

ANNUAL REPORT 2008



sustainability

credibility

desirability

CFRETM

Get the recognition you deserve

From the Chair



*Susan Davies Goepp, CFRE
Chair*

On behalf of the board of directors of CFRE International, thank you for your support and commitment to ensuring integrity and respect for the fund raising profession worldwide.

2008 has been a year of dynamic growth with a more than 27 percent increase in new certificants! This is a testament to a growing awareness among the fund raising community that the credential demonstrates knowledge, experience and continued commitment to the industry's best practices.

Nearly 500 new certificants passed the exam in 2008, bringing our total certificant community to 5,442. The exam is now offered at five sites in the United Kingdom, two New Zealand locations, five sites in Australia and more than 300 locations in North America. Nineteen participating organizations endorse and support CFRE.

I am also pleased to report that the CFRE program recently received accreditation from the National Commission for Certifying Agencies (NCCA). This significant achievement

indicates a stringent review of our certification program against the highest industry standards.

Achieving the CFRE demonstrates your commitment to the fund raising profession. It signifies that you seek opportunities to develop your skills and expertise, you take pride in your service to the philanthropic community, and you hold yourself to the highest ethical principles. The board of directors is committed to ensuring that the exam stays up to date and serves as a reliable measure of fund raising practice. Rest assured that dozens of volunteers are working on your behalf to analyze fund raising practices worldwide, and using those results to design the exam so that it is relevant and fair. Finally, I encourage you to get involved and volunteer! You will have a rewarding experience with your fund raising colleagues, and you will continue to hone your knowledge and skills.

A handwritten signature in black ink that reads "Susan Davies Goepp".

*Susan Davies Goepp, CFRE
Chair*

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 2008

Barbara Bushnell, CFRE
Literacy Network of Greater Los Angeles
Los Angeles, CA UNITED STATES

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

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

Susan Goepp, CFRE, **VICE CHAIR**
OU Foundation
Oakland University
Rochester, MI UNITED STATES

Sharilyn Hale, CFRE
YWCA Toronto
Toronto, ON CANADA

Perry Hammock, CFRE, **SECRETARY/TREASURER**
Ivy Tech Foundation
Indianapolis, IN UNITED STATES

Gordon Lavigne, CFRE
Autism Society of America
Bethesda, MD UNITED STATES

Daniel McDiarmid, CFRE
Global Philanthropic
South Brisbane, QLD AUSTRALIA

Alisa Smallwood, CFRE
Center for Civil and Human Rights Partnership
Atlanta, GA UNITED STATES

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

Leslie Weir, ACFRE
The Winnipeg Foundation
Winnipeg, MB CANADA

2008 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.

Amy Swauger (CFRE Public Member) (New York, NY)

Chair

Jim Caldarola, CFRE (Anchorage, AK)

Linda Dodge, CFRE (Marlborough, MA)

Nigel Harris, CFRE (Brisbane, QLD)

Leslie Weir, CFRE, ACFRE (Winnipeg, MB)

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.

Janet Ginn, CFRE (Little Rock, AR) *Chair*

Eva Aldrich, CFRE (Indianapolis, IN)

Roger Ali, CFRE (Toronto, ON)

Janice Gow Pettey, CFRE (San Francisco, CA)

Mark Jefferies, CFRE (Harpenden, Hertfordshire)

Peter Taylor, CFRE (Edmonton, AB)

Finance Committee

Perry Hammock, CFRE (Indianapolis, IN) *Chair*

Gordon Lavigne, CFRE (Washington, DC)

Amy Swauger (New York, NY)

Grievance Committee

Charged with the investigation of complaints against certificants and implementing the Grievance and Disciplinary policies.

Perry Hammock, CFRE (Indianapolis, IN) *Chair*

Marketing Committee

Charged with advising and supporting staff on the positioning and marketing of the CFRE credential.

Gordon Lavigne, CFRE (Washington, DC) *Chair*

Barbara Bushnell, CFRE (Los Angeles, CA)

Job Analysis Task Force

Charged with planning and implementing the international study into fundraising practice to determine fundraising competencies and establish a practice framework that underpins the CFRE programme eligibility standards and the test content outline.

Sharilyn Hale, CFRE (Toronto, ON) *Chair*

Eva Aldrich, CFRE (Indianapolis, IN)

Credibility

2008 CFRE International Committees and Task Forces

Job Analysis Task Force (Continued)

Julie S Bornhoeft, CFRE (Sacramento, CA)
 Maretta F. Emery, CFRE (Winnipeg, MB)
 Alice Ferris, CFRE (Flagstaff, AZ)
 Eric D. Grounds, CFRE (London, UK)
 Nigel Harris, CFRE (Brisbane, QLD)
 Richard Martin, CFRE (Detroit, MI)
 J. Tony Myers, CFRE (Calgary, AB)
 Alisa Smallwood, CFRE (Atlanta, GA)

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)
 Eva Aldrich, CFRE (Indianapolis, IN)
 Paul Amundsen, CFRE (Zion, IL)
 Robert Basham, CFRE (Kirksville, MO)
 George Ann Bissett, CFRE (Dunedin, FL)
 Bruce Bonnicksen, CFRE (Rochester, MN)
 James Brozo, CFRE (La Mesa, CA)
 Norma Cameron, CFRE (North Saanich, BC)
 Frances Carter, CFRE (Little Rock, AR)
 Sean Carter, CFRE (Houston, TX)
 E. Danielle Collins, CFRE (Sacramento, CA)
 Hugo De La Rosa, CFRE (Boston, MA)
 Susan Delaney, CFRE (Calgary, AB)

Sandra Dolese, CFRE (Kent, WA)
 Marianne Downey, CFRE (Champaign, IL)
 Brian Duclos, CFRE (Calgary, AB)
 Mickie Faris, CFRE (Pacific Palisades, CA)
 Sarah Fry, CFRE (Chico, CA)
 Melanie Frazier, CFRE (Winnetka, IL)
 Larry Gilhousen, CFRE (St. Petersburg, FL)
 Janet Ginn, CFRE (Little Rock, AR)
 Sharon Gleason, CFRE (Washington, DC)
 Eric Green, CFRE (Jacksonville, IL)
 Linda Griffith, CFRE (Chapel Hill, QLD)
 Jim Hahn, CFRE (Milwaukee, WI)
 Sharilyn Hale, CFRE (Toronto, ON)
 Jerry Hamill, CFRE (Walnut Creek, CA)
 Janice Hamilton, CFRE (Vancouver, BC)
 Beverly Harrington, CFRE (Warrenton, VA)
 Linda Hauser, CFRE (Broken Arrow, OK)
 Mark Hindle, CFRE (Ringwood, VIC)
 Art Horne, CFRE (Magnolia, AR)
 Christina Hughes, CFRE (Hot Springs, AR)
 Laura Jason, CFRE (Menlo Park, CA)
 Karlene Jennings, CFRE (Williamsburg, VA)
 Alan Johnson, CFRE (Anna Maria, FL)
 Donna Johnson, CFRE (Cardiff-by-the-sea, CA)
 Lewis Jones, Jr., CFRE (Warsaw, IN)
 Paulanne Jushkevich, CFRE (Boucherville, QC)
 Diana Kelker, CFRE (Carmichael, CA)

2008 CFRE International Committees and Task Forces

Cheryl Kester, CFRE (Fayetteville, AR)
 Jennifer King, CFRE (Wallingford, CT)
 Barbara Lea-Kruger, CFRE (Philadelphia, PA)
 Cynthia Loveman, CFRE (Vancouver, BC)
 May Lowe, CFRE (Vancouver, BC)
 Melanie McKenzie, CFRE (Victoria, BC)
 Audrey Levin McLaughlin, CFRE (Marlboro, VT)
 Honey Meir-Levi, CFRE (Palo Alto, CA)
 Jamie Clayton Mercer, CFRE (Little Rock, AR)
 Patricia Moline, CFRE (Ames, IA)
 Sara Neely, CFRE (Victoria, BC)
 Peter Panteli, CFRE (Ilkley, West Yorkshire)
 Jan Pavey, CFRE (Sydney, NSW)
 Janice Gow Pettey, CFRE (San Francisco, CA)
 Lisa Pottie, CFRE (Musquodoboit Harbour, NS)
 Malcolm Puckett, CFRE (Chesapeake, VA)
 Christine Radtke, CFRE (Tinley Park, IL)
 Dianne Reeves, CFRE (North Palm Beach, FL)
 Brian Reid, CFRE (Melbourne, VIC)
 Susan Rice, ACFRE (Los Angeles, CA)
 K. Craig Rogers, CFRE (Richmond, VA)
 Carolyn Saxton, CFRE (Ogden Dunes, IN)
 Margaret Scott, CFRE (Fortitude Valley, QLD)
 Sherry Stein, CFRE (Vancouver, BC)
 Jennifer Svihus, CFRE (Santa Cruz, CA)
 Sonya Swiridjuk, CFRE (Toronto, ON)
 Susan Sylvester, CFRE (Oakland, CA)

Linda Syrota-Sullivan, CFRE (Toronto, ON)
 Peter Taylor, CFRE (Edmonton, AB)
 Eric Thompson, CFRE (Hammond, IN)
 Holly Thurman, CFRE (Melbourne, VIC)
 Tom VandenBosch, CFRE (St. Paul, MN)
 Raymond Watts, CFRE (Redlands, CA)
 Glenn Welch, CFRE (Winchester, MA)
 Lisa Westermarck, CFRE (Richmond, BC)
 Tamara Wojdylo, CFRE (Burnaby, BC)
 Donald Zeilstra, CFRE (Lansing, MI)

2008 Canadian Pass Point Panelists

Charged with going through a specific, facilitated process to help CFRE International and its professional testing agency determine the passing point for the Canadian form of the CFRE examination.

Candice Arboleda, CFRE
 Director of Development, Special Projects
 University of Calgary
 Calgary, AB

Megan Campbell, CFRE
 Vice President Operations and Administration
 Community Foundations of Canada
 Kingston, ON

2008 CFRE International Committees and Task Forces

2008 Canadian Pass Point Panelists (Continued)

Karen Dackiw, CFRE
Director of Development
RCMP Heritage Center
Regina, SK

Lisa Dodd, CFRE
Director of Development
Royal Botanical Gardens
Burlington, ON

Suzanne Duncan, CFRE
Manager of Corporate and Foundation Giving
Frontier College Foundation
Toronto, ON

Michelle Gallucci, CFRE
Senior Development Officer
College of Agriculture and Bioresources
University of Saskatchewan
Saskatoon, SK

Anette Larsson, CFRE
Director of Development
The Toronto International Film Festival Group
Toronto, ON

Dorothy Massimo, CFRE
Director of Development
National Theater School
Montréal, QC

Alex Morosovskiy, CFRE
Development Officer
Humber Institute of Technology and Advanced Learning
Toronto, ON

Lisa Westermarck, CFRE
Executive Director
Richmond Hospital Foundation
Richmond, BC

Glenn Stresman, CFRE
Executive Director
The Community Foundation of Greater Kingston
Kingston, ON

Sonya Swiridjuk CFRE
Senior Manager, Annual Giving
Canadian Breast Cancer Foundation, National Office
Toronto, ON

2008 CFRE International Committees and Task Forces

2008 United States Pass Point Panelists

Charged with going through a specific, facilitated process to help CFRE International and its professional testing agency determine the passing point for the American form of the CFRE examination.

Eva E. Aldrich, CFRE
Associate Director
Public Service and The Fund Raising School
The Center on Philanthropy at Indiana University
Indianapolis, IN

Janice K. Bobo, CFRE
Director of Development and PR
Children's Association for Maximum Potential
San Antonio, TX

Tina T. Del Piero, CFRE
Development Manager
CCVNA Foundation
Monterey, CA

Nancy Fohl Castro, CFRE
Director of Development
Episcopal Church Home Foundation of
Western New York
Glenwood, NY

Sharon Gleason, CFRE
Director of Development
Girl Scout Council of the Nation's Capital
Washington, DC

Field L. Glover, CFRE
Director of Development
University of Colorado Foundation
Denver Health Science Center
Denver, CO

Michael Kaufman, CFRE
Scout Executive/CEO
Boy Scouts of America
Daniel Webster Council
Manchester, NH

Cheryl L. Kester, CFRE
Partner
Thomas-Forbes & Kester
Fayetteville, AR

Thea Lawton, CFRE
Resource Development Specialist
Koahnic Broadcast Corporation
Anchorage, AK

2008 CFRE International Committees and Task Forces

2008 United States Pass Point Panelists (Continued)

Christine Radtke, CFRE
Director of Leadership Gifts
University of St. Francis
Joliet, IL

Joe Rizza, CFRE
Vice President, Campagins
The Beaumont Foundation
William Beaumont Hospital
Royal Oak, MI

Diane G. Ruder, CFRE
Vice President of Develoment
Otterbein Homes
Lebanon, OH

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

Credibility

2008 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 2008 Advisory Council was chaired by **Susan Goepp, CFRE**, Vice Chair, CFRE International Board of Directors.

Association for Healthcare Philanthropy (AHP)

Greg Pope, CFRE (Nashville, TN)

Association of Christian Development Professionals (ACDP)

Holmes Bryan (Dallas, TX)

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

Brian Reid, CFRE (Melbourne, VIC)

Association of Fundraising Counsel (AFC)

Gina Negus (Loughton, Essex)

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 Whol LeCuyer, CFRE (Washington, DC)

Fundraising Institute Australia (FIA)

Nigel Harris, CFRE (Brisbane, QLD)

Fundraising Institute New Zealand (FINZ)

Johan Vos (Wellington)

2008 CFRE International Advisory Council (Continued)

The Giving Institute

Dave Bergeson, Ph.D., CAE (Glenview, IL)

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)

Karen Bradley Follette, CFRE (San Francisco, CA)

Philanthropic Service for Institutions (PSI)

Lilya Wagner, CFRE (Silver Spring, MD)

United Way of America

Brian Gallagher (Alexandria, VA)

Credibility

2008 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 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.



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.



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.



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.

Credibility



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*

2008 Examination Annual Report

A total of 612 new candidates applied to the CFRE programme and 667 examinations were administered at numerous computer-based testing (CBT) locations in North America and 8 locations in three additional countries. During 2008, a total of 493 individuals were granted initial certification as a Certified Fund Raising Executive (CFRE), bringing the total number of current CFRE certificants to 5,442.

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 for exam all forms of the exam for 2008.

2008 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	554.13	547.52	554.13
Percent of First Time Test Takers Passing	100	82	89	79
Range of Scores	380-725	410-670	254-780	259-695
KR-20 Reliability Coefficient	Sample size too small to calculate	.81	Sample size too small to calculate	.85
Standard Error of Measurement	Sample size too small to calculate	5.74	Sample size too small to calculate	5.83
<i>* Represents cumulative data for 2004–2008 due to candidate volume</i>				

The passing rate of all *first time* test takers in 2008 was 79%. The passing rate of *all* test takers in 2008, including those re-taking the exam, was 74%.

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 2008 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 2008, candidates from both Australasia and the United Kingdom 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 all groups of candidates. Canadian and American candidates scored best in the Volunteer Involvement section.

In Australasia, the United Kingdom and the United States, the lowest scoring area of the exam was Securing the Gift. This domain covers the full range of the cultivation and solicitation process from the development of the case statement, to the implementation of various gift programmes and the ask through to programme evaluation. 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 Canada, Accountability scored lowest. 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 is currently in the process of conducting a new Job Analysis Survey, which is being extended to over seven countries.

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. 65% 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 fifteen percent 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

	2008	2007
Income		
25th Anniversary Support	\$1,326.00	\$2,315.00
Continuing Education Provider Fees	\$20,650.00	\$11,665.00
Initial Certification Fees	\$406,950.00	\$296,880.00
Job Postings/Merchandise Sales	\$8,961.00	\$6,997.00
Participating Organisation Fees	\$60,750.00	\$55,975.00
Recertification Fees	\$471,290.00	\$326,280.00
Total Income	\$969,927.00	\$700,112.00
Expenses		
Accounting/Professional/Legal Services	\$20,781.00	\$6,412.00
Board Travel/Operations	\$27,076.00	\$43,977.00
Committee Operations	\$43,805.00	\$21,963.00
Job Analysis	\$7,717.00	\$ - -
Examination Services	\$82,155.00	\$92,270.00
Insurance	\$7,549.00	\$9,438.00
Occupancy/Overhead	\$128,198.00	\$92,242.00
Postage	\$13,021.00	\$16,479.00
Promotion and Marketing	\$118,641.00	\$101,914.00
Salary and Related	\$365,112.00	\$236,875.00
Taxes	\$7,347.00	\$7,765.00
Total Expense	\$821,402.00	\$629,335.00
Net Income	\$148,525.00	\$70,777.00

Sustainability

2008 CFRE Continuing Education Providers

Approved Provider For



Continuing Education

The goal of the certification process is to assure as much as possible the continuing competence of each Certified Fund Raising Executive (CFRE) and maintain the professional standard of those engaged in fund raising practice.

Continuing education courses provide one of the main methods for keeping up with professional practice. CFRE International approved 185 Education Providers for the year which was an 81% increase over 2007. Approved Education Providers provided approximately 1620 events which was a 187% increase over last year.

One of the most frequently asked questions is where candidates can go to obtain continuing education. The following is a list of our 2008 Education Providers. We thank them for the knowledge and skill they share.

Academic Impressions

Achieve

Advancement Solutions Consulting Group

AFP Berks Regional Chapter

AFP Calgary & Area Chapter

AFP Central Illinois Chapter

AFP Central Iowa Chapter

AFP Central Pennsylvania Chapter

AFP Central Texas Chapter

AFP Central Virginia Chapter

AFP Charlotte NC Chapter

AFP Chicago Chapter

AFP Cleveland Chapter

AFP Coastal Bend Chapter

AFP Colorado Chapter

AFP Eastern Pennsylvania Chapter

AFP Eastern Oklahoma Chapter

AFP East Texas Chapter

AFP Everglades Chapter

AFP Fairfield County Chapter

AFP Finger Lakes Chapter

AFP Florida Caucus

AFP Fort Worth Metro Chapter

AFP Golden Gate Chapter

AFP Greater Arizona Chapter

AFP Greater Atlanta Chapter

AFP Greater Austin Chapter

AFP Greater Detroit Chapter

AFP Greater Milwaukee Chapter

AFP Greater New York Chapter

AFP Greater Philadelphia Chapter

AFP Greater San Fernando Valley Chapter

AFP Greater Toronto Chapter

AFP Hampton Roads Chapter

AFP Hudson Mohawk Chapter

AFP Idaho Chapter

AFP Indiana Chapter

AFP Jackson Chapter	American Association of Grant Professionals
AFP Mahoning/Shenango Chapter	American Association of Homes and Services for the Aging
AFP Maryland Chapter	American Cancer Society
AFP Memphis Chapter	American Dental Association Foundation
AFP Mid America Chapter	AOPHA
AFP Minnesota Chapter	Association for Healthcare Philanthropy (AHP)
AFP North Central Ohio Chapter	Association Foundation Group
AFP Northern Arizona Chapter	Association of Fundraising Consultants (AFC)
AFP Northern New England Chapter	Association of Fundraising Professionals (AFP)
AFP Northwest Ohio Chapter	Association of Lutheran Development Executives (ALDE)
AFP Northwest Pennsylvania Chapter	Association of Professional Researchers for Advancement (APRA)
AFP Oklahoma City Chapter	Bank of America
AFP Oregon Chapter	Baptist Foundation of South Carolina
AFP Pocono Mountains Chapter	Bentz Whaley Flessner
AFP Quad Cities Chapter (Illinois)	Blueprint Fundraising and Communications
AFP Rockford Illinois Area Chapter	Boys & Girls Clubs of America National Headquarters
AFP San Antonio Chapter	Campbell & Company
AFP Silicon Valley Chapter	Campus Management Corporation
AFP South Carolina Lowcountry Chapter	Canadian Association of Gift Planners (CAGP)
AFP South Dakota Chapter	Canadian Association of Independent Schools
AFP Southeast Tennessee Chapter	Canisius College
AFP Southern New Jersey Chapter	Cannon Financial Institute
AFP St. Louis Chapter	Carolinas Annual Fund Conference
AFP Triangle-Triad-Charlotte Chapter	CASE
AFP Washington DC Chapter	CASE Asia-Pacific
AFP Western Maryland Chapter	Catholic Charites
AFP Western North Carolina Chapter	Center for Business Excellance - University of St. Thomas
AFP Western Pennsylvania Chapter	Center for Nonprofit Excellence
AFP Western Massachusetts Chapter	Charity Village Campus
Alliance for Children & Families	

Sustainability

CharityChannel LLC - Charity University
 Council for Resource Development (CRD)
 Crescendo Interactive Inc
 Cygnus Applied Research Inc
 Development Dialogues
 El Camino Hospital Foundation
 Especially for Nonprofits
 E-Tapestry
 Funding Information Center
 Fundraising Institute Australia (FIA)
 Fundraising Success Magazine
 Fundwell Academy
 George Brown College
 GivingPoint - Partners in Fundraising
 Global Philanthropic Pty Ltd
 Harford Community College
 Huntington Bank
 I-CASE
 Inova Health System Foundation
 Institute for Strategic Funding Development
 Institute on Philanthropy - University of Richmond
 International Catholic Stewardship Council (ICSC)
 JA Worldwide
 Jesuit Advancement Administrators
 Kellogg Center for Nonprofit Management
 Life Services Network
 London and Region Fund Raising Executives
 Los Angeles Center for Nonprofit Management
 Lutheran Social Services of South Dakota
 Marshall Howard and Associates

Metasoft Systems Inc
 Mid-Iowa Planned Giving Council
 Minnesota Planned Giving Council
 Mosaik Strategies, LLC
 National Committee on Planned Giving
 National Committee on Planned Giving - Arkansas Chapter
 New England Association for Healthcare Philanthropy
 (NEAHP)
 New England Development Research Association
 New York University School of Continuing & Professional
 Studies
 Nonprofit Connect (Formerly Council on Philanthropy)
 Nonprofit Management Center of the Permian Basin
 Nonprofit Resource Center of Alabama
 Nonprofit Resource Network, Millersville University
 North American YMCA Development Organization
 (NAYDO)
 North-American Internfraternity Conference Foundation
 Northwest Planned Giving Roundtable
 Ohio Association of Nonprofit Organizations
 Ohio Grantmakers Forum
 Oklahoma Center for Nonprofits
 Paradigm Shift Studio LLC
 Pentera
 PG Calc Incorporate
 Philanthropic Service for Institutions (PSI)
 Philanthropy Leadership Council
 Pittsburgh Planned Giving Council
 Planned Giving Council of Greater Philadelphia
 Planned Giving Council of San Antonio

Planned Parenthood Development Officers Council
Planning for Good
PREP/APRA
Pride Philanthropy, Inc
Robert Burdenski Consulting Group
Saint Mary's University of Minnesota
Sandra Rees, CFRE
Shasta College
Silicon Valley Community Foundation - Stanford University
SJM Family Foundation, Inc.
South Carolina Planned Giving Council
South Dakota Grantwriters Assn
Southern California Assn for Healthcare Development
Strategic Health Care
The Advancement Counsel
The Advisory Board Company - Philanthropy Leadership
Council
The Alford Group
The Axelson Center for Nonprofit Management
The Columbus Foundation
The Foundation Center
The Gateway Center for Giving
The Giving Institute
The Ohio Society of CPA
The Sponsorship Report
The Stelter Company
Toledo Community Foundation's Center for Nonprofit
Resources
University of South Carolina - School of Law
University of Texas Libraries
Variety the Children's charity of St. Louis
Virginia Association of Fundraising Executives
Willamette Valley Development Officers
Women in Philanthropy of Western Massachusetts
York Region Community Foundation

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*

2008 CFRE Demographics of All Current CFRE Certificants

493 new CFRE certificants

(40% increase over 2007)

5,442 total CFRE certificants

(new high)

Gender

67% Female

33% Male

Average Age

43 years

Ethnicity/Race

88% Caucasian

4.1% Black

(2% increase over 2007)

1.2% Hispanic

(1% increase over 2006)

1.3% Multi-ethnic

2.5% Asian

.2% Indigenous person

Sector of Employing Organization

25.7% Health

21.7% Education

15.3% Consultant

14.9% Human Services

10.2% Arts

5.0% Religious

4.9% Society/Public Benefit

1.7% Environment/Animals

Level of Responsibility

51.4% Upper Management

30.2% Middle Management

10.6% Functional Programme Area

6.1% Consultant



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

2008 Certificants

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Christopher Benaud, CFRE
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Judith Ford, CFRE
Alex Green, CFRE
John C. Herring, CFRE
David Mark Hindle, CFRE
Jannine A Jackson, CFRE
Michael G. LeCouteur, CFRE
Andrew A Markwell, CFRE
Evelyn R. Mason, CFRE
Lindsay B. May, CFRE
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Janice M. Pavey, CFRE
Karl Lawrence Van Rhoon, CFRE
Marilyn Rickard, CFRE
John A. Townend, CFRE
Peter J. Treseder, CFRE
Alicia J. Watson, CFRE
Phil E. Wilson, CFRE

Queensland, Australia

Jeffrey D. Buchanan, 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
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Anne J. Gribbin, 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
Lynette Walsom, CFRE

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Tracey Brown, CFRE
Peter J. Coote, CFRE

James Mackay Phillips P. Jones, CFRE
John A. Kramer, CFRE
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Jason Shauness, CFRE

Tasmania, Australia

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 Barbara W. Dicken, CFRE
 Roberta L. Donahue, CFRE
 Katherine M. Finley, CFRE
 Nancy Frick, CFRE
 Scott Friend, CFRE
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 Margaret E. Gammage-Tucker, CFRE
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 James E. Gillespie, CFRE
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 Paula J. Jenkins, CFRE
 Randall S. Johnson, CFRE
 Danny C. Johnson, CFRE
 Treva E. Johnson, CFRE
 Susan M. Johnson, CFRE
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