advocacy. As one of 21 Chapters here in Canada and more than 200 worldwide, AFP Manitoba is part of an international network that provides our local members with connections to a broad range of fundraisers who work in the non-profit sector.

This year, our Chapter was honoured to host the 2016 Canadian Leadership Conference in Winnipeg, July 23-25. Working in conjunction with the Canadian Foundation, our Chapter played a lead role in the hospitality events for the conference which included visits to the Journey to Churchill and to the Canadian Museum for Human Rights. Special thanks to our local organizing committee: Ron Bailey, Diane Boyle, Tania Douglas, Janet Hamel, Kat Kupca, Sana Mahboob, Kristen Pachet, Tim Sidock and Pam Simmons and to our sponsors: Creaddo Group, Dycom, KCI, Strategic Philanthropy, ViTRÉO and the Winnipeg Foundation.

Thank you very much again for all your hard work and organization for the AFP Canadian Leadership Retreat. I think it was one of the best yet, and the Friday night gathering was definitely the best we have ever had. Everyone had such a great experience.

Lori Gusdorf, Executive Vice President
AFP Foundations for Philanthropy

Locally, our Chapter membership has grown in the past 20 years and we are always excited to welcome new members to this important, rewarding work. As well, we know that our Chapter is stronger because of the long-standing commitment of our members. In fact, as we celebrated our 20th anniversary in a special networking event in December, 2016 we were delighted to recognize that three of our founding members are still members today – Ron Bailey, Pam Simmons and Pat Hardy.

Our Chapter is indeed indebted to these long-standing members who continue to provide important contributions to AFP today.

As our membership grows our Chapter strengthens and builds on its ability to make a greater impact.

This past year, we were able to invest in research to provide funding for a bi-annual project entitled “What Canadian Donors Want”. This study provides critical insight that helps to support our work. As well, the Chapter has made an investment in communications and marketing for our chapter so that we can improve our operations in this area and build awareness for our sector in the community.



In 2016 our Chapter earned two important designations – the Ten Star Gold and the Friends of Diversity.

Our 20 year milestone provided us with an opportunity to pause to reflect on our Chapter's role and our achievements to date. It also set our minds on the future for our Chapter. As the charitable sector continues to grow and evolve, we believe AFP has an important and leading role to play. Our local chapter is looking forward to building on the priorities shared by our colleagues in Canada and around the world: connecting more deeply within our richly diverse communities, providing more opportunities for career development and increasing awareness of AFP in our community. There are many great challenges ahead. I am really looking forward to continuing this work with our Chapter.

This Annual Report for our 20th anniversary year illustrates the activities of our Chapter for the 2016 year. None of this would be possible without the hard work and dedication of our volunteer board and committee members. In 2016 our Chapter earned two important designations – the Ten Star Gold and the Friends of Diversity. Earning Ten Star Gold indicates that the Chapter has made significant achievements in advancing AFP's strategic goals. The Friends of Diversity designation recognizes those who have accomplished many of the key objectives outlined in the Advancing Diversity goal. Thank you to our board and members for all your contributions towards these achievements! It is inspiring to work with such generous and talented colleagues who believe in supporting our profession.

I would like to thank departing board members Valorie Block, Kris Gutierrez and Janet Hamel who are leaving the board at the end of their term and to Marakary Bayo, Tansey Buike, Kat Kupca and Margaret Schonewille who left earlier in the year. Your work has made such a difference and I hope that you continue to stay involved with the Chapter. Thank you also to our administrator, Lise Carbonneau for her work in managing our chapter operations.

Mission Statement

AFP, an association of professionals throughout the world, advances philanthropy by enabling people and organizations to practice ethical and effective fundraising. The core activities through which AFP fulfills this mission include education, training, mentoring, research, credentialing and advocacy.

Vision Statement

Fundraising is viewed as a credible and respected profession for civic betterment throughout the world.

Quality Statement

AFP is committed to excellence in providing the highest quality services and products for our members and other constituents. We are responsive to their needs and strive to exceed expectations.

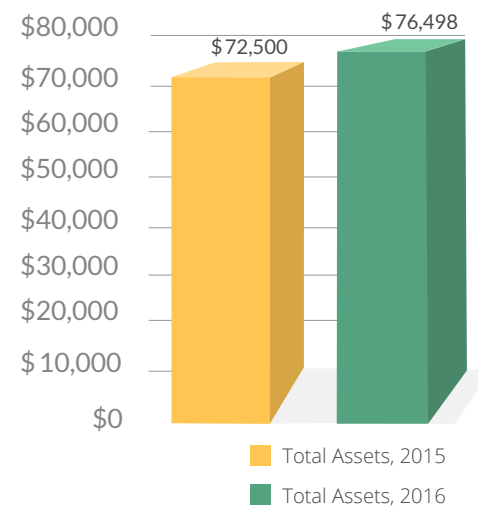
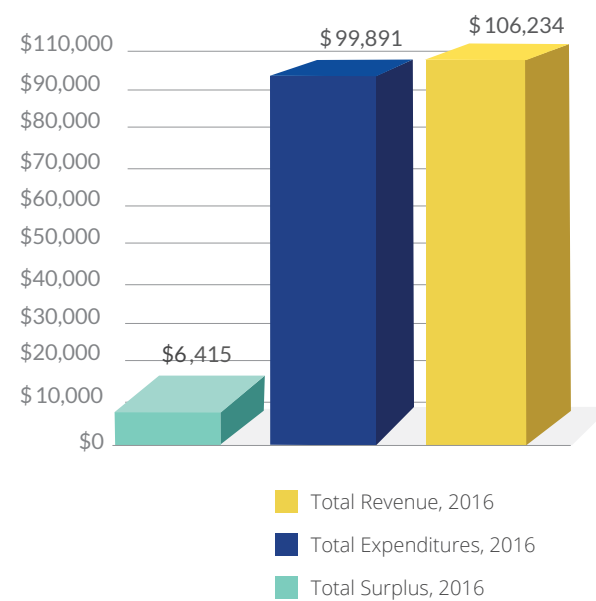
Treasurer

Prepared by: Bridgette Parker, CFRE

On behalf of the Board of Directors, I am pleased to present the 2016 consolidated financial statements for the Association of Fundraising Professionals – Manitoba Chapter. The statements were reviewed and approved by the Board of Directors at the April 11, 2017 board meeting. I am pleased to report that we completed the 2016 fiscal year in a surplus position. My thanks to the board for their prudent management of their portfolios to achieve these positive results and to Lise Carbonneau for her ongoing administrative work.

Revenue and Expenditures

During the 2016 fiscal year, the Association of Fundraising Professionals Manitoba Chapter had total revenue from all sources of \$106,234 and total expenditures of \$99,891 resulting in a surplus of \$6,415 (approximately 6%). Overall, revenues were higher and expenses were higher over the previous year. This is partially the result of AFP Manitoba hosting the 2016 Summer Leadership Retreat here in Winnipeg and the resulting sponsorship and expenses related to that event.



Total Assets

At the end of fiscal year 2016, the Chapter had total assets of \$76,498 up from \$72,500 in the 2015 fiscal year. The 2016 assets consisted of a \$30,000 term deposit GIC (plus interest) with Assiniboine Credit Union and a high-interest account and a non-interest bearing chequing account with Assiniboine Credit Union with a combined balance of \$41,581. In 2016, a focus of the treasurer and administrator was to continue the work to collect on the large number of accounts receivable which at year end 2015 was \$7,715; we are happy to report that by year end 2016 we had brought down the number again to \$4,337. The Chapter at year end had \$840 in accounts payable.

Nominating & Governance

Prepared by Past-President Tania Douglas, CFRE



Presidents: L to R: Carolyn Basha, Tania Douglas, Louise Pujo, Suzanne Munroe, Leslie Weir, LuAnn Lovlin, Pam Simmons, missing: Ron Bailey, Lori Hunter, Linda Lindsay

Committee Members:

Carolyn Basha, CFRE and Sana Mahboob

I would like to thank the following board members who completed their term of service or have stepped down from the Board of Directors during the 2016/2017 term.

- | | |
|----------------------|----------------------|
| Marakary Bayo | Janet Hamel |
| Valorie Block, CFRE | Katarina Kupca |
| Tansey Buike, CFRE | Margaret Schonewille |
| Kris Gutierrez, CFRE | |

Thank you for your work in advancing fundraising as a profession and all of your hours as a dedicated volunteer. You will be missed!

During 2016, the Board of Directors welcomed Mary Beth Taylor by special election into the vacant position of Diversity and Ethics Chair. Mary Beth brings a wealth of experience as well as new ideas to the table and we look forward to some exciting initiatives in the area of diversity.

Thank you to all members of the 2016/2017 Board of Directors. I am continually amazed by your passion. You work tirelessly to advance philanthropy and the fundraising profession and we are so thankful for your dedication.

"I became a member of AFP early in my career and it was one of the best decisions I made. The relationships and connections I have made as a member have furthered my development as a professional fundraiser. Going it alone in this dynamic industry is not the best use of anyone's energy. As a board member, I have had the opportunity to give back to our community, to influence the growth and development of our chapter as well as connect with other professionals across the country. If you are serious about fundraising, you need to invest in yourself and AFP is a great way to do that."

- Janet e Hamel, Director of Development, Women's Health Clinic.

Nomination Slate AFP Board of Directors 2017/2018

The Nominating committee is pleased present the following slate of Directors for consideration at the 2017 Annual General Meeting. If approved, these members will serve in the following positions from July 1st 2017 to June 30th 2018.

POSITION	July 1/ 2017-June 30/2018
■ President	Carolyn Basha, CFRE Donor Relations Officer University of Manitoba
■ Past-President/Nominations	Tania Douglas, CFRE Planned Giving Officer Children's Hospital Foundation of Manitoba
■ President-Elect	Sana Mahboob Annual Giving Officer University of Manitoba
■ Treasurer	Bridgette Parker, CFRE Donor Relations Officer University of Manitoba
■ Awards & Scholarships	Pam Simmons, CFRE President coreNICHE Consulting
■ Government Relations	Bill Pratt, CFRE President & CEO The Lung Association, Manitoba
■ EMC/Resource Development	Courtney Leiman Annual & Mid-Level Giving Officer Children's Hospital Foundation of Manitoba
■ Membership	Nicole Hrehirchuk National Manager, Transformational Gifts World Vision Canada

POSITION	July 1/ 2017-June 30/2018
■ Communications	Kristen Pachet Stewardship Officer University of Manitoba
■ Outreach	Stephanie Bevacqua Donor Relations Officer Winnipeg Humane Society
■ National Philanthropy Day Co-Chair	Tim Sidock Signage and Pageantry Coordinator Canada Summer Games
■ National Philanthropy Day Co-Chair	Vacant
■ Professional Development Co-Chair	Monica Dinney, CFRE Executive Director Bookmates Inc.
■ Professional Development Co-Chair	Kristine Betker, CFRE Director of Fund Development Canada's Royal Winnipeg Ballet
■ Sponsorship & Stewardship	Johnathan Schrale Partnership Development Manager United Way of Winnipeg
■ Diversity and Ethics	Mary Beth Taylor, CFRE President & Chief Fundraising Strategist The Creaddo Group
■ Mentorship	Danielle Robidoux Development Officer St. Boniface Hospital Foundation

Membership

Prepared by: Nicole Hrehirchuk



Founding members: left to right: Derek McLean, Pat Hardy, Pam Simmons, Katherine Medland, Ron Bailey

Committee Member: Arthur Heathcote,
The Salvation Army (Prairie Division)

The AFP Manitoba Chapter stands strong with 221 members as of December 31, 2016 at an annual retention rate of 76.15% (above the international average rate of 73.4%). In 2017, Membership will remain focused on retention and stewardship of our members, deeper engagement with rural members as well as acquisition of new members to grow and diversify our membership.

The year 2016 brought us all together at our AGM & Membership Mixer held at the very sociable and neighborly Clay Oven (Shaw Park) in May. The year also commemorated AFP Manitoba's 20th Anniversary and we were thrilled to honour our Founders at our Celebratory Mixer in December at the incredibly hospitable Viscount Gort Hotel. It was a festive and engaging evening to recognize and to celebrate our Chapter Membership and the following visionaries who petitioned for the establishment of AFP Manitoba in 1996:

- Katherine Medland
- Sandra Dudych
- Vince Bowman
- Merle MacAulay
- Pam Simmons, CFRE
- Lesia Sianchuk
- Lorri Apps
- Ron Bailey, CFRE
- Don McIntosh
- Bob Kroeker
- Pat Hardy, ACFRE
- Karen Bolan
- Derek McLean, CFRE
- Joan McKeag Barker
- Larry Fleisher
- Linda Dooley

Thank you to all who came out to the AGM and our Networking Events! They were both educational and entertaining and they don't happen without you so thank you for giving them value. We look forward to seeing you at these types of events in 2017.

Your suggestions, feedback and participation are always welcome and critical to help shape this membership-driven organization. Thank you for your commitment to your profession and to AFP Manitoba!

Communications

Prepared by: Kristen Pachet

The communications portfolio continues to have limitless potential in terms of raising awareness of our chapter and its activities, as well as elevating the fundraising profession in our province. As markets and media evolve, AFP Manitoba's communications committee responds in strategic ways.

Through our three social media platforms, Twitter, Facebook and LinkedIn, the communications committee works to provide details about upcoming events and professional development sessions, as well as best practice examples and interesting stories taken from fundraising activities around the world.

Our goal is to engage both members and non-members to create a strong online community of fundraisers.

Beyond communications, AFP Manitoba is also involved in marketing activities. This was especially important in the lead up to the Manitoba Philanthropy Awards as we worked to encourage ticket sales and awareness of the winners across multiple media channels.

Looking forward, it is clear that the communications committee needs direction from an integrated communications and marketing plan. We look forward to working with our members to create a robust and responsive strategy.

Thank you to the 2016 Communications Committee Member, Chris Mahussier, for his valuable contributions of time and skill.



Awards and Educational Grants

Prepared by: Janet e Hamel

NPD – Manitoba Philanthropy Awards

The Awards Adjudication Committee comprised of Janet Hamel (Chair and non-voting member) and community representatives reviewed several excellent submissions for the NPD Manitoba Philanthropy Awards.

The 2016 recipients were:

- Outstanding Philanthropist - **The Mauro Family**
- Outstanding Volunteer Fundraiser - **Dr. Harvey Sexter**
- Outstanding Large Philanthropic Organization - **TD Bank**
- Outstanding Service Organization - **Rotary Club of Winnipeg West**
- Outstanding Youth in Philanthropy - Under 15 - **Jenna Sigurdson**
- Outstanding Professional Fundraiser - **Mary Beth Taylor, CFRE**

The Committee's selection was challenged due to the overwhelming quality of the nominees and the depth of generosity and commitment that exists in our community. The deserving award recipients are outstanding examples of the spirit of philanthropy at work in Manitoba.

Thank you to the adjudicating committee: Susan Glass, Chris Mahussier, Louis Trepel, and Gord Wimble.

Education Grants

The Manitoba Chapter of AFP continues to be committed to supporting members in their professional development by sponsoring a program of education grants. Members are strongly encouraged to take advantage of these opportunities to learn and grow as fundraising professionals.

Following adjudication by committee and approval of the Board of Directors, the 2015 education grants, totaling \$3,725, were awarded to the following AFP members:

Spring Grant Run:

- Danielle Robidoux, St. Amant Foundation, for the CAGP Kaizen in Winnipeg
- Justin Wilson, University of Manitoba for the CFRE Review Course
- Nicole Hrehirchuk, World Vision for the CFRE Review Course
- Donna Wilford, Assiniboine Park Conservancy for the CAGP Kaizen in Winnipeg

Fall Grant Run:

- Chamberlain Scholarship - Andrew Kussy, Development Advisor, Heart and Stroke Foundation
- Susan Story Scholarship for Professional Development - Tim Sidock, Independent Fundraiser
- Patricia Hardy Scholarship for Professional Advancement - Valorie Block, Assistant Director of Donor Relations, Mennonite Central Committee Manitoba
- Educational Grants - Valorie Block, Assistant Director of Donor Relations, Mennonite Central Committee Manitoba

As someone who is still relatively new to the world of major gift fundraising, the AFP International Conference was exactly what I was looking for to both expand my understanding of this profession and boost my confidence in my own ability to raise funds. There were sessions targeted specifically to young professionals that navigated some of the challenges with breaking into this field, and the ability to learn from session speakers and fellow conference attendees a like was invaluable.

I would not have been able to attend this conference without the support of my local AFP chapter and the Chamberlain scholarship, and feel so fortunate to have been able to have had this opportunity.

- Andrew Kussy Development Advisor, Heart & Stroke Foundation

Of the grants that were awarded in 2016, one was returned as the planned education opportunity was changed.

Thank you to the Awards & Education Grants Committee Members: Juliette Mucha, Shona Connelly, MA, Jackie Markstrom, CFRE, and Kirsten Davidson, CFRE.

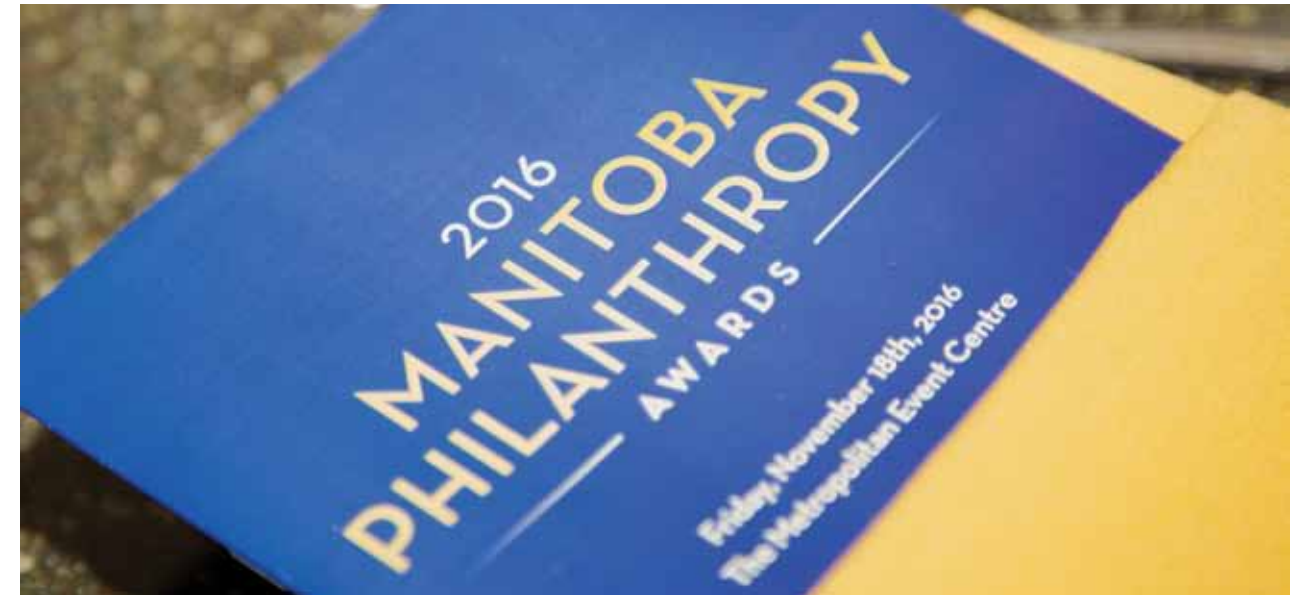


photo credit: Jennifer Poncsak

NPD Manitoba Philanthropy Awards

Prepared by: Pamela Simmons, CFRE and Tim Sidock

The 2016 Manitoba Philanthropy Awards gala was a well-attended event that celebrated outstanding community members in our province. We had over 290 people at the Metropolitan Event Centre on November 18th to honour this year's six award recipients:

- Outstanding Philanthropist - The Mauro Family
- Outstanding Volunteer Fundraiser - Dr. Harvey Sector
- Outstanding Large Philanthropic Organization - TD Bank
- Outstanding Service Organization - Rotary Club of Winnipeg West
- Outstanding Youth in Philanthropy (under 15) - Jenna Sigurdson
- Outstanding Professional Fundraising - Mary Beth Taylor, CFRE

We are very appreciative of the support for the Manitoba Philanthropy Awards. Thank you to all sponsors, volunteers and supporters.

2016 NPD Committee:	2016 Event Volunteers:
■ Tim Sidock (Co-Chair)	■ Valorie Block, CFRE
■ Pamela Simmons, CFRE (Co-Chair)	■ Kathryne Cardwell
■ Kristine Betker, CFRE	■ Katharyne Cherewyk
■ Tansey Buike, CFRE	■ Sarah Dann
■ Janet Hamel	■ Patricia Guenther-Smith
■ Kristen Pachet	■ Mike Kananoja
■ Jonathan Schrale	■ Nikki Kirton
■ Monica Wood	■ Pat Lilley, CFRE
■ Carolyn Basha, CFRE (Ex-Officio)	■ Catherine Livingston
	■ Yahya Samatar

Special Thanks to: Geraldine de Braune (Voice Over) and Ace Burpee (Master of Ceremonies)

2016 Sponsors:
<ul style="list-style-type: none"> Outstanding Large Philanthropic Organization – Great West Life
<ul style="list-style-type: none"> Outstanding Volunteer Fundraiser – Investors Group
<ul style="list-style-type: none"> Outstanding Youth in Philanthropy (under 15) - The Winnipeg Foundation
<ul style="list-style-type: none"> Outstanding Philanthropist – University of Manitoba
<ul style="list-style-type: none"> President’s Reception – Investors Group
Supporting Sponsors:
<ul style="list-style-type: none"> Cleave Videos
<ul style="list-style-type: none"> Quantum Printing
<ul style="list-style-type: none"> McDiarmid Flowers
<ul style="list-style-type: none"> Alli Mae Fresh Events
<ul style="list-style-type: none"> The Metropolitan Event Centre

Save the Date:
 Wednesday, November 15, 2017 at
 the RBC Convention Centre Winnipeg

Professional Advancement

Prepared by: Valorie Block, CFRE + Kristine Betker, CFRE

Committee Members: Kris Gutierrez, CFRE (Co-Chair to June 2016), Genevieve Cloutier, Monica Dinney, CFRE, Katarina Kupca, Lawrence Prout, CFRE, Pat Robertson, and Tansey Buike, CFRE

This year the AFP Manitoba chapter organized eight education sessions, as well as holding the CFRE Review course. Educational sessions are designed to advance our chapter through training, learning and networking opportunities while providing a balance of visionary inspiration, practical skill development and bigger picture thinking for our membership and the broader non-profit community. Over 350 individuals attended our sessions with twelve participants completing the two-day course in preparation for their CFRE certification. A real highlight was hosting international fundraising-guru Stephen Pidgeon from the UK who was made his first visit to Winnipeg. We had a valuable time connecting with fundraising colleagues in Western Manitoba in the fall in Brandon, and we hope to continue those relationships with future sessions.

Thank you to this year’s sponsors for their financial support; our generous and willing presenters who shared of their time and expertise; the professional advancement committee members for their input, as well as the broader membership for opportunities and suggestions put forward. It is as a community that we can continue to grow in our learning and understanding as we seek to advance the profession and nurture a culture of philanthropy across all sectors.

Sponsors: coreNICHE Consulting; Katarina Kupca, Fundraising Consultant

This year’s professional development sessions were as follows:

DATE	SPEAKER(S)	TOPIC
January 19, 2016	Susan Storey, CFRE, Senior Vice President KCI (Ketchum Canada Inc.)	Philanthropic Trends 2015-2016
February 24, 2016	Jonathan N. Strauss, President Strauss Event and Association	In Any Event – Designing Successful Events
March 2016 CANCELLED	Jamie Hall, Chief Operating Officer SAFE Work Manitoba	The System Made Me Do It - Ethics and the Systems We Work In
April 22, 2016 HALF DAY WORKSHOP	Stephen Pidgeon Platform Speaker, Teacher and Consultant	‘Loving your Donors to Death’ – what might it mean for Canadian fundraisers? AND Minor Donor fundraising in North America and UK is very different. Should it be?
June 14, 2016	David Kravinchuk, Chief Consultant Fundraising Pharmacy Paul Nazareth, VP Community Engagement CanadaHelps	Integration Gumbo: The Right Ingredients for Fundraising Success
September 28, 2016 WEBINAR	Harvey McKinnon, President Harvey McKinnon Associates Rosemary Oliver, CFRE, Director of Resource Development Amnesty International Canada	The 5 Things You Need to Know to Run a Successful Monthly Giving Program
October 27, 2016 JOINT SESSION with CAGP	Kris Gutierrez, CFRE, Vice-President, Development St-Boniface Hospital Foundation Kathryne Cardwell, CFRE, Gift Planning Associate The Winnipeg Foundation Heidi Struck, Individual Giving Manager Royal Manitoba Theatre Centre	Planned Giving for Every Organization
November 9, 2016 BRANDON, MB	Suzanne Munroe, CFRE	Best Practices: Building Strategic Donor Relationships

Ethics and Diversity

Prepared by: Mary Beth Taylor, CFRE

AFP Manitoba is committed to educating its members and the nonprofit sector to better serve their communities and believes diversity and inclusion create a strong, vital and united force for the effective pursuit of an organization's mission and achieving philanthropic success. One of AFP Manitoba's key values is supporting and nurturing diverse ideas. We view diversity as seeking and achieving a broad representation of experiences, perspectives, opinions and cultures to ensure that our community has the best possible thinking, ideas, opportunities, and solutions to create a respectful and welcoming environment that appreciates the unique contribution of every member of our community.

We thank our Diversity & Ethics Committee of 2015-16:

- Carolyn Basha, CFRE, President
- Sana Mahboob, President-Elect
- Yanik Ottenbreit, Sponsorship Manager, Winnipeg Chamber of Commerce
- Pam Simmons, CFRE, National Philanthropy Day Chair
- Shenna Song, Development Coordinator, Winnipeg Symphony Orchestra
- Rob Marriott, Communications Coordinator, Career Trek Inc.
- Katharine Cherewyk, Former COO & Senior Fundraising Strategist, Creaddo Group

Sponsorship

Prepared by: Johnathan Schrale

The Manitoba Board of the Association of Fundraising Professionals gratefully welcomed back our returning sponsors and was pleased to start new relationships with community partners. The combined support from all of our sponsors resulted in \$23,000.

Thanks to the thoughtful planning of our committee and our community nominators, sponsors were eager to support the Manitoba Philanthropy Awards Luncheon to recognize our community's philanthropic leaders. The Winnipeg Foundation, Investors Group and Great-West Life all generously supported our award winners. We are also grateful to our media sponsors the Winnipeg Free Press and our supporting sponsors The University of Manitoba, Alli Mae Fresh Events, Cleave Films, Quantum Graphics & Consulting, and our wonderful venue sponsors The Met. Professional Development Days were greatly successful in 2016. Thank you to our committed PD days sponsors CoreNICHE Consulting and Katarina Kupca Consulting.

Sponsorship support continues to play an important role in the ability for AFP to carry out its mandate in Manitoba. We look forward to continuing to cultivate these important relationships and to building new associations in our community.



Every Member Campaign

The AFP Foundation for Philanthropy – Canada was created in 1998 to help fulfill the mission of the Association of Fundraising Professionals (AFP). The AFP Canadian Foundation secures funds and other resources to implement AFP's short- and long-range plans through its Annual Fund, planned gifts, endowments and major gifts initiative. In addition, the AFP Canadian Foundation assists AFP Canadian chapters with educational programs and Scholarships through its allocations back to the chapter's geographical area.

Each year, the AFP Canadian Foundation conducts an Annual Fund campaign – the Every Member Campaign – that accepts unrestricted gifts designated for general purposes and major priorities. This funds support our local chapter as well as national initiatives that support our chapter as well as other Canadian chapters. In 2016, our AFP Manitoba Chapter participated in the campaign and raised 7,822.50 with generous gifts from the following donors:

Thank You!

Laura Asher	Dawn Huck	Ms. Aimee Rice, MA
Ron Bailey, CFRE	Lori Hunter	Judy Lynn Richichi
Carolyn Basha, CFRE	John E Kearsey	Carolyn Rickey, CFRE
Kristine Betker	Katarina Kupca	Patricia Robertson
Joan Blight	Miss Courtney Leiman	Lynda Diane Ruban
Ms. Valorie Block, CFRE, MA	John Loewen	Tara Sawchuk
Rita Borthwick	Jackie Macha	Johnathan Schrale
Diane Boyle	Sana Mahboob	Lesia J. Sianchuk
Mrs. Tansey Buike, CFRE	Kim Mardero	Tim Sidock
Ms. Laura Byers	Pamela McFarlane	Pamela Gail Simmons, CFRE APR, BA
Deanna Danielson	Carly McMillan	Shelly Smith-Hines
Lorraine Decock	Kristen Pacht	Lori Stewart
Lynn Ferguson	Bridgette V. Parker, CFRE	Charlotte Sytnyk
Krislyn Glays, CFRE	Kathy Penner	Mary Beth Taylor, CFRE
Ms. Janet e Hamel	Ms. Roberta Pronteau, CFRE	Justin Wilson
Nicole Anne Marie Hrehirchuk	Lawrence Prout, CFRE	



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