

2011 ANNUAL REPORT

CFRE[®]

CFRE International

Certifying fundraising executives
Setting standards in philanthropy



From the Chair



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

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,

A handwritten signature in cursive script that reads "Sharilyn Hale".

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) Owers, 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

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*

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)

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.

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-ACPD)

CAGP-ACPD 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.

Credibility

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

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.

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

Validity

Validity Tables

2011 Exam Statistics	CA Form 6346301	CA Form 6346411	AU/NZ Form 6348101
Total Scored Items on Exam	200	200	200
Total Scaled Score Possible	800	800	800
Passing Point (Scaled Score)	500	500	500
Mean Scaled Score of all Candidates	538.95	533.11	587.56
Range of Scores	423-634	410-643	486-755
KR-20 Reliability Coefficient	.82	.81	.92
Standard Error of Measurement	5.69	5.76	5.08

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.

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

Validity

Validity Tables

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

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.

Sustainability

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	2011	2010
Continuing Education Provider Fees	\$24,705.00	\$28,975.00
Initial Certification Fees	\$324,681.00	\$331,864.00
Interest	\$75.00	\$4,033.00
Job Postings/Merchandise Sales	\$10,138.00	\$5,100.00
Participating Organisation Fees	\$60,950.00	\$62,200.00
Recertification Fees	\$503,430.00	\$431,539.00
Other	\$21,896.00	\$15,998.00
Total Income	\$945,875.00	\$879,709.00
Expenses		
Professional Services	\$31,912.00	\$71,129.00
Board Travel/Operations	\$47,888.00	\$42,760.00
Committee Operations	\$3,105.00	\$14,222.00
Examination Services	\$88,593.00	\$51,334.00
Insurance	\$8,594.00	\$8,482.00
Occupancy/Overhead	\$226,549.00	\$174,494.00
Postage	\$12,019.00	\$9,695.00
Promotion and Marketing	\$85,839.00	\$91,555.00
Salary and Related	\$339,435.00	\$346,394.00
Taxes	\$1,963.00	\$14,628.00
Temporary Services	\$36,058.00	\$31,551.00
Total Expense	\$881,955.00	\$856,244.00
Net Income	\$63,920.00	\$23,465.00

2011 Continuing Education Providers

Approved Provider For



Continuing Education

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.

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

Sustainability

2011 Continuing Education Providers

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

Sustainability

2011 Continuing Education Providers

Pennsylvania Association of Nonprofit Organizations (PANO)	The Nonprofit Marketing Guide.com
Pentera, Inc.	The Nonprofit Partnership
Philanthropic Planning Group of Greater New York	The Ohio Society of CPAs
Philanthropy Journal	The Oregon Community Foundation
Planned Giving Council of Houston	The Resource Alliance
PREP/APRA (Association of Professional Researchers for Advancement)	Toledo Community Foundation - Center for Nonprofit Resources
Pride Philanthropy	United Way Worldwide
Pursuant Ketchum	University of Pittsburgh at Bradford
Quantum Jump	Utah Society of Fund Raisers
Rapid Insight Inc.	Virginia Fund Raising Intitutute
Reeher, LLC	Virginia Gift Planning Council
Russ Reid	Washington Planned Giving Council
San Antonio Area Foundation Center for Nonprofit Support	WealthEngine
San Diego State University College of Extended Studies	Women's Business Center at Florida Institute of Technology
Shared Legacy Resources	YMCA of Greater Toronto
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	

Sustainability

2011 Certificant Demographics

431 new CFRE certificants

5,464 total CFRE certificants

Gender

69% Female
31% Male

Ethnicity/Race

93% Caucasian
2% Asian/Pacific Islander
2% Black
1% Hispanic/Latino
1% Other
1% Multi-Ethnic
.2% Indigenous person

Sector of Employing Organisation

25% Health
24% Educational/Research
16% Human Services
15% Consultant
8% Arts /Cultural/Humanities
5% Religious
5% Society/Public Benefit
2% Environmental

Level of Responsibility

63% Upper Management
20% Middle Management
10% Consultant
6% Functional Programme Area
1% Other
.5% Not Currently Employed



Sustainability

Current CFREs through 2011



AUSTRALIA **AUSTRALIAN CAPITAL** **TERRITORY**

Judith Ford, CFRE
Diane E. Lebson, CFRE

AUSTRALIA **NEW SOUTH WALES**

Joy N. Barrett, CFRE
Deborah G. Beder, CFRE
Christopher Benaud, CFRE
Graeme F. Bradshaw, CFRE
John Godfrey, CFRE
John C. Herring, CFRE
David Mark Hindle, CFRE, FAHP
Jannine A. Jackson, CFRE
Michael G. LeCouteur, CFRE
Stephen M. Mally, CFRE
Andrew A. Markwell, CFRE
Evelyn R. Mason, CFRE
Lindsay B. May, CFRE
Stuart C. McGill, CFRE
David C. Osborne, CFRE
Alison G. Overton, CFRE
Janice M. Pavay, CFRE
Marty Rhone, CFRE
Marilyn Rickard, CFRE
Libby G. Rodgers-McPhee, CFRE
John A. Townend, CFRE
Janet J. Walmsley, CFRE
Alicia J. Watson, CFRE
Kerin L. Welford, CFRE
Roewen Wishart, CFRE

AUSTRALIA **QUEENSLAND**

Leanne K. Angel, CFRE
Jeffrey D. Buchanan, CFRE
Meredith A. Campbell, CFRE
Leigh Ellen Cleave, CFRE
Kerry A. Cutting, CFRE
Katherine A. Davis, CFRE
Kenneth C. Edwards, CFRE
Ted. E. D. Flack, CFRE
Joanna M. Garner, CFRE
Simone M. Garske, CFRE
Craigie Gravestein, CFRE
Nigel S.J. Harris, CFRE
Rebecca Hazell, CFRE
Jenny M. Mansell-Black, CFRE
Daniel C. McDiarmid, CFRE
Lesley Ann Ray, CFRE
Margaret A. Scott, CFRE
Lindsay Stokes, CFRE
Jane M. Thompson, CFRE
Peter J. Treseder, CFRE
Lynette Walsom, CFRE

AUSTRALIA **SOUTH AUSTRALIA**

Fiona A. Blinco, CFRE
Tracey Brown, CFRE
Peter J. Coote, CFRE
Peter W. Fletcher, CFRE
Kim M. Jacobson, CFRE
James Mackay Phillips P. Jones, CFRE
Clare V. MacAdam, CFRE
Jason Shauness, CFRE

AUSTRALIA **TASMANIA**

Ric R. Fletcher, CFRE

AUSTRALIA **VICTORIA**

Nicole Elizabeth Beatty, CFRE
Paul K. Benjamin, CFRE
Peter F. Dalton, CFRE
Jennifer C. Doubell, CFRE
Kimberly D. Downes, CFRE
Jennifer Elliott, CFRE
Ronald J. Fairchild, CFRE
James J. Garland, CFRE
Anne J. Gribbin, CFRE
Laurence A. Joseph, CFRE
Don Lewis, CFRE
Julie M. Marshall, CFRE
Jeremy C. Maxwell, CFRE
Graham J. McKern, CFRE
Leo G. Orland, CFRE
Cheryl M. Pultz, CFRE
Diane L. Read, CFRE
Hollace H. Reid, CFRE
Patricia H. Roath, CFRE
William R. Roath, CFRE
Simone Rosel, CFRE
Judith M. Sproats, CFRE
Bronwyn Street, CFRE
Michelle Trevorrow, CFRE
Judy Turner, CFRE
Susanne Williamson, CFRE

AUSTRALIA **WESTERN AUSTRALIA**

Angela E. Bowman, CFRE
Michelle A. Fraser, CFRE
Brian Holmes, CFRE
John W. Pritchard, CFRE
Vicki A. Rasmussen, CFRE

CANADA

ALBERTA

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Edward K. Follis, CFRE
Derek D. Fraser, CFRE
Tara L. Friesen, CFRE
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Sandra Gomez, CFRE
Jose F. Guillen, CFRE
Julie C. Hamilton, CFRE
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Lynne C. Hatley, CFRE
Neil Hayes, CFRE
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Ken Kissick, CFRE
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Mary Adele MacDonald, CFRE
Kathryn E. MacFarlane, CFRE
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Andrea McManus, CFRE
Jodi L. McNabb, CFRE
Michael C. Meldrum, CFRE
Joyanne A. Mitchell, CFRE
J. A. Tony Myers, CFRE
Candice M. Naylen, CFRE
Lucinda G. Neufeld, CFRE

Rhonda M. Newman, CFRE
Sheldon Kelly Francis Oleksyn, CFRE
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Jane M. Potentier, CFRE
Mary-Ann Provencal, CFRE
Kristi J. Puchbauer, CFRE
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M. Michelle Regel, CFRE
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Joanne Toller, CFRE
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Adam Zawadiuk, CFRE

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Arno Bangert, CFRE
Paul J. Battjes, CFRE
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Francis P. Belden, CFRE
Carey Bornn, CFRE
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Norma E. Cameron, CFRE
Veronica Carroll, CFRE
Shantal Cashman, CFRE
Andrew Chan, CFRE
Audrey Sin Yu Chan, CFRE
Peter A. Chipman, CFRE
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Gina S. Cuthbert, CFRE
Louise M. De Pape, CFRE
Leanne Denis, CFRE
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Heather M. Ferguson, CFRE
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Lindsay Erin Follett, CFRE
Kari J. Frazer, CFRE

Sustainability

Current CFREs through 2011



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BRITISH COLUMBIA

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Jennifer L. Ingham, CFRE
Sofia S Janmohamed, CFRE
Jennifer L. Jasechko, CFRE
Roger Kayo, CFRE
Anne M Kirkpatrick, CFRE
Jody Kitts, CFRE
Benedict V. Kononoff, CFRE
Natasha Krotez, CFRE
Jacqueline Lee-Son, CFRE
Diane M Lloyd, CFRE
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Cynthia A. Loveman, CFRE
May Low, CFRE
Signy Madden, CFRE
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Melanie L. McKenzie, CFRE
Stephen J. Miller, CFRE
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Kerry A. Shillito, CFRE
Vivian A. Smith, CFRE
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Sherry Stein, CFRE
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Carolyn E Basha, CFRE
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Ann S Andrusyszyn, CFRE
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Sharon R Crowe, CFRE
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Kevin R Lynch, CFRE
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Roger D. Ali, CFRE
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Nneka A Allen, CFRE
Corey L Allison, CFRE
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Kathleen M. Ancker, CFRE
Beverley E Anderson, CFRE
John Andresen, CFRE
Michael J Anthony, CFRE
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Lori D Arsenaault, CFRE
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Kathryn E. Babcock, CFRE
Gerald W. Backs, CFRE
Tracey A. Bailey, CFRE
Zak Bailey, CFRE

Cynthia Ball, CFRE
Ann Barnard Ball, CFRE
Linda Barnett, CFRE
Mike Bartlett, CFRE
Deborah J. Barton, CFRE
Deborah Bauder, CFRE
Joanne Beaton, CFRE
Elissa Beckett, CFRE
Renee M Beneteau, CFRE
Darlene Bennett, CFRE
Deanna Bickford, CFRE
Frances Bigman, CFRE
Andrea D Blackler, CFRE
Barry M. Bloom, CFRE
Jacqueline Bloom, CFRE
Debra Bond-Gorr, CFRE
Suzanne Bone, CFRE
Sherry A Booth, CFRE
Mikhael G Bornstein, CFRE
John M Bouza, CFRE
Mary L. Bowyer, CFRE
Glen E. Boy, CFRE
Lisa Boyle, CFRE
Dora Boylen-Pabst, CFRE
Karen A Brackley, CFRE
Kimberly A Brittain Drumm, CFRE
Alison Broadworth, CFRE
Michelle Brome, CFRE
Timothy E.J. Brown, CFRE
Fiona Brown, CFRE
Julie L Brown, CFRE
Linda D. Bryson, CFRE
Joan A. Burdette, CFRE
Theresa A Butler-Porter, CFRE
Megan E.A. Campbell, CFRE
Cindy M. Carson, CFRE
Julie Carter, CFRE
Carole Chabot, CFRE
Kim Chadsey, CFRE
Paul A. Chesser, CFRE
Jennifer Childs, CFRE
Jennifer A. Clark, CFRE
Trevor M. Clark, CFRE
Linda C. Clemow, CFRE
Mark E. Climie-Elliott, CFRE
Sherry R. Clodman, CFRE
Lorena Colarusso, CFRE
Kelly A. Cole, CFRE
Lynn Conforti, CFRE
Jennifer Conley, CFRE
Erin Coons, CFRE
Jane Corbett, CFRE
Stephanie Corlett, CFRE
Shirlene Courtis, CFRE
Melody L Craggs, CFRE
Glenn W. Craig, CFRE
Katherine L. Craine, CFRE
Denise M. Cumming, CFRE
Rhonda E. Cunningham, CFRE

Sustainability

Current CFREs through 2011



CANADA

ONTARIO

Paula A. Curtis, CFRE
David L. Cuthbert, CFRE
Jody Dailey, CFRE
Adrienne Davidson, CFRE
Mo Davies, CFRE
Rebecca A Davies, CFRE
Debra L. Davis, CFRE
Julie G Davis, CFRE
Mary Deacon, CFRE
Diana E Deakin-Thomas, CFRE
S. Bronwen Dearlove, CFRE
Janet R deVries, CFRE
Antonio DiCosmo, CFRE
Karen Dolyniuk, CFRE
Catherine P Dorais-Plesko, CFRE
Martha Drake, CFRE
Noel Draper, CFRE
Jennifer L Drouillard Duce, CFRE
Gabrielle N Duchesne, CFRE
Suzanne Duncan, CFRE
Susan C Dusic, CFRE
Maria L Dyck, CFRE
Douglas Earle, CFRE
Laird W.H. Eddy, CFRE
Susan J. Egles, CFRE
Gina Eisler, CFRE
Steven J Endicott, CFRE
Leah G. Eustace, CFRE
Lisa M. Eveleigh, CFRE
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Lana Feinstein, CFRE
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Lois A. Flemming, CFRE
Donald Scott Forfar, CFRE
Scott Fornum, CFRE
Robin L.L. Fowler, CFRE
Eric D Frans, CFRE
Shirley J. Freek, CFRE
Yves C.L. Gadler, CFRE
Melanie C Gaertner, CFRE
Renee Gallant, CFRE
Len Gamache, CFRE
Sandra Gamboias, CFRE
Bobbi-Jo Gardiner, CFRE
Laura C. Gatensby, CFRE
Tara S. George, CFRE
Gary A Gerard, CFRE
Tony Giampietro, CFRE
David J Gilmer, CFRE
Gary Gladstone, CFRE
Lisa Gleva, CFRE
Leigh Godbold, CFRE
Nicole S Goldstone, CFRE
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Jana K Gordon, CFRE
Shannon D Gorman, CFRE

Lois Graveline, CFRE
Jennifer I. Gray, CFRE
Fraser Green, CFRE
Deborah L Greenfield Findlay, CFRE
Pati Greenwood, CFRE
Sharilyn D. Hale, CFRE
Nancy Handrigan, CFRE
Susan Hardy, CFRE
Scott Harris, CFRE
Mary Heinmaa, CFRE
Jeanette S Hepburn, CFRE
Pat A Hetherington, CFRE
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Jay K Hooper, CFRE
Peter Hoppe, CFRE
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Susan Horvath, CFRE
Allison Howell, CFRE
Dalit Dell Hume, CFRE
Catherine M Hurley, CFRE
Christina Hurst, CFRE
Sherrie M James, CFRE
Jane M. Jamieson, CFRE
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Marilyn R Job, CFRE
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Rob Lavery, CFRE
Jerry Lawlor, CFRE
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James P. Lawson, CFRE
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Tina Leslie, CFRE
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Ryan T Lester, CFRE
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Greg D. Lichti, CFRE
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Tania L. Little, CFRE
Lilian Litwin, CFRE
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Juniper Lociento, CFRE
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Frank H. Lockington, CFRE
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Current CFREs through 2011



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Elaine Scrivener, CFRE
Andrea Segal, CFRE
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Pamela Shanks, CFRE
Ivan Sharp, CFRE
Michele Sharp, CFRE
Alan Sharpe, CFRE
Bonnie Shepherd, CFRE
Katalin Sheskey, CFRE
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Lesley A. Sims, CFRE
Tatiana Slobodnicov, CFRE
Edward B. Sluga, CFRE
Heather E. Smith, CFRE
Cheryl L. Soderlund, CFRE
Constantinos Sophocleous, CFRE
Leslie Ann Speak, CFRE
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Shanan Spencer-Brown, CFRE
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J. Shannon Stuart, CFRE
Barbara A. Sutton, CFRE
Sharon R. Svob, CFRE
Joseph D. Swain, CFRE
Sonya Swiridjuk, CFRE
Ann Symington, CFRE
Linda Syrota-Sullivan, CFRE
Dorothy Tam, CFRE
Kelly Celeste Taylor, CFRE
Kristy Taylor, CFRE
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Ingrid L. Town, CFRE
Barbara K. Track, CFRE
Rosemary L. Triebner, CFRE
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Ka Po Connie Tsui, CFRE
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Christopher P. Vanderkruys, CFRE
Teresa E. Vasiliopoulos, CFRE
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Cindy Wagman, CFRE
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Catherine Wallace, CFRE
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Mandy D. Walsh, CFRE
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Sara Wilbur, CFRE
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Kathleen A. Williamson, CFRE
Kim Willis-More, CFRE
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Ken S. Wyman, CFRE
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Louise Yearwood, CFRE
Tan-ling Yeung, CFRE
Marion York, CFRE
Denny Young, CFRE
Aleksandar Zakonovic, CFRE
Kelly L. Ziegner, CFRE
Tamas Zsolnay, CFRE
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CANADA

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Suzanne Belanger, CFRE
Jeff Bicher, CFRE
Christian Bolduc, CFRE
Lucie Chatelain, CFRE
Danielle Dupre, CFRE
Marcel Dupuis, CFRE
Chantal Gélinas, CFRE
Cynda P. Heward, CFRE
Carl Julien, CFRE
Paulanne Jushkevich, CFRE
Peggy Killeen, CFRE
Jean G. Lewis, CFRE
Shaun G. Lynch, CFRE
Jean-Nicholas Marziali, CFRE
Dorothy M. Massimo, CFRE
David McBride, CFRE
Karen N. Mitchell, CFRE
Luce Moreau, CFRE
Martin Munger, CFRE

Ligia Pena, CFRE
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Nicole Plaschy, CFRE
Catherine Rowe, CFRE
Dolly Shinhart-Ross, CFRE
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CANADA

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Nowshad Ali, CFRE
Georgina A. Altman, CFRE
Cathy Chrones, CFRE
Susan Clarkson, CFRE
Kathryn J. Cousins, CFRE
Karen J. Dackiw, CFRE
Judy I. Davis, CFRE
Michelle M. Gallucci, CFRE
Robert L. Gamble, CFRE
Don C. Gorsalitz, CFRE
Lisa M. Green, CFRE
Edie Holzapfel, CFRE
Darla M. Humble, CFRE
Naomi Kreutzwieser, CFRE
Alison M. Matheson, CFRE
Gail M. Mehler, CFRE
Jennifer L. Molloy, CFRE
William Pratt, CFRE
Aaron W.B. Ruston, CFRE
Janice Sander, CFRE
Joanne Wurmlinger, CFRE
Nora Yeates, CFRE

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Vincent Kin Ming Law, CFRE

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Denisa L. Casement, CFRE

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John G. Barnett, CFRE
John C. Bergin, CFRE
Tom M. Brady, CFRE
Dwyllis Brown, CFRE
Kitty Hilton, CFRE
Dominique J. Leeming, CFRE
Stephanie Maitland, CFRE
Donald Wayne McKenzie, CFRE
Heather Newell, CFRE
Carol J. Painter, CFRE
Clive G. Pedley, CFRE
Errol B. Pike, CFRE
Johan L. Vos, CFRE
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Lisa Wells, CFRE

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UNITED KINGDOM

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Lynne Johnson, CFRE
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Tammy Tragis-McCook, CFRE
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Pamela Doherty, CFRE
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Lisa Olivas-Cook, CFRE
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Jacqueline A. Palmenberg, CFRE
Marianne T Pekala, CFRE
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Scott Sheldon, CFRE
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Michele Shipitofsky, CFRE
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Kelli Smith, CFRE
Karry Stefan, CFRE
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Pamela Wanser, CFRE
Susan E. Waschler, CFRE
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J. Clif Christopher, CFRE
Ronald C Cox, CFRE
Brandy Cox, CFRE
Clark W Ellison, CFRE
Shannon D Gwinn, CFRE
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Kelly D Kemp, CFRE
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Amy C Linimon, CFRE
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Allison A McElroy, CFRE
Ben R McLintock, CFRE
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Charliss M Russ, CFRE
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Jill D Wagar, CFRE
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Sue S. Williamson, CFRE
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Kristin N Anderson, CFRE
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Christopher Baiocchi, CFRE
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Marilyn Bancel, CFRE
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Lisa C. Bennett, CFRE

Sustainability

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Lori J. Butler, CFRE
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Richard O. Buxton, CFRE
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Bobby Cobbs, CFRE
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Judee A. Daniels, CFRE
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Mark E. Deffenbacher, CFRE
Tina T. Del Piero, CFRE
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Devon Dougherty, CFRE
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Estella R. DuBose, CFRE
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Carole A. Fish, CFRE
Erich Foeckler, CFRE
Karen B. Follette, CFRE
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Linda P. Frank, CFRE
Patricia F. Gallagher, CFRE
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David L. George, CFRE
Mary Jean Gilbert, CFRE
Mary L. Gimenez-Caulder, CFRE
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Maria Gitin Torres, CFRE
Edith A. Glassey, CFRE
Michelle M. Glenn, CFRE
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Lois J. Gomez, CFRE
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Amy Gross, CFRE
Anita Louis Grossman, CFRE
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Jane G. Hansen, CFRE
Ruthellen Harris, CFRE
Elizabeth A. Harvey, CFRE
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Marni A. Hayman, CFRE
Patricia A. Heller, CFRE
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William C. Hendry, CFRE
Renee Herrell, CFRE
Amy E. Himes, CFRE
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Judith A. Hodges, CFRE
Mary Hohensee, CFRE
Christine Hollister, CFRE
Julianne E. Holt, CFRE
Susan E. Hoover, CFRE
Larry L. Hostetler, CFRE
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Reginald K. Ingram Jr., CFRE
Michelle Jacobson, CFRE
Timothy Jaeger, CFRE
Linda S. Jaffe, CFRE
Diane 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
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Yezdyar S. Kaosji, CFRE
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Katherine Keeney, CFRE
Diana Kelker, CFRE
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Leonard P. Kelly, CFRE
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Dian Kiser, CFRE
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Vicky A. Klug, CFRE
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Anne Kratz, CFRE
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Mark Lachman, CFRE
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Greg Lassonde, CFRE
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Andrea Learned, CFRE
Sharon L. LeeMaster, CFRE
Harriet Lehmann, CFRE
Jennifer Lenard-Benson, CFRE
Beverly H. Lenihan, CFRE
Edward N. Lewis, CFRE
William R. Lewis, CFRE
Sandy T. Liarakos, CFRE
Elizabeth A. Liles, CFRE
Gina Lobaco, CFRE
Mari Ellen Loijens, CFRE
Claudia A. Looney, CFRE, FAHP
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Paula March, CFRE
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Lisa Marvin, CFRE
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Megan K. Meihaus, CFRE
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Sustainability

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Jeffrey M Wergeles, CFRE
Pamela M. Werner, CFRE
Katherine Wertheim, CFRE
Judith A. Whittier, CFRE
Jeffery R. Wilcox, CFRE
Marc Wilde, CFRE
Elizabeth A. Williams, CFRE
Debbie B. Wilson, CFRE
Karen E. Wirick, CFRE
Susan Wishon, CFRE
Gail M. Witzlsteiner, CFRE
Tamara Wolf, CFRE
Amy Wolfe, CFRE
Cynthia L. Wolfe Funai, CFRE
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Kerry Wood, CFRE
Sonia R Wright, CFRE
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Olivia B. Yates, CFRE
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Jan Young, CFRE
Deloria Zabriskie, CFRE
Matthew P Zarcufsky, CFRE
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Marianne B. Barker, CFRE
Dee Beaudette, CFRE
Ronald G. Beckman, CFRE
Randy J. Bernhardt, CFRE
Richard Blair, CFRE
Cynthia J Blanchard-Bullock, CFRE
James Bocian, CFRE
Marilyn G. Bogan, CFRE
Bryan D. Bowles, CFRE
James K. Brozo, CFRE

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Marialane Flippin, CFRE
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Susan J Omoto, CFRE
Carol Ossip Felder, CFRE
Michael Ostroff, CFRE
Janet G. Owens, CFRE
Barzella Papa, CFRE
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Joan K. Paru, CFRE
Toni S. Paz, CFRE
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Kathy S Rabon, CFRE
Suzanne E Rackl, CFRE
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Lenora A. Ritchie, CFRE
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Carolyn C. Rogers, CFRE
Bonnie A. Royster, CFRE
Jennifer L. Russ, CFRE
Richard Russell, CFRE
Mary Saionz, CFRE
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Beth Guba Schaan, CFRE
Leslie Schipani-Anderson, CFRE
Marcia L. Schneider, CFRE
Margaret L. Schumacher, CFRE
Jennifer L. Secor, CFRE
Suzanne L. Seiter, CFRE
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Kenneth P. Shoriak, CFRE
Shaina Sine, CFRE
Doris K. Sipos, CFRE
John B. Sloan, CFRE
Gary W. Smith, CFRE
Cynthia Allen Smith, CFRE

Marlene M. Spalten, CFRE, FAHP
Alyce Lee Stansbury, CFRE
Jeannine Starr, CFRE
Susan L. Stern, CFRE
Giovanna M Stincer, 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 Thurston, CFRE
James J. Tobin, CFRE
Lisa Torres, CFRE
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Barton C Tryon, CFRE
James B. Tyson, CFRE
Maarten van de Guchte, CFRE
Karen L Van De Putte, CFRE
Tracy Vanderneck, CFRE
Jennifer B Vigne, CFRE
John M Wall, CFRE
C. Edward Wardle, CFRE
Glenn R. Welch Sr., CFRE
Megan D. Wenrich, CFRE
Taryn Dyan Wheat, CFRE
Kathryn A Whitney, CFRE
F. Mark Whittaker, CFRE
Patrice Shiver Whitten, CFRE
John D Wilbur Jr., CFRE
Lee Williams, CFRE
Shellie Williams, CFRE
Sallie Williams, CFRE
Stacy L Williams, CFRE
Julie M. Wills, CFRE
Katherine R Wohlhuter, CFRE
Brett L. Woods, CFRE
Danielle Wright-Landry, CFRE
Anita J. Young, CFRE
Phil G Young, CFRE
Tania R. Yount, CFRE
David J Zanitsch, CFRE
Joshua J Zmroczek, CFRE
Dana J Zorovich-Godek, CFRE

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Debbi B. Barber, CFRE
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Suzanne m Begin, CFRE
David Aaron Berger, CFRE
Philip Bonfiglio, CFRE
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Donna S Brazzell, CFRE
Maxwell Breithaupt, CFRE
Troy A Breitmann, CFRE

Kay Buckham, CFRE
Jeanette N. Burroughs, CFRE
John P. Byrne Jr., CFRE
John P Cerniglia, CFRE
Patrick D Chandler, CFRE
Patricia D'Alba Sabatelle, CFRE
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Melisa Duck, CFRE
Robyn C. Furness-Fallin, CFRE
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William W. Gardner, CFRE
Sherry A. Greenblatt, CFRE
Heather Greene, CFRE
LaDonna L. Greiner, CFRE
Amanda K. Griffin, CFRE
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Keawe Liu, CFRE
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Kathleen M. Monteleone, CFRE
Geraldine Moore, CFRE
Larry D Morrow Jr., CFRE
Melanie J. Murphy, CFRE
Linda B Myette, CFRE
Sarah P Nassin, CFRE
Beverly E. Neisler, CFRE
Sandra H. Nelson, CFRE
Deborah A. Nelson, CFRE
Linda E. Niemiec, CFRE
Pamela K Owens, CFRE
Theodore C Parge, CFRE
Erin H Patti, CFRE
Nicole R Payton, CFRE
Douglas G. Peck, CFRE
Susan A Peters, CFRE
Jamie Phillippe, CFRE
Tanya Pietrkowski, CFRE
Alexander F Pope, CFRE
Roy F. Quantstrom, CFRE
John J Quinn, CFRE
Lisa M Radetski, CFRE

Sustainability

Current CFREs through 2011



UNITED STATES

ILLINOIS

Christine Radtke, CFRE
L. Patrick Reedy, CFRE
Allyson J. Regnier, CFRE
Jill J. Reid, CFRE
Mary J. Revord, CFRE
Mark A. Roberts, CFRE
Linda G. Robertson, CFRE
Gary N. Rowe, CFRE
Marcy J. Rubic, CFRE
Nathan R. Ruby, CFRE
Susan Rudigier Mchabcheb, CFRE
Gail D. Rudolph, CFRE
Steven A. Rusk, CFRE
Julie R. Ryan, CFRE
Michele R. Ryan, CFRE
Rosemary L. Sajak, CFRE
Amy M. Sajko, CFRE
David J. Samson, CFRE
Gladys Santiago, CFRE
Katherine S. Sawyer, CFRE
Brenda Scheider, CFRE
Cynthia L. Schmidt, CFRE
John David Schmitt, CFRE
Kimberly S. Schweitzer, CFRE
Robert M. Shafis, CFRE
Christopher J. Shoemaker, CFRE
Judy A. Siegal, CFRE
Vered Siegel, CFRE
Joseph P. Skvara, CFRE
Shelly Smith, CFRE
Deidra M. Somerville, CFRE
Kathleen Spiess, CFRE
Rachel C. Stack, CFRE
Cecilia A. Straney, CFRE
Shannon A. Stubblefield, CFRE
Daniel P. Summins, CFRE
Joan Sunseri, CFRE
Barbara Ellen Talisman, CFRE
Stephen J. Taylor, CFRE
M. Sue Taylor-Woodward, CFRE
Whitney M. Templeton, CFRE
Mark J. Teresi, CFRE
David S. Terrill, CFRE
Eric D. Thompson, CFRE
Julie L. Turley, CFRE
Hugh P. Turley, CFRE
Carolyn A. Turner, CFRE
Anne Tyree, CFRE
Amy C. Van Polen, CFRE
Randy A. Varju, CFRE, FAHP
Lynne D. Vass, CFRE
Gordon D. Venturella, CFRE
Barb Vicory, CFRE
Robert A. Vitas, CFRE
Carol V. Wargo, CFRE
Joyce Watson, CFRE
Kimberly K. Weeks, CFRE

Michelle A. Whetstone, CFRE
David E. Wiercinski, CFRE
Payson S. Wild Jr., CFRE
Megan C. Williamson, CFRE
Judith M. Woodruff, CFRE
Brooke L. Young, CFRE
Alan C. Zacharias, CFRE
Richard E. Zumwalt, CFRE

UNITED STATES

INDIANA

Eva E. Aldrich, CFRE
William C. Andreas, CFRE
Timothy P. Ardillo, CFRE
Jonathan W. Barada, CFRE
Janet L. Bates, CFRE
Donna K. Belding, CFRE
Sally J. Benson, CFRE
Michelle L. Bingle-Coffman, CFRE
Peggy W. Blackard, CFRE
Susan E. Bogan, CFRE
Charles R. Bossert, CFRE
Scott E. Bova, CFRE
David A. Bower, CFRE
Joan K. Boyer, CFRE
Wendy W. Boyle, CFRE
Emojean M. Brindel, CFRE
Gvido L. Burgis, CFRE
Karen Burns, CFRE
Kathryn J. Cantor, CFRE
Beatrice L.D. Cork, CFRE
Barbara J. Coury, CFRE
Robert J. Crandall, CFRE
Deanna D. Crispen, CFRE
Robert N. Croft, CFRE
Catherine C. Cummings, CFRE
Jennifer L. Danic, CFRE
Kathryn M. Dannels, CFRE
Betty R. Darbro, CFRE
Joyce A. Dettlerline, CFRE
Barbara W. Dicken, CFRE
Robert L. Donahue, CFRE
Tonja L. Eagan, CFRE
Frank T. Eagan, CFRE
Anthony A. Englert, CFRE
Katherine M. Finley, CFRE
Nancy Frick, CFRE
Scott Friend, CFRE
Rose E. Fritzinger, CFRE
Jeri P. Gabbert, CFRE
Ryan Gallagher, CFRE
James E. Gillespie, CFRE
Steve Gilliland, CFRE
Joseph K. Goepfrich, CFRE
Teresa Gotthardt, CFRE
Stephanie M. Grabow, CFRE
Ted R. Grossnickle, CFRE
Freddie D. Haddad Jr., CFRE
Molly T. Hahn, CFRE
Cassandra Caye Hall, CFRE

Cindy J. Hall, CFRE
Perry T. Hammock, CFRE
Patricia Louise Hankins Hughes, CFRE
Jeremy M. Hatch, CFRE
Colleen A. Heeter, CFRE
Paula S. Heiderman, CFRE
John M. Heintz, CFRE
Kyle A. Henne, CFRE
Julia R. Holbrook, CFRE
Matthew D. Holley, CFRE
Morgan M. Hoover, CFRE
Matthew R. Hudson, CFRE
Paula J. Jenkins, CFRE
Randall S. Johnson, CFRE
Treva E. Johnson, CFRE
Susan M. Johnson, CFRE
Robin L. Kares, CFRE
Stephen H. Kerr, CFRE
Gary W. W. Kidwell, CFRE
William H. Kiel, CFRE
Suzanne B. Killen, CFRE
Marc L. Kirchoff, CFRE
Jessica J. Koscher, CFRE
James G. Kramer, CFRE
Michael J. Laudick, CFRE
Amanda K. Lawson, CFRE
Holly K. Lee, CFRE
Matthew F. Leighty, CFRE
Matthew M. Lentsch, CFRE
Allison Lewis, CFRE
Clark W. Lienemann, CFRE
Chad D. Linzy, CFRE
Richard E. Lofgren Jr., CFRE
Carol B. Lukemeyer, CFRE
Jose Lusende, CFRE
Anne M. Majewski, CFRE
Jennifer Marsh, CFRE
Suzanne T. Maxwell, CFRE
Glenn M. McGann, CFRE
Jane M. McGraw, CFRE
John Milentis, CFRE
Zis Milentis, CFRE
Karin Mills, CFRE
Ellen L. Mitchell, CFRE
Gretchen Musselman Hueni, CFRE
Susan Hacker Nelson, CFRE
Sandra M. Noe, CFRE
Paul F. Nowak, CFRE
Jennifer E. Nuckles Stafford, CFRE
Harriet A. O'Connor, CFRE
Mary Ann Olinger, CFRE
Diana J. Pappin, CFRE
Nicholas A. Parkevich, CFRE
Jennifer K. Pendleton, CFRE
Heather C. Perdue, CFRE
Michael G. Perigo, CFRE
Victoria A. Petersen, CFRE
Brent J. Pieper, CFRE
Linda L. Pratt, CFRE

J. Anita Ray, CFRE
Barbara W. Richardson, CFRE
Brenda J. Rigdon, CFRE
Elisa Rogowski, CFRE
Carolyn V. Saxton, CFRE
Ralph G. Schmidt, CFRE
Candace Schuler, CFRE
Timothy L. Seiler Ph.D., CFRE
Kelly K. Shrock, CFRE
William J. Shustowski Jr., CFRE
Theresa C. Silver, CFRE
Ann Updegraff Spleth, CFRE
Paul St. Angelo, CFRE
M. Jane Sullivan-Davis, CFRE
W. Earl Taylor, CFRE
Eugene R. Tempel, CFRE
Christina Thieme, CFRE
Jill S. Tullar, CFRE
Kristina D. Uland, CFRE
Renae J. Vania-Tomczak, CFRE
Ernest Vargo, CFRE
Lee A. Vriesman, CFRE
Andra F. Walters, CFRE
Eric Welch, CFRE
Angela E. White, CFRE
James R. Whitten, CFRE
Robert G. Wilson, CFRE
James P. Wood, CFRE
Paula A. Young Neuman, CFRE
Terry A. Zeitlow, CFRE
Sally Zelonis, CFRE
Marcy M. Zunk, CFRE

UNITED STATES

IOWA

Kelly A. Allen, CFRE
Karen K. Anderson, CFRE
Barbara L. Barton, CFRE
Helene Benitez, CFRE
Nancy Bobo, CFRE
Lesla M. Buck, CFRE
Steve M. Campbell, CFRE
Lea J. Clausen, CFRE
Timothy S. Coffey, CFRE
Kristine K. Columbus, CFRE
James M. Dodson, CFRE
Sherylea S. Downes, CFRE
Brenda K. Duello, CFRE
Jane A. Flanagan, CFRE
Todd D. Fogdall, CFRE
Kristine Frakes, CFRE
Raymond P. German, CFRE
Rita R. Gilbertson, CFRE
Melinda M. Gowey, CFRE
Clint Grider, CFRE
Albert M. Grunenwald, CFRE
Kathy L. Hall, CFRE
Susannah L. Hawa, CFRE
Robert N. Hilbert, CFRE
Angela Beth V. Hilbert, CFRE

Sustainability

Current CFREs through 2011



UNITED STATES

IOWA

Judi Holdorf, CFRE
Connie L. Isaacson, CFRE
Shelly L. Jordan, CFRE
Gail P. Karp, CFRE
Cathy Katoski, CFRE
Amanda M. Kisting, CFRE
Susan Kloewer, CFRE
Diane Koster, CFRE
Christine A. Kramer, CFRE
Lois Kundel, CFRE
Donna J. Lawler, CFRE
Joseph M. Leisz, CFRE
Jeanine M. Lovell, CFRE
Robert D. MacKenzie, CFRE
Lynette L. Marshall, CFRE
Kara D. McWhirter Waugh, CFRE
Donald J. Meyer, CFRE
Erin L. Minne, CFRE
Doyle Monsma, CFRE
Robert L. Morrissey, CFRE
Nancy A. Olson, CFRE
Paul J. Pelletier, CFRE
Melissa L. Pence, CFRE
Judith A. Pierick, CFRE
Mark A. Reed Sr., CFRE
Patricia L. Roberts, CFRE
Jody A. Ruff, CFRE
Rebecca S. Rump, CFRE
Ralph Savoy, CFRE
David C. Schmitz, CFRE
Jennie Smith, CFRE
Nancy L. Stefani, CFRE
Bradley L. Strader, CFRE
Karen A. Swanson, CFRE
Ann Baker E. Tubbs, CFRE
Sandra L. Tuttle, CFRE
Janet M. Van Note, CFRE
Diana J. Vandeventer, CFRE
Katharine Yarnell, CFRE

UNITED STATES

KANSAS

Charlotte Adair, CFRE
Daniel W. Barwick, CFRE
Debra L. Bass, CFRE
John P. Biggs, CFRE
Nikki S. Bollaert, CFRE
Teri L. Buek, CFRE
Sharon M. Chinnery, CFRE
Suzanne C. Dell-St. Clair, CFRE
Jessie A. Fuller, CFRE
Louis J. Gehring, CFRE
Diana K. Gordon, CFRE
Jodi M. Guillemette, CFRE
Kevin D. Hanzlick, CFRE
Ruth Heffel, CFRE
Tanja I. Heinen, CFRE
Jessie Kaye, CFRE

Karla J. Kimerer, CFRE
Paula Kitt, CFRE
Jennifer Knight, CFRE
Lesle M. Knop, CFRE
J. Michael Lamb, CFRE
Jane N. Lampo, CFRE
Andrea M. Lombard, CFRE
Joyce H. Martin, CFRE
James A. McHenry, CFRE
Pamela J. McNally, CFRE
Kathleen Migneron, CFRE
Sharon G. Miles, CFRE
Janice K. Murfield, CFRE
Jon D. North, CFRE
Mary E. Ontko, CFRE
Patricia A. Oppenheimer, CFRE
Sheila Montgomery Park, CFRE
Dianne J. Paukstelis, CFRE
Diane L. Robbins, CFRE
Paul A. Rueschhoff, CFRE
Edwin M. Shafer, CFRE, FAHP
Beth J. Shearer, CFRE
Gregory L. Vranicar J.D., CFRE
Jennifer J.E. Wampler, CFRE
Michael W. Wescott, CFRE
Nicole M. Wickenhauser, CFRE
Sharon R. Will, CFRE
Kelly S. Willoughby, CFRE
Scott A. Zerger, CFRE

UNITED STATES

KENTUCKY

John A. Barfield, CFRE
Michael F. Bowles, CFRE
Juliana Buchanan, CFRE
Leslie Buddeke Smart, CFRE
Kirsten B. Bullock, CFRE
Timothy R. Burcham, CFRE
Susan D. Caldwell, CFRE
Catherine B. Chapman, CFRE
Scott M. Childers, CFRE
Cheryl Crane, CFRE
Harrel Stev Freeman, CFRE
Cynthia A. Harbin, CFRE
Ericka L. Harney, CFRE
Michelle L. Janssen, CFRE
Linda R. Johnson, CFRE
J. Scott Judy, CFRE
Robert K. Lewis Jr., CFRE
Lee Ellen Martin, CFRE
Joyce M. McNeely, CFRE
Reylene J. Medina, CFRE
Linda S. Medley, CFRE
Mary Lynn Meyer, CFRE
Leonard J. Moisan, CFRE
Carol G. Morrison, CFRE
Robert J. Mueller, CFRE
Michael P. Murray, CFRE
William A. Pierce Jr., CFRE
Laurel Raimondo Martin, CFRE

William G. Schneider Jr., CFRE
Jennifer L. Scott, CFRE
Michael M. Shumway, CFRE
Becky A. Sittason, CFRE
Thomas C. Townsend, CFRE
Dale K. Wallenius, CFRE
Charles E. Willenbrink, CFRE
Stephen Williams, CFRE
Anne R. Wunsch, CFRE

UNITED STATES

LOUISIANA

Tammy V. Abshire, CFRE
Erin Alexander Bolles, CFRE
Barbara W. Auten, CFRE
R. Dawn Banks, CFRE
Kay C. Barnett, CFRE
Jeremy T. Becker, CFRE
Benjamin J. Broussard, CFRE
Bunnie R. Cannon, CFRE
Carolyn A. Chassee, CFRE
James Steven Covington, CFRE
Karen A. Deville, CFRE
Emily A. DiStefano, CFRE
Gerald J. Duhon Jr., CFRE
Don L. Eisenberg, CFRE
Tia H. Embaugh, CFRE
Shelley Favre Zeringue, CFRE
Emilia P. Gilbert, CFRE
John R. Gilchrist, CFRE
Mary M. Gilliam, CFRE
Janet L. Goforth, CFRE
Elizabeth L. Grace, CFRE
Simone N. Hennessee, CFRE
Anne M. Hess, CFRE
Anne S. Higdon, CFRE
Jeanne Huber, CFRE
Wendy M. Johns, CFRE
Sarah B. Johnson, CFRE
Betty Y. Karlsson, CFRE
Mary Liz Keevers, CFRE
Norisha R. Kirts, CFRE
John T. Landry, CFRE
Traci W. Lucas, CFRE
J. Stanley Maher, CFRE
Susan H. Mancuso, CFRE
Ann Marie Marmande, CFRE
Jeffery L. McLain, CFRE
Jennifer M. McMenamin, CFRE
Gretchen K. Morgan, CFRE
Ky E. Mortensen, CFRE
Julianne S. Pattison, CFRE
Rebecca T. Pennington, CFRE
Peter R. Quirk, CFRE
Arlette R. Rodrigue, CFRE
Robert Benjamin Ross, CFRE
Mila T. Sexton, CFRE
Roselle M. Ungar, CFRE
Suzanne M. Valtierra, CFRE
Judith A. Wier, CFRE

Bruce G. Willson Jr., CFRE

UNITED STATES

MAINE

Hayden W. Anderson, CFRE
Jean M. Christensen, CFRE
Sarah M. Clemens, CFRE
Eleanor G. Courtemanche, CFRE
Michelle S. Davis, CFRE
Robert D. Demont, CFRE
Susan J. Doliner, CFRE, FAHP
Peter W. Francisco, CFRE
Penny S. Harris, CFRE
Sarah Johnson, CFRE
Philip F. McKean, CFRE
Todd M. Nadeau, CFRE
Sandra M. Phipps, CFRE
Julie C. Poulin, CFRE
Lise M. Pratt, CFRE
John Rainone, CFRE
Lynda D. Rohman, CFRE
Lisa J. Wahlstrom, CFRE
Katherine White Lewis, CFRE
Susan DeWitt Wilder, CFRE
Diane L. Woodworth, CFRE

UNITED STATES

MARYLAND

Janet R. Adams, CFRE
Aimee 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 Jr., CFRE
Thomas C. Busch, CFRE
Mike Butler, CFRE
Mary Elizabeth Campbell, CFRE
Melissa D. Carnes, CFRE
Michael C. Cather, CFRE
Beth-Anne Chernichowski, CFRE
Barbara L. Ciconte, CFRE
Donna S. Clare, CFRE
Lieba J. Cohen, CFRE
Toni I. Condon, CFRE
Lori J. Counts, CFRE
Julie E. Cox, CFRE
David M. Coyne, CFRE
Geannine L. Darby, CFRE
Lynne M. Davidson, CFRE
Torri M. Dietrich, CFRE
Eva Dillon, CFRE
Lynn Dolinger, CFRE
Kimberly C. Dumpson, CFRE
Anita N. Durel, CFRE
Kathleen W. Elliott, CFRE
David A. Fanning Ph.D., CFRE
Sarah Fawcett-Lee, CFRE

Sustainability

Current CFREs through 2011



UNITED STATES

MARYLAND

Nancy A. Fenton, CFRE
Ivy Fields Gutman, CFRE
Donna M. Finley, CFRE
Deborah A. Flateman, CFRE
Joshua M. Friedman, CFRE
Nadine Gabai-Botero, CFRE
Robert K. Gehman, CFRE
Marjorie Goldman, CFRE
Kathy R. Greaser, CFRE
Frances F. Gunshol, CFRE
Debra Heibei Rankin, CFRE
Lisa Hillman, CFRE, FAHP
Lorraine C. Holmes Settles, CFRE
Catherine Hryncewich, CFRE
Karen K. Hussey, CFRE
Robert A. Hutson, CFRE
Marguerite O. Kelley, CFRE
Catherine Kennedy, CFRE
Valerie A. Lapcinski, CFRE
Gordon S. Lavigne, CFRE
Tracy Lea, CFRE
Donna T. Lenzner, CFRE
Michele M. Levy, CFRE
Jason Lewis, CFRE
Margaret W. McCarty, CFRE
Karen L. McGuire, CFRE
Mary Kathleen McGuire, CFRE
Maureen E. McNeill, CFRE
Terri L. Meekins, CFRE
Dave B. Messics, CFRE
Kimberly M. Metzger, CFRE
P. Michael Meyerstein, CFRE
Steven P. Miller, CFRE
Paula K. Minsk, CFRE
Amy H. Moorer, CFRE
Deborah M. Morris, CFRE
Tara A. Mulligan, CFRE
Ellen F. Myers, CFRE
Dennis J. Narango, CFRE
Patricia O'Shea, CFRE
Rebecca L. Odum, CFRE
Patricia D. Palm, CFRE
Thomas S. Paullin, CFRE
Jennifer K. Pelton, CFRE
Joan M. Pesek, CFRE
Emily H. Piccirillo, CFRE
Patrick Placzowski, CFRE
Sandra E. Pollack, CFRE
Jennifer N. Pollard, CFRE
Kristin A. Priest, CFRE
Kristi K. Rasmussen, CFRE
Sally B. Ratcliffe, CFRE
Patricia A. Regan, CFRE
Sandra Renner, CFRE
Linda Brown Rivels, CFRE
Mary Eleanor Roberts, CFRE
Donna M. Romoser, CFRE

Rebecca Rothey, CFRE
Maryann M. Ruehrmund, CFRE
Laura J. Russell, CFRE
Dawn M. Sacks, CFRE
Linda J. Safran, CFRE
Elise S. Saltzberg, CFRE
Luanne Samuel, CFRE
Ayda Sanver, CFRE
Diane E. Scar, CFRE
Susan M. Schaefer, CFRE
Carol M. Shaw, CFRE
Nicholas B. Simmonds, CFRE
Lisa Slinkard, CFRE
Jennifer Smith Gambino, CFRE
Pamela Spears, CFRE, FAHP
Isazetta A. Spikes, CFRE
Ronald E. Spratt, CFRE
Shauna A. Stranks-Chabot, CFRE
Kevin M. Sturtevant, CFRE
Ann F. Suydam, CFRE
Brent E. Swinton, CFRE
Kathleen C. Terlizze, CFRE
Matthew S. Thorup, CFRE
Steven L. Titlebaum, CFRE
Ellen L. Torres, CFRE
Lilya Wagner, CFRE
Karen C. Wilson, CFRE
Nancy L. Withbroe, CFRE
Teresa A. Witt, CFRE
R. Peter Wolf Ph.D., CFRE
Joan G. Wood, CFRE
Rebecca J. Zeilon, CFRE

UNITED STATES

MASSACHUSETTS

Rita Fuerst Adams, CFRE
Suzanne M. Alden, CFRE
Susan J. Andrews, CFRE
Jennifer L. Baril, CFRE
William S. Bennett, CFRE
Ruth H. Bersin, CFRE
Melissa A.R. Bik, CFRE
Karen L. Bissonnette, CFRE
Richard R. Blain, CFRE
Erica Broman, CFRE
Steven G. Budd, CFRE
Ann Buono, CFRE
Lisa J. Bush, CFRE
James Butcher, CFRE
Robin Cabral, CFRE
Jane L. Calvin, CFRE
Mary E. Canning, CFRE
Joseph J. Caporale, CFRE
J. Loring Carpenter, CFRE
Donald J. Cawrse, CFRE
Carol P. Constant, CFRE
Carolyn Copp, CFRE
William M. Craft, CFRE
Eliza Crescentini, CFRE
Christina Cronin, CFRE

Elizabeth F. Cross, CFRE
Heidi Daniels, CFRE
Crystal L. Daugherty, CFRE
Hugo De La Rosa, CFRE
Griet Dehansdutter, CFRE
Michael J. Delia, CFRE
Audrey Y. DeLoffi, CFRE
Diane DeMarco, CFRE
Melissa A. Dick, CFRE
Jane C. DiGangi, CFRE
John F. Donovan, CFRE
Deborah C. Dougherty, CFRE
Karen S. Drew, CFRE
Natalie L. DuBois, CFRE
Bridget A. Flynn, CFRE
Ann Fothergill, CFRE
Howard F. Freeman, CFRE
Susan Frost, CFRE
Lawrence M. Furey, CFRE
Pauline A. Greenberg, CFRE
Jean H.M. Grimmer, CFRE
Heidi Hancock, CFRE
Rob Harris, CFRE
Kirsten Hashemi, CFRE
Nicolene Hengen, CFRE
Beverly L. Herbert, CFRE
Kenneth T. Hoffman, CFRE
Heidi Howard, CFRE
William M. Hynes, CFRE
Jayne Iafrae, CFRE
Michael W. Ibrahim, CFRE
Francine Kantor, CFRE
Tomasz Kierul, CFRE
Kathleen Kilgore, CFRE
Robert C. Koenig, CFRE
E. James Kraus, CFRE
Mark F. Ladendorf, CFRE
William Lavin, CFRE
Robin Marek, CFRE
James McDonnell, CFRE
Linda M. McGurn, CFRE
Jeffrey C. Miller, CFRE
Barbara J. Milligan, CFRE
Catherine G. Mogavero, CFRE
Patricia Monteith, CFRE
Cristine Corcoran More, CFRE
Barbara H. Mulville, CFRE
Christopher J. O'Connor, CFRE
Elizabeth A. Page, CFRE
Amanda Preston, CFRE
George Riley, CFRE
Miguel A. Rodriguez, CFRE
Kent Rohrbach, CFRE
John Samaan, CFRE
Laura B. Shea, CFRE
Sharon S. Shepard-Ballen, CFRE
Suzanne E. Showstack, CFRE
Lauren Smith, CFRE
Richard P. Solomon, CFRE

Catherine B. Squires, CFRE
Cynthia R. St. George, CFRE
Linda K. Stacy, CFRE
Sharon J. Stanczak, CFRE
Norman Stein, CFRE
Susan S. Stendahl, CFRE
Maureen T. Sylvia, CFRE
Margaret A. Tantillo, CFRE
Linda J. Thomson-Clem, CFRE
James Tracy, CFRE
Cynthia Turner, CFRE
Abbie J. Von Schlegell, CFRE
Shelley L. Walker, CFRE
Kelsa L. Zereski, CFRE

UNITED STATES

MICHIGAN

Ryan R. Ambrozaitis, CFRE
Andrea L. Ash, CFRE
Rosanne M. Bailey, CFRE
Nanci J. Ballantyne, CFRE
Bernadette I. Banko, CFRE
Walter K. Bankwitz, CFRE
Kathryn J. Bates, CFRE
Samuel A. Beals, CFRE
Robert A. Berkhof, CFRE
Andrew J. Bethune, CFRE
Mitchell P. Blonde, CFRE
Barbara J. Bommarito, CFRE
Lisa M. Bonney, CFRE
Michelle R. Bosau, CFRE
Kristin G. Bradley, CFRE
Patricia S. Brosnahan, CFRE
Paula D. Brown, CFRE
David K. Burghart, CFRE
Roxanne R. Caine, CFRE
Melinda Conway Callahan, CFRE
Linda Cameron, CFRE
Janet Clark, CFRE
William C. Coderre, CFRE
Kelly A. Conway, CFRE
Staci Coomer, CFRE
Gretchen M. Couraud, CFRE
Laura S. Covintree, CFRE
Kimberly Cross, CFRE
Stephanie Dames, CFRE
Susan L. Davies, CFRE
Peter E. DeBoer, CFRE
Rudolf Dietrich, CFRE
Donald G. Distelberg, CFRE
Bernadette Dore, CFRE
Jamie L. Ferguson, CFRE
Tamara F. Foster, CFRE
Kathryn S. Frillmann, CFRE
Wayne Glass, CFRE
Gayle M. Good, CFRE
John J. Greenhoe, CFRE
Heidi L. Grix, CFRE
Melinda M. Gruber, CFRE
Kathleen Eaton Guy, CFRE

Sustainability

Current CFREs through 2011



UNITED STATES

MICHIGAN

Suann D Hammersmith, CFRE
Martha B Haynes, CFRE
Julie A. Hein, CFRE
Stephen E. Henrie, CFRE
Nina K. Holden, CFRE
Brett Holleman, 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 J. Kennedy, CFRE
Megan D Keup, CFRE
Diane M. Kochis, CFRE
Karen S. Kosniewski, CFRE
Henry M. Kroondyk, CFRE
Robert E. Laarman, CFRE
John D Lechman, CFRE
Julie M. Lichtenberg, CFRE
Kathleen L. Lieveense, CFRE
Kim Loftus, CFRE
Dawn D Magretta, CFRE
Sharon Maier, CFRE
Vonda J. Marrow, CFRE
Jayne E. Marsh, CFRE
Richard Martin, CFRE
Kevin L McAlpine, CFRE
Anthony F. McDonnell, CFRE
Dan J McKean, CFRE
James A. McLaughlin, CFRE
Mary E. McLean, CFRE
Keith D. Meyering, CFRE
Juddee A. Milioto, CFRE
Kristine Miller, CFRE
Paul Miller, CFRE
Suzanne M Mondalek, CFRE
Robert W. Murray, CFRE
Sara L. Niemeyer, CFRE
Patricia A. Paquin, CFRE
James M Pearl, CFRE
Christie Perdue, CFRE
Gregory C. Piazza, CFRE
Sean C. Pollion, CFRE
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Pamela Joy Pratt, CFRE
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Cedric A. Richner III, CFRE
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Camille B. Shy, CFRE
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Jeanne Snow, CFRE
Kathleen Spillane-Knight, CFRE
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Jason H. Valente, CFRE
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Jodi L. Wong, CFRE
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Cyndi R Anderson, CFRE
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Chandra M Bloodgood Kavati, CFRE
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Jennifer Halcrow, CFRE
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Francis C McGovern, CFRE
Tom J. McSparron, CFRE
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Melissa Musliner, CFRE
Kathryn L. Nelsen, CFRE
Scott A. Nelson, CFRE
Mark A. Neville, CFRE
Alexcia Nicole Adams, CFRE
Deanna J. Nurnberg, CFRE
Andrew R Olsen, CFRE
Kent D. Osterman, CFRE
Rebecca Otten, CFRE
Tina M. Palmer, CFRE
Scott J. Palmer, CFRE
Carnot Michael-jon Pease, CFRE
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Katie L. Perry, CFRE
Douglas A. Petersen, CFRE
Curt N. Peterson, CFRE
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Gerald L. Rafferty, CFRE
Heather L. Riddle, CFRE
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Thomas R Ryan, CFRE
Amy S Rydberg-Reise, CFRE
Richard G. Sayther, CFRE
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Susan L Schmidgall, CFRE
Carol A. Schmidt, CFRE
Bonita L. Schultz, CFRE
Grace H. Schroeder Scott, CFRE

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Charles S Semrow, CFRE
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Charity S Smith, CFRE
Jennifer H Spiller, CFRE
Katherine M Steffen, CFRE
Todd Steinke, CFRE
Carley M Stuber, CFRE
Sarah E Suemig, CFRE
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Don W. Taylor, CFRE
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Glenn Thiel, CFRE
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Jay H. Vogelsang, CFRE
Brent A Voight, CFRE
Jill M. Walker, CFRE
Vincent J. Walker, CFRE
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Elizabeth A Warner, CFRE
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Linell Fromm, CFRE
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Noel Dean Hancock, CFRE
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Hans G. Springer, CFRE
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Shanelle D. Varone, CFRE
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Karma E. Vowell, CFRE
Susan Walker, CFRE
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James F. Weidman, CFRE
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Agne Dizona, CFRE
Crystal A. Evans, CFRE
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Melissa Filipi, CFRE
Renee Franklin, CFRE
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Tari Hendrickson, CFRE
Caryn J. Hohnholt, CFRE
Kathy S. Katt, CFRE
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Robert Patterson, CFRE
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Viola See, CFRE
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Craig D. Stirtz, CFRE
Melissa Stricherz, CFRE
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Frank P. Tulipana, CFRE
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William P. Freyd, CFRE
L. Laura Fritz, CFRE
Brenda E. Griego, CFRE
Sherry L. Griffin Grundy, CFRE
Jonathon W. Guy, CFRE
Helaine Jesse, CFRE
Caleen N. Johnson, CFRE
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Russel A. Kost III, CFRE
Carolyn Sue Kreeger, CFRE

Sustainability

Current CFREs through 2011



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Heather Cochrane, CFRE
Richard J. Donovan, CFRE
Susan M Durgy, CFRE
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Kim M. Fine, CFRE
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Anne L Hamilton, CFRE
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Karen M. Jantzen, CFRE
Hope A Jordan, CFRE
Michael Kaufman, CFRE
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Gayle Kimball, CFRE
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Jeffrey L. McDaniel, CFRE
Susan McDonough, CFRE
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Michael J. Baker, CFRE
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Ross H. Basen, CFRE
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Kwi Nam P Brennan, CFRE
John E Brothers, CFRE
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John Carno, CFRE
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Andrea L Egan, CFRE
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Jeffrey A Fetzko, CFRE
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Francesca P Lanning, CFRE
Kathleen A. Lein-DeSantis, CFRE
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Lorraine K Mackin, CFRE
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Kathleen O. Smythe, CFRE
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Phylis A Tranotti, CFRE
Beatrice Troiani, CFRE
Amy Vogel, CFRE
Jennifer M Vriens, CFRE
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William L. Winston Jr., CFRE
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Dawne M Bell, CFRE
Marian J Bolton, CFRE
Kevin A Hagen, CFRE
Mark A Hohnstreiter, CFRE
Nigel Holman, CFRE
Pamela Hurd-Knief, CFRE
Ann-Marie Manning, CFRE
Judith Motyka, CFRE
Linda K. Off, 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. Simons, CFRE
Dawn Starostka, CFRE
Kenneth L Thompson, CFRE
Sally D Trigg, CFRE
Terra A. Van Winter, CFRE
Barbara S Wise, CFRE
Joy Wohl LeCuyer, CFRE

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Robin S. Amato, CFRE
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Bruce M. Arbit, CFRE
Jane Armbruster, CFRE
Susan L. Axelrod, CFRE
Gwendolyn C Axelson, CFRE
Jeffrey Bagel, CFRE
Shawn Bakker, CFRE
Paula C Barbag, CFRE
Laurence G Barnett, CFRE
Elise M. Barry, CFRE
Barbara Bates, CFRE
Marina Belessis-Casoria, CFRE
Holly A Bellows, CFRE
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Ruth C Benedict, CFRE
Steven Benini, CFRE

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Carol Ausubel Blumenfeld, CFRE
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Tamara L Cohen, CFRE
Kathleen M. Cole, CFRE
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Jeffrey G. Cory, CFRE
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Maureen A. Cullinan, CFRE
William Dale, CFRE
Sarah de Tournemire, CFRE
David A DeCicco, CFRE
Mario John J DellaPina, CFRE
Dianne Armstrong DeLorenzo, CFRE
Roger W. Dow, CFRE
Randi Shubin Dresner, CFRE
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Mary Ann Grossman, CFRE
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Carolyn W Hunt, CFRE
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Frank A. Interlichia, CFRE
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Christine Kane, CFRE
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Louis Katz, CFRE
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Rachel M Kimmelblatt, CFRE
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Patricia G. Knutsen, CFRE

Sustainability

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Desta Lakew, CFRE
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Judith F. Lemoncelli, CFRE
Stephen M. Levy, CFRE
Dorothy Lindo-Brittton, CFRE
Jovanna Little, CFRE
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Katherine N Lowe, CFRE
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J. Douglas McDaniel, CFRE
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Doug Hartjes, CFRE
Margaret Scott Harwood, CFRE
Jamie R Hayes, CFRE
William Hinman, CFRE
Miranda Hipple, CFRE
Elizabeth Hodan, CFRE
Thomas M. Hull, CFRE
Elizabeth H. Hunter, CFRE
Anne J Hurd, CFRE
Josh Jacobson, CFRE
Sharon C. Johnson, CFRE
Nancy Arne Jones, CFRE
Regan Jones, CFRE
Eli Jordfald, CFRE
John E Joslin, CFRE
James K. Kelley, CFRE
Angela C. Kemper, CFRE
Joyce Watkins King, CFRE
Robert L Kornegay, CFRE
Elizabeth Kuhn, CFRE
Rebecca Lamb, CFRE
Katherine L Lambert, CFRE
Aline F. Lasseter, CFRE
Lisa C Lauffer, CFRE
Daphne T. Lewis, CFRE
Grace M.D. Lewis, CFRE
Susan M. Lilly, CFRE
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Alice M Lutz, CFRE
Kelly S Lynn, CFRE
Arthur J Manring, CFRE
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Sandra J. Marshall, CFRE
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Nancy M. McEneny, CFRE
Patricia F Mead, CFRE
James L. Medlin, CFRE
Kristen Mercer Johnson, CFRE
Crystal H. Miller, CFRE
Joyce M. Mitchell-Antoine, CFRE
John R. Mitterling, CFRE
Benjamin T Mohler, CFRE
Kurt R. Moore, CFRE
Sandra M. Morckel, CFRE

Heather W Murphy, CFRE
Colette M. Murray, CFRE
Lynn K Neill, CFRE
M. Thomas Norwood Jr., CFRE
Martin L. Novom, CFRE
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Heidi E. Owen, CFRE
Sarah S. Perkins, CFRE
E. Gail Perry, CFRE
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H. Hall Powell Jr., CFRE
Sean P Riley, CFRE
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Paul J. Russ, CFRE
Cassandra W Scarlett, CFRE
Margaret D. Shields, CFRE
Mary Ellen Shuntich, CFRE
Robert T. Skelton, CFRE
Judith M Smith, CFRE
Michelle C Speas, CFRE
Clarenda G Stanley, CFRE
Arjyra Jarie Stedman-Ebert, CFRE
Vanessa S. Stolen, CFRE
Kishshana O Teele, CFRE
Robin Che Tindall-Taylor, CFRE
Tamera Toogood Middleton, CFRE
Camille H Townsend, CFRE
Amy Tribble, CFRE
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Michael R Ward, CFRE
Stephen R. Watt, CFRE
Erika Werne, CFRE
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Harold L. West Jr., CFRE
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Michael J. Kiedrowski, CFRE
John J. Klocke, CFRE

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Thomas R. Ahlersmeyer, CFRE
Joan H. Ainsworth, CFRE
Mindy R. Aleman, CFRE
Cynthia B. Anderson, CFRE
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Larry G. Armentrout, CFRE
Renee Aten, CFRE
Sue P. Babione, CFRE
Lois C. Baglione, CFRE
Joseph B. Baldasare, CFRE
Randi A. Baun, CFRE
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Sustainability

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Laura L Bennett, CFRE
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Jodi L. Bopp, CFRE
Jeffrey M Bowen, CFRE
Barbara R. Boyce, CFRE
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Adam Burk, CFRE
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John G. Goettler, CFRE
Marianne R. Gorczyca, CFRE
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Gina J. Hinshaw, CFRE
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Thomas G. Hofmann, CFRE
Patricia S. Holmes, CFRE

Betsy H. Hope, CFRE
Lori Hunter Overmyer, CFRE
Gloria Hurwitz, CFRE
Laramie A. Jung, CFRE
Betsey Kamm, CFRE
Richard F. Kammerer, CFRE, FAHP
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Robert P. Kellison, CFRE
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William J. Kimball, CFRE
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Kathann M. Koehler, CFRE
Elizabeth A. Kohler, CFRE
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Jeremy S. Kraut-Ordover, CFRE
Katherine A. Kreuchauf, CFRE
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Marcia S. Latta, CFRE
Susan Smith Lesch, CFRE
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Barry A. McEwen, CFRE
Heather R. McGinness, CFRE
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Dawn Meyer, CFRE
Aileen G. Meyer, CFRE
Nicholas J. Miesen, CFRE
Murley Miller, CFRE
Deborah S. Miller, CFRE
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Timothy W. Montgomery, CFRE
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Patricia A. Murphy, CFRE
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Jena Pado, CFRE
Pat Palombo, CFRE
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Anthony Pasiak, CFRE
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Karen E. Pease, CFRE
Jonathan Perlman, CFRE
Alex S. Petrus, CFRE
Jennifer L. Phelps, CFRE
Sue Phillips, CFRE
Walter P. Pidgeon, CFRE
Trudy Pieper, CFRE
Susan W. Plageman, CFRE
Mary L. Price, CFRE
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Kathy E. Rearick, CFRE
Elizabeth A. Redden, CFRE
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Joy A. Rogers, CFRE
Suzanne G. Rorick, CFRE
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Jan L. Ruma, CFRE
Karen M. Ryals, CFRE
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Constance S. Sipple, CFRE
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C. Vernon Snyder, CFRE
Kelly C. Snyder, CFRE
Pamela Sophiajohn, CFRE
Joanne M. Spoth, CFRE
Michael J. Stein, CFRE
Ruth I. Stenberg, CFRE
Alisha Sterling, CFRE
JoAnn M. Stock, CFRE
Vicki J. Stouffer, CFRE
Diane M. Strachan, CFRE
Rita M. Sturwold, CFRE
Andrew A. Swallow, CFRE
Valerie Sweeney, CFRE
Judie List Sweeney, CFRE
Laurie Beth Sweeney, CFRE
Mary Sue Tanis, CFRE
Barbara L. Tartaglia, CFRE
Jon T. Trainor, CFRE
P. William VanderWyden III, CFRE
Michael J. Volan, CFRE
Karen D. Volke, CFRE
Kathryn Webster, CFRE
Sue W. Welty, CFRE
Janet Wermuth, CFRE
Michael P. Whalen, CFRE
Margaret W. Wolf, CFRE
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Jason R. Zajac, CFRE
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Miranda L. Zink, CFRE

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OKLAHOMA
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Ragan Rogers Blackmon, CFRE
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Deanna M. Boston, CFRE
Lisa K. Capone, CFRE
Jeanne M. Castle, CFRE
Anne E. Clouse, CFRE
Amber E. Cole, CFRE
Marlo X.P. Duffy, CFRE
Jana L. Duffy, CFRE
James A. Durbin, CFRE
Stephen R. Eck, CFRE
Nita Janice Edmiston, CFRE
Mary Charlene Fabian, CFRE
Susan A. Garcia, CFRE
Janet D. Gaskins, CFRE
Caroline B. Gist, CFRE
Julie R. Gonzalez, CFRE
Marcia Graham, CFRE
Kyle Hanser, CFRE
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Amanda R. Hoskins, CFRE
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Connie S. Inglish, CFRE
Gayle H. Jones, CFRE
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Damon M. King, CFRE
Robert A. Knebel, CFRE
Phillip L. Lakin Jr., CFRE
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Brenda G. Michael-Haggard, CFRE
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Michael Nealeigh, CFRE
Fay A. Palma, CFRE
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Pamela D. Richardson, CFRE
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Alan G. Sherwood, CFRE
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Alexis M. Skaggs, CFRE
Lynn J. Sossamon, CFRE
Donna M. Stidham, CFRE
Marvin K. Stroman, CFRE
Letitia P. Stuart, CFRE
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Carrie F. Vesely Henderson, CFRE
Stephanie J. Vogel, CFRE
Penny M. Voss, CFRE
Paula S. Voyles, CFRE
Janis Updike Walker, CFRE
Kathleen F. Zehner, CFRE

Sustainability

Current CFREs through 2011



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Vynette Arnell, CFRE
Melody Ayers, CFRE
Dianna L Baker, CFRE
Jennifer A Baumann, CFRE
Francoise Berthet-Aylmer, CFRE
Franklin O Betzer, CFRE
Peter J. Bilotta, CFRE
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Amy M Brown, CFRE
Kelly S. Buechler, CFRE
Lee A. Carson, CFRE
Kelli R Clark, CFRE
Elizabeth R Cruft-Anderson, CFRE
Tomika A. Dew, CFRE
Eleanor E Dir, CFRE
Marcia J. Director, CFRE
Philip M Drake, CFRE
Marni J Eilers, CFRE
Nancy A Ellis, CFRE
Michele D Erickson, CFRE
Jennifer Fagerstrom, CFRE
Julie A. Fitzgerald, CFRE
Cheryl Franceschi, CFRE
Allyson I Goodwyn-Craigne, CFRE
Brittany L Gosselin, CFRE
Thomas P Grunow, CFRE
Stephen N. Guntli, CFRE
Nova L. Hamar, CFRE
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Celeste A Hill-Thomas, CFRE
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William G. Kemp, CFRE
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Betty J Koehn, CFRE
John A. Korb, CFRE
Melissa P. Krzeminski, CFRE
Jeff Larson, CFRE
Ronald P. Latham, CFRE
James H. Lewis, CFRE
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Irene A. Lord, CFRE
Elizabeth S MacDonell, CFRE
Julie Jones Manning, CFRE
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Kevin W Matheny, CFRE
Lynn A Mawe, CFRE

Rueben Mayes, CFRE
Elle M McKay, CFRE
Kimberly K. McNamer, CFRE
William C Miller, CFRE
Paul F. Morris, CFRE
Paul A Mortimer Jr., CFRE
Aaron L Pearlman, CFRE
Mary Lee Planer, CFRE
Mary E. Puskas, CFRE
Eric F Rice, CFRE
Donald J. Russo, CFRE
Shari Lynn Scales, CFRE
Jane m Scheidecker, CFRE
J. Michael Schultz, CFRE
Brenda R. Scott, CFRE
P. Matthew Senecal, CFRE
Kimberly S Silva-DuBose, CFRE
Dianna Smiley, CFRE
Vicki M Smith, CFRE
William J Sullivan, CFRE
Gina G Taylor, CFRE
Lawrence D Taylor, CFRE
Kristin Trainor, CFRE
Janet Troy, CFRE
Leslie W Tuomi, CFRE
Sam Vigil Jr., CFRE
Dawn R Welch, CFRE
Michael K Wells, CFRE
Donna M Wiench, CFRE
Heidi H Wilcox, CFRE
Jevan J Williams, CFRE
Dedee Wilner-Nugent, CFRE
Sandy K Wright, CFRE
Allan T. Zimmerman, CFRE

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PENNSYLVANIA

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Deborah B. Allen, CFRE
Carla M Arbushites, CFRE
Jeannette J. Archer-Simons, CFRE
Ellen H. Arnold, CFRE
Rebecca W. Baeurle, CFRE
Katherine Ball-Weir, CFRE
Judith A Barberich, CFRE
Chad Barger, CFRE
Sharon K. Barker, CFRE
Janet A. A. Barlett, CFRE
Jeannette L. Barr, CFRE
Keith O Barrows, CFRE
Sylvia Bastani, CFRE
Kathy Bayer, CFRE
Angela Beers, CFRE
Beverly A. Beisgen, CFRE
Nina M. Bell, CFRE
Patricia L. Benes, CFRE
Timothy Beresnyak, CFRE
Steven A Besse, CFRE
G. Meredith Betz, CFRE
Claire Birney, CFRE

Karen Ann Bisko, CFRE
Richard F. Bohrer, CFRE
Tracy L. Bozik, CFRE
Sharyn L Brautigam, CFRE
Helene G. Broitman, CFRE
Audrey Brouman, CFRE
Kristin N Brown, CFRE
Tobias Bruhn, CFRE
Pamela G. Bryer, CFRE
Janet L Buchanan, CFRE
Gary L. Bukowski, CFRE
Katherine S Burroughs, CFRE
Nancilee Burzachechi, 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. Chilutti, CFRE
Karen N Chizeck, CFRE
Alyssa R Cholodofsky, CFRE
David W. Clark, CFRE
Charles H. Coles Jr., CFRE
Michele A Connelly, CFRE
Maida Connor, CFRE
Helene M Conway-Long, CFRE
Lynne C. Corboy, CFRE
Gordon M. Core, CFRE
James W. Cunningham, CFRE
Joseph S Cuzzo, CFRE
Deirdre J Dahowski, 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 T. Ellmore, CFRE
Janet C. Emery, CFRE
Kathy J Eppley, CFRE
Theresa C. Eshbach, CFRE
Apryl Eshelman, CFRE
Gail A. Evans, CFRE
Julie A Fabsik Swarts, CFRE
Margaret Fala, CFRE
Katherine Falk, CFRE
Jennifer A. Farrar, CFRE
Christina S. Farrell, CFRE
Joseph D. Fausnight Jr., CFRE
Wynne R. Fedele, CFRE
Patrick J. Feeley, CFRE
Charles L. Fehr, CFRE
Rosanna M. Felix, CFRE

Jacqueline S. Flanagan, CFRE
Michael L. Foley, CFRE
Diane H. Ford, CFRE
Susan W Frankel, CFRE
Madeline Franze, CFRE
Denise T. Frattara, CFRE
James H. Frey, CFRE
Samuel W Friedman, CFRE
Heather Gee, CFRE
Marvin E. Gold, CFRE
Michelle S. Gollapalli, CFRE
Carolyn M. Grady-Mookerjee, CFRE
William F Grant, CFRE
Teresa A Gregory, CFRE
Theresa F. Haenn, CFRE
Edward P. Hager, CFRE
Kenneth C Hall, CFRE
Patricia A Hargest, CFRE
Sara A Hargreaves, CFRE
Julie A. Harris, CFRE
Dana M. Heiman, CFRE
Mary Ellen Herzog, CFRE
Maureen Mahoney Hill, CFRE
Celia A. Hindes, CFRE
Shanna Hocking, CFRE
Kristina M. P. Huber, CFRE
Connie C. Hughes, CFRE
Angela M Jacobsen, CFRE
Michelle E. Jamieson, CFRE
Scott R.P. Janney, CFRE
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David B Johnson, CFRE
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Valerie M. Jones, CFRE
Sharron S. Kaczynski, CFRE
Jane A. Kanyock, CFRE
Larry Karnoff J.D., CFRE
Rhonda G. Kelley, CFRE
Eileen Kelliher Berger, CFRE
Meggan Kerber, CFRE
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William G. Kirker, CFRE
James C. Kisser Jr., CFRE
Leonard S. Koshinski, CFRE
Karen J. Kutzer, CFRE
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Judy A. Lawrence, CFRE
Patricia A. Laws, CFRE
William Leh, CFRE
Bonnie J. Lopane, CFRE
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Marianne G Lynch, CFRE
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Ellen J. Mansfield, CFRE
Una M. Martone, CFRE
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Kimberly A. McCaslin, CFRE
Emma L. McCloskey, CFRE
Marilyn J. McDaniel, CFRE
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Tami G. Radecke, CFRE
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Krystine E. Sipple, CFRE
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Abigail Tobia, CFRE
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Matthew J. Tornambe, CFRE
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Lise D. Twiford, CFRE
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Marisa Wigglesworth, CFRE

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Vernon D. Wright, CFRE
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Lisa C. Young, CFRE
Florence Zeller, CFRE
Diana L. Ziemniak, CFRE
Jane Zintak, CFRE

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Erica M. Bryson, CFRE
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Caroline E. Considine, CFRE
Donald M. Demers, CFRE
Lisa D. Desbiens, CFRE
Doris R. Feinberg, CFRE
Joanne E. Gregory, CFRE
Rita L. Holahan, CFRE
Nancy L. Hoogasian, CFRE
Andrea B. Joseph, CFRE
Mary B. Kozik, CFRE
Leah M. Macomber, CFRE
John A. Perry, CFRE
James A. Roehm, CFRE
Nicholas J. Stahl, CFRE
Karen L. Weavill, CFRE

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Ernest L. Beck, CFRE
Barbara A. Bond, CFRE
Greg Bowden, CFRE
June J. Bradham, CFRE
Raymond E. Carnley, CFRE
Stephen G. Carver, CFRE
Martha D. Ciccarelli, CFRE
Scott T. Dishman, CFRE
Megan T. Draper, CFRE
Edward F. Duffy, CFRE
Mary H. Edwards, CFRE
Joe Elmore, CFRE
Holly S. Emore, CFRE
Lisa A. Greene, CFRE
Victoria B. Hann, CFRE
Russell M. Harris, CFRE, FAHP
Kathy L. Hill, CFRE
Melodie A. Hunnicutt, CFRE
Jamie L. Inman, CFRE
James W. Kinard Jr., CFRE, FAHP
James P. LaRose, CFRE
Paulette V. Maehara, CFRE
Barbara S. Martin, CFRE
Crystal B. Maynard, CFRE
Carl R. McIntosh, CFRE

George Lee Mikell, CFRE
Cynthia M. NeSmith, CFRE
G. Frederick Payne, CFRE
Jane F. Pressly, CFRE
Robert S. Ruark, CFRE
Melissa M. Ryan, CFRE
Robert W. Saacke, CFRE
Sandra C. Saad, CFRE
Christine Shanker Gills, CFRE
R. Daniel Shephard, CFRE
Joy A. Simpson, CFRE
Susan C. Spire, CFRE
Robert T. Stephens, CFRE
Kimberley D. Sturgeon, CFRE
Gina D. Turcotte, CFRE
Erik B. Whaley, CFRE
Timothy M. Winkler Sr., CFRE

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Geri L. Beck, CFRE
Bruce L. Blumer, CFRE
David C. Brunkow, CFRE
Amy J. Bruns, CFRE
Kory A. Christianson, CFRE
Martin H. Gallanter, CFRE
Leah H. Hebner, CFRE
Regina Q. Jahr, CFRE
Angela Kiewer, CFRE
Deb Koski, CFRE
Melinda S. Larson, CFRE
Jean C. Layton, CFRE
Ellen J. Lee, CFRE
Michael W. McNeely, CFRE
Christina J. Menning, CFRE
Brian R. Mortenson, CFRE
Jeffrey B. Nelson, CFRE
Connie C. Olson, CFRE
Larry D. Raad, CFRE
Heidi A. Schultz, CFRE
Nancy Swanson, CFRE
Robert A. Timm, CFRE
Jessica B. Wells, CFRE

UNITED STATES

TENNESSEE

Peter D. Abell, CFRE
Sharon K. Ammons, CFRE
Eric D. Anderson, CFRE
Leo Paul Arnoult, CFRE
Meg C. Beene, CFRE
Robert B. Bousquet, CFRE
Patricia G. Branam, CFRE
Kelly B. Braniff, CFRE
Christopher J. Bray, CFRE
Pamela G. Brown, CFRE
Ashley S. Brown, CFRE
James L. Campbell, CFRE
Christopher D. Carey, CFRE
Carol A. Carlson, CFRE

Sustainability

Current CFREs through 2011



UNITED STATES

TENNESSEE

James B. Closser, CFRE
David A. Clouse, CFRE
Larry W. Coppock, CFRE
Joanna Curtis, CFRE
Gary J. Curto, CFRE
Pearl Davies Shaw, CFRE
Cheryl B. Davis, CFRE
Stacy L. Eaton-Carter, CFRE
Martha W. Farabee, CFRE
Stephanie Ferrell, CFRE
Nat R. Flickinger, CFRE
Richard K. Giecek, CFRE
Teresa A. Goddard, CFRE
Connie C. Gonitzke, CFRE
Mary Sue Greiner, CFRE
Carolyn K. Hamilton, CFRE
Jackie D. Hancock Jr., CFRE
Patrice E. Hieb, CFRE
Melinda Hillman, CFRE
Susan Earl Hosbach, CFRE
Jay W. Howard Jr., CFRE
John Mark Hutchins, CFRE
Janet K. Jobe, CFRE
Julie A. Johnson, CFRE
Jeffrey W. Jowdy, CFRE
Barbara A. Kabakoff, CFRE
Michael W. Kelley, CFRE
Pamela King, CFRE
Amanda L. Kohr, CFRE
Roseanne C. Landey, CFRE
Kimberly A. Lauth, CFRE
Jeffrey A. Lea, CFRE, FAHP
Thomas H. Livers, CFRE
Christa J. Mannarino, CFRE
John Mark, CFRE
Jonathan M. McFerran, CFRE
Joy C. McKee, CFRE
Diannah E. Miller, CFRE
Angelia M. Moon, CFRE
Terry Morgan, CFRE
Todd Allen Morgan, CFRE
Dan H. Murrell, CFRE
David L. Newberry, CFRE
Jennifer W. Nicely, CFRE
Lori B. Ogden, CFRE
Tamara W. Ownby, CFRE
Autumn Parrott, CFRE
J. Gregory Pope, CFRE, FAHP
Bobby A. Prince, CFRE
Robert Raney, CFRE
James R. Ray, CFRE
Sandra Rees, CFRE
Tammie J. Ritchey, CFRE
Kristie Prichard Ryan, CFRE
Martha I. Scheidler, CFRE
Mary P. Scheuner, CFRE
Kelly Schumm Bacher, CFRE

Nicholas W. Scully, CFRE
Susannah E. Shumate, CFRE
Alisa M. Smallwood, CFRE
Christopher C. Stowers, CFRE
Robert A. Wasielewski, CFRE
Betty S. Weemes MA, CFRE
Susan D. Williams, CFRE
Arthur C. Woods III, CFRE

UNITED STATES

TEXAS

Dina Aboul Saad, CFRE
Bok K. Ahn, CFRE
Susan Akers, CFRE
Edith Cecilia Alatriz Tobar, CFRE
Tanya F. Allen, CFRE
Sharon K. Allen, CFRE
Mary Ann Amelang, CFRE
Deirdre Anderson, CFRE
Serena M. Andrews, CFRE
Charles T. Anthony, CFRE
Carolyn M. Appleton, CFRE
Brian Archimbaud, CFRE
William M. Arnold, CFRE
Cynthia W. Atmar, CFRE
Christine K. Attal, CFRE
Lisa M. Avra, CFRE
Michael A. Bacon, CFRE
Georganne Baker Payne, CFRE
Angela C. Barraza, CFRE
Kamali K. Barron, CFRE
Jefferson Jones Baskin, CFRE
Bianca E. Bellavia, CFRE
John Benage, CFRE
Fayruz M. Benyousef, CFRE
Nancy Berry, CFRE
Peggy P. Berry, CFRE
Traci Berry, CFRE
Donald J. Bland, CFRE
Mark W. Blount, CFRE
Ray E. Blue, CFRE
Chris M. Blum, CFRE
Janice K. Bobo, CFRE
David M. Boggan, CFRE
Michele M. Boillotat, CFRE
Karen O. Bonner, CFRE
Mary P. Bosker, CFRE
Sherry L. Bowers, CFRE
April B. Box, CFRE
Kimberly Bracken Till, CFRE
Robin Bradford, CFRE
Belinda K. Branstetter, CFRE
Gregg A. Braun, CFRE
Stephen Braun, CFRE
Cindy R. Briggs, CFRE
Colleen T. Brinkmann, CFRE
M. Dennis Brown, CFRE
Joyce B. Brown, CFRE
Kimberly O. Brown, CFRE
Connie R. Brown, CFRE

Mary A. Brumbach, CFRE
Jay H. Bruner, CFRE
Theresa Bruno, CFRE
Michelle Buchanan, CFRE
Donna E. Budak, CFRE, FAHP
Kathleen Bundy, CFRE
Sarah H. Burdi, CFRE
Debra S. Burns, CFRE
Lisa C. Burns, CFRE
Kyndall L. Burroughs, CFRE
Mollie Butler, CFRE
Katherine E. Butterwick, CFRE
Linda R. Cadigan, CFRE
Stephen W. Cargill, CFRE
Dellinda Kay Casey, CFRE
Alejandra Castaneda, CFRE
Demetria G. Caston, CFRE
Lesli J. Cearley, CFRE
Brad Cecil, CFRE
Betsy B. Clardy, CFRE
Nancy V. Clark, CFRE
Dawson L. Clark, CFRE
Ann C. Clinkscales, CFRE
Wendy R. Coats, CFRE
Stacie J. Cokinos, CFRE
Gary M. Cole, CFRE
Anne N. Connor, CFRE
Scotty W. Cooksey, CFRE
Katherine B. Cooper, CFRE
Tina Z. Council, CFRE
Don W. Cramer, CFRE
Mary Suzanne Crouch, CFRE
Lawrence E. Crouch III, CFRE
Katherine D. Curtis, CFRE
Nancy J. Davis, CFRE
Eugene W. Davis Jr., CFRE
Johnathan S. Davis, CFRE
Janet C. Davis, CFRE
Peter L. de Keratry, CFRE
Lee A. Deal, CFRE
Lynne T. Dean, CFRE
Bobby D. Dean Jr., CFRE
Susan L. Delaney, CFRE
Michael D. Delzotti, CFRE
Mark E. Dini, CFRE
Rachel S. Dobbs, CFRE
Emelda J. Douglas, CFRE
Lynda D. Downing, CFRE
John P. Drake, CFRE
Ann M. J. Druary, CFRE
Nanette G. Duhon, CFRE
Mark T. Dulworth, CFRE
Patricia O'Keefe Dunbar, CFRE
Paul A. Dunne, CFRE
Ponce Duran, CFRE
Laura Durham Leach, CFRE
Stephen J. Eason, CFRE
Stacy Wheeler Ehrlich, CFRE
Erica V. Ekwurzel, CFRE

Susannah Erler, CFRE
Martha P. Ernst, CFRE
James N. Falk, CFRE
Vinsen H. Faris, CFRE
Anne S. Faulkner-Mackey, CFRE
Carole Sue Fenoglio, CFRE
Ken L. Fincher, CFRE
Rachel D'Anne Fitzgerald, CFRE
Anthony R. Fleo, CFRE
Dori Flores, CFRE
William E. Flynt, CFRE
Catherine Folkes, CFRE
Mark Folkes, CFRE
Kevin J. Foyle, CFRE
Katherine L. Friend, CFRE
Paul D. Fulham, CFRE
Millicent E. Gale, CFRE
Angie Galloway, CFRE
Roxann D. Garcia, CFRE
Tina M. Garcia, CFRE
Rosemary R. Garcia-Pompa, CFRE
Melissa A. Garlington, CFRE
R. Michael George, CFRE
Russell A. Gibbs, CFRE
Kristie T. Gibson, CFRE
Lyman S. Gifford, CFRE
Jon H. Gillespie Jr., CFRE
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Sandra Kaye Goff, CFRE, FAHP
Alisha R. Goldberg, CFRE
Kristi Gordy, CFRE
Pagett Daves D. Gosslee, CFRE
Patricia A. Green, CFRE
Jeremy Gregg, CFRE
Sabra L. Guerra, CFRE
David E. Guyer, CFRE
Ronnie Hagerty, CFRE
Edith M. Hamilton, CFRE
Carl G. Hamm, CFRE
Sean D. Hammerle, CFRE
Anna Hammonds, CFRE
Harry I. Harelik, CFRE
Mary Alexis Harrigan, CFRE
John R. Hawkins, CFRE
Robert W. Hawley, CFRE
Ingrid Healy, CFRE
Louise L. Henry, CFRE
Thomas H. Herren, CFRE
Laura F. Herrick, CFRE
Lyndon R. Herridge, CFRE
Tyronne E. Herring, CFRE
Brian T. Hervey, CFRE
Tori Hobbs, CFRE
Carol B. Hoey, CFRE
Cynthia P. Hoffmann, CFRE
Jerry E. Holbert, CFRE
Loretta Holland, CFRE
John M. Honaman, CFRE
John D. Householter, CFRE

Sustainability

Current CFREs through 2011



UNITED STATES

TEXAS

Karen T Housewright, CFRE
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Michel R. Hudson, CFRE
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Kimberly N Humphries, CFRE
Martha Lee Hutchins, CFRE
John F. Hyde, CFRE
Amy L Jackson, CFRE
Jacy Jenks, CFRE
JoLynne Jensen, CFRE
Timothy Johnson, CFRE
Jennifer N. Johnson, CFRE
James R Johnson, CFRE
Kristina E. Jones, CFRE
Cindy H. Jordan, CFRE
Christina L Judge, CFRE
Karen Kahan, CFRE
Katherine L Kalenda Daggett, CFRE
Christopher J Kasavich, CFRE
Harold M Keller Jr., CFRE
Michael Kellerman, CFRE
Stella Johnell Kelley, CFRE
Kathryn Kelley, CFRE
Paul Kettering, CFRE
Dena M King, CFRE
Marilyn Knight, CFRE
Neal Knighton, CFRE
Cody S. Knowlton, CFRE
M. Lee Koch, CFRE
Victor A Korelstein, CFRE
Paula Kothmann, CFRE
Maureen B. Kuntz, CFRE
Christine A. Kutnick, CFRE
Terry L. Kyle, CFRE
Deborah B Lackey, CFRE
Susan Landreaux, CFRE
Angela Lane, CFRE
Marion T. Lee, CFRE
Lisa M. Lee, CFRE
Carrie A Leising, CFRE
Sharon H. LeMond, CFRE
Kristine A. Lemons, CFRE
James Lewis, CFRE
Fran P. Lobpries, CFRE
Monna Loftis, CFRE
Adrienne Longenecker, CFRE
Patricia M Lonsbary, CFRE
Adrian Loucks, CFRE
Darrell M. Loyless, CFRE
Keith R Lund, CFRE
Scott Lynch, CFRE
Stephen S. Mabry, CFRE
Kathy P. MacNaughton, CFRE
Beverly B Major, CFRE
Michael J. Mantel, 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
Cooky Mays, CFRE
Barbara H. McColm, CFRE
Chris McCormick, CFRE
Delton R McGuire, CFRE
C. Joe McIntosh, CFRE
William R. McLeRoy, CFRE
Mary C. McQueen, CFRE
Nicole S McWhorter, CFRE
Laura Q. McWhorter, CFRE
Phillip M Melcher, CFRE
Mark L. Melson, CFRE
Sharon Meyers, CFRE
Cynthia Ward Michaelis, CFRE
Michelle Mickey, CFRE
Patricia A. Miller, CFRE
Harry F. Miller, CFRE
Bridgette E Miller, CFRE
Christopher J Minnes, CFRE
John C Mitchener, CFRE
Evan M Moilan Jr., CFRE
Deborah L. Montonen, CFRE
Thomas J. Moore, CFRE
Christina M Moore-Salinas, CFRE
Evan Morgan, CFRE
Julie Morgan Hooper, CFRE
Mark V. Moshier, CFRE
Dixie Mullins, CFRE
Patrick B. Mulvey, CFRE
M. Anne Murphy, CFRE
Laura S Murray, CFRE
Ernest B Myers Jr., CFRE
C Robert Myers, CFRE
Shunney H.C. Nair, CFRE
Catherine Neece, CFRE
Janet G. Neff, CFRE
Amelia Nieto, CFRE
Kathryn S. Noser, CFRE
David B. O'Connor, CFRE
Lon D Oakley III, CFRE
Julie D. Olson, CFRE
Diana L. Orren, CFRE
Sandra M. Owen, CFRE
Carol Ann Paddock, CFRE
Christine N Parker, CFRE
Paula K. Parrish, CFRE
Roger E Partridge, CFRE
R. Michael Patterson, CFRE
Nancy P. Paup, CFRE
Jennifer C Pearson, CFRE
Joyce W. Penland, CFRE
Vicky Penn, CFRE
Cynthia A. Perkins, CFRE
Gregory S. Perrin, CFRE

Jane B. Piercy, CFRE
Alissa A Pitman, CFRE
Laverne M. Pitts, CFRE
Glenn Pittsford, CFRE
Julie C. Platek, CFRE
Donna M. Platt, CFRE
Timothy J. Plocica, CFRE
Thomas W. Pool, CFRE
Dennis A. Prescott, CFRE
Rebecca A. Prince, CFRE
Patty P. Rabel, CFRE
Benjamin R. Renberg, CFRE
Sonya L. Renner, CFRE
Richard Resnik, CFRE, FAHP
Rebecca A Rhule, CFRE
Rickey E Richardson, CFRE
Lana T Ridenour, CFRE
Sally Ridgway, CFRE
Diane L. Riehs, CFRE
Anne S Robillard, CFRE
Melinda G. Rodriguez, CFRE
Peggy R Roe, CFRE
Edward L. Rogers, CFRE
Perri L. Rosheger, CFRE
Bryan Z Rubio, CFRE
Jamie G. Ruiz, CFRE
Amanda Ryan-Smith, CFRE
Carole V. Rylander, CFRE
Steven L. Sanderson, CFRE
Charles D. Scarborough, CFRE
Brian J Schmedinghoff, CFRE
Jerri L. Schooley, CFRE
Cynthia A Scott, CFRE
Ryla C Scull, CFRE
Angela D. Seaworth, CFRE
Ashleigh L Seidler, CFRE
Catherine R Sheffield, CFRE
Marcellette L Sherman, CFRE
Elizabeth Sisk, CFRE
Thomas J Sloan, CFRE
David M. Slover, CFRE
Reece B Small, CFRE
William Smialek, CFRE
Barry L. Smink, CFRE
Susan E. Smith, CFRE
Amy D. Smith, CFRE
Lerii Smith, CFRE
Rana E Smith, CFRE
Susan E Spradlin, CFRE
Martha St. Romain, CFRE
Robert A. Steinhagen, CFRE
Sandra M Stephens, CFRE
Amanda M Stevens, CFRE
Jill L Still, CFRE
Jennifer K. Stringer, CFRE
Jeffrey Scott Stuckey, CFRE
Kathryn Sullivan, CFRE
Heather Summers Parsons, CFRE
Lucie W Taylor, CFRE

Sherri L Taylor, CFRE
Gary M Temple, CFRE
Dawn L. Theaker, CFRE
Kathryn B. Thompson, CFRE
Douglas Tiffin, CFRE
Kellie Tiner, CFRE
Amy L Towery, CFRE
Kenneth M. Turpen Sr., CFRE
Lawrence E Tuttle, CFRE
Sally J Tyler, CFRE
Rebecca Utley, CFRE
Linda G. Valencia, CFRE
Kelly F 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. Waxman, CFRE
Kimberly S West, CFRE
Michelle West, CFRE
Larry E. Wickham, CFRE
Stephanie C Wiese, CFRE
Martha A Wiggins, CFRE
Carmetha Williams, CFRE
Susan Williams, CFRE
Iska G Wire, CFRE
Johanna T. Wolfe, CFRE
Maureen P. Wood, CFRE
Lucy M. Woodside, CFRE
Matthew G. Wright, CFRE
Sheryl W. Wylie, CFRE
Peter L. Wyro, CFRE
Karen R Yarbrough, CFRE
Carolyn H. Young, CFRE
Angela L Young, CFRE
Janna M. Zeigler, CFRE
Jeanette Stevens B Zey, CFRE
Lindsay B Zimmerman, CFRE
Beth Zimmerman, CFRE
Kelly J Zuniga, CFRE
UNITED STATES
UTAH
Kerry R. Belnap, CFRE
Ronald E. Black, CFRE
David J. Bonner, CFRE
Travis Bradburn, CFRE
Jodi O. Brown, CFRE
M. McClain Bybee, CFRE
Rex O Carlson, CFRE
Bryan P. Carpenter, CFRE
Kevin Carrillo, CFRE
Tanise L. Chung-Hoon, CFRE
James D Crawley, CFRE
Ronnie J Daniel, CFRE
Richard Emory 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. Hepworth, CFRE
William Glenn Lanham, CFRE
Kenneth R. McCarty, CFRE
Daniel J. Mirgon, CFRE
Steven R. Morris, CFRE
Thomas E. Mullen, CFRE
Douglas E. Nielsen, CFRE
Gregory R. Nolte, CFRE
Orrin J. Olsen, CFRE
Mark D. Palmer, CFRE
Jennifer A. Parsons, CFRE
Lori T. Piscopo, CFRE
Barry B. Preator, CFRE
Kelly G. Reeves, CFRE
Jennifer A. Saunders, CFRE
Karen Sendelback, CFRE
Christine Sharer, CFRE
Christopher Smith, CFRE
Robert Smoot, CFRE
Bruce M. Snow, CFRE
Melissa G. Steimer, CFRE
Cynthia Talbot-Holz, CFRE
Tyler J. Vigue, CFRE
Terrance J. Wall, CFRE
Stephen R. Warner, CFRE
Robert G. Woods, CFRE

UNITED STATES

VERMONT

Christina S. Baskett, CFRE
Tere T. Gade, CFRE
Martha M. Heilemann, CFRE
Shawn A. Keeley, CFRE
Julie Kaija Martin, CFRE
Audrey Levin McLaughlin, CFRE
Jeffrey T. Moreau, CFRE
Lauren G. Moye, CFRE
Kelly L. Murphy, CFRE
Anne Peyton, CFRE
Bernadette Robin, CFRE
Connie Sanderson, CFRE
Robin F. Turnau, CFRE
Catherine F. Villa, CFRE

UNITED STATES

VIRGINIA

Catherine Callaghan Abell, CFRE
Sue Acri, CFRE
Jon A. Anderson, CFRE
Cinda C. Ayers, CFRE
Lois A. Badey, CFRE
Jennifer R. Bettis, CFRE
Suzanne H. Bissell, CFRE
Martha S. Bjelland, CFRE

Theresa S. Blandon, CFRE
Alexis D. Bonnell, CFRE
Roma Bose, CFRE
Julie M. Bostian, CFRE
Sarah S. Boucher, CFRE
Allison McHenry Bough, CFRE
Rick P. Bragga, CFRE, FAHP
J. Andree Brooks, CFRE
Anita K.H. Brower, CFRE
Eleanor Ardan Brtva, CFRE
Thomas C. Burke, CFRE
Kathleen Burke Barrett, CFRE
Ellen F. Bushman, CFRE
Kevin J. Callanan, CFRE
Maureen Calloway Carnevale, CFRE
Christopher M. Cannon, CFRE
Nicole S. Capossela, CFRE
Maureen T. Carroll, SBS, CFRE
Michael C. Carter, CFRE
Marla Caulk, CFRE
Brent P. Chambers, CFRE
Teresa L. Christin, CFRE
Elizabeth H. Coit, CFRE
Eugenia Colon, CFRE
Christy M. Connolly, CFRE
Bethanie G. Constant, CFRE
Penny Cowden, CFRE, FAHP
Sarah Craig Freeman, CFRE
Megan T. Grain, CFRE
Frances Webb Crawford, CFRE
Kathryn Crowder Yarzebinski, CFRE
Janet S. Curtis, CFRE
Katherine A. Dabney, CFRE
Kelly del Campo Merricks, CFRE
Susan E. Derby, CFRE
Erin R. Devine, CFRE
Kathleen Devlin Culver, CFRE
Jennifer L. Dunworth, CFRE
Virgil E. Ecton, CFRE
Ruth Modlin Ellett, CFRE
Cynthia R. Elmore, CFRE
Allison A. Erdle, CFRE
Maya 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. Fulgham, CFRE
Karen Gallardo, CFRE
Heather C. Gaskins, CFRE
Claiborne Gayden, CFRE
Joseph M. Gillmer, CFRE
Marshall H. Ginn, CFRE
Benjamin J. Goldberg, CFRE
Melissa Good, CFRE
Stephen P. Grundman, CFRE
Hannah Hanford, 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. Huffine, CFRE
Scott A. Hurley, CFRE
Lida I. Hurst, CFRE
Leslie S. Hutchens, CFRE
Alan R. Hutson 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. Karazsia, CFRE
Shana L. Kennedy, CFRE
Carol M. Kennedy, CFRE
Louise Kenny, CFRE
Amy Laser Kiger, CFRE
Pamela C. Larmee, CFRE
Teresa S. Linehan, CFRE
Elizabeth S. Littlefield, CFRE
Robert A. Longworth, CFRE
Celia K. Luxmoore, CFRE
Mary Alice D. Lynch, CFRE
Nada Maalouf, CFRE
Amanda D. Macdonald, CFRE
Judy E. Magnusson, CFRE
Sheila K. Mandt, CFRE
Pamela Maroulis, CFRE
Louis J. Mazzini, CFRE
Thomas G. McCarty, CFRE
John R. Melleky, CFRE
Sarah J. Meltzer, CFRE
Stephanie S. Micas, CFRE
Ray R. Mishler, CFRE
Ashleigh R. Moody, CFRE
Nan G. Moring, CFRE
Patricia S. Morris, CFRE
Una M. Murphy, CFRE
Maureen A. Neal, CFRE
Troy G. Newbrough, CFRE
Shelley R. O'Brien, CFRE
Jennifer A. O'Rourke, CFRE
Robert D. Olson, CFRE
Candra E. 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. Quidley, CFRE
Marian C. Quinlan, CFRE
Nancy K. Racette, CFRE
Robert S. Rash, CFRE
Michele P. Riedel, 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
Megan N. Schagrin, CFRE
Rock H. Schuler, CFRE
Martha H. Schumacher, CFRE
Christina Schwengel, CFRE
Cheryl E. Self, CFRE
Erik T. Showalter, CFRE
David T. Shuffelbarger, CFRE
Kelly A. Smith, CFRE
Robert L. Smythers, CFRE
Herbert P. Soles, CFRE
James B. Spencer, CFRE
Kimberly A. Sperling, CFRE
Robert Stein, CFRE
Kay A. Stine, CFRE
Evelyn O. Terry, CFRE
Nancy R. Trego, CFRE
Laura B. Turk, CFRE
Laurie B. Ursiny, CFRE
Elizabeth R. Vaughan, CFRE
Jane H. Walker, CFRE
Francene T. Walker, CFRE
Betsy Wason, CFRE
Shannon L. Watts, CFRE
Penelope Welch, CFRE
Kelly Ann Whalen, CFRE
Kathleen K. Wiedemer, CFRE
Christine A. Williams, CFRE
Rise' L. Wilson, CFRE
Chris Withers, CFRE
Julie M. Wolfe, CFRE
Patricia S. Wolfrey, CFRE
Ellen L. Woods, CFRE
Bruce A. Yoder, CFRE
Andrew T. Zovko, CFRE

UNITED STATES

WASHINGTON

Anne Aumell, CFRE
Scott G. Bader, CFRE
Cathy L. Barr, CFRE
Kristin J. Barsness, CFRE
Jean M. Bateman, CFRE
Anne M. Baunach, 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
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Carol A. Borgmann, CFRE
Jan F. Brazzell, CFRE
Meredith Easton Brown, CFRE
Carrie L. Carroll, CFRE
Marcia A Cates, CFRE
Brenda D Chrystie, CFRE
Martine Meredith Collier, CFRE
Lynne Conrad Marvet, CFRE
Colleen M Crowley, CFRE
Tori Darnell, CFRE
Betsy Davis, CFRE
Kathleen A. Delph, CFRE
Sandra G Dolese, CFRE
Karen E. Donahue, CFRE
Frederick J. Downey, CFRE
Lee Drechsel, 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
JoEllen Giles, CFRE
Richard D Gillmore, CFRE
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Gaynor M. Hills, CFRE
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Monica R Hurley, CFRE
Scott Jackson, CFRE
Janet Aldrich Jacobs, CFRE
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Phillippa M. Kassover, CFRE
Mary M Kaufman-Cranney, CFRE
Jane E. Kenyon, CFRE
Thea Kleiber, CFRE
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