Get the recognition you deserve

2007 ANNUAL REPORT
From the Chair

Andrew Day, CFRE
Chair

The creation of the CFRE in 1981 was a significant step in clearly articulating the profession of ‘fundraising’. 2007 marked a moment to not only celebrate all that has been achieved over the past 25 years, but also to pause and reflect on what the future might hold.

The first 25 years...
- Has been shaped by the forces of partnership - the coming together of organisations, which shared a common belief that united they could do more, much more in fact, to raise professional standards. Beginning with the leadership of the AFP and AHP, today with 19 Participating Organisations, CFRE continues to foster partnerships to advance the profession.
- Has seen the sharing of ‘experience’ to build a body of knowledge on the art and science of fundraising. Fundraisers have invested countless millions of hours of voluntary time to develop the credential, as Board and committee members, as subject matter experts, item writers; to even undertake fundamental tasks, such as proctoring an exam or simply explaining to a colleague why becoming a CFRE is important. By coming together in doing this work, CFRE has helped create a worldwide community of enduring professional relationships.

Looking to the future
So in 2031, when the profession pauses to reflect on the role of CFRE 50 years on, just what might we be able to say then? I sincerely hope that CFRE will have...

- Has engaged all parts of the profession, whether the fundraisers are running large or small development offices, as grant writers, consultants or researchers; all have been part of the CFRE story. Together we have looked outward from the United States of America and Canada to now also serve the profession in Australia, New Zealand and the United Kingdom.

- Mirrored the advancements of the profession, keeping abreast of the needs of our certificants and those they serve, as technology and changing definitions of ‘community’ stretch current understandings.
- Reached audiences, like employers and donors, such that those who hold the CFRE are seen as leaders of the profession, confirmed in the knowledge required to be effective as first rate professional fundraisers.

- Responded to the call our profession carries to test people’s relationships with their wealth; to practice philanthropy and meet the new challenges that their communities are facing.

- Established a clearly defined benchmark as an effective volunteer-lead organisation that others aspire to emulate.

- Been instrumental in holding back the further incursion of government into the profession and our daily lives in general.

- Served the needs of fundraising professionals in the second and third worlds, not just the first.

Now that would really be something!

Together with my colleagues on the Board, may I take this opportunity to sincerely thank you for all that you are presently doing to support the CFRE, and will be doing in the future.

Viewed by any objective means, CFRE in its 25th Anniversary year is flourishing. Yet, I am keenly aware that the legacy of independent impartiality embodied in this credential can be easily lost. CFRE is a fragile creation founded on high aspirations, so I encourage you to do what you can to nurture it. With your support, I am confident that CFRE will continue to be a wonderful collective gift of enduring value to future generations of professional fundraisers and those that they serve.

Andrew Day, CFRE
Chair
2007 marked the 25th Anniversary of voluntary certification in fundraising. Over the course of that time, over 9,000 individuals have made a commitment to themselves and their chosen profession by becoming a Certified Fundraising Executive (CFRE.)

It was nearly 30 years ago that the leaders within fundraising, the likes of William Freyd, CFRE, Jim Greenfield, ACFRE, FAHP, Bob Pierpont, CFRE, and too many others to name, saw an opportunity to develop a benchmark of fundraising practice which could bring credibility and integrity to an emerging profession.

Over 25 years ago a dedicated group of fundraisers showed great leadership – and more than just a little bit of courage – when they sat down to take the first voluntary certification exam in fundraising.

The result of that grand experiment was that 166 of those individuals became the first CFRE certificants – and 21 of them are still certified today. That was the beginning of 25 years of a coming together of fundraising professionals to set voluntary standards – in the face of government regulation – to identify a core body of knowledge and professional competencies that would set fundraising apart as a distinct and credible profession.

Over that time, the CFRE has grown from what was viewed as a North American standard with various “outposts” to an internationally recognised and universally accepted benchmark across a number of countries – including Australia, Canada, New Zealand, the United Kingdom and the United States.

CFRE International, established in 2001 as an independent organization, now has the support of 19 professional associations across those five nations. 31% of all those individuals ever certified have done so during the past six years under the auspices of this new collaborative entity. We continue to see growth in the number of certificants and a recertification rate of 80%, well above the average for other voluntary certification programs.
During the course of 2007, CFRE International saw significant growth in not only the certification program but the recognition of the CFRE credential as evidenced by:

- 131% increase in the number of job vacancy postings seeking a CFRE, or giving preference to those holding CFRE certification
- 475% increase in the number of inquiries from prospective employers and search firms seeking to verify the certification of job applicants
- 104 volunteers working in various volunteer capacities to support the CFRE credential
- 7% increase in the number of total CFRE certificants
- 153 educational providers making application to become CFRE International Approved Continuing Education Providers

Many professionals look at the CFRE and ask, “Why?” or “What’s in it for me?” Those of you who are already a CFRE know that it is something much more than that.

It is a universal representation of a commitment to professional standards, to effective and ethical work on behalf of our causes, employers and donors. In short, those who hold the CFRE are representative of the range and diversity in the profession, demonstrating what is best about the sector.

I have the distinct pleasure of serving with dedicated volunteers who are truly passionate about their profession and steadfastly devoted to assuring the integrity and credibility of voluntary certification for the profession. They are representative of the strength of the CFRE credential – it is the certificants themselves who make it strong and the care with which they do their work.

In late 2008, CFRE International will embark on undertaking a review of its standard of fundraising practice in many places around the world. This is an important opportunity for fundraisers to stand up and give voice to the important work they do. It is a chance for the profession to directly impact the view of the industry and shape its standards.

25 years ago, fundraising was given a significant legacy of leadership by those working in support of an ethical and credible profession through voluntary certification. If you are not already a CFRE certificant, I challenge you to consider pursuing it as a way of demonstrating that fundraising is indeed a profession.

For those of you who are already a CFRE, I ask that you step up to carry that leadership role and encourage your colleagues to set themselves apart. Because together, we can give fundraising, philanthropy and the sector the recognition it deserves.

Morgean Hirt, ACA
President and CEO
Credibility

Not only does the CFRE designation give me credibility and confidence in myself but, when hiring someone, it also provides independent validation that the applicant has a well-rounded or holistic understanding of the fundraising process.

Patricia McCallum, CFRE
Executive Director
Victoria General Hospital Foundation
Winnipeg, MB
2007 CFRE International Committees and Task Forces

**Committee on Directorship**
*Charged with selecting a slate of board members for selection by the certificant population; selecting a slate of officers for selection by the board of directors; and board evaluation.*
Nigel Harris, CFRE (Brisbane, QLD) *Chair*
Jim Caldarola, CFRE (Anchorage, AK)
Linda Dodge, CFRE (Marlborough, MA)
Janet Ginn, CFRE (Little Rock, AR)
Guy Mallabone, CFRE (Calgary, AB)
Susan Rice, ACFRE (Los Angeles, CA)

**Exam Committee**
*Charged with reviewing, revising and validating new test questions; setting new exam forms; recruiting and advising Subject Matter Experts; advising on exam-related issues; and recommending exam-related policies and procedures*
Sharilyn Hale, CFRE (Toronto, ON) *Chair*
Roger Ali, CFRE (Toronto, ON)
Madelynn Arana, CFRE (St. Louis, MO)
Suzanne Belanger, CFRE (Montreal, QC)
Janet Ginn, CFRE (Little Rock, AR)
Janice Gow Pettetey, CFRE (San Francisco, CA)
Barbara Harr, CFRE (College Park, MD)
Mark Jefferies, CFRE (Harpenden, Hertfordshire)
Peter Taylor, CFRE (Edmonton, AB)

**Finance Committee**
Perry Hammock, CFRE (Indianapolis, IN) *Chair*
Rick Heist, CFRE (Lackawanna, NY)
Gordon Lavigne, CFRE (Chicago, IL)
Amy Swauger (New York, NY)

**Grievance Committee**
*Charged with the investigation of complaints against certificants and implementing the Grievance and Disciplinary policies*
Suzanne Bélanger, CFRE (Montreal, QC) *Chair*

**Marketing Committee**
*Charged with advising and supporting staff on the positioning and marketing of the CFRE credential*
Leslie Weir, CFRE, ACFRE (Winnipeg, MB) *Chair*
DeAnn Acosta, CFRE (Denver, CO)
Dianne Armstrong, CFRE (Wellington)
Carl Manfield, ACFRE (Lynchburg, VA)
Jimmy James, CFRE (Wellingborough, Northamptonshire)
Michael Rose, CFRE (Charlotte, NC)
Rich Rumsey, CFRE (New York, NY)
Alisa Smallwood, CFRE (Memphis, TN)
2007 CFRE International Committees and Task Forces

Subject Matter Expert Corps
Charged with developing new test questions for inclusion in future forms of the CFRE exam.

- De Ann Acosta, CFRE (Denver, CO)
- Nowshad Ali, CFRE (Saskatoon, SK)
- Cynthia Armour, CFRE (Cavan, ON)
- Robert Basham, CFRE (Kirksville, MO)
- James Brozo, CFRE (La Mesa, CA)
- Kathleen Butler, CFRE (Kelowna, BC)
- Norma Cameron, CFRE (North Saanich, BC)
- Frances Carter, CFRE (Little Rock, AR)
- Ashley Coldiron, CFRE (Little Rock, AR)
- E. Danielle Collins, CFRE (Sacramento, CA)
- Mary Cox, CFRE (West Hartford, CT)
- Dawna Crawford, CFRE (Calgary, AB)
- Andrew Day, CFRE (Harbury, Warwickshire)
- Hugo De La Rosa, CFRE (Boston, MA)
- Susan Delaney, CFRE (Calgary, AB)
- Mickie Faris, CFRE (Pacific Palisades, CA)
- Sil Garoni, CFRE (Wodonga, VIC)
- Janet Ginn, CFRE (Little Rock, AR)
- Linda Griffith, CFRE (Chapel Hill, QLD)
- Sharilyn Hale, CFRE (Toronto, ON)
- Jerry Hamill, CFRE (Walnut Creek, CA)
- Linda Hauser, CFRE (Broken Arrow, OK)
- Mark Hindle, CFRE (Ringwood, VIC)
- Peter Hitchin, CFRE (Leamington Spa, Warwickshire)
- Art Horne, CFRE (Magnolia, AR)
- Christina Hughes, CFRE (Hot Springs, AR)
- Laura Jason, CFRE (Menlo Park, CA)
- Donna Johnson, CFRE (Cardiff-by-the-Sea, CA)
- Andrea Joseph, CFRE (Providence, RI)
- Paulanne Jushkevich, CFRE (Boucherville, QC)
- Diana Kelker, CFRE (Carmichael, CA)
- Cheryl Kester, CFRE (Fayetteville, AR)
- Gayle Kimball, CFRE (Contoocook, NH)
- Jennifer King, CFRE (Wallingford, CT)
- Elliot Klein, CFRE (San Francisco, CA)
- Rob Lavery, CFRE (Toronto, ON)
- Barbara Lea-Kruger, CFRE (Philadelphia, PA)
- Cynthia Loveman, CFRE (Vancouver, BC)
- LuAnn Lovlin, CFRE (Winnipeg, MB)
- Andrew Markwell, CFRE (Sydney, NSW)
- Melanie McKenzie, CFRE (Victoria, BC)
- Audrey Levin McLaughlin, CFRE (Marlboro, VT)
- Susan Ulrich McLaughlin, CFRE (Huntingdon, PA)
- Honey Meir-Levi, CFRE (Palo Alto, CA)
- Jamie Clayton Mercer, CFRE (Little Rock, AR)
- Patricia Moline, CFRE (Ames, IA)
- Barbara Mulville, CFRE (New Bedford, MA)
- J. Tony Myers, CFRE (Calgary, AB)
- Sara Neely, CFRE (Victoria, BC)
- Peter Panteli, CFRE (Ilkley, West Yorkshire)
Jan Pavey, CFRE (Sydney, NSW)
Janice Gow Pettey, CFRE (San Francisco, CA)
John Phin, CFRE (Calgary, AB)
Lisa Pottie, CFRE (Musquodoboit Harbour, NS)
Amanda Preston, CFRE (Cambridge, MA)
Belinda Pyle, CFRE (St. Lazare, QC)
Brian Reid, CFRE (Melbourne, VIC)
Diane Reid, CFRE (Calgary, AB)
Susan Rice, ACFRE (Los Angeles, CA)
K. Craig Rogers, CFRE (Richmond, VA)
Patricia Schwartz, CFRE (Fairfield, PA)
Brenda Scott, CFRE (Portland, OR)
Margaret Scott, CFRE (Fortitude Valley, QLD)
Angela Seaworth, CFRE (Houston, TX)
Barbara Spaulding, CFRE (Biloxi, MS)
Glenn Stresman, CFRE (Kingston, ON)
Jennifer Svihus, CFRE (Santa Cruz, CA)
Sonya Swiridjuk, CFRE (Toronto, ON)
Linda Syrota-Sullivan, CFRE (Toronto, ON)
Dree Thomson-Diamond, CFRE (Edmonton, AB)
Holly Thurman, CFRE (Melbourne, VIC)
Teresa Vasilopoulos, CFRE (Toronto, ON)
Raymond Watts, CFRE (Redlands, CA)
Glenn Welch, CFRE (Winchester, MA)
Scott Wolterink, CFRE (Holland, MI)

25th Anniversary Task Force
Charged with planning and implementing a variety of activities to mark the silver anniversary of voluntary certification in fundraising.

Tim Burchill, CFRE (Winona, MN) Co-chair
Simone Joyaux, ACFRE (Foster, RI) Co-chair
Sue Carruthers, FAHP (Vancouver, BC)
Wayne Clarke, CFRE (Redland Bay, QLD)
Stu Smith, CFRE, FAHP (Phoenix, AZ)
Alan Zacharias, CFRE (Chicago, IL)

Organizational Development Task Force
Charged with identifying infrastructure and staffing needs to ensure organizational growth and recommending plans to satisfy those needs.

Amy Swauger (New York, NY) Chair
Madelynn Arana, CFRE (St. Louis, MO)
Janet Ginn, CFRE (Little Rock, AR)
Gordon Lavigne, CFRE (Chicago, IL)
2007 CFRE International Advisory Council

Established in 2007, the purpose of the Advisory Council is to actively engage Participating Organizations and key stakeholders in discussion on issues facing CFRE International and the fundraising profession. Advice and guidance from the Council will assist the CFRE International Board of Directors and staff in addressing issues affecting the profession that may impact the credential; identify services that CFRE International might provide; and for disseminating timely information on CFRE International.

Council members are appointed by each Participating Organization and serve as advocates for CFRE International in the broader fundraising community and provide input that will help CFRE International develop appropriate programs and services that best meet the needs of candidates and certificants. The 2007 Advisory Council was chaired by Susan Goepp, CFRE, Vice Chair, CFRE International Board of Directors.

**Association of Fundraising Consultants (AFC)**
Robin Thomas, CFRE (Warwick, Warwickshire)

**Association of Fundraising Professionals (AFP)**
Andrea McManus, CFRE (Calgary, AB)

**Association of Lutheran Development Executives (ALDE)**
Michael Fischer, CFRE (Phoenix, AZ)

**Association of Philanthropic Counsel (APC)**
Amy Rome, CFRE (St. Louis, MO)

**Canadian Association of Gift Planners (CAGP)**
Jill Nelson, CFRE (Toronto, ON)

**Council for Resource Development (CRD)**
Joy Wohl LeCuyer, CFRE (Albuquerque, NM)

**Fundraising Institute Australia (FIA)**
Andrew Markwell, CFRE (Sydney, NSW)

**Fundraising Institute New Zealand (FINZ)**
Johan Vos (Wellington)

**Giving Institute**
Dave Bergeson, Ph.D., CAE (Glenview, IL)

**Association for Healthcare Philanthropy (AHP)**
Lisa Hillman, FAHP (Annapolis MD)

**Association of Christian Development Professionals (ACDP)**

**Association of Development and Alumni Professionals in Education Australiasia (ADAPE)**
Brian Reid, CFRE (Melbourne, VIC)
Institute for Development Professionals in Education (IDPE)
   Graham Papenfus, CFRE (Ipswich, Suffolk)

International Catholic Stewardship Council (ICSC)
   Jim Calderola, CFRE (Anchorage, AK)

National Catholic Development Council (NCDC)
   Patricia A. Regan, CFRE (Silver Spring, MD)

New England Association for Healthcare Philanthropy (NEAHP)
   Linda Dodge, CFRE (Marlborough, MA)

North American YMCA Development Organization (NAYDO)
   Bruce A. Yoder, CFRE (Richmond, VA)

Philanthropic Service for Institutions (PSI)
   Paul Hopkins (Silver Spring, MD)

United Way of America
   Brian Gallagher (Alexandria, VA)
2007 CFRE International Participating Organizations

CFRE International and the CFRE credential is endorsed by nineteen professional association in five nations. Participating Organizations promote the credential to their members and play an important part in the credentialing process as providers of fundraising training. Members of these associations receive reduced certification fees. CFRE International continues to seek to expand the list of those endorsing organizations.

Association for Healthcare Philanthropy (AHP)
The Association for Healthcare Philanthropy (AHP) is an international professional organization dedicated exclusively to developing the men and women who encourage charity in North America’s health care systems. Established in 1967, AHP is the source for education, networking, information, and research opportunities in health care philanthropy.

Association of Development and Alumni Professional in Education (ADAPE)
ADAPE’s primary focus is to support its members, who are involved in every aspect of educational advancement, from fundraisers to marketers, board members to Vice Chancellors, through Professional Development, Networking and Mentoring. ADAPE has Chapters in each Australian state and New Zealand.

Association of Christian Development Professionals (ACDP)
The ACDP has grown out of the need to support the day-to-day activities of development personnel who are Christians; to help apply the training received at Institutes and regional seminars; and to connect Christians in development work at the “grassroots” with their peers and to practical, affordable resources; particularly those resources that are not available from any other source.

Association of Fundraising Consultants (AFC)
The Association of Fundraising Consultants exists to foster the development and growth of the profession of fundraising consultants in the UK, to preserve and enhance fundraising activity, to ensure high professional standards amongst our members, and to promote a true understanding of the role of fundraising.
Association of Fundraising Professionals (AFP)

The Association of Fundraising Professionals (AFP) represents nearly 28,000 members in more than 190 chapters throughout the world, working to advance philanthropy through advocacy, research, education and certification programs. The association fosters development and growth of fundraising professionals and promotes high ethical standards in the fundraising profession.

Association of Lutheran Development Executives (ALDE)

The Association of Lutheran Development Executives (ALDE) is one of the nation’s leading organizations of Christian development executives. The Association is comprised of 17 chapters, which promote networking and education, and provide opportunities for Christian fellowship, for its members who are professionals in the areas of fundraising and communications. ALDE promotes, teaches, and models Christian stewardship.

Association of Philanthropic Counsel (APC)

The Association of Philanthropic Counsel (APC) is a national association of consulting firms specializing in governance, management and fundraising. APC members adhere to a Code of Ethics and Standards of Professional Practice, assuring that nonprofit organizations of all sizes can confidently engage experienced, qualified counsel focused on client satisfaction and results.

Canadian Association of Gift Planners*Association canadienne des professionnels en dons planifies (CAGP*ACPDP)

CAGP-ACPDP™ is the only organization in Canada that brings together charitable representatives with donor advisors in one professional association. Among our fundraising, legal and financial peers, we are looked to as the experts in charitable gift planning. We work with donors to achieve their highest philanthropic goals through thoughtful tax-wise well-planned giving.
Credibility

**Council for Resource Development (CRD)**
The Council for Resource Development (CRD) is the essential education and networking choice for all community college development professionals. CRD connects, educates, supports, strengthens, and celebrates community college development professionals. An affiliate of the American Association of Community Colleges, CRD serves over 1600 members at more than 700 institutions.

**Fundraising Institute of New Zealand (FINZ)**
The Fundraising Institute of New Zealand is the professional body for those employed in or involved with fundraising, sponsorship and events in the not-for-profit sector. Our aim is to promote and uphold professional and ethical fundraising and encourage the development of philanthropy in New Zealand.

**Fundraising Institute - Australia (FIA)**
The Fundraising Institute – Australia exists to make the world a better place by advancing professional fundraising through: Advocacy of standards, Professional development pathways, Measurable credentials, so that our members can achieve best practice.

**The Giving Institute**
The Giving Institute, leading consultants to nonprofits, seeks to educate and engage members in the ethical delivery of counsel and related services to non-profits through research, advocacy, and best practices. Giving Institute provides shared experiences for executives of member firms who can become leaders in philanthropy.
Institute of Development Professional in Education (IDPE)
The IDPE is the professional body for those working in fundraising and alumni relations within UK education. It represents its members and seeks to provide unrivalled networking opportunities, current information, affordable training and a wider appreciation and understanding of the development profession throughout the sector.

International Catholic Stewardship Council (ICSC)
Through its programs, the International Catholic Stewardship Council (ICSC) offers practical steps—and an overall vision—that can lead to untold future benefits for the Church. ICSC offers blueprints for increasing diocesan and parish support with the goal of providing faith communities with a stable financial base for the future.

National Catholic Development Conference (NCDC)
NCDC leads the Catholic development community toward excellence in the ministry of ethical fundraising through education, resources, networking and advocacy.

New England Association for Healthcare Philanthropy (NEAHP)
New England Association for Healthcare Philanthropy is a not-for-profit professional membership association for people engaged in the business of raising money for non-profit healthcare organizations. NEAHP serves non-profit healthcare organizations through well-designed programs of frequent, accessible educational and networking opportunities. NEAHP is dedicated exclusively to the advancement of health care philanthropy.
Credibility

North American YMCA Development Organization (NAYDO)
Throughout all aspects of YMCA work, NAYDO strengthens the missions and values of the YMCA through the advancement of philanthropy. To lead, support, and the advance the development of YMCA professionals, volunteers, YMCA associations in the philanthropic work their YMCA through training, education, advocacy, research and knowledge sharing.

Philanthropic Service for Institutions (PSI)
Philanthropic Service for Institutions (PSI) inspires regular voluntary financial support for its member institutions, Seventh-day Adventist institutions and ministries, and creates an understanding of the ministry of philanthropy the way people change and grow by giving. PSI advances the ministry of philanthropy through: advocacy, education, programs, and resources/services.

United Way of America
United Way of America is the national organization dedicated to leading the United Way movement. Local United Ways create long-lasting community change by addressing the underlying causes of the most significant local issues. Common focus areas include helping children and youth achieve their potential, promoting financial stability and independence, and improving people's health.
Every fundraising professional owes it to him/herself to spend the time, effort and resources to achieve certification. It is a valuable investment in yourself. The preparation and testing process is interesting, revealing and enjoyable. And attaining and retaining certification tells the philanthropic community that you are recognized as a knowledgeable and informed professional who is committed to best practices.

Jay Frey, CFRE
Senior Director, Major & Planned Gifts
Rush University Medical Center
Chicago, Illinois
Validity

I feel passionate about the importance of education and learning. Having the CFRE designation reflects a level of education and experience necessary for fundraising in today’s environment of transparency and accountability.

Maretta Emery, CFRE
Director of Development
University of Manitoba
Winnipeg, MB

2007 Examination Annual Report

A total of 479 new candidates applied to the CFRE programme and 555 examinations were administered at numerous computer-based testing (CBT) locations in North America and 10 locations in three additional countries. During 2007, a total of 350 individuals were granted initial certification as a Certified Fund Raising Executive (CFRE), bringing the total number of current CFRE certificants to 5,327.

Current exam forms reflect a new Test Content Outline based on the international Job Analysis Survey conducted in 2003 are being used in five countries – Australia, Canada, New Zealand, the United Kingdom and the United States.

The following statistics are from all forms of the exam for 2007.
<table>
<thead>
<tr>
<th>2007 Exam Statistics</th>
<th>Australia/New Zealand*</th>
<th>Canada</th>
<th>United Kingdom</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Scored Items on Exam</td>
<td>200</td>
<td>200</td>
<td>200</td>
<td>200</td>
</tr>
<tr>
<td>Total Scaled Score Possible</td>
<td>800</td>
<td>800</td>
<td>800</td>
<td>800</td>
</tr>
<tr>
<td>Passing Point (Scaled Score)</td>
<td>500</td>
<td>500</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>Mean Score of all Candidates</td>
<td>539.94</td>
<td>522.78</td>
<td>547.52</td>
<td>512.22</td>
</tr>
<tr>
<td>Percent of First Time Test Takers Passing</td>
<td>73</td>
<td>75</td>
<td>78</td>
<td>70</td>
</tr>
<tr>
<td>Range of Scores</td>
<td>380-725</td>
<td>306-670</td>
<td>254-780</td>
<td>224-667</td>
</tr>
<tr>
<td>KR-20 Reliability Coefficient</td>
<td>.84</td>
<td>.86</td>
<td>.86</td>
<td>.82</td>
</tr>
<tr>
<td>Standard Error of Measurement</td>
<td>5.83</td>
<td>5.86</td>
<td>5.81</td>
<td>5.85</td>
</tr>
</tbody>
</table>

* Represents cumulative data for 2004–2007 due to candidate volume
**Explanation of Terms:** Total Scored Items on the Exam:
The current examination length is 225 questions. However, 25 of those are pre-test questions. The pre-test questions are being evaluated for possible inclusion in an exam at a later date. Information on how candidates perform on those questions is being collected without the question affecting a candidate’s score.

**Total Scaled Score Possible:** This is the highest score possible and represents a perfect score. CFRE International uses a scaled score. The scale runs from 200 – 800. The passing score is 500. The 500 corresponds to the number of questions a candidate must answer correctly, based on which form of the exam the candidate is taking. Candidates answering 89 questions or fewer correctly receive a 200. Scaled scoring is a common practice among certification programmes with multiple forms of the exam.

**Passing Point (scaled):** This is score a candidate must receive in order to passing. It represents the number of items candidates need to answer correctly in order to pass the exam. The number of questions that must be answered correctly is determined by evaluating the overall difficulty level of the exam. The more difficult the exam, the fewer questions a candidate would have to answer correctly in order to be assessed as having mastered the content. CFRE International uses the Modified Angoff Method and the Direct Consensus Standard Setting Model to establish the passing point. The exam is not scored on a “curve” and there is no predetermined number or percentage of candidates that will pass. The passing score is set for each form of the exam and does not change until a new exam form is developed.

**Mean Score:** This is the average score of all candidates who took the exam during 2007. A passing score is 500. CFRE International uses criterion-referenced scoring. This means the passing point is set before the first exam and does not change between exam administrations. CFRE International does not score its exam on a curve. This means that it does not matter what group of people a candidate tests with, or how large that group is. CFRE International also does not predetermine the number of people it will certify in a given year – performance on the exam is up to the candidate.

**Range of Scores:** This shows the range of candidate scores between the lowest scoring candidate and the highest. The range for the CFRE Exam is considered typical for a professional certification programme. No one has scored 200 points, which would indicate the candidate guessed at all the questions. No one has scored a perfect score either, indicating the difficulty level is appropriate for the candidate population.

**KR-20 Reliability Coefficient:** This is one of the most important programme statistics. It indicates the reliability and consistency of the exam, or how well the exam distinguishes between candidates who are “masters” of the content tested vs. those who have not yet “mastered” the content covered.
Professional certification programmes strive for KR-20 results of 0.80 or higher. These statistics indicate that the exam is quite dependable for assessing a candidate’s mastery of the information tested.

**Standard Error of Measurement:** The standard error of measurement yields an estimate of the average amount of error associated with a CFRE test score. A large standard error indicates that a significant amount of error exists in the test score. The small standard error results suggest that the CFRE tests are precise measures of baseline knowledge in the field of fundraising at the five-year level.

**Content Area Performance:** The CFRE examination administered during 2007 was broken down into six major content areas of fundraising: Current and Prospective Donor Research; Securing the Gift; Relationship Building; Volunteer Involvement; Management, and Accountability. Candidate performance across those content areas is monitored.

During 2007, both American and Canadian candidates performed best in the area of Relationship Building. This is in contrast to 2004-2005 when this was one of the lowest performing areas for both groups of candidates.

In Australia, New Zealand and the United Kingdom, candidates performed best in the area of Accountability, which covers regulatory and ethical issues. All three areas have newly developed charity acts which have been widely promoted. The recent high profile of regulatory issues may account for candidates being very familiar with this content. The lowest scoring area for all groups except the United Kingdom was Securing the Gift. This makes sense because it is the content area with the most breadth because it covers all the specific fundraising techniques and strategies. Given the diversity of the types of fundraising the candidate pool is involved with directly, it is not surprising that not all candidates are masters of every specific type of fundraising.

In the UK, Current and Prospective Donor Research scored lowest.

The next lowest scoring area for all North American candidates is Accountability. This suggests that this may be an area in which there may not be a sufficient amount of education available for fundraising professionals in their country of residence. This content area covers tax and regulatory issues, as well as ethical fundraising.

On the next page is a matrix of the average performance of candidates by content area:
Validity

<table>
<thead>
<tr>
<th>Content Area</th>
<th>Total Questions in Each Content Area</th>
<th>Australia/New Zealand Average % Correct</th>
<th>Canadian Average % Correct</th>
<th>UK Average % Correct</th>
<th>US Average % Correct</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current and Prospective Donor Research</td>
<td>22</td>
<td>68.42</td>
<td>72.19</td>
<td>68.84</td>
<td>73.62</td>
</tr>
<tr>
<td>Securing the Gift</td>
<td>55</td>
<td>64.55</td>
<td>66.34</td>
<td>72.65</td>
<td>62.77</td>
</tr>
<tr>
<td>Relationship Building</td>
<td>51</td>
<td>76.47</td>
<td>72.44</td>
<td>77.74</td>
<td>74.45</td>
</tr>
<tr>
<td>Volunteer Involvement</td>
<td>17</td>
<td>71.30</td>
<td>68.49</td>
<td>79.24</td>
<td>71.42</td>
</tr>
<tr>
<td>Management</td>
<td>30</td>
<td>70.13</td>
<td>70.81</td>
<td>73.40</td>
<td>71.09</td>
</tr>
<tr>
<td>Accountability</td>
<td>25</td>
<td>78.68</td>
<td>67.11</td>
<td>80.26</td>
<td>70.52</td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
<td>71.41</td>
<td>70.02</td>
<td>74.90</td>
<td>70.79</td>
</tr>
</tbody>
</table>

CFRE International concluded its International Fundraising Job Analysis in August 2003. The results of this research are used to update the knowledge, skills and competencies assessed in the Certified Fund Raising Executive (CFRE) Programme. In September 2003, the Board of Directors of CFRE International released a new Test Content Outline, on which the current exam (2007) is based. Best-practices in the certification arena demonstrate that a new job analysis must be performed every five to seven years. CFRE International will begin its next job analysis in late 2008.

CFRE uses a cadre of trained, currently certified fundraising professionals to help develop the CFRE examination. The examination in each country is developed, vetted and approved by professionals from that country. In addition, the passing standard is set by a panel of fundraising professionals working in that country. Currently, there are 75 active Subject Matter Experts (SMEs). SMEs are CFRE certificants who receive special training in how to write multiple choice test questions. They are matched up with a CFRE Exam Committee member. Every draft test question must be linked to a topic area found on the Test Content Outline and referenced to at least two sources on the CFRE Resource Reading List before it will be reviewed. Sixty-five percent of draft items are approved for addition to the item bank.

CFRE International continues to experience a healthy recertification rate. Sixty-five percent of candidates recertify in accordance with their certification expiration date. An additional 15% take advantage of the automatic six-month grace period, bringing the final recertification rate to 80%. The average recertification rate for voluntary certification programmes is 60%.
CFRE credentials are for those who have discovered that their “job” as a development officer is actually turning into a profession that they enjoy and find fulfilling. Take the real-world learning you have acquired through trial and error and apply it to the credentialing process. It may help you get the next raise or a better position, but more importantly you will get a real sense of pride in the work that you do.

Steven S. Smith. CFRE
Vice President, Foundation & Resource Development
St. Ann’s Community
Rochester, NY
Sustainability

The CFRE designation represents the individual’s commitment of time, experience and learning to the profession of fund raising. Not only does it represent 5 or more years of intense hands-on fundraising at a high level but is also indicative of the individual’s commitment to adhere to a professional standard of fund raising ethics.

Griff Freyschlag, CFRE
Vice President of Development
Denver Rescue Mission
Denver, CO

Since its inception as an independent organization in 2001, CFRE International has seen a steady year-to-year increase in the number of new candidates and has been self-sustaining since its inception.

CFRE International derives 90% of its revenue from candidate fees for both initial certification and recertification. The remaining 10% is made up of fees paid by Participating Organisations (7%) to gain access to the credential at reduced rates for its members and from continuing education provider fees, job vacancy postings and commission from framing sales (3%).

All revenue is put back into the programme to ensure the validity, credibility and sustainability of the exam. In addition, major investments in the programme have included:

- Upgraded study planning materials for initial certification candidates
- Increased marketing of the value of the credential to employers
- New website featuring real-time verification of certification status and added resources for applicants
- Computer-based testing in North America, increasing access to the exam and providing immediate test results
- Streamlined, online application system which allows all participants to bank their application data over time
- Additional staffing to provide greater customer service

The Board of Directors of CFRE International is committed to ensuring a reliable and credible certification programme that is equitable for all candidates, certificants and Participating Organisations, provides sufficient resources for the new strategic plan, including fully funding reserves and provides investment for the on-going development of the programme.
**CFRE International Consolidated Financial Report**

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>25th Anniversary Support</td>
<td>$ 2,315.00</td>
<td>$ 7,613.00</td>
</tr>
<tr>
<td>Continuing Education Provider Fees</td>
<td>$ 11,665.00</td>
<td>$ 4,050.00</td>
</tr>
<tr>
<td>Initial Certification Fees</td>
<td>$ 296,880.00</td>
<td>$ 288,927.00</td>
</tr>
<tr>
<td>Job Postings/Merchandise Sales</td>
<td>$ 6,997.00</td>
<td>$ 5,056.00</td>
</tr>
<tr>
<td>Participating Organisation Fees</td>
<td>$ 55,975.00</td>
<td>$ 43,500.00</td>
</tr>
<tr>
<td>Recertification Fees</td>
<td>$ 326,280.00</td>
<td>$ 229,821.00</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>$ 700,112.00</td>
<td>$ 578,967.00</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounting/Professional/Legal Services</td>
<td>$ 6,412.00</td>
<td>$ 15,517.00</td>
</tr>
<tr>
<td>Board Travel/Operations</td>
<td>$ 43,977.00</td>
<td>$ 44,587.00</td>
</tr>
<tr>
<td>Exam Committee Operations</td>
<td>$ 21,963.00</td>
<td>$ 21,336.00</td>
</tr>
<tr>
<td>Examination Services</td>
<td>$ 92,270.00</td>
<td>$ 65,988.00</td>
</tr>
<tr>
<td>Insurance</td>
<td>$ 9,438.00</td>
<td>$ 9,145.00</td>
</tr>
<tr>
<td>Occupancy/Overhead</td>
<td>$ 92,242.00</td>
<td>$ 91,114.00</td>
</tr>
<tr>
<td>Postage</td>
<td>$ 16,479.00</td>
<td>$ 12,655.00</td>
</tr>
<tr>
<td>Promotion and Marketing</td>
<td>$ 101,914.00</td>
<td>$ 149,083.00</td>
</tr>
<tr>
<td>Salary and Related</td>
<td>$ 236,875.00</td>
<td>$ 219,991.00</td>
</tr>
<tr>
<td>Taxes</td>
<td>$ 7,765.00</td>
<td>$ 5,012.00</td>
</tr>
<tr>
<td><strong>Total Expense</strong></td>
<td>$ 629,335.00</td>
<td>$ 634,428.00</td>
</tr>
<tr>
<td><strong>Net Income</strong></td>
<td>$ 70,777.00</td>
<td>$ (55,461.00)</td>
</tr>
</tbody>
</table>

(1) - includes $58,500 capital costs for development of online application system
MISSION AND STATEMENT OF PURPOSE
As stewards of the public trust, Certified Fund Raising Executive (CFRE) International certifies fundraising professionals who demonstrate the knowledge, skills and commitment to the highest standards of ethical and professional practice in serving the philanthropic sector.

CFRE International fulfills this mission by establishing and administering a voluntary certification process based on current and valid standards that measure competency in the practice of philanthropic fundraising.

In furtherance of its mission, CFRE International promotes voluntary certification, in dialogue with government and other bodies globally, as the preferred alternative to licensure and/or government regulation.

VISION OF CFRE INTERNATIONAL
To be the premier global provider of professional certification of proficiency and practice in fundraising and to position the CFRE as the primary credential for career fundraisers for practitioners, employers, and the public.

CONTEXT FOR THE VISION
The credibility of the CFRE credential lies in meeting the highest standards for psychometric validity and reliability, for clarity, and for consistency which requires continuous development and refinement of questions for the test bank as well as policies and procedures for the application.

The validity of the CFRE credential is directly related to its fidelity to current global practice and therefore, regular review and updating of the job analysis must be undertaken.

The desirability of the CFRE credential is linked to both employer and practitioner valuing made possible through demonstrated impact on career advancement and performance and on public respect and trust.

The sustainability of the CFRE credentialing programme will be the result of the following key factors:

- Continuous cultivation of existing participating organizations to maintain high levels of support and advocacy. A commitment to high levels of service to these major constituents in their terms is essential.
- Identification of new participating organizations, alliances, and constituents, and securing same through a balanced development plan that weighs maintenance of existing strong relationships with efforts to recruit additional support.
- Vigilance in monitoring developments to maintain the position of voluntary certification as a preferred alternative to governmental regulation.
• Provision of responsive processes for completion of applications, maintenance of information for recertifications, and readily accessible examinations.

• Creating greater brand awareness through marketing and promotion.

• Achievement of accreditation by the appropriate international organisation.

• Positioning the CFRE as a reliable resource for inquiries regarding fund raising standards for all publics.

GOALS AND STRATEGIES: SUMMARY

GOAL 1: Ensure the continued viability of CFRE

STRATEGY A
Develop and execute a plan to build financial capacity
To include tactics such as:
• Assessing financial resources required to carry out strategic plan goals
• Assessing partnerships
• Analyzing efficiency and effectiveness of operations
• Developing plans for increasing revenue and revenue sources

STRATEGY B
Develop and execute a staffing plan to ensure sustainability
To include tactics such as:
• Conducting a staffing gap analysis
• Increasing cross-training
• Developing both an emergency and non-emergency succession plan

STRATEGY C
Develop and execute a products & services plan to meet ongoing stakeholder requirements
To include tactics such as:
• Appropriately aligning fee structure with expenses
• Reviewing and ensuring existing products and services meet the needs of candidates and certificants
• Developing additional products and services, if feasible

STRATEGY D
Develop and execute plans to strengthen governance and disaster management
To include tactics such as:
• Ensuring ongoing evaluation of Board membership
• Monitoring diversity
• Develop a plan for crisis and disaster recovery and ensure backup files/systems
Sustainability

**STRATEGY E**
Establish criteria for programme operations in each country
To include tactics such as:
- Assessing financial resources required to maintain operations
- Assessing partnerships
- Developing criteria, metrics and benchmarks for continuing or embarking on operations in each country

**GOAL 2: Demonstrate the credibility of CFRE to all stakeholder groups**

**STRATEGY A**
Develop and deliver a plan for quality improvement
To include tactics such as:
- Recruit and select more diverse group (representing different segments of the fundraising world) and larger number of CFREs to be involved in committees
- Conduct next job analysis
- Evaluate and revise current reading list
- Evaluate and revise eligibility requirements based on job analysis results, if appropriate
- Evaluate and refine proficiency performance requirements
- Develop plan to ensure ongoing quality management
- Develop communication action plan to publish information about quality indicators for CFRE.

**STRATEGY B**
Obtain accreditation as a certification organisation
To include tactics such as:
- Obtain accreditation from NCCA
- Obtain ANSI accreditation
- Assess other external accreditation / recognition options

**STRATEGY C**
Develop and deliver targeted communication messages to strengthen CFRE’s reputation as a high quality programme
To include tactics such as:
- Identify key stakeholders that are critical to establishing and maintaining the credibility of CFRE (e.g., educators and healthcare employers)
- Continue to capture survey information from recertificants and certificants to develop key messages for these groups
- Use survey information to develop key messages supporting credibility of CFRE
- Disseminate key messages through publications, media, PO conferences, and other methods
GOAL 3: Build and enhance relationships with key stakeholder groups

STRATEGY A
Strengthen relationships with Participating Organisations
To include tactics such as:
- Define and promote the value that CFRE can bring to each PO
- Develop and implement a plan to integrate CFRE into each organisation’s strategy
- Position CFRE as a forum for sharing and raising professional standards
- Develop a mutually beneficial relationship with AFP

STRATEGY B
Strengthen relationships with fundraising practitioners
To include tactics such as:
- Segment the market and define the value proposition for each segment
- Develop programmes that strengthen relationships with each segment
- Working with POs, identify other key stakeholders and define value proposition to each
- Develop programmes that strengthen relationships with each stakeholder group
- Develop action plan to recruit specific stakeholders, such as CASE, IoF, Giving Institute, Resource Alliance, Red Cross, Boy Scouts, and others

STRATEGY C
Identify other key stakeholders and develop an action plan to build relationships
To include tactics such as:
- Identifying stakeholder groups and establishing a communication link with them
- Developing individual cultivation plans for each group to identify and enhance partnerships, information exchanges and other mutually beneficial programmes
Sustainability

CFRE Milestones

December 1980 – Robert Pierpont, CFRE unanimously elected first Chair of the Certification Committee for NSFRE (now the Association of Fundraising Professionals – AFP)

October 3, 1981 – first CFRE examination given in three cities (Chicago, Los Angeles and New York)

December 1981 – first class of 166 CFRE certificants notified of their certification – includes those from the US and Canada

1983 – The National Association for Healthcare Development (NAHD) launches its first certification programme, awarding a designation of “Accredited”

July 1987 – The Association for Healthcare Philanthropy – AHP (formerly NAHP) notifies the first class of its new certification programme, CAHP, of their certification

October 1987 – CFRE programmes reaches 1,000 certificants

1993 – first CFRE examination offered to professionals in Australia

July 1996 – The Board of Directors of AHP and the Board of Directors of NSFRE vote to merge their certification processes into a single, baseline credentialing programme to be administered by the administratively independent Certified Fund Raising Executive (CFRE) Professional Certification Board which will award the Certified Fund Raising Executive (CFRE) designation.

October 1996 – First Board meeting of newly formed CFRE Professional Certification Board. Ted D. Bayley, ACFRE is elected the first chair. The Association of Lutheran Development Executives (ALDE); the Council for Resource Development (CRD) and the National Catholic Development Conference (NCDC) become the first Participating Organisations, signing on in support and endorsement of the CFRE credential.

1997 – First fundraising job task analysis including both the United States and Canada is conducted by the CFRE Professional Certification Board

1998 – First fully Canadian CFRE exam is offered

June 1999 – The International Catholic Stewardship Council (ICSC) becomes a Participating Organisation
CFRE MILESTONES (Continued)

February 2000 – The Fundraising Institute Australia (FIA) becomes a Participating Organisation

August 2000 – The North American YMCA Development Officers (NAYDO) becomes a Participating Organisation

November 2000 – The Philanthropic Service for Institutions (PSI) becomes a Participating Organisation

2001 – The Association of Fundraising Professionals (AFP) supports the evolution of the CFRE Professional Certification Board to an independent corporation with the sole mission of certifying fundraising professional. Simone P. Joyaux, ACFRE is elected the first chair of CFRE International

December 2001 – The Canadian Association of Gift Planners (CAGP) becomes a Participating Organisation

June 2002 – The Association of Fundraising Consultants (AFC), based in the UK, becomes a Participating Organisation; the Association of Christian Development Professionals (ACDP) becomes a Participating Organisation

July 2002 – the Fundraising Institute New Zealand (FINZ) becomes a Participating Organisation

January 2003 – the Association of Philanthropic Counsel (APC) becomes a Participating Organisation

2003 – First international benchmarking of fundraising practice is conducted by CFRE International through its new job task analysis

September 2003 – The United Way of America becomes a Participating Organisation

2004 – First fully British CFRE exam offered in the United Kingdom; new, fully Australian CFRE exam is offered

2005 – First fully New Zealand exam offered

January 2006 – The New England Association for Healthcare Philanthropy (NEAHP) becomes a Participating Organisation; the Institute of Development Professionals in Education (IDPE), based in the UK, becomes a Participating Organisation

April 2006 – CFRE International launches computer-based testing (CBT), making the CFRE exam available in 325 cities during twelve weeks throughout the year – candidates receive immediate test results. This coincides with the launch of an on-line application format allowing candidates to store applicant data.
Sustainability

CFRE MILESTONES (Continued)

**August 2006** – The Association of Alumni and Development Professionals (ADAPE) Australasia becomes a Participating Organisation.

**October 2006** – CFRE International launches 25th Anniversary Celebrations with over 4,800 certificants around the world and eighteen (18) professional associations signed on in support and endorsement of the CFRE credential.

**April 2007** – The Giving Institute (formerly the American Association of Fund Raising Consultants) becomes a Participating Organisation.

**September 2007** – Anniversary festivities come to a close with over 5,150 CFRE certificants and nineteen (19) professional associations in five nations endorsing the credential.
25th Anniversary Activities

In December 2005, the CFRE International Board of Directors established a committee for the purpose of oversight of the planning and execution of celebratory activities in the recognition of the 25th anniversary of the creation of voluntary certification for fundraising professionals.

Tim Burchill, CFRE and Simone Joyaux, ACFRE, former CFRE International Board members, were selected to co-chair this committee. Several telephone conference calls, as well as focus groups, were held with groups of former CFRE and CAHP Board members.

The Anniversary Committee was further comprised of: Wayne Clarke, CFRE (QLD, Australia) Sue Carruthers, CFRE, FAHP (BC, Canada); Stu Smith, CFRE, FAHP (AZ, USA); and Alan Zacharias, CFRE (IL, USA).

In addition to the Committee, nearly 50 individuals identified as key leaders or advocates for voluntary certification over the past 25 years were invited to serve as Anniversary Ambassadors.

A number of activities and events took place during the 25th Anniversary year:

Commemorative Items

- Anniversary Poster (for sale)
- Anniversary apparel (for sale)
- “I support voluntary certification” buttons (for complimentary distribution - distributed at over 100 different events)
- 25th Anniversary message and milestones card (for complimentary distribution - distributed at over 125 different events and sent to every CFRE certificant who has recertified in the anniversary period.)
Sustainability

Events
- CFRE exhibit booth at each Participating Organisation conference
  - Staff and a booth has been at 11 out of 11 planned events during the anniversary year
- Time on a plenary session agenda at each Participating Organisation conference secured
  - Some form of recognition of the CFRE 25th Anniversary has been made at 11 out of 11 PO conferences scheduled during the anniversary period
  - CFRE certification was the topic of a plenary session at the AHP Southwest and Rockies Regional Conference
- Promotional messages and talking points distributed to Silver Anniversary Ambassadors
- Recognition events encouraged at the local level
- CFRE 25th anniversary has been highlighted at several events this year including:
  - Annual PBS conference
  - Western Canada Fundraising conference
  - Comments in recognition of the anniversary made at over 80 National Philanthropy Day events
  - AFP Greater LA Chapter event to honour one of the “first” CFREs
  - AFP Charlotte Chapter CFRE recruitment event
  - AFP Denver Chapter CFRE recognition event
  - Reception at 26th International Fundraising Congress
  - Reception and Recognition during a plenary session at the 27th International Fundraising Congress
  - Special “CFRE only” break at CRD Conference (2007)
  - CFRE International Executive Director received Special Recognition Award at 2006 CRD Conference
  - Special CFRE dinner at FIA 2007 conference with anniversary highlighted
  - CFRE presentation during plenary session at 2006 AHP conference
  - CFRE presentation during plenary session at 2006 AFP conference
  - CFRE presentation during plenary session at 2006 ALDE conference
  - Reception for CFRE certificants in London for anniversary February 2007
  - Recognition of the anniversary from the podium at 2007 NCDC conference
  - CFRE-only reception at 2007 AHP conference

Messaging
- Anniversary blog started
- Jim Greenfield serving as “story collector” of recollections and thoughts from those involved in the early stages of certification
Sponsorships

- Sponsorship Opportunities made available to industry partners/supporters
- We ended the anniversary with a total of twenty-five (25) Anniversary Sponsors, at a variety of levels, totaling $20,100. The goal: $15,000

Silver Anniversary Ambassadors:

Sandra Adams ACFRE
National Breast Cancer Coalition
Washington, DC

Albert Alvarez FAHP
Community Hospital Foundation
Monterey, CA

Dianne Armstrong CFRE
Royal New Zealand Foundation for the Blind
Wellington NEW ZEALAND

Steven Ast
Philanthropy Executive Search, Corp.
Stamford, CT

Graeme Bradshaw CFRE
DVA Navion Inc
Sydney NSW AUSTRALIA

Mary Brumbach CFRE
Brookhaven College
Farmers Branch, TX

Robert Carter CFRE
Ketchum, Inc.
Pittsburgh, PA

Peter de Keratry CFRE
Austin, TX

E. Peter Dubay FAHP
East Sandwich MA

Lona Farr ACFRE
Farr Healey Consulting LLC
Macungie, PA

James Connell FAHP
James E. Connell & Associates
Pinehurst, NC

Betty Anne Copley Harris FAHP
Copley Harris Company, Inc.
Danvers, MA

Ian Fraser FAHP
The Fundraising Network
Kingston ON CANADA

Sarah Coviello CFRE
Coviello & Associates
Chevy Chase, MD

Kay Sprinkel Grace CFRE
Kay Sprinkel Grace Consultants
San Francisco, CA

Peter Dalton CFRE
Austin Health
Heidelberg VIC AUSTRALIA

James Greenfield ACFRE, FAHP
J.M. Greenfield & Associates
Newport Beach, CA
### Silver Anniversary Ambassadors (Continued)

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
<th>City, Country</th>
</tr>
</thead>
<tbody>
<tr>
<td>Frank Hall</td>
<td>St. Joseph Health System</td>
<td>Orange, CA</td>
</tr>
<tr>
<td>Patricia Hardy ACFRE</td>
<td>The Tunnelwood Group</td>
<td>Winnipeg MB  CANADA</td>
</tr>
<tr>
<td>James R. Holcomb</td>
<td>Holcomb and Associates</td>
<td>Fort Worth, TX</td>
</tr>
<tr>
<td>J. Lloyd Horton FAHP</td>
<td>Swannanoa, NC</td>
<td></td>
</tr>
<tr>
<td>Sharon LeeMaster CFRE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stephanie Maitland CFRE</td>
<td>Maitland &amp; Associates</td>
<td></td>
</tr>
<tr>
<td>E. H. Guy Mallabone CFRE</td>
<td>Southern Alberta Institute</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Calgary AB  CANADA</td>
<td></td>
</tr>
<tr>
<td>Daniel McDiarmid CFRE</td>
<td>Global Philanthropic PTY LTD</td>
<td>South Brisbane QLD  AUSTRALIA</td>
</tr>
<tr>
<td>Brenda Moore CFRE</td>
<td>Gustavus Adolphus College</td>
<td>Saint Peter, MN</td>
</tr>
<tr>
<td>Steven Mourning FAHP</td>
<td>SL Mourning Advisors</td>
<td>Saratoga, CA</td>
</tr>
<tr>
<td>Barbara Mulville CFRE</td>
<td>Southcoast Health System</td>
<td>New Bedford, MA</td>
</tr>
<tr>
<td>Robert Pierpong CFRE</td>
<td>Pierpong Fundraising Counsel, LLC</td>
<td></td>
</tr>
<tr>
<td>Lucie Remillard CFRE</td>
<td>American Hospital in Paris</td>
<td></td>
</tr>
<tr>
<td>Penelope Scarpucci CFRE</td>
<td>Marts &amp; Lundy, Inc.</td>
<td></td>
</tr>
<tr>
<td>Margaret Scott CFRE</td>
<td>Cerebral Palsy League of Queensland</td>
<td>Brisbane QLD  AUSTRALIA</td>
</tr>
<tr>
<td>William Seelye FAHP</td>
<td>Scottsdale, AZ</td>
<td></td>
</tr>
<tr>
<td>Milton Smith FAHP</td>
<td>John Muir Medical Center Foundation</td>
<td>Walnut Creek, CA</td>
</tr>
<tr>
<td>Stephen Thomas CFRE</td>
<td>Stephen Thomas LTD.</td>
<td>Toronto ON  CANADA</td>
</tr>
<tr>
<td>Pearl Veenema CFRE, FAHP</td>
<td>University Health Network</td>
<td></td>
</tr>
<tr>
<td>Janice Yerkovich CFRE</td>
<td>Fundraising Management Consultants,</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ltd.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

**Sustainability**
The best thing to happen to me because I have my CFRE was actually gaining my CFRE in the first place. It defined me as a professional in the vocation I had taken on 9 years before.

Up until the time I achieved my CFRE I had felt a sense of something missing in the way the profession of fundraising was articulated and how I viewed myself within it. Gaining my CFRE gave me a place – and the confidence to know I belonged in that place.

It also added something more – something really important and unique – and that was the opportunity to be a pioneer in this articulation of a profession in my country. I was able (and have been able) to play a part in helping others who felt the same as me, feel the same as me in achieving their CFRE.

From this base, a clearer pathway emerged, a greater confidence grew, a stronger flame burned and stayed alight through the toughest of challenges and the heady successes. Achieving my CFRE has been more than achieving a credential – it has been the defining moment of my fundraising career.

Nigel Harris, CFRE
Executive Director
Mater Foundation
Brisbane, QLD
Desirability

When I received my certification, it gave me deep feelings of accomplishment and pride. I feel that my CFRE designation proclaims to other development professionals and to donors that I am committed to professionalism, ethics, and accountability.

*DeAnn Acosta, CFRE
Assistant Director of Development
Denver Rescue Mission
Denver, CO*

### 2007 CFRE Demographics of All Current CFRE Certificants

- **351 new CFRE certificants**
  - (5% increase over 2006)
- **5,327 total CFRE certificants**
  - (new high)

#### Gender
- 64.65% Female
- 35.35% Male

#### Average Age
- 44 years

#### Ethnicity/Race
- 92.1% Caucasian
- 1.4% Black
  - (2% increase over 2006)
- 1.2% Hispanic
  - (1% increase over 2006)
- .7% Multi-ethnic
- 3.9% Asian
  - (3% increase over 2006)
- .3% Indigenous person

#### Sector of Employing Organization
- 24% Health
- 24% Education
- 18% Consultant
- 16% Human Services
- 7.5% Arts
- 5% Religious
- 3.5% Society/Public Benefit
- 1.5% Environment/Animals

#### Level of Responsibility
- 25% Upper Management
- 57.6% Middle Management
- 14.7% Functional Programme Area
- 2.7% Other


Top 10 Reasons to Become CFRE-Certified

1. Certification grants you more credibility. CFRE certification serves as an impartial, third-party endorsement of your knowledge and experience against international standards in philanthropy. It adds to your credibility as a fundraiser and sets you apart from other professionals.

2. Certification can improve career opportunities and advancement. CFRE certification can give you the “edge” when being considered for a promotion or other career opportunities. CFRE certification clearly identifies you as an employee who has demonstrated mastery of fundraising principles and techniques based on accepted best practices.

3. Certification prepares you for greater on-the-job responsibilities. CFRE certification is a clear indicator of your willingness to invest in your own professional development. Certified professionals are aware of the constantly changing environment around their profession and possess the desire to anticipate and respond to change.

4. Certification improves skills and knowledge. Typically, achieving CFRE certification requires training, study and “keeping up” with changes. CFRE certification showcases your individual mastery by confirming proficiency and knowledge in the field. CFRE certification also requires recertification every three years, proving you stay ahead of the curve in fundraising.

5. Certification may provide for greater earnings potential. Many fundraising professionals who have become CFRE certificants experience salary and wage increases based on their certification status. Studies show that on average CFRE certificants earn 17% more than their non-certified counterparts. In addition, CFRE certificants are in high demand internationally.

6. Certification demonstrates your commitment to the fundraising profession. Receiving CFRE certification shows your peers, supervisors and, in turn, donors your commitment to your chosen career and your ability to perform to set standards.

7. Certification enhances the profession’s image. CFRE certification programme seeks to grow, promote and develop certified professionals, who can stand “out in front” as role models in the fundraising field.

8. Certification reflects achievement. CFRE certification is a reflection of personal achievement because the individual has displayed mastery of his or her field by meeting requirements and standards set in philanthropy.

9. Certification builds self-esteem. CFRE certification is a step toward defining yourself beyond a job description or academic degree while gaining a sense of personal satisfaction.

10. Certification offers greater recognition from peers. As a CFRE certificant, you can expect increased recognition from your peers for taking that extra step in your professional career.

For more information about becoming a CFRE, visit our website at www.cfre.org or call +1 703.820.5555
2007 Certificants

**Alabama, United States**
Paul G. Alexander, CFRE
Jerri L. Bass, CFRE
Kathy S. Briscoe, CFRE
Michael D. Brown, CFRE
Anne C. Chandler, CFRE
Lisa Costanzo, CFRE
Perry E. Darby, CFRE
Robert L. Dewhurst, CFRE
Mark D. Driskill, CFRE
Emili L. Dunbar, CFRE
James W. Fogal, CFRE
I. Douglas Foster, CFRE
Amanda K. Griffin, CFRE
Jennifer F. Hall, CFRE
Amanda K. Griffin, CFRE
I. Douglas Foster, CFRE

**Alaska, United States**
Adele M. Alderman, CFRE
Julie Alfred, CFRE
Sally A. Archer, CFRE
Joy N. Atrops-Kimura, CFRE
Chuck Barber, CFRE
Pamela B. Blizzard, CFRE
Peter Brennan, CFRE
James P. Cadoroala, CFRE
Jayna L. Combs, CFRE
Christie L. Garbe, CFRE
Gretchen C. Gordon, CFRE
Ann M. Hale, CFRE
Lyne Johnson, CFRE
Thea Lawton, CFRE
Elizabeth A. Miller, CFRE
Peggy Owens, CFRE
Robertina Rinehart, CFRE
Beth E. Rose, CFRE
Suzanne Rudolph, CFRE
Mary K. Rutherford, CFRE
Jennifer Simeonof, CFRE
Ivy A. Spohnholz, CFRE
Judith A. Wier, CFRE
Laurie B. Wolf, CFRE
Scott Decksheimer, CFRE
Susan L. Delaney, CFRE
Jason R. Demers, CFRE
Anna Der, CFRE
Michiyllynn E. Dubeau, CFRE
Brian D. Ducas, CFRE
Angela J. Dudek, CFRE
Colleen Evans, CFRE
Pamela J. Fawcett, CFRE
Derek D. Fraser, CFRE
Tara L. Friesen, CFRE
Myrna Fyle, CFRE
Diana M. Gallivan, CFRE
Marie E. Gebran, CFRE
Tara B. Gish, CFRE
Jose F. Guillen, CFRE
Cheryl L. Hamelin, CFRE
Julie C. Hamilton, CFRE
Nancy J. Hammer, CFRE
Lynne C. Hately, CFRE
Neil Hayes, CFRE
Lynn Hillaby, CFRE
Valerie Hoey, CFRE
Rosemarie Horne, CFRE
Steve W. Hoscheit, CFRE
Michael A. House, CFRE
Snezana N. Jocic-Andrejevic, CFRE
Julie D. Johnston, CFRE
Kim D. Kadatz, CFRE
Karen Karpuk, CFRE
Anne Kirkpatrick, CFRE
Joyce L. Law, CFRE
Catherine A. MacDonald, CFRE
Kathryn E. MacFarlane, CFRE
Guy E. Mallabone, CFRE
Patricia Matheson, CFRE
Sue M. McCoy, CFRE
Jennifer L. McGlashan, CFRE
Cynthia I. McIntyre, CFRE
Andrea L. McLellan, CFRE
Andrea McManus, CFRE
Jodi L. McNabb, CFRE
Michael C. Meidrum, CFRE
Joyanne A. Mitchell, CFRE
Linna K Morgan, CFRE
J. Tony Myers, CFRE
Paul S. Nahimney, CFRE
Lucinda G. Neufeld, CFRE
Sheldon Kelly Francis Oleksyn, CFRE
Andrew J. Otway, CFRE
Joan Paton, CFRE
John A. Phil, CFRE
Jane M. Potenti-Naill, CFRE
Kristi J. Puchbauer, CFRE
Cheryl M. Pultz, CFRE
Debra L. Ramage, CFRE
M. Michelle Regel, CFRE
Diane M. Reid, CFRE
Debra L. Riggsby, CFRE
Margaret A. Saul, CFRE
Marcus C. Schwab, CFRE
Stacey-Diane Scott, CFRE
Nancy Scott, CFRE
Thomas Shand, CFRE
Edith A. Smith, CFRE
Barbara A. Soulodre, CFRE
Peter D. D. Taylor, CFRE
Dree E. O. Thomson-Diamond, CFRE
Barbara J. Toller, CFRE
Janet Tryhuba, CFRE
Nollind van Bryce, CFRE
Laurie Wallis, CFRE
Christine M. Wandzura, CFRE
Leona Yez, CFRE
Marjorie Zalent, CFRE

**Arizona, United States**
Timothy J. Acton, CFRE
Jacquelyn Ahlrenberg, CFRE
Gail S. Baker, CFRE
Laura E. Barton, CFRE
Brian L. Bateman, CFRE
Karen Ann Bisco, CFRE
Patricia O. Bjorhovde, CFRE
Guy E. Mallabone, CFRE
Patricia Matheson, CFRE
Sue M. McCoy, CFRE
Jennifer L. McGlashan, CFRE
Cynthia I. McIntyre, CFRE
Andrea L. McLellan, CFRE
Andrea McManus, CFRE
Jodi L. McNabb, CFRE
Michael C. Meidrum, CFRE
Joyanne A. Mitchell, CFRE
Linna K Morgan, CFRE
J. Tony Myers, CFRE
Paul S. Nahimney, CFRE
Lucinda G. Neufeld, CFRE
Sheldon Kelly Francis Oleksyn, CFRE
Andrew J. Otway, CFRE
Joan Paton, CFRE
John A. Phil, CFRE
Jane M. Potenti-Naill, CFRE
Kristi J. Puchbauer, CFRE
Cheryl M. Pultz, CFRE
Debra L. Ramage, CFRE
M. Michelle Regel, CFRE
Diane M. Reid, CFRE
Debra L. Riggsby, CFRE
Margaret A. Saul, CFRE
Marcus C. Schwab, CFRE
Stacey-Diane Scott, CFRE
Nancy Scott, CFRE
Thomas Shand, CFRE
Edith A. Smith, CFRE
Barbara A. Soulodre, CFRE
Peter D. D. Taylor, CFRE
Dree E. O. Thomson-Diamond, CFRE
Barbara J. Toller, CFRE
Janet Tryhuba, CFRE
Nollind van Bryce, CFRE
Laurie Wallis, CFRE
Christine M. Wandzura, CFRE
Leona Yez, CFRE
Marjorie Zalent, CFRE

**Alberta, Canada**
Lorelei D. Abernethy, CFRE
Darcie Acton, CFRE
Tamara A. Alexander, CFRE
Sharon Kim Anthony, CFRE
Candice M. Arboleda, CFRE
Lori K. Bennett, CFRE
Coby A Benoit, CFRE
Joan V. Black, CFRE
Roger Richard Rich Breault, CFRE
Rostyne D. Buchanan, CFRE
Patricia M. Christi, CFRE
Ronald A. Coulomb, CFRE
Mary Ann D. Coutts, CFRE
Dawna Crawford, CFRE
Jane Dafoe, CFRE
Sherry L. Dahl, CFRE
Cheryl-Anne L. Dalwood, CFRE
Jolayne M. Davidson, CFRE
Margaret A. Dawkins, CFRE
Louise M De Pape, CFRE
Scott Decksheimer, CFRE
Susan L. Delaney, CFRE
Jason R. Demers, CFRE
Anna Der, CFRE
Michiyllynn E. Dubeau, CFRE
Brian D. Ducas, CFRE
Angela J. Dudek, CFRE
Colleen Evans, CFRE
Pamela J. Fawcett, CFRE
Derek D. Fraser, CFRE
Tara L. Friesen, CFRE
Myrna Fyle, CFRE
Diana M. Gallivan, CFRE
Marie E. Gebran, CFRE
Tara B. Gish, CFRE
Jose F. Guillen, CFRE
Cheryl L. Hamelin, CFRE
Julie C. Hamilton, CFRE
Nancy J. Hammer, CFRE
Lynne C. Hately, CFRE
Neil Hayes, CFRE
Lynn Hillaby, CFRE
Valerie Hoey, CFRE
Rosemarie Horne, CFRE
Steve W. Hoscheit, CFRE
Michael A. House, CFRE
Snezana N. Jocic-Andrejevic, CFRE
Julie D. Johnston, CFRE
Kim D. Kadatz, CFRE
Karen Karpuk, CFRE
Anne Kirkpatrick, CFRE
Joyce L. Law, CFRE
Catherine A. MacDonald, CFRE
Kathryn E. MacFarlane, CFRE
Guy E. Mallabone, CFRE
Patricia Matheson, CFRE
Sue M. McCoy, CFRE
Jennifer L. McGlashan, CFRE
Cynthia I. McIntyre, CFRE
Andrea L. McLellan, CFRE
Andrea McManus, CFRE
Jodi L. McNabb, CFRE
Michael C. Meidrum, CFRE
Joyanne A. Mitchell, CFRE
Linna K Morgan, CFRE
J. Tony Myers, CFRE
Paul S. Nahimney, CFRE
Lucinda G. Neufeld, CFRE
Sheldon Kelly Francis Oleksyn, CFRE
Andrew J. Otway, CFRE
Joan Paton, CFRE
John A. Phil, CFRE
Jane M. Potenti-Naill, CFRE
Kristi J. Puchbauer, CFRE
Cheryl M. Pultz, CFRE
Debra L. Ramage, CFRE
M. Michelle Regel, CFRE
Diane M. Reid, CFRE
Debra L. Riggsby, CFRE
Margaret A. Saul, CFRE
Marcus C. Schwab, CFRE
Stacey-Diane Scott, CFRE
Nancy Scott, CFRE
Thomas Shand, CFRE
Edith A. Smith, CFRE
Barbara A. Soulodre, CFRE
Peter D. D. Taylor, CFRE
Dree E. O. Thomson-Diamond, CFRE
Barbara J. Toller, CFRE
Janet Tryhuba, CFRE
Nollind van Bryce, CFRE
Laurie Wallis, CFRE
Christine M. Wandzura, CFRE
Leona Yez, CFRE
Marjorie Zalent, CFRE

**Mary J. Crist, CFRE
Judith B. Davidson, CFRE
Michelle E DiMuro, CFRE
Pamela Doherty, CFRE
Heidi A. Droegemueller, CFRE
Robin E. Dunn, CFRE
Kristi A. Edwards, CFRE
Christine Ewing, CFRE
Alice Ferris, CFRE
Michael N. Fischer, CFRE
Sue M. Gaub, CFRE
Rena Gentry-Wiley, CFRE
Linda M. Goode, CFRE
Bill J. Harrison, CFRE
Lee Hartmann, CFRE
Pauline U. Hechler, CFRE
Mary Lee Hoffman, CFRE
Cheryl M. House, CFRE
Diana V. Hoyt, CFRE
James M. Jones, CFRE
Jennifer L. Jones, CFRE
Sandra S. Jorgensen, CFRE
Susan T. Kauffman, CFRE
Nancy T. Kirk, CFRE
P. Alan Knobloch, CFRE
Nancy Knoche, CFRE
Jeremy S. Kraut-Ordover, CFRE
Clyde W. Kunz, CFRE
Kelly A. Lane, CFRE
Leslie K. Lindquist, CFRE
Daniel M. Linguist, CFRE
Bettie J. J. Love, CFRE
Mary L. Luna, CFRE
William B. Mustard, CFRE
Robbie Nicol, CFRE
Jerry W. Nicol, CFRE
Lisa A. Notaro-Goin, CFRE
Lisa Rivas-Cook, CFRE
Jacqueline A. Palmengren, CFRE
Margaret Paullin, CFRE
Marianne Pekala, CFRE
Margie Puerta Edson, CFRE
Joyce A. Richards, CFRE
Hazel F. Richards, CFRE
Denise L. Rutten, CFRE
John C. Sar, CFRE
Eva Schofield, CFRE

CFRE Annual Report 2007
2007 Certificants

Cheri L. Choy, CFRE
Monika M Churchill, CFRE
Patricia Clark, CFRE
Andrew G. Clayton, CFRE
Lynette Cleland, CFRE
Cheryl J. Cobbs, CFRE
Bobby Cobbs, CFRE
Dena R. Cochran, CFRE, FAHP
Sharon C. Collins, CFRE
E. Danielle Collins, CFRE
David Colwell, CFRE
Catherine M. Connolly, CFRE
Bill Connors, CFRE
Jeff A. Conway, CFRE
Brenda S. Cook, CFRE
Sharon J. Corrigan, CFRE
Amy M. Cosper, CFRE

Leslie V. Esposito, CFRE
Timothy L. Evans, CFRE
Deirdre J Evans, CFRE
Jennifer Fagerstrom, CFRE
Mickie H. Faris, CFRE
Gerard J. Fazio, CFRE
Carole A. Fish, CFRE
Erich Foeckler, CFRE
Michael C. Ford, CFRE
Terri Forman, CFRE
Susan P. Fox, CFRE
Linda P. Frank, CFRE
Richard A. French, CFRE
Thomas Froehlich, CFRE
Beverly Froehlich, CFRE
Sarah C. Fry, CFRE
Les J. Fujimoto, CFRE
Carol D. Gallant, CFRE
Helena Galper, CFRE
Carlos A. Garcia, CFRE
Stacy Lee Gardner, CFRE
Peggy J. Gibbs, CFRE
Mary Jean Gilbert, CFRE
Joseph M Gillmer, CFRE
Mary L. Gimenez-Caulder, CFRE
Maria Gitin Torres, CFRE
Edith A. Glasssey, CFRE
Michelle M. Glenn, CFRE
Elizabeth G. Glynn, CFRE
Sarah C. Godfrey, CFRE
Lois J. Gomez, CFRE
Tanya G. Gonzales, CFRE
Judith R. Goodbody, CFRE
Tara Goodman, CFRE
Robert A. Gordon, CFRE
Geoff C. Graham, CFRE
Sarah M. Grant, CFRE
Sandra W. Gresham, CFRE
Anne D. Grey, CFRE
Anita Louis Grossman, CFRE
Sherry L. Griffin Grundy, CFRE
Diane V. Grooms, CFRE
Anita Louis Grossman, CFRE
Cheryl B. Gurin, CFRE
Gail Hallenbeck, CFRE
Teri L. Halliday, CFRE
Jerry L. Hamill, CFRE

Shelley A. Hammill, CFRE
Jane G. Hansen, CFRE
Ruthellen Harris, CFRE
Robin R Harvill, CFRE
Clyde M. Harwood, CFRE
Marni A. Hayman, CFRE
William E. Heaton, CFRE
Patricia A Heller, CFRE
Jennifer B. Holmmonds, CFRE
William C. Hendry, CFRE
Katherine D. Highstretre, CFRE
Mona G. Hobson, CFRE
Mark R. F Hodde, CFRE
Judith A. Hodges, CFRE
Robert K. Hoffman, CFRE
Christine Hollister, CFRE
Julianne Holt, CFRE
Susan E. Hoover, CFRE
Jeanne Huber, CFRE
Richard N. Hume, CFRE
Paul Iannaccone, CFRE
Reginald K. Ingram, CFRE
Lee A. Jackman, CFRE
Michelle Jacobson, CFRE
Linda S Jaffe, CFRE
Diane James, CFRE
Paula E. Jameson, CFRE
Laura Jason, CFRE
Donna B. Johnson, CFRE
David R. Johnson, CFRE
Rose Marie Johnson, CFRE
Scott W. Johnson, CFRE
Byron S. Johnson, CFRE
Erin K. Jones, CFRE
Yezdyar S. Kaoosji, CFRE
Katherine M. Karpe, CFRE
Diana Kelker, CFRE
John Kelleher, CFRE
Victoria Kellogg, CFRE
Leonard P Kelly, CFRE
Anne B. Kerns, CFRE
M. Annette Ketner, CFRE
Kathryn J. Keyes, CFRE
Katherine A. King, CFRE
Dian Kiser, CFRE
Alice J. Klein, CFRE
Elliot Klein, CFRE

Vicky A. Klug, CFRE
Bettina C Kohlbrenner, CFRE
Anne Kratz, CFRE
Denise A. Kuhn, CFRE
Greg Lassonde, CFRE
Jessica H Lawrence, CFRE
Lisa Lee, CFRE
Sharon LeeMaster, CFRE
Beverly H. Lenihan, CFRE
Edward N. Lewis, CFRE
William R. Lewis, CFRE
Sandy T Liarakos, CFRE
Christine A. Logan, CFRE
Claudia A. Looney, CFRE, FAHP
Laura A. Lueke, CFRE
Colleen R. Lukoff, CFRE
Stephen A. Lundin, CFRE
Constance S. Maguire, CFRE
J. Lynn Martell, CFRE
Michael R. Martin, CFRE
Lisa Marvin, CFRE
Victoria Mastro, CFRE
Billie Maunz, CFRE
Robert A. May, CFRE
Joan McBride, CFRE, FAHP
Pamela H. McClure, CFRE
Heather McKenzie-Densmore, CFRE
Nicollette J. McNamee, CFRE
Yukiko M. Meadows, CFRE
Daniel E Meek, CFRE
Megan K Meihaus, CFRE
Honey Meir-Levi, CFRE
Rebecca Merrell, CFRE
Daniel J. Mirgon, CFRE
Robin L. Moler, CFRE
Terry Monteleone, CFRE
Jean Moonilal, CFRE
Elizabeth W. Morgante, CFRE
Kelly Morrison Pop, CFRE
Randall F. Mueller, CFRE
Colette M. Murray, CFRE
Patricia Narciso, CFRE
Cheryl D. Navalesi, CFRE
Lynn R. Nawahine, CFRE
Joseph Naylor, CFRE
Paula M. Neal Reza, CFRE
Theresa M. Nelson, CFRE
Elizabeth G. Nesbitt, CFRE
Paul A. Netzel, CFRE
Berney Neufeld, CFRE
Kathleen M. O’Neill, CFRE
Kenneth Ott, CFRE
Melia L. Parchman, CFRE
Kimberly L. Parker, CFRE
Chanda B. Parrett, CFRE
Amy B. Parrott, CFRE
Linda F Parton, CFRE
Mary Anne Payne, CFRE
Daniel Peddie, CFRE
Leslie K. Perovich, CFRE
Susan Peters, CFRE
Jo Ellen Peterson, CFRE
Heidi Peterson, CFRE
Janice Gow Pettey, CFRE
James E. Pinder, CFRE
Richard Politte, CFRE
Thomas R. Poole, CFRE
Barbara J. Powers, CFRE
Judith A. Prokupek, CFRE
Michele Prosser, CFRE
Therese M. Quinlan, CFRE
Barbara Racklin Bushnell, CFRE
Linda J. Rahn, CFRE
Oliver W Ramsey, CFRE
Mary Rapoport, CFRE
Christopher M. Redo, CFRE
Roderick L. Reinhart, CFRE
George R. Retamozza, CFRE
Mari Ellen Reynolds, CFRE
Kim L. Rhinehelder, CFRE
Janice H. Rice, CFRE
Carole J. Richard, CFRE
Joyce A. Richards, CFRE
James J. Richards, CFRE
Tracy L. Richey, CFRE
David G. Ricks, CFRE
Virginia V. Rivera, CFRE
Charles W. Robbins, CFRE
Jill Muchow Rode, CFRE
James Roosevelt, CFRE
Rochelle Rose, CFRE
Joseph J. Rosenthal, CFRE
Aileen R. Ross-Gutaw, CFRE
2007 Certificants

Amy Silverman, CFRE
Joseph L. Staley, CFRE
Kathleen F. Stoddard, CFRE
Diana L. Timlin, CFRE
Richard J. Tuchman, CFRE
Philip L. Warner, CFRE
Jill Westgard, CFRE
Maureen G. Wolyniec, CFRE
Trenton Wright, CFRE

Delaware, United States
Judy L. Aliquo, CFRE
Manuel J. Arensibia, CFRE
John D. Baker, CFRE
Sharon L. Biddle, CFRE
Marcia E Carle, CFRE
June M. Cason, CFRE
Cathy W. Cessna, CFRE
Donna M. Connor, CFRE
Susan E. Daily, CFRE
Dee Durham, CFRE
Lois H. Deeters, CFRE
Jeffrey A. Jackson, CFRE
Paul E. Lakeman, CFRE
Jennifer M. Mackey, CFRE
Holly M. Maddams, CFRE
Margaret E. Mahoney, CFRE
Martha R. Mitchell, CFRE
Albert C. Mollica, CFRE
Lucy M. O’Donnell, CFRE
Nancy Marshall Saunders, CFRE
Judith D. Schrock, CFRE

District of Columbia, United States
Robert L. Balthaser, CFRE
Polly Binns, CFRE
Elizabeth H. Blume, CFRE
Mary Beth Brennan, CFRE
Elizabeth A Brent, CFRE
Lane Brooks, CFRE
Suzanne Callahan, CFRE
Denise Clegg, CFRE
Ruth P. Cogen, CFRE

Florida, United States
Emilio Alonso-Mendoza, CFRE
Sylvia M. Ameen, CFRE
Marion E. Anderson, CFRE
Jane Arnett, CFRE
Cheryl L. Bair, CFRE
Kristen L. Barrett, CFRE
Michael R. Barron, CFRE
Linda L. Bartimus, CFRE
Kerry A. Bartlett, CFRE
Kathleen M. Beattie, CFRE
Lee Behensky, CFRE
Emily H. Benham, CFRE
Nina P. Berkeiser, CFRE
Thomas A. Bila, CFRE
George Ann Bissett, CFRE
Marilyn L. Blanchette, CFRE
Lisa L. Bock, CFRE
Mary Beth Bos, CFRE
John W. Boyard, CFRE
William C. Bredbenner, CFRE
Laura Breeze, CFRE
Gary A Brewer, CFRE
Leslie W. Brown, CFRE
Cora L. Brown, CFRE
Earl R. Browning, CFRE
Chrisse Bub, CFRE
Kirsten B. Bullock, CFRE
Carol Butera-Dutton, CFRE
Suzanne P. Cabrera, CFRE
Anita B Campbell, CFRE
Robert E. Carter, CFRE
Kenann J Cassidy, CFRE
Terri Chastain, CFRE
Melissa Chaykin, CFRE
Craig T. Chiandetti, CFRE
Jerry D. Clevenger, CFRE
Tracy B. Clouser, CFRE
Teresa Ford Cobb, CFRE
DeAnn J. Collins, CFRE
Kathryn J. Cousins, CFRE
Ann S Crook, CFRE
Catherine L. Dailey, CFRE
Paul K. D’Alessandro, CFRE
Janice Davis, CFRE
C. Edwin Davis, CFRE
Robert C. Dawson, CFRE
Marie B. Deckert, CFRE
E. Paul Dietrich, CFRE
Constance C Dillon, CFRE
Jeanene E. Donilon, CFRE
Bernadine Douglas, CFRE
Holly H. Duncan, CFRE
Julia L. East, CFRE
Eleanor S Eastridge, CFRE
Alison T. Eberly, CFRE
Tracy Edwards Frye, CFRE
Jane Egbert, CFRE
Linda M. Eisenhart, CFRE
Kathleen B. Emmett, CFRE
Karen S. Fenton, CFRE
Shirley A. B Fessell, CFRE
Robert J. Finley, CFRE
Amanda E. Fisher, CFRE
Linda H Flax, CFRE
Bonnie M. Flynn, CFRE
Suzanne Foley, CFRE
Tamara F. Foster, CFRE
Ann de Meurisse Fothergill, CFRE
Kenneth Fournie, CFRE
Linell Blair Fromm, CFRE
Armando V. Galella, CFRE
Geraldine Gallagher, CFRE
Joyce A. Galya, CFRE
Katherine L. Gerstman, CFRE
Larry A. Gilhousens, CFRE
Cecy Cowger C. Glenn, CFRE
Terri E. Goldstein, CFRE
Gary L Good, CFRE
Rodney M. Grabowski, CFRE
Sally Gress, CFRE
Michael E. Guillot, CFRE
Daniel T. Gura, CFRE
Karin E. Gustafson, CFRE
Debbie E. Hammer, CFRE
Bruce G. G. Heard, CFRE
Sharon L. Heinrich, CFRE
Penelope J. Henderson, CFRE
Linda S. Hicks, CFRE
Robin Hicks-Connors, CFRE
Gregory S. S. Higgerson, CFRE
Carlton L. Higginbotham, CFRE
David A. Hoffman, CFRE
Sherry Hogan English, CFRE
Janet L. Hoover, CFRE
Lynn J. Hoy, CFRE
Jody L. Huibert-Hamm, CFRE
Linda D. Hull, CFRE
Randall D. Hunt, CFRE
Rick L. Ingalls, CFRE
Kathy M. Ingram, CFRE
Lisa C. Intagliata, CFRE
Roxanne Jacobs, CFRE
Karen T. Jensen, CFRE
Alan R. Johnson, CFRE
Deborah M. Johnson, CFRE
Richard H. Johnson, CFRE
Sharon A. Jones, CFRE
Sarah Jordan-Holmes, CFRE
Wendy Kaplan, CFRE
Vicki S. Katz, CFRE
Vicki Kaufmann, CFRE
Gustave G. Kein, CFRE
Diane Kimes, CFRE
Deborah Kotch, CFRE
Gary D. Koval, CFRE
David R. Kitzmacher, CFRE
Cynthia A. Lake, CFRE
Jane R. Lanier, CFRE
Anna Lanzatella, CFRE
Marianne C LeClair, CFRE
Terry R. Lehman, CFRE
Sara H. Leonard, CFRE
Deborah A Levine, CFRE
Kristin S. Lidinsky, CFRE
Elizabeth A. Liles, CFRE
H. Patricia Lord, CFRE
David A. Luhrsen, CFRE
Andrew E. Lutton, CFRE
Suellen K. Mann, CFRE
Grant E. Martin, CFRE
Karelia Martinez-Carbonell, CFRE
Martha V. Matula, CFRE
Linda J. McAllister, CFRE
Jessica McClain, CFRE
Jane D. McNabb, CFRE
Gail S. Meltzer, CFRE

Fife, United Kingdom
Janette I. Miskelly, CFRE

Florida, United States
Emilio Alonso-Mendoza, CFRE
Sylvia M. Ameen, CFRE
Marion E. Anderson, CFRE
Jane Arnett, CFRE
Cheryl L. Bair, CFRE
Kristen L. Barrett, CFRE
Michael R. Barron, CFRE
Linda L. Bartimus, CFRE
Kerry A. Bartlett, CFRE
Kathleen M. Beattie, CFRE
Lee Behensky, CFRE
Emily H. Benham, CFRE
Nina P. Berkeiser, CFRE
Thomas A. Bila, CFRE
George Ann Bissett, CFRE
Marilyn L. Blanchette, CFRE
Lisa L. Bock, CFRE
Mary Beth Bos, CFRE
John W. Boyard, CFRE
William C. Bredbenner, CFRE
Laura Breeze, CFRE
Gary A Brewer, CFRE
Leslie W. Brown, CFRE
Cora L. Brown, CFRE
Earl R. Browning, CFRE
Chrisse Bub, CFRE
Kirsten B. Bullock, CFRE
Carol Butera-Dutton, CFRE
Suzanne P. Cabrera, CFRE
Anita B Campbell, CFRE
Robert E. Carter, CFRE
Kenann J Cassidy, CFRE
Terri Chastain, CFRE
Melissa Chaykin, CFRE
Craig T. Chiandetti, CFRE
Jerry D. Clevenger, CFRE
Tracy B. Clouser, CFRE
Teresa Ford Cobb, CFRE
DeAnn J. Collins, CFRE
Kathryn J. Cousins, CFRE
Ann S Crook, CFRE
Catherine L. Dailey, CFRE
Paul K. D’Alessandro, CFRE
Janice Davis, CFRE
C. Edwin Davis, CFRE
Robert C. Dawson, CFRE
Marie B. Deckert, CFRE
E. Paul Dietrich, CFRE
Constance C Dillon, CFRE
Jeanene E. Donilon, CFRE
Bernadine Douglas, CFRE
Holly H. Duncan, CFRE
Julia L. East, CFRE
Eleanor S Eastridge, CFRE
Alison T. Eberly, CFRE
Tracy Edwards Frye, CFRE
Jane Egbert, CFRE
Linda M. Eisenhart, CFRE
Kathleen B. Emmett, CFRE
Karen S. Fenton, CFRE
Shirley A. B Fessell, CFRE
Robert J. Finley, CFRE
Amanda E. Fisher, CFRE
Linda H Flax, CFRE
Bonnie M. Flynn, CFRE
Suzanne Foley, CFRE
Tamara F. Foster, CFRE
Ann de Meurisse Fothergill, CFRE
Kenneth Fournie, CFRE
Linell Blair Fromm, CFRE
Armando V. Galella, CFRE
Geraldine Gallagher, CFRE
Joyce A. Galya, CFRE
Katherine L. Gerstman, CFRE
Larry A. Gilhousens, CFRE
Cecy Cowger C. Glenn, CFRE
Terri E. Goldstein, CFRE
Gary L Good, CFRE
Rodney M. Grabowski, CFRE
Sally Gress, CFRE
Michael E. Guillot, CFRE
Daniel T. Gura, CFRE
Karin E. Gustafson, CFRE
Debbie E. Hammer, CFRE
Bruce G. G. Heard, CFRE
Sharon L. Heinrich, CFRE
Penelope J. Henderson, CFRE
Linda S. Hicks, CFRE
Robin Hicks-Connors, CFRE
Gregory S. S. Higgerson, CFRE
Carlton L. Higginbotham, CFRE
David A. Hoffman, CFRE
Sherry Hogan English, CFRE
Janet L. Hoover, CFRE
Lynn J. Hoy, CFRE
Jody L. Huibert-Hamm, CFRE
Linda D. Hull, CFRE
Randall D. Hunt, CFRE
Rick L. Ingalls, CFRE
Kathy M. Ingram, CFRE
Lisa C. Intagliata, CFRE
Roxanne Jacobs, CFRE
Karen T. Jensen, CFRE
Alan R. Johnson, CFRE
Deborah M. Johnson, CFRE
Richard H. Johnson, CFRE
Sharon A. Jones, CFRE
Sarah Jordan-Holmes, CFRE
Wendy Kaplan, CFRE
Vicki S. Katz, CFRE
Vicki Kaufmann, CFRE
Gustave G. Kein, CFRE
Diane Kimes, CFRE
Deborah Kotch, CFRE
Gary D. Koval, CFRE
David R. Kitzmacher, CFRE
Cynthia A. Lake, CFRE
Jane R. Lanier, CFRE
Anna Lanzatella, CFRE
Marianne C LeClair, CFRE
Terry R. Lehman, CFRE
Sara H. Leonard, CFRE
Deborah A Levine, CFRE
Kristin S. Lidinsky, CFRE
Elizabeth A. Liles, CFRE
H. Patricia Lord, CFRE
David A. Luhrsen, CFRE
Andrew E. Lutton, CFRE
Suellen K. Mann, CFRE
Grant E. Martin, CFRE
Karelia Martinez-Carbonell, CFRE
Martha V. Matula, CFRE
Linda J. McAllister, CFRE
Jessica McClain, CFRE
Jane D. McNabb, CFRE
Gail S. Meltzer, CFRE
2007 Certificants

<table>
<thead>
<tr>
<th>Name</th>
<th>CFRE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pamela J. Barden</td>
<td>CFRE</td>
</tr>
<tr>
<td>Mare J. Barnett</td>
<td>CFRE</td>
</tr>
<tr>
<td>John M. Barrett</td>
<td>CFRE</td>
</tr>
<tr>
<td>Michael J. Bates</td>
<td>CFRE</td>
</tr>
<tr>
<td>Brian C. Becker</td>
<td>CFRE</td>
</tr>
<tr>
<td>Marilyn Benuska</td>
<td>CFRE</td>
</tr>
<tr>
<td>Bruce L. Berglund</td>
<td>CFRE</td>
</tr>
<tr>
<td>Betty Bergstrom</td>
<td>CFRE</td>
</tr>
<tr>
<td>Judith L. Blank</td>
<td>CFRE</td>
</tr>
<tr>
<td>Christine S. Bork</td>
<td>CFRE</td>
</tr>
<tr>
<td>William C. Brooks</td>
<td>CFRE</td>
</tr>
<tr>
<td>Helen M. Brooks</td>
<td>CFRE</td>
</tr>
<tr>
<td>Patricia A Broughton</td>
<td>CFRE</td>
</tr>
<tr>
<td>Calef Brown</td>
<td>CFRE</td>
</tr>
<tr>
<td>Carol D. Brown</td>
<td>CFRE</td>
</tr>
<tr>
<td>Sharon S. Burton</td>
<td>CFRE</td>
</tr>
<tr>
<td>Jennifer L. Bush</td>
<td>CFRE</td>
</tr>
<tr>
<td>Michael W. Butterfield</td>
<td>CFRE</td>
</tr>
<tr>
<td>Juan Calixto</td>
<td>CFRE</td>
</tr>
<tr>
<td>Michael D. Call</td>
<td>CFRE</td>
</tr>
<tr>
<td>Bradley F. Carlson</td>
<td>CFRE</td>
</tr>
<tr>
<td>Timothy Case</td>
<td>CFRE</td>
</tr>
<tr>
<td>Patricia R. Cassens</td>
<td>CFRE</td>
</tr>
<tr>
<td>Rosalee Cavataio</td>
<td>CFRE</td>
</tr>
<tr>
<td>Christopher G. Cleghorn</td>
<td>CFRE</td>
</tr>
<tr>
<td>Erna E. Colborn</td>
<td>CFRE</td>
</tr>
<tr>
<td>Alysha B. Comstock</td>
<td>CFRE</td>
</tr>
<tr>
<td>Laura K. Coy</td>
<td>CFRE</td>
</tr>
<tr>
<td>Sherre Jennings Cullen</td>
<td>CFRE</td>
</tr>
<tr>
<td>Sandra L. Daffe</td>
<td>CFRE</td>
</tr>
<tr>
<td>Sandra Danforth</td>
<td>CFRE</td>
</tr>
<tr>
<td>Gwendolyn Perry Davis</td>
<td>CFRE</td>
</tr>
<tr>
<td>Kathy J. Denton</td>
<td>CFRE</td>
</tr>
<tr>
<td>Jennifer Detloff</td>
<td>CFRE</td>
</tr>
<tr>
<td>Margaret DeVine</td>
<td>CFRE</td>
</tr>
<tr>
<td>William L. Devore</td>
<td>CFRE</td>
</tr>
<tr>
<td>Timothy J Dockery</td>
<td>CFRE</td>
</tr>
<tr>
<td>Kathleen Dooley</td>
<td>CFRE</td>
</tr>
<tr>
<td>Marianne Downey</td>
<td>CFRE</td>
</tr>
<tr>
<td>Robert D. Driver</td>
<td>CFRE</td>
</tr>
<tr>
<td>Kathleen F. Dujaisak</td>
<td>CFRE</td>
</tr>
<tr>
<td>Alice L. Eakin-Maliciki</td>
<td>CFRE</td>
</tr>
<tr>
<td>M. Jane Eaves</td>
<td>CFRE</td>
</tr>
<tr>
<td>Heather A. Eddy</td>
<td>CFRE</td>
</tr>
<tr>
<td>Terrence J. Egan</td>
<td>CFRE</td>
</tr>
<tr>
<td>Paula J. Endress</td>
<td>CFRE</td>
</tr>
<tr>
<td>Val M. Ensalaico</td>
<td>CFRE</td>
</tr>
<tr>
<td>Nick M. Falco</td>
<td>CFRE</td>
</tr>
<tr>
<td>Rebecca Fines Hunter</td>
<td>CFRE</td>
</tr>
<tr>
<td>Peter J. Fissinger</td>
<td>CFRE</td>
</tr>
<tr>
<td>Tom Fite</td>
<td>CFRE</td>
</tr>
<tr>
<td>Randy Flachsbart</td>
<td>CFRE</td>
</tr>
<tr>
<td>Gilbert W. Fonger</td>
<td>CFRE</td>
</tr>
<tr>
<td>Randy Frank</td>
<td>CFRE</td>
</tr>
<tr>
<td>Anthony A. Frank</td>
<td>CFRE</td>
</tr>
<tr>
<td>Patti S. Franklin</td>
<td>CFRE</td>
</tr>
<tr>
<td>Melanie Frazier</td>
<td>CFRE</td>
</tr>
<tr>
<td>James H. Frey</td>
<td>CFRE</td>
</tr>
<tr>
<td>Francine Friedman</td>
<td>CFRE</td>
</tr>
<tr>
<td>Theodore D. Frost</td>
<td>CFRE</td>
</tr>
<tr>
<td>Terri Gens</td>
<td>CFRE</td>
</tr>
<tr>
<td>Carol K. Gieske</td>
<td>CFRE</td>
</tr>
<tr>
<td>Grant Gilbert</td>
<td>CFRE</td>
</tr>
<tr>
<td>Marshall R. Gillam</td>
<td>CFRE</td>
</tr>
<tr>
<td>Ann E. Goldman</td>
<td>CFRE</td>
</tr>
<tr>
<td>Nancy S. Good</td>
<td>CFRE</td>
</tr>
<tr>
<td>Michelle D. Gorham</td>
<td>CFRE</td>
</tr>
<tr>
<td>Kimberly R. Gossell</td>
<td>CFRE</td>
</tr>
<tr>
<td>April Gould</td>
<td>CFRE</td>
</tr>
<tr>
<td>Lucille M. Green</td>
<td>CFRE</td>
</tr>
<tr>
<td>Eric J. Green</td>
<td>CFRE</td>
</tr>
<tr>
<td>Amy Greenwood</td>
<td>CFRE</td>
</tr>
<tr>
<td>Susan A. Hacker</td>
<td>CFRE</td>
</tr>
<tr>
<td>Barbara Hailey</td>
<td>CFRE</td>
</tr>
<tr>
<td>Yolanda Hancock-Rahman</td>
<td>CFRE</td>
</tr>
<tr>
<td>Paul N. Hanson</td>
<td>CFRE</td>
</tr>
<tr>
<td>David L. Heetland</td>
<td>CFRE</td>
</tr>
<tr>
<td>Bret L. Heinrich</td>
<td>CFRE</td>
</tr>
<tr>
<td>Jerry D. Heller</td>
<td>CFRE</td>
</tr>
<tr>
<td>Allison Z Hewitt</td>
<td>CFRE</td>
</tr>
<tr>
<td>Marc P. Hilton</td>
<td>CFRE</td>
</tr>
<tr>
<td>Judi Holdorf</td>
<td>CFRE</td>
</tr>
<tr>
<td>Richard W. Holz</td>
<td>CFRE</td>
</tr>
<tr>
<td>Fred W. Holzrichter</td>
<td>CFRE</td>
</tr>
<tr>
<td>David John Hougan</td>
<td>CFRE</td>
</tr>
<tr>
<td>Rhonda S. Huber</td>
<td>CFRE</td>
</tr>
<tr>
<td>Kristin Leigh Hughes</td>
<td>CFRE</td>
</tr>
<tr>
<td>Kathleen M. Hurley</td>
<td>CFRE</td>
</tr>
<tr>
<td>Joy D. Hutchcraft</td>
<td>CFRE</td>
</tr>
<tr>
<td>Heather T. Hutchison</td>
<td>CFRE</td>
</tr>
<tr>
<td>Benjamin J. Imdieke</td>
<td>CFRE</td>
</tr>
<tr>
<td>Janice H. Janovic</td>
<td>CFRE</td>
</tr>
<tr>
<td>Jennifer A. Jeffris</td>
<td>CFRE</td>
</tr>
<tr>
<td>Sarah J Jennings</td>
<td>CFRE</td>
</tr>
<tr>
<td>Jacqueline S. Jonnes</td>
<td>CFRE</td>
</tr>
<tr>
<td>Falona Joy</td>
<td>CFRE</td>
</tr>
<tr>
<td>Paulette M. Karas</td>
<td>CFRE</td>
</tr>
<tr>
<td>Virginia Heubach</td>
<td>CFRE</td>
</tr>
<tr>
<td>Kelly A. Kilty</td>
<td>CFRE</td>
</tr>
<tr>
<td>Maureen Kelly</td>
<td>CFRE</td>
</tr>
<tr>
<td>Priscilla Khoury</td>
<td>CFRE</td>
</tr>
<tr>
<td>FAHP</td>
<td>CFRE</td>
</tr>
<tr>
<td>Marilyn Foster</td>
<td>CFRE</td>
</tr>
<tr>
<td>Kirk A. Kraas</td>
<td>CFRE</td>
</tr>
<tr>
<td>Andrew J. Kramer</td>
<td>CFRE</td>
</tr>
<tr>
<td>Cloydia H. Larimore</td>
<td>CFRE</td>
</tr>
<tr>
<td>Tamara Lee Leonard</td>
<td>CFRE</td>
</tr>
<tr>
<td>Carol J. Levenberg</td>
<td>CFRE</td>
</tr>
<tr>
<td>Kathy A. Leylan</td>
<td>CFRE</td>
</tr>
<tr>
<td>Celinee Libber</td>
<td>CFRE</td>
</tr>
<tr>
<td>Joseph A. Like</td>
<td>CFRE</td>
</tr>
<tr>
<td>Judy T. Lindsey</td>
<td>CFRE</td>
</tr>
<tr>
<td>Kevin Lister</td>
<td>CFRE</td>
</tr>
<tr>
<td>Ruth D. Little</td>
<td>CFRE</td>
</tr>
<tr>
<td>Karla Van Drunen Littouy</td>
<td>CFRE</td>
</tr>
<tr>
<td>James J. Lynch</td>
<td>CFRE</td>
</tr>
<tr>
<td>Calvin W. Lyons</td>
<td>CFRE</td>
</tr>
<tr>
<td>Alexander Macnab</td>
<td>CFRE</td>
</tr>
<tr>
<td>FAHP</td>
<td>CFRE</td>
</tr>
<tr>
<td>Michael J. Mantel</td>
<td>CFRE</td>
</tr>
<tr>
<td>Brenda A. Marcy</td>
<td>CFRE</td>
</tr>
<tr>
<td>Rebecca J. Mark</td>
<td>CFRE</td>
</tr>
<tr>
<td>Erin A. Markson</td>
<td>CFRE</td>
</tr>
<tr>
<td>Hugh A. Mathis</td>
<td>CFRE</td>
</tr>
<tr>
<td>Bruce R. Matthews</td>
<td>CFRE</td>
</tr>
<tr>
<td>Mary Jo May</td>
<td>CFRE</td>
</tr>
<tr>
<td>David M. McGowan</td>
<td>CFRE</td>
</tr>
<tr>
<td>Kevin M. McGrath</td>
<td>CFRE</td>
</tr>
<tr>
<td>John R. Meeklenburg</td>
<td>CFRE</td>
</tr>
<tr>
<td>Cheryl Megurichian</td>
<td>CFRE</td>
</tr>
<tr>
<td>Michael L. Meier</td>
<td>CFRE</td>
</tr>
<tr>
<td>Susan L. Mennenga</td>
<td>CFRE</td>
</tr>
<tr>
<td>Roger A. Meyer</td>
<td>CFRE</td>
</tr>
<tr>
<td>Dennis L. Meyer</td>
<td>CFRE</td>
</tr>
<tr>
<td>Julie R. Milam</td>
<td>CFRE</td>
</tr>
<tr>
<td>Kathleen M. Montealeone</td>
<td>CFRE</td>
</tr>
<tr>
<td>Sarah J. Moore</td>
<td>CFRE</td>
</tr>
<tr>
<td>Larry D. Morrow</td>
<td>CFRE</td>
</tr>
<tr>
<td>Judith Motyka</td>
<td>CFRE</td>
</tr>
<tr>
<td>Melanie J. Murphy</td>
<td>CFRE</td>
</tr>
<tr>
<td>Eileen M. Murray</td>
<td>CFRE</td>
</tr>
<tr>
<td>Linda B. Myette</td>
<td>CFRE</td>
</tr>
<tr>
<td>Beverly E. Neisler</td>
<td>CFRE</td>
</tr>
<tr>
<td>Sandra H. Nelson</td>
<td>CFRE</td>
</tr>
<tr>
<td>Deborah A. Nelson</td>
<td>CFRE</td>
</tr>
<tr>
<td>Linda E. Niemiec</td>
<td>CFRE</td>
</tr>
<tr>
<td>Pamela K. Owens</td>
<td>CFRE</td>
</tr>
<tr>
<td>Patricia D. Palm</td>
<td>CFRE</td>
</tr>
<tr>
<td>Theodore C. Parge</td>
<td>CFRE</td>
</tr>
<tr>
<td>Douglas G. Peck</td>
<td>CFRE</td>
</tr>
<tr>
<td>Beatrice H. Pedersen</td>
<td>CFRE</td>
</tr>
<tr>
<td>Susan A. Peters</td>
<td>CFRE</td>
</tr>
<tr>
<td>Janie S. Petersen</td>
<td>CFRE</td>
</tr>
<tr>
<td>Jamie Phillippe</td>
<td>CFRE</td>
</tr>
<tr>
<td>Tanya Pietkowsk</td>
<td>CFRE</td>
</tr>
<tr>
<td>Sydney Plant</td>
<td>CFRE</td>
</tr>
<tr>
<td>Roy F. Quanstrom</td>
<td>CFRE</td>
</tr>
<tr>
<td>John Quinn</td>
<td>CFRE</td>
</tr>
<tr>
<td>Christine Radtke</td>
<td>CFRE</td>
</tr>
<tr>
<td>George B. Ratin</td>
<td>CFRE</td>
</tr>
<tr>
<td>Allyson J. Regnier</td>
<td>CFRE</td>
</tr>
<tr>
<td>Jill J. Reid</td>
<td>CFRE</td>
</tr>
<tr>
<td>Susan H. Rives</td>
<td>CFRE</td>
</tr>
<tr>
<td>Mark A. Roberts</td>
<td>CFRE</td>
</tr>
<tr>
<td>Gary N. Rowe</td>
<td>CFRE</td>
</tr>
<tr>
<td>Marcy J. Rubic</td>
<td>CFRE</td>
</tr>
<tr>
<td>Mary Beth Rubin</td>
<td>CFRE</td>
</tr>
<tr>
<td>Nathan R. Ruby</td>
<td>CFRE</td>
</tr>
<tr>
<td>Susan Rudigier Mchabcheb</td>
<td>CFRE</td>
</tr>
<tr>
<td>Michele R. Ryan</td>
<td>CFRE</td>
</tr>
<tr>
<td>Rosemary L. Sajak</td>
<td>CFRE</td>
</tr>
<tr>
<td>Amy M. Sajko</td>
<td>CFRE</td>
</tr>
<tr>
<td>David J. Samson</td>
<td>CFRE</td>
</tr>
<tr>
<td>Brenda Scheider</td>
<td>CFRE</td>
</tr>
<tr>
<td>Martha I. Scheidler</td>
<td>CFRE</td>
</tr>
<tr>
<td>Cynthia L. Schmidt</td>
<td>CFRE</td>
</tr>
<tr>
<td>John David Schmitt</td>
<td>CFRE</td>
</tr>
<tr>
<td>Kimberly S. Schweitzer</td>
<td>CFRE</td>
</tr>
<tr>
<td>John P. Sentovich</td>
<td>CFRE</td>
</tr>
<tr>
<td>Robert M. Shafis</td>
<td>CFRE</td>
</tr>
<tr>
<td>Judy A. Siegal</td>
<td>CFRE</td>
</tr>
<tr>
<td>Judith M. Silekis</td>
<td>CFRE</td>
</tr>
<tr>
<td>Joseph P. Skvara</td>
<td>CFRE</td>
</tr>
<tr>
<td>Shelly Smith</td>
<td>CFRE</td>
</tr>
<tr>
<td>Wendy S. Smith</td>
<td>CFRE</td>
</tr>
<tr>
<td>Catherine B. Squires</td>
<td>CFRE</td>
</tr>
<tr>
<td>Rachel C. Stack</td>
<td>CFRE</td>
</tr>
<tr>
<td>Cecilia A Straney</td>
<td>CFRE</td>
</tr>
<tr>
<td>Deborah D. Strauss</td>
<td>CFRE</td>
</tr>
<tr>
<td>Joan Sunseri</td>
<td>CFRE</td>
</tr>
<tr>
<td>Stephen J. Taylor</td>
<td>CFRE</td>
</tr>
<tr>
<td>Mark J. Teresi</td>
<td>CFRE</td>
</tr>
<tr>
<td>David S. Terrill</td>
<td>CFRE</td>
</tr>
<tr>
<td>Kevin Thomas</td>
<td>CFRE</td>
</tr>
<tr>
<td>Hugh P. Turley</td>
<td>CFRE</td>
</tr>
<tr>
<td>Julie L. Turley</td>
<td>CFRE</td>
</tr>
<tr>
<td>Anne Tyree</td>
<td>CFRE</td>
</tr>
<tr>
<td>Randy A. Varju</td>
<td>CFRE</td>
</tr>
<tr>
<td>Lynne D. Vass</td>
<td>CFRE</td>
</tr>
<tr>
<td>Gordon D. Venturella</td>
<td>CFRE</td>
</tr>
<tr>
<td>Barb Vicory</td>
<td>CFRE</td>
</tr>
<tr>
<td>Robert A. Vitas</td>
<td>CFRE</td>
</tr>
<tr>
<td>Patricia S. Wager</td>
<td>CFRE</td>
</tr>
<tr>
<td>Carol V. Wargo</td>
<td>CFRE</td>
</tr>
<tr>
<td>Joyce Watson</td>
<td>CFRE</td>
</tr>
<tr>
<td>Richard B. Whitlock</td>
<td>CFRE</td>
</tr>
<tr>
<td>William Wickenkamp</td>
<td>CFRE</td>
</tr>
<tr>
<td>David E. Wiercinski</td>
<td>CFRE</td>
</tr>
<tr>
<td>Reta Wilcox</td>
<td>CFRE</td>
</tr>
<tr>
<td>Payson S. Wild</td>
<td>CFRE</td>
</tr>
<tr>
<td>Katherine R. Wohlhuter</td>
<td>CFRE</td>
</tr>
<tr>
<td>Michael Wojick</td>
<td>CFRE</td>
</tr>
<tr>
<td>Fleur Wright</td>
<td>CFRE</td>
</tr>
<tr>
<td>Brooke L. Young</td>
<td>CFRE</td>
</tr>
<tr>
<td>Alan C. Zacharias</td>
<td>CFRE</td>
</tr>
<tr>
<td>Richard E. Zumwalt</td>
<td>CFRE</td>
</tr>
</tbody>
</table>

**Indiana, United States**

<table>
<thead>
<tr>
<th>Name</th>
<th>CFRE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eva A. Aldrich</td>
<td>CFRE</td>
</tr>
<tr>
<td>Timothy P. Ardillo</td>
<td>CFRE</td>
</tr>
<tr>
<td>Janet L. Bates</td>
<td>CFRE</td>
</tr>
<tr>
<td>Donna K. Belding</td>
<td>CFRE</td>
</tr>
<tr>
<td>Sally J. Benson</td>
<td>CFRE</td>
</tr>
<tr>
<td>Michelle L. Bingle-Coffman</td>
<td>CFRE</td>
</tr>
<tr>
<td>Peggy W. Blackard</td>
<td>CFRE</td>
</tr>
<tr>
<td>Susan E. Bogan</td>
<td>CFRE</td>
</tr>
<tr>
<td>Scott E. Bova</td>
<td>CFRE</td>
</tr>
<tr>
<td>David A. Bower</td>
<td>CFRE</td>
</tr>
<tr>
<td>Michael F. Bowles</td>
<td>CFRE</td>
</tr>
<tr>
<td>Joan K. Boyer</td>
<td>CFRE</td>
</tr>
<tr>
<td>Wendy W. Boyle</td>
<td>CFRE</td>
</tr>
<tr>
<td>Linda R. Brimmer</td>
<td>CFRE</td>
</tr>
<tr>
<td>Emojean Moorman M. Brindel</td>
<td>CFRE</td>
</tr>
</tbody>
</table>
CFRE Annual Report 2007
<table>
<thead>
<tr>
<th>Kentucky, United States</th>
<th>Louisiana, United States</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christine D. Allen, CFRE</td>
<td>Erin Alexander, CFRE</td>
</tr>
<tr>
<td>John A. Barfield, CFRE</td>
<td>R. Dawn Banks, CFRE</td>
</tr>
<tr>
<td>Elizabeth A. Beckhusen, CFRE</td>
<td>John W. Dunn, CFRE</td>
</tr>
<tr>
<td>Sharon K. Bird, CFRE</td>
<td>Frank Fletcher, CFRE</td>
</tr>
<tr>
<td>Marian F. Blanchard, CFRE</td>
<td>Harrel Freeman, CFRE</td>
</tr>
<tr>
<td>Timothy R. Burcham, CFRE</td>
<td>Louis G. Morrison, CFRE</td>
</tr>
<tr>
<td>Susan D. Caldwell, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Catherine B Chapman, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Lisa M. Urbanic, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Anne R. Wunsch, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Stephen Williams, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Charles E. Willenbrink, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Frances S. Wagner, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Thomas C. Cunningham, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Michael Stratford, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Lee Ellen Martin, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>JoycE M. McNeely, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Cheryl L. Moisan, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Carol G. Morrison, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Robert J. Mueller, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Michael P. Murray, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>William G. Schneider, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Jennifer L. Scott, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Michael M. Shumway, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Becky A. Sittason, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Lee P. Smith, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Michael Stratford, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Florence W. Tandy, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Thomas C. Townsend, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Frances S. Wagner, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Charles E. Willenbrink, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Stephen Williams, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Anne R. Wunsch, CFRE</td>
<td>Barbara D. Smithson, CFRE</td>
</tr>
<tr>
<td>Leicestershire, United Kingdom</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Lisa M. Urbanic, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Louisville, United States</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Erin Alexander, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>R. Dawn Banks, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Jeremy T. Becker, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Stanton L. Cadow, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Carolyn A. Chasse, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>David Paul Comeaux, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>David A. Cresson, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Charles J. DiGange, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Emily A. DiStefano, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Cathleen M Dodge, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Gerald J. Duhon, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Mary L. Gilliam, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Elizabeth L. Grace, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Anne “Bobbi” M. Hess, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Anne S. Higdon, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Wendy M Johns, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Mary Liz Keevers, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>John T. Landry, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>J. Stanley Maher, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Stella A. Mahorner, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Susan K. Mancuso, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Darlene C. McGarry, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Jeffery L. McLain, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Jay D. Meyers, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Antoinette G. Moriarty, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Rebecca T Pennington, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Mila T. Sexton, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Alma Jane Shepard, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Susan C. Suthon, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Bruce G. Willson, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Christopher Wiseman, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Lise M. Pratt, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>John Rainone, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Susan C.D. Suter, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Lisa J. Wahlstrom, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Katherine White, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Susan DeWitt Wilder, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Charles P. Williamson, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Diane L. Woodward, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Laura L. Young, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>C. Thomas Busch, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Mike Butler, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>David W. Canfield, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Sheldon K. Caplis, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Stephen G. Carver, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Shauna A.S. Chabot, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Beth-Anne Chernichowski, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Barbara L. Cicone, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Donna S Clare, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Libby J. Cohen, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Martin A. Conover, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Lori J. Counts, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Sarah C. Covillo, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Julie E. Cox, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>David M. Coyne, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Lynne M. Davidson, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Beth Susa Dochinger, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>David M. Drake, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Sally S. Dunn, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Anita N. Durel, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Dolly Dyer, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Kathleen W Elliott, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Debbie Ezrin, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Sarah Fawcett-Lee, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>David Felzenberg, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Nancy A. Fenton, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Donna M. Finley, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Deborah A. Flaterman, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Robert K. Gehman, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Melissa Gill, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Walter R. Gillette, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Marjorie Goldman, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Kathy R. Greaser, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Frances Gunshol, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Barbara Harr, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Stacey S. Heckel, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Lisa Hillman, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Geannine L. Hladky, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Kay E. Hoffman, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Karen K. Hussey, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Bridig D. Kernan, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Valerie A.A. Lapcinski, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>John T. Landry, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Marjorie A. Lippe, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Kevin M. Sturtevant, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Ann F. Suydam, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Anne Putney Swire, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Douglas G. Smith, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Pamela Spears, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Susan M. Schaefer, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Lisa A. Seisichab, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Isazetta A. Spikes, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Douglas G. Smith, CFRE</td>
<td>Maine, United States</td>
</tr>
<tr>
<td>Lisa L. Torres, CFRE</td>
<td>Maine, United States</td>
</tr>
</tbody>
</table>
## 2007 Certificants

**Minnesota, United States**
- Mark S. Abner, CFRE
- Jayne Adams Piehl, CFRE
- Roberta M. Allan, CFRE
- Nancy A. Appel, CFRE
- Robert W. Barry, CFRE
- Gary S. Bawden, CFRE
- Timothy M. Benz, CFRE
- Anne C. Berberich, CFRE
- Lawrence M M. Boatman, CFRE
- Thomas P. Bonner, CFRE
- Bruce C. Bonnicksen, CFRE
- Andrea L. Bork, CFRE
- Nancy M. Brown, CFRE
- Lisa M. Brusseau, CFRE
- Tricia G. Bunten, CFRE
- Timothy J. Burchill, CFRE
- Delbert W. Case, CFRE
- Catherine Coghlan, CFRE
- Janene M. Connelly, CFRE
- Stephen E. Cramer, CFRE
- Margaret Anne Herbert Derksen, CFRE
- Susan C. Dunlop, CFRE
- James M. Dwyer, CFRE
- Tiffany Ej, CFRE
- Kim B. Embretson, CFRE
- Richard L. Engdahl, CFRE
- Donald A. Engel, CFRE
- Karen M. Erlenbusch, CFRE
- Michael G. Ferber, CFRE
- Sharon Hentges Ferraro, CFRE
- Barbara A. Fiasch, CFRE
- Michael D. Flynn, CFRE
- Bette A. Forberg, CFRE
- Heather A. Glasso, CFRE
- Susan M. Godon, CFRE
- Jean Caroline Gorell, CFRE
- Celine M. Graham, CFRE
- Rosemary W. Gruber, CFRE
- Mark E Haidet, CFRE
- Randall J. Hallett, CFRE
- Judy A. Hanne, CFRE
- Brighid H. Hansen, CFRE
- Kathleen G Hansen, CFRE
- Michael J. Henley, CFRE
- Linda Hennings, CFRE
- Mark L. Hill, CFRE
- Joan V Hiller, CFRE
- Terri L. Hokanson, CFRE
- Karen A. Humphrey, CFRE
- Mary Jo Jackson, CFRE
- Hal Johnson, CFRE
- James P. Johnson, CFRE
- Steven F. Johnston, CFRE
- Mary S. Jones, CFRE
- Dennis Kelly, CFRE
- Jennifer Kim, CFRE
- Susan K. Knollenberg, CFRE
- Dolores M. M. Korf, CFRE
- Kathrynn L. Kuehls, CFRE
- Martha A Kunau, CFRE
- Sara Larson, CFRE
- Margaret Li, CFRE
- Vicki Loefquist, CFRE
- Erin T. Lonergan, CFRE
- Anne L. Long, CFRE
- Brian M. McCartan, CFRE
- Brenda J. Moore, CFRE
- Fredrick C. Moors, CFRE
- Don Myrvik, CFRE
- Scott A. Nelson, CFRE
- Mark A. Skipper, CFRE
- Linda K. Smith, CFRE
- Jennifer H Spiller, CFRE
- William A. Sullivan, CFRE
- John S. Swanholm, CFRE
- Don W. Taylor, CFRE
- Glenn Thiel, CFRE
- Cari B. Uslan, CFRE
- Jay H. Vogelsang, CFRE
- Jill M. Walker, CFRE
- Vincent J. Walker, CFRE
- Emil Robbie Wayne, CFRE
- Jeremy Wells, CFRE
- Alexzia WhiteCrow, CFRE
- Daniel D. Wiersum, CFRE
- David K. Williams, CFRE
- Anneliese R Wright, CFRE
- Reid A. Zimmerman, CFRE
- Melissa A Bode, CFRE
- Joan E. Bosler, CFRE
- Raya A. Bromell, CFRE
- Donna M. Bruner, CFRE
- Laura Elizabeth Burkes, CFRE
- Mary E. Burton-Hitt, CFRE
- Andre T. Butler, CFRE
- Steven J. Byers, CFRE
- Jana Byington-Smith, CFRE
- Brent A. Caswell, CFRE
- Teri L. Champion, CFRE
- Edward Clay, CFRE
- Morgan R. Clevenger, CFRE
- Frank J. Cognata, CFRE
- Evelyn E. Craig, CFRE
- Maureen E. Cunningham, CFRE
- Deborah M. Danner, CFRE
- Grace Lang Davidson, CFRE
- Lisa J. Dinga, CFRE
- Judith Jan Donovan, CFRE
- Marjorie L. Duker, CFRE
- William F. Eastman, CFRE
- Constance L. Egger, CFRE
- Sandra G Ehrlich, CFRE
- Nancy E. Eisler, CFRE
- Robin M. Feder, CFRE
- Debbie Freeman, CFRE
- Jessie A. Fuller, CFRE
- Roger A. Gafke, CFRE
- Laura Gajda, CFRE
- Deborah A. Kleiboeker, CFRE
- Stephanie A. Maxwell, CFRE
- Linda B. Montgomery, CFRE
- Charles A. Nott, CFRE
- Juliannne Smith Pattison, CFRE

**Mississippi, United States**
- Derek D. Alley, CFRE
- Beth Berger Autrey, CFRE
- Natalie F. Carlisle, CFRE
- Kristina J. Carlson, CFRE
- David Patrick Eaton, CFRE
- L. Keith Gaskin, CFRE
- Scherry S Gilliland, CFRE
- Noel Dean Hancock, CFRE
- Joan M. Kaye, CFRE
- Paul Kettering, CFRE
- Deborah A. Kleiboeker, CFRE
- Stephanie A. Maxwell, CFRE
- Linda B. Montgomery, CFRE
- Charles A. Nott, CFRE
- Juliannne Smith Pattison, CFRE

**Missouri, United States**
- Lisa Alexander, CFRE
- Cynthia L. Allen, CFRE
- Thomas J. Angus, CFRE
- Madelynn C. Arana, CFRE
- Patricia R. Arnold, CFRE
- Gene Aug, CFRE
- Lynn M. Badura, CFRE
- Robert L. Basham, CFRE
- Mary Pat Beals, CFRE
- Matthew J. Beem, CFRE
- J. Stuart Hoffman, CFRE
- Mark D. Hofman, CFRE
- Cynthia S. Holter, CFRE
- Richard L. Holtz, CFRE
- Kathleen A. Howard, CFRE
- Claire Vatterot Hundell, CFRE
- Jeffrey L. Huntington, CFRE
- Virginia M. N Imster, CFRE
- Christine M. Jenkins, CFRE
- Dorothy A. Kaestner, CFRE
- Susan E Kaiser, CFRE
- Dennis M. Kempf, CFRE
- Rina Kemper, CFRE
- Marcia M. Kerz, CFRE
- William H. Kiel, CFRE
- Mary King Hendricks, CFRE
- Kevin Kirby, CFRE
- Edie P. Kirk, CFRE
- Kathryn A. Knotts, CFRE
- Alan R Koepe, CFRE
- Jane E. Koster, CFRE
- Catherine S Krane, CFRE
- Robin Meyer Kraulis, CFRE
- Kathleen M. Larsen, CFRE
- David L. Lauber, CFRE
- Sherry R. LeMaster, CFRE
- Joel M. Levy, CFRE
- Ralph E. Lewis, CFRE
- Elsa L. Listrom, CFRE
- Mary Ann Litras, CFRE
- Diane B. Ludwig, CFRE
- Stuart M. Manewith, CFRE
- Mark D. Marshall, CFRE
- Christine D Maxfield, CFRE
- Robert D. Mayer, CFRE
- Laura Mayhew Albes, CFRE
- Paula McBarnett, CFRE
- Donna McGinnis, CFRE
- Katherine A. McGowan, CFRE
- Sonya C. McClelland, CFRE
- Steve Meier, CFRE
- Dawn Miller, CFRE
- James M. Miller, CFRE
- Yvonne Dowdy Miller, CFRE
- Judith C. Miniaci, CFRE
- Pamela Moore, CFRE
- Lori Moore-McMullen, CFRE
2007 Certificants

Anita C Feiner, CFRE
Jeffrey Fetzko, CFRE
Peter W. Francisco, CFRE
Mary T. Funsch, CFRE
William A. Goodloe, CFRE
Alan H. Grossman, CFRE
Margaret A. Guellich, CFRE
Daphne R. Halpern, CFRE
Peter H. Hansen, CFRE
Michele Hickey, CFRE
Janet P. Kelleher, CFRE
Jenny-Ann Kershner, CFRE
Jane Kessler, CFRE
Stephen D. Laruccia, CFRE
Kathleen A. Lein-DeSantis, CFRE
Joseph M. Leso, CFRE
Frances A. MacAllister, CFRE
Elizabeth J. Mason, CFRE
Peggy J. Mathieu, CFRE
Margaret J. McClean, CFRE
Jennifer S. Mehr, CFRE
Lucinda L. Mercer, CFRE
Carl J. Minardo, CFRE
Rosemary C. Mitchell, CFRE
Norma Monaghan, CFRE
Bridget Murphy, CFRE
Margaret T. Natter, CFRE
Richelle K. Ogle, CFRE
Lloyd J. Oxford, CFRE
Pamela M Palumbo, CFRE
Delia G. Perez, CFRE
Thomas J. Piratzky, CFRE
Ann M. Poskocił, CFRE
James F. Quinn, CFRE
Richard Renzulli, CFRE
Rosine J. Reynolds, CFRE
Paullette G. Roberts, CFRE, FAHP
Thomas Christian Rollins, CFRE
Richard A. Rumsey, CFRE
George C. Ruotolo, CFRE
Mary Louise Russo, CFRE
Ely F. Santoni, CFRE
Bonnie Fox Sirower, CFRE
Kathleen O. Smythe, CFRE
Jacqueline St. Angel, CFRE
Heather E. Stivison, CFRE
Glen A. Stull, CFRE
Robin L. Todd, CFRE
Beatrice Troiani, CFRE
Amy Vogel, CFRE
Robert E. Wahlers, CFRE
Patrick F. Willenborg, CFRE
William L. Winston, CFRE
Elizabeth Boluch Wood, CFRE
Kenneth Z. Zaentz, CFRE
Robert R. Zweifler, CFRE

New Mexico, United States
Cyndi D Ankiewicz, CFRE
JoAnn Lynn Balzer, CFRE
Marla Caulk, CFRE
Kevin A Hagen, CFRE
Lawrence J. Halm, CFRE
Pamela Hurd-Knief, CFRE
Alan V Pearson, CFRE
Kathryn C. Peck, CFRE
Diane L. Robbins, CFRE
Donna M. Romoser, CFRE
Steven E. Ross, CFRE
Nancy C. Sharp, CFRE
Kelley Shull Tredwin, CFRE
Susan E. Simmons, CFRE
Dawn Storostka, CFRE
Kenneth L Thompson, CFRE
Terra A. Van Dyke, CFRE
Susan Walton, CFRE
Barbara S Wise, CFRE
Joy Wohl LeCuyer, CFRE

New South Wales, Australia
Joy N. Barrett, CFRE
Debbie G. Beder, CFRE
Christopher Benaud, CFRE
Graeme F. Bradshaw, CFRE
Jennifer C. Doubell, CFRE
Jennifer Elliott, CFRE
Judith Ford, CFRE
Alex Green, CFRE
John C. Herring, CFRE
Jannine A Jackson, CFRE
Michael G. LeCouture, CFRE
Andrew A Markwell, CFRE
Evelyn R. Mason, CFRE
Timothy Matthews, CFRE
Lindsay B. May, CFRE
Stuart C. McGill, CFRE
Janice M. Pavey, CFRE
Karl Lawrence Van Rhoon, CFRE
Marlyn Rickard, CFRE
John A. Townend, CFRE
Peter J. Treseder, CFRE
Alicia J. Watson, CFRE
Phil E. Wilson, CFRE

New York, United States
Paul J. Adamo, CFRE
Myra F. Addington, CFRE
F. Raymond Agnew, CFRE
Robert S. Amato, CFRE
Clara A. Amster, CFRE
Bruce M. Arbit, CFRE
Jane Armbruster, CFRE
Susan L. Axelrod, CFRE
Gweldon C. Axelson, CFRE
Jeffrey Bagel, CFRE
Paula C Barbag, CFRE
Laurence G Barnett, CFRE
Elise M. Barry, CFRE
Barbara Bates, CFRE
Marina Belessis-Casoria, CFRE
James Y. Bender, CFRE
Carrie Berse, CFRE, FAHP
Julie Billings, CFRE
Carol Ausubel Blumenfeld, CFRE
Cynthia C Boenhike, CFRE
Gregory L. Boroff, CFRE
Dennis J. Boyle, CFRE
Ivan M. Braun, CFRE
Irwin Brod, CFRE
Dennis P. Buckley, CFRE
Adrienne D. Capps, CFRE
Bianca A. Carter, CFRE
Lagrand E. Chase, CFRE
Patricia H Clemency, CFRE
Kathleen M. Cole, CFRE
David C. Condliffe, CFRE
Jeffrey G. Cory, CFRE
Barry E. Cosel-Pieper, CFRE
Marcia R. Craner, CFRE
Maureen A. Cullinan, CFRE
Donald A. Curtis, CFRE
Richard K. Davis, CFRE
Michael J. Degenhart, CFRE
Mario John J DellaPina, CFRE
Dianne Armstrong DeLorenzo, CFRE
Roger W. Dow, CFRE
Randi Shubin Dresner, CFRE
Helen A. Dudkewicz, CFRE
William Easterly, CFRE
Leonard P. Erb, CFRE
Ellen R. Errigo, CFRE
Yvonne C. Ervin, CFRE
Joseph A. Ferraro, CFRE
Susan J. Fields, CFRE
Patrick T. Flynn, CFRE
Kathleen Flynn, CFRE
Nancy Fox Cafaro, CFRE
Maureen A. Fox, CFRE
Karen M. Gaffney, CFRE
Kelly E. Gagan, CFRE
Benjamin A. Gair, CFRE
Shawn D. Galbreath, CFRE
John P. Gleason, CFRE
Paul W. Goldberg, CFRE
Henry Goldstein, CFRE
Jennifer S. Goodwin, CFRE
Melissa Gradel, CFRE
Mary E. Greene, CFRE
Lorraine M. Greif, CFRE
Thomas J. Guagliardo, CFRE
Kathleen Z. Gupta, CFRE
Joan Piper Harden, CFRE
Sandra A. Harris, CFRE
Jody M. Harvey, CFRE
Richard L. Heist, CFRE
Linda L. Henley, CFRE
Becky L. Herman, CFRE
Janet Cooperman Hiser, CFRE
Valerie King Hoak, CFRE
Beth Lynn Hoey, CFRE
Barbara J. Hole, CFRE
Sarah L. Holland, CFRE
James Hopkins, CFRE
Steven A. Humphrey, CFRE
Carolyn W Hunt, CFRE
William F. Hurley, CFRE
Frank A. Interlichia, CFRE
Barbara Jablonski, CFRE
Wells B. Jones, CFRE
Lynne Mari Jones, CFRE
Mark I. Kalish, CFRE
Christine Kane, CFRE
Teresa S. Karamanos, CFRE
Jeffrey A. Kassover, CFRE
Louis Katz, CFRE
McKenzie Keenan, CFRE
Dana Kimberly, CFRE
Charles D. Kimmel, CFRE
James C. Kisser, CFRE
Patricia G. Knutsen, CFRE
Steffen T. Krashtem, CFRE
Barbara Lackner-Ware, CFRE
Diane M. LaVigna-Wixted, CFRE
Judith F. Lemoncelli, CFRE
Stephen M. Levy, CFRE
Jovanna Little, CFRE
Harry Lynch, CFRE
Karen A. Macier, CFRE
Craig MacPherson, CFRE
Nora L. Mandel, CFRE
Sharon D. Markman, CFRE
Marsha C. Markshied, CFRE
Toni Maxwell, CFRE
J. Douglas McDaniel, CFRE
Ann McGuiness, CFRE
Mary McNamara, CFRE
Robin Merle, CFRE
Janet B. Miller, CFRE
James F. F. Mitchell, CFRE
Jan R. Mittan, CFRE
Edward F. Moffett, CFRE
Patricia A. Moran, CFRE
Carolyn A. Morris-Hunt, CFRE
Keith A. Muhleman, CFRE
Edgar J. Myers, CFRE
Jennifer K. Myzak, CFRE
Caroline E. Nagel, CFRE
Judith E. Nichols, CFRE
Sara L. Niemeyer, CFRE
Jose B. Ojeda, CFRE
Kathleen E. Pavelka, CFRE

CFRE Annual Report 2007
2007 Certificants

Patricia A. Bilow, CFRE
Barbara L. Bishop Hanck, CFRE
Susan O. Black, CFRE
Jodi L. Bopp, CFRE
Jeffrey M Bowen, CFRE
Barbara R. Boyce, CFRE
Patricia G. Branam, CFRE
Kristin G. Broadbent, CFRE
Paul L. Brown, CFRE
Janet A. Burns, CFRE
Lori L. Burr, CFRE
Stacy A. Caddey, CFRE
Carol L. Carbay, CFRE
Audrey J. Casey, CFRE
Jim J. Chroust, CFRE
Barbara J. Clemenson, CFRE
Cynthia Perry Colebrook, CFRE
Donna W. Coleman, CFRE
Patricia A. Corcoran, CFRE
Michelle D. Cramer, CFRE
Kristin J. Culp, CFRE
Stephanie Dames, CFRE
Jeffrey D. Damron, CFRE
Ronald D. Dauphin, CFRE
Amy Edgar Davis, CFRE
Rose M. Denman, CFRE
Susan K. Denning, CFRE
Rebecca S. Drumm, CFRE
Joanne L. Eberhart, CFRE
Patricia G. Egan, CFRE
John C. Fehlman, CFRE
Ruth Ann Ference, CFRE
Laura L. Fike, CFRE
Mary C. Fischer, CFRE
Thomas Fodor, CFRE
David H. Foubert, CFRE
Joyce T. Garabrant, CFRE
John F. Garofalo, CFRE
Patricia J. Gibboney, CFRE
William R. Gioielli, CFRE
John G. Goettler, CFRE
Susan L. Golden, CFRE
Marianne Gorczyca, CFRE
Shelley L Green, CFRE
Freddie D Haddad, CFRE
Barbara M. Hammond, CFRE
Kyle Hansen, CFRE
Charles R. Hayes, CFRE
Tracy Hearm, CFRE
Robert Heile, CFRE
Ronald W. Herre, CFRE
Lynda J Heyl, CFRE
James R. Hickey, CFRE
Gina J. Hinshaw, CFRE
Russell L. Hodge, CFRE
Carol A. Hoffman, CFRE
Thomas G. Hofmann, CFRE
Betsy H. Hope, CFRE
James P. Howard, CFRE
Kathleen A. Hunt, CFRE
Lori Hunter Overmeyer, CFRE
Gloria Hurwitz, CFRE
Mary Alice Isele, CFRE
Laramie A. Jung, CFRE
Karen J. Kannenberg, CFRE
Thomas K. Keller, CFRE
Erie K Keller, CFRE
Robert P. Kellison, CFRE
Yvette R. Kelly-Fields, CFRE
Mary E. Kelsey, CFRE
William J. Kimball, CFRE
Pamela L Kinane, CFRE
Thomas J. Kolda, CFRE
Thomas H. Konkoly, CFRE
Linda Kostka, CFRE
Barbara K. Latham, CFRE
Marcia Sloan Latta, CFRE
Susan Smith Lesch, CFRE
Cheryl M. Lewis, CFRE
Brett A. Loney, CFRE
Annette M. Luebbe, CFRE
Laura J. MacDonald, CFRE
Joseph L. Maceo, CFRE
Michael P. Marsh, CFRE
Lyn Marsteller, CFRE
Mark E. Maxwell, CFRE
Barry A. McEwen, CFRE
Paul J. McFadden, CFRE
John T. Mercer, CFRE
Harold E. Merz, CFRE
Murley Miller, CFRE
Deborah S. Miller, CFRE
Ronald L. Molen, CFRE
Timothy W. Montgomery, CFRE
Sandra M. Morckel, CFRE
Patricia A. Murphy, CFRE
Janet Neal, CFRE
Diana S. Newman, CFRE
Vanessa R. Nicely, CFRE
Ann Marie Latkak Nocella, CFRE
Jena Pado, CFRE
John Ward Pallotta, CFRE
Pat Palombo, CFRE
Michael M. Parks, CFRE
Michael J. Parry, CFRE
Alex S. Petrus, CFRE
Jennifer L. Phelps, CFRE
Sue Phillips, CFRE
Lucianne Phillips, CFRE
Walter P. Pidgeon, CFRE
Trudy Pieper, CFRE
John D. Pietila, CFRE
Linda J. N. Prosk, CFRE
Carol M. Provan, CFRE
Mary J. Rainsberger, CFRE
Linda A. Ray, CFRE
Elizabeth A. Redden, CFRE
Amy Restorick Roberts, CFRE
Kevin E. Riordan, CFRE
Ben Y. Robinson, CFRE
Joy A. Rogers, CFRE
Diane G. Ruder, CFRE
Jan L. Ruma, CFRE
James D. Runyon, CFRE
Ann Z. Russell, CFRE
Karen M. Ryals, CFRE
Charles Sandstrom, CFRE
Michelle L. Sanson, CFRE
Kathleen J. Scarbrough, CFRE
Shannon A. Schaeffer, CFRE
Rosemary Schlachter, CFRE
John Michael M. Schmidt, CFRE
F. Stephen Schnabl, CFRE
Norma J. Sexton, CFRE
Brian D. Sheetz, CFRE
Constance S. Sipple, CFRE
Roberta L. Skipton, CFRE
Michael F. Skube, CFRE
Cheryl J. Smoat, CFRE
C. Vernon Snyder, CFRE
Pamela Sophiajohn, CFRE
Michael J Stein, CFRE
Ruth I. Stenberg, CFRE
Anne W. Stern, CFRE
JoAnn m Stock, CFRE
Vicki J. Stouffer, CFRE
Diane M. Strachan, CFRE
Rita M. Sturwold, CFRE
Andrew A. Swallow, CFRE
Judie List Sweeney, CFRE
Valerie Sweeney, CFRE
Mary Sue Tanis, CFRE
Barbara L. Tartaglia, CFRE
Katherine A. Tatterson, CFRE
Gerald J. Tenbosch, CFRE
Roberta L. Terapak, CFRE
Jon T. Trainor, CFRE
Margo S. Tucker, CFRE
P. William VanderWyden III, CFRE
Elizabeth C. Vernick, CFRE
Michael J. Volan, CFRE
Karen D. Volke, CFRE
Susan S Warsaw, CFRE
Joy D. Watson, CFRE
Mary Lou Wellman, CFRE
Sue W Welty, CFRE
Janet Wermuth, CFRE
Tony Werner, CFRE
Michael P. Whalen, CFRE
Carla S. Willis, CFRE
Margaret W. Wolf, CFRE
Frank D.R. Wood, CFRE
Mary Lou Wellman, CFRE
Janet Wermuth, CFRE
Tony Werner, CFRE
Fay A. Palma, CFRE
Celia M. Palmer, CFRE
Alan R. Proctor, CFRE
Sheryl Rice Rhodes, CFRE
Shelley J. Ricker, CFRE
Janice L. Samples, CFRE
Karen B. Senger, CFRE
Sue Ann Sharp, CFRE
Lynn J. Sossaman, CFRE
Donna M. Stidham, CFRE
Martha W. Stone, CFRE
Marvin K. Stroman, CFRE
Lehtia P. Stuart, CFRE
Joyce Darlene Tegeler, CFRE
Sharon S. Terry, CFRE
Carrie F. Vesely, CFRE
Penny M. Voss, CFRE
Janis Updike Walker, CFRE
Susanna P. Will, CFRE
Christine O. Woodworth, CFRE

Oklahoma, United States
Larry J. Bartley, CFRE
David L. Battles, CFRE
Melody A. Beuchaw, CFRE
Ragan Rogers Blackmon, CFRE
Richard R. Boone, CFRE
Mario X.P. Duffy, CFRE
Jana L Duffy, CFRE
Nita Janice Edmiston, CFRE
Mary Charlene Fabian, CFRE
Janet L. Gaskins, CFRE
Julie R. Gonzalez, CFRE
Marcia Graham, CFRE

Ontario, Canada
Roger D. Ali, CFRE
Kathy Allan, CFRE
Beverly J. Allen, CFRE
Katherine Aleya, CFRE
Kathleen M. Ancker, CFRE
Beverley Anderson, CFRE
John Andresen, CFRE
Ann S Andrusyszyn, CFRE
D. Lee Angus, CFRE
Monique Archambault, CFRE
Cynthia J. Armour, CFRE
Nicole G. Arnold, CFRE

CFRE Annual Report 2007
Ken G Aucoin, CFRE
Kathryn E. Babcock, CFRE
Tracey A. Bailey, CFRE
Zak Bailey, CFRE
Cynthia Ball, CFRE
Ann Barnard Ball, CFRE
Sue Barnes, CFRE
Deborah J. Barton, CFRE
Deborah Bauder, CFRE
Pamala M. Beavis, CFRE
Michelle M Campbell, CFRE, FAHP
Megan E.A. Campbell, CFRE
Theresa A. Butler-Porter, CFRE
Malcolm D. Burrows, CFRE
Andy B Burnside, CFRE
Joan A. A. Burdette, CFRE
Linda D. Bryson, CFRE
Fiona Brown, CFRE
Timothy E.J. Brown, CFRE
Alison Broadworth, CFRE
Lisa Boyle, CFRE
Karen A Brackley, CFRE
Debra Bond-Gorr, CFRE
Suzanne Bone, CFRE
Sherry A Booth, CFRE
Suzanne Duncan, CFRE
Maria Dyck, CFRE
Douglas Earle, CFRE
Laird W.H. Eddy, CFRE
Susan J. Egles, CFRE
Gina Eisler, CFRE
Heather K. Eland, CFRE
Leah G. Eustace, CFRE
Lisa M. Eveleigh, CFRE
Ellen Ewert, CFRE
Ronald J. Fairchild, CFRE
Heather M Ferguson, CFRE
Phyllis C. Ferguson, CFRE
Maureen Flanagan Pool, CFRE
Sharon Flashford, CFRE
Lois A. Flemming, CFRE
Donald Scott Forfar, CFRE
Scott Fortnum, CFRE
Robin L.L. Fowler, CFRE
Naomi R. Fowlie, CFRE
Shirley J. Freew, CFRE
Yves C.I. Gadler, CFRE
Melanie C. Gaertner, CFRE
Margaret E. Gage, CFRE
Len Gamache, CFRE
Laura C. Gatenby, CFRE
Tony Giampietro, CFRE
Gary Gladstone, CFRE
Nicole S Goldstone, CFRE
Donald E. Gordon, CFRE
Lois Graveline, CFRE
Jennifer I. Gray, CFRE
Linda J Gray, CFRE
Fraser Green, CFRE
Virginia Medland Green, CFRE
Deborah Greenfield Findlay, CFRE
Pati Greenwood, CFRE
Sheilaa A Guthrie, CFRE
Sharilyn D. Hale, CFRE
Mary F. Hanley, CFRE
Susan Hardy, CFRE
Gay (Gwendolyn) W. Harper, CFRE
Nancy J. J. Hewat, CFRE, FAHP
Tom Hewitt, CFRE
Sheila Hicks, CFRE
Mark Hierlihy, CFRE
Anissa B. Hilborn, CFRE
Graham Hill, CFRE
Bruce R. Hill, CFRE
Catherine S. Hinton, CFRE
Christopher H. Hobbs, CFRE
Anthony Holl, CFRE
Alasdair Hooper, CFRE
Jay K Hooper, CFRE
Tom E Horlor, CFRE
Peggy Hornell, CFRE
Susan Horvath, CFRE
Beverley C. Howell, CFRE
Allison Howell, CFRE
Dalit Dell Humé, CFRE
M. Catherine M. Hurley, CFRE
Emily K. Hutchinson, CFRE
Ibrahim Inayatullah, CFRE
Cheryl Appleby Jackson, CFRE
Dorothy Jakovenko, CFRE
Jane M. Jamieson, CFRE
Liza Jerome, CFRE
Marilyn R. Job, CFRE
Jane Scanlon Johnson, CFRE
Linda M. Jones, CFRE
Margaret N. Jones, CFRE
Alanna J.T. Jones, CFRE
Maria J. Jordan, CFRE
Mridula Joyner, CFRE
Sylvia Kadlick, CFRE
Alex S. Kaminsky, CFRE
Judy M. Kerr, CFRE
Rachel T. Kindt, CFRE
Laurel V. King, CFRE
Cynthia S. Kinnunen, CFRE
Timothy J. Klute, CFRE
Jennifer Laakkonen, CFRE
John E. LaFramboise, CFRE
Tracey Y. Lamb, CFRE
Nicole M. Lamont, CFRE
Guy W. Laporte, CFRE
Dolores P. Larrier, CFRE
Anette Larsson, CFRE
Patricia I Lauzon, CFRE
Rob Lavery, CFRE
Jerry Lawlor, CFRE
Susan F. Lawsonson, CFRE
James P. Lawson, CFRE
Susan M. Laycock, CFRE
William M. Leacy, CFRE
Sharon Lee, CFRE
Tony Lee, CFRE
Deborah Moffat Legrove, CFRE
Lisa F. Lemon, CFRE
Tina Leslie, CFRE
Catherine A. Leslie, CFRE
Greg D. Lichti, CFRE
Andrea D Lindsay, CFRE
Dianne Lister, CFRE
Katharine C. Little, CFRE
Tania L. Little, CFRE
Lilian Litwin, CFRE
Marie J Lizotte, CFRE
Hazel M Lloydt, CFRE
Susan A. Lockett, CFRE
Frank H. Lockington, CFRE
Jamian Logue, CFRE
Deborah M. Loosemore, CFRE
Anthony Lockhart Lovell, CFRE
Heather Macdonald, CFRE
Judith L. MacGowan, CFRE
Kimberley MacKenzie, CFRE
Angie L. Mackie, CFRE
Heather MacKeson, CFRE
Caterina F. Magisano, CFRE
Jo-Anne M. Mancini, CFRE
Catherine J. Mann, CFRE
Laura J. Manning, CFRE
Linda A. Marco, CFRE
Paul E. Marcus, CFRE
Robin B. Markowitz, CFRE
Meredith A. Marr, CFRE
Lesley A. Marshall, CFRE
Deborah A. Maties, CFRE
Gregory C. Mathers, CFRE
Michael Mazza, CFRE
Harry McCay, CFRE
James B. McBride, CFRE
Nicole McCahon, CFRE
Beth McCarthy, CFRE
Beth McDonald, CFRE
Debbie Ann McGarry, CFRE
Heather H. McKenziel, CFRE
Susan A. McLean, CFRE
Joanne McMeekin, CFRE
Valerie McGurty, CFRE
Mary Elizabeth McPherson, CFRE
Terry M. Mercer, CFRE
Alayne L. Mettrick, CFRE, FAHP
Cindy L Mewhinney, CFRE
Mireille Millette, CFRE
Elizabeth F. Mills, CFRE
Peter Joseph Misiaszek, CFRE
Theresa E. Mitchell, CFRE
Patricia L. Mongeon, CFRE
Anne Moore, CFRE
Paul J Moore, CFRE
Richard Morgan, CFRE
Oleksandr Morosovskyi, CFRE
Jenny M. Mott, CFRE
Mitze S. Mourinho, CFRE
Susan Mullin, CFRE
Richard G. Munro, CFRE
Sarah J. Nadalin, CFRE
2007 Certificants

Sarah M.A. Nagy, CFRE
Marina Nawrocki, CFRE
Jill A. Nelson, CFRE
Janice M. New, CFRE
Carl Nicholson, CFRE
Anita D. Nielsen, CFRE
Rosemary H. Oliver, CFRE
Andrea Olson, CFRE
Michelle M.B. Osborne, CFRE
John Ouellette, CFRE
Christa-Dora Pabst, CFRE
Andrea Pace, CFRE
Edita Page, CFRE
Jill Palmer Abbott, CFRE
Karen B. Berlin, CFRE
Jennifer A Baumann, CFRE
Melody Ayers, CFRE
Kelly L Anderson, CFRE
Eric W. Alexander, CFRE
Mary Lee R Alder, CFRE
Oregon, United States
Linda A Alband, CFRE
Mary Lee R Alder, CFRE
Eric W Alexander, CFRE
Felicia H Allender-Brant, CFRE
Deborah P Ameen, CFRE
Kelly L Anderson, CFRE
Vynette Arnell, CFRE
Melody Ayers, CFRE
Jennifer A Baumann, CFRE
Karen B Berlin, CFRE
Peter J Bilotta, CFRE
Kelly S Buechler, CFRE
Kevin Cote, CFRE
Catherine Crooker, CFRE
Anne T T Dale, CFRE
Tomika A Dew, CFRE
Eleanor E Dir, CFRE
Marcia J Director, CFRE
P Michael Drake, CFRE
Lee C Effmann, CFRE
Shannon E Evers, CFRE
Ron Fenchak, CFRE
Julie A Fitzgerald, CFRE
Cheryl Hall Franceschi, CFRE
Thomas P Grunow, CFRE
Stephen N Guntli, CFRE
Nova L Hamar, CFRE
Barry A Hazard, CFRE
Sandra Healy, CFRE
Dwight M Heaney, CFRE
Kathy Lynch Hostetter, CFRE
Joseph L Hunter, CFRE
Michael T Jacobs, CFRE
Lisa M James, CFRE
Kevin Johnson, CFRE
William G Kemp, CFRE
Helen Kennedy, CFRE
Stephen P Kiewer, CFRE
John A Korb, CFRE
Jeff Larson, CFRE
Ronald P Latham, CFRE
A Daniel J Lee, CFRE
James H Lewis, CFRE
Irene A Lord, CFRE
Elizabeth S MacDonell, CFRE
Michael R Maksimowicz, CFRE
Julie Jones Manning, CFRE
Kevin W Matheny, CFRE
John S May, CFRE
Kimberly K McNamer, CFRE
Sharon K Barker, CFRE
Janet A A Barlett, CFRE
Nina M Bell, CFRE
Patricia L Benes, CFRE
Jane R Berkey, CFRE
Jeff K Bernauer, CFRE
Claire Binney, CFRE
Richard F Bohrer, CFRE
Tracy L Bozik, CFRE
Helene G Brotzman, CFRE
Audrey Brourman, CFRE
Pamela G Bryer, CFRE
Gary L Bukowski, CFRE
Katherine S Burroughs, CFRE

Pennsylvania, United States
David L Alderfer, CFRE
Deborah B Allen, CFRE
Jeannette J Archer-Simons, CFRE
Ellen H Arnold, CFRE
Rebecca W Baeurle, CFRE
Katherine Ball-Weir, CFRE
Chad Barger, CFRE
Barbara L Becker, CFRE
Beverly A Beisgen, CFRE
Nina M Bell, CFRE
Patricia L Benes, CFRE
Jane R Berkey, CFRE
Jeff K Bernauer, CFRE
Claire Binney, CFRE
Richard F Bohrer, CFRE
Tracy L Bozik, CFRE
Helene G Brotzman, CFRE
Audrey Brourman, CFRE
Pamela G Bryer, CFRE
Gary L Bukowski, CFRE
Katherine S Burroughs, CFRE

Oxfordshire, United Kingdom
Kay F Honner, CFRE

Larry L Rummell, CFRE
Donald J Russo, CFRE
Shari Lynn Scales, CFRE
Jane Scheidecker, CFRE
J Michael Schulz, CFRE
Brenda R Scott, CFRE
P Matthew Senecal, CFRE
Kimberly S Silva-DuBose, CFRE
Lori Slaughter, CFRE
Susan M Walcutt, CFRE
Colin A Ware, CFRE
Dawn R Welch, CFRE
Michael K Wells, CFRE
Lisa K Wiebe, CFRE
Deedee Wilner-Nugent, CFRE
Allan T Zimmerman, CFRE

CFRE Annual Report 2007
2007 Certificants

Queensland, Australia
Jeffrey D. Buchanan, CFRE
Lynette Buckley, CFRE
Wayne M. Clarke, CFRE
Leigh Ellen Cleave, CFRE
Katherine A. Davis, CFRE
Kenneth C. Edwards, CFRE
Joanna M. Garner, CFRE
Simone M. Garske, CFRE
Anne Dill Grantham, CFRE
Anne J. Gribbon, CFRE
Linda D. Griffith, CFRE
Keith Hampton, CFRE
Nigel S. J. Harris, CFRE
Bernadette V. Mann, CFRE
Daniel C. McDiarmid, CFRE
Lesley Ann Ray, CFRE
Margaret A. Scott, CFRE
Jane M. Thompson, CFRE
Elizabeth Zima, CFRE

Saskatchewan, Canada
Bruce W. Acton, CFRE
Nowshad Ali, CFRE
Georgina A. Altman, CFRE
Cathy Chrones, CFRE
Susan Clarkson, CFRE
Karen J. Dackiw, CFRE
Judy I. Davis, CFRE
Michelle M. Gallucci, CFRE
Roberta L. Gamble, CFRE
Don C. Gorskaltz, CFRE
Edie Holzapfel, CFRE
Randy Kershaw, CFRE
Naomi Kreutzwieser, CFRE
Peggy MacDonald, CFRE
Alison M. Matheson, CFRE
Beverley L. McCaffrey, CFRE
Gail M. Mehl, CFRE
Adrienne A. Nolan, CFRE
Josée Pinsonneault, CFRE
Aaron W. B. Ruston, CFRE
Janice Sander, CFRE
Kimberly J. Taylor, CFRE
Joanne Wurmlinger, CFRE
Lisa A. Greene, CFRE
Russell Harris, CFRE, FAHP
Melodie H. Helms-Desilet, CFRE
Jamie L. Inman, CFRE
James W. Kinard, CFRE
Glennda M. Kouts, CFRE
James P. LaRose, CFRE
Crystal B. Maynard, CFRE
Carl R. McIntosh, CFRE
Anthony J. Meyer, CFRE
George Lee Mikel, CFRE
Emma M. Myers, CFRE
Cynthia M. NeSmith, CFRE
G. Frederick Payne, CFRE
Anthony J. Powell, CFRE
Jane F. Pressly, CFRE
Robert S. Ruark, CFRE
Sandra C. Saad, CFRE
Christine Shanker Gills, CFRE
Joy A. Simpson, CFRE
Alicia Smith, CFRE
Robert T. Stephens, CFRE
Kimberley D. Sturgeon, CFRE
Timothy M. Winkler, CFRE

South Australia, Australia
Fiona A. Blinco, CFRE
Peter J. Coote, CFRE
James Mackay Phillips P. Jones, CFRE
John A. Kramer, CFRE
Clare V. MacAdam, CFRE
Jason Shaunessy, CFRE

South Carolina, United States
Ernest L. Beck, CFRE
James M. Bennett, CFRE
Barbara A. Bond, CFRE
Rachelle B Bracebridge-Bussell, CFRE
June J. Bradham, CFRE
Lanee Deas Cook, CFRE
Angela M. Daniel, CFRE
Edward F. Duffy, CFRE
Holli S. Emore, CFRE

South Dakota, United States
Kathleen J. Bangasser, CFRE
David C. Brunkow, CFRE
Kory A. Christianson, CFRE
Martin H. Gallanter, CFRE
Billie L. Greenfield, CFRE
Leah H. Hebner, CFRE
Regina Q. Jahr, CFRE
Angela Kileyer, CFRE
Deborah Koski, CFRE
Melinda S. Larson, CFRE
Jean C. Layton, CFRE
Ellen J. Lee, CFRE
Brian R. Mortensen, CFRE
Jeffrey B. Nelson, CFRE
Larry D. Raad, CFRE
Heidi A. Schultz, CFRE
Nancy Swanson, CFRE
Robert A. Timm, CFRE

South Yorkshire, United Kingdom
Lucy Stirling, CFRE

Suffolk, United Kingdom
Graham Papenfus, CFRE

Surrey, United Kingdom
Patrick B Hunter-Murphy, CFRE

Sussex, United Kingdom
Wendy E. Ahl, CFRE
Alfa E. Lewis, CFRE

Switzerland
Natalie Grant Logan, CFRE

Tasmania, Australia
Cedric R. Fletcher, CFRE

Tennessee, United States
Sharon K. Ammons, CFRE
Meg C. Beene, CFRE
Mark A. Bertyn, CFRE
Robert B. Bousquet, CFRE
William B. Bowen, CFRE
Dan L. Bowers, CFRE
Pamela A. Brown, CFRE
Ashley S. Brown, CFRE
Christopher D. Carey, CFRE
Carol A. Carlson, CFRE
Teresa J. Clay, CFRE
James B. Closser, CFRE
Carol F. Clotfelter, CFRE
David A. Clouse, CFRE
Larry W. Coppock, CFRE
Janice R. Crumpacker, CFRE
Joanna Curtis, CFRE
Gary J. Curto, CFRE
Cheryl B. Davis, CFRE
Michelle L. Dunham, CFRE
Gloria L. Elliot, CFRE
Martha W. Farabee, CFRE
Sheila C. Ferguson, CFRE
Stephanie Ferrell, CFRE
Richard K. Gicek, CFRE
Teresa Goddard, CFRE
Diana K. Gordon, CFRE
Finley L. Green, CFRE
Mary Sue Greiner, CFRE
Jackie D. Hancock, CFRE
2007 Certificants

Marion S. Martin, CFRE
Adam G. Martinez, CFRE
Mary Kay Martinez, CFRE
Susan C. Martz, CFRE
Lori Lynn Mason, CFRE
Martheil M. Mauhe-Clanton, CFRE
Susan S. Maxwell, CFRE
Cooky Mays, CFRE
James K. McAuley, CFRE
Barbara H. McColm, CFRE
Chris McCormick, CFRE
W. Douglas McGaughey, CFRE
C. Joe McIntosh, CFRE
William R. McLeRoy, CFRE
Mary C. McQueen, CFRE
Karen L. Medicus, CFRE
Mark L. Melson, CFRE
Glen D. Merriman, CFRE
Michelle Mickey, CFRE
Patricia A. Miller, CFRE
Harry F. Miller, CFRE
Sally B. Mitchell, CFRE
Evan M. Moilan, CFRE
Susan S. Maxwell, CFRE
Martheil L. Mauthe-Clanton, CFRE
Lori Lynn Mason, CFRE
Marcia V. Maxwell, CFRE
Chris McCaffery, CFRE
Jaime M. McCreary, CFRE
Mark J. McCreary, CFRE
Tom Moe, CFRE
Heather Moore, CFRE
Richard Moore, CFRE
Mary Kay Moe, CFRE
Jeff Moore, CFRE
Melinda B. Zimmerman, CFRE
Jeanette Stevens B. Zey, CFRE
Angela L. Young, CFRE
Carolyn H. Young, CFRE
Amy B. Yeatts, CFRE
Anne R. Yeakel, CFRE
Karen R. Yarbrough, CFRE
Sheryl W. Wylie, CFRE
Matthew G. Wright, CFRE
Lucy M. Woods, CFRE
Robert A. Wright, CFRE
Cynthia A. Roff, CFRE
Thomas A. Wolf, CFRE
Jennifer A. Wolf, CFRE
Robert L. Wolk, CFRE
Barbara C. Wolk, CFRE
James E. Wolpin, CFRE
William S. Wolpin, CFRE
Laurence Wolf, CFRE
Don J. Wolf, CFRE
David A. Wolfe, CFRE
Jeffery M. Wolfe, CFRE
Sharon A. Wolfe, CFRE
Theodore J. Wolfe, CFRE
Kathleen L. Wolfe, CFRE
Sue Acri, CFRE
Jon A. Anderson, CFRE
Lois Anne Baday, CFRE
Theodore Bailey, CFRE
Kerry A. Baker, CFRE
Jennifer R. Betts, CFRE
Georgette L. Blanchfield, CFRE
Theresa S. Blazich, CFRE
Sarah S. Boucha, CFRE
Rick P. Bragg, CFRE, FAFP
J. Andree Brooks, CFRE
2007 Certificants

Nancy J. Riordan, CFRE
Gail M. Romero, CFRE
Catherine Roosevelt, CFRE
Karen Rotko-Wynn, CFRE
Arlyn D. Saathoff, CFRE
Lynn G. Schrader, CFRE
Robert Schwartzberg, CFRE
Ara Serjoie, CFRE
Patricia Shepherd-Barnes, CFRE
Elson Strahan, CFRE
Ruth E. Swain, CFRE
Aggie Sweeney, CFRE
Dorita A Tessier, CFRE
Susan Todd, CFRE
Shelly Johnston Tolo, CFRE
Michelle L. Wilkinson, CFRE
Kathleen N. Willis, CFRE
Marcella L Wing, CFRE
Connie J. Wittren, CFRE
W. Paul Brinkman, CFRE
Andrew C. Broderick, CFRE
Christine Burke-Duecker, CFRE
Beth W. Carona, CFRE
Kenna L. Christians, CFRE
Jennifer Clearwater, CFRE
Wendy J. Coe, CFRE
Linda J. Corder, CFRE
Karen J. Coy-Romano, CFRE
Lawrence E. Crouch, CFRE
John D. Daugherty, CFRE
Robert J. Dinndorf, CFRE
William A. Durkin, CFRE
Constance I. Eastman, CFRE
Patricia Lyons Eldred, CFRE
James Falvey, CFRE
Michael G. Frohna, CFRE
Ronald J. Frye, CFRE
Pamela J. Garvey, CFRE
Maureen E. Gerard, CFRE
Michelle L. Gostomski, CFRE
Peter J. Grabow, CFRE
Diane K. Grace, CFRE
Jean Gurney, CFRE
Jim Hahn, CFRE
Marcy Heim, CFRE
Marion R. Heinz, CFRE
Doris L. Heiser, CFRE
Nancy N. Heykes, CFRE
Shirley A. Hoener, CFRE
Timothy P. Holz, CFRE
Geri O Howley, CFRE
Leland C. Hutchinson, CFRE
Lynda K. Jobman, CFRE
Christine M. Johnson, CFRE
Felicia D. Jones, CFRE
Arves E. Jones, CFRE
Ann M Kaiser, CFRE
Karen J. Kancius, CFRE
Nancy Kaufman, CFRE
Gary L. Klein, CFRE
Lynn M. Klemm, CFRE
Jeffrey J. Klocko, CFRE
David W. Krause, CFRE, FAHP
Raquel Lauritzsen, CFRE
David M. LeDuc, CFRE
Meghan L. Lodes, CFRE
Damon H. Lodge, CFRE
Carolyn “Sam” Macklem, CFRE
Kate A Mason, CFRE
Pamela Y. Mattox, CFRE
Mark E. Maurice, CFRE
Mary C. McCann, CFRE
Mary A. McCarthy, CFRE
Francis C. McGovern, CFRE
Carol A. McLain, CFRE
Philip E. Meinzen, CFRE
Kristie L. Minnickel, CFRE
Maripat Monahan, CFRE
William A. Neill, CFRE
Patricia M. Nelson, CFRE
John B. Nickels, CFRE
Jennifer S. Nohelty, CFRE
James A. Olsen, CFRE
William R. O'Toole, CFRE
John D. Paquette, CFRE
Sandra M. Paulus, CFRE
Shawn M. Perrin, CFRE
Lucy A. Petrie, CFRE
Ellen S. Phillips, CFRE
Ellen M. Pick, CFRE
Lisa Pieper, CFRE
Thomas M. Plantenberg, CFRE
Prudence S. Precourt, CFRE
Doris L. Pride, CFRE
Karen A. Rogers, CFRE
Deedee Rongstad, CFRE
Joan Rudnitzki, CFRE
Nora T. Sale, CFRE
Laverne A. Schmidt, CFRE
Reuben Schmitz, CFRE
Matthew J. Schneider, CFRE
Amalia F. Schoone, CFRE
Vicki Klein Schorge, CFRE
Maureen A. Schuerman, CFRE
Gregory H. Schultz, CFRE
Philip G. Schumacher, CFRE
Nancy A. Seidl Nelson, CFRE
Judith A. Siers-Poisson, CFRE
Robert A. Sievert, CFRE
Diane Simons Plantenberg, CFRE
Nandini Sinha, CFRE
Ann N. Sitrick, CFRE
Ronald W. Smith, CFRE
Roselyn M. Smolej-Hill, CFRE
Patrick J. Stephens, CFRE
James R. Stidlers, CFRE
Stacy A. Swadish Kosmatka, CFRE
Bert Swanson, CFRE
Robyn R. Tanke, CFRE
John P. Thimmesch, CFRE
Susan R. Ullsvik, CFRE
Mary Ann Vance, CFRE
Holly L. Voll, CFRE
Carol Lynn Wacker, CFRE
Elaine A. Wagner, CFRE
Henry M. Waldron, CFRE
Shannon E. Watry, CFRE
Sue Peterson Watts, CFRE
William L. Weissert, CFRE
Christel B. Wendelberger, CFRE
Nicole Williams, CFRE
David C. Wolfson, CFRE
Shannon E. Watry, CFRE
Sue Peterson Watts, CFRE
William L. Weissert, CFRE
Christel B. Wendelberger, CFRE
Nicole Williams, CFRE
David C. Wolfson, CFRE
Shannon E. Watry, CFRE
Sue Peterson Watts, CFRE
William L. Weissert, CFRE
Christel B. Wendelberger, CFRE
Nicole Williams, CFRE
Wyoming, United Kingdom

Yorkshire, United Kingdom

Linda Ellis, CFRE
Helen E. Foster, CFRE
The attainment and maintenance of the CFRE designation is among the most meaningful accomplishments of my professional career. The achievement of being recognized among those who aspire to reach the highest levels of professionalism is something that continues to give me a great sense of pride. I am honoured to be a member of a professional group that continues to build on the ongoing education and development of the individual. There is no question but that I have benefited immensely from the CFRE experience. I also believe that the organizations I have had the privilege of serving have equally benefited from my affiliation with the CFRE program. The CFRE program has encouraged me to reach beyond myself in service to profession and community and has required me to remain actively involved in highly beneficial educational endeavours.

Michael L. Rose, CFRE
President
Carolinas HealthCare Foundation
Charlotte, NC
In Memoriam

CFRE International cannot let a commemoration of twenty-five years of voluntary certification in fundraising go by without recognition of a leader without whom the program certainly would not be where it is today.

On Tuesday, February 20, 2007, the fundraising profession suffered a great loss with the untimely passing of Tim Burchill, CFRE. Tim was a mentor and colleague to many. He was a friend and champion of voluntary certification, the CFRE credential, and CFRE International.

Tim began service to the CFRE credential in 1994 as a member of the Professional Credentials Committee of NSFRE, which originally had oversight over the CFRE credential. He served as an item writer and board member for the CFRE Professional Certification Board of NSFRE, beginning in 1996. Tim was a founding board member of CFRE International in 2001 and served in various capacities until his death, including co-chair of our 25th Anniversary Committee.

Using a steady hand, stout heart, great wisdom and a wonderful sense of humour, Tim helped guide the CFRE credential through some of its formative years which allowed it to have the strong foothold it does now.

In recognition of his efforts and support, the CFRE International Board of Directors has dedicated its conference room to him – a place where future CFRE leaders and item writers can draw from his inspiration. He will be terribly, deeply missed for a long time to come but the world is a much better place for him having been here.

Thank you, Tim.
Compton Fundraising Consultants Ltd is pleased to sponsor the production of this report and congratulates CFRE International on its significant and far-reaching contribution to raising standards in our profession.

Compton is the fundraising consultancy of choice for not-for profit organisations, which over the last five decades, has conducted campaigns in more than 30 countries, for over a thousand very different organisations.

We enjoy what we do and believe it is a privilege to work with community leaders in their endeavours to make challenging dreams a reality.

www.ComptonFundraising.com