From the Chair

**Does certification matter?** On behalf of the board of directors of CFRE International and CFRE-certified fundraisers across the globe, I’m happy to report—yes! Certification matters now more than ever.

During my tenure in 2011 as Chair of CFRE International, I found evidence of this at every turn as I visited and spoke with colleagues from across North America, the United Kingdom, Australia, New Zealand, and even Kenya and Japan. From the robust cohort of newly certified fundraisers and those who choose to demonstrate their currency through recertification to the demand for certification from emerging professional communities around the world, professional, ethical fundraisers are increasingly viewing CFRE as a way to advance and demonstrate their knowledge, expertise and commitment to effective and accountable practice. We work within organizations and environments that expect nothing less.

In 2011, CFRE International’s work was guided by four strategic goals: enhancing communications with current and prospective CFREs, reinvigorating collaboration with strategic partners and stakeholders, exploring how best to respond effectively to demand for certification in new regions of the world, and building internal organizational capacity in order to deliver on our mission and provide excellent customer service. We made great progress on these priorities and continue to drive them forward as we begin a comprehensive strategic planning process for 2013-2015.

Credible professions are framed by a credible certification. In the spring of 2011, we launched the new form of the CFRE examination, which was informed by our rigorous eight-country Job Analysis research conducted in 2009 and 2010. Ensuring that the CFRE credential remains current, credible and a valid measure of fundraising knowledge requires ongoing commitment and diligence. Volunteers from around the world representing you and the fundraising profession continued to work skillfully, guided by psychometric experts, to ensure the CFRE examination remained a relevant, fair and objective assessment.

I am also pleased to report that in 2011 CFRE International remained on sound financial footing. The financial report presented to you received an unqualified audit opinion. Our finance committee and your board are good stewards and closely monitor our financial resources.

We ended 2011 with the appointment of our new President and CEO, Eva E. Aldrich. A CFRE herself, Eva is an expert in fundraising, communications and certification and brings a uniquely global perspective to the profession. We have ambitious goals and plans for the coming years and look forward to Eva’s leadership.
CFRE certification matters. Earning the CFRE credential 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, seek opportunities to develop your skills and expertise, take pride in serving the philanthropic community and hold yourself to the highest ethical principles. Thank you for your support and commitment to these high ideals.

It was an honour to serve the profession as chair, alongside outstanding and dedicated fundraisers who serve on the board and as volunteers for CFRE International. I encourage you to get more involved by joining a CFRE committee. Our 2012 Chair, Jim Caldarola, welcomes your participation, dedication and service.

Sincerely,

[Signature]

Sharilyn Hale, M.A., CFRE
Chair, 2011
Credibility

2011 CFRE International Board of Directors

CHAIR
Sharilyn Hale, M.A., CFRE
Principal
Watermark Philanthropic Advising
Toronto, ON Canada

VICE CHAIR
Roland (Roly) Owens, M.A., M.Sc., CFRE
Chief Executive
World Horse Welfare
Norwich, Norfolk United Kingdom

SECRETARY/TREASURER
Janice Gow Pettey, CFRE, MNM
Chief Administrative Officer
Foundation of City College of San Francisco
San Francisco, CA United States

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

Jim Caldarola, CFRE
Guidance in Giving, Inc.
Omaha, NE United States

Susan Davies, CFRE
Oakland University
Rochester, MI United States

Robert Driver, CFRE
Vice President, Development
Carle Development Foundation
Urbana, IL United States

J.A. Tony Myers, Ph.D., L.L.B., CFRE
Principal and Senior Counsel
Myers & Associates
Edmonton, AB Canada

Leo Orland, FFIA, CFRE
Account Director
Robejohn & Associates
Melbourne, VIC Australia

Philip Schumacher, CFRE, ACFRE
Executive Director
Gundersen Lutheran Medical Foundation
La Crosse, WI United States

Amy Swauger
Director
Teachers & Writers Collaborative
New York, NY United States
Credibility

2011 CFRE International Committees & Task Forces

ADVISORY COUNCIL
Roly Owers, CFRE, Chair
Representatives appointed by Participating Organisations

AUDIT COMMITTEE
Amy Swauger, Chair
Jim Caldarola, CFRE
Perry Hammock, CFRE

COMMITTEE ON DIRECTORSHIP
Susan Davies, CFRE, Chair
Janice Gow Pettey, CFRE
Perry Hammock, CFRE
Leslie Weir, ACFRE

EXAM COMMITTEE
Eva Aldrich, CFRE, Chair
Phil Schumacher, CFRE, ACFRE
Leo Orland, FFIA, CFRE
Jim Greenfield, ACFRE

EXECUTIVE COMMITTEE
Sharilyn Hale, CFRE, Chair
Janice Gow Pettey, CFRE
Roly Owers, CFRE

FINANCE COMMITTEE
Janice Gow Pettey, CFRE, Chair
Robert Driver, CFRE
Jim Caldarola, CFRE

GRIEVANCE COMMITTEE
Amy Swauger, Chair

INTERNATIONAL EXPANSION TASK FORCE
Leo Orland, FFIA, CFRE, Chair
Eva Aldrich, CFRE
Sharilyn Hale, CFRE
Tony Myers, CFRE
Roly Owers, CFRE

MARKETING COMMITTEE
Robert Driver, CFRE, Chair
Leo Orland, FFIA, CFRE
Eva Aldrich, CFRE
Alice Ferris, CFRE

RESEARCH AND DATA TASK FORCE
Tony Myers, CFRE, Chair
Amy Swauger
Janice Gow Pettey, CFRE
Perry Hammock, CFRE

STRATEGIC PARTNERSHIPS TASK FORCE
Phil Schumacher, CFRE, ACFRE, Chair
Daniel McDiarmid, CFRE
Sue Davies, CFRE
Tony Myers, CFRE

STRATEGIC PLANNING COMMITTEE
Jim Caldarola, CFRE, Chair
Robert Driver, CFRE
Phil Schumacher, CFRE, ACFRE

UNITED KINGDOM TASK FORCE
Roly Owers, CFRE, Chair
Credibility

2011 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 Advisory Council assists the CFRE International Board of Directors and staff in addressing issues affecting the profession that may impact the credential; identifying services that CFRE International might provide; and disseminating timely information on CFRE International. Advisory Council members are appointed by each Participating Organisation and serve as advocates for CFRE International in the broader fundraising community and provide input that will help CFRE International develop appropriate programs and services that best meet the needs of candidates and certificants. The 2011 Advisory Council was chaired by Roly Owers, M.A., M.Sc., CFRE.

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

Fundraising Institute - Australia (FIA)
Lesley Ray, CFRE, FFIA (Brisbane, QLD Australia)

Canadian Association of Gift Planners (CAGP)
Diane MacDonald, CFRE (Ottawa, ON Canada)

Kenya Association of Fundraising Professionals
Joseph Wang’endo (Nairobi, Kenya)

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

Association of Fundraising Counsel (AFC)
Andrew Day, CFRE (Harbury, WAR United Kingdom)

Association for Healthcare Philanthropy (AHP)
Emily Benham (St. Petersburg, FL United States)

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

Association of Fundraising Professionals (AFP)
Grant Martin, CFRE (Tampa, FL United States)

Association of Lutheran Development Executives (ALDE)
Heather R. McGinness, CNM, CFRE (Cleveland, OH United States)

Association of Philanthropic Counsel (APC)
Alexander Macnab, CFRE, FAHP (Chicago, IL United States)

Council for Resource Development (CRD)
Lieba Cohen, CFRE (Hagerstown, MD United States)

Giving Institute
William L. Carlton, ACFRE (Boston, MA United States)
Credibility

2011 Advisory Council

**International Catholic Stewardship Council (ICSC)**
Mike Wescott, CFRE (Wichita, KS United States)

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

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

**North American YMCA Development Organization (NAYDO)**
Joan Marie Belnap, CFRE (Winston-Salem, NC United States)

**Philanthropic Service for Institutions (PSI)**
Lilya Wagner, CFRE (Silver Spring, MD United States)

**United Way Worldwide**
Louise Kenny, CFRE (Alexandria, VA United States)

**Willamette Valley Development Officers**
Brenda Ray Scott, CFRE (Portland, OR United States)
Credibility

2011 CFRE International Participating Organisations

CFRE International and the CFRE credential are endorsed by twenty professional associations in six 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 Participating Organisations.

**Association of Fundraising Professionals (AFP)**
The Association of Fundraising Professionals (AFP) represents more than 30,000 members in 230 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 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.
Credibility

2011 CFRE International Participating Organisations

**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 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 27 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 planifiés (CAGP-ACPDP)**

CAGP-ACPDP 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.
Credibility

2011 CFRE International Participating Organisations

**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 (FIA) exists to make the world a better place by advancing professional fundraising through advocacy of standards, professional development pathways, and measurable credentials, so that our members can achieve best practice.

**Fundraising Institute of New Zealand (FINZ)**
The Fundraising Institute of New Zealand (FINZ) 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.
2011 CFRE International Participating Organisations

**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.

**Kenya Association of Fundraising Professionals (KAFP)**
KAFP is a not-for-profit voluntary membership association that serves as an umbrella organisation for fundraisers. Our main purpose is to encourage organizations involved in fundraising and resource mobilisation to adopt and promote high standards of ethical practice and inject professionalism. KAFP is a professional association of individuals responsible for generating resources and philanthropic support for a wide variety of non-profit and charitable organizations in Kenya.

**National Catholic Development Conference (NCDC)**
National Catholic Development Conference (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 (NEAHP) 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.
Credibility

2011 CFRE International Participating Organisations

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 and the way people change and grow by giving. PSI advances the ministry of philanthropy through advocacy, education, programs, and resources/services.

United Way Worldwide
United Way Worldwide 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.

Willamette Valley Development Officers (WVDO)
Willamette Valley Development Officers (WVDO) empowers its members to develop resources and fundraising excellence. We learn together. We support one another. We improve non-profits and the communities they serve.
Credibility

Accreditation

In June of 2010, Certified Fund Raising Executive International Credentialing Board received acceptance of its National Commission for Certifying Agencies (NCCA) annual report. This acceptance is an indication of CFRE’s continued best practices in operating a certification organization.

NCCA, the accrediting arm of the Institute for Certification Excellence (ICE), 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.

CFRE International renewed its accreditation with NCCA in 2011. We believe our continued accreditation serves as an indicator to the nonprofit sector, our donors, and other stakeholders that the CFRE is a reliable tool for measuring that a fundraising professional has mastered the set of knowledge, skills, and abilities to be an ethical and effective fundraiser.
Validity

Validity Tables

During 2011, a total of 595 new candidates applied to the CFRE programme, and 589 examinations were administered at numerous computer-based testing (CBT) locations in North America and 7 locations in two additional countries. A total of 431 individuals were granted initial certification as a Certified Fund Raising Executive (CFRE), bringing the total number of current CFRE certificants to 5,464.

Current exam forms reflect a Test Content Outline based on the international Job Analysis Survey conducted in 2009/2010 in eight countries—Australia, Brazil, Canada, Italy, Kenya, New Zealand, the United Kingdom and the United States. The following statistics are for all forms of the exam for 2011.

<table>
<thead>
<tr>
<th>2011 Exam Statistics</th>
<th>US Form 6341301</th>
<th>US Form 6341411</th>
<th>US Form 6341421</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Scored Items on Exam</td>
<td>200</td>
<td>200</td>
<td>200</td>
</tr>
<tr>
<td>Total Scaled Score Possible</td>
<td>800</td>
<td>800</td>
<td>800</td>
</tr>
<tr>
<td>Passing Point (Scaled Score)</td>
<td>500</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>Mean Scaled Score of all Candidates</td>
<td>520.80</td>
<td>540.56</td>
<td>539.15</td>
</tr>
<tr>
<td>Range of Scores</td>
<td>390–654</td>
<td>289–697</td>
<td>338–683</td>
</tr>
<tr>
<td>KR-20 Reliability Coefficient</td>
<td>.78</td>
<td>.85</td>
<td>.81</td>
</tr>
<tr>
<td>Standard Error of Measurement</td>
<td>5.90</td>
<td>5.75</td>
<td>5.76</td>
</tr>
</tbody>
</table>
Validity

Validity Tables

<table>
<thead>
<tr>
<th>2011 Exam Statistics</th>
<th>CA Form 6346301</th>
<th>CA Form 6346411</th>
<th>AU/NZ Form 6348101</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Scored Items on Exam</td>
<td>200</td>
<td>200</td>
<td>200</td>
</tr>
<tr>
<td>Total Scaled Score Possible</td>
<td>800</td>
<td>800</td>
<td>800</td>
</tr>
<tr>
<td>Passing Point (Scaled Score)</td>
<td>500</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>Mean Scaled Score of all Candidates</td>
<td>538.95</td>
<td>533.11</td>
<td>587.56</td>
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<tr>
<td>KR-20 Reliability Coefficient</td>
<td>.82</td>
<td>.81</td>
<td>.92</td>
</tr>
<tr>
<td>Standard Error of Measurement</td>
<td>5.69</td>
<td>5.76</td>
<td>5.08</td>
</tr>
</tbody>
</table>

Note: there were no exams administered in the United Kingdom in 2011.

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 questions 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.
Validity

Explanation of Terms

**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 2011. 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 versus those who have not yet “mastered” the content covered. Professional certification programmes strive for KR-20 results of 0.80 or higher. These statistics indicate that the exam is quite dependable for assessing a candidate’s mastery of the information tested.

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

Explanation of Terms

**Content Area Performance:** The CFRE examination administered during 2011 was broken down into six major content areas of fundraising: Current and Prospective Donor Research; Securing the Gift; Relationship Building; Volunteer Involvement; Leadership and Management; and Ethics and Accountability. Candidate performance across those content areas is monitored.

During 2011, all candidates performed best in the area of Volunteer Involvement. As occurred in 2007-2010, American and Canadian candidates again in 2011 scored lowest in the area of 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. Current and Prospective Donor Research was the lowest scoring area in 2011 for candidates in Australia and New Zealand.

The next lowest scoring area for North American candidates was Leadership and Management, which may reflect a lack of available education for fundraising professionals in their country of residence or limited on-the-job exposure to certain leadership and management functions. The next lowest scoring area for Australasian candidates is Securing the Gift.

<table>
<thead>
<tr>
<th>Content Area &amp; Number of Questions</th>
<th>Average % Correct U.S. Form 6341301</th>
<th>Average % Correct U.S. Form 6341411</th>
<th>Average % Correct U.S. Form 6341421</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Prospective Donor Research (33)</td>
<td>68.82</td>
<td>70.52</td>
<td>70.66</td>
</tr>
<tr>
<td>Securing the Gift (37)</td>
<td>63.27</td>
<td>64.88</td>
<td>65.46</td>
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<tr>
<td>Relationship Building (50)</td>
<td>71.59</td>
<td>74.39</td>
<td>74.65</td>
</tr>
<tr>
<td>Volunteer Involvement (21)</td>
<td>76.43</td>
<td>79.01</td>
<td>76.99</td>
</tr>
<tr>
<td>Management (40)</td>
<td>70.21</td>
<td>66.62</td>
<td>66.27</td>
</tr>
<tr>
<td>Accountability (19)</td>
<td>66.49</td>
<td>75.53</td>
<td>74.43</td>
</tr>
<tr>
<td>Total (200)</td>
<td><strong>69.34</strong></td>
<td><strong>71.09</strong></td>
<td><strong>70.92</strong></td>
</tr>
</tbody>
</table>
Validity

Validity Tables

<table>
<thead>
<tr>
<th>Content Area &amp; Number of Questions</th>
<th>Average % Correct CAN Form 6346301</th>
<th>Average % Correct CAN Form 6346411</th>
<th>Average % Correct Aus./NZ Form 6348101</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Prospective Donor Research (33)</td>
<td>71.67</td>
<td>70.41</td>
<td>69.70</td>
</tr>
<tr>
<td>Securing the Gift (37/36*)</td>
<td>68.38</td>
<td>64.58</td>
<td>72.53</td>
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<tr>
<td>Relationship Building (50)</td>
<td>71.80</td>
<td>73.39</td>
<td>82.00</td>
</tr>
<tr>
<td>Volunteer Involvement (21)</td>
<td>73.10</td>
<td>77.78</td>
<td>80.95</td>
</tr>
<tr>
<td>Management (40)</td>
<td>71.00</td>
<td>66.15</td>
<td>73.06</td>
</tr>
<tr>
<td>Accountability (19/20*)</td>
<td>69.47</td>
<td>72.43</td>
<td>78.33</td>
</tr>
<tr>
<td>Total (200)</td>
<td><strong>70.90</strong></td>
<td><strong>70.25</strong></td>
<td><strong>76.00</strong></td>
</tr>
</tbody>
</table>

CFRE International assesses the knowledge, skills and competencies of the fundraising profession as identified in a rigorous international Job Analysis study. This research informs the Test Content Outline, on which the exam is based.

Best practice in the certification profession requires that a new Job Analysis be performed every five to seven years. In 2009/2010, CFRE completed its most recent Job Analysis study, which was reflected in new forms of the exam 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.

Every draft test question must be linked to a topic area found on the Test Content Outline and referenced to at least one source on the CFRE Resource Reading List before it will be reviewed.

CFRE International continues to experience a healthy recertification rate well above the average rate for voluntary certification programmes.
Since its beginning as an independent organisation in 2001, CFRE International has become self-sustaining and continues to experience steady increases in the overall number of CFREs.

CFRE International derives 88% of its revenue from candidate fees for both initial certification and recertification. The remaining 12% is made up of fees paid by Participating Organisations to gain access to the credential at reduced rates for members and from continuing education provider fees, job vacancy postings and sales of certificate frames. All revenue is put back into the programme to ensure the validity, credibility and sustainability of the exam.

The Board of Directors of CFRE International is committed to ensuring a reliable and credible certification programme for all candidates and certificants, ensuring investments in ongoing exam development activities and sufficient investment in organizational capacity.
## CFRE International Consolidated Financial Report

### Income

<table>
<thead>
<tr>
<th>Description</th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continuing Education Provider Fees</td>
<td>$24,705.00</td>
<td>$28,975.00</td>
</tr>
<tr>
<td>Initial Certification Fees</td>
<td>$324,681.00</td>
<td>$331,864.00</td>
</tr>
<tr>
<td>Interest</td>
<td>$75.00</td>
<td>$4,033.00</td>
</tr>
<tr>
<td>Job Postings/Merchandise Sales</td>
<td>$10,138.00</td>
<td>$5,100.00</td>
</tr>
<tr>
<td>Participating Organisation Fees</td>
<td>$60,950.00</td>
<td>$62,200.00</td>
</tr>
<tr>
<td>Recertification Fees</td>
<td>$503,430.00</td>
<td>$431,539.00</td>
</tr>
<tr>
<td>Other</td>
<td>$21,896.00</td>
<td>$15,998.00</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>$945,875.00</td>
<td>$879,709.00</td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Services</td>
<td>$31,912.00</td>
<td>$71,129.00</td>
</tr>
<tr>
<td>Board Travel/Operations</td>
<td>$47,888.00</td>
<td>$42,760.00</td>
</tr>
<tr>
<td>Committee Operations</td>
<td>$3,105.00</td>
<td>$14,222.00</td>
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<tr>
<td>Examination Services</td>
<td>$88,593.00</td>
<td>$51,334.00</td>
</tr>
<tr>
<td>Insurance</td>
<td>$8,594.00</td>
<td>$8,482.00</td>
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<tr>
<td>Occupancy/Overhead</td>
<td>$226,549.00</td>
<td>$174,494.00</td>
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<tr>
<td>Postage</td>
<td>$12,019.00</td>
<td>$9,695.00</td>
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<tr>
<td>Promotion and Marketing</td>
<td>$85,839.00</td>
<td>$91,555.00</td>
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<tr>
<td>Salary and Related</td>
<td>$339,435.00</td>
<td>$346,394.00</td>
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<tr>
<td>Taxes</td>
<td>$1,963.00</td>
<td>$14,628.00</td>
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<tr>
<td>Temporary Services</td>
<td>$36,058.00</td>
<td>$31,551.00</td>
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<tr>
<td><strong>Total Expense</strong></td>
<td>$881,955.00</td>
<td>$856,244.00</td>
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### Net Income

<table>
<thead>
<tr>
<th>Description</th>
<th>2011</th>
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<tbody>
<tr>
<td><strong>Net Income</strong></td>
<td>$63,920.00</td>
<td>$23,465.00</td>
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</table>
The goal of the certification process is to ensure the continuing competence of each Certified Fund Raising Executive (CFRE) and maintain the professional standards of those engaged in the fundraising practice. Continuing education courses provide one of the main methods for keeping up with professional practice. One of the most frequently asked questions is where candidates can go to obtain continuing education. The following is a list of our 2011 Continuing Education Approved Providers. We thank them for the knowledge and skill they share.

2011 Continuing Education Providers

Academic Impressions
Academic Library Advancement & Development Network (ALADN)
Advanced Development Executives
Advancement Resources, LLC
AFP Long Island Chapter
AFP Oklahoma Chapter
AFP Southeastern Ontario Chapter
AFP Alaska
AFP Arizona Chapter
AFP Bluegrass
AFP Calgary & Area Chapter
AFP Central Iowa
AFP Central Ohio
AFP Central Pennsylvania Chapter
AFP Chicago
AFP Colorado
AFP Desert Communities
AFP Eastern Oklahoma Chapter
AFP Eastern Pennsylvania Chapter
AFP Fairfield
AFP Florida Caucus
AFP Fort Worth Metro Chapter
AFP Genesee Valley Chapter
AFP Golden Horseshoe Chapter
AFP Great Smoky Mountain Chapter
AFP Greater Austin Chapter
AFP Greater Cleveland
AFP Greater Dallas Chapter
AFP Greater Detroit
AFP Greater Los Angeles Chapter
AFP Greater Philadelphia
AFP Greater San Fernando Valley
AFP Hampton Roads Chapter
AFP Illinois Quad Cities Chapter
AFP Indiana
AFP International with Booz Allen Hamilton
AFP Manitoba Chapter
AFP Maryland
AFP Minnesota
AFP New Jersey, Southern Chapter
AFP New Mexico
AFP New York, Westchester Chapter
AFP Northern New England
AFP Northwest Ohio Chapter
AFP Northwestern Pennsylvania Chapter
AFP Nova Scotia
AFP San Diego
AFP South Carolina Lowcountry Chapter
AFP Southeast Tennessee
AFP Southwest Florida Chapter
AFP St. Louis Missouri Chapter
AFP St. Louis Regional
AFP Triangle Chapter
AFP Virginia Tri-State Chapter
AFP Washington
AFP Washington DC Metro
AFP West Michigan
AFP West Pennsylvania
Association of Development Officers
Association of Philanthropic Counsel (APC)
Association of Science-Technology Centers
Bergen Community College
Blackbaud
Boston University Center for Professional Education
Canadian Association of Gift Planners (CAGP)
Canadian Association of Gift Planners, London Roundtable
Sustainability

2011 Continuing Education Providers

Canadian Association of Gift Planners, Manitoba Round Table
Canadian Association of Independent Schools Advancement Professionals (CAISAP)
Canadian Council for the Advancement of Education (CCAE)
Canadian Council of Christian Charities CASE
CASE Online
Catholic Campus Ministry Association Center for Nonprofit Excellence
Center for Nonprofits Charity Village Campus
Colorado Planned Giving Roundtable Connecticut Association of Nonprofits Convio
Development Dialogues Development Exchange, Inc.
Duke University Nonprofit Management Program Edison Graduate Academy for Community Leadership
Estate Planning Council of the Lehigh Valley Fundraising Institute Australia
Georgia Association for Development Professionals
Georgia Center for Nonprofits - Nonprofit University
Georgian College Girl Scouts of the USA
Grant Writing Training Foundation Greater Naples Area Planned Giving Council
Greenleaf Center for Servant Leadership Grinspoon Institute for Jewish Philanthropy
High Desert Resource Network Huntington Bank
Idaho Nonprofit Center Initiative for Women in Business, Rotman School of Management, University of Toronto
Inland Northwest Planned Giving Council
Institute for Charitable Giving
Institute for Strategic Funding Development
Iowa Hospital Association
JA Worldwide
KY Nonprofit Network
Lake Superior Fund Raiser Executives (LSFRE)
Leadership Austin
LeadingAge
LeadingAge Ohio
London and Region Fund Raising Executive (LRFRE)
Meals on Wheels Association of America
Metasoft Systems
Mid-Iowa Planned Giving Council
MindEdge, Inc.
Minnesota Hospital Association
Minnesota Planned Giving Council (MPGC)
Missouri State University
National Agricultural Alumni and Development Association (NAADA)
National Catholic Development Conference
NAYDO
N.C. Center for Nonprofits
NIC Foundation
Nonprofit Management Program - Duke University of Continuing Studies
Nonprofit Technology Network (NTEN)
Northern California Planned Giving Council
Northwest Planned Giving Roundtable
Ohio Association for Healthcare Philanthropy
Partnership for Philanthropic Planning of Greater Dayton
Partnership for Philanthropic Planning Partnership for Philanthropic Planning of Greater Los Angeles
Partnership for Philanthropic Planning of Greater Philadelphia
Partnership for Philanthropic Planning of San Antonio
Partnership for Philanthropic Planning of Rhode Island
Sustainability

2011 Continuing Education Providers

Pennsylvania Association of Nonprofit Organizations (PANO)
Pentera, Inc.
Philanthropic Planning Group of Greater New York
Philanthropy Journal
Planned Giving Council of Houston
PREP/APRA (Association of Professional Researchers for Advancement)
Pride Philanthropy
Pursuant Ketchum
Quantum Jump
Rapid Insight Inc.
Reeher, LLC
Russ Reid
San Antonio Area Foundation Center for Nonprofit Support
San Diego State University College of Extended Studies
Shared Legacy Resources
Silicon Valley Community Foundation
SJM Family Foundation, Inc.
Society of Animal Welfare Agencies
SofterWare, Inc.
South Carolina Planned Giving Council
South Central Pennsylvania Estate Planning Council
Southern California Association for Healthcare Development
Southside Community Partners
Spertus College
Success in Philanthropy
Texas Tech University
The Alford Group Inc.
The Axelson Center for Nonprofit Management
The Bridge to Integrated Marketing & Fundraising Conference
The Chronicle of Philanthropy
The Community Foundation of Western North Carolina
The Fund Raising School at Indiana University
The Nonprofit Management & Leadership Program at UMSL
The Nonprofit Marketing Guide.com
The Nonprofit Partnership
The Ohio Society of CPAs
The Oregon Community Foundation
The Resource Alliance
Toledo Community Foundation - Center for Nonprofit Resources
United Way Worldwide
University of Pittsburgh at Bradford
Utah Society of Fund Raisers
Virginia Fund Raising Institute
Virginia Gift Planning Council
Washington Planned Giving Council
WealthEngine
Women's Business Center at Florida Institute of Technology
YMCA of Greater Toronto

CFRE 2011 ANNUAL REPORT
### 2011 Certificant Demographics

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
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<tbody>
<tr>
<td><strong>431 new CFRE certificants</strong></td>
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<tr>
<td><strong>5,464 total CFRE certificants</strong></td>
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<tr>
<td><strong>Gender</strong></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>69%</td>
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<tr>
<td>Male</td>
<td>31%</td>
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<tr>
<td><strong>Ethnicity/Race</strong></td>
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</tr>
<tr>
<td>Caucasian</td>
<td>93%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>2%</td>
</tr>
<tr>
<td>Black</td>
<td>2%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>1%</td>
</tr>
<tr>
<td>Multi-Ethnic</td>
<td>1%</td>
</tr>
<tr>
<td>Indigenous person</td>
<td>.2%</td>
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<tr>
<td><strong>Sector of Employing Organisation</strong></td>
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<tr>
<td>Health</td>
<td>25%</td>
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<tr>
<td>Educational/Research</td>
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<tr>
<td>Human Services</td>
<td>16%</td>
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<tr>
<td>Consultant</td>
<td>15%</td>
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<tr>
<td>Arts /Cultural/Humanities</td>
<td>8%</td>
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<td>Religious</td>
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<tr>
<td>Society/Public Benefit</td>
<td>5%</td>
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<tr>
<td>Environmental</td>
<td>2%</td>
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<tr>
<td><strong>Level of Responsibility</strong></td>
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<tr>
<td>Upper Management</td>
<td>63%</td>
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<tr>
<td>Middle Management</td>
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<tr>
<td>Consultant</td>
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<td>Functional Programme Area</td>
<td>6%</td>
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<tr>
<td>Other</td>
<td>1%</td>
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<tr>
<td>Not Currently Employed</td>
<td>.5%</td>
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</tbody>
</table>
Sustainability

Current CFREs through 2011

AUSTRALIA

AUSTRALIAN CAPITAL TERRITORY
Judith Ford, CFRE
Diane L. Leekson, CFRE

AUSTRALIA

SOUTH AUSTRALIA
Fiona A. Binco, CFRE
Tracey Brown, CFRE
Peter J. Costle, CFRE
Peter W. Hetcher, CFRE
Kim M Jacobson, CFRE
James Mackay Phillips P. Jones, CFRE
Clare V. MacAdam, CFRE
Jason Shauness, CFRE

AUSTRALIA

TASMANIA
Ria R. Hetcher, CFRE

AUSTRALIA

VICTORIA
Nicole Elizabeth Beatty, CFRE
Paul K. Benjamian, CFRE
Peter J. Dalton, CFRE
Jennifer C. Doubell, CFRE
Kimberly D. Downes, CFRE
Jennifer Elliott, CFRE
Ronald J. Farchild, CFRE
James J. Garland, CFRE
Anne J. Gribbin, CFRE
Laurence A Joseph, CFRE
Don Lewis, CFRE
Jule M Marshall, CFRE
Jeremy C. Maxwell, CFRE
Graham J. McKern, CFRE
Leo G Orleans, CFRE
Cheryl M. Putz, CFRE
Diane L. Read, CFRE
Julia H. Reid, CFRE
Patricia H Roth, CFRE
William R. Roth, CFRE
Simone Rosel, CFRE
Judith M. Sproats, CFRE
Bronwyn Street, CFRE
Michelle Trevorrow, CFRE
Judy Turner, CFRE
Suzanne Williamson, CFRE

AUSTRALIA

WESTERN AUSTRALIA
Angela E. Bowman, CFRE
Michelle A. Fraser, CFRE
Brian Holmes, CFRE
John W. Pitchard, CFRE
Vicki A Rasmussen, CFRE

CANADA

ALBERTA
Loriinto D. Ameredith, CFRE
Darin Acton, CFRE
Cynthia Amenogen, CFRE
Sharon Kim K. Anthony, CFRE
Karen L. Ball, CFRE
Joanne L. Ballance, CFRE
Lori K. Bennett, CFRE
Coby A. Benoit, CFRE
Thomas P. Berekof, CFRE
Joan V. Black, CFRE
Brian G. Bowman, CFRE
Tania J. Brandstrom, CFRE
Roger R Breault, CFRE
Patricia M. Christie, CFRE
Carol L. Collinge, CFRE
Deborah K Cost, CFRE
Mary Ann D. Coutts, CFRE
Kenneth C. Crock, CFRE
Jane A Dalone, CFRE
Sherry L Dall, CFRE
Cheryl-Anne L. Dalwood, CFRE
Joelraye M. Davidson, CFRE
Margaret Dawkins, CFRE
Scott Deckmijer, CFRE
Jason R. Demers, CFRE
Micheylene L. Dubeau, CFRE
Vincent E Duckworth, CFRE
Brian E. Duchos, CFRE
Pamela J. Ewett, CFRE
Edward K Fallis, CFRE
Derek D Fraser, CFRE
Tara L. Friesen, CFRE
Diana M. Gaffrin, CFRE
Sandra Gomez, CFRE
Joseph F. Guerlin, CFRE
Julie C. Hamilton, CFRE
Nancy S. Hamm, CFRE
Lynne C. Hatley, CFRE
Neil Hayes, CFRE
Joseph A. Henschel, CFRE
Valerie Hooy, CFRE
Andrew C. Holtby, CFRE
Michael A. House, CFRE
Chandra Ingram, CFRE
Katherine A. Irwin, CFRE
Srezena N. Jocic-Andrejevic, CFRE
Julie D. Johnston, CFRE
Ken D. Kadatz, CFRE
Karen L. Karpuk, CFRE
Ken Kissick, CFRE
Joyce M. Lawe, CFRE
Gordon C Long, CFRE
Mary Adele MacDonald, CFRE
Kathryn E. MacFarlane, CFRE
Guy E. Mailborne, CFRE
Patricia Matheson, CFRE
Sue M McCoy, CFRE
Jennifer L. McGlashan, CFRE
Cynthia M. McMillen, CFRE
Christine M. Mclver, CFRE
Andrea L. McCollum, CFRE
Andrea McManus, CFRE
Jodi L. McNabb, CFRE
Michael C. Meldrum, CFRE
Joyanne A. Mitchell, CFRE
J. A. Tony Myers, CFRE
Candice M. Noyen, CFRE
Lucinda G. Neufeld, CFRE
Rhonda M. Newman, CFRE
Sheldon Kelly Francis Oleksyn, CFRE
Joan Paton, CFRE
John A. Phin, CFRE
Jane M. Potentier, CFRE
Mary-Ann Provencal, CFRE
Kris J. Puchbauer, CFRE
Debra L. Ramage, CFRE
M. Michelle Regelt, CFRE
Diane Reid, CFRE
Debra M. Rigby, CFRE
Edith A. Smith, CFRE
Barbara A. Soudab, CFRE
Mari-Evelyn A. Stobbeuck, CFRE
Laura M. Svalinj, CFRE
David Tod, CFRE
Joanne Toller, CFRE
Janet Tryhuba, CFRE
Nollind van Bryce, CFRE
Bethany A. Wall, CFRE
Laurie J. Wallis, CFRE
Adam Zawaduk, CFRE

CANADA

BRITISH COLUMBIA
Vanessa Abaya, CFRE
E. Salkia-Ages, CFRE
Stephan A. Agg, CFRE
Rowena R. Anderson, CFRE
Robert D. Appleton, CFRE, FAHP
Amber D. Ballard, CFRE
Ano Bangerl, CFRE
Paul J. Batiste, CFRE
Hayla E. Beard, CFRE
Francis P. Belden, CFRE
Caryn Born, CFRE
Jessica E. Bouchard, CFRE
Kathleen A. Butler, CFRE
Norma C. Cameren, CFRE
Veronica Carroll, CFRE
Shantal Carlyman, CFRE
Andrew Chan, CFRE
Audrey S. Yu, CFRE
Peter A. Chipman, CFRE
Marie-Charee Concom, CFRE
Rosemary E. Conder, CFRE
Gina S. Coulthart, CFRE
Louise M. DePape, CFRE
Leanne Denis, CFRE
Christine M. Dowling, CFRE
Marina Dressch, CFRE
Suzanne M. Dub, CFRE
Angela J. Dukel, CFRE
Laura A. Edwards, CFRE
Scott Elliott, CFRE
Elain Evans, CFRE
Heather M. Fergusson, CFRE
Leslie Fields, CFRE
Lindsay Eire, Follett, CFRE
Kari J. Fraser, CFRE
Sustainability

Current CFREs through 2011

CANADA

BRITISH COLUMBIA
Elaine Fung, CFRE
cary gaymond, CFRE
christie goode, CFRE
Rose-Marie U. Goodwin, CFRE
Moira L. Goodkletter, CFRE
Linda J. Grey, CFRE
janis hamilton, CFRE
Cheryl L. Hebb, CFRE
Marie L. Hill, CFRE
Christine a. hoover, CFRE
Sarah J. Howard, CFRE
Stephanie Huehn, CFRE
Jennifer L. Ingham, CFRE
Heather Scott, CFRE

DANISH COUNCIL ON SOCIAL DEVELOPMENT
Mary Beth Taylor, CFRE
Barbara D. Smithson, CFRE
Patricia J. Smith, CFRE
Beth M. Proven, CFRE
Lawrence G. Prout, CFRE
Bridgette Parker, CFRE
Blair Nicholls, CFRE
Donna M. McLennan, CFRE
Derek J. McLean, CFRE
Jackie A. Markstrom, CFRE
LuAnn M. Lovlin, CFRE
Linda A. Lindsay, CFRE
Allison G. Kesler, CFRE
Marnie L. Hill, CFRE
Cheryl B. Hebb, CFRE
Janis Hamilton, CFRE
Linda J. Gray, CFRE
Moira L. Gookstetter, CFRE
Rose-Marie U. Goodwin, CFRE
Cary Gaymond, CFRE
Elaine Fung, CFRE
Beverley J. Allen, CFRE
Roger D. Ali, CFRE
Rachel Agnoluzzi, CFRE
Paulette S. Sweeney-Goodwin, CFRE
Rosemary Spicer, CFRE
Lisa M. Pottie, CFRE
Carol D. Murray, CFRE
Jone E. Mitchell, CFRE
Anne Melanson, CFRE
Carolyn P. Marshall, CFRE
Anne Melanson, CFRE
Elizabeth F. Mills, CFRE
John Andresen, CFRE
Beverley E. Anderson, CFRE
# Current CFREs through 2011

**CANADA**

**ONTARIO**
- Lyn Raio, CFRE
- Robert Ryan, CFRE
- Wendy Sanders-Cutley, CFRE
- Emi E Sargent Greenwood, CFRE
- Robert H. Schultz, CFRE
- Alanna M Scott, CFRE
- Heather Scott-Ventresca, CFRE
- Elaine Svec, CFRE
- Andrea Segal, CFRE
- Carol Simand Seidman, CFRE
- Pamela Shanks, CFRE
- Michele Sharp, CFRE
- Alan Sharpe, CFRE
- Bonnie Shepherd, CFRE
- Katalin Shengay, CFRE
- Gary E Sim, CFRE
- Leslie A Sims, CFRE
- Tatiana Slobodka, CFRE
- Edward B. Sloka, CFRE
- Heather E Smith, CFRE
- Cheryll T. Son, CFRE
- Constantinos Sophocleous, CFRE
- Leslie Ann Speck, CFRE
- Diane E. Spencer, CFRE
- Shanan Spencer-Brown, CFRE
- Elizabeth Speak, CFRE
- Constantinos Sophocleous, CFRE
- Luce Moreau, CFRE
- Karen N Mitchell, CFRE
- David McBride, CFRE
- Jean-Nicholas Marziali, CFRE
- Shaun G. Lynch, CFRE
- Jean G. Lewis, CFRE
- Carl Julien, CFRE
- Cynda P. Heward, CFRE
- Chantal Gélinas, CFRE
- Marcel Dupuis, CFRE
- Danielle Dupre, CFRE
- Lisa Wells, CFRE

**QUEBEC**
- Suzanne Belanger, CFRE
- Jeff Bicher, CFRE
- Christian Bolduc, CFRE
- Lucie Chatelain, CFRE
- Danielle Dupre, CFRE
- Jean-Pierre Dufour, CFRE
- Chantal Gélinas, CFRE
- Lyndsay Jackson, CFRE
- Peggy Kilborn, CFRE
- Jean G. Lewis, CFRE
- Shaun G. Lynch, CFRE
- Jean-Nicholas Marziali, CFRE
- Dorothy M. Massimo, CFRE
- David McBride, CFRE
- Karen N Mitchell, CFRE
- Luce Moreau, CFRE
- Martin Munger, CFRE
- Lisa Wells, CFRE
- Maria Piccioni, CFRE
- Nicole Plasczy, CFRE
- Catherine Rowe, CFRE
- Dolly Shinarot-Ross, CFRE
- Kimberly A. Strudzki, CFRE
- Amanda Williams, CFRE

**SASKATOON**
- Bruce W. Acton, CFRE
- Noorshah Ali, CFRE
- Georgina A. Altman, CFRE
- Cathy Chrisman, CFRE
- Susan Clarkson, CFRE
- Kathryn J. Cousens, CFRE
- Karen J Dackiw, CFRE
- Judy J. Davis, CFRE
- Michelle M. Gallucci, CFRE
- Robert L. Gamble, CFRE
- Don C. Gonsalits, CFRE
- Lisa A Green, CFRE
- Eddi Holzapfel, CFRE
- Darla M Humble, CFRE
- Naomi Kreuzwieser, CFRE
- Alison M. Matheson, CFRE
- Gail M. Meekler, CFRE
- Jennifer L. Molloy, CFRE
- William Pratt, CFRE
- Aaron B. Ruston, CFRE
- Joanne Hofer, CFRE
- Dianne J. Armstrong, CFRE
- Jennifer L. Molloy, CFRE

**NEW ZEALAND**
- Patricia A. Vallance, CFRE
- Josephine van Hept, CFRE
- Christopher P. Vanderkruys, CFRE
- Tracey E. Vasilevopoulos, CFRE
- Pearl F. Vinemia, CFRE
- Jason Wagner, CFRE
- Holly Waig, CFRE
- Cindy Wagner, CFRE
- Tannis D. Walker, CFRE
- Terri L. Wallace, CFRE
- Paul G. Wawend, CFRE
- Kylie L. Whiteside, CFRE
- Srijan (Sue) H Widyaratne, CFRE
- Sara Wilbur, CFRE
- Diane Wies, CFRE
- Lorelei R Wilkinson, CFRE
- Elisa A Williams, CFRE
- Kathleen A Williamson, CFRE
- Kim Willis-More, CFRE
- Karen D. Wilson, CFRE
- Kathleen M. Wilson, CFRE
- Ten-ie Young, CFRE
- Marlyn York, CFRE
- Denny Young, CFRE
- Aleksander Zabokvic, CFRE
- Kelly L. Ziegner, CFRE
- Tamas Zolnay, CFRE
- Wendy E. Zolfe-Baxter, CFRE

**IRELAND**
- Denise L. Casement, CFRE

**MEXICO**
- Isabella Navarro-Grueter, CFRE

**NEW ZEALAND**
- Dianne J. Armstrong, CFRE
- John G. Barnett, CFRE
- John C. Bergin, CFRE
- Tom M Brady, CFRE
- Dwyllis Brown, CFRE
- Dominique J. Leeming, CFRE
- Dwyllis Brown, CFRE
- Robert P. Tomas, CFRE

**CANON**
- Kerala Jequier, CFRE
- Paul M. Molloy, CFRE
- Caroline J. Hutt, CFRE
- Sara Wilbur, CFRE
- Miranda J. Leff, CFRE
- Graham Papernick, CFRE

**SOUTH ISLAND**
- Graeme A Braddy, CFRE
- Joy A Simpson, CFRE
- Lisell Ellis, CFRE
- Peter P. Panteli, CFRE
- Lucy Stirling, CFRE
# Sustainability

## Current CFREs through 2011

<table>
<thead>
<tr>
<th>UNITED STATES</th>
<th>ALABAMA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Victoria E Arand, CFRE</td>
<td>Kathy S. Briscoe, CFRE</td>
</tr>
<tr>
<td>David F. Bryant, CFRE</td>
<td>Candace C Burnett, CFRE</td>
</tr>
<tr>
<td>Patricia S Carter, CFRE</td>
<td>Lisa Castano, CFRE</td>
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<tr>
<td>Linda P Crowell, CFRE</td>
<td>Peggy E. Darby, CFRE</td>
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<tr>
<td>Robert L. Dewhurst, CFRE</td>
<td>Jennifer H. Ellison, CFRE</td>
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<tr>
<td>Jason E. Fisher, CFRE</td>
<td>Julie A. Flax, CFRE</td>
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<tr>
<td>Marlynn J Fletcher Ray, CFRE</td>
<td>James W. Fogle, CFRE</td>
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<tr>
<td>I. Douglas Foster, CFRE</td>
<td>Durward Hank Galbreath Jr., CFRE</td>
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<tr>
<td>Carla Hammond, CFRE</td>
<td>Robert W. Wellbaum III, CFRE</td>
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<tr>
<td>Ryan C. Hanks, CFRE</td>
<td>Christopher Theriot, CFRE</td>
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<tr>
<td>Alice Hustley, CFRE</td>
<td>Molly D. Stone, CFRE</td>
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<tr>
<td>John M. Hogwood, CFRE</td>
<td>Jerry F. Smith, CFRE</td>
</tr>
<tr>
<td>Erica L. Holley, CFRE</td>
<td>Debra D. Joyner, CFRE</td>
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<tr>
<td>J. Scott Huffman, CFRE</td>
<td>Tara G. Jones, CFRE</td>
</tr>
<tr>
<td>Tara J. Harrison, CFRE</td>
<td>J. Scott Huffman, CFRE</td>
</tr>
<tr>
<td>Debra D. Joyner, CFRE</td>
<td>Alice Hestley, CFRE</td>
</tr>
<tr>
<td>Cathy L. Lee, CFRE</td>
<td>Ryan C. Hankins, CFRE</td>
</tr>
<tr>
<td>James N. Lewis Jr., CFRE</td>
<td>Carla Hammonds, CFRE</td>
</tr>
<tr>
<td>Kristin M. Martin, CFRE</td>
<td>Jennifer F. Hall, CFRE</td>
</tr>
<tr>
<td>Karen McCauley, CFRE</td>
<td>Durward Hank Galbreath Jr., CFRE</td>
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<td>Karen McCauley, CFRE</td>
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<td>Victoria E Arrand, CFRE</td>
<td>Candace C. Burnett, CFRE</td>
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<tr>
<td>Diane Abraham, CFRE</td>
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<td>Robert W. Wellbaum III, CFRE</td>
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<td>Judith C. Albert, CFRE</td>
<td>Jamie Anderson, CFRE</td>
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<td>Marie A. Bechert, CFRE</td>
<td>Katherine M. Bello, CFRE</td>
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<tr>
<td>Katherine M. Bello, CFRE</td>
<td>Lisa C. Bennett, CFRE</td>
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</table>
**Sustainability**

**Current CFREs through 2011**

**UNITED STATES**

**CALIFORNIA**
- Michael K Bergler, CFRE
- Kristin J Berti, CFRE
- Kelly J Beavin, CFRE
- Michele A Bigourdan, CFRE
- Nora S Bird, CFRE
- Lambert G Bittinger, CFRE
- Larry G Bole, CFRE
- Gregory N Bornhoft, CFRE
- Brian J Bowden, CFRE
- Rachele B Brutsche-Bussell, CFRE
- Marie E Brudie, CFRE
- Jessie Brooks, CFRE
- Rebecca A Brown, CFRE
- Robyn M Browning, CFRE
- Marshal B Bryan, CFRE
- Pamela Bungardner, CFRE
- David L Bundesen, CFRE
- Teresa Buxtel, CFRE
- Maria S Burns, CFRE
- Loretta A Burns, CFRE
- Lori J Butler, CFRE
- Kyle C Button, CFRE
- Lori J Butler, CFRE
- Loretta A Burns, CFRE
- Kelly C. Byars, CFRE
- Kyle C. Button, CFRE
- Lori J Butler, CFRE
- Loretta A Burns, CFRE
- Kelly C. Byars, CFRE
- Tracy M Byars, CFRE
- Allison E Cagley, CFRE
- Tom R. Chappell, CFRE
- Mary Ruth Carleton, CFRE
- Patrick J Carew, CFRE
- Adrienne D Capps, CFRE
- Tracy M Byars, CFRE
- Allison E Cagley, CFRE
- Adrienne D Capps, CFRE
- Amy C Cardullo, CFRE
- Patrick J Carew, CFRE
- Mary Ruth Carleton, CFRE
- Valerie A Castles, CFRE
- Tracy C. Chappell, CFRE
- Linda L. Chew, CFRE
- James B. Cheyney, CFRE
- Selina Chiu, CFRE
- Linda C Chen, CFRE
- Cher L. Chey, CFRE
- Monika M Churchill, CFRE
- John Giambrone, CFRE
- Patricia Clark, CFRE
- Andrew G. Clayton, CFRE
- Lynnette CLEVELAND, CFRE
- Cheryl L Cobb, CFRE
- Bobby Cobb, CFRE
- Dona R. Cochran, CFRE, FAHP
- Sharon C. Collins, CFRE
- E. Danielle Collins, CFRE
- David Colwell, CFRE
- Caroline M. Connolly, CFRE
- Bill Connors, CFRE
- Jeff A. Conway, CFRE
- Cathy Conway, CFRE
- Brenda S. Cook, CFRE
- Deborah J Cordano, CFRE
- Matthew S. Cottle, CFRE
- Susan C. Covey, CFRE
- Peter D. Couch, CFRE

- David C. Cunningham, CFRE
- Judee A. Daniels, CFRE
- Mike Davis, CFRE
- Yulanda N. Davis-Quarrie, CFRE
- Charles E. Day, CFRE
- Carol M Dedrich, CFRE
- Mark L. DeMoffett, CFRE
- Tara T. Del Piero, CFRE
- Martha M. Delaño, CFRE
- Joanna DeLeon, CFRE
- Denise M. Desmond, CFRE
- Anne Dewey, CFRE
- Janet H. DeWitt, CFRE, FAHP
- David S. Dixon, CFRE
- D. V. Dolan, CFRE
- Dawn G. Doorn, CFRE
- Jill M. Dotts, CFRE
- Devon Dougherty, CFRE
- Christine A. Dowine, CFRE
- Michael D. Drain, CFRE
- Estella R. DuBois, CFRE
- Kristen L. Dubray, CFRE
- Heather H Dugdale, CFRE
- Deborah L. Dunham, CFRE
- Robin E. Dunn, CFRE
- Kristine Edmonds, CFRE
- Victoria A Emmons, CFRE
- Leslie V. Esposito Jr., CFRE
- Timothy L. Evans, CFRE
- Micke H. Faris, CFRE
- Kim Farthing, CFRE
- Gerard P. Fazio, CFRE
- Mary E. Fentem, CFRE
- Carole A. Fish, CFRE
- Erich Foeckler, CFRE
- Karen B. Follette, CFRE
- Terri Forman, CFRE
- Michele M Forte, CFRE
- Susan H. Fox, CFRE
- Linda L. Frank, CFRE
- Patricia F. Gallaghier, CFRE
- Carol D. Gallant, CFRE
- Helena Galper, CFRE
- Carlos A. Garcia, CFRE
- Tammy J. Garis, CFRE
- David L. George, CFRE
- Mary Jean Gilbert, CFRE
- Mary L. Gimenez-Caulder, CFRE
- Ann B. Gill, CFRE
- Mara Gilman, CFRE
- Edith A. Glaeser, CFRE
- Michelle M. Glenn, CFRE
- Elizabeth G. Glynn, CFRE
- Lois J. Gomez, CFRE
- Tanya G. Gonzales, CFRE
- Gary L. Good, CFRE
- Judith K. Goodbody, CFRE
- Tara Goodman, CFRE
- Geoff C. Graham, CFRE
- Leslie A. Graham, CFRE
- Sarah M. Grant, CFRE
- Sandra W. Gresham, CFRE
- Anne D. Grey, CFRE
- Diane V. Groves, CFRE
- Amy Gross, CFRE
- Anita Louis Grossman, CFRE
- Terri J. Halliday, CFRE
- Sarah J Hanney, CFRE
- Jane G. Hansen, CFRE
- Ruthellen Harris, CFRE
- Elizabeth A. Harvey, CFRE
- Robin R. Harrell, CFRE
- Clyde M. Harwood, CFRE
- Helen M. Harwood, CFRE
- Tomoki L. Hayes, CFRE
- Marii A. Hayman, CFRE
- Patricia A. Heller, CFRE
- Charlotte A Henderson, CFRE
- William C. Hendry, CFRE
- Renee Herrell, CFRE
- Amy E. Himes, CFRE
- Mark R. H. Hodge, CFRE
- Judith A. Hodges, CFRE
- Mary Hoft, CFRE
- Mary H. Holman, CFRE
- Christine Hollister, CFRE
- Julianne E. Holt, CFRE
- Susan E. Hoover, CFRE
- Larry L Hostetler, CFRE
- Richard N. Hum, CFRE
- Paul L. Hume, CFRE
- Benjamin J. Imler, CFRE
- Reginald K. Ingram Jr., CFRE
- Michelle Jacobson, CFRE
- Timothy Jaeger, CFRE
- Linda S. Jaffe, CFRE
- Diane J. James, CFRE
- Paula E. Jameson, CFRE
- Laura Jason, CFRE
- Christine R Jeffers, CFRE
- Donna B. Johnson, CFRE
- Scott W. Johnson, CFRE
- Victoria M. Johnson, CFRE
- Susan L. Jones, CFRE
- Kelly B. Kranz, CFRE
- Yezdyar S. Kaoosji, CFRE
- Katherine M. Karpe, CFRE
- Katherine A. Keeney, CFRE
- Karen W. McQueen, CFRE
- Yakiko M. Meadows, CFRE
- Lisa Marvin, CFRE
- Vicki Mastro, CFRE
- Deanna Maenner, CFRE
- Robert A. May, CFRE
- Joan McBride, CFRE, FAHP
- David R McCurry, CFRE
- Lencore M McDonald, CFRE
- Justin McIntire, CFRE
- Heather McKenzie-Denormore, CFRE
- Katherine A. McNair, CFRE
- Karen W. McQueen, CFRE
- Yakiko M. Meadows, CFRE
- Daniel E. Meek, CFRE
- Megan K. Mehlau, CFRE
- Honey Meier-Lexi, CFRE
- Rebecca Merrell, CFRE
- Amy M. Miller, CFRE
- Kelly R Mitchell, CFRE
- Charity L. Monte, CFRE
- Terry Montealegre, CFRE
- Jean Moonilal, CFRE
- Sharon L. Moonilal, CFRE
- Harriet Lehmann, CFRE
- Jennifer Lenard-Benson, CFRE
- Beverly H. Lenihan, CFRE
- Edward N. Lewis, CFRE
- William R. Lewis, CFRE
- Sandy T. Liaw, CFRE
- Elizabeth A. Liles, CFRE
- Gina Lobacz, CFRE
- Mar Ellen Lojaire, CFRE
- Claudia A. Looney, CFRE, FAHP
- Judy Lora, CFRE
- Kimberly Low, CFRE
- Timothy Lowden, CFRE
- Laura A. Luette, CFRE
- Colleen R. Lukof, CFRE
- Stephen A. Lundin, CFRE
- Jennifer M Lyter, CFRE
- Melissa MacRae, CFRE
- Glenn Maddalon, CFRE
- Constance S. Magnier, CFRE
- Paula March, CFRE
- Lynn Martell, CFRE
- Lisa Marvin, CFRE
- Vicki Mastro, CFRE
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- Amy M. Miller, CFRE
- Kelly R Mitchell, CFRE
- Charity L. Monte, CFRE
- Terry Montealegre, CFRE
- Jean Moonilal, CFRE

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**CFRE 2011 ANNUAL REPORT**
Current CFREs through 2011

Sustainability
Sustainability

Current CFREs through 2011

UNITED STATES
COLORADO
Lori A. Sims, CFRE
Garth P. Simms, CFRE
Mary Rush C. Stevenson, CFRE
Valerie J. Stoltz, CFRE
Randall A. Stubbins, CFRE
Janel L. Stump, CFRE
Gina G. Taranto, CFRE
Beverly Thompson, CFRE
Kimberly A. Tobin, CFRE
William W. Tromble, CFRE
Brina P. Vincent, CFRE
Kristin E. Walker, CFRE
Luane M. Williams, CFRE
Victoria S. Wright-Walker, CFRE
Matthew C. D. Yeingst, CFRE

UNITED STATES
CONNECTICUT
Andrew C. Bambrer, CFRE
Hedy L. Barton, CFRE
Sharon Bean, CFRE
Diana S. Bogue, CFRE
Thomas R. Borjas, CFRE
Lynne P. Brody, CFRE
Rebecca M. Bryan, CFRE
Susan M. Chudwick, CFRE
Karen A. Petersen Hatcher, CFRE
Gary W. Parrington, CFRE
Dawn Nunn, CFRE
Claudia B. Nielsen, CFRE
Bernardine Morris-Thielert, CFRE
Patricia L. Morgan, CFRE
Clare W. Meade, CFRE
Elizabeth M. McCartney, CFRE
Brenda A. Marsian, CFRE
Wendy M. Lux, CFRE
Jennifer A. King, CFRE
Carol S. Garlick, CFRE
David E. Garamella, CFRE
Jo-Ann Ficca, CFRE
Lisa M. Ferraro, CFRE
Cornelia Evans, CFRE
Mike T. Eckel, CFRE
Matthew C. D. Yeingst, CFRE

UNITED STATES
DISTRICT OF COLUMBIA
Stacy A. Akre, CFRE
Alicia M. Alexion, CFRE
Robert T. Ballhaus, CFRE
Brenda A. Marjan, CFRE
Elizabeth M. McCarthy, CFRE
Claire W. Meade, CFRE
Gail E. Milnerick, CFRE
Patricia L. Morgan, CFRE
Bernadine Morris-Thielert, CFRE
Claudia B. Nielsen, CFRE
Dawn Nunn, CFRE
Catherine Onyemelukwe, CFRE
Gary W. Parrington, CFRE
Karen A. Peterson Hatcher, CFRE
Richard M. Pordes, CFRE
Julie Pryor-Bennett, CFRE
Hal C. Reed, CFRE
Rick Reichert, CFRE
Martha L. Renie, CFRE
Lillian L. Rhodes, CFRE
Donald G. Rizzo, CFRE
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Lyla Steinberger, CFRE
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Margo S. Tucker, CFRE
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Jill Westgard, CFRE
Trenton Wright Jr., CFRE

UNITED STATES
DELAWARE
Judy L. Alquiño, CFRE
Mary A. Arenzbia, CFRE
John D. Baker, CFRE
Ronald T. Barisano, CFRE
Sharon L. Biddle, CFRE
Marcia E. Carter, CFRE
Cathy D. Cassina, CFRE
Donna M. G. Connor, CFRE
Stephanie Cory, CFRE
Susan E. Daily, CFRE
Elizabeth A. Dougherty, CFRE
Dee Durham, CFRE
Lois D. Hensters, CFRE
Jeffrey A. Jackson, CFRE
Paul E. Lakeman, CFRE
Holly M. Maddams, CFRE
Martha R. Mitchell, CFRE
Lucy M. O’Donnell, CFRE
Vita T. Pickrum, CFRE
Judith D. Schrock, CFRE

UNITED STATES
FLORIDA
Emilio Alonso-Mendoza, CFRE
Sylvia H. Anderson, CFRE
Jane Arnett, CFRE
Ralph W. Aune, CFRE
Ramona S. Avery, CFRE
Andrea J. Bailey, CFRE
Kristen L. Barrett, CFRE
Kerry A. Bartlett, CFRE
E. Paul Dietrich, CFRE
Ernestine Bean, CFRE
Kathy M. Swayze, CFRE
Kevin Thomas, CFRE
Kathryn M. Tyrell, CFRE
Gayle S. Union, CFRE
Kathryn L. Ward, CFRE
Trey W. Williams, CFRE

UNITED STATES
NEW JERSEY
Judith D. Schrock, CFRE
Vita T. Pickrum, CFRE
Judith D. Schrock, CFRE

UNITED STATES
NEW YORK
Anita A. Brandt, CFRE
Mary W. Bomberg, CFRE
Kathryn M. Tyrrell, CFRE
Kevin Thomas, CFRE
Maryanne L. Kieffer, CFRE
Dayna Kuhar, CFRE
Jennifer M. Lopez, CFRE
Lisa L. Masko, CFRE
Nancy Fifefield-McConnell, CFRE
Megan E. McKinley, CFRE
Lynn M. Meaffly, CFRE
Heather K. Morgan, CFRE
Michael J. Morberger, CFRE
Stacie A. Muir, CFRE
Tiffany A. Noll, CFRE
Gail G. Nordheimer, CFRE
Beth A. Paulson, CFRE
Batsheba Philpott, CFRE
Gabriel M. Pinsky, CFRE
Kristen J. Pruski, CFRE
Meg L. Roberts, CFRE
Sally L. Smith, CFRE
Lauren S. Smith, CFRE
Janice A. Smoot, CFRE
Timothy P. Snyder, CFRE
Arlene A. Snyder, CFRE
Ramona Stottz, CFRE
Amy E. Sukat, CFRE
Kathleen R. Swain, CFRE
Kevin Thomas, CFRE
Kathryn M. Tyrell, CFRE
Gayle S. Union, CFRE
Kathryn L. Ward, CFRE
Trey W. Williams, CFRE

UNITED STATES
PENNSYLVANIA
Kathryn L. Ward, CFRE
Gayle S. Union, CFRE
Kathryn M. Tyrell, CFRE
Kevin Thomas, CFRE

UNITED STATES
SOUTH CAROLINA
Emily H. Benham, CFRE
Philip E. Bennett, CFRE
Lydia E. Bennett, CFRE
Nina P. Benker, CFRE
Thomas A. Bila, CFRE
Georgia Ann Bissett, CFRE
Virginia O. Blossom Kruntorad, CFRE
Mary Beth Bos, CFRE
John W. Boush, CFRE
Susan B. Brandt, CFRE
Laura Breeze, CFRE
Gary A. Brewer, CFRE
Sally A. Bryant, CFRE
Norman J. Brumste, CFRE
Robert E. Carter, CFRE
Janice Davis, CFRE
Robert C. Dawson Sr., CFRE
Marie B. Deskert, CFRE
Kathy M. DeZegors, CFRE
E. Paul Dietrich, CFRE
Constance C. Dillow, CFRE
Jeannene E. Dorrion, CFRE
Bermadine Douglas, CFRE
Kelly A. Dowling, CFRE
Holly H. Duncan, CFRE
Julie L. East, CFRE
Tracy Edwards Frye, CFRE
Jane Egbert, CFRE
Linda M. Eisenhart, CFRE
Roland Emerton, CFRE
Kathleen Brooks Emmett, CFRE
Sherry Hogan English, CFRE
Bill F. Fauxett, CFRE
Meredith Fedor, CFRE
Shelby B. Fessell, CFRE
Cynthia L. Fields, CFRE
Amanda E. Fisher, CFRE
Bonnie M. Flynn, CFRE
Kenneth Fountain, CFRE
Greg C. Frazer, CFRE
Armando V. Galeta, CFRE
Geraldine Gallagher, CFRE
Margaret A. Gibbs, CFRE
Larry A. Gilhousen, CFRE
Janet K. Grine, CFRE
Suzan E. Glasscock, CFRE
J. Carey Gleason, CFRE
Cecy Cowger Glenn, CFRE
Rodney M. Grabowski, CFRE
Adrienne N. Greenlees, CFRE
Samuel N. Gough Jr., CFRE
Sharon Gleason, CFRE
Carl L. Gell, CFRE
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Current CFREs through 2011

**UNITED STATES**

**FLORIDA**
- Karin E Gustafson, CFRE
- Debbie E. Hammer, CFRE
- Cathryn L. Hardesty, CFRE
- Christopher D Harrell, CFRE
- Marilyn M Hattaway, CFRE
- Pamela J. Henderson, CFRE
- Teresa Hibbard, CFRE
- Lisa M. Hicks, CFRE
- Robin Hicks-Corrans, CFRE
- Gregory S. Higginson, CFRE
- Paula M Higgins, CFRE
- Steven M Higgins, CFRE
- Margaret W Hightower, CFRE
- David A. Hoffman, CFRE
- Janet L. Hooper, CFRE
- Lisa J Howard, CFRE
- Lynn J. Hoy, CFRE
- Joey L. Huebert-Ham, CFRE
- Linda D. Hull, CFRE
- Randall D. Hunt, CFRE
- Kathy M. Ingram Sr., CFRE
- Lisa C. Intagliata, CFRE
- Roxanne Jacobs, CFRE
- Jonene Jameson, CFRE
- Karen T. Jensen, CFRE
- Jorene Jameson, CFRE
- Roxanne Jacobs, CFRE
- Lisa J Howard, CFRE
- David A. Hoffman, CFRE
- Margaret W Hightower, CFRE
- Stephen M Higgins, CFRE
- Paula M Higgins, CFRE
- Barry G. Smith, CFRE
- John B. Sloan, CFRE
- Doris K. Sipos, CFRE
- Shaina Sine, CFRE
- Lara G Shane, CFRE
- Suzanne L. Seiter, CFRE
- Jennifer L. Secor, CFRE
- Margaret L. Shumacher, CFRE
- Marcia L. Shumacher, CFRE
- Jennifer L. Secor, CFRE
- Suzanne L. Shuster, CFRE
- Sara H. Leonard, CFRE
- Marilee M. Slavin, CFRE, FAHP
- Alyse Lee Stanbury, CFRE
- Jeanine Starr, CFRE
- Susan L. Steri, CFRE
- Giovanna M. Stiner, CFRE
- Susan L. Suarez, CFRE
- Joanne B. Sullivan, CFRE
- Dianna L. Sutton, CFRE
- Michael E. Sutton, CFRE
- Julie C. Taylor, CFRE
- Joel L. Thomas, CFRE
- Joan A. Thomas, CFRE
- Maureen Thurstor, CFRE
- James J. Tobin, CFRE
- Lisa Tores, CFRE
- Joanne W. Towner, CFRE
- Barton C. Troy, CFRE
- James B. Troyon, CFRE
- Maarten van de Gucht, CFRE
- Karen L. Van De Putte, CFRE
- Tracy Vandneweck, CFRE
- Jennifer B Vigne, CFRE
- John M Wall, CFRE
- C. Edward Wardle, CFRE
- Glenn K. Welch Sr., CFRE
- Megan D. Weirich, CFRE
- Tanya Yogan, CFRE
- Carolyn A Whitney, CFRE
- F. Mark Whittaker, CFRE
- Patrice Silver Whitten, CFRE
- John D Wits Jr., CFRE
- Lee Williams, CFRE
- Shelle Williams, CFRE
- Sally Williams, CFRE
- Stacy L. Williams, CFRE
- Julie M. Wills, CFRE
- Katherine R. Wulff, CFRE
- Brett L. Woods, CFRE
- Danielle Wright-Landing, CFRE
- Anita J. Young, CFRE
- Phil G Young, CFRE
- Tania R. Yount, CFRE
- David J Zablocki, CFRE
- Joshua J Zoroczek, CFRE
- Dana J Zerovich-G oder, CFRE

**UNITED STATES**

**GEORGIA**
- Patricia A Adelmann, CFRE
- Tracey B Akeer, CFRE
- Susan R. Baker, CFRE
- Deborah B. BABER, CFRE
- Louisa Batastini, CFRE
- Suzanne M Begin, CFRE
- David Aaron Berger, CFRE
- Philip Bonfiglio, CFRE
- Tucker B Brannon, CFRE
- Donna S Brazzell, CFRE
- Maxwell Brethaupt, CFRE
- Tony A Breitmann, CFRE
- Kay Buchham, CFRE
- Jeannette N. Burnhough, CFRE
- John P. Byrne Jr., CFRE
- John P Cerniglia, CFRE
- Patrick D Chandler, CFRE
- Patricia D Alba Sabatelle, CFRE
- Rebecca H Davis, CFRE
- Larkin Dorse, CFRE
- Melissa Duck, CFRE
- Robyn C. Furness-Fallon, CFRE
- Margaret E. Gammage-Tucker, CFRE
- William W. Gardner, CFRE
- Sherry A. Greenblatt, CFRE
- Heather Greene, CFRE
- LaDonna L. Greiner, CFRE
- Amanda K. Griffin, CFRE
- Leonard A. Haas, CFRE
- Bonnie J Hardage, CFRE
- R. William Hanson, CFRE
- Felicia J. Jones, CFRE
- John W. Jordan Jr., CFRE
- Raine B. Jusichiek, CFRE
- Elizabeth A Kargel, CFRE
- Beth A. Keller, CFRE
- Wm. Edward Lally, CFRE
- Lindsay L. Lapile III, CFRE
- Maryann Lewis, CFRE
- Fred Magalone, CFRE
- Reshunda L. Mahone, CFRE
- Shelly R. Manuel, CFRE
- Bentley B. Marinar, CFRE
- Beth P. Mathews, CFRE
- Stephen L. McCand, CFRE
- Mary Z McElrady, CFRE
- Juan A. McGruder, CFRE
- Elizabeth H. Meehan, CFRE
- Andrea M Mendez, CFRE
- Bruce E. Minett, CFRE
- Richard Munroe, CFRE
- Mary Kay Murphy, CFRE
- JoAnne L. Newman, CFRE
- Joshua R. Newton, CFRE
- Katherine R. O'Brien, CFRE
- John F. O'Kane, CFRE
- Sheila K. O'Neal, CFRE
- Betsy J. Oliver, CFRE
- Ann-Laura Parks, CFRE
- David R. Pass, CFRE
- Rachel Michele Pearson, CFRE
- Evan M Pearson, CFRE
- Ivana Pelikan-Zalos, CFRE
- Mary K. Perry, CFRE
- John Petty, CFRE
- Gayle J. Popham, CFRE
- Carolyn K. Proffitt, CFRE
- Marcelle B Reed, CFRE
- Martha Scott Rich, CFRE
- Nancy R. Rigby, CFRE
- Martin J. Riggs, CFRE
- John Riley, CFRE
## Sustainability

Current CFREs through 2011

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### Sustainability

#### Current CFREs through 2011

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**UNITED STATES**
Sustainability

Current CFREs through 2011

UNITED STATES
IOWA
Judi Holdorf, CFRE
Connie L. Isaacson, CFRE
Sherry L. Jordan, CFRE
William A. Zerger, CFRE

KANSAS
Charlotte Adair, CFRE
Debra L. Bass, CFRE
Deborah A. Bazz, CFRE
John P. Biggs, CFRE
Niki S. Bollieut, CFRE
Tori L. Bue, CFRE
Sharon M. Chinny, CFRE
Suzanne C. Duf-Spiegel, CFRE
Jessie A. Fuller, CFRE
Louis J. Gehring, CFRE
Katharine Gordan, CFRE
Jodi M. Guilleminette, CFRE
Kevin D. Hanzlick, CFRE
Ruth Hefel, CFRE
Tanya J. Heimer, CFRE
Jessie Kaye, CFRE
Kare J. Kimmer, CFRE
Paula Kilt, CFRE
Jennifer Knit, CFRE
LeRoy Knoop, CFRE
J. Michael Lamb, CFRE
Jane N. Lamp, CFRE
Andrea M. Lombard, CFRE
Joyce H. Martin, CFRE
James A. McHenry, CFRE
Pamela J. McNally, CFRE
Kathleen Migneron, CFRE
Sharon G. Miles, CFRE
Jenice K. Murray, CFRE
Jon D. North, CFRE
Mary E. Onuko, CFRE
Patricia A. Odemannier, CFRE
Sheila Montgomery Park, CFRE
Dianne J. Paulk, CFRE
Diane L. Robbins, CFRE
Paul A. Rueckhoff, CFRE
Edward M. Shaffer, CFRE
FAHP
Beth J. Shearer, CFRE
Gregory L. Vranicar, J.D., CFRE
Judy A. Van Kitt, CFRE
Rebecca J. Vandenheuvel, CFRE
Suzanne M. Valtierra, CFRE
Roselle M. Ungar, CFRE
Mila T. Sexton, CFRE
Arlette R. Rodrigue, CFRE
Peter R. Quirk, CFRE
Rebecca T. Pennington, CFRE
Julianne S. Pattison, CFRE
Gretchen K. Morgan, CFRE
Jennifer M. McMenamin, CFRE
Jeffery L. McLain, CFRE
Susan H. Mancuso, CFRE
J. Stanley Maher, CFRE
Traci W. Lucas, CFRE
Norisha R. Kirts, CFRE
Mary Liz Keevers, CFRE
Betty Y. Karlsson, CFRE
Sarah B. Johnson, CFRE
Wendy M. Johns, CFRE
Jeanne Huber, CFRE
Wendy M. Johns, CFRE
Sarah B. Johnson, CFRE
Betsy Y. Karlson, CFRE
Mary Lee Kevers, CFRE
Norisha R. Kirts, CFRE
John T. Landry, CFRE
Traci W. Lucas, CFRE
J. Stanley Maher, CFRE
Susan H. Mancuso, CFRE
Amiee R. Marmond, CFRE
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Ky E. Mortensen, CFRE
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Peter R. Quark, CFRE
Arlette R. Rodriguez, CFRE
Robert Benjamin Ross, CFRE
Mila T. Sexton, CFRE
Rebecca R. Ungar, CFRE
Suzanne M. Vallem, CFRE
Judith A. Werth, CFRE
Bruce G. Wilson Jr., CFRE
UNITED STATES
MAINE
Hayden W. Anderson, CFRE
Jean M. Christsensen, CFRE
Sarah M. Clemens, CFRE
Eleanor G. Courtemanche, CFRE
Michelle S. Davis, CFRE
Robert D. Demont, CFRE
Susan J. Doliner, CFRE, FAEHP
Peter W. Francisco, CFRE
Penny J. Harris, CFRE
Sarah Johnson, CFRE
Philip F. McKee, CFRE
Todd M. Nadeau, CFRE
Sandra M. Phipps, CFRE
Julie C. Paulin, CFRE
Lisa M. Pratt, CFRE
John Rainone, CFRE
Lynda D. Rahm, CFRE
Lisa J. Wahrstrom, CFRE
Katherine White Lewis, CFRE
Susan DeWitt Wilder, CFRE
Diane L. Woodward, CFRE
UNITED STATES
MARYLAND
Janet R. Adams, CFRE
Anne Adashek, CFRE
Felicia H. Allender-Brant, CFRE
Mary E. Barringer, CFRE
Bruce A. Bartoo, CFRE
Alice L. Benson, CFRE
Lisa A. Boccia, CFRE
John G. Boyle, CFRE
Earl R. Browning, CFRE
Robert L. Bull, CFRE
Thomas C. Busch, CFRE
Mike Butler, CFRE
Mary Elizabeth Campbell, CFRE
Melissa D. Cames, CFRE
Michael C. Calver, CFRE
Beth-Anne Chermichowski, CFRE
Barbara L. Cicioni, CFRE
Donna J. Clare, CFRE
Lieber J. Cohen, CFRE
Toni L. Condon, CFRE
Lori J. Counts, CFRE
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Geanne L. Darby, CFRE
Lynne M. Dutson, CFRE
Tom M. Dietrich, CFRE
Eva Dilson, CFRE
Lynn Dolinger, CFRE
Kimberly C. Dimpson, CFRE
Anita N. Durel, CFRE
Kathleen W. Elliott, CFRE
David A. Fanning, PhD, CFRE
Mary J. Fawcett-Lee, CFRE

CFRE 2011 ANNUAL REPORT
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Current CFREs through 2011

UNITED STATES

MARYLAND
Nancy A. Fenton, CFRE
Ivy Fields Gutman, CFRE
Donna M. Finley, CFRE
Deborah A. Faleman, CFRE
Joshua M. Friedman, CFRE
Nadine Gabai-Bolotra, CFRE
Robert K. Gehman, CFRE
Marjorie Goldman, CFRE
Kathy R. Geasen, CFRE
Frances F. Garrett, CFRE
Debra Heiber-Rankin, CFRE
Lisa Hillman, CFRE, FAHP
Lorna C. Holmes Settles, CFRE
Christina Cronin, CFRE
Eliza Crescentini, CFRE
William M. Craft, CFRE
Carolyn Copp, CFRE
Carol P. Constant, CFRE
Donald J. Cawrse, CFRE
J. Loring Carpenter, CFRE
Joseph J. Caporale, CFRE
Mary E. Canning, CFRE
Robin Cabral, CFRE
James Butcher, CFRE
Lisa J. Bush, CFRE
Ann Buono, CFRE
Richard R. Blain, CFRE
Karen L. Bissonnette, CFRE
Melissa A.R. Bik, CFRE
Ruth H. Bersin, CFRE
William S. Bennett, CFRE
Jennifer L. Baril, CFRE
Susan J. Andrews, CFRE
Suzanne M. Alden, CFRE
Rita Fuerst Adams, CFRE
MAssACHusetts
Rebecca J. Zeilon, CFRE
Joan G. Wood, CFRE
R. Peter Wolf, Ph.D., CFRE
Nancy L. Withbroe, CFRE
Karen C. Wilson, CFRE
Lilya Wagner, CFRE
Ken M. Stettersvat, CFRE
Ann F. Suydam, CFRE
Brent E. Swinton, CFRE
Colleen T. Terlizzese, CFRE
Matthew S. Thorup, CFRE
Steven L. Titelbaum, CFRE
Eilen L. Torres, CFRE
Isazetta A. Spikes, CFRE
Carol M. Shaw, CFRE
Susan M. Schaefer, CFRE
Diane E. Scar, CFRE
Kathleen T. Hoffman, CFRE
Heidi Howard, CFRE
William M. Hynes, CFRE
Jayne Lafiate, CFRE
Michael W. Ibrahim, CFRE
Francine Kantor, CFRE
Tomasz Kierul, CFRE
Kathleen Kigore, CFRE
Robert C. Koenig, CFRE
Esther L. Torres, CFRE
Steven L. Titlebaum, CFRE
Kathleen Eaton Guy, CFRE
Melinda M. Gruber, CFRE
Heidi L. Grix, CFRE
Gayle M. Good, CFRE
Wayne Glass, CFRE
Tamara F. Foster, CFRE
Jamie L. Ferguson, CFRE
Bernadette Dore, CFRE
Donald G. Distelberg, CFRE
Rudolf Dietrich, CFRE
Peter E. DeBoer, CFRE
Rudolf Dietrich, CFRE
Donald G. Distelberg, CFRE
Bernadette Dore, CFRE
Donald G. Distelberg, CFRE
Rudolf Dietrich, CFRE
# Current CFREs through 2011

## UNITED STATES

### MICHIGAN
- Susan D. Hammondsmit, CFRE
- Martha B. Haynes, CFRE
- Julie A. Hein, CFRE
- Stephen E. Henri, CFRE
- Nina K. Holden, CFRE
- Brett Holman, CFRE
- Keith Hopkins, CFRE
- Dale E. Hull, CFRE
- Brenda L. Hunt, CFRE
- Heather M. Jach, CFRE
- Shai James, CFRE
- Nancy H. Jennings, CFRE
- Michelle A. Karpinski, CFRE
- David J. Kelley, CFRE
- Alice Kemerling, CFRE
- Sam I. Kennedy, CFRE
- Megan D. Knup, CFRE
- Diane A. Kochis, CFRE
- Karen S. Kosivinski, CFRE
- Henry M. Koon, CFRE
- Robert E. Laarman, CFRE
- Julie D. Lechman, CFRE
- James M. Pearl, CFRE
- Patricia A. Paquin, CFRE
- Sara L. Niemeyer, CFRE
- Suzanne M. Mondalek, CFRE
- Paul Miller, CFRE
- Kristine Miller, CFRE
- Juddee A. Milito, CFRE
- Keith D. Meyering, CFRE
- Mary E. McLean, CFRE
- James A. McLaughlin, CFRE
- Dan J. McKean, CFRE
- Anthony F. McDonnell, CFRE
- Kevin L. McAlpine, CFRE
- Richard Martin, CFRE
- Henry M. Kroondyk, CFRE
- Diane M. Kochis, CFRE
- Sam J. Kennedy, CFRE
- Alice Kemerling, CFRE
- David J. Kelley, CFRE
- Michelle A. Karpinski, CFRE
- Susan D. Hammersmith, CFRE
- MiCHiGAn
- UNITED STATES

### UNITED STATES

#### MINNESOTA
- Cynthia L. Aegerter, CFRE
- Roberta M. Allan, CFRE
- Cyndi R. Anderson, CFRE
- Nancy M. Appel, CFRE
- Nancy M. Brown, CFRE
- Andrea L. Bork, CFRE
- Bruce G. Bonnickson, CFRE
- Chandra M. Bloodgood Kavati, CFRE
- Timothy M. Benz, CFRE
- Janet Bibe, CFRE
- Chandra M. Bloodgood, CFRE
- Andrea L. Bork, CFRE
- Nancy M. Brown, CFRE
- Tricia L. Burkel, CFRE
- Tricia G. Bunten, CFRE
- Nancy M. Brown, CFRE
- Andrea L. Bork, CFRE
- Nancy M. Brown, CFRE
- Tricia B. Bunten, CFRE
- Teri L. Burkett, CFRE
- Jennifer L. Buson, CFRE
- Deborah W. Case, CFRE
- Janeen M. Connelly, CFRE
- Martin A. Conover, CFRE
- Michael R. Davy, CFRE
- Gal M. Dennisson, CFRE
- Margaret A. Derksen, CFRE
- Heidi A. Droegemueller, CFRE
- James M. Dreyer, CFRE
- Tiffany E. EJ, CFRE
- Kim B. Embretson, CFRE
- Richard L. Engdahl, CFRE
- Donald A. Engel, CFRE
- Elizabeth E. Evensen, CFRE
- Michael G. Forderer, CFRE
- Sharon Hentges Ferraro, CFRE
- Krista M. Gallagher Cork, CFRE
- Angela S. Garrett, CFRE
- Charlotte Getchell, CFRE
- Heath A. Glasso, CFRE
- Jean Caroline Goei, CFRE
- Celine M. Graham, CFRE
- Steven M. Gustafson, CFRE
- Mark E. Hadec, CFRE
- Jennifer Halercow, CFRE
- Bridgid H. Hansen, CFRE
- Paul N. Hanson, CFRE
- Jennifer L. Hanson, CFRE
- Michael J. Henley, CFRE
- Mark L. Hill, CFRE
- Joan V. Hiller, CFRE
- Robert Holmman, CFRE
- Karen A. Humphrey, CFRE
- Hall Johnson, CFRE
- Steven F. Johnston, CFRE
- Mary S. Jones, CFRE
- Dennis Kelly, CFRE
- Martha A. Kunau, CFRE
- Mark J. Larkin, CFRE
- Sara Larson, CFRE
- Margaret Li, CFRE
- Vicki Lofquist, CFRE
- Erin T. Lonegan, CFRE
- Anne L. Long, CFRE
- Karen M. Mattison, CFRE
- Roberta A. Mattison, CFRE
- Brian M. McCurtan, CFRE
- Laura J. McCarty, CFRE
- Francis C. McGovern, CFRE
- Tom M. McSparron, CFRE
- Brenda J. Moore, CFRE
- Melissa Musiker, CFRE
- Kathryn L. Nelson, CFRE
- Scott A. Nelson, CFRE
- Mark A. Neville, CFRE
- Alexia Nicole Adams, CFRE
- Deanna J. Nurnberg, CFRE
- Beth Berger Aubrey, CFRE
- Natalie F. Autrey, CFRE
- Cathy J. Coleman, CFRE
- David Patrick Eaton, CFRE
- Lisa Fromm, CFRE
- Sherry S. Gilland, CFRE
- Noel Dean Hancock, CFRE
- James M. Ieter, CFRE
- Joan M. Kaye, CFRE
- Stephanie A. Maxwell, CFRE
- George C. Miller Jr., CFRE
- Katharine Cook Ramsey, CFRE
- Shelley J. Ricker, CFRE
- Susan C. Donlan, CFRE

### UNITED STATES

#### MISSISSIPPI
- Annalese R. Wright, CFRE
- Elizabeth A. Woll, CFRE
- Jeremy Wells, CFRE
- Elizabeth A. Wolf, CFRE
- Annalease R. Wright, CFRE
- Brent A Voght, CFRE
- John M. Walker, CFRE
- Vincent J. Walker, CFRE
- Deborah L. Ward, CFRE
- Elizabeth A. Warner, CFRE
- Jeromy Wells, CFRE
- Elizabeth A. Wolf, CFRE
- Annette N. Whiting, CFRE
- Reid A. Zimmerman, CFRE

### UNITED STATES

#### MISSOURI
- John D. Lechman, CFRE
- Robert E. Laarman, CFRE
- Henry M. Kroondyk, CFRE
- Diane M. Kochis, CFRE
- Sam J. Kennedy, CFRE
- Alice Kemerling, CFRE
- David J. Kelley, CFRE
- Michelle A. Karpinski, CFRE
- Nancy M. Appel, CFRE
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- Michelle A. Karpinski, CFRE
- Nancy M. Brown, CFRE
- Andrea L. Bork, CFRE
- Chandra M. Bloodgood Kavati, CFRE
-摊川黄(Key:CG)
- Teri L. Burkett, CFRE
- Jennifer L. Buson, CFRE
- Deborah W. Case, CFRE
- Janeen M. Connelly, CFRE
- Martin A. Conover, CFRE
- Michael R. Davy, CFRE
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- Margaret A. Derksen, CFRE
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- Steven F. Johnston, CFRE
- Mary S. Jones, CFRE
- Dennis Kelly, CFRE
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- Mark J. Larkin, CFRE
- Sara Larson, CFRE
- Margaret Li, CFRE
- Vicki Lofquist, CFRE
- Erin T. Lonegan, CFRE
- Anne L. Long, CFRE
- Karen M. Mattison, CFRE
- Roberta A. Mattison, CFRE
- Brian M. McCurtan, CFRE
- Laura J. McCarty, CFRE
- Francis C. McGovern, CFRE
- Tom M. McSparron, CFRE
- Brenda J. Moore, CFRE
- Melissa Musiker, CFRE
- Kathryn L. Nelson, CFRE
- Scott A. Nelson, CFRE
- Mark A. Neville, CFRE
- Alexia Nicole Adams, CFRE
- Deanna J. Nurnberg, CFRE
- Beth Berger Aubrey, CFRE
- Natalie F. Autrey, CFRE
- Cathy J. Coleman, CFRE
- David Patrick Eaton, CFRE
- Lisa Fromm, CFRE
- Sherry S. Gilland, CFRE
- Noel Dean Hancock, CFRE
- James M. Ieter, CFRE
- Joan M. Kaye, CFRE
- Stephanie A. Maxwell, CFRE
- George C. Miller Jr., CFRE
- Katharine Cook Ramsey, CFRE
- Shelley J. Ricker, CFRE
- Susan C. Donlan, CFRE
### Sustainability

#### Current CFREs through 2011

**UNITED STATES**

**NEVADA**
- Mark S. Lischer, CFRE
- Joel L. Muller, CFRE
- Bradley W. Stith, CFRE
- Caroline M. Thomas-Henson, CFRE
- Deborah A. Young, CFRE

**UNITED STATES**

**NEW HAMPSHIRE**
- Timothy B. Allison, CFRE
- Carol W. Atien, CFRE
- Kathleen K. Barger, CFRE
- Porter D. Caesar, CFRE
- Brian B. Winslow Jr., CFRE
- Patricia Whitney, CFRE
- George Theriault, CFRE
- Christine Strong, CFRE
- Veronica L. Rosa, CFRE
- Catherine C. Raymond, CFRE
- Pamela Puleo, CFRE
- Shelley M. Proulx, CFRE
- William A. Parkinson Sr., CFRE
- Lisa B. Merrill-Burzak, CFRE
- Susan McDonough, CFRE
- Angela P. Matthews, CFRE
- Mary Lou Krambeer, CFRE
- Maryann LaCroix Lindberg, CFRE
- Pamela Puleo, CFRE, FAHP

**UNITED STATES**

**NEW YORK**
- Margaret M. Baker, CFRE
- Michael J. Baker, CFRE
- Nancy Barone, CFRE
- Ross H. Basen, CFRE
- Carrie L. Boardwick, CFRE
- Patrick J. Bowser, CFRE
- Anne Bradley-Solis, CFRE
- Ken Nam P. Brennan, CFRE
- John E. Brothers, CFRE
- Hilary Brown-Knachowy, CFRE
- John Carr, CFRE
- Melanie S. Cohen, CFRE
- Jennifer Collins, CFRE
- Anna M. Covino, CFRE
- William C. Dauster, CFRE
- Pamela DeLuca, CFRE
- R. Christine DeMarco, CFRE
- Nancy J. DiBasso, CFRE
- Andrea L. Egan, CFRE
- Amy M. Essensteen, CFRE
- Mark E. Elhassar, CFRE
- Robin L. Endcott, CFRE
- Anta C. Feiner, CFRE
- Jeffrey A. Felzko, CFRE
- Anna Marie Gewertz, CFRE
- William A. Goodlette Jr., CFRE
- Lorraine M. Greif, CFRE
- Alan H. Grossman, CFRE
- Margaret A. Guettich, CFRE
- Daphne R. Halpern, CFRE
- Peter H. Hansen, CFRE
- Michele Hickey, CFRE
- Edward T. Hogan, CFRE
- Carin R. Hunt, CFRE
- Jeffrey A. Kassover, CFRE
- John P. Magane, CFRE
- Elizabeth J. Mason, CFRE
- Peggy J. Mathieu, CFRE
- Kevin P. McCarthy, CFRE
- Kathleen A. Lein-DeSantis, CFRE
- Joseph M. Leso, CFRE
- Lorraine K. Mackin, CFRE
- John W. Murphy, CFRE
- Shawn E. O’Hara, CFRE
- Richard L. Heist, CFRE
- Kathleen Z. Gupta, CFRE
- Jennifer S. Goodwin, CFRE
- Benjamin A. Gair III, CFRE
- Karen M. Jantzen, CFRE
- Anne L. Hamilton, CFRE
- Jeffrey L. Fuller, CFRE
- Kim M. Fine, CFRE
- Susan M. Durgy, CFRE
- Richard J. Donovan, CFRE
- Heather Cochrane, CFRE
- Kathleen K. Barger, CFRE
- Carol W. Aten, CFRE
- Timothy B. Allison, CFRE
- neVADA
- Deborah A. Young, CFRE
- Caroline M. Thomas-Jenson, CFRE
- Bradley W. Stith, CFRE
- Joel L. Muller, CFRE
- neW MEXICO
- Robert L. Todd, CFRE
- Shelley M. Toner, CFRE
- Phyli A. Tranotti, CFRE
- Beatrice Trosiani, CFRE
- Amy Vogel, CFRE
- Jennifer M. Wiens, CFRE
- Robert E. Wahlers, CFRE
- Kelly P. Watterson, CFRE
- William L. Winston Jr., CFRE
- Rosemarie Valden, CFRE
- Kenneth C. Zarets, CFRE
- Roberta R. Zweifler, CFRE
- Anna Marie Manning, CFRE
- Judith Molyka, CFRE
- Linda K. Orr, CFRE
- Kathryn C. Peck, CFRE
- Giuseppe Rizza, CFRE
- Steven E. Ross, CFRE
- Nancy C. Sharp, CFRE
- Kelley Shull Tredwin, CFRE
- Maureen Simmons, CFRE
- Susan E. Simmons, CFRE
- Dawn Starostka, CFRE
- Kenneth L. Thompson, CFRE
- Sally D. Trigg, CFRE
- Terra A. Van Winter, CFRE
- Barbara S. Wise, CFRE
- Joy Wolfs LeCuyer, CFRE
- Joy Wohl LeCuyer, CFRE
- American Association of Fund Raising Counsel, 2011
Current CFREs through 2011

Sustainability
Sustainability

Current CFREs through 2011

UNITED STATES

OHIO
Elen W Benger, CFRE
Laura I Bennett, CFRE
Barbara J Bibbe, CFRE
Patricia A Bloch, CFRE
Barbara L Bishop Hareck, CFRE
Susan D Black, CFRE
Jodi L Bopp, CFRE
Jeffrey M Brown, CFRE
Barbara R Boyce, CFRE
Kristin G Braunbrett, CFRE
B Ann Bowsia, CFRE
Adam Bork, CFRE
Janet A Burns, CFRE
Stacy A Cadey, CFRE
Carol L Carbery, CFRE
Barbara J Clemenson, CFRE
Donna W Coleman, CFRE
Natalie R Coles, CFRE
Tanya Conner Kellenberger, CFRE
Michelle D Cramer, CFRE
Kristin L Cap, CFRE
Barbara J Cunningham, CFRE
Jeffrey D Damon, CFRE
Kimberly T Daves, CFRE
Rose M Derman, CFRE
Susan K Deming, CFRE
Beth S Dochinger, CFRE
Gerri L Douglas Marshall, CFRE
John H Drake, CFRE
Rebecca S Drum, CFRE
James G Drinkerton Jr, CFRE
Tiffany Edwards, CFRE
Patricia G Egan, CFRE
Laura L Eike, CFRE
Mary C. Fischer, CFRE
Laura L Fike, CFRE
Patricia G Egan, CFRE
James G Echement Jr., CFRE
Rebecca S Drumm, CFRE
Geri L Douglas Marshall, CFRE
Beth S Dochinger, CFRE
Kristin E Spaulding, CFRE
Miranda L Zink, CFRE
Andrew Zahn, CFRE
Todd N Wurschmidt, CFRE
Margaret W Wolf, CFRE
Sue W Welty, CFRE
Kathryn Webster, CFRE
Karen D Volke, CFRE
Michael J Volkan, CFRE
P. William VanderWyden III, CFRE
Jon T Trainor, CFRE
Barbara L Tartaglia, CFRE
Mary Sue Tantis, CFRE
Larry J Bartley, CFRE
Jeffrey J Alexander, CFRE
Miranda L Zink, CFRE
Andrew Zahn, CFRE
Todd N Wurschmidt, CFRE
Margaret W Wolf, CFRE
Sue W Welty, CFRE
Kathryn Webster, CFRE
Karen D Volke, CFRE
Michael J Volkan, CFRE
P. William VanderWyden III, CFRE
Jon T Trainor, CFRE
Barbara L Tartaglia, CFRE
Mary Sue Tantis, CFRE
Larry J Bartley, CFRE
Jeffrey J Alexander, CFRE

# Sustainability

Current CFREs through 2011

## UNITED STATES

### OREGON
- Linda A Alband, CFRE
- Jen L Alcock, CFRE
- Mary Lee R Alder, CFRE
- Deborah P. Ameen, CFRE
- Mary B. Anderson, CFRE
- Kaui E. Anderson, CFRE
- Vineet Amell, CFRE
- Melody Ayers, CFRE
- Dianna L Baker, CFRE
- Jennifer A Baumann, CFRE
- Francine Berthelet-Aylmer, CFRE
- Franklin O Betzer, CFRE
- Peter J. Bilotta, CFRE
- Kristin Boles, CFRE
- Amy M Brown, CFRE
- Kelly S. Buchler, CFRE
- Lee A. Carson, CFRE
- Kelli R. Clark, CFRE
- Elizabeth R Cruft-Anderson, CFRE
- Claire Birney, CFRE
- Steven A Besse, CFRE
- Patricia L. Benes, CFRE
- Nina M. Bell, CFRE
- Beverly A. Beisgen, CFRE
- Kathy Bayer, CFRE
- Sylvia Bastani, CFRE
- Keith O. Barrows, CFRE
- Jeannette L. Barr, CFRE
- Janet A. A. Barlett, CFRE
- Sharon K. Barker, CFRE
- Katherine Ball-Weir, CFRE
- Rebecca W. Baeurle, CFRE
- Ellen H. Arnold, CFRE
- Deborah A. Alderfer, CFRE
- David L. Alderfer, CFRE
- Jennifer A. Farrar, CFRE
- Mary L. Ferry, CFRE
- Josephine A. Farrar, CFRE
- Christine S. Farrell, CFRE
- Joseph D. Fausnight Jr., CFRE
- Christina S. Farrell, CFRE
- Jennifer A. Farrar, CFRE
- Katherine B. Fife, CFRE
- Rosanna M. Felix, CFRE
- Karen Ann Bisno, CFRE
- Richard F. Buhre, CFRE
- Tracy L. Buzik, CFRE
- Sharyn L. Bradtig, CFRE
- Helene G. Broitman, CFRE
- Audrey Brouerman, CFRE
- Kristin N. Brown, CFRE
- Tobias Bruls, CFRE
- Pamela G. Bryer, CFRE
- Janet L. Buchanan, CFRE
- Gary L. Bukowski, CFRE
- Katherine S. Burnbaugh, CFRE
- Nancilee Barzacek, CFRE
- Edward W. Byrd, CFRE
- Thomas L. Campbell, CFRE
- Carol Carpenter, CFRE
- Nicole Carroll, CFRE
- Constance Carter, CFRE
- Stephen R. Catt, CFRE
- Richard F. Charles, CFRE
- Mark J. Chikultis, CFRE
- Karen N. Chizeck, CFRE
- Alyssa R. Cholodofsky, CFRE
- David W. Clark, CFRE
- Charles H. Coles Jr., CFRE
- Michele A. Connelly, CFRE
- Maida Conner, CFRE
- Helene M. Conway-Long, CFRE
- Lynne C. Corboy, CFRE
- Gordon M. Core, CFRE
- James W. Coningham, CFRE
- Joseph S. Gonzalo, CFRE
- Dorene I. Dabowski, CFRE
- Lee E. Daney, CFRE
- John Dawe, CFRE
- Michael J. Degenhart, CFRE
- Kathleen Diamandopoulos, CFRE
- Rob Dickson, CFRE
- Frederick J. Dixon, CFRE
- Linda L. Dodge, CFRE
- Jill Dow, CFRE
- Janet L. Edwards, CFRE
- Kevin M. Edwards, CFRE
- Philip J. Elmore, CFRE
- Janet C. Emery, CFRE
- Kathy J. Eppley, CFRE
- Theresa C. Eshbach, CFRE
- Aynel Eshelman, CFRE
- Gail A. Evans, CFRE
- Julie A. Faberi Swarts, CFRE
- Margaret Fala, CFRE
- Katherine Falk, CFRE
- Jennifer A. Farrar, CFRE
- Christine S. Farrell, CFRE
- Joseph D. Fausnight Jr., CFRE
- Wynne R. Fedele, CFRE
- Patrick J. Feeley, CFRE
- Charles J. Felt, CFRE
- Rosanna M. Felix, CFRE
- Jacqueline S. Flanagan, CFRE
- Michael L. Foley, CFRE
- Diane H. Fond, CFRE
- Susan W. Frankel, CFRE
- Madeline Franze, CFRE
- Denise T. Frattara, CFRE
- James F. Frey, CFRE
- Samuel W. Friedman, CFRE
- Heather Gee, CFRE
- Marvin E. Gold, CFRE
- Michelle S. Gollapalli, CFRE
- Carolyn M. Grady-Mockenphy, CFRE
- William F. Grant, CFRE
- Teresa A. Gregory, CFRE
- Theresa F. Hansen, CFRE
- Edward P. Hager, CFRE
- Kenneth J. Hall, CFRE
- Patricia A. Hargrett, CFRE
- Sara A. Hargerreens, CFRE
- Julie A. Harris, CFRE
- Dana M. Heiman, CFRE
- Mary Ellen Herzog, CFRE
- Maureen Mahoney Hill, CFRE
- Cela A. Hindes, CFRE
- Shanna Hocking, CFRE
- Kristina M. Huber, CFRE
- Connie C. Hughes, CFRE
- Angela M. Jacobson, CFRE
- Michelle E. Jamieson, CFRE
- Scott R. Janney, CFRE
- Joan E. Johnson, CFRE
- David B. Johnson, CFRE
- Susan Dantana Kelley, CFRE
- Valerie M. Jones, CFRE
- Sharnan S. Kaczynski, CFRE
- Jane A. Kanyock, CFRE
- Larry Kamnoff J.D., CFRE
- Rhonda G. Kelley, CFRE
- Eileen Kohler Berger, CFRE
- Meggan Kerper, CFRE
- Deborah J. Kipp, CFRE
- William G. Kriner, CFRE
- James C. Kissier Jr., CFRE
- Leonard S. Koshinski, CFRE
- Karen J. Kutzer, CFRE
- J. Ronald Kyle, CFRE
- Theresa M. Law, CFRE
- Judy A. Lawrence, CFRE
- Patricia A. Laws, CFRE
- William Leh, CFRE
- Bonnie J. Lopane, CFRE
- Kathleen M. Lurmann, CFRE
- Marianne G. Lynch, CFRE
- David F. Lyons, CFRE
- Frances A. MacAlister, CFRE
- Ronald J. Macaulay, CFRE
- Fay Hendrickson Mackey, CFRE
- Carol H. Mackllod, CFRE
- Renny K. Magill, CFRE
- Michael J. Degenhart, CFRE
- Kathleen Diamandopoulos, CFRE
- Rob Dickson, CFRE
- Frederick J. Dixon, CFRE
- Linda L. Dodge, CFRE
- Jill Dow, CFRE
- Janet L. Edwards, CFRE
- Kevin M. Edwards, CFRE
- Philip J. Elmore, CFRE
- Janet C. Emery, CFRE
- Kathy J. Eppley, CFRE
- Theresa C. Eshbach, CFRE
- Aynel Eshelman, CFRE
- Gail A. Evans, CFRE
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- Jacqueline S. Flanagan, CFRE
- Michael L. Foley, CFRE
- Diane H. Fond, CFRE
- Susan W. Frankel, CFRE
- Madeline Franze, CFRE
- Denise T. Frattara, CFRE
- James F. Frey, CFRE
- Samuel W. Friedman, CFRE
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- Michelle E. Jamieson, CFRE
- Scott R. Janney, CFRE
- Joan E. Johnson, CFRE
- David B. Johnson, CFRE
- Susan Dantana Kelley, CFRE
- Valerie M. Jones, CFRE
- Sharnan S. Kaczynski, CFRE
- Jane A. Kanyock, CFRE
- Larry Kamnoff J.D., CFRE
- Rhonda G. Kelley, CFRE
- Eileen Kohler Berger, CFRE
- Meggan Kerper, CFRE
- Deborah J. Kipp, CFRE
- William G. Kriner, CFRE
- James C. Kissier Jr., CFRE
- Leonard S. Koshinski, CFRE
- Karen J. Kutzer, CFRE
- J. Ronald Kyle, CFRE
- Theresa M. Law, CFRE
- Judy A. Lawrence, CFRE
- Patricia A. Laws, CFRE
- William Leh, CFRE
- Bonnie J. Lopane, CFRE
- Kathleen M. Lurmann, CFRE
- Marianne G. Lynch, CFRE
- David F. Lyons, CFRE
- Frances A. MacAlister, CFRE
- Ronald J. Macaulay, CFRE
- Fay Hendrickson Mackey, CFRE
- Carol H. Mackllod, CFRE
- Renny K. Magill, CFRE
## Current CFREs through 2011

### UNITED STATES

#### PENNSYLVANIA
- Richard J. Mahoney, CFRE
- Bruce B. Meikos, CFRE
- Marcie O. Mancuso, CFRE
- Susan M. Mann, CFRE
- June K. Marsbergen, CFRE
- Ellen J. Mansfield, CFRE
- Una M. Martone, CFRE
- Linda K. Mason, CFRE
- Kimberly A. McCasin, CFRE
- Emma M. McCloskey, CFRE
- Marilyn J. McDaniel, CFRE
- Mary P. McDonnell, CFRE
- Gerald T. McGovern, CFRE
- Susan Ulrich McLaughlin, CFRE
- Diane S. McMahon, CFRE
- James P. Mahan, CFRE
- Kevin J. McNamara, CFRE
- Daniela C. Mead, CFRE
- Anthony R. Pisapia, CFRE
- Karen A. Petrucelli, CFRE
- Wendy K. Parsons, CFRE
- Kristine A. Parkes, CFRE
- Rachel B. Osborn, CFRE
- Lisa D. Oriolo, CFRE
- James A. Olsen, CFRE
- Elizabeth A. Nilsen, CFRE
- Tammy L. Netkowicz, CFRE
- Lindsay Myers, CFRE
- Josette M. Myers, CFRE
- Craig D. Murray, CFRE
- Joan J. Mummert, CFRE
- Craig D. Murray, CFRE
- Joannette M. Myers, CFRE
- Tammy J. Netkowicz, CFRE
- Nancy S. Newton, CFRE
- Elizabeth A. Niles, CFRE
- Paul A. Nye, CFRE
- Mae O'Brien, CFRE
- James A. Olson, CFRE
- Lisa D. Orrick, CFRE
- Rachel B. Osborn, CFRE
- Kristine A. Parkes, CFRE
- Wendy K. Parsons, CFRE
- John D. Paszczek, CFRE
- Kevin A. Peter, CFRE
- Karen A. Petrucci, CFRE
- Anthony R. Piasa, CFRE
- Marilyn H. Pollick, CFRE
- Jennifer Powell, CFRE
- Prudence S. Precourt, CFRE
- Deborah R. Price, CFRE
- Joan W. Pitt, CFRE
- Jillian M. Pitts, CFRE
- William D. Pugh, CFRE
- Gloria M. Pugliese, CFRE
- John V. Pustinen, CFRE
- Kevin F. Quinn, CFRE
- Tamir G. Radecic, CFRE
- Mary L. Reid, CFRE
- Carol D. Revak, CFRE

#### RHODE ISLAND
- Michele R. Berard, CFRE
- David M. Bodah, CFRE
- Erica M. Bryan, CFRE
- Mary Alice Carlon, CFRE
- Caroline E. Considine, CFRE
- Donald M. Demers, CFRE
- Lisa D. Descherry, CFRE
- Doris R. Feinberg, CFRE
- Joanne E. Gregory, CFRE
- Rita L. Holahan, CFRE
- Nancy L. Hoogasian, CFRE
- Andrea B. Joseph, CFRE
- Mary B. Koziol, CFRE
- Leah M. Macomber, CFRE
- John A. Perry, CFRE
- James A. Roehm, CFRE
- Nicholas J. Stahl, CFRE
- Karen L. Weaver, CFRE

#### SOUTH CAROLINA
- Karen A. Babbs, CFRE
- Ernest L. Beck, CFRE
- Barbara A. Bond, CFRE
- Greg Bowden, CFRE
- June J. Bradham, CFRE
- Raymond E. Canary, CFRE
- Stephen G. Carver, CFRE
- Martha D. Ciccariello, CFRE
- Scott T. Dishman, CFRE
- Megan T. Draper, CFRE
- Edward F. Duffy, CFRE
- Mary H. Edwards, CFRE
- Joe Emore, CFRE
- Hollis S. Emory, CFRE
- Lisa A. Greene, CFRE
- Victoria B. Hann, CFRE
- Russell M. Harris, CFRE, FAHP
- Kathy L. Hill, CFRE
- Angela C. Hines, CFRE
- Lisa D. Descherry, CFRE
- Donald M. Demers, CFRE
- Caroline E. Considine, CFRE
- Mary Alice Conlon, CFRE
- Erica M. Bryson, CFRE
- David M. Bodah, CFRE
- Mary A. Brumfield, CFRE
- Richard J. Mahoney, CFRE
- Mary L. Reid, CFRE
- Carol D. Revak, CFRE

#### SOUTH DAKOTA
- Kathleen L. Bangasser, CFRE
- Gari L. Beek, CFRE
- Bruce B. Blumer, CFRE
- David C. Brunkow, CFRE
- Amy J. Bruns, CFRE
- Kory A. Christianson, CFRE
- Martin H. Gallant, CFRE
- Leah H. Haber, CFRE
- Regina J. Ihle, CFRE
- Angela Kleaver, CFRE
- Deb Kooki, CFRE
- Melinda S. Larson, CFRE
- Jean C. Layton, CFRE
- Ellen J. Lee, CFRE
- Michael W. McNeely, CFRE
- Christina J. Menning, CFRE
- Brian R. Mortensen, CFRE
- Jeffrey R. Nelson, CFRE
- Connie E. Olsen, CFRE
- Larry D. Raad, CFRE
- Heidi A. Schultz, CFRE
- Nancy Swanson, CFRE
- Robert A. Tam, CFRE
- Jessica B. Wells, CFRE

#### TENNESSEE
- Peter D. Abdell, CFRE
- Sharon K. Amsden, CFRE
- Eric D. Anderson, CFRE
- Leo Paul Arndt, CFRE
- McG C. Beene, CFRE
- Robert B. Bourquet, CFRE
- Patricia G. Bozanski, CFRE
- Kelly B. Braniff, CFRE
- Christopher J. Boyd, CFRE
- Pamela G. Brown, CFRE
- Ashley S. Brown, CFRE
- James L. Campbell, CFRE
- Christopher D. Carey, CFRE
- Carol A. Carlson, CFRE

### SOUTHEASTERN UNITED STATES

- Carol A. Carlson, CFRE
- Christopher D. Carey, CFRE
- James L. Campbell, CFRE
- Ashley S. Brown, CFRE
- James L. Campbell, CFRE
- Christopher D. Carey, CFRE
- Carol A. Carlson, CFRE
## Sustainability

### Current CFREs through 2011

#### UNITED STATES

**TEXAS**
- Karen T. Housenrighth, CFRE
- Linda Howell, CFRE
- Michel R. Hudson, CFRE
- Brooks A. Hall, CFRE
- Kimberly N. Humphries, CFRE
- Martha Lee Hutchins, CFRE
- John F. Hyde, CFRE
- Amy L. Jackson, CFRE
- Jacy Jemks, CFRE
- Jacynne Jensen, CFRE
- Timothy Johnson, CFRE
- Jennifer N. Johnson, CFRE
- James R. Johnson, CFRE
- Kristine A. Lemons, CFRE
- Sharon H. LeMond, CFRE
- Carrie A Leising, CFRE
- Lisa M. Lee, CFRE
- Marion T. Lee, CFRE
- Angela Lane, CFRE
- Marcella T. Lerner, CFRE
- Monna Lofts, CFRE
- Adrienne Longenecker, CFRE
- Patricia M. Longhazy, CFRE
- Adrian Lucks, CFRE
- Darrell M. Lyle, CFRE
- Keith R. Lund, CFRE
- Scott Lynch, CFRE
- Stephen S. Maby, CFRE
- Kathy P. MacNaughton, CFRE
- Beverly B. Major, CFRE
- Michael J. Martin, CFRE
- Sheila R. Marlow, CFRE
- Diana Marquis, CFRE
- Paul N. Marsh, CFRE
- Karen K. Martin, CFRE
- Marion S. Martin, CFRE
- Mary Kay Martinez, CFRE
- Susan C. Martz, CFRE
- Lori Lynn Mason, CFRE
- Cindy Mayers, CFRE
- Barbara H. McCall, CFRE
- Chris McCormick, CFRE
- Delton R. McGuire, CFRE
- C. Joe McIntosh, CFRE
- William R. McEachron, CFRE
- Mary C. McQueen, CFRE
- Nicole S. McWhorter, CFRE
- Laura Q. McWhorter, CFRE
- Philip M. Melcher, CFRE
- Mark L. Melton, CFRE
- Sharon Meyers, CFRE
- Cynthia Ward Michaels, CFRE
- Michelle Mickey, CFRE
- Patricia A. Miller, CFRE
- Harry F. Miller, CFRE
- Bridgette E. Miller, CFRE
- Christopher J. Minnes, CFRE
- John C. Mitchell, CFRE
- Evan M. Molan Jr., CFRE
- Deborah L. Mortenson, CFRE
- Thomas J. Moore, CFRE
- Christina M. Moore-Salinas, CFRE
- Ivan Morgan, CFRE
- Julie Morgan Hopper, CFRE
- Mark V. Mushler, CFRE
- Dovie Mullins, CFRE
- Patrick B. Mulvey, CFRE
- M. Anne Murphy, CFRE
- Laura S. Murray, CFRE
- Ernest B. Myers Jr., CFRE
- C. Robert Myers, CFRE
- Shunmy H.e. Nac, CFRE
- Catherine Neese, CFRE
- Janet G. Nef, CFRE
- Amelia Nieto, CFRE
- Kathryn S. Noser, CFRE
- David B. O’Connor, CFRE
- Lori D. Oakley III, CFRE
- Julie D. Olson, CFRE
- Diane A. Owens, CFRE
- Sandra M. Owen, CFRE
- Carol Ann O’Rourke, CFRE
- Christine N. Parker, CFRE
- Paula K. Parthen, CFRE
- Roger E. Patrick, CFRE
- R. Michael Patterson, CFRE
- Nancy P. Pan, CFRE
- Jennifer C. Pearson, CFRE
- Joyce W. Penland, CFRE
- Vicky Penn, CFRE
- Cynthia A. Perkins, CFRE
- Gregory S. Perrin, CFRE
- Jane B. Piersy, CFRE
- Alissa A. Pitman, CFRE
- LaVonne M. Pitts, CFRE
- Glenn Pitsford, CFRE
- Julie C. Platek, CFRE
- Donna M. Platt, CFRE
- Timothy J. Placits, CFRE
- Thomas W. Pool, CFRE
- Dennis A. Prescott, CFRE
- Rebecca A. Prince, CFRE
- Barry G. Rabel, CFRE
- Benjamin R. Rieberg, CFRE
- Sonya L. Riepen, CFRE
- Richard Reznik, CFRE
- Rebecca A. Runse, CFRE
- Haley E. Richardson, CFRE
- Dana T. Ridner, CFRE
- Sally Ridgway, CFRE
- Diane L. Reifs, CFRE
- Anne S. Robillard, CFRE
- Melinda G. Rodriguez, CFRE
- Peggy S. Roe, CFRE
- Edward L. Rogers, CFRE
- Peri L. Rushefer, CFRE
- Bryan Z. Ruben, CFRE
- Jamie G. Ruiz, CFRE
- Amanda Ryan-Smith, CFRE
- Carole V. Rylander, CFRE
- Steven L. Sanderson, CFRE
- Charles D. Scarborough, CFRE
- Brian J. Schroerlinghoff, CFRE
- Jerri L. Scholey, CFRE
- Cynthia A. Scott, CFRE
- Rylea S. Scull, CFRE
- Angela D. seaworth, CFRE
- Ashleigh L. Seidler, CFRE
- Catherine R. Siedler, CFRE
- Marcella L. Sherman, CFRE
- Elizabeth Sidk, CFRE
- Thomas J. Sloan, CFRE
- David M. Slocum, CFRE
- Reece B. Small, CFRE
- William Smailik, CFRE
- Barry L. Smith, CFRE
- Susan E. Smith, CFRE
- Amy D. Smith, CFRE
- Leni Smith, CFRE
- Rana E. Smith, CFRE
- Susan E. Spradlin, CFRE
- Martha St. Roman, CFRE
- Robert A. Stenshagen, CFRE
- Amanda M. Stevens, CFRE
- JILL L. STEIN, CFRE
- Jennifer K. Stringer, CFRE
- Jeffrey Scott Stuckey, CFRE
- Kathryn Sullivan, CFRE
- Heather Summers Parsons, CFRE
- Lucie W. Taylor, CFRE
- Sherni L. Taylor, CFRE
- Gary M. Temple, CFRE
- Dawn L. Theaker, CFRE
- Kathryn B. Thompson, CFRE
- Dougles Tiffen, CFRE
- Kellie Turner, CFRE
- Amy L. Towns, CFRE
- Kenneth M. Tarren, CFRE
- Lawrence E. Suttle, CFRE
- Sally J. Tyler, CFRE
- Rebecca Uley, CFRE
- Linda G. Valencia, CFRE
- Kelly P. Vaughan, CFRE
- Paul B. Vitanza, CFRE
- Lynn M. Vogt, CFRE
- Julie K. Voss, CFRE
- Joan Wagner, CFRE
- Barbara L. Walker, CFRE
- Amy Walton, CFRE
- Patricia A. Ward, CFRE
- Judy V. Waters, CFRE
- Judy A. White, CFRE
- Kimberly S. West, CFRE
- Michelle West, CFRE
- Larry E. Wickham, CFRE
- Stephanie W. Wiese, CFRE
- Martha A. Wiggins, CFRE
- Cametha Williams, CFRE
- Susan Williams, CFRE
- Isaka G. Wire, CFRE
- Johann L. Wolfe, CFRE
- Maureen P. Wood, CFRE
- Lucy M. Woodside, CFRE
- Matthew G. Wright, CFRE
- Sheryl W. Wylie, CFRE
- Peter L. Wynn, CFRE
- Karen R. Yarbrough, CFRE
- Carolyn H. Young, CFRE
- Angela L. Young, CFRE
- Jami M. Zagler, CFRE
- Jeanette Stevens B. Zay, CFRE
- Lindsay B. Zimmerman, CFRE
- Berth Zimmerman, CFRE
- Kelly J. Zurriga, CFRE

**UNITED STATES**

**UTAH**
- Kerry R. Bezraps, CFRE
- Ronald E. Black, CFRE
- David J. Bonner, CFRE
- Travis Bradburn, CFRE
- Jodi O. Brown, CFRE
- M. McClan Bryner, CFRE
- Rex O Carlson, CFRE
- Bryan P. Carpenter, CFRE
- Kevin Carrillo, CFRE
- Tanise L. Chung-Hoon, CFRE
- James D. Crawford, CFRE
- Ronnie J. Daniels, CFRE
- Richard Emery Fitt, CFRE
Sustainability

Current CFREs through 2011

UNITED STATES

UTAH
Janeal M Ford, CFRE
Terri E Goldstein, CFRE
Sharon A Goodrich, CFRE
Varden E Hadfield, CFRE
Joseph F Hansen, CFRE
Kerry K Hewpet, CFRE
William Glenn Lanham, CFRE
Kenneth R McCarthy, CFRE
Daniel J Jorgensen, CFRE
Steven R Morris, CFRE
Thomas E Mueller, CFRE
Dana E Nelson, CFRE
Gregory R Nolte, CFRE
Orin J Olsen, CFRE
Mark D Palmer, CFRE
Jennifer A Parsons, CFRE
Lori T Pappas, CFRE
Barry B Preator, CFRE
Kelly G Reeves, CFRE
Jennifer A Saunders, CFRE
Karen Sendelbach, CFRE
Christine Sharer, CFRE
Robert G Woods, CFRE
Bruce M Snow, CFRE
Melissa G Steiner, CFRE
Cynthia Talbot-Holz, CFRE
Tyler J Viggio, CFRE
Terrance J Wall, CFRE
Stephen R Warner, CFRE
Robert G Woods, CFRE

UNITED STATES

VERMONT
Christina S Basket, CFRE
Tere T Gade, CFRE
Martha M Heilmann, CFRE
Shawn A Keeler, CFRE
Julie Kaja Martin, CFRE
Audrey Levin McLaughlin, CFRE
Jeffrey T Moreau, CFRE
Lauren G Meyo, CFRE
Kelly L Murphy, CFRE
Anne Peyton, CFRE
Bernadette Robin, CFRE
Connie Sanderson, CFRE
Robin F Tumay, CFRE
Catherine F Villa, CFRE

UNITED STATES

VIRGINIA
Catherine Callaghan Abell, CFRE
Sue Acni, CFRE
Jon A Anderson, CFRE
Cinda C Ayers, CFRE
Lois A Bady, CFRE
Jennifer R Betto, CFRE
Susanne H Bissell, CFRE
Martha S Bjelland, CFRE

Theresa S Blandon, CFRE
Alexis D Bonnell, CFRE
Roma Bos, CFRE
Julie M Bostian, CFRE
Sarah M Boucher, CFRE
Alisa McHenry Bough, CFRE
Rick P Braga, CFRE, FAFP
J. Andrew Brooks, CFRE
Anita K.H. Brown, CFRE
Eleanor Ardan Briva, CFRE
Thomas C Burke, CFRE
Kathleen Burke Barrett, CFRE
Ellen F Bushman, CFRE
Kevin L Callanan, CFRE
Maureen Calloway Carnevale, CFRE
Christopher M Cannon, CFRE
Nicole S Capusola, CFRE
Maureen T Carroll, SBS, CFRE
Michael C Cartes, CFRE
Marla Cauk, CFRE
Brent P Chambers, CFRE
Teresa L Christin, CFRE
Elizabeth H Cott, CFRE
Eugenia Colon, CFRE
Christy M Connolly, CFRE
Bethanne G Constant, CFRE
Penny Crowden, CFRE, FAFP
Sarah Craig Freeman, CFRE
Megan T Crain, CFRE
Frances Webb Crawford, CFRE
Kathryn Crowder Yarzebinski, CFRE
Janet S Curtis, CFRE
Kathleen A Dabney, CFRE
Kelly del Campo Merricks, CFRE
Susan E Derby, CFRE
Enri R Devine, CFRE
Kathleen Devine Culver, CFRE
Jennifer L Dunworth, CFRE
Vinny E Eton, CFRE
Ruth Medlin Ettel, CFRE
Cynthia R Elmore, CFRE
Allison A Erde, CFRE
Moya B Erhardt, CFRE
Susan J Evans, CFRE
John Feather, CFRE
Edwin P Fichter, CFRE
Ryan T Flood, CFRE
Paul A Frank, CFRE
Elizabeth L Freeman, CFRE
Jeffrey R Fulghum, CFRE
Karen Gallardo, CFRE
Heather C Gasinski, CFRE
Claiborne Gayden, CFRE
Joseph M Gilmore, CFRE
Marshall H Gin, CFRE
Benjamin J Goldberg, CFRE
Melissa Godb, CFRE
Stephen P Grundman, CFRE
Hannah Harford, CFRE
Robert A Hansen, CFRE
Susan C Harman, CFRE
Christina B Hatch, CFRE
Connie L Hedrick, CFRE
Jane V Helfrich, CFRE
Les Helmuth, CFRE
Richard E Hendrix, CFRE
Barbara M Henley, CFRE
Rebecca Hill, CFRE
Erin G Holler, CFRE
Dawn R Hopke, CFRE
Winford Blake Hudson, CFRE
David M Huffman, CFRE
Scott A Hurley, CFRE
Lida J Hurst, CFRE
Leslie S Hutchens, CFRE
Alan R Hudson Jr, CFRE
Christine Hyland, CFRE
Frances P Inge, CFRE
Leanna Jackson, CFRE
Jeanne G Jacob, CFRE
Karlene N Jennings, CFRE
Magnus H Johnson, CFRE
Amy S Karasawa, CFRE
Shana L Kennedy, CFRE
Carol M Kennedy, CFRE
Louse Kenny, CFRE
Amy Laster Kiger, CFRE
Pamela C Larmee, CFRE
Teresa S Linehan, CFRE
Elizabeth S Littlefield, CFRE
Robert A Longsworth, CFRE
Celia K Looman, CFRE
Mary Alice D Lynch, CFRE
Nada Maasul, CFRE
Amanda D Macdonald, CFRE
Judy E Magnusson, CFRE
Sheila C Mann, CFRE
Pamela Maroulis, CFRE
Louis J Mazzini, CFRE
Thomas G McCarty, CFRE
John R Melliek, CFRE
Sarah J Mehzer, CFRE
Stephanie S Micas, CFRE
Ray R Miller, CFRE
Ashleigh R Moody, CFRE
Nan G. Moring, CFRE
Patricia S Morris, CFRE
Una M Murphy, CFRE
Maureen A Neal, CFRE
Troy G. Newbraugh, CFRE
Shelley R Oliven, CFRE
Jennifer A O’Rourke, CFRE
Robert D Olson, CFRE
Candra F Parker, CFRE
Marianne Z Peterson, CFRE
Mary Catherine Phelps, CFRE
Christine Pieper, CFRE
Malcolm J Puckett, CFRE
Kathryn M Pumphrey, CFRE
Virginia S Purcell, CFRE
Monise W Quayley, CFRE
Nancy C Quinlan, CFRE
Nancy K Racette, CFRE
Robert S Rash, CFRE
Michele P Redel, CFRE
Mark D Roberts, CFRE
Jeffrey Rodman, CFRE
K Craig Rogers Jr, CFRE
Carla L Rosati, CFRE
Lynette Sappe-Watkins, CFRE
Warren G Sarasin, CFRE
Brigitte H Savage, CFRE
Meghan N Schaggin, CFRE
Rock H Schuler, CFRE
Martha H Schumacher, CFRE
Christina Schwengel, CFRE
Cheryl E Self, CFRE
Erik T Shawalker, CFRE
David T Shufflerbaeger, CFRE
Kathy A Smith, CFRE
Robert L Smythers, CFRE
Herbert P Soles, CFRE
James B Spencer, CFRE
Kimberly A Sperring, CFRE
Robert Sten, CFRE
Kay A Stine, CFRE
Evelyn D Terry, CFRE
Nancy R Trego, CFRE
Laurea B Turk, CFRE
Lauree B Ursiny, CFRE
Elizabeth R Vaughan, CFRE
Jane H Walker, CFRE
Francene T Walker, CFRE
Betsy Watson, CFRE
Shannon L Watts, CFRE
Pentelope Welch, CFRE
Kelly Ann Whalen, CFRE
Kathleen K Windemer, CFRE
Christine A Williams, CFRE
Rose L Wilson, CFRE
Chris Willithes, CFRE
Julie M Wolfe, CFRE
Patricia S Wolff, CFRE
Ellen H Woods, CFRE
Bruce A Yoder, CFRE
Andrew T Zovko, CFRE

UNITED STATES

WASHINGTON
Anne Aumuller, CFRE
Scott G Bader, CFRE
Cathy L Barr, CFRE
Kristin J Barnes, CFRE
Jean M Bateman, CFRE
Anne M Baurach, CFRE
Susan M Bean, CFRE
Heather A Beebe-Stevens, CFRE
Sustainability

Current CFREs through 2011

UNITED STATES
WASHINGTON
Heather D Bennett, CFRE
Camilla R. Bishop, CFRE
Bryan E. Blanchard, CFRE
Carol A. Borgmann, CFRE
Jan F. Brazzell, CFRE
Mercedes Eaton Brown, CFRE
Carrie L. Carroll, CFRE
Marcia A. Cates, CFRE
Brenda D. Chestnut, CFRE
Marine Meredith Collier, CFRE
Lynne Conrad Marvet, CFRE
Carol L. Drowney, CFRE
Tori Dannell, CFRE
Beth Davis, CFRE
Kathleen A. Delph, CFRE
Sandra G. Dolosew, CFRE
Karen E. Donahue, CFRE
Frederick J. Downey, CFRE
Deirdre J. Evans, CFRE
Laura H. Edman, CFRE
Deirdre J. Evans, CFRE
Shannon E. Evers, CFRE
Allan D. Fisher, CFRE
William H. Flower, CFRE
Amy R. Flynn, CFRE
John R. Frank, CFRE
Lisa F. Gibert, CFRE
Allan D. Fisher, CFRE
Shannon E. Evers, CFRE

UNITED STATES
WASHINGTON
Jean McConnel, CFRE
Megan McNally, CFRE
Cindy M. McRoberts, CFRE
Thomas W. Mesaros, CFRE
Julie P. Meyer, CFRE
Thomas A. Mielke, CFRE
Kenneth Neeve, CFRE
Carol H. Nelson, CFRE
Cynthia Nimmo, CFRE
Abel Noah, CFRE
Sara Oshikawa-Clay, CFRE
Jacqueline B. Ostrem, CFRE
Allison R. Parker, CFRE
Margaret Paulin, CFRE
Richard Perry, CFRE
James K. Phelps, CFRE
James A. Plouff, CFRE
Elizabeth A. Pluhita, CFRE
Michele R. Preston, CFRE
Jenny Pratt, CFRE
Jane E. Pryor, CFRE
Elizabeth L. Puvos, CFRE
Dawn E. Rains, CFRE
Shirley Sue Ramsey, CFRE
Rig A. Riggins, CFRE
Nancy J. Rizdor, CFRE
Gail M. Romero, CFRE
Catherine Roseve, CFRE
Karen Rotko-Wym, CFRE
Barbara Sacerdotte, CFRE
Lynn G. Schroeder, CFRE
Ara Sejvaj, CFRE
Heidi K. Sennett, CFRE
Theron P. Shaw, CFRE
Patricia A. Shepherd-Barnes, CFRE
Russell Sondier, CFRE
Denise R. Stahley, CFRE
Eric L. Stevens, CFRE
Ruth E. Swain, CFRE
Aggie Sweeney, CFRE
Donita A. Tessier, CFRE
James Thomas J., CFRE
Vivian M. Thom-Threadle, CFRE
Colin A. Ware, CFRE
Jennifer I. Weber, CFRE
Robin C. Webster, CFRE
Michelle L. Wilkinson, CFRE
Kathleen N. Wilks, CFRE
Marceilla L. Wing, CFRE
Connie J. Wittgen, CFRE
Tara M. Wright, CFRE
Ann K. Zahn, CFRE
Melissa M. M. Zanjani, CFRE

UNITED STATES
WASHINGTON
Joseph P. Maddalena, CFRE
Darrin R. Maier, CFRE
Pamela Y. Matthew, CFRE
Carol E. Maurice, CFRE
Carol A. McLaren, CFRE
Philip E. Memmott, CFRE
Stuart K. Merritt, CFRE
James M. Miller, CFRE
Maripat Monahan, CFRE
John B. Nickels, CFRE
Jennifer S. Noble, CFRE
John D. Piquette, CFRE
Sandra M. Paulus, CFRE
Shawn M. Petroni, CFRE
Mary Frances Petroni, CFRE
Ellen S. Phillips, CFRE
Lisa Pieper, CFRE
Thomas M. Plantenberg, CFRE
Pamela M. Prescott, CFRE
Doris L. Pride, CFRE
Scott C. Rieshold, CFRE
Christopher C. J., Robinson, CFRE
Karen A. Rogers, CFRE
Ellen D. Rishauer, CFRE
Debra K. Rothe, CFRE
Joan Rudnicki, CFRE
Nora T. Sale, CFRE
Peter R. Schmeling, CFRE
Reuben Schmitz, CFRE
Matthew J. Schneider, CFRE
Amalia F. Schoene, CFRE
Vicki Klein Schone, CFRE
Maureen A. Scharman, CFRE
Phil G. Schumacher, CFRE
Nancy A. Seed Nelson, CFRE
Judith A. Siers-Poulin, CFRE
Diane Simon Plantenberg, CFRE
Nandini Srith, CFRE
Ann E. Stilck, CFRE
Ronald W. Smith, CFRE
Roselyn M. Smoley-Hill, CFRE
Stacy A. Swadish Kosmatka, CFRE
Robyn R. Tanke, CFRE
John P. Thimmesch, CFRE
Rebecca R. Thompson, CFRE
Diana M. Tipton, CFRE
Mary Ann Vance, CFRE
Holly L. Voll, CFRE
Carol Lynn Wacker, CFRE
Henry M. Walden III, CFRE
Shannon E. Waly, CFRE
Sue Peterson Watts, CFRE
William L. Wessert, CFRE
Lon Werbecke, CFRE
Nicole Williams, CFRE
David K. Williams, CFRE
David C. Wolffson, CFRE
Catherine G. Worken, CFRE
Steven C. Yorke, CFRE
Sustainability

Current CFREs through 2011

UNITED STATES
WYOMING
Shawn A Bassham, CFRE
Susan L Bigelow, CFRE
Theresa Marino, CFRE
Mark A Randall, CFRE
Wendy K Schneider, CFRE
CFRE former chairpersons are reminders of the rich history and significant growth of our organisation. Since our formation, seven chairpersons have led CFRE. The legacies of these devoted individuals are sure to continue long into the future. Thank you for your ongoing support of CFRE and professional fundraising.

Sharilyn Hale, CFRE 2011
Toronto, ON Canada

Susan Davies, CFRE 2009 - 2010
Rochester, MI United States

Andrew Day, CFRE 2007 - 2008
Warwickshire, United Kingdom

Los Angeles, CA United States

Pearl F. Veenema, FAHP 2003 - 2004
Hamilton, ON Canada

Mary A. Brumbach, Ph.D., CFRE 2002
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Simone P. Joyaux, ACFRE 2001
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