

Get the recognition you deserve

CFRE™

WHAT DOES CFRE CONTRIBUTE TO THE PROFESSION?

- a. Credibility
- b. Validity

- c. Sustainability
- d. Desirability

© All of the above

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.

- 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

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 ...

- 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*

From the President and CEO



*Morgean Hirt
President and CEO*

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 Fund Raising 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.



*Morgan 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*

CFRE International Board of Directors 2007

Madelynn Arana, CFRE
St. Louis, MO UNITED STATES

Suzanne Bélanger, CFRE
Faculty of Engineering and Computer Science
Concordia University
Montréal, QC CANADA

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Andrew Day, CFRE
Compton Fundraising Consultants, Ltd.
Harbury, Warwickshire
UNITED KINGDOM

Janet Ginn, CFRE
Heifer Foundation
Little Rock, AR UNITED STATES

VICE CHAIR

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Oakland University Foundation
Oakland University
Rochester, MI UNITED STATES

Sharilyn Hale, CFRE
YWCA Toronto
Toronto, ON CANADA

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Perry Hammock, CFRE
Ivy Tech Foundation
Indianapolis, IN UNITED STATES

Nigel Harris, CFRE
Mater Hospitals Foundation
South Brisbane, QLD
AUSTRALIA

Gordon Lavigne, CFRE
Autism Society of America
Washington, DC UNITED STATES

PUBLIC MEMBER

Amy Swauger
Teachers & Writers Collaborative
New York, NY UNITED STATES

Leslie Weir, CFRE, ACFRE
The Winnipeg Foundation
Winnipeg, MB CANADA

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 Pettey, 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)

Credibility

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)

Credibility

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 Goepf, CFRE, Vice Chair, CFRE International Board of Directors.

Association for Healthcare Philanthropy (AHP)

Lisa Hillman, FAHP (Annapolis MD)

Association of Christian Development Professionals (ACDP)

Association of Development and Alumni Professionals in Education Australasia (ADAPE)

Brian Reid, CFRE (Melbourne, VIC)

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)

**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)

Credibility

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 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.



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.



Canadian Association of Gift Planners* Association canadienne des professionnels en dons planifiés (CAGP*ACPDPTM)

CAGP-ACPDPTM 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 - 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.



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.



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.



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.



INTERNATIONAL CATHOLIC
STEWARDSHIP COUNCIL

International Catholic Stewardship Council (ICSC)

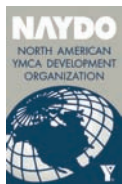
Through its programs, the International Catholic Stewardship Council (ICSC) offers practical steps—and an overall vision—that can lead to untold future benefits for the Church. ICSC offers blueprints for increasing diocesan and parish support with the goal of providing faith communities with a stable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



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

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.

2007 Exam Statistics	Australia/New Zealand*	Canada	United Kingdom	United States
Total Scored Items on Exam	200	200	200	200
Total Scaled Score Possible	800	800	800	800
Passing Point (Scaled Score)	500	500	500	500
Mean Score of all Candidates	539.94	522.78	547.52	512.22
Percent of First Time Test Takers Passing	73	75	78	70
Range of Scores	380-725	306-670	254-780	224-667
KR-20 Reliability Coefficient	.84	.86	.86	.82
Standard Error of Measurement	5.83	5.86	5.81	5.85
* Represents cumulative data for 2004–2007 due to candidate volume				

Validity

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

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

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

	2007	2006
Income		
25th Anniversary Support	\$ 2,315.00	\$ 7,613.00
Continuing Education Provider Fees	\$ 11,665.00	\$ 4,050.00
Initial Certification Fees	\$ 296,880.00	\$ 288,927.00
Job Postings/Merchandise Sales	\$ 6,997.00	\$ 5,056.00
Participating Organisation Fees	\$ 55,975.00	\$ 43,500.00
Recertification Fees	\$ 326,280.00	\$ 229,821.00
Total Income	\$ 700,112.00	\$ 578,967.00
Expenses		
Accounting/Professional/Legal Services	\$ 6,412.00	\$ 15,517.00
Board Travel/Operations	\$ 43,977.00	\$ 44,587.00
Exam Committee Operations	\$ 21,963.00	\$ 21,336.00
Examination Services	\$ 92,270.00	\$ 65,988.00
Insurance	\$ 9,438.00	\$ 9,145.00
Occupancy/Overhead	\$ 92,242.00	\$ 91,114.00
Postage	\$ 16,479.00	\$ 12,655.00
Promotion and Marketing	\$ 101,914.00	\$ 149,083.00 (1)
Salary and Related	\$ 236,875.00	\$ 219,991.00
Taxes	\$ 7,765.00	\$ 5,012.00
Total Expense	\$ 629,335.00	\$ 634,428.00
Net Income	\$ 70,777.00	\$ (55,461.00)

(1) - includes \$58,500 capital costs for development of online application system

Sustainability

2007 – 2009 Strategic Plan

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 fulfils 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 fund raising 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 organisations 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 organisations, 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.

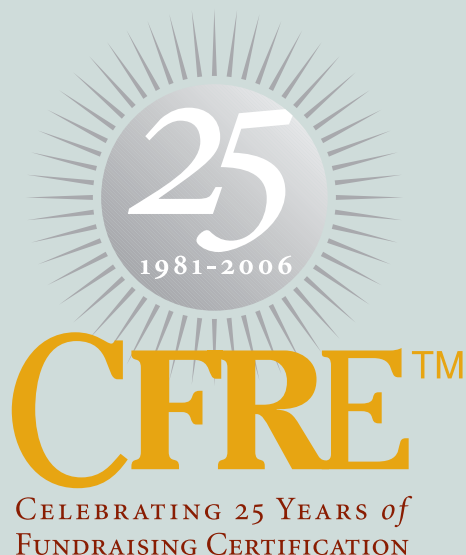
The Anniversary Committee was further comprised of: Wayne Clarke, CFRE (QLD, Australia) Sue Carruthers, CFRE, FAHP (BC, Canada); Stu Smith, CFRE, FAHP (AZ, USA); and Alan Zacharias, CFRE (IL, USA).

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

James Connell FAHP

James E. Connell & Associates
Pinehurst, NC

Betty Anne Copley Harris FAHP

Copley Harris Company, Inc.
Danvers, MA

Sarah Coviello CFRE

Coviello & Associates
Chevy Chase, MD

Peter Dalton CFRE

Austin Health
Heidelberg VIC AUSTRALIA

Peter de Keratry CFRE

Austin, TX

E. Peter Dubay FAHP

East Sandwich MA

Lona Farr ACFRE

Farr Healey Consulting LLC
Macungie, PA

Peter Fletcher CFRE

Birmingham West Midlands
UNITED KINGDOM

Ian Fraser FAHP

The Fundraising Network
Kingston ON CANADA

Kay Sprinkel Grace CFRE

Kay Sprinkel Grace Consultants
San Francisco, CA

James Greenfield ACFRE, FAHP

J.M. Greenfield & Associates
Newport Beach, CA

Sustainability

Silver Anniversary Ambassadors (Continued)

Frank Hall
St. Joseph Health System
Orange, CA

Patricia Hardy ACFRE
The Tunnelwood Group
Winnipeg MB CANADA

James R. Holcomb
Holcomb and Associates
Fort Worth, TX

J. Lloyd Horton FAHP
Swannanoa, NC

Sharon LeeMaster CFRE
San Diego, CA

Stephanie Maitland CFRE
Maitland & Associates
Auckland NEW ZEALAND

E. H. Guy Mallabone CFRE
Southern Alberta Institute
Calgary AB CANADA

Daniel McDiarmid CFRE
Global Philanthropic PTY LTD
South Brisbane QLD AUSTRALIA

Brenda Moore CFRE
Gustavus Adolphus College
Saint Peter, MN

Steven Mourning FAHP
SL Mourning Advisors
Saratoga, CA

Barbara Mulville CFRE
Southcoast Health System
New Bedford, MA

Robert Pierpont CFRE
Pierpont Fundraising Counsel, LLC
Bonita Springs, FL

Lucie Remillard CFRE
American Hospital in Paris
Paris FRANCE

Penelope Scarpucci CFRE
Marts & Lundy, Inc.
Atlanta, GA

Margaret Scott CFRE
Cerebral Palsy League of Queensland
Brisbane QLD AUSTRALIA

William Seelye FAHP
Scottsdale, AZ

Milton Smith FAHP
John Muir Medical Center Foundation
Walnut Creek, CA

Stephen Thomas CFRE
Stephen Thomas LTD.
Toronto ON CANADA

Pearl Veenema CFRE, FAHP
University Health Network
Toronto ON CANADA

Janice Yerkovich CFRE
Fundraising Management Consultants,
Ltd.
Perth WA AUSTRALIA

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
 Peggy E. Darby, CFRE
 Robert L. Dewhurst, CFRE
 Mark D. Driskill, CFRE
 Emillil L. Dunbar, CFRE
 James W. Fogal, CFRE
 I. Douglas Foster, CFRE
 Amanda K. Griffin, CFRE
 Jennifer F. Hall, CFRE
 Shanna Hocking, CFRE
 John M. Hogewood, CFRE
 Erica L. Hollins, CFRE
 G. Daniel Howard, CFRE
 J. Scott Huffman, CFRE
 Benjamin F. Kelley, CFRE, FAHP
 Annette Langley, CFRE
 Alane Q. Larimer, CFRE
 Cathy C. Lee, CFRE
 James N. Lewis, CFRE
 Bebe G. Lindsey, CFRE
 Thomas H. Livers, CFRE
 Eve B. Loeb, CFRE
 Kristin M. M. Martin, CFRE
 Norma J. McGee, CFRE
 Susann Montgomery-Clark, CFRE
 Charles T. Moore, CFRE
 Julia G. O'Neil, CFRE
 Jeffrey S. Powell, CFRE
 Jennifer S. Ray, CFRE
 Joseph A. Serviss, CFRE
 Barbara M. Shelton, CFRE
 Angela Michele Slay, CFRE
 Jerry F. Smith, CFRE
 Molly D. Stone, CFRE
 Francis S. Tatum, CFRE
 Barbara C. Traylor, CFRE
 Susan H. Waldrop, CFRE
 Manuel Williams, CFRE
 Carole A. Wright, CFRE
 Melissa C. Yeend, 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. Caldarola, CFRE
 Jayna L. Combs, CFRE
 Christie L. Garbe, CFRE
 Gretchen C. Gordon, CFRE
 Ann M. Hale, CFRE
 Lynne Johnson, CFRE
 Thea Lawton, CFRE
 Elizabeth A. Miller, CFRE
 Peggy Owens, CFRE
 Roberta Rinehart, CFRE
 Beth E. Rose, CFRE
 Suzanne Rudolph, CFRE
 Mary K. Rutherford, CFRE
 Jennifer Simeonof, CFRE
 Ivy A. Spohnholz, CFRE
 Judyth A. Wier, CFRE
 Laurie B. Wolf, 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
 Roslyne D. Buchanan, CFRE
 Patricia M. Christie, CFRE
 Ronald A. Coulombe, 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
 Michilynn E. Dubeau, CFRE
 Brian E. Duclos, CFRE
 Angela J. Dudek, CFRE
 Colleen Evans, CFRE
 Pamela J. Fawcett, CFRE
 Derek D. Fraser, CFRE
 Tara L. Friesen, CFRE
 Myrna Fyfe, 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 I. Hammer, CFRE
 Lynne C. Hatelly, CFRE
 Neil Hayes, CFRE
 Lynn Hillyab, CFRE
 Valerie Hoey, CFRE
 Rosemarie Horne, CFRE
 Steve W. Hoscheit, CFRE
 Michael A. House, CFRE
 Snezana N. Jovic-Andrejevic, CFRE
 Julie D. Johnston, CFRE
 Kim D. Kadatz, CFRE
 Karen Karpuk, CFRE
 Anne Kirkpatrick, CFRE
 Joyce M. Law, CFRE
 Catherine A. MacDonald, CFRE
 Kathryn E. MacFarlane, CFRE
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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 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.



Tim Burchill, CFRE
1947 – 2007



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.

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