

# You are changing lives



Children and youth are reaching their potential

Families are stronger

Neighbourhoods are more inclusive and thriving

More people are economically secure

Newcomers are being welcomed and supported

**Give: Online. By Mail. By Phone. At Work.**



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**Our blog**

**liveunited.ca**

**United Way of Cambridge & North Dumfries**  
150 Main Street, 2nd Floor  
Cambridge, Ontario N1R 6P9  
519-621-1030



**Community Report**  
2011



**GIVE. BELIEVE. VOLUNTEER.**  
**LIVE UNITED™**

**United Way of Cambridge & North Dumfries**

**W**e are extremely grateful for your support of United Way. The people of Cambridge and North Dumfries have demonstrated that they understand how we are all interconnected. Our community is stronger thanks to your investment in the people who live here.

As we gradually recover from the recession, we want to make sure that no one is left behind. The stronger each individual in our community is, the stronger our community is as a whole. Our quality of life depends upon supporting each other.

We encourage you to continue to show your commitment to **Live United** which means to give, believe and volunteer. So please:

**GIVE** a donation to ensure the best resources remain available.

**BELIEVE** that together we can continue to make long lasting change.

**VOLUNTEER** to make a difference in the lives of others and our community.

By living united, our community moves closer to being the best that it can be—and we all benefit.

Thank you for believing in the people of Cambridge and North Dumfries!

Sincerely,



Kathy Stauffer, Board Chair



Ron Dowhaniuk, Executive Director

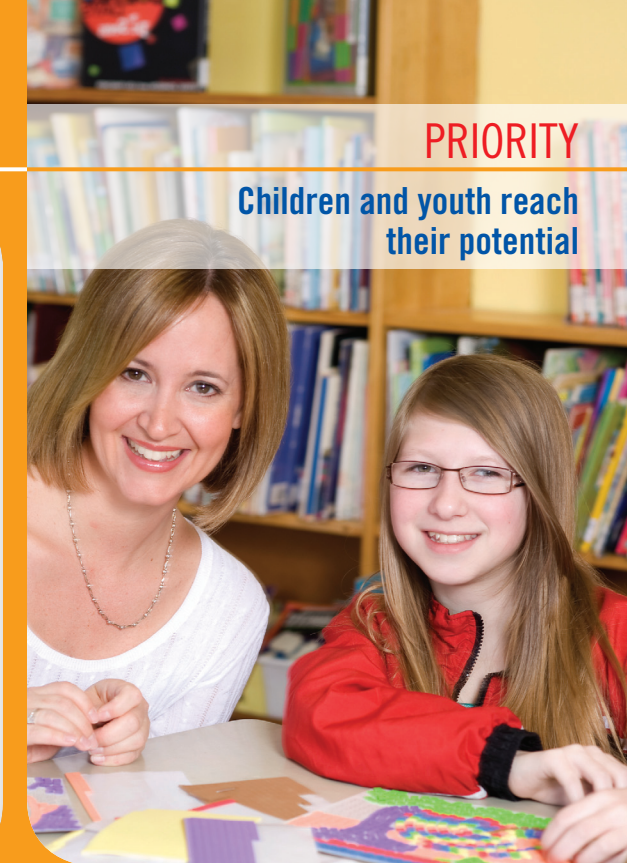


## Planting seeds for success in school and life

Positive role models play an important role in every child's life. Some kids can benefit more than others. An in-school mentoring program run by the **Big Brothers Big Sisters of Waterloo Region** matches caring adults with elementary school students who would benefit from extra social, emotional or academic support. The program helps children gain confidence and improve skills to assist them in reaching their potential.

Faith and her mentor Trisha meet for an hour a week during school. For Faith, it is a fun time where she can make crafts while connecting with another positive role model. But at the same time, she is also being helped to understand her academic tasks so that she can be successful in school. In Faith's words, "Trisha was such a good mentor because she helped me with some of my work and we did lots of crafts. A benefit of having a mentor was taking my mind off of anything going on."

An investment of an hour a week is helping Faith to grow. Your investment in United Way helped to make an impact in her life. With your help, many other children and youth are also fulfilling their potential.



PRIORITY

Children and youth reach their potential

*children are gaining the social and emotional skills needed to succeed in school*

## PRIORITY

### Families are strong



## Helping families survive tough times

When families hit a rough patch, community supports are critical to helping them deal with their challenges. Just ask Pam Stanley and her family. “We have been down on our luck for the past couple of years. We hit one road block after another.”

Helping the Stanley family get around the road blocks was the **Family Counselling Centre of Cambridge & North Dumfries**. After successfully weathering job uncertainty, the family hit a setback due to illness and looked to the Centre’s office in Ayr for guidance.

“I honestly don’t know where my family and I would be if it wasn’t for the Family Counselling Centre. They should be very proud to know that their kindness and generosity has made such an impact in my family’s life and the lives of so many others. From the bottom of our hearts: thank you!”

United Way recognizes that strong families are a basic building block for a healthy community. That is why we fund programs in Cambridge and North Dumfries to help families survive their tough times and become stronger as a result. Your investment in families is making our communities better.

*families are improving their dynamics and functioning better together*

## Supporting volunteers who bring neighbourhoods alive

In neighbourhoods that work, people are connected and trust each other. They are supportive and work together for the common good. Neighbourhoods that work thrive because they are alive and vibrant.

In Cambridge, community centres are at the heart of many neighbourhoods. They are safe, inclusive places that residents rely upon for a range of recreational programs and social services. Volunteers are a key ingredient to these centres’ contributions to their neighbourhood. That is why United Way invests in volunteer programs like the one at the **Fiddlesticks Community Centre**.

Fiddlesticks needs people like Charisse Martin who has volunteered almost 500 hours since 2008 to be able to offer its wide range of programs. Volunteers take on many tasks such as chaperoning dances, taking care of the ice rink, coordinating programs, serving on the board of directors or committees, working with youth, fundraising and much more. They are special people who take time out of their day to support and strengthen their community.

Building and maintaining thriving neighbourhoods requires a continuous, concerted contribution of time and effort. By investing in neighbourhoods, United Way helps ensure that they are good places to live.

*neighbours are building relationships and skills to improve their quality of life*

## PRIORITY

### Neighbourhoods are inclusive and thriving



## PRIORITY

### People are economically secure



## Fostering self-reliance

Breaking out of a life in poverty can be extremely difficult. United Way wants to assist people to break out of poverty or better yet avoid it. We invest in programs such as those offered by the **Cambridge Self Help Food Bank** which works to foster self-reliance by offering educational opportunities, job training and one-on-one emotional support.

Suzy Barrow's economic security improved thanks to the Food Bank. "I am a 43 year old single mother of three children. My life has taken me down some very difficult paths. I had little education and was forced to take a job that was not suitable. I became injured on the job and was forced to turn to Ontario Works. I went to the Food Bank to subsidize my grocery budget but I also received help with every issue I faced. They assisted me with upgrading my education, court procedures and food support. I now have my Social Service Worker Diploma with secure employment. The Cambridge Self Help Food Bank has helped me change my life. They provided me with so much more than just food."

Your investment in United Way helps make members of our community more resilient.

*people are getting the help they need to meet basic needs while maintaining dignity*

## Empowering new Canadians to make a difference

"Let me tell you, it is a huge challenge to come to a different country, learn the language and earn a living," said Soheir Shaker who is originally from Egypt and arrived in Canada four years ago.

After meeting this challenge and establishing a life in Canada, Soheir and many others desire to say thank you and give something back. But they may need help knowing how to get started. That is where Step Up to Leadership comes in. This **YMCA of Cambridge** program helps immigrants who want to make a difference learn what it takes to serve on nonprofit boards, become active in community projects and volunteer for charitable causes.

"I believe we have an obligation to give back to our community and country that gives us freedom and safety," said Soheir. "I am very glad I attended Step Up to Leadership. It gave me great tools to be an effective leader in my community. I believe each one of us will be able to help our community, our neighbours and be a voice for the needy."

Graduates of Step Up to Leadership are making significant changes in our community thanks to your investment in welcoming and supporting newcomers.

*newcomers are becoming active participants in community life*

## PRIORITY

### Newcomers are welcomed and supported



# Our Partner Agencies

## Working together to benefit our community

Your gift to United Way is an investment in the work of our partners, and our ongoing efforts to address our community priorities.

### Your gift helps us work together to make a difference in tens of thousands of lives:

Argus Residence for Young People	Family Counselling Centre of Cambridge and North Dumfries	Lutherwood
Big Brothers Big Sisters of Waterloo Region	Fiddlesticks Community Centre	Ontario March of Dimes
Cambridge Active Self Help/ Self Help Alliance	Greenway-Chaplin Community Centre	Preston Heights Community Group
Cambridge Self Help Food Bank	John Howard Society/ Cambridge Career Connections	Social Planning Council of Cambridge and North Dumfries
Cambridge Shelter Corporation	Kids Can Play	St. John Ambulance
Canadian Mental Health Association	Kinbridge Community Association	Women's Crisis Services of Waterloo Region (Haven House)
Canadian Red Cross Society	Labour Program of Waterloo Region	YMCA of Cambridge
Child Witness Centre of Waterloo Region	Langs Farm Village Association	YWCA of Cambridge
	The Literacy Group of Waterloo Region	

# Your leadership is vital

When you give \$1,000 or more to United Way of Cambridge & North Dumfries, you become a Leader. Leadership donations are the fastest growing part of our campaign.

Over 340 generous people participated in our Leadership Program in 2010, donating a total of \$ 600,000. This is 22% of all the funds we raised. We thank all of you for your wonderful gifts and hope that you'll join with us again in 2011 to address our community priorities.

We also welcome new Leaders so that we have the capacity to make as big an impact as possible over the coming year. Please join us in our efforts to make our community the best it can be!

# Thank you!

# Our Honour Roll

United Way of Cambridge & North Dumfries is taking this opportunity to honour those who have shown their commitment and caring through generous gifts of your time, your money and your hard work. Thank you for your leadership in making our community better!

### Leading organizations

15% of Leadership donations come from Cambridge companies who make leadership giving a focal part of their workplace campaign. In the following list, the number beside each company's name indicates how many of their employees were United Way Leaders in 2010.

Toyota Motor Mfg. Canada Inc.	70	Corporation of the City of Cambridge	6
COM DEV Ltd.	30	Grand River Foods	6
Gore Mutual Insurance Company	12	Waterloo Regional Police Services	6
ATS Automation Tooling Systems Inc.	10	Barrday Inc.	5
Cowan Insurance Group Ltd.	9	TD Canada Trust	5
Rockwell Automation Canada Inc.	9	The Economical Insurance	3
Cambridge Memorial Hospital	7	Equitable Life of Canada	3
United Way of Cambridge & North Dumfries	7	Langs Farm Village Association	3
		RBC Dominion Securities	3
		Tenneco	3

# Thank you

to the 7,217 people who  
generously helped us raise \$2,683,938.

## BENEFACTORS

\$25,000 +

Karen Wilkinson

## BUILDERS

\$10,000 - \$24,999

A. M. Adamson

Tom & Kathy Hallman

Dorothy S. Kerr-Anderson

Bruce Witmer

## PATRONS

\$5,000 - \$9,999

The Jim and Lorna Blair  
Charitable Foundation

Tammy Hussey

Brian & Mary Law

Dr. & Mrs. Michael Lawrie

Michael O'Neill

Lawrence Petersen

Jim Ross

Walter & Joanne Scott

Mike & Hennie Stork

Real Tanguay

Anonymous - 1

## SPONSORS

\$2,500 - \$4,999

Judy Baskerville

Jane Buckrell

James D. Chaplin

Bruce Clark

Steve Doiron

Laura Eckhardt

Andrew & Krista Galbraith

John Grotheer

Dr. & Mrs. James M. Kavanagh

Dr. Gary Keyes

Dave & Karen Maidment

Allan & Anne McKay

Collette McMillan

Andrew Moffat

Murray Mullen

John Murphy

Sheila O'Donovan

Anne Paling

Robert & Gail Pettitt

Stephanie Pollard

Andrew Reid

Isabelle Stauffer

Edward C. & Winnifred Stewart

The Kitchener and Waterloo  
Community Foundation - Jim &  
Sue Hallman Family Fund

Evert Vandeworp

Dave Walden

Ronald & Jan Woynarski

Anonymous - 3

## FOUNDERS

\$1,500 - \$2,499

Allan Antcliffe & Margot McCurry

Donna & Thomas Brown

Gary & Kathie Calhoun

Steve & Cathy Bisbee

Maureen Cowan

Kris Cummings & Mark Peturson

Frank & Katherine Curnew

Jim Currie

Blair de Verteuil

Ken Denholm

John S. Doherty

Issam El-Saadi

Tony Fiorenzini

Jeff Fray

Dr. & Mrs. H. Stephen Garrett

Fred Gaskin

Patrick Gaskin & Fiona Main

John & Nellie Greb

Ron Holdway

Dr. Robert W. Howison

Scott & Lisa Hube

Cheryl Hugill

Don Hunt

Barry & Gill Kennedy

Charles & Jan Klager

Jayne Anne Little

Todd & Darlene Lyons

David & Jeanne MacLennan

Sara McLennan & Michael  
Brattman

Bob & Catherine McMullen

Kevin W. McNeil

Gary Melanson

Arthur & Deb Mosey

Lorne Motton

Michael Nalysnyk

William Oliver

Jeff Olney

Don & Libby Pavey

William Petras

Michael & Adele Pley

The Kitchener and Waterloo  
Community Foundation - The  
John A. Pollock Family Fund

Ron Ramsden

Kent Rice

William R. & Jean Robertson

Michael Rolfe

Sandy Roxborough

Guy Sabourin

Donald McQ Shaver

Gord & Lynee Short

Dr. Louise Sims

Pat Singleton

Roxana Stanciu & Mark Lovrekovic

Duncan Patrick & Karen Suk-  
Patrick

Dr. & Mrs. Mohamed Suleman

Kevin Swayze

Peter Tang

Brent & Jean Taylor

Dr. & Mrs. Alvin Taylor

Erica Tennenbaum

Pamela Todd

William & Muriel Torrance

Peter Tostik

Dustin Vail

Chantale Vandeworp

Steven D. Wardell

Rita Westbrook

Mike Williams

Anonymous - 7

*"I believe that the  
essence of a caring  
society is to LIVE  
UNITED: those who  
can give support  
should unite to  
provide it, those who  
need support should  
be able to find it."*

*Ian Watson*

## LEADERS

\$1,000 - \$1,499

Jennifer Adema  
Terry Allen  
Graham Arbery  
Dr. Jay W. Baker  
Lance Barette  
William Barlow  
Mary Beaton  
Daniel Beke  
Stephen Beke  
John & Dian Bell  
Josh Bell  
Paul Bird  
John & Anne Blasman  
Marianne Blasman  
Debbie Boomer  
Barry Boughen  
David Bowlby  
Chris Brown  
Jordan Brown  
Dr. & Mrs. M.W. Butters  
Anthony Byrnes  
Scott Cameron  
Michelle Cassel

Mark Childs  
Charles A. Cipolla  
Art Clarmo  
Pat Clement  
Tim Clements  
William Conway  
Karen Cooper  
Phil Cowles  
Miye Cox  
Bill Davidson  
Mike Davison  
Judy Dawe  
Shirani De Chickera  
Kim Decker  
Jim Defrain  
William DeHoog  
Bo Densmore  
Ricardo Desouza  
Mike Devine  
Frances Dick  
Jim Donaldson  
Brian Dotzert  
Paul Dowhaniuk  
Ron & Ruby Dowhaniuk  
Dan & Heidi Duarte  
Mark Duchesne  
Bruce & Peggy Dunning

Paul Dyck  
Dan Edwards  
Murray & Kae Ewing  
Dr. Tracy Fadden  
Jason Farrugia  
John Fedoriw  
Mark Feeney  
Brian & Marisa Fernandes  
Mike Fisher  
Peter J. Forcellini  
Dr. & Mrs. Scott Geddes  
Lynn Gibson  
Thomas Gibson  
Gary Gignac  
Eliseo Giralt  
Rob Glass  
Bobbie Goldenberg  
Susan Gregoroff  
Randal Grubb  
Chuck Gyles  
John Haddock  
Lynn Haley  
Fergal Halford  
Lynn Hall  
Dr. Michael G. Hall  
Gary Hapke  
Eric Harpell

Mike Hausser  
Greg & Jane Healy  
Don Heseltine  
William & Isabel Hetherington  
Doug Hewitt  
Richard Hubick  
Brian Hudd  
Rodney Hussey  
Mark James  
Leslie Jamieson  
Ryan Janicki  
Rodney Joiner  
Kyle Kennedy  
Paul & Jenny Kerr  
Imran Khan  
Derek Kidnie  
Kelly Kirkwood  
Chris Korec  
Adriaan Korstanje  
Terry Kratz  
Miln Krieger  
Brian Krinock  
Dr. Bruce Lanktree  
Matthew Lawson  
Robert Lawton  
Penny Lehman  
Gary LeRoy

Samson Ling  
Jay Linton  
Yu-Ming Liu  
David Lizius  
Jennifer Loker  
Peter Mabson  
Stephen MacNeil  
Mike Maheu  
Marilyn Major  
Chris & Jane Malleck  
Susan Joy Mandeville  
Manuel Martins & Stacey Neill  
Michael Mann  
Karen Mason  
Dr. Jeffrey G. Matyas  
R. Bruce McCrae  
James McDougall  
Robin McFalls  
Sean McGinnis  
Andrew McKay  
Roderick McLachlan  
Rob & Christine McNeil  
Richard & Susan Meerteens  
Tony Melo  
Gerry Menezes  
Randy Meredith  
Catherine Mitchell

Greig Mordue  
Carmelo Morra  
Paul & Carol Morris  
Patricia Morrissey  
Mark Neill  
John & Yvonne Newbery  
Jerry O'Connell  
Tipa Olides  
Margaret Osbourne  
Elaine Parker  
Dr. Fraser C. Parrott  
Dr. Murray Pearson  
Jeff Perkins  
Daniel Potje  
James Proracki  
Rick Purdy  
Giancarlo Radicioni  
Naveen Rakkar  
Mark & Darlene Rea  
Bill Reeve  
Soctt & Jill Reiner  
Rhonda Reist  
Aida Resendes  
Lourdes Resendes  
Kathryn Reston  
Jack & Mary Reynolds  
Frank Ricci

Craig Richardson  
Dr. & Mrs. David Ridsdale  
H. Bennett & Pat Rosebrugh  
Tracey Rutherford  
Gary Sahner  
John Salisbury  
Ronald Schofield  
Chris Schwartz  
Brian Serpa  
Heidi Sevcik  
Douglas Sheppard  
Jeffrey Small  
Matthew Smith  
Marjorie Souder  
Jane Spence  
David Spiers  
Reimund Stagat  
Tony & Lynne Stajcer  
Dr. John K Stapleton  
Kimberley Stenhouse  
Paul & Michele Stewart  
Ted & Debbie Swift  
Christine Taub  
Andy Taylor  
Pat Templeton  
Catherine Thacker  
Jim & Marilyn Thompson

Anne Tinker  
Matt Torigian  
Sue Traves  
Thomas M. Tschirhart  
Geoffrey Van Every  
George & Helen Vandermeij  
Frank Vandrus  
Randolph Vermaas  
Jason Vinc  
Fred Volf  
Frank Voss  
Kelly-Anne Vsetula  
John & Sandra Watson  
Steven Weir  
Peter West  
Jeff Wiesel  
Kerry-Lynn Wilkie  
Marilyn Wilkinson  
Iain Wilson  
Terry Wilson  
Peter Winkler  
Horst & Sharon Wohlgemut  
David Wong  
Laurie Wright  
Bruce Wylie  
Richard Young  
Anonymous - 14

## The Tomorrow Fund

### Make a continuing impact!

The Tomorrow Fund is our very own endowment fund. It holds \$ 665,440 in assets and gifts. Each year, we invest the income generated from interest and investments back into the community. The principal remains in the Fund for generations to come.

Your gift makes a continuing impact. When you give to The Tomorrow Fund you are helping to ensure a healthy, resilient community for the future.

Donating to The Tomorrow Fund is easy and you will receive tax benefits. Some of the ways in which you can give are:

**cash • your will • life insurance policies • securities • gifts in kind**

**What kind of legacy will you leave?**

Contact us to explore how you can make an impact tomorrow today.

**Thank you to all of The Tomorrow Fund donors!**



## Helping Organizations Build Capacity

Volunteer Cambridge aims to promote volunteerism and the capacity of the local voluntary sector. For example, more than 50 agencies and community groups access volunteer management supports and other organizational capacity building opportunities throughout the year. Kinbridge Community Association is one such example:

Sandy Caple, Kinbridge's Volunteer Coordinator, regularly looks to United Way as a resource. She often takes advantage of the volunteer management supports that are offered through United Way's "Volunteer Cambridge" service, such as volunteer recruitment, recognition and promotion. "These services are vital to community groups like ours because we can access training, advertising, promotional opportunities and information sharing that is consistent and current to our needs."

United Way also helps agencies build capacity through opportunities for organizational development, and Kinbridge has made use of staff workshops, organizational assessments, and capacity seed grants. Kinbridge Executive Director, Joe-Ann McComb, is currently enrolled in "Senior Leadership and Management in the Not-for-profit Sector," a certificate program that was designed in partnership with Conestoga College to provide senior nonprofit leaders with a training opportunity specialized to their field. "Being involved with United Way and Volunteer Cambridge means more than receiving funds; you receive a champion for your success. They understand the work we do," said Joe-Ann.

## Volunteer Cambridge



# 2010 Financial Statement

Financial Position Extracted from Audited Statements  
Year Ended December 31, 2010  
By Graham Mathew Professional Corporation

## Every dollar helps!

84% of funds raised helps the community through programs and services funded by United Way

16% goes to administration and fundraising which is spent training volunteers, coordinating events, helping our volunteers raise funds and helping companies run workplace campaigns

We're proud of our administrative efficiency.

## FINANCIAL POSITION

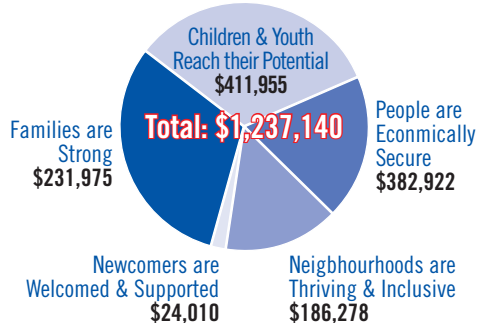
December 31, 2010

	2010	2009
<b>Assets</b>		
Cash	214,928	194,697
Marketable securities	1,574,422	1,404,431
Pledges receivable	1,558,122	1,465,141
Accounts receivable	17,409	13,503
Interfund loan receivable	22,908	12,908
Prepaid expenses	3,919	4,298
	3,391,708	3,094,978
<b>Liabilities</b>		
Appropriations payable	1,943,795	1,760,206
Accounts payable and accrued liabilities	185,052	20,340
Interfund loan payable	22,908	12,908
Deferred revenue	33,560	19,500
	2,185,315	1,812,954
<b>Fund Balances</b>		
Operating fund, unrestricted	65,621	79,848
Special purpose funds		
Internally restricted	475,332	540,582
Externally restricted	665,440	661,594
	1,206,393	1,282,024
	3,391,708	3,094,978

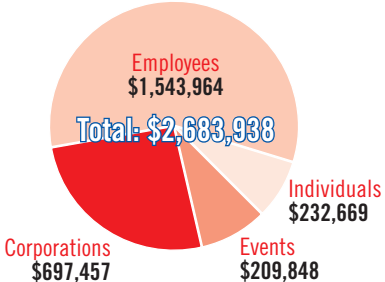
## STATEMENT OF OPERATIONS AND FUND BALANCES

Year Ended December 31, 2010

### Breakdown of Investment by Community Priority



### Sources of Help in 2010



	2010	2009
<b>Revenue</b>		
Contributions	2,696,211	2,639,877
Unfulfilled pledges, net of prior year recoveries	(92,095)	(105,780)
Net campaign revenue	2,604,116	2,534,097
Grants and sponsorships	137,039	177,437
Investment income (loss)	70,049	140,614
Other income		
	2,811,195	2,852,148
<b>Expenditure</b>		
Allocations and designations		
Community investments, 2009	1,253,525	1,237,140
Community investments, prior years	(4,037)	11,922
Designations	536,559	466,124
Memberships	21,916	22,366
	1,807,963	1,737,552
Fundraising expenses	356,108	305,151
<b>Special Purpose Fund Expenses</b>		
Stabilization / Emergency Fund	64,151	(793)
Information Technology Fund	7,397	5,148
New Initiatives Fund		28,479
The Tomorrow Fund	5,743	5,304
	77,291	38,138
<b>Administrative Expenses</b>		
Program expenses	323,609	359,774
	321,855	266,653
	2,886,826	2,707,268
Net funds (deficiency) before transfers	(75,631)	144,880
Interfund transfers		
		144,880
Fund balances, beginning of year	1,282,024	1,137,144
Fund balances, end of year	1,206,393	1,282,024

## 2010 Volunteer Board Members

Kathy Stauffer  
*Board Chair, STS Technical Consultant*

Marianne Blasman  
*Vice President, Information Systems,  
Waterloo North Hydro*

Debra Fagerdahl  
*Manager of Accounting,  
Kitchener Wilmot Hydro*

Bob McMullen  
*Retired Educator*

Judy Nairn  
*School Board Trustee*

Sarah Norris  
*Accounting & Audit Manager,  
BDO Dunwoody LLP*

Stephanie Pollard  
*General Manager, Production Control,  
Toyota Motor Manufacturing Canada Inc.*

Kim Stenhouse  
*Policy Governance Officer, Teacher,  
Wm. G. Davis Public School*

Mike Williams  
*President, International Products,  
COM DEV Ltd.*

Michael Wolf  
*Employment Consultant, Lutherwood*

## 2010 Volunteer Campaign Cabinet Members

Sara McLennan  
*VP Marketing & Broker Services,  
Gore Mutual Insurance Company*

Sue Meertens

Jason Devenny  
*Manager, TD Canada Trust  
(Main and Mill St.)*

Rita Westbrook  
*Retired, Waterloo Regional Police*

Karen Payne  
*Executive Assistant, Sunlife Financial*

Cheryl Buer-Cartwright  
*Community Development Coordinator,  
Langs Farm Village Association*

Libby Pavey  
*Retired, Educator*

Sherry Colbourne  
*CEO, Ladybug Teknologies*

Rachel Stark  
*Student, Waterloo Region  
District School Board*

## 2010 United Way Staff

Ron Dowhaniuk, *Executive Director*

Kris Cummings, *Director of Community  
and Voluntary Sector Investment*

Roxana Stanciu, *Director of Development*

Debbie Boomer, *Director of Administration  
& Finance*

Frank Curnew, *Loaned Representative,  
United Way, Labour Staff Representative,  
Labour Program of Waterloo Region*

Sarah Daly, *Facilitator of Community  
and Voluntary Sector Investment*

Jennifer Annett *Facilitator of Community and  
Voluntary Sector Investment*

Roze Hoover, *Accounting & Community  
Investment Administrative Assistant*

Linda McGaughey, *Administrative Assistant*

Jen Loker/Jean Taylor, *Manager of  
Development, Major Gifts and Leadership*

Janet Willard, *Development Officer*

\*Heidi Duarte, *Manager of Development  
& Marketing*

\*Karin Davis, *Facilitator of Community  
and Voluntary Sector Investment*

\*Davene Palvetzian, *Development Officer*

\*Brad Park, *Director of Development*

\*Mark Town, *Systems and Database Manager*

## 2010 Volunteer Community Impact Council Committee

Nicole Cichello  
*Recreation Coordinator, City of Cambridge*

Laura-Lee Dam  
*Regional Advisor, Ministries of Citizenship,  
Culture & Health Promo*

Kim Decker  
*Executive Director, Cambridge YWCA*

Vic Follitt  
*Sales, Cambridge Chamber of Commerce*

Carly Hills  
*Associate Lawyer, Pettitt, Schwarz*

Michael Hui  
*Lawyer, Woynarski Law Office*

Donna Kendrick  
*Executive Director, Cambridge Family  
Early Years Centre*

Richard Kunst  
*President and CEO, KUNST Solutions Corp.*

Joe-Ann McComb  
*Executive Director, Kinbridge Community  
Association*

Norma MacDonald-Ewing  
*Professor & Coordinator of Recreation  
and Leisure Services Diploma Program,  
Conestoga College*

Bob McMullen  
*Retired Educator*

Sandi Nicholls-Hill  
*Senior Accounts Manager, RBC*

Sue Peterson  
*President, PK Associates*

Julie Phillips  
*Executive Director, Big Brothers,  
Big Sisters of Waterloo Region*

Jim Ramsay,  
*VP, Air & Ocean, UPS, CAN*

Lynn Randall  
*Director, Social Planning, Region of Waterloo*

Mark Rea  
*Controller, Mirion Technologies  
(IST Canada) Inc*

Helen Scutt  
*Agriculture Organization Specialist,  
Min of Agriculture, Food & Rural Affairs*

Holt Sivak  
*Programme Manager, John Howard Society  
of Waterloo-Wellington*

Karen Suk-Patrick  
*Social Worker/ Training & Program  
Development - Self-Employed*

Bruce Taylor  
*Broker, Prudential Grand Valley Realty*

Anne Tinker  
*Executive Director, Cambridge Shelter  
Corporation*

Eva Vlasov  
*Executive Director, Argus Residence  
for Young People*

Roxanne Warford  
*Senior Service Manager, Family & Children  
Services of Waterloo Region*

Jane Waurechen  
*Manager Direct Programs, Waterloo  
Recreation Services*

Reg Weber  
*Director Community Recreation Services &  
Partnership Development, Corporation of the  
City of Cambridge*

## 2010 Loaned Reps

Sandy Eagle  
*COM DEV Ltd.*

Mike McGrath  
*Tenneco*

Cheryl Marcy  
*Region of Waterloo*

Frank Curnew  
*Labour Program of Waterloo Region*

\*Former Employees