



Serving the Community's Greatest Need in 2022/2023

.....
2022-2023
ANNUAL REPORT



Kin Canada
Kinsmen • Kinettes • Kin



KIN CANADA HIGHLIGHTS BY THE NUMBERS 2022-2023



380,449

TOTAL SERVICE HOURS*

\$25,083,327

TOTAL SERVICE DOLLARS*

Congratulations to the following Districts on achieving 100% Service Reporting this year:

District 1
District 4

District 6
District 7

District 8

\$108,953.67

DONATIONS TO HREF

68

BURSARY RECIPIENTS

1,515

UNITS OF BLOOD
DONATED

\$688,562

DONATIONS TO CYSTIC
FIBROSIS CANADA

*% of Clubs reporting: 94%

KIN CANADA AT A GLANCE

4,613

TOTAL MEMBERS



213

KINSMEN CLUBS



112

KINETTE CLUB

47

KIN CLUBS



1

CAMPUS CLUB

*as of June 30, 2023

Congratulations to Kin Canada's 2022-2023 New Club Charters!

Kin Club of Clearview, District 1

Kin Club of Mitchell and Area, District 1

Kin Club of Kerrobert, District 3

Congratulations to everyone who received the well-deserved honour of Kin Canada Life Membership this year!

Kevin Montgomery, Blenheim Kinsmen Club, D1
Jane Godin, Chesley Kinetite Club, D1
Paul Durdin, Flamborough & District Kin Club, D1
David Johnson, Port Dover Kinsmen Club, D1
John Pringle, Port Dover Kinsmen Club, D1
Wayne Barber, St. Marys Kinsmen Club, D1
Harry Suelzle, Wallaceburg Kinsmen Club, D1
Susan Dobson, Brandon Kinetite Club, D2
Wanda Villers, Brandon Kinetite Club, D2
Lorraine Duxbury, Assiniboia Kinetite Club, D3
Raelynn Nicholson, Assiniboia Kinetite Club, D3
Corey McLean, Estevan Kinsmen Club, D3
Darcy Viglas, Lloydminster Kinsmen Club, D3
Arnie Deschner, Martensville & District Kinsmen Club, D3
Veronica Fedorychka, Melfort Kinetite Club, D3
Charlene Marcotte, Moose Jaw Kinetite Club, D3
Darcy Mayert, Prince Albert Kinetite Club, D3
Paula Sundquist, Swift Current Kinetite Club, D3
Sheldon Fowler, Swift Current Kinsmen Club, D3
Mike Rogowski, Swift Current Kinsmen Club, D3
Shawne Daviduk, Weyburn Kin Club, D3
Yvonne Chorney, Wynyard & District Kinetite Club, D3
George Flunder, Yorkton Kinsmen Club, D3

Melanie Lang, Calgary Kinetite Club, D4
Penny Lees-Smith, Drayton Valley Kin Club, D4
Lesa Young, Fort McMurray Kinetite Club, D4
Kurt Greve, Calgary Kinsmen Club, D4
Russell Kane, Calgary Kinsmen Club, D4
Wes Tyson, Leduc Kinsmen Club, D4
Jason Boerrichter, Provost Kinsmen Club, D4
John Hulshof, Stampede City Kinsmen Club, D4
Gord Roy, Lake Cowichan Kinsmen Club, D5
Tammy Peterson, Vanderhoof Kin Club, D5
Kimberli Unger, Vanderhoof Kin Club, D5
George Jackson, Gananoque Kin Club, D6
Pascal Gareau, Val D'Or, Club Kinsmen De, D6
Donald Butler, Conception Bay South Kin Club, D7
Lilly Moyles, Conception Bay South Kin Club, D7
Steve Churchill, Corner Brook Kinsmen Club, D7
Rick King, Corner Brook Kinsmen Club, D7
Jody Foster, Florenceville Kin Club, D7
Lyle Hamre, Fredericton Kinsmen Club, D7
Donna Collens, Mount Pearl Kinetite Club, D7
Marion Joy, Mount Pearl Kinetite Club, D7
Kimberley Smith, Mount Pearl Kinetite Club, D7
Michelle Harfitt, Paradise Kin Club, D7

NATIONAL PRESIDENT'S ADDRESS



CAMERON J. KEMP

The journey from August 20, 2022 to August 19, 2023 has been a busy, unexpected and rewarding one! I wanted to share with the membership some of the numbers that I tracked while representing you across Canada during the 2022-2023 Kin year as I travelled from coast to coast to coast:

Kilometers of Travel to Events:

Ground: 18,205 km
Air: 20,400 km
Water: 82 km

TOTAL: 38,687 km

Hours of Travel to Events:

Ground: 194 hrs & 17 min
Air: 32 hrs & 32 min
Water: 3 hrs & 15 min

TOTAL: 230 hrs & 4 min

which included 8 of the 10 Provinces of Canada (Sorry Manitoba & Quebec).

In fact, I was traveling Canada for a total of **75 days**, however during that time I was able to attend 3 Kin Club Charters in 2 Districts:

- District 1: **Kin Club of Clearview** (14 members)
 - District 1: **Kin Club of Mitchell & District** (27 members)
 - District 3: **Kin Club of Kerrobert** (18 members)
- /59 total Charter members**



I made direct connection with 44 Clubs this year while traveling across the country during the **National President's Tours in District 5 and District 7**, as well as the other events I was able to attend in person. (This does not include the countless Kin I met and connected with from other Clubs who attended and/or volunteered at another's Club or District's event like Telemiracle, the Calgary Stampede, the Perogy Cup or Rainmaker Rodeo.

I also:

- virtually attended 8 District Conventions;
- virtually attended 8 Fall Leadership Conferences;
- gave 7 radio/television and print interviews;
- attended 6 Life Memberships in person;
- attended 5 Club anniversary celebrations;
- participated in 4 cheque presentations;
- attended/volunteered at 3 stampedes/exhibitions and rodeos;
- rode in 2 parades;
- attended 2 Spring Zones Conferences in person;
- attended 1 Pre-Term Meeting in person, and
- attended 1 Community Open House.

The **MEMBERSHIP**:

- ordered **202** "Be a SPARK" collectors pins;
- **225** members received the National President's "SPARK" pin for sponsoring/successfully registering a new member in the 2022-2023 Kin year;
- raised **\$5,236** for the Hal Rogers Endowment Fund (Kin Canada Bursaries program) through the National President's HREF Birthday Fundraiser;
- awarded **46** Life Memberships, and
- nominated **56** fellow Kin for National President Recognition Awards.

I met with numerous municipal leaders to discuss Kin and the impact of volunteerism in our communities and the importance of partnerships within our communities, while also sharing what Kin is to anyone who would listen to me. But most of all I had conversations with the members of the Association to see what **"SPARKS"** their continued passion to **"Grow, Learn, Make Friends and Have Fun"** while they continue Founder Hal's vision of **"Serving the Community's Greatest Need."**

Yours in Kin,



Cameron J. Kemp

2022-2023 National President
Kin Canada



"Our brightest BLAZES are commonly KINDLED by unexpected SPARKS."
~ Samuel Johnson

NATIONAL BOARD OF DIRECTORS ACTIONS AND UPDATE



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This year the National Board of Directors (NBoD) made various changes to the structure of our committees. This included merging, renaming and in some cases adjusting responsibilities of NBoD committees. Below you will see a summary of the committees' actions for the 2022-2023 Kin year.

MANAGEMENT COMMITTEE

The Management Committee was required to adjust a few of the National Board Committee appointments when 2 National Directors stepped away from the NBoD in fall of 2022 due to personal reasons. These adjustments were balanced out by December 2022 when 2 new National Directors were recruited and appointed to the NBoD for the remainder of the Kin year.

The Management Committee oversaw all NBoD communications with the membership, including advertisement for NBoD applicants, the introduction of National Director Candidates for election at the 2023 Annual General Meeting (AGM), as well as reviewed and made recommendations as to how NBOD agenda time at District Conventions could be used; which allowed the National Board presentation to be split 3 ways between the National budget presentation, the Revenue Generation Working (RGW) Group and the Operating Model Review Working Group (OMG). The Management Committee has also reviewed 3 important documents of the NBoD, those being the Board Manual, the Board Guidelines and Procedures, and the Board Training Manual. As of June 30, 2023, this review is ongoing and these documents are being both improved and streamlined.

The Management Committee also created standardized letters of congratulations on behalf of the NBoD for important events like life memberships, new club charters and Club anniversaries.

STRATEGIC PLANNING COMMITTEE

During the 2022-2023 Kin year, the NBoD approved the action to begin the Imagine Canada accreditation process. This process is an enormous undertaking but allows the Association to be certified with a national organization that provides our NBoD with access to shared best practices, networking opportunities with other nationally accredited Not-for-Profit organizations and more. Accreditation also further enhances Kin Canada's credibility in our sector and within Canadian communities. The Strategic Planning Committee shared an update and some of the benefits of such accreditation with the membership at the 2023 National Convention.

FINANCE COMMITTEE

For the first time in recent history the Finance Committee formulated not just an annual budget for the upcoming Kin year but also a projected budget for the 2 subsequent years based on estimated membership and projected budgetary items. Additionally, the format of the proposed annual budget was broken down to include 3 separate budget summaries, namely a capital budget that identifies proposed capital purchases for the upcoming year; a project insurance budget that identifies the cost of Commercial General Liability (CGL) Insurance; and a dues budget that identifies all other projected revenues and expenditures of the Association.

The Strategic Planning Committee held 3 Town Hall meetings in April 2023 to determine the best areas for investment according to the membership in the upcoming budget. As a result of these consultations, the proposed national budget for 2023-2024 included increased investment in the areas of staffing (to post and fill the Executive Director position, allowing the successful candidate to review other vacancies and determine staffing needs or restructuring); and added investment for club support purposes to help bridge any gaps in this important service to Kin Canada clubs.

As has been the NBoD process the last few years, the Finance Committee presented the proposed annual budgets at each District Convention, then circulated a Frequently Asked Questions document to the membership, followed by a Town Hall Meeting at the end of July 2023 to address any remaining questions about the proposed annual budgets in advance of the 2023 AGM.

GOVERNANCE COMMITTEE

The Governance Committee drafted a Formal Complaints Policy and Procedures that was subsequently approved by the NBoD and will be added to the National Policies and Procedures of the Association (NPPA).

HUMAN RESOURCES (HR) COMMITTEE

To ensure that the Association was following the General Operating By-laws, the NBoD offered the position of Interim Executive Director (ED) to Operations Manager, Carmen Preston, who has been acting in the role of Interim ED since December 1, 2022; Carmen has agreed to continue as the Interim ED until the position has been filled.

An ad-hoc HR Committee of the Governance Committee has been formed to proceed with posting and filling the position of Executive Director during the 2023-2024 Kin year in alignment with the memberships preferred investment goals as identified by the Strategic Planning Committee. This posting should be live by National Convention 2023 and will allow the Association to continue to move forward on the strategic and marketing areas that the Association aims to enhance, in both the short- and long-term.

SUCCESSION, CREDENTIALS AND ELECTIONS (SC&E) COMMITTEE

The SC&E Committee undertook the recruitment of 2 new National Directors who joined the Board by December 2022. Additionally, with the change to the NBoD recruitment and election process approved by the membership during the 2022 AGM, the SC&E Committee recruited for 2 3-year term National Director candidates and 2 2-year term National Director candidates, in addition to National Vice President candidates. The SC&E Committee recruitment process resulted in 1 applicant for the position of National Vice President and 5 applicants for the position of National Director; the successful applicants were elected during the 2023 AGM.

BUILDING IMPLEMENTATION WORKING (BIW) GROUP

Following the decision made by the membership at the 2022 AGM, the BIW Group and the City of Cambridge negotiated a Lease Termination Agreement which ended the 99-year lease and turned the Kin Canada building and area to the City of Cambridge for a \$100,000.00 termination fee which will be paid over 4 years to help offset the substantial costs required to repair and update the building; the first \$30,00.00 payment was paid this Kin year from the Building Reserve Fund, with the remaining annual payments coming from remaining Building Reserve Fund or as an expense within the upcoming budgets.

The BIW Group and City of Cambridge then negotiated a 5-year Lease Back Agreement whereby Kin Canada leases a portion of the third floor of the building for the purposes of Kin Canada Business Operations, as well as use of shared common spaces for an annual base rent of \$25,000.00 plus HST plus our proportionate share of all utility expenses and cleaning costs (estimated to be \$625.00 plus HST per month). Of note, the Founders Wall inside the building, and the Canada mural and the Kin Canada signage outside the building will remain during the term of the Agreement with the option to extend the Agreement for 2 additional terms of 5 years.

REVENUE GENERATION WORKING (RGW) GROUP

At the beginning of the 2022-2023 Kin year, the NBoD formed the RGW Group which has continued to investigate non-dues revenue options.

As of June 30, 2023, the RGW Group was finalizing a proposal to operate a licensed online 50/50 raffle series as a 1-year pilot project in Ontario, commencing September 2023 and running until August 2024. The pilot project will consist of up to 6 draws, each 2 months in duration. The raffle will be open to any club in Ontario that wishes to participate. The goals of the pilot project are to create an alternative revenue stream from participating clubs, to increase awareness of Kin Canada and our clubs within Ontario, to evaluate the feasibility of both continuing with the raffle within Ontario beyond the 1-year pilot project timeline and/or to extend this pilot project into other provinces across Canada.

By collaborating together, prize totals should grow quicker and attract more purchasers who will be exposed to Kin Canada, our clubs and the great work that the Association does within our communities. The structure of the 50/50 raffle system is designed so that other provinces can be brought on board where and when there is enough interest. The NBoD has approved the pilot project in principle at this point subject to a few fiduciary items that need to be ironed out.

It was a very productive year for our NBoD and we are proud of the work accomplished to advance Kin Canada now and in the future. I would like to extend my sincere appreciation to National Vice President Amanda Naughton-Gale, Past National President Jennifer Burry, National Secretary Marley Hanishewsky and National Directors Tammie Corbett, Lee Burry, Dave Tidbury, Ryan McClinchey, Marty Makins, Patrick Bowers and Deb Flagg for your tremendous commitment to NBoD, our Association and the enrichment of Canadian communities.

Yours in Kin,

Cameron J. Kemp

2022/23 National President
National Board of Directors



KIN CANADA OPERATIONS UPDATE



CARMEN PRESTON, INTERIM EXECUTIVE DIRECTOR

As I sit and write this message, I have been reflecting on how fast this past Kin year has gone. It seems like only yesterday we were together in Hamilton, ON celebrating the accomplishments of our clubs and members and looking forward to the 2022-2023 Kin year. How fast the time has flown!

Even after working with Kin Canada for 35 years, I'm always still so amazed by our clubs and members across Canada. I am truly impressed by your dedication to service and the incredible positive impact you have within Canadian communities. The fellowship that our membership cultivates while you work to Serve the Community's Greatest Need is admirable. And the leadership displayed through the various roles you each take on – whether in a formal position or as a mentor and cheerleader to others – is second to none. I hope you are incredibly proud of all your contributions; they really do make a difference!

On behalf of the Kin Canada's Operations Team, thank you to our 2022-2023 National Board of Directors, District Governors, and District Executive members for all your hard work this year. Your willingness to advance our Association and work together to help clubs and members succeed is so greatly valued and appreciated. Thank you for all your support and encouragement of me throughout the year as well.

I would also like to recognize Past National President Erin Thomson who did an amazing job leading Governor Training this past year. Erin, from developing course content to leading the training sessions to encouraging all Vice Governors (VGs) throughout their learning journey, you displayed outstanding leadership. Your availability to our VGs and your genuine mentorship and guidance was such an asset to our Association – and a huge help to our Operations Team. I cannot thank you enough for your hard work and dedication.

A huge thank you as well to our Kin Canada Operation Team staff for all your support and hard work again this year: Melina Hayward, Melanie Nieson, Lindsay Irvine, Krista Nicol, and Jenn Haug. We are so fortunate to have such dedicated staff who are willing to do what needs to be done to get the job done. Each of you continue to embody Kin values. Thank you for all that you do to support our members and me – particularly as we work through our Club Support and Education & Training Coordinator staffing vacancies and reassign some Operations Manager tasks while I fulfil Interim Executive Director duties.

It was another busy year for Operations, and beyond our regular administrative duties to keep our Association up and running behind the scenes, there are a few highlights that stand out to me personally:

STAFF'S MOVE TO A SMALLER SPACE IN THE KIN CANADA BUILDING:

In August 2022, following a vote by members to negotiate a new lease agreement with the City of Cambridge, our in-office staff condensed our three full floors of space into two rooms! It was a huge undertaking to purge, clean, move, and get organized, but staff rolled up their sleeves to get it done.

Thank you to Lindsay Irvine, Melanie Nieson, Todd Preston, and Jay DiCarlo for giving up your personal time and putting in many hours of tough work to make our office downsizing a success. Staff are now settled into our new space, and we will work on establishing our archive display next Kin year.

I would also like to acknowledge the generous donations of materials and labour by the Kinsmen Club of Greater London. Thank you to Darrell Cooper, Dave Crowley, and Brent Woodcock for lending your time and talents to getting our new office area set up.

THREE NEW CLUB CHARTERS:

We had three new club charters in two different districts this year! Congratulations to the Kin Club of Clearview (District 1), the Kin Club of Mitchell and Area (District 1), and the Kerrobert Kin Club (District 3). We are thrilled to have you all in our Association!

IMPROVED MEMBERSHIP TRENDS:

For the first time in over 15 years, our membership numbers are stabilizing! This year, we were only 22 members short of achieving net membership growth compared to the 2021-2022 Kin year-end. This is a very positive step in the right direction that should be celebrated.

Congratulations to all the clubs that welcomed a new member in the 2022-2023 Kin year, and welcome to our 518 new members and our 131 returning members!

AN IMPROVED NEW MEMBER WELCOME PACKAGE:

You spoke and we listened. After moving to a digital new member welcome kit, clubs expressed that they prefer to have a physical package to present to their new members instead of doing it electronically. We have returned to sending new member welcome packages out in the mail and we will continue to enhance the onboarding process for new members.

Thank you!

Thank you for a great year. I feel honoured to serve as Interim Executive Director and I always proudly tell people about Kin Canada and the amazing work that we all accomplish together each year. You are a pillar in Canadian communities, and I am thankful to be part of our great Association as we Serve the Community's Greatest Need from coast to coast to coast.

Carmen

Carmen Preston

Interim Executive Director
Kin Canada



KIN CANADA NATIONAL SERVICE DIRECTOR UPDATE



LIFE MEMBER SHEILA LAVERTY

As the 2022-2023 Kin year comes to a close, it is time to look back with pride at our accomplishments and celebrate the incredible impact we have had on Canadian communities. As Kin, we have truly reflected what it means to Serve the Community's Greatest Need, and I would like to thank and congratulate you on another impactful year of service!

Over the past year, I have been in awe of Kin Canada clubs' work to support local communities as well as regional and national partnership organizations. It was a joy to watch fellow Kin carry forth annual projects while also developing new ideas that challenged your members and addressed emerging or underserved needs in your communities. I was proud to see newly chartered clubs jump right into service with their first projects to let their communities know they are there to help when needed. It was always a treat to see photos from clubs all across the country sharing photos of service projects, events, and fun fellowship nights on Facebook.

Whether your projects were large or small, produced huge fundraising dollars or were immeasurable in impact yet fulfilled a vital need, all of your efforts impacted the life of someone in your community – and for that you should be incredibly proud. While projects vary from club to club, it is our collective passion for service to our communities that keeps our Association at the forefront of volunteerism now and in the future.

As members of Kin Canada, we are extremely fortunate to have a dedicated National Service Network to support clubs in serving communities from coast to coast. I would like to acknowledge all our District Service Directors, National Projects Coordinator Lindsay Irvine, Hal Rogers Endowment Fund Outgoing Chair Joanna Low, Kin-CF Liaison Lisa Burechails, and representatives from Canadian Blood Services and Cystic Fibrosis Canada. It has been a pleasure to work with each of these passionate individuals as they share knowledge and service ideas and act as a sounding board for Kin Canada service initiatives and support resources.

As we move forward to the new Kin year, I believe actor Denzel Washington said it best about service to one's community. "At the end of the day it's not about what you have or even what you've accomplished...it's about who you've lifted up, who you've made better. It's about what you've given back."

Yours in Kin,

Sheila Laverty
2021-2024 National Service Director



HAL ROGERS ENDOWMENT FUND (HREF) – KIN CANADA BURSARIES UPDATE



JOANNA LOW

The 2022-2023 Kin year was an exciting time full of change and development for Kin Canada Bursaries. It marked the transition to an online application process for students and a complete update of HREF's policies and procedures. These changes were critical steps in bringing Kin Canada Bursaries to more students across the country, facilitating an equitable process across all clubs, and ensuring continued protection of applicants' personal information.

We are incredibly grateful for the support of the members of Kin, who embraced the new online application process and helped us reach more students than ever before. Together our work helped generate 663 applications from volunteer- and community-minded students in Canada, which resulted in 215 endorsed bursaries from over 200 clubs! We look forward to distributing 56* bursaries in the fall of 2023! Thank you, Kin Canada, for helping us reach so many deserving post-secondary students from coast to coast to coast!

As we begin a new Kin year, the Hal Rogers Endowment Fund Board of Trustees is thrilled to announce our newest named bursary! This bursary recognizes a club with a cumulative donation of \$50,000. We thank The Kinsmen Club of the Stampede City for their continued support of the Hal Rogers Endowment Fund and congratulate them on reaching this incredible milestone. Each year, their named bursary will support a student in the club's local area, ensuring that their generous funds continue to impact members in their community for many years to come! Further details about the name and criteria for the bursary will be released in the fall, and it will be awarded for the first time in the spring of 2024.

On behalf of all Hal Rogers Endowment Fund Board of Trustee members, thank you for supporting Kin Canada Bursaries.

Yours in Kin,

Joanna Low

2022-2023 Board of Trustees Chair
Hal Rogers Endowment Fund



Since 1994, 1357 bursaries have been awarded to deserving students across Canada, totaling \$1,361,000!

*Note: The 56 bursaries to be distributed in fall 2023 will be reflected next year in the 2023-2024 financial statement. Annual financial statements included in Kin Canada's 2022-2023 Annual Report for the Hal Rogers Endowment Fund reflect the bursaries presented in 2021-2022. This is because, each year, bursaries are distributed to students after the end of Kin Canada's fiscal year end (June 30) and are therefore reflected accordingly in Kin Canada's financials.

2022-2023 KIN CANADA BURSARIES RECIPIENT STORY



BREANNA TREMBLAY, BACHELOR OF INDIGENOUS SOCIAL WORK AT THE FIRST NATIONS UNIVERSITY OF CANADA

“Nineteen years ago, within the city of Lloydminster, I found myself at the crossroads where limitless possibilities intersected. Each one shaping the path that I would walk throughout my life. Whether it was the opportunity to come home with a sweaty jersey and a softball medal around my neck, or the chance to photograph nature’s beauty with my partner in crime, I knew that each event I’ve lived through has molded me into the person I am today. I am forever grateful for the life experiences and knowledge I have obtained from my short time on earth and would like to thank those who have been here along the way. My mother encourages me to stay empowered and has taught me about my own capacity to do beautiful things, and for that, I thank her.

As I navigated the complexities of growing up without a strong connection to my indigenous roots, I found myself lost. However, my on-going journey of self-discovery showed me the power I have when I am grounded in nature and in spirit. I have found a renewed sense of peace within myself. I now utilize my voice as a powerful instrument of advocacy, standing up for those who are silenced and marginalized, amplifying their stories and striving for justice and equality. This fuels the fire behind why I have chosen to pursue a Bachelor of Indigenous Social Work at the First Nations University of Canada. I want to continue to support and empower indigenous individuals and communities, promoting self-determination, cultural resilience and social well-being.

The HREF bursary from Kin Canada offers an opportunity to ease my financial burden while pursuing my education, allowing me to focus on my academic journey. With this support, I plan to invest in a new tablet, which will help with notetaking and assignments for my classes. The financial assistance not only helps me achieve my educational goals but also fuels my passion for bringing about change and uplifting others within the indigenous community.

Thank you, Kin Canada members and clubs for making this funding possible!”



“Breanna is no stranger to hard work and volunteering with Kin and in her community. This past February, she volunteered at Telemiracle as the TikTok Creator!” – Kinette Club of Saskatoon and District

HAL & ELSPETH ROGERS NATIONAL SERVICE AWARD WINNERS: IT'S A TIE!



KINSMEN CLUB OF EDMONTON: SUPER SPORT DAY & KINETTE CLUB OF SACKVILLE: INDIGENOUS EDUCATION SERIES

Kinsmen Club of Edmonton: Super Sport Day



The **Kinsmen Club of Edmonton** rallied together local professional and semi-professional sports teams and merchants to put on a fun-packed sports day for low-income, high-need youth in their city. The club called the event “**Super Sport Day**” and was thrilled that all 150 spots were filled within just one week of opening registration!

Throughout the seven-hour event, youth in attendance participated in football, basketball, baseball and soccer clinics. They had the opportunity to learn new skills in a safe, non-threatening environment and enjoyed meeting top athletes from local sports teams. From the experience, youth developed leadership skills and gained a sense of belonging in their community.

All participants received a commemorative t-shirt and enjoyed a delicious meal together. Professional sporting equipment was provided for the day and the club arranged to have medical support on-site.

Super Sport Day was very well-received by the community and garnered excellent support from local businesses and non-profit organizations. Municipal government representatives were also very pleased to attend.

In total, Super Sport Day involved 500 hours of coordination and implementation, 15 Kinsmen Club members, 10 community volunteers, and 40 athletes and coaches. This innovative service event left a lasting impact on local youth, addressed a community need following the pandemic, and engaged collaborative community partners. Most importantly, it was a fun, memorable, and rewarding day for all! Congratulations to the Kinsmen Club of Edmonton on earning the 2022-2023 Hal and Elspeth Rogers National Service Award!

Kinette Club of Sackville: Indigenous Education Series



“In May of 2021, Canadians were made aware of 215 Indigenous children found in unmarked graves in Kamloops, British Columbia. Like most, I was confused, outraged and needed to learn more.

I am embarrassed to say, that is when I first learned about residential schools and their impact on Indigenous people. That day, I decided I needed to learn more, to understand more, to listen more.

A few months later, I attended my first Blanket Exercise. If you have never attended a Blanket Exercise, please do. You will learn 500 years of history in a short period of time and have a much better understanding of the issues facing Indigenous people. That is where I met Elder Theresa Meuse. I was so moved by her approach to this sensitive topic that I asked her if she would be willing to come to our club to do a Blanket Exercise. She agreed, and with the help of Trena Empringham (who is the Coalition Coordinator at the Mi'kmaw Native Friendship Centre in Halifax, Nova Scotia), they facilitated our first Blanket Exercise at the Kinsmen Community Centre in May of 2022. Again, this was a very moving experience for many of us. I approached our club with a motion to do more sessions like this as we knew doing a land acknowledgement was not enough. We needed to do more.

A Chair and Co-Chair were appointed to lead the project and in July of 2022 at a meeting with Elder Theresa, we offered tobacco, and asked if she would be willing to facilitate 4 workshops for our club. The event was promoted as free and open to the public with light refreshments provided. We also invited participants to bring non-perishable food items or monetary donations for the Mi'kmaw Native Friendship Centre Food Bank.

*The **Kinette Club of Sackville** supported this project with 150 volunteer hours. The community engagement was incredible. Many questions were asked, many stories were shared, many ideas were generated, including how to build and maintain relationships between Indigenous and non-Indigenous people.*

As a result of this event our membership has become much more informed and sensitive to the history of Indigenous people and the importance of reconciliation. A prospective member assisted with this project, and we are happy to report she has decided to become a member of the Kinette Club of Sackville! We are also very proud that our club is also now recognized as a leader in bridging the gap with our indigenous community members.”

Submitted by Bonnie Doyle and Delores Bezanson of the Kinette Club of Sackville

KINDNESS IN ACTION



2023 KIN KINDNESS DAY

Our annual Kin Kindness Day in February 2023 was a feel-good day full of fun and fellowship for our members. Over 150 Kin Canada clubs and countless Kin individual members across Canada spent the day out in their communities making people smile. The day was well-received by communities and spread much needed cheer for all in the dreary, isolating, and cold winter months. Many initiatives also filled local community needs for vulnerable individuals or created opportunities for free family outings.

In addition to brightening others' days and serving local needs, our national KINdness initiative aims to create an opportunity for Kin Canada clubs to thank their communities for their ongoing support of events, fundraisers, and service projects. Many clubs also celebrate Kin Kindness Day as a way to acknowledge our Association's founding which occurred on February 20, 1920.

"Kin Canada clubs and members flipped pancakes and served hot chocolate and treats at community-sponsored events. They funded free swimming, skating, bowling, and movies so families could enjoy precious time together. They presented community members with grocery gift cards and Tim Horton's cards. They prepared meals for Ronald McDonald Houses and community support kitchens across Canada. Free community pantries were stocked with treats and groceries for others in need. Teachers, nurses, doctors, and first responders were thanked with baked goodies. Seniors were visited and pampered. And so much more! It truly was an incredible day and it is amazing to think about how far that positive ripple of kindness travelled!"

– Sheila Laverty, 2021-2024 National Service Director



SERVICE HIGHLIGHTS FROM COAST TO COAST



Once again this year, Kin Canada clubs from coast to coast to coast were highly active in their communities and worked hard to Serve the Community's Greatest Need in towns and cities across the country. In true Kin fashion, clubs determined where their support was needed most in their local regions then found creative ways to raise funds, spread awareness, offer support, and make investments of time or money into their communities.

Below are some highlights from the 2022-2023 Kin year.

The Kinsmen and Kinette Clubs of Coaldale helped their local food bank relocate their operation after 30 years in the same location! The club members along with other community volunteers moved fridges, freezers, and hundreds of cases of food to a new space.



The Kinette Club of Walkerton held a prom/grad dress resale event at a local school to ensure everyone feels beautiful on their special day! The club also made a donation to a local high school's Prom Committee.

The Kinette Club of Hensall and District held a Tampon Tuesday event at their local grocery store to collect feminine hygiene products – which are some of the most requested items by many local shelters and food banks.





The Flin Flon Kinsmen and Kinette Clubs helped provide free, safe rides home to community members (and their vehicles) over the holidays through the Operation Red Nose program.

The Kin Club of Dauphin made a generous donation to the local secondary school football team's equipment fund. The school utilized the funds for new helmets for the youth players.



The Thunder Bay Hill City Kinsmen helped work the Salvation Army's kettle bells over the holidays.

The Estevan Kinette Club served up a hot meal at their local Warm Welcome community kitchen.





The University of Saskatchewan Campus Club, and Kin Club collected two full grocery carts of food for the food bank through Trick or Eat.

The Red Deer Kinette Club got their families together and headed out into their community to participate in a cleanup day.

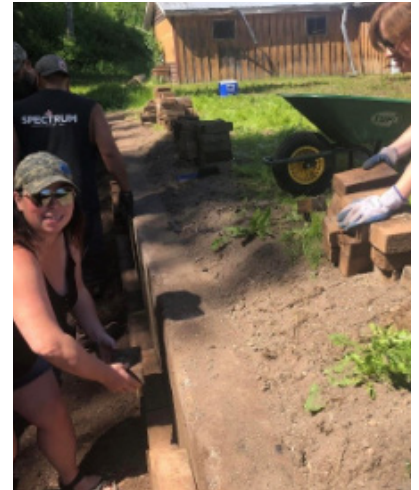
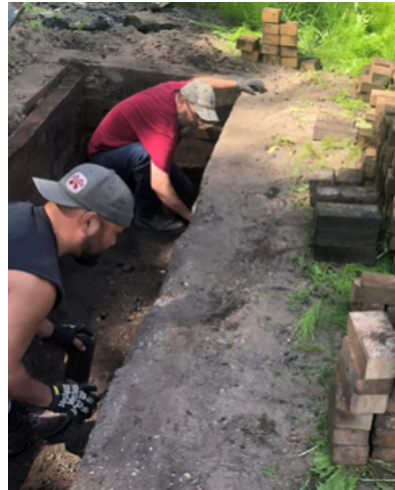


With 28 volunteers, the Kinsmen Club of Edmonton packed 100 tins of personal care items and 500 bagged lunches to donate around their community's downtown area.



The Kinette Club of Ponoka planted flowers in the garden beds at their local hospital.

The Bulkley Valley Kinsmen Club rolled up their sleeves to clean and restore a BBQ pit that is used for community events.



The Kinsmen Club of Coquitlam kept everyone fed at a local fishing derby event.

The Kinsmen and Kinette Clubs of Nanaimo packed and delivered food bags to Ukrainian families in their community.



The Brockville Kinsmen Club held a Pizza Cook-off night where local pizzerias competed for best pizza! Proceeds from the event were invested into local causes.

The Kinsmen Club of Cornwall helped support the work of United Way with a generous donation.





The Kinette Club of Central PEI held their annual Christmas appeal to collect toys, food items, and decorations for families during the holidays.

The Kinsmen Club of Botwood purchased a much-appreciated scooter for a local community member in need.



The Kinette Club of Mount Pearl held a turkey drive at their local grocery store in support of the food bank.

The Kin Club of Bolton supported their local senior's centre.



The Kinsmen Club of Peterborough made a generous donation to food services at their local mission shelter.

FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2023



INDEPENDENT AUDITOR'S REPORT

To the Members of Kin Canada

OPINION

We have audited the financial statements of Kin Canada, the “Association”, which comprise the statement of financial position as at June 30, 2023, and the statements of operations and changes in fund balances, and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at June 30, 2023, and the results of its operations and its cash flows for the year then ended in accordance with Canadian Accounting Standards for Not-for-Profit Organizations.

BASIS FOR OPINION

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

RESPONSIBILITIES OF MANAGEMENT AND THOSE CHARGED WITH GOVERNANCE FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian Accounting Standards for Not-for-Profit Organizations and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management’s use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

MAC LLP.

LICENSED PUBLIC ACCOUNTANTS
CHARTERED PROFESSIONAL ACCOUNTANT

Waterloo, Ontario
August 4, 2023

ma|c

Chartered Professional Accountants

510 Weber Street North, Waterloo, Ontario N2L 4E9
30 Arthur Street South, Elmira, Ontario N3B 2M7
T: 519.725.2600 | TF: 1.877.725.2611 | www.mac-ca.com

STATEMENT OF FINANCIAL POSITION

JUNE 30, 2023

	General Fund	Hal Rogers Endowment Fund	National Disaster Fund	2023	2022
ASSETS					
Current					
Cash	\$256,122	\$248,219	\$55,954	\$560,295	\$462,901
Building reserve	7,759	-	-	7,759	37,759
Legal reserve	45,000	-	-	45,000	45,000
Other investments (Note 3)	-	987,917	125,000	1,112,917	1,076,337
Accounts receivable	37,708	-	-	37,708	77,237
Inventory	26,656	-	-	26,656	28,028
Prepaid expenses	168,150	-	-	168,150	147,264
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	541,395	1,236,136	180,954	1,958,485	1,874,526
non-current					
Capital assets (Note 4)	22,167	-	-	22,167	42,976
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	\$563,562	\$1,236,136	\$180,954	\$1,980,652	\$1,917,502
LIABILITIES					
Current					
Accounts payable & accrued liabilities	\$66,166	-	-	\$66,166	\$48,118
Deferred revenue (Note 5)	206,985	-	-	206,985	227,244
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	273,151	-	-	273,151	275,361
Commitments (Note 6)					
NET ASSETS					
Unappropriated	290,411	-	-	290,411	305,824
Appropriated	-	1,236,136	180,954	1,417,090	1,336,317
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	290,411	1,236,136	180,954	1,707,501	1,642,141
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	\$563,562	\$1,236,136	\$180,954	\$1,980,652	1,917,502

STATEMENT OF OPERATIONS AND CHANGES IN FUND BALANCES

YEAR ENDED JUNE 30, 2023

	General Fund	Hal Rogers Endowment Fund	National Disaster Fund	2023 total	2022 total
Revenue					
Dues and assessments	\$809,475	-	-	\$809,475	\$966,247
Non-dues revenue	63,645	-	-	63,645	42,683
Wage grants and subsidies	5,728	-	-	5,728	26,916
Contributions and interest	-	176,564	34,047	210,611	104,539
	878,848	176,564	34,047	1,089,459	1,140,385
Expenses					
Disbursements	-	81,828	48,010	129,838	130,991
National convention	86,161	-	-	86,161	5,670
Education and training	(3,850)	-	-	(3,850)	30,166
Club materials	151	-	-	151	2,528
Committee	2,678	-	-	2,678	1,300
Kin sales cost of goods sold	40,163	-	-	40,163	24,199
Marketing and website	1,643	-	-	1,643	529
Board and governance	11,552	-	-	11,552	10,207
Staffing costs	335,854	-	-	335,854	426,841
Professional fees	15,536	-	-	15,536	45,107
Office administration & supplies	48,309	-	-	48,309	48,919
Building maintenance - operational and repairs	116,480	-	-	116,480	136,951
Amortization	8,100	-	-	8,100	8,459
Liability and D&O insurance	194,312	-	-	194,312	179,641
Debt write off	24,464	-	-	24,464	54,293
Club support - Post COVID-19	-	-	-	-	48,190
Loss on disposal of asset	12,708	-	-	12,708	-
	894,261	81,828	48,010	1,024,099	1,153,991
excess of revenue over expenses for year	(15,413)	94,736	(13,963)	65,360	(13,606)
balance, beginning of year	305,824	1,141,400	194,917	1,642,141	1,655,747
balance, end of year	\$290,411	\$1,236,136	\$180,954	\$1,707,501	\$1,642,141

STATEMENT OF CASH FLOWS

YEAR ENDED JUNE 30, 2023

	2023	2022
Operating activities		
Excess of revenue over expenses for year	\$ 65,360	(\$13,606)
Adjustments for: Amortization	8,100	8,459
	<hr/> 73,460	<hr/> (5,147)
Changes in non-cash working capital:		
Accounts receivable	39,529	52,435
Inventory	1,372	1,061
Prepaid expenses	(20,886)	(10,475)
Deferred revenue	(20,258)	7,528
Accounts payable and accrued liabilities	18,049	10,115
	<hr/> 17,806	<hr/> 60,664
	<hr/> 91,266	<hr/> 55,517
Investing activities		
Purchase of capital assets	12,708	(3,581)
Net decrease in other investments	(36,580)	5,014
	<hr/> (23,872)	<hr/> 1,433
Increase in cash	<hr/> 67,395	<hr/> 56,950
Cash balance, beginning of year	<hr/> 545,660	<hr/> 488,710
Cash balance, end of year	<hr/> <hr/> \$613,054	<hr/> <hr/> \$545,660
Cash balance is represented by:	\$560,295	\$462,901
Cash	7,759	37,759
Building reserve	45,000	45,000
Legal reserve		
	<hr/> \$613,054	<hr/> \$545,660

NOTES TO FINANCIAL STATEMENTS

June 30, 2023

1. Purpose of organization

The mission of Kin Canada, the “Association” is to promote and direct service work through fellowship amongst its members. The Association operates in Cambridge, Ontario and it is incorporated under the Canada Corporations Act as a not-for-profit organization.

2. Significant accounting policies

Basis of Accounting - These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

Fund Accounting - The Association maintains accounts in accordance with the principles of fund accounting. Fund balances of the Association are classified for accounting and reporting purposes into the following funds to be used according to the directions of the donor or as determined by the Association.

The General Fund is used for general income and expenses.

The Hal Rogers fund is a charitable trust, established for educational purposes.

The National Disaster Fund was established to provide funding for natural disasters that may occur within Canadian communities.

Recognition of Income - The deferral method of accounting for contributions is followed. Revenue is recognized when the related services are rendered. The unearned portion of dues is included in deferred revenue.

Financial Instruments

Initial measurement - The Association initially measures its financial assets and liabilities originated or exchanged in arm’s length transactions at fair value. Financial assets and liabilities originated or exchanged in related party transactions are initially measured at cost.

The cost of a financial instrument in a related party transaction depends on whether the instrument has repayment terms. If it does, the cost is determined using its undiscounted cash flows, excluding interest and dividend payments, less any impairment losses previously recognized by the transferor. Otherwise, the cost is determined using the consideration transferred or received by the Association in the transaction.

Subsequent measurement - The Association subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in net income, in the period incurred.

Financial assets measured at amortized cost include cash and accounts receivable.

The Association’s financial assets measured at fair value include other investments.

Impairment - Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in net income. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is not greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in net income.

Transaction costs - The Association recognizes its transaction costs in excess of revenue over expenses in the period incurred. However, financial instruments that will not be subsequently measured at fair value are adjusted by the transaction costs that are directly attributable to their origination, issuance or assumption.

Capital Assets and Amortization - Capital assets acquired prior to 1980 are carried on the statement of financial position at a nominal value of \$1. Purchased capital assets acquired after 1979 are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution. Amortization is provided in the accounts using the following methods and annual rates:

Computer equipment	Straight line	3-5 years
Computer software	Straight line	10 years
Furniture and fixtures	Straight line	3-20 years

Land - The Association had a 99 year lease with the City of Cambridge for the land on which the building is located, expiring in 2077. This lease was terminated in March 2023.

Contributed Materials and Services - Volunteers contribute their time to assist the Association in carrying out its activities. Because of the difficulty of determining their fair value, contributed services are not recognized in the financial statements.

Disclosure and Use of Estimates - The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. These estimates are reviewed periodically and, as adjustments become necessary, they are reported in earnings in the period in which they become known.

Estimates are used when accounting for certain items such as revenues, useful lives of capital assets and asset impairments.

Inventory - Inventory is recorded at the lower of cost and net realizable value, determined on a first-in, first-out basis.

3. Other Investments

	2023	2022
Guaranteed investment certificate	\$673,985	\$ 677,553
Mutual funds	-	8,870
Common shares	362,594	325,190
American depository receipts	71,291	57,995
Foreign securities	5,047	6,729
	\$1,112,917	\$ 1,076,337

4. Capital assets

	cost	accumulated amortization	net 2023	net 2022
Computer equipment	\$42,488	\$39,459	\$3,029	\$ 14,647
Computer software	40,362	24,161	16,201	26,654
Furniture and fixtures	8,226	5,289	2,937	1,675
	<hr/>	<hr/>	<hr/>	<hr/>
	\$91,076	\$68,909	\$22,167	\$ 42,976

The Lease Agreement between the Association and The City of Cambridge for 1920 Hal Rogers Drive in Cambridge, Ontario was terminated during the year.

5. Deferred revenue

Deferred revenue represents restricted operating funding and contributions received in the current year that are related to subsequent years. Changes in the deferred contributions are as follows:

	2023	2022
Balance, beginning of year	\$227,244	\$219,716
Amounts received during the year	868,566	987,278
Amounts recognized as revenue in the year	(888,825)	(979,750)
Balance, end of year	<hr/>	<hr/>
	\$206,985	\$227,244

6. Commitments

The Association is obligated under a rental agreement for the premises from which it operates. This lease expires in 2028 and the future minimum lease payments under this contract are as follows:

2024	\$25,000
2025	\$25,000
2026	\$25,000
2027	\$25,000
2028	\$18,750

The Association is also obligated to pay termination fees to City of Cambridge under the land lease termination agreement. The required payments are as follows:

2024	\$25,000
2025	\$25,000
2026	\$20,000

7. Financial instruments

Risk Management - The significant risk to which the Association is exposed is interest rate risk and liquidity risk. There has been no change to the risk exposures from the prior year.

Interest Rate Risk - The Association manages its portfolio of investments based on its cash flow needs and with a view of optimising its interest income.

Liquidity Risk - Liquidity risk is the risk that the Association will not be able to meet its obligations associated with financial liabilities. Cash flow from operations provides a substantial portion of the Association's cash requirements. The Association is exposed to this risk mainly in respect of its accounts payable.

Thank you to all Kin Canada club members for another incredible year of **Serving the Community's Greatest Need!** Our Association would not exist without your tireless dedication to helping others and making your communities even better places to live, work, and play for all Canadians.

Thank you as well to our National Board of Directors, Kin Canada Operations Staff team, our District Governors, and all volunteer members who stepped up to serve on the National Awards and Recognition Committee, Kin Canada's Service Network, and the Hal Rogers Endowment Fund Board of Trustees!

NATIONAL BOARD OF DIRECTORS (NBOD)

Cameron J. Kemp, National President
Amanda Naughton-Gale, National Vice President
Jennifer Burry, Past National President
Marley Hanishewsky, National Secretary
Tammie Corbett, National Director
Dave Tidbury, National Director

Lee Burry, National Director
Marty Makins, National Director
Ryan McClinchey, National Director
Patrick Bowers, National Director
Deb Flagg, National Director

KIN CANADA OPERATIONS STAFF

Carmen Preston, Interim Executive Director
Melina Hayward, Membership Services Coordinator
Melanie Nieson, Risk Management Coordinator

Krista Nicol, Communications Coordinator
Jenn Haug, Administrative Support
Lindsay Irvine, Projects Coordinator

DISTRICT GOVERNORS

Karen Coutts, D1
Darryl Van Moorsel, D1
Bert Baxter, D2
Tammy Allan, D3
Nancy Johnson, D4
Dustin Bisson, D4

Bryan Crampton, D5
Sean Thompson, D6
Mary McLeod, D7
Martin Warren, D8

Thank you to **PNP Erin Thomson** for her tremendous leadership with Governor Training again this year! The robust training for our District leaders would not have been possible without PNP Erin's dedication to program design, preparation, many training evenings, and the ongoing communication and support required of the volunteer role.

NATIONAL AWARDS COMMITTEE (NARC)

Penny-Lees Smith

Brian “Coop” Cooper

Bill McFadden

Melanie Nieson

A big thank you to **Debbie Landry** who also served on the NARC committee in the 2022-2023 Kin year and who dedicated over a decade to advancing Kin Canada’s national awards and recognition program!

NATIONAL SERVICE NETWORK

Sheila Laverty, National Service Director (2021-2024)

Lindsay Irvine, National Projects Coordinator

Joanna Low, Kin Canada Bursaries Chair

Lisa Burechails, Kin-CF Liaison

Tom Therien, Kin Canada Foundation Chair

Danielle Legard, Canadian Blood Services

Andrea Pumfrey, D1 Service Director

Brandon Ward, D1 Service Director

Krista Eastman, D2 Service Director

Steve Kirwan, D3 Service Director

Judy Bonner, D4 Service Director

Stacey Berry, D5 Service Director

Sean Allen, D6 Service Director

Nancy Archibald, D7 Service Director

Deb Corpe, D8 Service Director

HREF BOARD OF TRUSTEES

Joanna Low, Chair

Tim Babcock

Brenda Dineen

Chantelle McAlpine

Wendy Rolfe

Colleen Wake

