From the Chair

On behalf of the board of directors of CFRE International, thank you for your support of the CFRE credential and advancing professional and ethical fundraising practices worldwide.

Earning the CFRE is a mark of distinction that separates you from other fundraising professionals who have yet to take this important career-enhancing step. It indicates that you have a strong commitment to the fundraising profession, you seek opportunities to develop your skills and expertise, you take pride in serving the philanthropic community and you hold yourself to the highest ethical principles.

The CFRE Board of Directors assures you, your employer, and the public that the CFRE examination is a reliable and valid measure of fundraising practice. Volunteers from around the world representing you and the fundraising profession work diligently, guided by psychometric experts, to ensure the CFRE examination remains a relevant, fair and objective assessment.

I am pleased to report on CFRE’s accomplishments during 2009. Our numbers grew as 474 new certificants passed the exam and 1,171 certificants re-certified. This commitment to initial certification and re-certification reflects the importance the fundraising community places in holding a credential that demonstrates knowledge, experience and continued commitment to the industry’s best practices.

CFRE also approved 279 Education Providers in 2009 reflecting a 66 percent increase over 2008. The providers offered more than 2,700 educational programs, a 60 percent increase over the previous year.

We surveyed professional fundraisers from eight countries (for the first time including Brazil, Italy and Kenya), in three languages, about their work and the knowledge they need to have to perform effectively. From this research we develop the test content outline that determines the number of questions needed to properly assess the mastery of knowledge for...
each task. CFRE extends a hearty thank you to our Job Analysis Task Force, all of our Participating Organisations and the many volunteers who contributed their time to this most important endeavour. A special thank you is given to Associação Brasileira de Captadores de Recursos, the Kenya Association of Fundraising Professionals and to the Philanthropy Centro Studi, a research center of the University of Bologna, for their participation in the study.

I am also pleased to report that CFRE International is on sound financial footing. The financial report presented to you received an unqualified audit opinion.

Lastly, in 2009 we had a transition in leadership and we are indebted to Janet Ginn, CFRE, who served on an interim basis as CFRE embarked on a process to identify a new president and CEO. We were pleased to welcome Denny Smith, Ph.D. as president and CEO in January 2010. Denny joined CFRE with many years of assessment and credentialing experience from a variety of sectors including public, private, corporate and non-profit professional associations.

I appreciate your continued support and commitment to ensuring integrity and respect for the fundraising profession, which will surely continue to expand in 2010.

Sincerely,

Susan Davies Goepp, CFRE
Chair
Highly regarded certification programmes depend on dedicated people and reliable procedures that protect and enhance their credibility. The privilege of serving as a CFRE volunteer and former board member gave me an appreciation of the intricacies that underpin such programmes. CFRE was granted accreditation by the National Commission for Certifying Agencies (NCCA) in 2009, the culmination of the efforts of CFRE volunteers, Participating Organisations and certificants committed to CFRE International’s mission of advancing philanthropy through ethical and effective fundraising.

Leslie Weir, CFRE, ACFRE
Winnipeg Foundation
MB Canada
Credibility

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
2009 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.*

Perry Hammock, CFRE (Indianapolis, IN) *Chair*
Andrew Day, CFRE (Warwickshire, UK)
Richard Heist, CFRE (Lackawanna, NY)
Nigel Harris, CFRE (Brisbane, QLD)
Jill Nelson, CFRE (Toronto, ON)

**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.*

Janice Gow Pettey, CFRE (San Francisco, CA) *Chair*
Eva Aldrich, CFRE (Indianapolis, IN)
Roger Ali, CFRE (Toronto, ON)
Mark Jefferies, CFRE (Harpenden, Hertfordshire)
Barbara Bushnell, CFRE (Glendale, CA)
Susan Delaney, CFRE (Houston, TX)
Hugo De La Rosa, CFRE (Boston, MA)
Melanie McKenzie, CFRE (Victoria, BC)

**Finance Committee**
Sharilyn Hale, CFRE (Toronto, ON) *Chair*
Perry Hammock, CFRE (Indianapolis, IN)
Amy Swauger (New York, NY)

**Grievance Committee**
*Charged with the investigation of complaints against or by 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.*

Daniel McDiarmid, CFRE (Brisbane, QLD) *Chair*
Alisa Smallwood, CFRE (Lakeland, TN)
Leslie Weir, CFRE, ACFRE (Winnipeg, MB)
Peter Jones (Public Member) (Beverly, MA)
2009 CFRE International Committees and Task Forces

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)
Julie S Bornhoef, 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 (Lakeland, TN)

CEO Search Committee
Sharilyn Hale, CFRE (Toronto, ON) Chair
Susan Davies Goepp, CFRE, (Rochester, MI)
Perry Hammock, CFRE (Indianapolis, IN)
Alisa Smallwood, CFRE (Lakeland, TN)
Andrew Day, CFRE (Warwickshire, UK)
Robert Driver, CFRE (Urbana, IL)
Attaining CFRE certification marked a point in my life where I felt I had arrived in fundraising terms. It was a milestone in my fundraising career making all the years of commitment, hard work and learning crystallize into a most respected, internationally recognised, fundraising qualification. The sense of achievement and recognition from peers has been ongoing, knowing that I have accumulated a body of knowledge that is not easy to attain and can be benchmarked.

CFRE demonstrates the highest level of credibility in the not-for-profit sector as a fundraiser, and gives one the confidence that you can take on any fundraising role or challenge.

Kerin Welford, CFRE
Senior Fundraiser
Royal Forest and Bird Protection Society of New Zealand Inc.
2009 CFRE Advisory Council

Established in 2007, the purpose of the Advisory Council is to actively engage Participating Organisations 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 Organisation and serve as advocates for CFRE International in the broader fundraising community. The 2009 Advisory Council was chaired by Andrew Day, CFRE.

Association of Healthcare Philanthropy (AHP)
   Pamela Puleo, (Concord, NH)

Association of Christian Development Professionals (ACDP)
   Holmes Bryan, (Dallas, TX)

Association of Development and Alumni Professionals in Education Australasia (ADAPE)
   Brian Reid, CFRE, (Toorak, VIC)

Association of Fundraising Counsel (AFC)
   Andrew Day, CFRE (Warwickshire, UK)

Association of Fundraising Professionals (AFP)
   Bill Bartolini (Princeton, NJ)

Association of Lutheran Development Executives (ALDE)
   Paula Kadel (Plymouth, PA)

Association of Philanthropic Counsel (APC)
   Anne Peyton, CFRE, CPF (S. Strafford, VT)

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

Council for Resource Development (CRD)
   Leiba Cohen, CFRE (Hagerstown, MD)

Fundraising Institute Australia (FIA)
   Nigel Harris, CFRE (Brisbane, QLD)

Fundraising Institute New Zealand (FINZ)
   James Austin (Wellington, NZ)

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

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

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

New England Association for Healthcare Philanthropy (NEAHP)
   Linda Dodge, CFRE (New Holland, PA)

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)
2009 CFRE International Participating Organisations

CFRE International and the CFRE credential are endorsed by eighteen professional associations in five nations. Participating Organisations 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 organisations.

Association for Healthcare Philanthropy (AHP)
The Association for Healthcare Philanthropy (AHP) is an international professional organisation 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 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 Development and Alumni Professionals 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 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 organisations 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 organisations of all sizes can confidently engage experienced, qualified counsel focused on client satisfaction and results.

Canadian Association of Gift Planners*Association canadienne des professionnels en dons planifies (CAGP*ACPDP)
CAGP-ACPDPTM is the only organisation 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.
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 (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 organisations. NEAHP serves non-profit healthcare organisations 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 advance the development of YMCA professionals, volunteers, YMCA associations in the philanthropic work their YMCA through training, education, advocacy, research and knowledge sharing.
Philanthropic Service for Institutions (PSI)
Philanthropic Service for Institutions (PSI) inspires regular voluntary financial support for its member institutions, Seventh-day Adventist institutions and ministries, and creates an understanding of the ministry of philanthropy the way people change and grow by giving. PSI advances the ministry of philanthropy through: advocacy, education, programs, and resources/services.

United Way of America
United Way of America is the national organisation 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.
Accreditation

In May, 2009, the Certified Fund Raising Executive International Credentialing Board (CFRE International) announced that the Certified Fund Raising Executive (CFRE) programme was granted accreditation by the National Commission for Certifying Agencies (NCCA).

NCCA, the accrediting arm of the National Organization for Competency Assurance (NOCA), grants accreditation to a select group of organisations that demonstrate compliance with the NCCA Standards for the Accreditation of Certification Programs. The accreditation process includes a comprehensive and independent expert analysis of the certification program against the highest industry standards.

“While CFRE International has always adhered to quality standards in certification, accreditation by NCCA serves as an indicator to the nonprofit sector, our donors, and other stakeholders that the CFRE is a psychometrically sound and legally defensible certification exam. It is a reliable tool for measuring that a fundraising professional has mastered the set of knowledge, skills and abilities to be an effective fundraiser,” Susan Davies Goepp, CFRE, chair of CFRE International’s Board of Directors.
Having gone through CFRE credentialing three times, I can say it has helped me on so many levels. It keeps me current in the field and has enabled me to secure advancements professionally. Perhaps most important, however, the CFRE brings public appreciation and respect to the work of fund development. Because of the CFRE process, donors, employers, the government, and the public at-large are beginning to understand the expertise, the ethics and skills needed to be a fundraiser. Do the CFRE to advance yourself and do it to advance the field for all non-profits. The CFRE pays off!

Sharon Gleason, CFRE
Director of Development
The Girl Scout Council of the Nation’s Capital
Girl Scouts of the USA 100th Anniversary Task Force
Washington, DC
Validity

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

2009 Examination Annual Report

A total of 603 new candidates applied to the CFRE programme and 636 examinations were administered at numerous computer-based testing (CBT) locations in North America and 8 locations in three additional countries. During 2009, a total of 474 individuals were granted initial certification as a Certified Fund Raising Executive (CFRE), bringing the total number of current CFRE certificants to 5,137.

Current exam forms reflect a Test Content Outline based on the international Job Analysis Survey conducted in 2003 in five countries — Australia, Canada, New Zealand, the United Kingdom, and the United States. The following statistics are for all forms of the exam for 2009.
The passing rate of all first time test takers in 2009 was 80%. The passing rate of all test takers in 2009, including those re-taking the exam, was 75%.
Validity

Explanation of Terms:

**Total Scored Items on the Exam:** The examination consists of 225 questions; however, 25 of those are pre-test questions that 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 the score a candidate must receive in order to pass. 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 2009. 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 errors 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 2009 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 2009, both American and Canadian candidates performed best in the area of Volunteer Involvement. Candidates in Australasia performed best in the area of Relationship Building while candidates in the UK performed best in Management.

As in 2007 and 2008, the lowest scoring area for all groups, except the United Kingdom, was Securing the Gift. This is understandable as this is the broadest content area, covering all of the specific fundraising techniques and strategies. The CFRE candidate pool is involved with a great diversity of fundraising; therefore, it is understandable 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 North American candidates is Accountability, covering tax, regulatory issues and ethical fundraising which may reflect a lack of available education for fundraising professionals in their country of residence.

On the next page is a matrix of the average performance of candidates by content area.
CFRE International, in keeping with certification industry best practices, conducts Job Analysis Studies every five to seven years. 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 (2009) was based. In 2009, CFRE conducted a Job Analysis study in eight countries. The updated Test Content Outline will be released last quarter in 2010 and the revised examination, based on the 2009 Job Analysis, will be released in 2011.

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 27 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 percent of candidates recertify in accordance with their certification expiration date. An additional twenty percent take advantage of the automatic six-month grace period, bringing the final recertification rate to 80%. This compares to the average recertification rate for voluntary certification programmes of 60%.
The decision and desire to become a CFRE are personal. I feel that attaining the CFRE, along with my membership in AFP, are two of the most important career moves I have ever made. This credential shows donors, other fundraisers, and the public in general, that I am serious about fundraising in an honest and ethical way. It also sends a message that my organisation places the same importance on ethical fundraising that I do. I know that pursuing the CFRE may not the best decision for everyone, but for me it has made a huge difference in my professional life and enabled me to set and attain personal goals.

Janice K. Bobo, CFRE
Chief Development Officer
Children’s Association for Maximum Potential (CAMP)
San Antonio, TX
Sustainability

Since its inception as an independent organisation 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 92% of its revenue from candidate fees for both initial certification and recertification. The remaining 8% is made up of fees paid by Participating Organisations (7%) and from continuing education provider fees, job vacancy postings and commissions from framing sales (1%).

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, providing resources for innovation and growth (including fully funded reserves) and providing investment for the on-going development of the programme.

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
### CFRE International Consolidated Financial Report

<table>
<thead>
<tr>
<th>Income</th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>25th Anniversary Support</td>
<td>$---</td>
<td>$1,326.00</td>
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<tr>
<td>Continuing Education Provider Fees</td>
<td>$28,625.46</td>
<td>$20,650.00</td>
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<tr>
<td>Initial Certification Fees</td>
<td>$345,883.76</td>
<td>$406,950.00</td>
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<tr>
<td>Interest</td>
<td>($562.00)</td>
<td>$---</td>
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<tr>
<td>Job Postings/Merchandise Sales</td>
<td>$5,261.61</td>
<td>$8,961.00</td>
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<tr>
<td>Participating Organisation Fees</td>
<td>$61,100.00</td>
<td>$60,750.00</td>
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<tr>
<td>Recertification Fees</td>
<td>$438,416.22</td>
<td>$471,290.00</td>
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<tr>
<td><strong>Total Income</strong></td>
<td><strong>$878,725.05</strong></td>
<td><strong>$969,927.00</strong></td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting/Professional/Legal Services</td>
<td>$11,753.54</td>
<td>$20,781.00</td>
</tr>
<tr>
<td>Board Travel/Operations</td>
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<td>$27,076.00</td>
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<td>Committee Operations</td>
<td>$9,524.79</td>
<td>$43,805.00</td>
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<tr>
<td>Job Analysis</td>
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<tr>
<td>Examination Services</td>
<td>$72,577.56</td>
<td>$82,155.00</td>
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<tr>
<td>Insurance</td>
<td>$8,243.05</td>
<td>$7,549.00</td>
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<tr>
<td>Occupancy/Overhead</td>
<td>$181,137.79</td>
<td>$128,198.00</td>
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<tr>
<td>Postage</td>
<td>$11,042.34</td>
<td>$13,021.00</td>
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<td>Promotion and Marketing</td>
<td>$130,949.35</td>
<td>$118,641.00</td>
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<tr>
<td>Salary and Related</td>
<td>$340,136.26</td>
<td>$365,112.00</td>
</tr>
<tr>
<td>Taxes</td>
<td>$12,715.24</td>
<td>$7,347.00</td>
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<tr>
<td><strong>Total Expense</strong></td>
<td><strong>$834,576.05</strong></td>
<td><strong>$821,402.00</strong></td>
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</tbody>
</table>

| Net Income                  | **$44,149.00** | **$148,525.00** |
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 279 Education Providers for the year which was a 66% increase over 2008. Approved Education Providers offered approximately 2700 events which was a 60% increase over the previous year.

One of the most frequently asked questions is where candidates can go to obtain continuing education. The following is a list of our 2009 Education Providers. We thank them for the knowledge and skill they share.

Academic Impressions
Academic Library Advancement & Development Network Achieve
The Advisory Board Company
AFG
AFP Allegheny Mountains Chapter
AFP Berks Regional Chapter
AFP Bluegrass Chapter
AFP Calgary & Area Chapter
AFP Canada South Chapter
AFP Central Illinois Chapter
AFP Central Iowa Chapter
AFP Central New York Chapter
AFP Central Ohio Chapter
AFP Central Pennsylvania Chapter
AFP Central South Carolina Chapter
AFP Central Virginia Chapter
AFP Charlotte Chapter
AFP Chicago Chapter
AFP Cleveland Chapter
AFP Coastal Bend Chapter
AFP Colorado Chapter
AFP Detroit Chapter
AFP Eastern Iowa Chapter
AFP Eastern Oklahoma Chapter
AFP Eastern Pennsylvania Chapter
AFP Fairfield County Chapter
AFP Finger Lakes Chapter
AFP Fort Worth Metro Chapter
AFP Golden Gate Chapter
AFP Greater Arizona Chapter
AFP Greater Atlanta Chapter
AFP Greater Austin Chapter
AFP Greater Dallas Chapter
AFP Greater Dayton Chapter
AFP Greater Detroit Chapter
AFP Greater New Orleans Chapter
AFP Greater New York Chapter
AFP Greater Northshore Chapter
AFP Greater Philadelphia Chapter
AFP Greater San Fernando Valley Chapter
AFP Greater Toronto Chapter
AFP Greater Wichita Chapter
AFP Hampton Roads VA Chapter
AFP Illinois Capital Area Chapter
AFP Indian River Chapter
AFP Indiana Chapter
AFP International and Booz Allen Hamilton
AFP Jackson Chapter
AFP Las Vegas Chapter
AFP Long Island Chapter
AFP Manitoba Chapter
AFP Maryland Chapter
AFP Memphis Chapter
AFP Mid America Chapter
AFP Minnesota Chapter
AFP Monterey Bay Chapter
AFP Nashville Chapter
AFP New Jersey Chapter
AFP North Central Ohio Chapter
AFP North Dakota Northern Plains Chapter
AFP Northeast Wisconsin Chapter
AFP Northeastern Pennsylvania Chapter
AFP Northern Arizona Chapter
AFP Northern New England Chapter

AFP Northwest Arkansas Chapter
AFP Northwest Ohio Chapter
AFP Northwestern Pennsylvania Chapter
AFP Oklahoma Chapter
AFP Orange County Chapter
AFP Oregon Chapter
AFP Pocono Mountains Chapter
AFP Quad Cities Chapter (Illinois)
AFP Regina Chapter
AFP Rhode Island Chapter
AFP Rockford Illinois Area Chapter
AFP San Antonio Chapter
AFP Saskatoon Chapter
AFP Silicon Valley Chapter
AFP South Carolina Lowcountry Chapter
AFP South Dakota Chapter
AFP Southeastern Ontario Chapter
AFP Southeastern Tennessee Chapter
AFP Southern Colorado Chapter
AFP Southern New Jersey Chapter
AFP Southwest Florida Chapter
AFP St. Louis Regional Chapter
AFP Triangle-Triad Chapter
AFP Vancouver Island Chapter
AFP Washington DC Metro Chapter
AFP Western Maryland Chapter
AFP Western Massachusetts Chapter
AFP Western North Carolina Chapter
AFP Western Pennsylvania Chapter
African American Development Officers Network
Sustainability

AIDS Calgary Awareness Association
The Alford Group
Alliance for Children and Families
American Association for Grant Professionals - Chicago
Area Chapter
American Association of Homes and Services for the Aging (AAHSA)
American Institute for Philanthropic Studies
AOPHA
APRA
APRA Minnesota
APRA-SW
ASJMC
Association for Healthcare Philanthropy (AHP)
Association for Healthcare Philanthropy Ohio Chapter
Association Foundation Group
Association of Fundraising Consultants
Association of Fundraising Professionals (AFP)
International
Association of Grant Professionals
Association of Lutheran Development Executives - ALDE
Association of Philanthropic Counsel - APC
Association of Professional Researchers for Advancement
The Axelson Center for Nonprofit Management
Bank of the Cascades
Baptist Foundation of South Carolina
Bentz Whaley Flessner
Bergen Community College
Blackbaud
Blueprint Fundraising and Communications
Bolduc Nolet Primeau & Associates
Boys & Girls Clubs of America
Cadeau
California Advancement Researchers Association (CARA)
Campbell & Company
Canadian Association of Gift Planners (CAGP)
Canadian Association of Independent Schools (CAISAP)
Canadian Council of Advancement of Education
Canadian Council of Christian Charities
Canadian Fundraising & Philanthropy
Canisius College
Cannon Financial Institute
Capital Venture
Center for Business Excellence - University of St. Thomas
Center for Nonprofit Excellence
The Center for Nonprofit Resources
Charity Village Campus
The Chronicle Inc.
The Chronicle of Philanthropy
City Vision College
Colorado Nonprofit Association
Community Foundation of Wabash County
Convio
Council for Advancement and Support of Education
Council for Advancement and Support of Education - Europe
Council for Resource Development (CRD)
Council on Fundraising
Crescendo Interactive Inc
Cygnus Applied Research Inc
Development Dialogues
Development Exchange, Inc
Development Executives Roundtable (DER)
Donor2/Campus Management Corp
Duke Nonprofit Certification Program: Duke Continuing Studies
El Camino Hospital Foundation
Fitzgerald Information Services
Foundation Center
Fundraising Institute Australia
The Fund Raising School at Indiana University
Fundraising Success Magazine
Fundwell Academy
Gateway Center for Giving
Georgia Association of Development Professionals
Georgia Center for Nonprofits
Georgian College
Girl Scouts of the USA
Global Philanthropic
Goodwill Columbus
Greater Naples Area Planned Giving Council
The Hamilton Group LLC
High Desert Resource Network
Huntington Bancshares Inc
I-CASE
Independent Schools Association of the Central States - ISACS
Institute for Strategic Funding Development
Institute of Philanthropy University of Memphis
Institute on Philanthropy - University of Richmond
International Catholic Stewardship Council
Iowa Hospital Association
JA Worldwide
Kellogg Center for Nonprofit Management
La Sierra University - Center for Philanthropy
Lake Institute on Faith & Giving - Indiana University
LDS Philanthropies
Life Services Network
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McDonald Schaefer Group, LLC
Mennonite Foundation
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MindEdge, Inc
Minnesota Planned Giving Council - MPGC
Mission Measurement
Mississippi Center for Nonprofits
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New England Development Research Association (NEDRA)
NIC Foundation
Nonprofit Connect (Formerly Council on Philanthropy)
Nonprofit Learning Point
Nonprofit Management Center of the Permian Basin
Sustainability
Sustainability

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Nonprofit Resource Network
Nonprofit Technology Network - NTEN
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Northern California Planned Giving Council
Northwest Assistance Ministries
Northwest Development Officers Association
Northwest Planned Giving Roundtable
NP Media Source
Ohio Prospect Research Network
The Ohio Society of CPA’s
Oklahoma Center for Nonprofits
Oklahoma Planned Giving Council
Oklahoma State University Foundation
Partners in Mission
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Partnership for Philanthropic Planning of Greater Dayton
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Pennsylvania Downtown Center
Pen tera, Inc
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Planned Giving Council of Houston
Planned Giving Council of Lee County Florida
Planned Giving Council of San Antonio
Planned Parenthood Development Officers Council
Pride Philanthropy

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Prospect Researcher of Eastern Pennsylvania (PREP/APRA)
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South Carolina Planned Giving Council
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Southwest Idaho Training Consortium
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The Stelter Company
Summa Foundation
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Texas Presbyterian Foundation
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University of Washington Professional and Continuing Education
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WealthEngine.com
Wendy Moore-MacQueen
Willamette Valley Development Officers
Women in Development North
Women in Philanthropy of Western Massachusetts
WorkingPhilanthropy.com LLC
York Region Community Foundation
Desirability

2009 CFRE Demographics of All Current CFRE Certificants

474 new CFRE certificants

5,137 total CFRE certificants

Gender
68% Female
32% Male

Average Age
50 years

Ethnicity/Race
89.8% Caucasian
4.0% Black
1.3% Hispanic
0.8% Multi-ethnic
2.5% Asian
0.2% Indigenous person
1.3% Other

Sector of Employing Organisation
10% Arts
16% Consultant
21% Education
2% Environment
25% Health
16% Human Services
5% Religious
5% Society

Level of Responsibility
64% Upper Management
20% Middle Management
6% Functional Programme Area
10% Consultant

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
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
Current CFREs through 2009

New South Wales, Australia
Joy N. Barrett, CFRE
Deborah G. Beder, CFRE
Christopher Benaud, CFRE
Graeme F. Bradshaw, CFRE
Jennifer C. Doubell, CFRE
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
Stuart C. McGill, CFRE
David C. Osborne, CFRE
Janice M. Pavey, CFRE
Marty Rhone, CFRE
Marilyn Rickard, CFRE
Libby G. Rodgers-McPhee, CFRE
John A. Townend, CFRE
Alicia J. Watson, CFRE
Roewen Wishart, CFRE

Queensland, Australia
Jeffrey D. Buchanan, CFRE
Wayne M. Clarke, CFRE
Leigh Ellen Cleave, CFRE
Katherine A. Davis, CFRE
Kenneth C. Edwards, CFRE
Ted E.D.H. Flack, CFRE
Joanna M Garner, CFRE
Simone M. Garske, CFRE
Anne J Gribbin, CFRE
Nigel S.J. Harris, CFRE
Bernadette V. Mann, CFRE
Jenny M Mansell-Black, CFRE
Daniel C. McDiarmid, CFRE
Lesley Ann Ray, CFRE
Margaret A. Scott, CFRE
Jane M. Thompson, CFRE
Peter J. Treseder, CFRE
Lynette Walsom, CFRE

South Australia, Australia
Fiona A. Blinco, CFRE
Tracey Brown, CFRE
Peter J. Coote, CFRE
Kim M Jacobson, CFRE
James Mackay Phillips P. Jones, CFRE
Clare V. MacAdam, CFRE
Jason Shaunessey, CFRE

Tasmania, Australia
Ric R. Fletcher, CFRE

Victoria, Australia
Paul K Benjamin, CFRE
Jennifer Elliott, CFRE
Ronald J. Fairchild, CFRE
James J Garrett, CFRE
Laurence A Joseph, CFRE
Don Lewis, CFRE
Jeremy C. Maxwell, CFRE
Graham J. McKern, CFRE
Leo G Orland, CFRE
Diane L. Read, CFRE
Hollace H Reid, CFRE
Patricia H Roath, CFRE
William R. Roath, CFRE
Simone Rosel, CFRE
Judith M. Sproats, CFRE
Bronwyn Street, CFRE
Michelle Trevorrow, CFRE
Susanne Williamson, CFRE

Western Australia, Australia
Angela E. Bowman, CFRE
Michelle A. Fraser, CFRE
John W. Pritchard, CFRE
Janice Yerkovich, CFRE

* - indicates individual has been certified for 25 years or more
<table>
<thead>
<tr>
<th>Alberta, Canada</th>
<th>British Columbia, Canada</th>
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<tbody>
<tr>
<td>Lorelei D. Abernethy, CFRE</td>
<td>E. Saskia Ages, CFRE</td>
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<td>Darcie Acton, CFRE</td>
<td>Stephani A. Agg, CFRE</td>
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<td>Sharon K. Anthony, CFRE</td>
<td>Rowena R Anderson, CFRE</td>
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<td>Joanne L. Ballance, CFRE</td>
<td>Robert D. Appleton, CFRE</td>
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<td>Lori K. Bennet, CFRE</td>
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<td>Coby A Benoît, CFRE</td>
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<td>Thomas P. Berekof, CFRE</td>
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<td>Joan V. Black, CFRE</td>
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<td>Roger B Breault, CFRE</td>
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<td>Patricia M. Christie, CFRE</td>
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<td>Norma E. Cameron, CFRE</td>
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<td>Nancy I. Hammer, CFRE</td>
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<td>J. A. Tony Myers, CFRE</td>
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<td>Deborah L. Ramage, CFRE</td>
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<td>M. Michelle Regul, CFRE</td>
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<td>Debra M. Rigby, CFRE</td>
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<td>Louise M. De Pape, CFRE</td>
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<td>Scott Decksheler, CFRE</td>
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<td>Jason R. Demers, CFRE</td>
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<td>Anna Der, CFRE</td>
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<td>Michelline E. Dubeau, CFRE</td>
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<td>Brian E. Duclos, CFRE</td>
<td>Peter D. Taylor, CFRE</td>
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<td>Pamela J Fawcett, CFRE</td>
<td>Dee E. C. Thomson-Diamond, CFRE</td>
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<td>Derek D Fraser, CFRE</td>
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<td>Myrna J. Fyfe, CFRE</td>
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<td>Diana M. Gallivan, CFRE</td>
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<td>Marie E. Gebran, CFRE</td>
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<th>New Brunswick, Canada</th>
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<tr>
<td>Sheree A. Allison, CFRE</td>
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<td>Thomas J. (Tim) Cameron, CFRE</td>
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<td>Marianne M. Mepham-Newton, CFRE</td>
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<td>Helene M. Ouellette, CFRE</td>
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<td>Linda L. Saunders, CFRE</td>
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<td>Garvin R. Smith, CFRE</td>
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<td>Julie M. Thebeau, CFRE</td>
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<td>Tammy Wood, CFRE</td>
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<th>Newfoundland / Labrador, Canada</th>
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<tr>
<td>Rose M Daley, CFRE</td>
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<td>Doris E Cameron, CFRE</td>
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<td>Cynthia D Carroll, CFRE</td>
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<td>Linda K. Crockett, CFRE</td>
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<td>Catherine Desborough, CFRE</td>
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<td>Dorain M. Fredericks, CFRE</td>
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<td>Barbara L. Goit, CFRE</td>
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<td>Kevin R Lynch, CFRE</td>
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<td>Geraldine E. Maclusa, CFRE</td>
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<td>Adrienne M Malloy, CFRE</td>
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<td>Carolyn P Marshall, CFRE</td>
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<td>Anne Melanson, CFRE</td>
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<td>Jone E. Mitchell, CFRE</td>
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<td>Carol D. Murray, CFRE</td>
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<td>Lisa M. Pottie, CFRE</td>
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<td>William Pratt, CFRE</td>
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<td>Rosemary Spencer, CFRE</td>
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<td>Jodi Ann Swan, CFRE</td>
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<td>Paulette S Sweeney-Goodwin, CFRE</td>
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<th>Ontario, Canada</th>
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<tr>
<td>Vanessa Abaya, CFRE</td>
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<tr>
<td>Rachel Agnoluzzi, CFRE</td>
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<td>Roger D. Ali, CFRE</td>
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<td>Kathy Allan, CFRE</td>
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<td>Beverly J. Allen, CFRE</td>
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<td>Nneka A Allen, CFRE</td>
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<td>Katherine Alyea, CFRE</td>
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<td>Kathleen M. Ancker, CFRE</td>
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<tr>
<td>Beverley E Anderson, CFRE</td>
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<td>John Andresen, CFRE</td>
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| Paul A. Chesser, CFRE |
| Jennifer Childs, CFRE |
| Jennifer A. Clark, CFRE |
| Trevor M. Clark, CFRE |
| Linda C. Clemow, CFRE |
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| Sheilaah A Guthrie, CFRE |
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| Alanna J.T. Jones, CFRE |
| Maria Jordan, CFRE |
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| John E. LaFraboise, CFRE |
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| Anette Larsson, CFRE |
| Patricia I Lauzon, CFRE |
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| Jerry Lawlor, CFRE |
| Susan F. Lawrenson, CFRE |
| James P. Lawson, CFRE |
| Susan M. Laycock, CFRE |
| William M. Leacy, CFRE |
| Sharon Lee, CFRE |
| Tony Lee, CFRE |
| Deborah Moffatt Legroove, CFRE |
| Lisa F. Lemon, CFRE |
| Tina Leslie, CFRE |
| Catherine A. Leslie, CFRE |
| Ryan T Lester, CFRE |
| Emma Lewzey, CFRE |
| Greg D. Lichtl, CFRE |
| Andrea D Lindsay, CFRE |

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CFRE Annual Report 2009
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Katharine C. Little, CFRE
Tania L. Little, CFRE
Lilian Litwin, CFRE
Marie J Lizotte, CFRE
Hazel M Lloyyst, CFRE
Susan A. Lockett, CFRE
Frank H. Lockington, CFRE
Jamian Logue, CFRE
Deborah M. Loosmore, CFRE
Joanna Munroe Luciano, CFRE
Heather Macdonald, CFRE
Judith L. MacGowan, CFRE
Kimberley MacKenzie, CFRE
Angie L. Mackie, CFRE
Beth L McCarthy, CFRE
Nicole McCahon, CFRE
James B. McBride, CFRE
Harry McAvoy, CFRE
Michael Mazza, CFRE
Kathleen A. Provost, CFRE
Jory C. Pritchard-Kerr, CFRE, FAHP
David Prendergast, CFRE
Dorothy Pawley-Boyd, CFRE
Tracy L. Paterson, CFRE
Michael R. Pastore, CFRE
Kathy Parsons, CFRE
Dona Pammmer, CFRE
Karbi P. Ray, CFRE
Cheryl S. Reitberger, CFRE
Suzette Strong Randall, CFRE
Glenn D. Stresman, CFRE
Sara Wilbur, CFRE
Diane Wiles, CFRE
Lorelei R Wilkinson, CFRE
Elisa M Williams, CFRE
Kim Willis-More, CFRE
Karen D. Wilson, CFRE
Kathleen M. Wilson, CFRE
Julie A.K. Wirtanen, CFRE
Patricia E. Wright, CFRE
Ken S. Wyman, CFRE*
Louise Yearwood, CFRE
Tan-ling Yeung, CFRE
Marion York, CFRE
Denny Young, CFRE
Alekssander Zakonovic, CFRE
Kelly L. Ziegner, CFRE
Tamas Zsolnay, CFRE
Wendy E Zufelt-Baxter, CFRE

Quebec, Canada
Suzanne Belanger, CFRE
Jeff Bicher, CFRE
Christian Bolduc, CFRE
Lucie Chatelain, CFRE
Debbie Dankoff, CFRE
Danielle Dupuis, CFRE
Marcel Dupuis, CFRE
Chantal Gélinas, CFRE
Cynda P. Heward, CFRE
Carl Julien, CFRE
Paulanne Jushkevich, CFRE
Peggy Killeen, CFRE
Jean G. Lewis, CFRE
Shaun G. Lynch, CFRE
Dorothy M. Massimo, CFRE
Pam McPhail, CFRE
Karen N Mitchell, CFRE
Luce Moreau, CFRE
Martin Munger, CFRE
Maria Piccioni, CFRE
Catherine Rowe, CFRE
Jacqueline Scott, CFRE

* indicates individual has been certified for 25 years or more
Current CFREs through 2009

**Saskatchewan, Canada**
Bruce W. Acton, CFRE  
Nowshad Ali, CFRE  
Georgina A. Aftman, CFRE  
Cathy Chrones, CFRE  
Susan Clarkson, CFRE  
Karen J Dackiw, CFRE  
Judy I. Davis, CFRE  
Michelle M. Gallucci, CFRE  
Roberta L. Gamble, CFRE  
Don C. Gorsalitz, CFRE  
Lisa M Green, CFRE  
Edie Holzapfel, CFRE  
Randy Kershaw, CFRE  
Naomi Kreutzwieser, CFRE  
Peggy MacDonald, CFRE  
Alison M. Matheson, CFRE  
Beverley L McCaffrey, CFRE  
Gail M. Mehler, CFRE  
Jennifer L Molloy, CFRE  
Adrienne A. Nolan, CFRE  
Aaron W.B. Ruston, CFRE  
Janice Sander, CFRE  
Joanne Wurmlinger, CFRE

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Current CFREs through 2009

North Island, New Zealand
- Dianne J. Armstrong, CFRE
- John C. Bergin, CFRE
- Dwyllis Brown, CFRE
- Kitty Hilton, CFRE
- Stephanie Maitland, CFRE
- Donald Wayne McKenzie, CFRE
- Heather Newell, CFRE
- Carol J. Painter, CFRE
- Clive G. Pedley, CFRE
- Errol B. Pike, CFRE
- Johan L. Vos, CFRE
- Patricia R. Walbridge, CFRE
- Kerin L. Welford, CFRE

South Island, New Zealand
- Graeme A Brady, CFRE
- Dominique J Leeming, CFRE
- Peter Savage, CFRE
- Joy A Simpson, CFRE
- Lisa Wells, CFRE

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### Current CFREs through 2009

*indicates individual has been certified for 25 years or more*

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<td>Lucy Stirling, CFRE</td>
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CFRE Annual Report 2009
Current CFREs through 2009

**Alabama, United States**
Kathy S. Briscoe, CFRE
Michael D. Brown, CFRE
Candace C Burnett, CFRE
Patricia S Carter, CFRE
Anne C Chandler, CFRE
Lisa Costanzo, CFRE
Peggy E. Darby, CFRE
Robert L Dewhurst, CFRE
Emilil L. Dunbar, CFRE
Marilyn J Fletcher Ray, CFRE
James W Fogal, CFRE
Charles T. Moore, CFRE
Susann Montgomery-Clark, CFRE
Linda B. Montgomery, CFRE
Michael R. Miller, CFRE
Kristin M. Martin, CFRE
Norma J. McGee, CFRE
Richard R. Miller, CFRE
Linda B. Montgomery, 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
Jery F. Smith, CFRE
Molly D. Stone, CFRE
Francis S. Tatum, CFRE
Christopher N Thomason, CFRE
Barbara C. Taylor, CFRE
Susan H. Waldrop, CFRE
Robert W Weilbaum, CFRE
Manuel Williams, CFRE

**Arizona, United States**
Adele M Alderman, CFRE
Sally A. Archer, CFRE
Joy N Atrops-Kimura, CFRE
Christine L Bell, CFRE
Pamela B. Blazard, CFRE
Peter Brennan, CFRE
James P. Caldarola, CFRE
Jayna L. Combs, CFRE
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Tissa A Northcutt, CFRE
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Beth E Rose, CFRE
Suzanne Rudolph, CFRE
Mary K. Rutherford, CFRE
Jennifer Simeonof, CFRE
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Brooke Taylor, CFRE
Julie C Varee, CFRE
Judith A. Wier, CFRE
Laurie B. Wolf, CFRE

**Arkansas, United States**
Adele M Alderman, CFRE
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Susan H. Waldrop, CFRE
Robert W Weilbaum, CFRE
Manuel Williams, CFRE

**California, United States**
Sue S. Williamson, CFRE
Lynnette Watts, CFRE
Jill D Wagar, CFRE
Lynnette Watts, CFRE
Holly D Whitcombe, CFRE
Sue S. Williamson, CFRE

**Alaska, United States**
Adelle M Alderman, CFRE
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Michelle Conklin, CFRE
Mary J. Crist, CFRE
Deborah Dale, CFRE
Judith B. Davidson, CFRE
Michelle E DiMuro, CFRE
Pamela Doherty, CFRE
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Christine Ewing, CFRE
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Peter J Finley, CFRE
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Bill J. Harrison, CFRE
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Nancy Knoche, CFRE
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Samatha A Maracle, CFRE
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Bonnie J Morgan, CFRE
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Robbie Nicol, CFRE
Lisa A Notaro-Goin, CFRE
Lisa Olivas-Cook, CFRE
Jacqueline A. Palmenberg, CFRE

**Arkansas, United States**
Marianne T Pekala, CFRE
Mark Pablow, CFRE
Margie Puerta Edson, CFRE
Joyce A. Richards, CFRE
Hazel F. Richards, CFRE
John C. Sar, CFRE
Eva Scholfield, CFRE
Scott Sheldon, CFRE
Janelle M. Shiner, CFRE
Michele Shipitofsky, CFRE
Scott D. Showers, CFRE
Susan G. Sirkus, CFRE
Stuart R. Smith, CFRE
FAHP*
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Jon Stettnner, CFRE
Stephen V. Stone, CFRE
Joseph F Swaba, CFRE
Angela Sytsma Lee, CFRE
Torrie A Taj, CFRE
Glenn A. Tappan, CFRE
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Jennifer M Tersigni, CFRE
David K. Udall, CFRE
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Mark D. Walker, CFRE
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Susan E. Waschler, CFRE
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Richard A. Wilson, CFRE
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Martin H Wojcik, CFRE

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Manuel Williams, CFRE

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### Current CFREs through 2009

**California, United States (Cont.)**

- Lambert G. Bittinger, CFRE
- Larry G. Boles, CFRE
- Gregory N. Bonn, CFRE, FAHP
- Julie S Bornhoef, CFRE
- Brian J. Bowden, CFRE
- Merle E Brodie, CFRE
- Jessie Brooks, CFRE
- Rebecca W. Brown, CFRE
- Robyn M. Browning, CFRE
- James K. Brozo, CFRE
- Marsha L. Bryan, CFRE
- David L. Bundesen, CFRE
- Teresa Bunuel, CFRE
- David K. Burghart, CFRE
- Loretta A Burris, CFRE
- David L. Burkhardt, CFRE
- David K. Burghart, CFRE
- Teresa Bunuel, CFRE
- Gayle L. Bunch, CFRE
- Karen B Follette, CFRE
- Mary E Fenstermacher, CFRE
- Gerard J. Fazio, CFRE
- Mary E Fenstemacher, CFRE
- Carole A. Fish, CFRE
- Michael C. Ford, CFRE
- Terri Forman, CFRE
- Michele M. Forte, CFRE
- Susan P. Fox, CFRE
- Linda P Frank, CFRE
- Sarah C. Fry, CFRE
- Patricia F Gallagher, CFRE
- Carol D. Gantall, CFRE
- Helena Galper, CFRE
- Carlos A. Garcia, CFRE
- Stacy Lee Gardner, CFRE
- David L. George, CFRE
- Peggy J. Gibbs, CFRE
- Mary Jean Gilbert, CFRE
- Joseph M. Gillmer, CFRE
- Mary L. Gimenez-Caulder, CFRE
- Ann B Giordano, CFRE
- Maria G. Gonzales, CFRE
- Judith R. Goodbody, CFRE
- Tara Goodman, CFRE
- Geoff C Graham, CFRE
- Sarah M. Grant, CFRE
- Sandra W. Gresham, CFRE
- Anne D. Grey, CFRE
- Sherry L. Griffin Grundy, CFRE
- Diane V. Grooms, CFRE
- Anita Louis Grossman, CFRE
- Teri L. Halliday, CFRE
- Jane G. Hansen, CFRE
- Ruthellen Harris, CFRE
- Elizabeth A Harvey, CFRE
- Robin R Harvill, CFRE
- Clyde M. Harwood, CFRE
- Tomaoki L. Hayashi, CFRE
- Marni A. Hayman, CFRE
- Patricia A Heller, CFRE
- William C. Hendry, CFRE
- Renee Herrell, CFRE
- Amy E Himes, CFRE
- Mark R. F Hodde, CFRE
- Joshua Hodges, CFRE
- Mary Hohensee, CFRE
- Christine Hollister, CFRE
- Julianne E Holt, CFRE
- Susan E. Hoover, CFRE

**California, United States (Cont.)**

- Kimberly Low, CFRE
- Thomas Lowden, CFRE
- Laura A. Lueke, CFRE
- Colleen R. Lukoff, CFRE
- Stephen A. Lundin, CFRE
- Glenn Maddalon, CFRE
- Constance S. Maguire, CFRE
- Paula March, CFRE
- Lynn Martell, CFRE
- Lisa Marvin, CFRE
- Victoria Mastro, CFRE
- Deanna Maurer, CFRE
- Robert A. May, CFRE
- Joan McBride, CFRE, FAHP
- David R McCurry, CFRE
- Heather McKenzie-Densmore, CFRE
- Karen W. McQueen, CFRE
- Yukiko M. Meadows, CFRE
- Daniel E Meek, CFRE
- Megan K Meihaus, CFRE
- Honey Meer-Levi, CFRE
- Rebecca Merrell, CFRE
- Daniel J. Mirgon, CFRE
- Charity L. Monte, CFRE
- Terry Monteleone, CFRE
- Jean Moonial, CFRE
- Antoinette G. Moriarty, CFRE
- Richard H Morley, CFRE
- Kelly Morrison Pop, CFRE
- Janelle H Morton, CFRE
- Randall F. Mueller, CFRE
- Patricia Narciso, CFRE
- Lynn R. Nawahine, CFRE
- Joseph Naylor, CFRE
- Paula M Neal Reza, CFRE
- Theresa M Nelson, CFRE
- Elizabeth G. Nesbitt, CFRE
- Nicole G Noble, CFRE
- Steve Ortiz, CFRE
- Melia L. Parchman, CFRE
- Kimberly L. Parker, CFRE
- Chanda B. Parrett, CFRE
- Amy B. Parrott, CFRE
- Amy D Parsons, CFRE
- Linda F Parton, CFRE

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California, United States (Cont.)

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<th>Name</th>
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<td>Christa Sheehan</td>
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<td>R. Scott Schroeder</td>
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<td>Brian M Jones, CFRE</td>
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<td>Claudia B Nielsen, CFRE</td>
<td>Maryanna L Lautman, CFRE*</td>
<td>Kay Partyn</td>
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Current CFREs through 2009

Florida, United States (Cont.)
Anna Lanzatella, CFRE
Kathleen M. Larsen, CFRE
Marianne C LeClair, CFRE
Sara H. Leonard, CFRE
Barbara T Leonard, CFRE
Deborah A Levine, CFRE
Patricia Christine Lewis, CFRE
Kristin S. Lidinsky, CFRE
Elizabeth A. Liles, CFRE
H. Patricia Lord, CFRE
Andrew E. Lutton, CFRE
Suellen K. Mann, CFRE
Donna C. Marino, CFRE
Melody M. Marrs, CFRE
Grant E. Martin, CFRE
Karelia Martinez-Carbonell, CFRE
Aida i Matic, CFRE
Karen M. Mazzara, CFRE
Linda J. McAllister, CFRE
Evelyn Elizabeth McCaff, CFRE
Jessica McLain, CFRE
Gail S. Meltzer, CFRE
Kenneth I. Menefee, CFRE
John R. Mercier, CFRE
Richard G. Miller, CFRE
Lois P. Miller, CFRE
Robert J. Moher, CFRE
Patricia Montesino, CFRE
Daniel E. Montplaisir, CFRE
Kurt R. Moore, CFRE
Terry J. Mularkey, CFRE
Kristie K. Naines, CFRE
Thomas E. Norman, CFRE
Joanne Nowlin Davis, CFRE
Susan J. Oimoto, CFRE
Carol Ossip Felder, CFRE
Michael Ostroff, CFRE
Janet G. Owens, CFRE
Holly L. Parrish, CFRE
Stephen J. Parsons, CFRE
Joan K. Paru, CFRE
Nancy B. Perry, CFRE
Faith M. Pridmore, CFRE
Gene F. Pruett, CFRE
Alexandra Quarles, CFRE
Kathy S. Rabon, CFRE
Suzanne E. Rackl, CFRE
Dianne M. Reeves, CFRE
Suellen Reid Field, CFRE
Robb D. Resler, CFRE
Karen J. Rieley, CFRE
Lenora A. Ritchie, CFRE
John E. Rivas, CFRE
Clarence J. Roberts, CFRE
Renee Robertson, CFRE
Rolando D. Rodriguez, CFRE
Carolyn C. Rogers, CFRE
Bonnie A. Royster, CFRE
Mary Salionz, CFRE
Beth Guba Sc蕉an, CFRE
Gwyn F. Schabacker, CFRE
Leslie Schipani-Anderson, CFRE
Marcia L. Schneider, CFRE
Margaret L. Schumacher, CFRE
Jennifer L. Seder, CFRE
Patricia A. Shaer, CFRE
Kenneth P. Shoriak, CFRE
Penelina J. Simms DiPrima, CFRE
Doris K. Sipos, CFRE
John B. Sloan, CFRE
Gary W. Smith, CFRE
Cynthia Allen Smith, CFRE
Marlene M. Spalten, CFRE
Alyce Lee Stansbury, CFRE
Jeanine Starr, CFRE
Susan L. Stern, CFRE
Giovanna M. Stincer, CFRE
Christopher C. Stowers, CFRE
Susan L. Suarez, CFRE
Joanne B. Sullivan, CFRE
Dianna L. Sutton, CFRE
Julie C. Taylor, CFRE
Joel L. Thomas, CFRE
Maureen Thurston, CFRE
James J. Tobin, CFRE
Lisa Torres, CFRE
Joanne W. Towner, CFRE
Linda L. Truslow, CFRE
Barton C. Tryon, CFRE
Nancy K. Turrell, CFRE
James B. Tyson, CFRE
Karen L. Van De Putte, CFRE
Lola H. Walker, CFRE
Kimberly A. Walter, CFRE
C. Edward Wardle, CFRE
Glenn R. Welch, CFRE
Eric Welch, CFRE
Megan D. Wenrich, CFRE
Taryn Dyan Wheat, CFRE
Kathryn A. Whitney, CFRE
Patrice Shiver Whittem, CFRE
John D. Wilbur, CFRE
Lee Williams, CFRE
Shellie Williams, CFRE
Sallie Williams, CFRE
Julie M. Wills, CFRE
Brett L. Woods, CFRE
Danielle Wright-Landry, CFRE
William Y. Varick, CFRE
Anita J. Young, CFRE
Tania R. Yount, CFRE
Georgia, United States
Catherine Callaghan Abell, CFRE
Tracey B. Atwater, CFRE
Debbi B. Barber, CFRE
Louisa Basarrate, CFRE
David Aaron Berger, CFRE
Philip Bonfiglio, CFRE
Maxwell Breithaupt, CFRE
Troy A. Breitmann, CFRE
Kay Buckham, CFRE
Jeanette N. Burroughs, CFRE
John P. Byrne, CFRE
David O. Coleman, CFRE
Patrick D’Alba Sabatelle, CFRE
Rebecca H. Davis, CFRE
Melisa Duck, CFRE
Ken L. Fincher, CFRE
Tracey L. Foreman, CFRE
Robyn C. Furness-Fallin, CFRE
William W. Gardner, CFRE
Sherry A. Greenblatt, CFRE
Heather Greene, CFRE
LaDonna L Greiner, CFRE
Amanda K. Griffin, CFRE
Leonard A. Haas, CFRE
Joy K. Hallinan, CFRE
Carolyn K. Hamilton, CFRE
Bonnie S. Hardage, CFRE
Jerry W. Henry, CFRE
R. William Hooson, CFRE
Maryyu L. Howell, CFRE
Bert W. Huffman, CFRE
Deborah M. Johnson, CFRE
John W. Jordan, CFRE
Rainie B. Jueschke, CFRE
Elizabeth A Kargel, CFRE
David H. King, CFRE
Wm. Edward Laity, CFRE* 
Lindsay L. Lapole, CFRE* 
Fred Maglione, CFRE 
Bentley B. Marane, CFRE*
Mary Z. McEneny, CFRE
Juan A. McGruder, CFRE
Elizabeth H. Meehan, CFRE
Arenda M. Méndez, CFRE
Bruce E. Minett, CFRE
Elizabeth S. Morford, CFRE
Mary Kay Murphy, CFRE
Jo-Anne L. Newman, CFRE
Joshua R. Newton, CFRE
Melinda K. Nord, CFRE
John F. O’Kane, CFRE
Sheila K. O’Neal, CFRE
Ann-Laura Parks, CFRE
David R. Pass, CFRE
Toni S. Paz, CFRE
Rachel Michele Pearce, CFRE
Evan M. Pearson, CFRE
Mary K. Perry, CFRE
Jennifer D. Peterson, CFRE
John Petty, CFRE
Gayle J. Popham, CFRE
Carolyn K. Proffitt, CFRE
Marcille B. Reed, CFRE
Martha Scott Reich, CFRE
Nancy K. Rigby, CFRE
Martin J. Riggs, CFRE
Joel L. Riggs, CFRE
John Riley, CFRE
Ellen H. Sacchi, CFRE
Penelope A. Scarpucci, CFRE* 
Gail Seifert, CFRE
Elizabeth Sheppard, CFRE
Scott H. Sikes, CFRE
Michael J. Skrynecki, CFRE
Alicia Smith, CFRE
Joan M. Stuart, CFRE
Teresa A. Theisen, CFRE
Catherine B. Trotter, CFRE
Charles Troutman, CFRE
Margaret E. Uphoff, CFRE
Judy W. Walker, CFRE
Brittany G. Wilson, CFRE
Susan W. Wooton, CFRE
Sandra Yates, CFRE

Hawaii, United States
Elizabeth A. Aulsebrook, CFRE
KC Collins, CFRE
Jill M. Dotts, CFRE
Monica Grant, CFRE
Polly Kauahi, CFRE
Denise K. Kelickoa, CFRE
Janice N. Knapp, CFRE
Keawe Liu, CFRE
Patti M. Look, CFRE
Elizabeth M. Mastrantonio, CFRE
Ronald L. Sauder, CFRE
Mary L. Spadaro, CFRE
Lorraine S. Tamaribuchi, CFRE
Sarah B. Tenney, CFRE
Lisa M. Verbe, CFRE

Idaho, United States
Rayelle B. Anderson, CFRE
Kyrsten S. Bell, CFRE
Donald L. Evans, CFRE
David G. Facer, CFRE
Teresa H. Farr, CFRE
Hilary Hupp Furlong, CFRE
Linda J. Leary Gerber, CFRE
Monica D. Hopkins, CFRE
Larry C. Johnson, CFRE
Bob Madden, CFRE
Mary Elizabeth Markley, CFRE
Christopher W. Moore, CFRE
Jennifer L. Neill, CFRE
Jersey W. Nielsen, CFRE
Bradley J. Petersen, CFRE
David G. Richards, CFRE
David L. Roberts, CFRE
Shayne L. Summers, CFRE
Stuart B. Weiser, CFRE

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Alberta Adamson, CFRE
Martha J Ahrends, CFRE
Shannon Lohr Alexander, CFRE
Richard L. Allmon, CFRE
Paul W. Amundsen, CFRE
Carol Anglet, CFRE
Rosalyn J. Averette-Priester, CFRE
John M. Barrett, CFRE*
Michael J. Bates, CFRE*
John M. Barrett, CFRE*
Robert V Hotz, CFRE
Fred W. Holzrichter, CFRE
Robert V Hotz, CFRE
David John Hougan, CFRE
Rhonda S. Huber, CFRE
Lynn R Huelssmann, CFRE
Robert D. Driver, CFRE
Kathleen F Dujisik, CFRE
Alice L. Eakin-Malicki, CFRE
M. Jane Eaves, CFRE
Heather A. Eddy, CFRE
Terrence J. Egan, CFRE
Paula J. Endress, CFRE
Val M. Ensalaco, CFRE
Daniel J Facchini, CFRE
Nick M. Falco, CFRE
Rebecca Finnes Hunter, CFRE
Peter J. Fissinger, CFRE
Tom Fite, CFRE
Randy R. Flachsbart, CFRE
Nat R Flckinger, CFRE
Gilbert W Fonger, CFRE
Randi. Franke, CFRE
Anthony A. Frank, CFRE
Patti S. Franklin, CFRE
Melanie Frazier, CFRE
Francine Friedman, CFRE
Theodore D. Frost, CFRE
Terri M Genes, CFRE
Carol K. Gieske, CFRE
Grant Gilbert, CFRE
Marshall R. Gillam, CFRE
Michelle D. Gorham, CFRE
April Gould, CFRE
Eric J. Green, CFRE
Kathleen Grummel, CFRE
Susan A. Hacker, CFRE
Barbara K Hailey, CFRE
Yolanda Hancock-Rahman, CFRE
Paul K Hansen, CFRE
Linda Lucas Hansen, CFRE
Linda C Hawkins, CFRE
Bret L. Heinrich, CFRE
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Jennifer A Hodges Jerzyk, CFRE
Fred W. Holzrichter, CFRE
Robert V Hotz, CFRE
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Rhonda S. Huber, CFRE
Lynn R Huelssmann, CFRE
Kristin L Hughes, CFRE
Kathleen M. Hurley, CFRE
Joy D. Hutchcraft, CFRE
Heather T. Hutchison, CFRE
Benjamin J. Imdieke, CFRE
Janice H. Janovic, CFRE
Jennifer A. Jeffris, CFRE
Sarah J Jennings, CFRE
Jacqueline S. Joines, CFRE
Faith A. Joy, CFRE
Paula M. Karas, CFRE
Emily Kielback, CFRE
Virginia Heubach, CFRE
Maureen Kelly, CFRE
Marilyn Foster Kirk, CFRE
Souadry Kittivong-Greenbaum, CFRE
Deborah A. Kleinboeker, CFRE
Marylyl. Kleibrink, CFRE
Debra Klieman, CFRE
Sue Ann Klotz, CFRE
Jill C Koski, CFRE
Diane Koster, CFRE
Kathy A. Kraas, CFRE
Cloydia H. Larimore, CFRE
Tamara Lee Leonard, CFRE
Carol J. Levenberg, CFRE
Ceilanne Libber, CFRE
Joseph A. Li, CFRE
Judy T. Lindsey, CFRE
Kevin Lister, CFRE
Ruth D. Little, CFRE
Karla Van Drunen Littoy, CFRE
James J. Lynch, CFRE
Alexander G. Macnab, CFRE, FAHP*
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Hugh A. Mathis, CFRE
Bruce R. Matthews, CFRE
Mary Jo May, CFRE
Patricia A. McDonald, CFRE
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Paula A. McNicholas, CFRE
John R. Mecklenburg, CFRE
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Michael L. Meier, CFRE
Julie L Melton, CFRE
Susan L Mennenga, CFRE
Roger A. Meyer, CFRE
Dennis L. Meyer, CFRE*
Mary Beth Mikrut, CFRE
Julie R. Milam, CFRE
Sara L Miller Acosta, CFRE
Kathleen M. Monteleone, CFRE
Geraldine Moore, CFRE
John C. Morrow, CFRE
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Linda B Myette, CFRE
Beverly E. Neisler, CFRE
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Pamela K Owens, CFRE
Theodore C Parge, CFRE
Erin H Patti, CFRE
Douglas G. Peck, CFRE
Susan A Peters, CFRE
Jamie Phillippe, CFRE
Tanya Pietkowski, CFRE
Sydney Plant, CFRE
Denise M Pope, CFRE
Alexander F Pope, CFRE
Pamela M Prescott, CFRE
Roy F. Quanstrom, CFRE
John J Quinn, CFRE
Lisa M Radetsky, CFRE
Christine Radtkie, CFRE
Mark A Randall, CFRE
L. Patrick Reedy, CFRE
Allison M. Regnier, CFRE
Jill J. Reid, CFRE
Mary J. Revord, CFRE
Mark A Roberts, CFRE
Gary N. Rowe, CFRE
Marcy J. Rubinstein, CFRE
Nathan R. Ruby, CFRE
Susan Rudiger Mchabcheb, CFRE
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Gladys Santiago, CFRE
Brenda Scheider, CFRE
Cynthia L. Schmidt, CFRE
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Kimberly S. Schweitzer, CFRE
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Hugh P. Turley, CFRE
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Anne Tyree, CFRE
Randy A. Varju, CFRE
Lynne D. Vass, CFRE
Gordon D. Venturella, CFRE
Barb Vicory, CFRE
Robert A Vitales, CFRE
Patricia S. Wagen, CFRE
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Kimberly K Weeks, CFRE
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Eva E. Aldrich, CFRE
Indiana, United States (Cont.)
- William C. Andreas, CFRE
- Timothy P. Ardillo, CFRE
- Janet L. Bates, CFRE
- Donna K. Belding, CFRE
- Sally J. Benson, CFRE
- Michelle L. Bingle-Coffman, CFRE
- Peggy W. Blackard, CFRE
- Susan E. Bogan, CFRE
- Charles R. Bosser, CFRE
- Scott E. Bova, CFRE
- David A. Bower, CFRE
- Michael F. Bowles, CFRE
- Joan K. Boyer, CFRE
- Wendy W. Boyle, CFRE* 
- Linda R. Brimmer, CFRE*
- Emogene M. Brindel, CFRE
- M. Dennis Brown, CFRE
- Gvido L. Burgis, CFRE
- Karen Burns, CFRE
- Mary L. Chrisl, CFRE
- David O. Clendenen, CFRE
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- Robert J. Caudall, CFRE
- Robert N. Croft, CFRE
- Kathryn M. Dannels, CFRE
- Betty P. Darbo, CFRE
- Joyce A. Dettolene, CFRE
- Barbara W. Dicken, CFRE
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- Katherine M. Finley, CFRE
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- Steve Gilliland, CFRE
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- Stephanie M. Grabow, CFRE
- Ted R. Grossnickle, CFRE
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- Cindy J. Hall, CFRE
- Perry T. Hammock, CFRE
- Patricia Louise Hankins Hughes, CFRE
- Sandra M. Noe, CFRE
- Paul F. Nowak, CFRE
- Jennifer E. Nuckels Stafford, CFRE
- Harriet A. O’Connor, CFRE
- Mary Ann Olinger, CFRE
- Diana J. Pappin, CFRE
- Nicholas A. Parkevitch, CFRE
- Jennifer K. Pendleton, CFRE
- Heather C. Perdue, CFRE
- Michael G. Perigo, CFRE
- Victoria A. Petersen, CFRE
- Brent J. Pieper, CFRE
- Linda L. Pratt, CFRE
- J. Anita Ray, CFRE
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- Kelley A. Romweber, CFRE
- Deborah L. Rutt, CFRE
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- Ann Uddegraff Spleth, CFRE
- M. Jane Sullivan-Davis, CFRE
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- Jill S. Tullar, CFRE
- Kristina D. Uland, CFRE
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- Denise Wagner, CFRE
- Andrea F. Walters, CFRE
- Angela E. White, CFRE
- James R. Whitten, CFRE
- James P. Wood, CFRE
- Deborah M. Wray, CFRE
- Paula A. Young Neuman, CFRE
- Terry A. Zeitlow, CFRE
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- Karen K. Anderson, CFRE
- Helen B. Arnold, CFRE
- Nancy Bobo, CFRE
- Lesa M. Buck, CFRE
- Steve M. Campbell, CFRE
- Beth N. Chase, CFRE
- Lea J. Clausen, CFRE
- Timothy S. Coffey, CFRE
- Kristine K. Columbus, CFRE
- James M. Dodson, CFRE
- Brenda K. Duell, CFRE
- Jane A. Flanagan, CFRE
- Todd D. Fogdall, CFRE
- Kristine Frakes, CFRE
- Stephen P. Garrington, CFRE
- Raymond P. German, CFRE
- Rita R. Gilbertson, CFRE
- Steven R. Goebel, CFRE
- Melinda M. Gowey, CFRE
- Clint Grider, CFRE
- Albert M. Grunewald, CFRE
- Kathy L. Hall, CFRE
- Susannah L. Hawn, CFRE
- Robert N. Hilbert, CFRE
- Angela Beth V. Hilbert, CFRE
- Judi Holdorf, CFRE
- Connie Lisaacson, CFRE
- Shelby L. Jordan, CFRE
- Gail P. Karp, CFRE
- Kathy Katoki, CFRE
- Christine A. Kramer, CFRE
- Lois Kudel, CFRE
- Donna J. Lawler, CFRE
- Joseph M. Leisz, CFRE
- Jeanine M. Lovell, CFRE
- James A. McHenry, CFRE
- Robert D. MacKenzie, CFRE
- Lynette L. Marshall, CFRE
- Donald J. Meyer, CFRE
- Erin L. Minne, CFRE
- Doyle Monsma, CFRE
- Robert L. Morrissey, CFRE
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- Nancy A. Olson, CFRE
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- Bradley L. Strader, CFRE
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Kansas, United States
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- John P. Biggs, CFRE
- Nikki Sweeden Bollaert, CFRE
- Teri L. Buek, CFRE
- Sharon M. Chinnery, CFRE
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- Louis J. Gehring, CFRE
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- Ruth Heffel, CFRE
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- Janet M. Justice, CFRE
- Jessie Kaye, CFRE
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- Paula Kitt, CFRE
- Leslie M. Knop, CFRE
- J. Michael Lamb, CFRE
- Jane N. Lampo, CFRE
- Joyce H. Martin, CFRE
- Diane J. B. Marty, CFRE
- James A. McHenry, CFRE
- Pamela J. McNally, CFRE
- Mary E. Ontko, CFRE
- Jon D. North, CFRE
- Mary E. Ontko, CFRE
- Patricia A. Oppenheimer, CFRE
- Donna M. Paprota, CFRE
- Paul F. Pelletier, CFRE
- Diane L. Robbins, CFRE
- Sheila Montgomery Park, CFRE
- Sandra L. Tuttle, CFRE
- Janet M. Van Note, CFRE

* indicates individual has been certified for 25 years or more
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Michael W. Wescott, CFRE
Sharon R. Will, CFRE
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William A. Pierce, CFRE
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Linda S. Medley, CFRE
Lee Ellen Martin, CFRE
Joyce M. McNeely, CFRE
Linda S. Medley, CFRE
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William A. Pierce, CFRE
Laurel Raimondo Martin, CFRE
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Michael M. Shumway, CFRE
Becky A. Sittason, CFRE
Michael Stratford, CFRE
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Kay C Barnett, CFRE
Jeremy T. Becker, CFRE
Carolyn A. Chasse, CFRE
Scott M. Childers, CFRE
Emily A. DiStefano, CFRE
Cathleen M. Dodge, CFRE
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Don L. Eisenberg, CFRE
Tia H. Eambaugh, CFRE
Mary M. Gilliam, CFRE
Janet L. Goforth, CFRE
Elizabeth L. Grace, CFRE
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Simone N. Hennessey, CFRE
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Jeffery L. McLain, CFRE
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Ky E. Mortensen, CFRE
Julianne S. Pattison, CFRE
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Arlette R. Rodrigue, CFRE
Mila T. Sexton, CFRE
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Sarah Johnson, CFRE
Philip F. McKeen, CFRE
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Lise M. Pratt, CFRE
John Rainone, CFRE
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Lieba J. Cohen, CFRE
Lori J. Counts, CFRE
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Geanneine L. Darby, CFRE
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Karen L. McGuire, CFRE
Maureen J. McNeill, CFRE
Kimberly M. Metzger, CFRE
P. Michael Meyerstein, CFRE
Steven P. Miller, CFRE
Paula K. Minsk, CFRE
Amy H. Moorer, CFRE
Deborah M. Morris, CFRE
Tara A. Mulligan, CFRE
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Dennis J. Narango, CFRE
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John A. Barfield, CFRE
Elizabeth A. Beckhusen, CFRE
Susan B. Brandt, CFRE
Juliana Buchanan, CFRE
Kirsten B. Bullock, CFRE
Timothy R. Burcham, CFRE
Susan D. Caldwell, CFRE
Catherine B. Chapman, CFRE
Barbara J. Cunningham, CFRE
Frank Fletcher, CFRE
Harrel St. Freeman, CFRE
Cynthia A. Harbin, CFRE
Ericka L. Harney, CFRE
Robin R. Hite, CFRE
Linda R. Johnson, CFRE
Scott J. Judy, CFRE
Jenny Kruipile, CFRE
Robert K. Lewis, CFRE
Lee Ellen Martin, CFRE
Joyce M. McNeely, CFRE
Linda S. Medley, CFRE
Leonard J. Moisan, CFRE
Carol G. Morrison, CFRE
Robert J. Mueller, CFRE
Michael P. Murray, CFRE
William A. Pierce, CFRE
Laurel Raimondo Martin, CFRE
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Michael M. Shumway, CFRE
Becky A. Sittason, CFRE
Michael Stratford, CFRE
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Martha S. Bjelland, CFRE
Porter D. Caesar, CFRE
Maribeth Canning, CFRE
Jean M. Christensen, CFRE
Eleanore G. Courtmane, CFRE
Michelle S. Davis, CFRE
Robert D. Demont, CFRE
Susan J. Doliner, CFRE, FAHP
Peter W. Francisco, CFRE
Penny S. Harris, CFRE
Sarah Johnson, CFRE
Philip F. McKeen, CFRE
Sarah M. Meacham, CFRE
Robert F. Mitchell, CFRE
Julie C. Poulin, CFRE
Lise M. Pratt, CFRE
John Rainone, CFRE
Lynda D. Rohman, CFRE
Susan C. D. Suter, CFRE
Lisa J. Wahllstrom, CFRE
Katherine White Lewis, CFRE
Susan DeWitt Wilder, CFRE
Janet R. Adams, CFRE
Felicia H. Allender-Brant, CFRE
Mary E. Barringer, CFRE
Alice L. Benson, CFRE
Lisa A. Boccia, CFRE
Earl R. Browning, CFRE
Robert L. Bull, CFRE
Thomas W. Busch, CFRE
Mike Butler, CFRE
Mary Elizabeth Campbell, CFRE
Michael C. Cather, CFRE
Beth-Anne Chernichowski, CFRE
Barbara L. Cicone, CFRE
Donna S. Clare, CFRE
Lieba J. Cohen, CFRE
Lori J. Counts, CFRE
Julie E. Cox, CFRE
David M. Coyne, CFRE
Geanneine L. Darby, CFRE
Lynne M. Davidson, CFRE
Beth S. Dochinger, CFRE
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Maureen J. McNeill, CFRE
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P. Michael Meyerstein, CFRE
Steven P. Miller, CFRE
Paula K. Minsk, CFRE
Amy H. Moorer, CFRE
Deborah M. Morris, CFRE
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Thomas W. Busch, CFRE
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James Butcher, CFRE
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Jane L Calvin, CFRE
Joseph J. Caporale, CFRE
J. Loring Carpenter, CFRE
Donald J. Cawrse, CFRE
Susan W. Chamberlain, CFRE
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William M Craft, CFRE
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Heidi Daniels, CFRE
Crystal L Daugherty, CFRE
Hugo De La Rosa, CFRE
Michael J. Delia, CFRE
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Melissa A. Dick, CFRE
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E. James Kraus, CFRE
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George Riley, CFRE
Kent Rohrbach, CFRE
John Samaan, CFRE
Tut Scott, CFRE
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Sharon J Stanczak, CFRE
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Maureen T. Sylvia, CFRE
Margaret A Tantillo, CFRE
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Abbie J. von Schlegell, CFRE*
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Mary Lou Wellman, CFRE
Kelsa L. Zereski, CFRE
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Robert A. Berkhof, CFRE
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Kristin G Bradley, CFRE
Denise M. Brooks, CFRE
Melinda Conway Callahan, CFRE
Linda. Cameron, CFRE
Janet Clark, CFRE
William C. Coderre, CFRE
Kelly A. Conway, CFRE
Staci Coomer, CFRE
Gretchen M. Couraud, CFRE
Laura S Covintree, CFRE
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Suann D Hammersmith, CFRE
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Martha B Haynes, CFRE
Julia A. Hein, CFRE
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Nina K. Holden, CFRE
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Randy D. Maiers, CFRE
Jayne E. Marsh, CFRE
Richard Martin, CFRE
Kevin L McAlpine, CFRE
Anthony F. McDonnell, CFRE
Dan J McKeen, CFRE
James A. McLaughlin, CFRE
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Keith D. Meyerling, CFRE
Juddde A. Milito, CFRE
Kristine Miller, CFRE
Paul Miller, CFRE
Judith K Moore, CFRE
Robert W. Murray, CFRE
Nancy S. Owen, CFRE
Barbara L. Owens, CFRE
Patricia A. Paquin, CFRE
Sandra F. Parrish, CFRE
James M. Pearl, CFRE
Christie Perdue, CFRE
Gregory C. Piazza, CFRE
Sean C. Pollion, CFRE
Pamela Joy Pratt, CFRE
Jennifer Richard, CFRE
Cedric A. Richner, CFRE
Giuseppe Rizza, CFRE
Ben Y Robinson, CFRE
Laura Sacha-Staskiewicz, CFRE
William R. Schmiedicke, CFRE
Angela M Schmucker, CFRE
Camille B. Shy, CFRE
Sandra A. Siegel, CFRE
Daryl J Sieplinga, CFRE
Cheryl A. Simon, CFRE
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Scott T. Wolterink, CFRE
Jodi L. Wong, CFRE
Sue C. Woodward, CFRE
Michelle L Woodell, CFRE
William G. Yagerlener, CFRE

**Minnesota, United States**
Mark S. Abner, CFRE
Jayne Adams Piehl, CFRE
Robert M. Allan, CFRE
Cyndi R Anderson, CFRE
Nancy A. Appel, CFRE
Rebecca Barker, CFRE
Gary S. Bawden, CFRE
Timothy M. Benz, CFRE
Anne C. Berberich, CFRE
Janet Bisbee, CFRE
Chandra M Bloodgood Kavati, CFRE
Thomas P. Bonner, CFRE
Bruce C. Bonnickson, CFRE
Andrea L. Bork, CFRE
Nancy M. Brown, CFRE
Tricia G. Bunten, CFRE
Jennifer L Butson, CFRE
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Shai James, CFRE
Lisa Jardine, CFRE
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Alice Kemlering, CFRE
Sam J. Kennedy, CFRE
William H. Kiel, CFRE
Diane M. Kochis, CFRE
Elizabeth A Kohler, CFRE
Karen S. Kosniewski, CFRE
George F. Krec, CFRE
Henry M. Kroondyk, CFRE
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Richard Martin, CFRE
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Anthony F. McDonnell, CFRE
Dan J McKeen, CFRE
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Juddde A. Milito, CFRE
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Paul Miller, CFRE
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Michelle L Woodell, CFRE
William G. Yagerlener, CFRE

**Current CFREs through 2009**

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Current CFREs through 2009

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Donald A. Engel, CFRE *
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Elizabeth E Evensen, CFRE
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Sharon Hentges Ferraro, CFRE
Barbara A. Flasch, CFRE
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Bette A. Forberg, CFRE
Heather A. Glasso, CFRE
Jean Caroline Gorell, CFRE
Celine M. Graham, CFRE
Mark E Haidley, CFRE
Mark L. Hill, CFRE
Joan V Hilder, CFRE
Robert Hofmann, CFRE
Terri L. Hokanson, CFRE
Karen A. Humphrey, CFRE
Hal Johnson, CFRE *
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Mary S. Jones, CFRE
Dennis Kelly, CFRE
Martha A Kunau, CFRE
Mark J Larkin, CFRE
Sara Larson, CFRE
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Kent D. Osterman, CFRE
Tina M. Palmer, CFRE

Scott J. Palmer, CFRE
Carnot Michael-Jon Pease, CFRE
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Amy S Rydberg-Reise, CFRE
Richard G. Sayther, CFRE
Gregory S. Schlichter, CFRE
Susan L Schmidgall, CFRE
Carol A. Schmidt, CFRE
Bonita L. Schultz, CFRE
Grace H. Schroeder Scott, CFRE
Katrina Scoville, CFRE
Jeanne Seeley-Smith, CFRE
Charles S Semrow, CFRE
Mark A. Skipper, CFRE
Linda K. Smith, CFRE
Jennifer H Spiller, CFRE
Katherine M Steffen, CFRE
Sarah E Suemnig, CFRE
William A. Sullivan, CFRE *
John S. Swanholm, CFRE
John P Szarke, CFRE
Don W. Taylor, CFRE
Clayton D Tenquist, CFRE
Glenn Thiel, CFRE
Jodi L Trost, CFRE
Tom VandenBosch, CFRE
Jay H. Vogelsang, CFRE
Brent A Voight, CFRE
Jill M. Walker, CFRE
Vincent J. Walker, CFRE
Deborah L. Ward, CFRE
Jeremy Wells, CFRE
AnnaLee A Wolf, CFRE
AnnaLee R Wright, CFRE
Reid A. Zimmerman, CFRE

**Mississippi, United States**

Derek D. Alley, CFRE
Beth Berger Autrey, CFRE
Natalie F. Carlisle, CFRE
Kristina J. Carlson, CFRE
David Patrick Eaton, CFRE
Scherry S Gilliland, CFRE
Noel Dean Hancock, CFRE
James M Jeter, CFRE
Joan M. Kaye, CFRE
Stephanie A. Maxwell, CFRE
Charles A. Nutt, CFRE
Shelley J. Ricker, CFRE

**Missouri, United States**

Lisa Alexander, CFRE
Dina M Althardt, CFRE
Thomas J. Angus, CFRE
Madelyn C. Arana, CFRE
Patricia R. Arnold, CFRE
Gene Aug, CFRE
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Bruce A. Bartoo, CFRE
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Morgan R. Clevenger, CFRE
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Maureen E. Cunningham, CFRE
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Renee L Durnin, CFRE
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Sandra J. Ferguson, CFRE
Theresa L. Fleck, CFRE
Debbie Freeman, CFRE
Debbie L. Frey, CFRE
Jaime R Friedrichs, CFRE
Jessie A. Fuller, CFRE
Laura Gajda, CFRE
Terry L. Gerds, CFRE
Scott D. Giffen, CFRE
Kirby H. Gould, CFRE
Lucille M. Green, CFRE
Denis Greene, CFRE
Celeste M Greenlee, CFRE
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Yvette Hartsfield, CFRE
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Donna McGinnis, CFRE
Sonya C. McLelland, CFRE
Steve Meier, CFRE
Kenneth Meyer, CFRE
Dawn Miller, CFRE
Yvonne Dowdy Miller, CFRE
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Ken Nickless, CFRE
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Trudy L. Picher, CFRE
Annie Presley, CFRE
Regina Przetak, CFRE
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Lynn M. Raney, CFRE
Diana E Rawizza, CFRE
Sheryl L. Ray, CFRE
N. Paulette Reed, CFRE *
Louise Reeves, CFRE
Julie Reinke, CFRE
Allison M. Rickels, CFRE
JoAnn Rivinus-Vorth, CFRE
Jamie L Roach, CFRE
Cindy Cox Robertson, CFRE
Amy R. Rome, CFRE
Mark R. Roock, CFRE
Laura L. Rossmann, CFRE
Michael D. Rubin, CFRE

* indicates individual has been certified for 25 years or more
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<tr>
<th>Missouri, United States (Cont.)</th>
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<td>E. Jane Rutter, CFRE</td>
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<td>Judith K. Sabbert, CFRE</td>
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<td>Michael S Salsich, CFRE</td>
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<td>Linda L. Sanders, CFRE</td>
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<td>Rose M. Simone, CFRE</td>
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<td>Charles J. Skaer, CFRE</td>
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<td>Mark D Slaughter, CFRE</td>
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<td>Robert K. Smith, CFRE</td>
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<td>Judith A.C. Smith, CFRE</td>
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<td>Terry Snapp, CFRE</td>
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<td>Art Sommer, CFRE</td>
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<td>Nicole S Speer, CFRE</td>
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<td>Hans G. Springer, CFRE*</td>
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<td>Susan M. Svec, CFRE</td>
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<td>Linda Hood Talbott, CFRE</td>
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<td>Michael C. Tarry, CFRE</td>
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<td>Emily A. VanArsdale, CFRE</td>
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<td>Christine L Vancill, CFRE</td>
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<td>Debra H. Victor, CFRE</td>
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<td>Karma E Vowell, CFRE</td>
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<td>Susan Walker, CFRE</td>
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<td>Sherry L. Weber, CFRE</td>
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<td>Vicki S. White, CFRE</td>
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<td>Anne L. Wiehagen, CFRE</td>
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<td>Timothy J Willard, CFRE</td>
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<td>Rebecca S. Zimmer, CFRE</td>
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<td>Montana, United States</td>
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<td>Chris Newbold, CFRE</td>
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<td>Marie A. Nopper, CFRE</td>
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<td>Tiffany M. Sandholm, CFRE</td>
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<td>Therese M. Weller, CFRE</td>
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<td>Cynthia R Williams, CFRE</td>
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<td>Nebraska, United States</td>
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<td>Richard Blair, CFRE</td>
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<td>Kevin L Bonney, CFRE</td>
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<td>Lisa D. Calvert, CFRE</td>
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<td>Jennifer L. Cardwell, CFRE</td>
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<td>LuAnn R. Davis, CFRE</td>
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<td>Agne Dizona, CFRE</td>
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<td>John M. Fettig, CFRE</td>
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<td>Renee Franklin, CFRE</td>
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<td>Michael P Friend, CFRE</td>
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<td>Michael P. Geis, CFRE, FAHP</td>
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<td>Jason D. Gerdes, CFRE</td>
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<td>Randall J. Hallett, CFRE</td>
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<td>Donna K Hammack, CFRE</td>
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<td>Brenda J Helget, CFRE</td>
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<td>Caryn J Hohnholt, CFRE</td>
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<td>Kathy S Katt, CFRE</td>
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<td>Alan R Koepke, CFRE</td>
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<td>Scott A. Larson, CFRE</td>
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<td>Cindi L McDowell, CFRE</td>
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<td>Hillary S Nather-Detisch, CFRE</td>
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<td>Robert Patterson, CFRE</td>
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<td>Jane M. Phillips, CFRE</td>
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<td>Lloyd R. Probasco, CFRE*</td>
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<td>Ann M. Rourke, CFRE</td>
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<td>James P. Schroeder, CFRE</td>
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<td>Viola See, CFRE</td>
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<td>Shane A Seymour, CFRE</td>
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<td>Matt N Sheffield, CFRE</td>
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<td>Stuart R. Shepherd, CFRE</td>
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<td>Alan G. Sherwood, CFRE</td>
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<td>Suzanne K Shrier, CFRE</td>
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<td>R. Todd Simpson, CFRE</td>
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<td>Christopher Sommerich, CFRE</td>
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<td>James M. Steier, CFRE</td>
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<td>Melissa G Steiner, CFRE</td>
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<td>Craig D. Stirtz, CFRE</td>
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<td>Melissa Stricherz, CFRE</td>
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<td>Robert Synhorst, CFRE</td>
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<td>Judith H. Tamisiea, CFRE</td>
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<td>Frank P. Tulipana, CFRE</td>
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<td>Chandler A. Tyrrell, CFRE</td>
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<td>Nevada, United States</td>
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<td>Deanna Ackerman, CFRE</td>
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<td>Alicia M Reban, CFRE</td>
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<td>Philip M. Ringle, CFRE</td>
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<td>Timothy B. Allison, CFRE</td>
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<td>Diane L. Woodworth, CFRE</td>
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<td>Margaret M. Baker, CFRE</td>
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<td>Michael J. Baker, CFRE</td>
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<td>Ronald F Barisano, CFRE</td>
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<td>Peggy B. Barnes, CFRE</td>
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<td>Ross H. Basen, CFRE</td>
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<td>Patrick J. Bower, CFRE</td>
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<td>Anne Bradley-Sosis, CFRE</td>
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<td>Kiwi Nam P Brennan, CFRE</td>
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<td>John E Brothers, CFRE</td>
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<td>Hilary Brown-Kuchrowsky, CFRE</td>
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<td>John Carno, CFRE</td>
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<td>Randolph L Clour, CFRE</td>
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<td>Melanie S. Cohen, CFRE</td>
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<td>Ana M. Cravo, CFRE</td>
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<td>Howard A. Cusick, CFRE</td>
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<td>William C. Dauster, CFRE</td>
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<td>Michael J David-Wilson, CFRE</td>
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<td>Pamela DeLuca, CFRE</td>
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<td>R. Christine DeMarco, CFRE</td>
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<td>Allan Donaldson, CFRE</td>
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<td>John P Majane, CFRE</td>
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<td>Current CFREs through 2009</td>
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<td>* indicates individual has been certified for 25 years or more</td>
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Current CFREs through 2009

**New Mexico, United States**
- Cindy Adams, CFRE
- Cyndi D Ankiiewicz, CFRE
- Dawne M Bell, CFRE
- Marian J Bolton, CFRE
- Charlene A Cerny, CFRE
- Rebecca A. Dukes, CFRE
- Kevin A Hagen, CFRE
- Mark A Hohnstreiter, CFRE
- Pamela Hurd-Knief, CFRE
- Judith Motyka, CFRE
- Linda K. Off, CFRE
- Kathryn C. Peck, CFRE
- Chandra Y Anderson, CFRE
- Robin S. Amato, CFRE
- F. Raymond Agnew, CFRE
- Paul J. Adamo, CFRE
- Joy Wohl LeCuyer, CFRE
- Barbara S Wise, CFRE
- Susan Walton, CFRE
- Barbara S Wise, CFRE
- Maureen Simmons, CFRE
- Kenneth L Thompson, CFRE
- Terra A. Van Winter, CFRE
- Cynthia Doerler L Powers, CFRE

**New York, United States**
- Colleen A Brade, CFRE
- Beth Lynn Hoey, CFRE
- James Hopkins, CFRE
- Sara L. Niemeyer, CFRE
- William R. Baker, CFRE
- Kenneth D Baroff, CFRE
- Karen T. Beach, CFRE
- Joan Marie Shal Belnap, CFRE
- Beverly A Biggs, CFRE
- Tamara F Brainerd, CFRE
- Kelly E. Brandon, CFRE
- Priscilla A Bratcher, CFRE
- Sherry L. Browning, CFRE
- Rita R. Burch, CFRE
- Stan Campbell, CFRE
- Cynthia H. Clark, CFRE
- James C. Clarkson, CFRE
- Stephanie B. Cole, CFRE
- Alexander F. Comfort, CFRE
- Katherine Conrad, CFRE
- Michael Darrow, CFRE
- Rebecca L. Davis, CFRE
- Ann R Davis, CFRE
- Laura Dodson-Pennington, CFRE
- Tiffany Drummond Armstrong, CFRE
- Jeanie P. Duncan, CFRE
- Sherry J Dutton, CFRE
- Meredith T. Eanes, CFRE
- Amy Etheridge, CFRE
- Elizabeth N Fischer, CFRE
- Jennifer S Gaisbauer, CFRE
- Tina L Gentry, CFRE
- Mark Goldstein, CFRE
- Susan S. Grider, CFRE
- Jane S. Gross, CFRE
- Celeste A Gruner, CFRE
- Patricia A. Hall, CFRE
- Michelle C. Hamilton, CFRE
- Beverly J Harrington, CFRE
- Doug Hartjes, CFRE
- Margaret Scott Harwood, CFRE
- Jamie R Hayes, CFRE
- William Hinman, CFRE
- Miranda Hippel, CFRE
- Elizabeth Hodan, CFRE
- Thomas M. Hull, CFRE
- Elizabeth H. Hunter, CFRE
- Anne J Hurd, CFRE
- Sharon C. Johnson, CFRE
- Nancy Arne Jones, CFRE

- Cyndi D Ankiiewicz, CFRE
- Timothy G Brennan, CFRE
- Dennis P. Buckley, CFRE
- Bianca A. Carter, CFRE
- Patricia H Clemency, CFRE
- Tamara L. Cohen, CFRE
- Kathleen M. Cole, CFRE
- David C. Condiffe, CFRE
- Jeffrey G. Cory, CFRE
- Barry E. Cosel-Pieper, CFRE
- Marcia R. Craner, CFRE
- Maureen A. Cullinan, CFRE
- Mario John DellaPina, CFRE
- Dianne Armstrong DeLorenzo, CFRE
- Roger W. Dow, CFRE
- Randi Shubin Dresner, CFRE
- Helen A. Dukewicz, CFRE
- William Easterly, CFRE
- Leonard P. Erb, CFRE
- Ellen R. Errigo, CFRE
- Yvonne C. Ervin, CFRE
- Joseph A. Ferraro, CFRE

- Susan J. Fields, CFRE
- Heather A Filipowicz, CFRE
- Patrick T. Flynn, CFRE
- J. Herb Bailey, CFRE
- Nancy Arne Jones, CFRE
- Alice A. Alexander, CFRE
- Joseph A. Ferraro, CFRE

- Ivan M. Braun, CFRE
- Timothy G Brennan, CFRE
- Carolyn W Hunt, CFRE
- J. Herb Bailey, CFRE
- Jose B Ojeda, CFRE
- Paul J. Adamo, CFRE

- Timothy G Brennan, CFRE
- William F. Hurley, CFRE
- Frank A. Interlichia, CFRE
- Rose Marie Johnson, CFRE
- Wells B. Jones, CFRE
- Lynne Marie S Jones, CFRE

- Kathleen M. Cole, CFRE
- Mark I. Kalish, CFRE
- Charles D. Kimmel, CFRE
- James C. Kiss, CFRE

- Patricia G. Knutsen, CFRE
- Melissa Komora, CFRE
- Yvonne C. Ervin, CFRE
- Dorothy Linda-Britton, CFRE

- J. Douglas McDaniel, CFRE
- Stephen D. Larruccia, CFRE
- Diane M. LaVigna-Wxted, CFRE
- Judith F. Lemoncelli, CFRE

- Mary K. Lowrey, CFRE
- Madeleine S. Lung, CFRE
- Robert G. Lynch, CFRE
- Karen L. Maier, CFRE

- Benita A. Mazurkiewicz, CFRE
- Craig MacPherson, CFRE
- Laurie A. Mahoney, CFRE
- Sharon D. Markman, CFRE

- Benjamin A. Gair, CFRE
- John P. Gleason, CFRE
- Henry Goldstein, CFRE*

- Jennifer S. Goodwin, CFRE
- Melissa Gradel, CFRE
- Lorraine M. Greif, CFRE

- Thomas J. Guagliardo, CFRE
- Kathleen Z. Gupta, CFRE
- Jody M. Harvey, CFRE

- Richard L. Heist, CFRE
- Linda L. Henley, CFRE
- Becky L. Herman, CFRE

- John Hicks, CFRE
- Janet Cooperman Hiser, CFRE
- Rachel K Hitchcock, CFRE
Current CFREs through 2009

North Carolina, United States (Cont.)
Regan Jones, CFRE
Eli Jordfald, CFRE
John E Joslin, CFRE
James K Kelley, CFRE
Angela C Kemper, CFRE
Joyce Watkins King, CFRE
Robert L Kornegay, CFRE
Laurie R Kovens, CFRE
Elizabeth Kuhn, CFRE
Rebecca Lamb, CFRE
Katherine L Lambert, CFRE
Aline F Lasseter, CFRE
Lisa C Lauffer, CFRE
Brenda W Lea, CFRE
Daphne T Lewis, CFRE
Grace M D Lewis, CFRE
Susan M Lilly, CFRE
Arthur W Loehr, CFRE
Michael D Lowery, CFRE
Alice W Mutch, CFRE
Arthur J Manning, CFRE
Richard M Mara, CFRE
Sandra J Marshall, CFRE
Kevin P McCarthy, CFRE
Stephen L McDaniell, CFRE
Nancy M McEneny, CFRE
Patricia F Mead, CFRE
James L Medlin, CFRE
Kristen M. Mercerjohnson, CFRE
Crystal H Miller, CFRE
Joyce M Mitchell Antoine, CFRE
John R. Mitterling, CFRE
Benjamin T Mohler, CFRE
Sandra M Morckel, CFRE
Michael J Morsberger, CFRE
Heather W Murphy, CFRE
Colette M Murray, CFRE
Lynn K Neill, CFRE
M Thomas Norwood, CFRE
Martin L Novom, CFRE
Amanda M Osborne, CFRE
Heidi E Owen, CFRE
Jodi S Peeler, CFRE
Sarah S Perkins, CFRE
E Gail Perry, CFRE

North Dakota, United States
Gordon Binek, CFRE
Cordell G Dick, CFRE
Craig M Johnson, CFRE
Michael J Kiedrowski, CFRE
John J Klokce, CFRE
Yvonne M Kroll, CFRE

Ohio, United States
Nancy F Ackley, CFRE
Thomas R Ahlersmeyer, CFRE
Joan H Ainsworth, CFRE
Mindy R Aleman, CFRE
Edwin R Allen, CFRE
Cynthia B Anderson, CFRE
Michael W Andreola, CFRE
Larry G Armentrout, CFRE
Renee Aten, CFRE
Sue P Babione, CFRE
Lois C Baglione, CFRE
Joseph B Baldasare, CFRE
Randi A Baun, CFRE
James Beaverson, CFRE
Katherine R Beck, CFRE
Lawrence J Becker, CFRE
Kim Andreia Belle Richardson, CFRE
Barbara J Bibbee, CFRE
Patricia A Bilow, CFRE
Barbara L Bishop Hanck, CFRE
Susan O Black, CFRE
Jodi L Bopp, CFRE
Jeffrey M Bowen, CFRE
Barbara R Boyce, CFRE
Kristin G Broadbent, CFRE
B Ann Brossia, CFRE
Paul L Brown, CFRE
Adam Burk, CFRE
Janet A Burns, CFRE
Lori L Burr, CFRE
Stacy A Caddley, CFRE
Carol L Carbury, CFRE
Audrey J Casey, CFRE
Jim J Chrost, CFRE
Barbara J Clemenson, CFRE
Cynthia Perry Colebrook, CFRE
Donna W Coleman, CFRE
Patricia A Corcoran, CFRE
Michelle D Cramer, CFRE
Kristin J Culp, CFRE
Jeffrey D Damron, CFRE
Kimberly T Danes, CFRE
Rose M Denman, CFRE
Susan K Denning, CFRE
Geri L Douglas Marshall, CFRE
Rebecca S Drumm, CFRE
James G Echement, CFRE
Tiffany Edwards, CFRE
Patricia G Egan, CFRE
John C Fehlman, CFRE
Ruth Ann Ference, CFRE
Laura L Fike, CFRE
Mary C Fischer, CFRE
Thomas Fodor, CFRE
J T Garabrant, CFRE
John F Garofalo, CFRE
Danielle L Gentry-Barth, CFRE
William R Gioielli, CFRE
John G Goettler, CFRE
Marianne R Gorczyca, CFRE
Shelley L Green, CFRE
Freddie D Haddad, CFRE
Lawrence J Halm, CFRE
Barbara M Hammond, CFRE
Charles R Hayes, CFRE
Tracy Hearm, CFRE
Robert Heile, CFRE
Ronald W Herre, CFRE
Lynda J Heyl, CFRE
James R Hickey, CFRE
Gina J Hinshaw, CFRE
Russell L Hodge, CFRE
Thomas G Hofmann, CFRE
Patricia S Holmes, CFRE
Betsy H Hope, CFRE
James P Howard, CFRE
Kathleen A Hunt, CFRE
Lori Hunter Overmyer, CFRE
Gloria Hurwitz, CFRE
Laramie A Jung, CFRE
Betsey Kamm, CFRE
Karen J Kannenberg, CFRE
Thomas K Keller, CFRE
Robert P Kellison, CFRE
Yvette R Kelly Fields, CFRE
Mary E Kelsey, CFRE
William J Kimball, CFRE
Pamela L Kinane, CFRE
Elizabeth N Kirby, CFRE
Thomas J Kolda, CFRE
Linda Koska, CFRE
Marcia S Latta, CFRE
Susan Smith Lesch, CFRE
Cheryl M Lewis, CFRE
Brett A Loney, CFRE
Laura J MacDonald, CFRE
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Brett A Loney, CFRE
Laura J MacDonald, CFRE
Michael P Marsh, CFRE
Mark E Maxwell, CFRE
Barry A McEwen, CFRE
Heather R McGinness, CFRE
John T Mercer, CFRE
Harold E Merz, CFRE
Ralph M Metzger, CFRE
Aileen G Meyer, CFRE
Nicholas J Miesen, CFRE
Murley Miller, CFRE
Deborah S Miller, CFRE
Ronald L Molen, CFRE
Timothy W Montgomery, CFRE
Patricia A Murphy, CFRE
Ann Marie Latika Nocella, CFRE
Mitchell S Owens, CFRE
Jena Pado, CFRE
Pat Palombo, CFRE
Michael M Parks, CFRE
Michael J Parry, CFRE
Paul M Pawlacyk, CFRE
Alex S Petrus, CFRE
Jennifer L Phelps, CFRE
Sue Phillips, CFRE
Walter P Pidgeon, CFRE
Trudy Pieper, CFRE
Mary L Price, CFRE
Linda J N Prosak, CFRE
Mary J Ramsberger, CFRE
Linda A Ray, CFRE
Elizabeth A Redden, CFRE
Amy Restorick Roberts, CFRE
Kevin E Riordan, CFRE
Joy A Rogers, CFRE
Diane G Ruder, CFRE
Jan L Ruma, CFRE
James D Runyon, CFRE
Karen M Ryal, CFRE
Charles Sandstrom, CFRE
Kathleen J Scarbrough, CFRE
John Michael Schmidt, CFRE
Sheila D Schwartz, CFRE
Daniel S Selby, CFRE
Norma J Sexton, CFRE
David L Sheets, CFRE
Brian D Sheetz, CFRE
Constance S Sipple, CFRE
Roberta L Skipton, CFRE
Michael F Skube, CFRE
Daniel Smith, CFRE
Sharan G Smith, CFRE
Cheryl J Smoot, CFRE
C Vernond Snyder, CFRE
Pamela Sophiajohn, CFRE
Michael J Stein, CFRE

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<td>Ruth I. Stenberg, CFRE</td>
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<td>Jana Moring, CFRE</td>
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<td>Michael Nealeigh, CFRE</td>
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<td>Fay A. Palma, CFRE</td>
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<td>Letitia P. Stuart, CFRE</td>
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<td>Janis Updike Walker, CFRE</td>
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<td>Kathleen Zehner, CFRE</td>
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<td><strong>Oregon, United States</strong></td>
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<td>Linda Alband, CFRE</td>
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<td>Philip M. Drake, CFRE</td>
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<td>Lee C. Effmann, CFRE</td>
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<td>Julie A. Fitzgerald, CFRE</td>
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<td>Stephen N. Guntli, CFRE</td>
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<td>Barry A. Hazard, CFRE</td>
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<td>Marisa Wigglesworth</td>
<td>CFRE</td>
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<tr>
<td>Sherri L Wilkauskas</td>
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<td>David G. Williams</td>
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<td>Heather A Wilson</td>
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<td>Patricia Q Winter</td>
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<td>Robert D Wombwell</td>
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<tr>
<td>Ellen L. Woods</td>
<td>CFRE</td>
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<tr>
<td>Kortnay R-E Woods</td>
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<tr>
<td>Vernon D. Wright</td>
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<tr>
<td>Alexandra C. Yantorn</td>
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<tr>
<td>Lisa C. Young</td>
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<tr>
<td>Florence Zeller</td>
<td>CFRE</td>
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<tr>
<td>Diana L. Ziennia</td>
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<tr>
<td>Stephen J. Zinram</td>
<td>CFRE</td>
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<tr>
<td>Jane Zintak</td>
<td>CFRE</td>
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</tbody>
</table>

* indicates individual has been certified for 25 years or more
Current CFREs through 2009

Rhode Island, United States
(Cont.)
Karen L. Weavill, CFRE
Kathy J. Bangasser, CFRE
Timothy M. Winkler, CFRE
Erik B. Whaley, CFRE
Gina D. Turcotte, CFRE
Robert T. Stephens, CFRE
Joy A. Simpson, CFRE
Christine Shanker Gills, CFRE
Sandra C. Saad, CFRE
Melissa A. Greene, CFRE
Russell M. Harris, CFRE, FAHP
Melodie A. Humlicutt, CFRE
Jamie L. Inman, CFRE
James W. Kinard, CFRE
James P. LaRose, CFRE
Crystal B. Maynard, CFRE
Carl R. McIntosh, CFRE
Anthony J. Meyer, CFRE
George Lee Mikell, CFRE
Cynthia M. Ne-Smith, CFRE
Jennifer V. Paquette, CFRE
G. Frederick Payne, CFRE
Jane F. Pressly, CFRE
Robert S. Ruark, CFRE
Melissa M. Ryan, CFRE
Sandra C. Saad, CFRE
Christine Shanker Gills, CFRE
R. Daniel Shephard, CFRE
Joy A. Simpson, CFRE
Robert T. Stephens, CFRE
Kimberley D. Sturgeon, CFRE
Gina D. Turcotte, CFRE
Erik B. Whaley, CFRE
Timothy M. Winkler, CFRE

South Carolina, United States
Ernest L. Beck, CFRE
James M. Bennett, CFRE
Barbara A. Bond, CFRE
Rachel B. Bracebridge-Bussell, CFRE
June J. Bradham, CFRE
Stephen G. Carver, CFRE
Martha D. Ciccarelli, CFRE
Angela M. Daniel, CFRE
Edward F. Duffy, CFRE
Angela M. Daniel, CFRE
Martha D. Ciccarelli, CFRE
Stephen G. Carver, CFRE
June J. Bradham, CFRE
Barbara A. Bond, CFRE
James M. Bennett, CFRE
Ernest L. Beck, CFRE
Kimberly Bracken Till, CFRE
Bellinda K. Branstetter, CFRE
Gregg A. Braun, CFRE
Cindy R. Briggs, CFRE
Kimberly M. Britton, CFRE
Joyce B. Brown, CFRE
Connie R. Brown, CFRE
Mary A. Brumbaugh, CFRE
Jay H. Bruner, CFRE
Theresa Bruno, CFRE
Michelle Buchanan, CFRE
Robert F. Buchheit, CFRE
Donna E. Budak, CFRE
Rhonda Bullard, CFRE
Kathleen Bundy, CFRE
Debra S. Burns, CFRE
Mollie Butler, CFRE
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Sean D. Carter, CFRE
Dellinda Kay Case, CFRE
Alejandro Castaneda, CFRE
Demetria G. Caston, CFRE
Brad Cecil, CFRE
Betsy B. Clardy, CFRE
Nancy V. Clark, CFRE
Dawson L. Clark, CFRE
Stacie J. Cokinos, CFRE
Gary M. Cole, CFRE
Anne N. Connor, CFRE
Scotty W. Cooksey, CFRE
Katherine B. Cooper, CFRE
Glen W. Cosper, CFRE
Don W. Cramer, CFRE
Kyndall L. Cunningham, CFRE
Jason E. Davenport, CFRE
Nancy J. Davis, CFRE
Eugene W. Davis, CFRE
Janet C. Davis, CFRE
Peter L. de Keratry, CFRE
Lee A. Deak, CFRE
Lynne T. Dean, CFRE
Bobby D. Dean, CFRE
Susan L. Delany, CFRE
Michael D. Delzotto, CFRE
Mark E. Dini, CFRE
Emelda J. Douglas, CFRE
Current CFREs through 2009

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Ann M. J Drury, CFRE
Nanette G. Duohon, CFRE
Mark T. Dulworth, CFRE
Patricia O’Keefe Dunbar, CFRE
Ponce Duran, CFRE
Laura Durham Leach, CFRE
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Stacy Wheeler Ehrlich, CFRE
Martha P. Ernst, CFRE
James N. Falk, CFRE
Vinsen H. Faris, CFRE
Anne S. Faulkner-Mackey, CFRE
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Rachel D’Anne Fitzgerald, CFRE
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Tina M. Garcia, CFRE
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Donald L. Garrett, CFRE
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Mary Kay Martinez, CFRE
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Washington, United States (Cont.)
Lara H. Littlefield, CFRE
Veda Logan, CFRE
Anne Marie MacPherson Davis, CFRE
Barbara Maduell, CFRE
Mark S. McCampbell, CFRE
Barry K. McConnell, CFRE
Jean McCord, CFRE
Thomas W. Mesaros, CFRE*
Julie P. Meyer, CFRE
Kenneth Neher, CFRE
Carol H. Neupert, CFRE
Cynthia Niemi, CFRE
Abel Noah, CFRE
Sara Oshikawa-Clay, CFRE
Jacquelyn B Ostrom, CFRE
Margaret Paululin, CFRE
John W. Pearl, CFRE
Richard Penny, CFRE
James K. Phelps, CFRE
Elizabeth A. Pliuta, CFRE
Michone R. Preston, CFRE
Jenny Printz, CFRE
Jane E. Pryor, CFRE
Elizabeth L. Purvis, CFRE
Dawn E Rains, CFRE
Shirley Sue Ramsey, CFRE
Rick Reichert, CFRE
Rig A Riggins, CFRE
Nancy J. Riordan, CFRE
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Sara Oshikawa-Clay, CFRE
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Jenny Printz, CFRE
Jane E. Pryor, CFRE
Elizabeth L. Purvis, CFRE
Dawn E Rains, CFRE
Shirley Sue Ramsey, CFRE
Rick Reichert, CFRE
Rig A Riggins, CFRE
Nancy J. Riordan, CFRE
Rig A Riggins, CFRE

West Virginia, United States
Marilyn J. DiVita, CFRE
Kathleen J. DuBois, CFRE
Emily S Fisher, CFRE
Wayne King, CFRE
Pamela D Mauldin, CFRE
Jessica F. Stephens, CFRE
Doris L. Pride, CFRE
Karen A. Rogers, CFRE
Ellen D. Rohwer, CFRE
Joan Rudnitzki, CFRE
Nora T. Sale, CFRE
Peter R Schmeling, CFRE
Reuben Schmitz, CFRE
Matthew J. Schneider, CFRE
Amalia F. Schoone, CFRE
Vicki Klein Schorse, CFRE
Maureen A. Schuerman, CFRE
Gregory H. Schultz, CFRE
Philip G. Schumacher, CFRE
Nancy A. Seidl Nelson, CFRE
Judith A. Siers-Poisson, CFRE

Wisconsin, United States
Diane Abraham, CFRE
Joyce Altman, CFRE
David J. Amborn, CFRE
Karen M. Amoroso, CFRE
Eric D. Anderson, CFRE
Rebecca Buhler Banks, CFRE
Paul Barsi, CFRE
Mary Lou Bell, CFRE
Jay R. Blankenship, CFRE
Jill A Blokhuis, CFRE
Miriam S. Boegel, CFRE
Marilyn C. Boeldt, CFRE
Robert B. Bohlmann, CFRE
Geralin M. Bournelis, CFRE
W. Paul Brinkman, CFRE
Christine Burke-Duecker, CFRE
Beth W. Carona, CFRE
Jennifer Clearwater, CFRE
Linda J. Corder, CFRE
Karen J. Coy-Romano, CFRE
Lawrence E. Crouch, CFRE
Derek J Dachelet, CFRE
Sara DeKok, CFRE
Robert J. Dinndorf, CFRE
Constance I. Eastman, CFRE
Patricia Lyons Eldred, CFRE
James Falvey, CFRE
Michael G. Frohna, CFRE
Pamela J. Garvey, CFRE
Maureen E. Gerard, CFRE
Michelle L. Gostomski, CFRE
Peter J Grabow, CFRE
Diane K. Grace, CFRE
Jean Gurney, CFRE
Jim Hahn, CFRE
Judy A. Hanne, CFRE
Mary Heim, CFRE
Marion R. Heinz, CFRE
Doris H. Helser, CFRE
Nancy Hershfield, CFRE
Shirley A. Hoener, CFRE
Timothy P. Holz, CFRE
Geri O Howley, CFRE
Lynda K. Jobman, CFRE
Christine M. Johnson, CFRE
Larry P. Johnson, CFRE
Ann M Kaiser, CFRE
Karen J. Kancius, CFRE*
Nancy Kaufman, CFRE
Michele L. Kitson, CFRE
Gary L. Klein, CFRE
Lynn M. Klemam, CFRE
Jeffrey J. Klocko, CFRE
Raquel Lauritzen, CFRE
David M. LeDuc, CFRE
Meghan L. Lodes, CFRE
Damon H. Lodge, CFRE
Carolyn “Sam” Macklem, CFRE
Joseph P Maddalena, CFRE
Kate A Mason, CFRE
Pamela Y Mattox, CFRE
Mark E. Maurice, CFRE
Mary C. McCann, CFRE
Mary A. McCarty, CFRE
Francis C McGovern, CFRE
Carol A. McLain, CFRE
Philip E. Meinzen, CFRE
Stuart K Merritt, CFRE
John P. Thimmesch, CFRE
Victor K. Thornberry, CFRE
Mary Ann Vance, CFRE
Holly L. Voll, CFRE
Carol Lynn Wacker, CFRE
Henry M. Waldren, CFRE
Shannon E. Watry, CFRE
Sue Peterson Watts, CFRE
William L. Weissert, CFRE
Lori Werbeckes, CFRE
Nicole Williams, CFRE
David K. Williams, CFRE

Wyoming, United States
Susan L Bigelow, CFRE

* denotes inactive member
France
Christopher M. Redo, CFRE
Shawn E. O’Hara, CFRE
Lucie Remillard, CFRE

Hong Kong
Vincent Kin Ming Law, CFRE

Puerto Rico
Jacqueline A. Mullen, CFRE

Singapore
Angela Chapman, CFRE
Liza M Boffen-Yordanov, CFRE

Switzerland
Natalie Grant Logan, CFRE
CFRE former chairpersons are reminders of the rich history and significant growth of our organisation. Since our formation, five chairpersons have led CFRE. The legacies of these devoted individuals remain as we continue to advance the mission of CFRE well into the future.

Andrew Day, CFRE 2007-2008
UNITED KINGDOM

Susan F. Rice Ed.D., ACFRE  2005-2006
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Pearl F. Veenema, CFRE, FAHP 2003-2004
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