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Vancity Community Foundation is based in unceded Coast Salish territory, represented today by the xwmə\text{e}kw əy'əm (Musqueam), Skwxwú7mesh (Squamish), and Səl'ílwəta?/Selilwitulh (Tsleil-Waututh) Nations who have been custodians of this land for thousands of years.

2017 By the Numbers

Vancity Community Foundation harnesses the full potential of our various resources including staff, members, capital, and trusted relationships to create positive change in our communities.



1,581

Individual donors contributing to community well-being.



\$62,239,523

Total assets at the end of the period.



1,150

Total number grants distributed to community.



\$6,445,423

Distributed to charities and community initiatives.



\$14M

Total gifts received.



30.4%

Held as direct impact investments.

SEE PAGE 33 FOR DETAILED FINANCIAL INFORMATION

Reflections from the Executive Director

at Vancity Community Foundation, including more than 200 Donor Advised Funds now housed here, with a combined value of approximately \$50M. We continue to be inspired by the generosity of our donors adding 34 new Funds this year (another record), including a number of significant estate gifts. One donor has established a multi-million dollar endowment through the donation of a rental property purchased for just over \$10,000 in the 1970s.

We are seeing both the opportunity and the challenge from the continued appreciation of real estate in our region, creating both seemingly intractable affordability problems and incredible wealth accumulation. Our role as an intermediary allows us to link these trends, leveraging new charitable contributions and the abundance of valuable land already owned by local non-profits, often together with government funding and investment dollars to help support innovative, impactful new developments. Our report is filled with many examples we're proud to profile.

Our Foundation has been honing its focus on a few key areas where we have developed expertise and understanding while building on the capacity from our relationship with the Credit Union. We see particularly troubling data related to poverty in our region, which continues to affect far too many people, and with striking disparity among groups such as single parent families (mostly led by women), Indigenous populations, new immigrants, and youth aging out of care. Access to affordable housing has reached crisis levels, extending well beyond those that might be categorized as poor,



with no appreciable increase in local wages, and with the future of work or sustainable livelihood a daunting prospect for many. Add to this the ongoing environmental pressures from our industrial economy, transportation infrastructure, and consumer driven lifestyles, and we are highly motivated to seek new solutions.

We're very encouraged by a number of new contributions that have been made through our Foundation in direct support of our efforts in the



areas of poverty reduction, economic inclusion, social justice, and environmental sustainability during the past year, and we are finding many new opportunities to host collaborative efforts at the community level.

Our hosted project work continues to expand, including the addition of Fostering Change, which moved into First Call as a network of youth aging out of care, and with additional funding secured for a whole range of expanded poverty reduction programs supported by the Vancouver Foundation through a new Provincial Government funding stream. We also move toward the opening of 312 Main (the former Vancouver Police headquarters) as a Centre for Social and Economic Innovation in close collaboration with the City of Vancouver.

On a personal note, I write this message after recently announcing to the Board my resignation as Executive Director of this Foundation in 2018. After more than 10 years in this role, I am ready for a new

chapter in my journey, and I feel incredibly proud of what we've accomplished, while profoundly privileged in having had the opportunity to lead the team here, and passionately confident about the future of this organization.

We all stand on the shoulders of those who came before us, which in this case was already an impressive legacy to have been a part of, and I particularly appreciate the strength that comes from being a part of collective efforts. Rooted in the cooperative values of a credit union and manifest through the giving spirit of a community foundation, it's an incredibly powerful catalyst.

I offer my thanks to our volunteer directors (both past and present) for your selfless leadership and my appreciation to the dedicated and talented staff. Please accept my ongoing solidarity with our many collaborators, donors, and funders who make possible the support we can provide to the many organizations who deliver impact.

DEREK GENT

About Vancity Community Foundation

With an initial contribution of \$1M, Vancity Credit Union established Vancity Community Foundation in 1989 to further enrich community well-being by building directly on the values and guiding principles of the Credit Union. Together, our vision is to redefine wealth by contributing to a society that is more inclusive, just, and sustainable, and where cooperative principles and practices are flourishing. As a catalyst, our mission is to use and leverage financial tools and to provide support to strengthen community organizations that are aligned with our vision.

Our Guiding Principles

Vancity Community Foundation is uniquely positioned to play a leading role in helping to build communities that are resilient, "rich," whole and healthy in truly transformative ways. Together with Vancity, our guiding principles describe three key drivers of healthy communities. With an increasing focus on addressing

the systems that hold poverty in place, supporting the development of new affordable housing, strengthening environmental organizations, and improving livelihoods in the new economy, Vancity Community Foundation strengthens community by supporting projects, initiatives, and organizations that advance:



Environmental Sustainability

Protecting our environment and contributing to sustainability in business and society.





Financial Inclusion and Social Justice

Helping people to build their wealth with a focus on building economic self-reliance and resilience.



Co-operative Principles and Practices

Achieving social and economic objectives and putting profits at the service of people.

>>> Reconciliation

In 2016 Vancity Community Foundation signed the Philanthropic Community's Declaration of Action on Reconciliation, which is a commitment to act on the Calls to Action of the Truth and Reconciliation Commission. In 2017 staff participated in a Vancity led Reconciliation Dialogue Workshop, the Walk for Reconciliation, and a number of training sessions aimed at fostering more and better conversations, connections, and relationships among Indigenous Peoples and philanthropic organizations.

Living Wage

Vancity and Vancity Community Foundation are living wage employers. Paying a living wage allows individuals and families to meet their basic needs and contribute to their communities. A living wage means strong local economies, sustainable cities, and healthy communities.











Financial Inclusion and Social Justice

The Binners' Project is a group of waste-pickers aided by support staff dedicated to improving their economic opportunities and reducing the stigma they face as informal recyclable collectors. In 2017, Vancity Community Foundation provided a grant to the Binners' Project to build capacity for their social enterprise by developing a sales strategy related to their Waste Education Services. The waste education program works to increase waste diversion while enabling Binners to engage with the public.

Social enterprises planning to develop or scale up their business work with our staff to complete a business model canvas. Through this exercise, simple one-page business plans are developed to explore, identify, and test assumptions about viability. The "plan on a page" is a quick and effective exercise. In some cases, ideas that were found not to be viable were put to rest before committing major resources towards business development. Other cases identified areas that require further development before proceeding. In 2017, Vancity Community Foundation developed a business model canvas with the Binners' Project, Check Your Head, Handyman Services, Broadway Youth Resource Centre, and the Richmond Media Lab.

In 2017 Binners' Waste Education Services:

- Managed 10 waste education events
- Employed 17 individuals with multiple-barriers to employment
- Created 976 hours of economic opportunities
- Diverted 7.795 refundable containers from the landfill



ShredMasters and ValleyRecycling

communitasenterprises.com/shredding







Financial Inclusion and Social Justice

ShredMasters is a part of Communitas Social Enterprises (CSE) and offers employment and training to individuals with developmental disabilities, mental health challenges, or acquired brain injury in the Fraser Valley. CSE recognizes the impact that employment plays in the quality of life for any individual. They create an

environment where individuals with disabilities are employed while surrounded by the supports that they need to be successful. To assist CSE with strengthening this enterprise, Vancity Community Foundation supported ShredMasters to participate in a marketing workshop to build internal marketing capacity while completing a marketing plan. CSE also received support to hire a sales person to grow the client base for both ShredMasters and ValleyRecycling, a commercial and residential supportive employment recycling social enterprise the organization also operates.

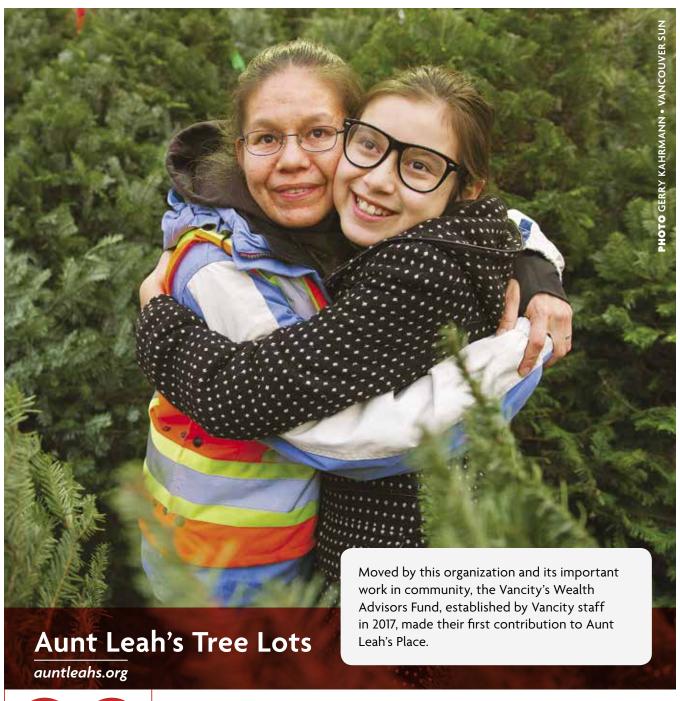
In 2017 ShredMasters provided employment to 4 employees and 20 trainees. One of these employees, Justin, (pictured on page 8) came to CSE through another Communitas program which connects people diagnosed with mental illness with support from an employment specialist and opportunities for work experience. Before coming to Communitas, Justin had been in and out of hospital for several years dealing with mental illness. Eventually he required disability assistance because he was unable to work. With support, Justin started slowly, working one day a week, then two and as he grew more confident, he took on more responsibility. He became

a driver/ mentor to other clients and when it became clear that Justin had strong organizational skills, he began managing accounts in the office. Today he works full time and says that having an employer who understands mental illness and who treats him with dignity and respect has been essential. "Employment has been an immensely integral part of my recovery to wellness," he says. "Being employed by Communitas for the last 10 years has provided stability for me. I've lived at three different places, have been married and widowed, lost my mother and I'm on my third car, all these life situations or circumstances changed while the job has remained."



Workshop series brings social enterprises together to develop marketing strategies

Recognizing that many social enterprises lack a strong marketing plan and sales expertise, Vancity Community Foundation engaged a marketing strategy firm to develop a custom workshop series for non-profit social enterprises. The workshop brought together CleanStart, Megaphone (shown above), Sources Concierge, and Communitas to participate in several hands-on sessions to review their marketing strategies and to develop tactical marketing plans. Additionally, each social enterprise was provided with access to one-on-one consulting hours to address the specific needs of their business and for support to implement their plans.





lots sell high-quality
Financial Inclusion
and Social Justice

Christmas trees and
accessories, including

Open each winter

season, Aunt Leah's

stands, wreaths, swags, and greenery, across Metro Vancouver. The lots are run by a combination of employees and volunteers and also provides training and employment opportunities to at-risk youth while raising money to fund the organization's programs.

"What we do at Aunt Leah's is to stop the cycle of homelessness and foster care by providing housing and a family-like support system for youth who are aging out of foster care and for young moms," says Executive Director Sarah Stewart. "Without a supportive home to go to, these moms – many of whom were foster kids themselves – would be homeless and would lose their babies to the foster care system."

Vancity Community Foundation provided support to Aunt Leah's to update their bookkeeping and point of sale systems and to create a new marketing strategy. After a whirlwind season, 6,191 trees were sold resulting in over \$514,000 in gross revenue. This was an increase of 7% in sales in previous years and 11% increase in gross revenue.

"Vancity Community Foundation's investment in tablets and a new point of sale system brought massive new efficiencies to our operations," shared Drew Stewart, Aunt Leah's Director of Development. "We did a leap frog of decades of technology – moving us from pen and paper to real-time tracking of sales, inventory, and volunteers at multiple locations. They literally pushed us into the 21st century. This has saved us hundreds of hours of time in bookkeeping, volunteer coordination, data entry, errors, and reconciliation. This has helped our bottom line and has meant more revenue generation going toward supporting BC's youth from foster care and moms and babies in need."

Marcia Tait and her daughter Makani (pictured on page 10) were two of this season's volunteers. Just three years earlier Marcia had turned to Aunt Leah's Place in desperation. She was homeless, had lost custody of her children, and had little hope.

"Aunt Leah's provided me with stable housing, so I wasn't homeless anymore. I had a room and we had started setting up more set visits with my children. They taught me a lot of the basic life skills that I had lost or wasn't taught growing up with my own family," Marcia said in a recent Vancouver Sun article.

Marcia is now a peer mentor for Aunt Leah's. She shares her story with other young women when they come looking for help. She is raising Makani in Aunt Leah's second-stage housing and has been able to make plans for her future. And each year she volunteers together with her daughter at Aunt Leah's tree lot.

With this improvement in systems Aunt Leah's is able to maximize profits invested into their programs. Staff at Aunt Leah's are particularly encouraged about acquiring ownership of a 10-unit apartment building and a five bedroom home. This gives Aunt Leah's a new capacity to provide affordable rental housing to youth from foster care as well as moms and their babies. With support, stability, and affordability, youth are able to complete their education and/or re-enter the job market, and mom's like Marcia can maintain custody of their child(ren).

In 2017 Aunt Leah's Tree Lots:

- Engaged 576 total volunteers in more than 3,500 volunteer hours
- Sold 6,191 trees resulting in over \$514,000 in gross revenue

Vancity Community Foundation helps match your philanthropic assets to projects that make a difference in our community. Vancity Community Foundation connects community-minded people like you to philanthropic opportunities that address pressing needs in the community while ensuring that your impact extends far beyond monetary measure.

Please contact us at give@vancity.com to discuss a giving strategy that is right for you.









Financial Inclusion and Social Justice

At just 19 years old, youth in the BC foster care system "age out" of eligibility for services and supports and are assumed to become fully independent. Even people with lots of family support and strong social networks have trouble making the transition from high school into the wider world. It's vastly more difficult for those coming out of care who are often transitioning into adulthood with significant fresh traumas and without sufficient financial and community support. The effects of this loss of support are devastating. Former youth in care are over represented in homelessness, poverty, and the mental health and justice systems. Co-located at Vancity Community Foundation, First Call BC has been partnering with the Vancouver Foundation on the Fostering Change initiative to address these issues.

Fostering Change aims to improve policy, practice, and community connections for young people transitioning from foster care to adulthood. In collaboration with a growing set of partners, the goal of Fostering Change is to ensure that every young person leaving foster care has the opportunities and support needed to thrive as adults. Now that important progress has been made, including meaningful policy changes and improved political engagement, Vancouver Foundation has returned Fostering Change to the community that inspired it. Fostering Change has moved to to First Call BC.

In 2017 First Call welcomed Dylan Cohen to their team as their Youth Organizer. Dylan brings an extensive background of advocating for change informed by his own lived experience as an

Indigenous youth in care. During the fall of 2017, Dylan worked with First Call to organize the youth-led post-election accountability lunch with MLAs and a rally at the BC Legislature to build support for young leaders' recommendations for policy changes and enhanced investments in transition supports.

First Call: BC Child and Youth Advocacy Coalition is a non-partisan coalition of over 100 organizations that have united their voices to put children and youth first in BC through education, community mobilization, and policy advocacy. First Call's 2017 BC Child Poverty Report Card highlighted the growing income inequality that still has one in five of our kids living in poverty, and our shared failure to properly support families of every type. The organization compiled an election toolkit highlighting issues connected to children and families, brought youth voices to the legislature, and convened coalition meetings of more than 100 members across BC.









Financial Inclusion and Social Justice

Hives for Humanity (H4H) sells bee-related products, provides services such as honey programs, educational workshops, and swarm rescues, all while employing residents from the Downtown Eastside of Vancouver. Hives for Humanity has been very successful and is overwhelmed with demand for their products and services. To assist with organizational development, Vancity Community Foundation has provided operational support to Hives for Humanity to allow staff to examine the capacity of their social enterprise and to assess and prioritize their wide range of products, programs, and services.

Often organizations that approach Vancity Community Foundation for support are managing multiple competing priorities. Through enterprise capacity reviews, Vancity Community Foundation assists organizations with assessing their key strengths and challenges in the areas of product/service, marketing, management, and governance, infrastructure and systems, operations and human resources, and financial systems. These reviews are complemented by grant funding that enables organizations to effectively address the priority issues identified through the capacity review. This strategy has been effective at supporting organizations, like Hives for Humanity, to achieve greater success in their business development initiatives by identifying and addressing barriers to success.

In 2017, Hives for Humanity:

- Engaged marginalized communities in 3,788 hours of work in their apiaries and gardens which are run for education and community engagement
- Provided more than \$19,000 in honouraria/stipends to marginalized communities
- Managed 18 apiaries and 41 hives
- Hosted 205 workshops and events





In 2007, the City of Surrey allocated \$9 million from the City of Surrey's Affordable Housing Reserve Fund to seed the Surrey Homelessness and Housing Fund at Vancity Community Foundation. The Fund was created in response to the emerging trend of homelessness and lack of affordable housing in the City of Surrey. The Society administers grants on behalf of the Fund, and works collaboratively with its partners to foster solutions to homelessness

with a focus on creating housing for both homeless and at-risk individuals and families.

2017 marks the 10th anniversary of the Surrey Homelessness and Housing Society (SHHS). Over the past ten years the Society has provided over \$3.5 million in funding to Surrey organizations that assist people experiencing homelessness. The Society has supported 55 projects with more than 50 partners assisting over 500 individuals, including children, who were homelessness or at imminent risk of homelessness. More challenging to measure is the support for capacity building that the Society has provided to the non-profit service sector in Surrey.

In 2017, the Society approved seven grants totaling \$230,000 for projects and initiatives that demonstrate a direct impact in reducing homelessness in Surrey.

The Sohkeya Project

With a mandate to provide housing for people of Indigenous ancestry living on limited incomes, Kekinow Native Housing Society (KNHS) is one of the seven organizations to receive critical funding from SHHS, in 2017. KNHS creates positive, supportive communities for Indigenous people, encouraging the celebration and expression of culture and the development of healthy individuals and families while providing safe and affordable housing.

KNHS has only 9 one-bedroom and 42 two-bedroom units in Surrey, but has more than 800 applicants for these unit types. To address this huge need, KNHS approached Surrey Homelessness and Housing Society for support to redevelop its oldest building site which is deteriorating and underutilized. The project will ultimately increase the number of units from 33 three-bedroom townhouses to 176 one- or two-bedroom apartments. The additional units will significantly address the need for safe and affordable housing in Surrey for elders, youth, and small families living on limited incomes.

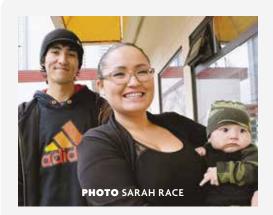




When Margaret Mitchell passed away on International Women's Day in 2017 at the age of 92, she left a legacy of advocating for the rights of women and greater economic and social justice for all. Her Fund continues to support programs and initiatives that promote economic and social justice for women in Vancouver East including the following in 2017:

Warriors Against Violence • Warriors Against Violence is a program of Kiwassa Neighbourhood House for Indigenous women who are vulnerable to and/or experiencing domestic violence. About 150 women participate every year.

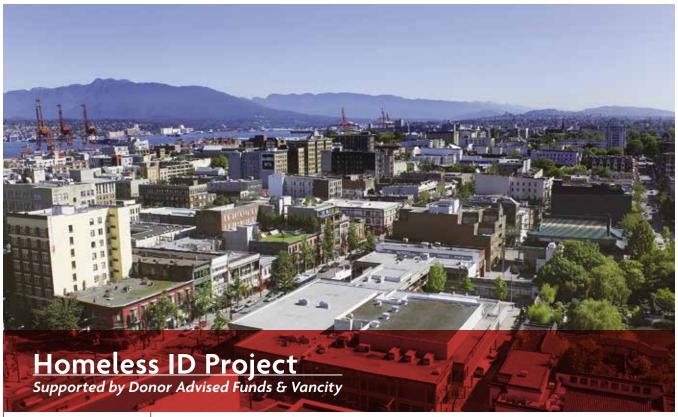
Women in Power Project • The Women in Power project is being developed to provide the necessary tools and knowledge to support single parent immigrant women going through separation and legal processes.



Surrey Youth Assistance Fund

Created by the Surrey Homelessness and Housing Society with an initial gift from an anonymous donor, the Surrey Youth Assistance Fund aims to reduce barriers to adult independence by supporting vulnerable youth in Surrey to access housing, education and training, and employment. Last year, for example, the Fraser River Aboriginal Friendship Association (FRAFCA) accessed the SYAF in order to support two youth. FRAFCA assisted Michael with purchasing a cell phone and provided peer support that lead to housing and employment; while Rhonda

was supported through a critical housing situation and kept her and her newborn from homelessness. To help grow the Fund, the anonymous donor matched community donations 2:1 at the end of 2017, raising an additional \$15,685 for youth in Surrey.





In the fall of 2017 pro bono law students opened a weekly ID Clinic at the Powell Street Getaway. When

applying for ID, folks often have difficulty providing supporting documents or a mailing address. People with limited literacy or uncorrected vision problems may be unable to complete forms, and those surviving on dismal welfare rates often cannot afford application fees or transportation to an ICBC office for photos. Frequently, people who live on the streets have their belongings stolen while they are sleeping or accessing services. IDs are thrown away with people's belongings when they camp in public spaces. And when people are released from jail, it may be without the wallet they entered with.

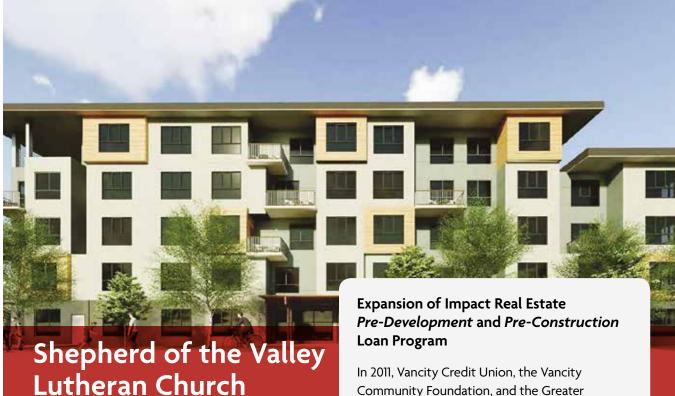
At the new ID Clinic, law students and lawyers help individuals overcome these barriers. Clients are supported to complete application forms. The Getaway serves as a mailing address, and application fees as well as transportation to relevant offices are covered. To help people keep their ID, the Getaway provides secure onsite document storage that clients can access at any time.

The Homeless ID clinic has been supported by several legal and non-profit organizations including donations from the Dendoff-Morris Legacy Fund and the Grassroots Leadership Fund held at Vancity Community Foundation as well as a \$10,000 grant from Vancity's Community Partnership Program.

Dendoff - Morris Legacy Fund

vancitycommunityfoundation.ca/give/DMLF

"Lost, stolen, damaged, or plain hard to get ID is crucial for navigating myriad of systems and vouching for one's basic citizenship — especially in our urban, bureaucratic, and inequitable society. I thus have been glad to support this project for its social advocacy to help the homeless and therein, give hope again."





The Shepherd of the Valley Lutheran Church is partnering with Catalyst Community Developments to build

a new affordable rental housing complex for seniors in Langley on a portion of the church's land that is currently vacant. Once complete, the building will provide safe and comfortable homes for seniors in need of affordable housing, allowing them to live independently in the community. In addition, some of the rental homes will be available for low- to moderate-income families at 10-30% below market. It is anticipated that this project will be completed in early 2020. Vancity Community Foundation provided a grant to Shepherd of the Valley Lutheran Church to complete concept and feasibility planning that enabled the project to move forward with development and to secure funding and financing, including support from BC Housing and a Vancity Pre-Development Loan.

Community Foundation, and the Greater Vancouver Community Assistance Foundation established the Impact Real Estate Pre-Development Loan Program to fill a key capital gap faced by affordable housing projects. This program provides inexpensive and easy-toaccess loans to cover soft costs associated with rezoning and development permit application processes during the pre-development phase of a project when capital is often hard to secure. These loans help advance project development planning and decrease project risks so that organizations are able to secure financing and other capital required for construction. In 2017, with an investment from the Canadian Mortgage and Housing Corporation's Affordable Rental Housing Innovation Fund, the program expanded and introduced a new Pre-Construction loan that provides additional and longer-term capital into non-profit affordable rental housing initiatives.

Shepherd of the Valley Lutheran Church will:

- Develop 82 apartments and townhomes primarily for seniors and some families
- Ensure affordability at 10-30% below market









Financial Inclusion Co-operative and Social Justice Principles and Practices

Vancity Community Foundation is a member of the Social Purpose Real Estate (SPRE) Collaborative. Members of the collaborative work collectively to help mission-driven organizations with their real estate needs in order to enhance the sustainability, capacity, and assets of the sector. In 2017 SPRE undertook a research project to develop

detailed case studies and profiles of social purpose real estate projects. Seven new case studies and more than 25 project profiles are now available on the SPRE website. One of the case studies features the Maxxine Wright Centre (pictured above), which is a LEED Gold, purpose-built facility in Surrey, BC that delivers programs and services for at-risk women who are pregnant or have children, and who struggle with substance use, mental health diagnoses, and/or experiences of violence.

Community Impact Real Estate Society

In 2017, the Community Impact Real Estate Society (CIRES) was launched as a new non-profit initiated by BC Housing with founding board members from Vancity Community Foundation and the City of Vancouver. CIRES is the leaseholder for a portfolio of 52 commercial retail spaces in 24 buildings in Vancouver's Downtown Eastside (DTES). The portfolio will be operated as a mix of market and non-market rental spaces. The non-market social purpose sites will support social enterprises, non-profits and businesses that address impacts of social isolation, limited employment opportunities, and unaffordable retail and service options to meet the needs of the residents in Vancouver's DTES.









Financial Inclusion and Social Justice

Co-operative Principles and Practices

Three years ago, the City of Vancouver, the McConnell Foundation, and Vancity and Vancity Community Foundation provided funding to bring Artscape Toronto's model of creative placemaking to BC. As an independent non-profit urban development organization based in Vancouver, BC Artscape aims to create the conditions for artists and creative communities to thrive by developing and managing affordable

space, programs and services. BC Artscape's focus is to both develop and operate cultural real estate projects of significant scale and to assist with the development of smaller-scale independently managed projects through mentorship and coaching.

Through the first of its many projects, BC Artscape is transforming the Sun Wah Centre (above) into a cultural and creative hub, addressing issues of affordability and security of tenure while creating space for collaboration and creativity and meeting the need identified by the local community.

Additionally, through Artscape's Mentorship and Coaching programs, participants receive support in targeted consultation sessions focused on building strategic, financial, community engagement, and partnership-building skills, as well as project specific support in key areas including leadership, vision building, planning, operations, and programming of arts and cultural facilities. As expertise on cultural space development is not frequently available for non-profit organizations without engaging the services of professional consultants, the ability to share the experience of decades of cultural space development work has proven tremendously valuable for the Lower Mainland arts community.

Opening in spring 2018, the 48,000 square ft Chinatown Community Cultural Hub provides space for approximately:

- 20 arts and cultural non-profit organizations
- 16 professional artists and artist collectives
- 4 non-profit organizations (education, social justice)
- 5 community groups

- Approximately 50% of the tenant space will be dedicated to Asian-Canadian artists and organizations
- 14% of the tenant space will be dedicated to Indigenous groups

BC Artscape has provided support to almost 40 organizations to advance their own cultural space development projects.







Co-located at Vancity Community Foundation, the BC Poverty Reduction Coalition (BCPRC) actively campaigns for the introduction of a bold and comprehensive poverty reduction plan from the government of BC, giving a voice to 80 community and non-profit groups and 400 supporting organizations. In 2017, members

unanimously recommended seven policy action areas. And with their deep connections to policy advocacy and community organization across several organizations, two staff of the BC Poverty Reduction Coalition were appointed to the Minister's Advisory Forum on Poverty Reduction, nominated by both First Call and the BCPRC.



In 2017, the BCPRC developed a capacity-building initiative for individuals with lived experience of poverty as they aim to increase their involvement

in advocacy, policy development, and the creation of provincial and civic poverty reduction plans. From this work, the **Community Action Network** (CAN) was created to deliver the initiative to a first cohort in the DTES, generously supported with facilities at the DTES

Neighbourhood House. CAN graduates contributed to the provincial consultation on poverty reduction in leadership roles, facilitating community-based discussions, and more, and are now working with the BCPRC on campaigns targeting policy shifts at the provincial and municipal levels. CAN graduates also presented to the Fair Wages Commission about the need for a \$15/hr minimum wage to lift low-wage workers out of poverty and now the government has committed to that increase. CAN is supported by the City of Vancouver, the Vancouver Foundation, and by Exchange Inner City, which is also hosted by the Vancity Community Foundation and is a member of the BCPRC.

"CAN has changed my life. I have gone from acceptance of my circumstances to working for change.

The contacts I have made through the program and the network have been a huge inspiration.

CAN has given me hope."

BILL WEIR



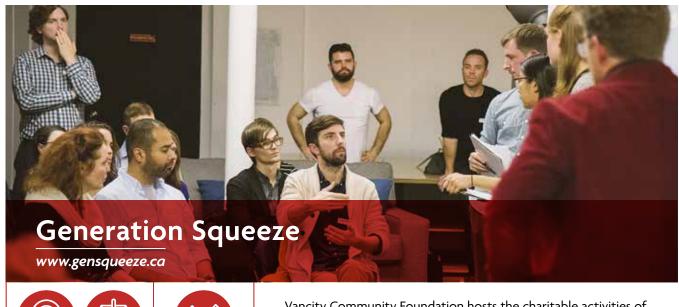




The Living Wage for Families Campaign encourages employers to pay a living wage as well as advocates for government policies that would help families make ends meet. A living wage is a regional calculation that looks at the amount that a family of four needs to earn to meet their expenses and includes rent and groceries as well

as items like extended health care and two weeks' savings for each adult. The Living Wage for Families Campaign partners with the Canadian Centre for Policy Alternatives to calculate the Living Wage for Metro Vancouver and supports organizations across BC to certify as Living Wage Employers.

The Living Wage for Families Campaign is hosted by First Call: BC Child and Youth Advocacy Coalition and is co-located at Vancity Community Foundation. In 2017, the Living Wage for Families Campaign signed on 33 new employers including the City of Vancouver. When the City of Vancouver certified, they supported the Vancouver Public Library and the Vancouver Police Department in certifying as Living Wage Employers as well. Over 135 workers saw direct wage increases including shelvers at the Vancouver Public Library, contracted cleaning staff, and security and graffiti removal workers.



Financial Inclusion and Social Justice

Co-operative Principles and Practices

Vancity Community Foundation hosts the charitable activities of Generation Squeeze, which actively campaigns for the financial, familial, and environmental well-being of Canadians in their 20s, 30s and 40s through civic engagement and academic research. In 2017, Gen Squeeze recommended housing policies for all three levels of government that reduce harmful demand, stimulate a surge in suitable

supply, and tax housing wealth more fairly (while cutting other taxes). That same year they received the *Affordable Housing Champion* award from the BC Non-Profit Housing Association.





In 2017, Vancity Community
Foundation made impact
investments in several local
businesses in our community as part
our commitment to increase and

diversify the way we invest our assets in impact.

• This Fish • thisfish.info • This Fish is a tracing technology for small to medium fish processing plants that will aid the efficiency of production while confirming ethical fishing practices to consumers.

- 2 Nada Grocery nadagrocery.com Founded in 2015 as Zero Waste Market, Nada has been offering a range of plastic- and packaging-free goods around town through pop-up shops and is now working towards construction of its first permanent location.
- **6** ChopValue chopvalue.ca Inspired by the potential of giving urban waste a second life, ChopValue's mission is to actively guide Vancouverites towards more sustainable actions. As both a product engineering and design firm, ChopValue creates beautiful building materials and products with used chopsticks.

Thank You to Our Donors

Donors provide essential support, creating positive and lasting impacts. Together we are investing in community change.

>>> Individuals	Morna Ballantyne	Ernest Bodie	Morgan Carlson
	Brooke Ballantyne Scott	Isobel J. Bodie	Richard Carnegie
Greg Aasen	Michelle Bancroft	Christopher P. Bodnar	Paula Carr
Kandice Abbott	Jack Bandstra	Dorothy Bond	Dennis Caughlan
Michael Ableman	Prem Banwait	David Bonshor	Manjit Chahal
Edna Aguinaga	Julianna Barabas	Emily Bonshor	Alice Chan
Marcus Ahlqvist	Paul Baril	Kate Boubnovskaia	Mary Chant
Mustafa Akhtar	Bill Barnett	Ray G. Boucher	Carol Chase
Meagan J. Albrechtson	Alfred J. Barrows	Stephen Boyd	Matthew Chattwood
Evelyn M. Alexander	Kaleigh Barton	Jock & Joanne Bray	Katrina Chen
Joel Allida	Alix Baziuk	Bill Brooks	Corinne Chepil
Rojeanne Allworth	Jane Beach	Joel Bronstein	Tsaimo Chou
Joan E. Andersen	Ruth Beardsley	Hannah Brown	Dennis A. Christianson
Kenneth D. Anderson	Anne Beaulieu	Vickey Brown	Gallia Chud
Lynell Anderson	Lorraine Beckett	Susan & Bill Brown	Gyda Chud
Gurjeet K. Anmole	Lorne Beiles	Sandi Bruner	Rita Chudnovsky
Bozenna Apouchtine	Cody R. Beitel	Wendy Brundige	Ronald Clark
Susan Armstrong	Bruce Bell	Sondi Bruner	Barbara Clarke
Tim Armstrong	Irene M. Bergner	Colin F. Bryant &	Michael Clague
Elizabeth-Anne Armstrong	Sharon Berringer	Catalin L'Hirondelle	Reva Clavier
Janet Armstrong	Joshua Berson	Megan Buchanan	Carole Clubb
Lori Ashton	Christine & Bix Bickson	Adam A. Buckley	Ellen Cmolik
Barbara Atkins	Joan & Robert Bird	Lynn Buhler	Dona Coates
Paul M. Aubrion	Bradley Bird	Maria & Leo Buonassisi	Marjorie Griffin Cohen
Hinda Avery	Sigrid Bjarnason &	_ Adrienne Burk & Tom Nesbit	Christina F. Cohoon
Lloyd Axworthy	Charles Dick	Paul Burke	Phyllis Coleman
Sharon Baatz	Peter Blair	Susan Byrom	Sean Colina
Brian Baehr	Alison Bledsoe	Paula Caird	Anthony Collett
Nancy Baele	Gene Blishen	Marlene Callaghan	Maureen Collier
Tajinder Bains	Sarwan Boal	Javier D. Campo	Phil Colvin

Stephanie Connolly	Elva M. Dinn	Signe L. Finnbogason	 Erica Groschler
TJ Conwi	Heather Dinn	Shawna Fitzgerald	 Launa Groulx
Lynda Coplin	Mary-Jo Dionne	Cynthia L. Flood	Nimet Gurel
Alfred Cordoni	Nancy Dobie	Joanne Fox	 John & Kathleen Gustafson
Estelle Cormier	Catalin A. Dobre	Sharon G. Freeman	— Gail Gustin
Christine Cosby	Marian Dodds	Christine Gangnon	— Sarah Gustin
Darcelle Cottons	Joseph R. Dolchewski	Jeff Gangon	—
Ken S. Cowie	Robert Dominick	Norma H. Gardner	— Ricky Hamilton
Estate of Clifford	Norman E. Dooley	Angela Gasparinatos	— Andrea Hamilton
Percy Cowley	Christel Nierobisch	Derek Gent &	— Wendy J. Hampe
Doug Craig	Gordon Dosanjh	Jennifer Lindberg	Beatrix Handlbauer
Nancy Craig	Paxton Downard	Ross W. Gentleman	— Nancy O. Hannum
Barbara Crocker	Virginia Downes	Crissy George	— Marie Harkness
Sharon Crowley	David T. & Dianne Driscoll	George Connell	Katie Harris
Christoper R. Cruickshank	Nora Dryburgh	Brian P. Gessner	— Mark Harris
Karen & Alex Currie	Jaqueline Drysdale	Cam Gesy	— Anna Hart
David A. Currie	Eamon & Susan Duffy	Shirley Giggey	— Marion D. Hartley
Jackie Dagg	Margaret Duncan	Gurcharan Gill	— John Harvey
Rita Dahlie	Aaron Dunlop	Harry Gill	Stan Hasay
David Daitchman	Natalie Duronio	Steve Gill	Kevin Hatch
Livia Danila	Diana Durrant	Charan Gill	Bradley Hatchen
Hallein Darby	Bill Dyer	Bonnie Gillis	Kyle Hawke
Shushma Datt	Howard L. Eaton	Deni Gloria	Connor Hawkins
Sheila Davidson	Patrick Edwards	Robert Glover	J. Hawkins
Libby Davies	B. Michelle Eggli	Scott Goble	
Gillian Davis	Norio Egi	Hillel Goelman	Nancy Hawkins &Bill Bargeman
Susan Davis	Chloe L. Elmore	Judie M. Gold	 John Hayto
Adriaan C. de Vries	Avery M. England	Maya Goldstein	Bryan Heidinger
Judy de Vries	Christina Erl	Maria Y. Gomez	Jean Heineman
Gregory Deans	Aaron Fader	Blair Goodchild	Priska Helm
Leslie DeAthe	William Farrant	Jane Gooderham	Thavy Hem
Tracy Dedrick	Kerry Farrell	David Gordon	C. Gurerrini Hennessey
Carol DeFina	Deb Fayle	Julia Goulden	Ruth Herman &
Art Dekraker	Patricia L. Fedak	Mary Grant	David Chudnovsky
Veronica Delorme	Ann S. Fehr	Christine Gray	Susan Heuman
Myrna Denis	Maurice Ferera	Carol L. Graydon	M. Hiebert
Bobby Dhillon	Franco Ferrari	Sharon Gregson	Rod Hiebert
Amalia Difonzo	Allison Felker	William G. Greene	Eva Hilborn
James Diggins	Tammy Findlay	Tom Grieve	Tara Hill

Stephen Hill	Rajwinder Janda	Jennifer Klenz	Cathy Lewis &
Debby Hillier	Wendy Jang	Roman Kluka	Bobby Bunting
Gwendoline Hoar &	Adam Jantunen	Oliver Kollar	Anne Lewis
Stephen Read	Claudio Janzen	Ingrid Kolsteren	Paul Lewthwaite
Vincent Hodges	Amrik Jaswal	Njeri Kontulahti	Cat L'Hirondelle
Jacob Hoekema	Stephen Jenkins	Jillian Korstrom	Jenny Li
Linda Hof	Chander Jethwani	Elizabeth Kozakiewicz	Sheila Lindfield
Erika Hokoyama	Jag Jhajj	Shulamit Krakauer	— Harold Locke
Paul Holborn	Jared Jhajj	Tom Kramer	– Jenny Locke
Greg Holloway	Paramjit & Kulwant Jhajj	Rhys Krannitz	A Barbara Loewi
Martin Hooke	William R. Jo	Ashish Krishnan	Henry H. London
Grace Hoover	Roslyn Johns	Shavneel Kumar	Anne Longhurst
Richard Hoover	Lloyd Johnson	- Snavneet Kumar - Kathleen Kummen	Ginny Love
Norna Horner	Beth Johnson		Fay Low
David Hothi	Douglas Johnson	- Darlene Kump	Toni Lowe
(ler Htoo	Marie Joly	- Christine La Liberte	Jean Lubin
Stephen Huddart	Julie Jones	- Wendi Lacusta	Christopher Lundgren
Donna Hudspeth	Patrica Jukes	Glenn Lahay	Vicky Lynn Macchione
Michael Hughes	Marta Juorio	Fakroon T. Lakdawalla	Jack MacDermot
Marolyn Hum	Terra Kaethler	Susan Lambert	Jack Macdermot
Wayne Humphrey	Shawn Kangro	Jerry Lampert	Timothy F. MacDonald
Birte Hunter	Joel Kaplan	Don Larson	R. Bruce Macdonald
David B. Huxtable	 Janet Kask	Peter Lattimer	Maureen L. MacDonal
Kathleen Hymers	Jamie Kass	Cheung Wai C. Lau	Julia MacIsaac
Milivoj Ilic	Zhou Ke	Ginette Law	Kathleen Mackay
Vicki Im	Jeff Keighley	Dennis Lawson	Rosanne MacKenzie
Kristina Irrgang	Kristen Keighley-Wight	William Learoyd	Alexander Mackenzie
Cherlyn Itakura	Joellyn R. Kennedy	Peter Leblanc	Beth MacLaren
Arleen E. Jackson	Rupert Kennedy	Jean Leckie	Ron MacQueen
Corinne Jackson	Jasmer S. Khehra	Louise Leclair	Jamala MacRae
Nancy Jackson	Margaret Kidd	Rhonda Lee	Sandra MacVicar
Murray Jackson	Anita Kilberg	 Danielle Lee	Karen Magee
Om Jakhu	Julia Kingham	Janey Lee	Margot Magee
Virat Jakhu	Gloria Kinley	Edward Lefebvre	Carol Mak
Ram Jakhu	Beryl Kirk	Barbara Lehan	Marion Malcolmson
Gulamabbas Jamal	Sheila Kirkby	Mel Lehan	Deanne Malinsky
Rubina Jamal	Brian T P. Kirkwood	Antonios Lentzakic	Maureen Maloney
Andrew James	Brenda Kiss	David LePage &	Kuljeet Mangat
C Trevor James	Seth Klein	Kimberly Jane	Satwinder Mangat

Kristina Maretic Ayoub Mohieldein Faye Nowak Shella Pratt Leonard Markowetski Michaela Montaner Brent O'Connor Terry & Ronald Pratt Martina Marshall Salete Morgadinho Gerald & Shirley O'Donnell Bruce & Marion Preston Paula Martin Barry Morris Regina M. Ogmundson Joyce Preston Mary Martin Douglas Morison Heather O'Hara Myrtle P. & Gunter G. Prett Fraidie Martz Margaret Motz Maureen Olofson Patrick Price Doug M. Maruno Noreen Murphy Colin Oloman Karen E. Purdy Barbara & Hubert Massiah Megan Murphy Margaret Oloman Heather Querin Janet Matheson Aileen Murphy Peter & Chloe O'Loughlin Lea-Carol Matthews Jodi Murray Peter & Chloe O'Loughlin Lea-Carol Matthews Jodi Murray L. Olsen Euan Ramsay Barbara McBride David Murray Cynthia Onstad Al Ramsdale Jennifer A. McCaffrey Vic Murray Gary S. Onstad Dalijt Randhawa Peter R. McConnell Brendan G. & Parmeet Oppal Linda Read Helen McDonald Andrea M. Murray Arthur Grunbaum Marie-Paule Redelmeier Kathy McGrenera Dorothy R. & Lindy Orig Ross H. Regan Chris McIntosh Margaret M. McIntyre Geeta Nagpal Carolina Palacios Michael Reid Margaret M. McIntyre Eamonn McKay Geeta Nagpal Carolina Palacios Michael Reid Lorra in McQueen Donna L. Nance Ery Paredes David & Lesley Richardson Donna R. Meadwell Dave & Marnie Naphtali Hugh Parfitt Heather Ridenour Lorraine Meltzer Nahid H. Nejad Lisa Pasolli Carlos E. Rincon Jim McQueen Donna L. Nance Ery Paredes David & Lesley Richardson Marysoe Mikhalles David Neuman George Sayarstre Paul Robbinson Jiane Millen Tammy & Victor Neuman David Pel Vicki Robbinson Laird Miller Patricia Nichol Marianne Pengelly Sarah Robinson Laird Miller Patricia Nichol Marianne Pengelly Sarah Robinson Judith Pettersen Andrew Roets Millier Laird Nichol Marianne Pengelly Sarah Robinson Judith Pettersen Andrew Roets Millier Laird Nichol Marianne Pengelly Sarah Robinson Judith Pettersen Andrew Roets Millier Laird Nichol Marian Plett-Lyle Catherine Ross	Sidne Marat	Shawn Miskiman	Paul Norton	Carla Poppen
Leonard Markowetski Michaela Montaner Brent O'Connor Terry & Ronald Pratt Martina Marshall Salete Morgadinho Gerald & Shirley O'Donnell Bruce & Marion Preston Paula Martin Barry Morris Regina M. Ogmundson Joyce Preston Mary Martin Douglas Morison Heather O'Hara Myrtle P. & Gunter G. Prett Fraidie Martz Margaret Motz Maureen Olofson Patrick Price Doug M. Maruno Noreen Murphy Colin Oloman Karen E. Purdy Barbara & Hubert Massiah Megan Murphy Margaret Oloman Helen Querin Janet Matheson Aileen Murphy Peter & Chloe O'Loughlin Heather Raff Lea-Carol Matthews Jodi Murphy Bonnie Olsen Charles Ramey Jody Max Kelly Murray L. Olsen Euan Ramsay Barbara McBride David Murray Cynthia Onstad Al Ramsdale Jennifer A. McCaffrey Vic Murray Gary S. Onstad Daljit Randhawa Jennifer A. McCaffrey Vic Murray Gary S. Onstad Daljit Randhawa Linda Geough Nicola Murray Arthur	Jenny Marcus	Pooja Mohan	Ron Noullett	Patrice Pratt
Martina Marshall Salete Morgadinho Gerald & Shirley O'Donnell Pruce & Marion Preston Paula Martin Barry Morris Regina M. Ogmundson Joyce Preston Mary Martin Douglas Morison Heather O'Hara Myrtle P. & Gunter G. Prett Fraidie Martz Margaret Motz Margaret Oloman Karen E. Purdy Barbara & Hubert Massiah Megan Murphy Amargaret Oloman Karen E. Purdy Barbara & Hubert Massiah Megan Murphy Peter & Chloe O'Loughlin Heather Raff Lea-Carol Matthews Jodi Murphy Bonnie Olsen Charles Ramey Jody Max Kelly Murray L. Olsen Euan Ramsay Barbara McBride David Murray Cynthia Onstad Al Ramsdale Jennifer A. McCaffrey Vic Murray Gary S. Onstad Daljit Randhawa Peter R. McConnell Brendan G. & Parmeet Oppal Linda Read Andrea M. Murray Linda Orgel & Chantelle Recsky Arthur Grunbaum Marie-Paule Redelmeier Kathy McGrenera Dorothy R. & Lindy Orig Ross H. Regan Janet Reid Joseph Reid Jeseph Meid Schlichtosh Lesle L. Myers Maria Ortega Janet Reid Joseph Reid Lesle L. Myers Maria Ortega Janet Reid Joseph Reid Lesle L. Myers Maria Ortega Janet Reid Joseph Reid Lesley McLauchlin Neil Naiman Frank Palmieri Lory Reynolds Lesley McLauchlin Daone Naiman Kamran Pardhan Anna Rice Jim McQueen Donna L. Nance Ery Paredes David & Lesley Richardson Janet Reid Joseph Reid Carolina Palacios Michael Reid Lorraine Meltzer Nahid H. Nejad Lisa Pasolli Carlos E. Rincon Jindy Melvin Kart Nellaney Susan L. Nesbitt Rebecca Pauls Anne Roberts Mary Lou Miles David Neuman Georges Payrastre Paul Robinson Jane Millen Tammy & Victor Neuman David Pel Vicki Robinson Laird Miller Patricia Nichol Marianne Pengelly Sarah Robinson Jane Millen Kim Niggemann Judith Pettersen Andrew Roets Melisa Milne Kenigemann Judith Pettersen Andrew Roets Melisa Milne Kim Niggemann Judith Pettersen Andrew Roets Melisa Milne Kenigemann Judith Pettersen Andrew Roets Catherine Ross	Kristina Maretic	Ayoub Mohieldein	Faye Nowak	Sheila Pratt
Paula Martin Barry Morris Regina M. Ogmundson Joyce Preston Mary Martin Douglas Morison Heather O'Hara Myrtle P. & Gunter G. Prett Fraidic Martz Margaret Motz Margaret O'Hara Myrtle P. & Gunter G. Prett Fraidic Martz Margaret Motz Margaret O'Hara Myrtle P. & Gunter G. Prett Fraidic Martz Massiah Morgan Murphy Colin Oloman Karen E. Purdy Janet Matheson Aileen Murphy Peter & Chloe O'Loughlin Heather Raff Lea-Carol Matthews Jodi Murphy Bonnie Olsen Charles Ramey Jody Max Kelly Murray L. Olsen Euan Ramsay Barbara McBride David Murray Cynthia Onstad Al Ramsdale Jennifer A. McCaffrey Vic Murray Gary S. Onstad Daljit Randhawa Jennifer A. McCaffrey Vic Murray Gary S. Onstad Daljit Randhawa Peter R. McConnell Brendan G. & Parmeet Oppal Linda Read Clara McGeough Nicola Murray Arthur Grunbaum Marie-Paule Redelmeier Kathy McGrenera Dorothy R. & Linda Orgel & Chartelle Reesky Clara McGeough Nicola Murray Arthur Grunbaum Marie-Paule Redelmeier Kathy McGrenera Dorothy R. & Lindy Orig Ross H. Regan Margaret M. McIntyre Gaeta Nagpal Carolina Palacios Michael Reid Margaret M. McIntyre Gaeta Nagpal Carolina Palacios Michael Reid Lesley McLauchlin Neil Naiman Frank Palmieri Lory Reynolds Joanne Naiman Kamran Pardhan Anna Rice Jim McQueen Donna L. Nance Ery Paredes David & Lesley Richardson Donna R. Meadwell Dave & Marnie Naphtali Hugh Parfitt Heather Ridenour Lorraine Meltzer Nahid H. Nejad Lisa Pasolli Carlos E. Rincon Jindy Melvin Karl Nellaney Susan Patel Marina Rispin Maryrose Mikhalles Susan L. Nesbitt Rebecca Pauls Anna Roberts Maryrose Mikhalles David Neuman Georges Payrastre Paul Robinson Jane Millen Tammy & Victor Neuman David Pel Vicki Robinson Laird Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Melissa Milnes Ingrid Nigli Servane Phillips Letizia Romei Diane Milneh Kim Niggemann Judith Pettersen Andrew Roets Edward J. Mirehouse Kevin G. Noel	Leonard Markowetski	Michaela Montaner	Brent O'Connor	Terry & Ronald Pratt
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Fraidle Martz Margaret Motz Maureen Olofson Patrick Price Doug M. Maruno Noreen Murphy Colin Oloman Karen E. Purdy Barbara & Hubert Massiah Megan Murphy Peter & Chloe O'Loughlin Heather Raff Lea-Carol Matthews Jodi Murphy Bonnie Olsen Charles Ramey Jody Max Kelly Murray L. Olsen Euan Ramsay Barbara McBride David Murray Cynthia Onstad Al Ramsdale Jennifer A. McCaffrey Vic Murray Gary S. Onstad Daljit Randhawa Peter R. McConnell Brendan G. & Parmeet Oppal Linda Read Helen McDonald Andrea M. Murray Linda Orgel & Chantelle Recsky Clara McGeough Nicola Murray Arthur Grunbaum Marie-Paule Redelmeier Kathy McGrenera Dorothy R. & Lindy Orig Ross H. Regan Chris McIntosh Leslie L. Myers Maria Ortega Janet Reid Margaret M. McIntyre Eamonn McKay Geeta Nagpal Carolina Palacios Michael Reid Lesley McLauchlin Donna R. Nance Ery Paredes David & Lesley Richardson Donna R. Meadwell Dave & Marini Naphatali Heather Ridenour Lorraine Meltzer Nahid H. Nejad Lisa Pasolli Carlo S. Susan L. Nesbitt Rebecca Pauls Anne Roberts Mary Lou Miles David Neuman Georges Payrastre Paul Robinson Jane Millen Tammy & Victor Neuman Laird Miller Elizabeth H. Nieboer Penny Perry Judith L. Roche Melissa Milne Kim Niggemann Judith Petersen Maria Plett-Lyle Catherine Ross	Paula Martin	Barry Morris	Regina M. Ogmundson	Joyce Preston
Doug M. Maruno Noreen Murphy Colin Oloman Karen E. Purdy Barbara & Hubert Massiah Megan Murphy Margaret Oloman Helen Querin Janet Matheson Aileen Murphy Peter & Chloe O'Loughlin Heather Raff Lea-Carol Matthews Jodi Murphy Bonnie Olsen Charles Ramey Jody Max Kelly Murray L. Olsen Euan Ramsay Barbara McBride David Murray Gynthia Onstad Al Ramsdale Jennifer A. McCaffrey Vic Murray Gary S. Onstad Daljit Randhawa Peter R. McConnell Brendan G. & Parmeet Oppal Linda Read Helen McDonald Andrea M. Murray Linda Orgel & Chantelle Recsky Ciara McGeough Nicola Murray Arthur Grunbaum Marie-Paule Redelmeier Kathy McGrenera Dorothy R. & Lindy Orig Ross H. Regan Chris McIntosh Leslie L. Myers Maria Ortega Janet Reid Margaret M. McIntyre Geet Nagpal Carolina Palacios Michael Reid Eamonn McKay Geeta Nagpal Carolina Palacios Michael Reid Lesley McLauchlin Neil Naiman Frank Palmieri Lory Reynolds Dee McPhee Joanne Naiman Kamran Pardhan Anna Rice Jim McQueen Donna L. Nance Ery Paredes David & Lesley Richardson Donna R. Meadwell Dave & Marnie Naphtali Hugh Parfitt Heather Ridenour Lorraine Meltzer Nahid H. Nejad Lisa Pasolli Carlos E. Rincon Jindy Melvin Karl Nellaney Susan Patel Marina Rispin Maryrose Mikhalles Susan L. Nesbitt Rebecca Pauls Anne Roberts Mary Lou Milles David Neuman Georges Payrastre Paul Robinson Jane Millen Tammy & Victor Neuman David Pel Vicki Robinson Laird Miller Patricia Nichol Marianne Pengelly Sarah Robinson Laird Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Anthea Millen Kim Niggemann Judith Pettersen Andrew Roets Melissa Milnes Ingrid Nigli Servane Phillips Letizia Romei Diane Minichiello Janet Nitins Teresa Pimentel Mariae Roome Edward J. Mirehouse Kevin G. Noel	Mary Martin	Douglas Morison	Heather O'Hara	Myrtle P. & Gunter G. Prett
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Janet Matheson Aileen Murphy Peter & Chloe O'Loughlin Lea-Carol Matthews Jodi Murphy Bonnie Olsen Charles Ramey L. Olsen Euan Ramsay Barbara McBride David Murray L. Olsen Brendan G. & Helen McDonald Andrea M. Murray Linda Orgel & Chantelle Redelmeier Kathy McGrenera Dorothy R. & Leslie L. Myers Margaret M. McIntyre Bamonn McKay Lesley McLauchlin Dee McPhee Joanna L. Nance Dona L. Nance Dona R. Meadwell Dona R. Marin Orgen Dona R. Meadwell David Nelvin Karl Neliane Marysos Mikhalles David Neuron Maria Palaclos Maryrose Mikhalles David Neuron Maria Palaclos Maryrose Mikhalles David Neuman David Rear Maria Orgen Maria Ortega Joanne Naiman Joanne Najid Maria Palaclos Maria Ortega Dona L. Nance Dona R. Meadwell Dave & Maria Ortega Dona R. Meadwell Dave & Maria Ortega David & Lesley Richardson Dona R. Meadwell Dave Burden Maryrose Mikhalles David Neuman Maryrose Mikhalles David Neuman David Neuman David Pel David Reid Marian Pardit Heather Raff Charles Ramey David & Lesley Richardson David & Les	Doug M. Maruno	Noreen Murphy	Colin Oloman	Karen E. Purdy
Lea-Carol Matthews Jodi Murphy Bonnie Olsen Charles Ramey Jody Max Kelly Murray L. Olsen Euan Ramsay Barbara McBride David Murray Cynthia Onstad Al Ramsdale Jennifer A. McCaffrey Vic Murray Gary S. Onstad Daljit Randhawa Peter R. McConnell Brendan G. & Parmeet Oppal Linda Read Helen McDonald Andrea M. Murray Linda Orgel & Chantelle Recsky Giara McGeough Nicola Murray Arthur Grunbaum Marie-Paule Redelmeier Kathy McGrenera Dorothy R. & Lindy Orig Ross H. Regan Chris McIntosh Leslie L. Myers Maria Ortega Janet Reid Margaret M. McIntyre Geeta Nagpal Carolina Palacios Michael Reid Eamonn McKay Geeta Nagpal Carolina Palacios Michael Reid Lesley McLauchlin Neil Naiman Frank Palmieri Lory Reynolds Lesley McLauchlin Dana L. Nance Ery Paredes David & Lesley Richardson Donna R. Meadwell Dave & Marnie Naphtali Hugh Parfitt Heather Kidenour Lorraine Meltzer Nahid H. Nejad Lisa Pasolli Carlos E. Rincon Maryrose Mikhalles Susan L. Nesbitt Rebecca Pauls Anne Roberts Mary Lou Miles David Neuman Georges Payrastre Paul Robinson Jane Millen Tammy & Victor Neuman David Pel Vicki Robinson Laird Miller Patricia Nichol Marianne Pengelly Sarah Robinson Cherise Miller Elizabeth H. Nieboer Penny Perry Judith L. Roche M. Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Melissa Milnes Ingrid Nigli Servane Phillips Letizia Romei Diane Minichiello Janet Nitins Teresa Pimentel Mariae Roome Edward J. Mirehouse Kevin G. Noel Marian Pett-Lyle Catherine Ross	Barbara & Hubert Massiah	Megan Murphy	Margaret Oloman	Helen Querin
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Barbara McBride David Murray Derinifer A. McCaffrey Vic Murray Peter R. McConnell Berendan G. & Parmeet Oppal Linda Read Helen McDonald Andrea M. Murray Linda Orgel & Chantelle Recsky Maria Ortegal Janet Reid Margaret M. McIntyre Mahnaz G. Nabi Pascal Ouellet Joseph Reid Maria Ortegal Maria Ortegal Janet Reid Margaret M. McIntyre Mahnaz G. Nabi Pascal Ouellet Joseph Reid Maria Ortegal Janet Reid Margaret M. McIntyre Mahnaz G. Nabi Pascal Ouellet Joseph Reid Maria Ortegal Janet Reid Maria Ortegal Janet Reid Maria Ortegal Janet Reid Maria Ortegal Janet Reid Joseph Reid Maria Paralacios Michael Reid Maria Rice David & Lesley Richardson Mara Rice David & Lesley Richardson Dava & Marnie Naphtali Hugh Parfitt Heather Ridenour Lorraine Meltzer Nahid H. Nejad Lisa Pasolli Carlos E. Rincon Maryrose Mikhalles Susan L. Nesbitt Rebecca Pauls Marina Rispin Maryrose Mikhalles David Neuman Georges Payrastre Paul Robinson Jane Millen Tammy & Victor Neuman David Pel Vicki Robinson David Roelofsen M. Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Andrew Roets Melissa Milnes Ingrid Nigli Servane Phillips Letizia Romei David Nerina Plett-Lyle Catherine Ross	Lea-Carol Matthews	Jodi Murphy	Bonnie Olsen	Charles Ramey
Jennifer A. McCaffrey Vic Murray Peter R. McConnell Brendan G. & Parmeet Oppal Linda Read Helen McDonald Andrea M. Murray Linda Orgel & Chantelle Recsky Marie-Paule Redelmeier Kathy McGrenera Dorothy R. & Lindy Orig Ross H. Regan Leslie L. Myers Maria Ortega Janet Reid Margaret M. McIntyre Eamonn McKay Lesley McLauchlin Dee McPhee Joanne Naiman Dona L. Nance Donna L. Nance Ery Paredes Dona R. Meadwell Dave & Marie Naphtali Hugh Parfitt Heather Ridenour Lorraine Meltzer Nahid H. Nejad Linda Orgel & Chantelle Recsky Maria Ortega Janet Reid Maria-Paule Redelmeier Lindy Orig Ross H. Regan Janet Reid Maria Ortega Janet Reid Joseph Reid Carolina Palacios Michael Reid Lory Reynolds Michael Reid Lory Reynolds Michael Reid Lory Reynolds Michael Reid Lory Reynolds Michael Reid Lory Reynolds Michael Reid Lory Reynolds Lory Reynolds Maria Pardhan Anna Rice David & Lesley Richardson Donna R. Meadwell Dave & Marnie Naphtali Hugh Parfitt Heather Ridenour Lorraine Meltzer Nahid H. Nejad Lisa Pasolli Carlos E. Rincon Jindy Melvin Karl Nellaney Susan Patel Marina Rispin Maryrose Mikhalles Susan L. Nesbitt Rebecca Pauls Anne Roberts Mary Lou Miles David Neuman Georges Payrastre Paul Robinson Jane Millen Tammy & Victor Neuman David Pel Vicki Robinson Cherise Miller Patricia Nichol Marianne Pengelly Sarah Robinson Cherise Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Anthea Milne Kim Niggemann Judith Pettersen Andrew Roets Melissa Milnes Ingrid Nigli Servane Phillips Letizia Romei Diane Minichiello Janet Nitins Teresa Pimentel Marina Plett-Lyle Catherine Ross	Jody Max	Kelly Murray	L. Olsen	Euan Ramsay
Peter R. McConnell Brendan G. & Parmeet Oppal Linda Read Helen McDonald Andrea M. Murray Linda Orgel & Chantelle Recsky Arthur Grunbaum Marie-Paule Redelmeier Kathy McGrenera Dorothy R. & Lindy Orig Ross H. Regan Leslie L. Myers Maria Ortega Janet Reid Margaret M. McIntyre Mahnaz G. Nabi Pascal Ouellet Joseph Reid Eamonn McKay Geeta Nagpal Carolina Palacios Michael Reid Lory Reynolds Dee McPhee Joanne Naiman Frank Palmieri Lory Reynolds Dave & Marnie Naphtali Hugh Parfitt Heather Ridenour Lorraine Meltzer Nahid H. Nejad Lisa Pasolli Carlos E. Rincon Jindy Melvin Karl Nellaney Susan Patel Maryrose Mikhalles David Neuman Georges Payrastre Paul Robinson Jane Millen Tammy & Victor Neuman David Pel M. Miller Carla Niemi Geoff L. Peters Rudolf Roeloss Merile Roome Edward J. Mirehouse Kevin G. Noel Marina Plett-Lyle Catherine Ross	Barbara McBride	David Murray	Cynthia Onstad	Al Ramsdale
Peter R. McConnellBrendan G. & Andrea M. MurrayParmeet OppalLinda ReadHelen McDonaldAndrea M. MurrayLinda Orgel & Arthur GrunbaumChantelle RecskyCiara McGeoughNicola MurrayArthur GrunbaumMarie-Paule RedelmeierKathy McGreneraDorothy R. & Leslie L. MyersLindy OrigRoss H. ReganChris McIntoshLeslie L. MyersMaria OrtegaJanet ReidMargaret M. McIntyreMahnaz G. NabiPascal OuelletJoseph ReidEamonn McKayGeeta NagpalCarolina PalaciosMichael ReidLesley McLauchlinNeil NaimanFrank PalmieriLory ReynoldsDee McPheeJoanne NaimanKamran PardhanAnna RiceJim McQueenDonna L. NanceEry ParedesDavid & Lesley RichardsonDonna R. MeadwellDave & Marnie NaphtaliHugh ParfittHeather RidenourLorraine MeltzerNahid H. NejadLisa PasolliCarlos E. RinconJindy MelvinKarl NellaneySusan PatelMarina RispinMaryrose MikhallesSusan L. NesbittRebecca PaulsAnna RobertsMary Lou MilesDavid NeumanGeorges PayrastrePaul RobinsonJane MillenTammy & Victor NeumanDavid PelVicki RobinsonCherise MillerElizabeth H. NieboerPenny PerryJudith L. RocheM. MillerCarla NiemiGeoff L. PetersRudolf RoelofsenAnthea MilneKim NiggemannJudith PettersenAndrew RoetsMelissa MilnesIngrid NigliServane Phi	Jennifer A. McCaffrey	Vic Murray	Gary S. Onstad	Daljit Randhawa
Ciara McGeough Nicola Murray Arthur Grunbaum Marie-Paule Redelmeier Kathy McGrenera Dorothy R. & Lindy Orig Ross H. Regan Chris McIntosh Leslie L. Myers Maria Ortega Janet Reid Margaret M. McIntyre Geeta Nagpal Pascal Ouellet Joseph Reid Eamonn McKay Geeta Nagpal Carolina Palacios Michael Reid Lesley McLauchlin Neil Naiman Frank Palmieri Lory Reynolds Dee McPhee Joanne Naiman Kamran Pardhan Anna Rice Jim McQueen Donna L. Nance Ery Paredes David & Lesley Richardson Donna R. Meadwell Dave & Marnie Naphtali Hugh Parfitt Heather Ridenour Lorraine Meltzer Nahid H. Nejad Lisa Pasolli Carlos E. Rincon Jindy Melvin Karl Nellaney Susan Patel Marina Rispin Maryrose Mikhalles Susan L. Nesbitt Rebecca Pauls Anne Roberts Mary Lou Miles David Neuman Georges Payrastre Paul Robinson Jane Millen Tammy & Victor Neuman David Pel Vicki Robinson Cherise Miller Patricia Nichol Marianne Pengelly Sarah Robinson Cherise Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen M. Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Melissa Milnes Ingrid Nigli Servane Phillips Letizia Romei Edward J. Mirehouse Kevin G. Noel Mariana Plett-Lyle Catherine Ross	Peter R. McConnell	•	Parmeet Oppal	Linda Read
Kathy McGrenera Dorothy R. & Lindy Orig Ross H. Regan Chris McIntosh Leslie L. Myers Maria Ortega Janet Reid Margaret M. McIntyre Geeta Nagpal Carolina Palacios Michael Reid Lesley McLauchlin Neil Naiman Frank Palmieri Lory Reynolds Dee McPhee Joanne Naiman Kamran Pardhan Anna Rice Jim McQueen Donna L. Nance Ery Paredes David & Lesley Richardson Donna R. Meadwell Dave & Marnie Naphtali Hugh Parfitt Heather Ridenour Lorraine Meltzer Nahid H. Nejad Lisa Pasolli Carlos E. Rincon Jindy Melvin Karl Nellaney Susan Patel Marina Rispin Maryrose Mikhalles David Neuman Georges Payrastre Paul Robinson Jane Millen Tammy & Victor Neuman David Pel Vicki Robinson Cherise Miller Elizabeth H. Nieboer Penny Perry Judith L. Roche M. Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Melissa Milnes Ingrid Nigli Servane Phillips Letizia Romei Edward J. Mirehouse Kevin G. Noel Marina Plett-Lyle Catherine Ross	Helen McDonald	Andrea M. Murray	Linda Orgel &	Chantelle Recsky
Chris McIntosh Leslie L. Myers Maria Ortega Janet Reid Margaret M. McIntyre Eamonn McKay Geeta Nagpal Carolina Palacios Michael Reid Lory Reynolds Lesley McLauchlin Dee McPhee Joanne Naiman Donna L. Nance Ery Paredes Dovid & Lesley Richardson Donna R. Meadwell Doraw & Marnie Naphtali Lorraine Meltzer Nahid H. Nejad Lisa Pasolli Carlos E. Rincon Jindy Melvin Maryrose Mikhalles Susan L. Nesbitt Rebecca Pauls Maryrose Mikhalles David Neuman Jane Millen Tammy & Victor Neuman Laird Miller Mariler Marilee Roome Melissa Milnes Mariler Marilee Roome Edward J. Mirehouse Kevin G. Noel Mariana Plett-Lyle Catherine Ross	Ciara McGeough	Nicola Murray	Arthur Grunbaum	Marie-Paule Redelmeier
Margaret M. McIntyre Eamonn McKay Geeta Nagpal Carolina Palacios Michael Reid Lesley McLauchlin Dee McPhee Joanne Naiman Doanne Naiman Doanne Name Donna L. Nance Ery Paredes Donna R. Meadwell Lorraine Meltzer Nahid H. Nejad Lisa Pasolli Maryrose Mikhalles Mary Lou Miles David Neuman David Neuman David Pel Vicki Robinson Laird Miller Patricia Nichol Mariana Pengelly Mariana Roberts Miller Mariana Rispin Mariana Roberts Mariana Robinson David Pel Vicki Robinson David R. Neche Mariana Rispin Marianne Pengelly Sarah Robinson David Pel Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Andrew Roets Melissa Milnes Ingrid Nigli Servane Phillips Letizia Romei Edward J. Mirehouse Kevin G. Noel Mariana Plett-Lyle Catherine Ross	Kathy McGrenera	•	Lindy Orig	Ross H. Regan
Eamonn McKay Geeta Nagpal Carolina Palacios Michael Reid Lesley McLauchlin Dee McPhee Joanne Naiman Dee McPhee Jonna L. Nance Joanne Naiman David & Lesley Richardson Donna R. Meadwell Lorraine Meltzer Nahid H. Nejad Lisa Pasolli Carlos E. Rincon Jindy Melvin Maryrose Mikhalles David Neuman Joand Neuman Joand Neuman Joand Neuman Georges Payrastre Paul Robinson Jane Miller David Neuman David Pel Vicki Robinson Cherise Miller Lizabeth H. Nieboer M. Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Marilee Roome Edward J. Mirehouse Kevin G. Noel Marina Plett-Lyle Catherine Ross	Chris McIntosh	<u> </u>	Maria Ortega	Janet Reid
Lesley McLauchlin Neil Naiman Frank Palmieri Lory Reynolds Dee McPhee Joanne Naiman Donna L. Nance Ery Paredes David & Lesley Richardson Donna R. Meadwell Dave & Marnie Naphtali Hugh Parfitt Heather Ridenour Lorraine Meltzer Nahid H. Nejad Lisa Pasolli Carlos E. Rincon Jindy Melvin Karl Nellaney Susan Patel Marina Rispin Maryrose Mikhalles David Neuman Georges Payrastre Paul Robinson Jane Millen Tammy & Victor Neuman David Pel Vicki Robinson Laird Miller Patricia Nichol Marianne Pengelly Sarah Robinson Cherise Miller Elizabeth H. Nieboer Penny Perry Judith L. Roche M. Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Andrew Roets Melissa Milnes Ingrid Nigli Servane Phillips Letizia Romei Diane Minichiello Janet Nitins Teresa Pimentel Marina Plett-Lyle Catherine Ross	Margaret M. McIntyre		Pascal Ouellet	Joseph Reid
Dee McPhee Joanne Naiman Kamran Pardhan Anna Rice Jim McQueen Donna L. Nance Ery Paredes David & Lesley Richardson Donna R. Meadwell Dave & Marnie Naphtali Hugh Parfitt Heather Ridenour Lorraine Meltzer Nahid H. Nejad Lisa Pasolli Carlos E. Rincon Jindy Melvin Karl Nellaney Susan Patel Marina Rispin Maryrose Mikhalles Susan L. Nesbitt Rebecca Pauls Anne Roberts Mary Lou Miles David Neuman Georges Payrastre Paul Robinson Jane Millen Tammy & Victor Neuman David Pel Vicki Robinson Laird Miller Patricia Nichol Marianne Pengelly Sarah Robinson Cherise Miller Elizabeth H. Nieboer Penny Perry Judith L. Roche M. Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Anthea Milne Kim Niggemann Judith Pettersen Andrew Roets Melissa Milnes Ingrid Nigli Servane Phillips Letizia Romei Diane Minichiello Janet Nitins Teresa Pimentel Marilee Roome Edward J. Mirehouse Kevin G. Noel Marina Plett-Lyle Catherine Ross	Eamonn McKay		Carolina Palacios	Michael Reid
Donna L. Nance Ery Paredes David & Lesley Richardson Donna R. Meadwell Dave & Marnie Naphtali Lorraine Meltzer Nahid H. Nejad Lisa Pasolli Carlos E. Rincon Maryrose Mikhalles Susan L. Nesbitt Maryrose Mikhalles David Neuman Georges Payrastre Paul Robinson Jane Millen Tammy & Victor Neuman David Pel Vicki Robinson Cherise Miller Elizabeth H. Nieboer M. Miller Carla Niemi Anna Rispin Anne Roberts Paul Robinson Vicki Robinson David Pel Vicki Robinson David Pel Vicki Robinson David Pel Vicki Robinson David Neuman David Pel Vicki Robinson David Pel V	Lesley McLauchlin		Frank Palmieri	Lory Reynolds
Donna R. Meadwell Dave & Marnie Naphtali Lisa Pasolli Carlos E. Rincon Jindy Melvin Karl Nellaney Susan Patel Maryrose Mikhalles David Neuman Jane Millen Laird Miller David Nelvin Carlos E. Rincon Maryrose Mikhalles David Neuman Georges Payrastre Paul Robinson Jane Millen David Pel Vicki Robinson Cherise Miller Elizabeth H. Nieboer M. Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Andrew Roets Melissa Milnes Diane Minichiello Janet Nitins Teresa Pimentel Marina Plett-Lyle Catherine Ross	Dee McPhee	Joanne Naiman	Kamran Pardhan	Anna Rice
Lorraine Meltzer Nahid H. Nejad Lisa Pasolli Carlos E. Rincon Marina Rispin Maryrose Mikhalles Susan L. Nesbitt Rebecca Pauls Anne Roberts Mary Lou Miles David Neuman Jane Millen Tammy & Victor Neuman David Pel Vicki Robinson Laird Miller Patricia Nichol Marianne Pengelly Sarah Robinson Cherise Miller Elizabeth H. Nieboer M. Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Andrew Roets Melissa Milnes Ingrid Nigli Servane Phillips Letizia Romei Diane Minichiello Janet Nitins Teresa Pimentel Marina Plett-Lyle Catherine Ross	Jim McQueen	Donna L. Nance	Ery Paredes	David & Lesley Richardson
Jindy Melvin Karl Nellaney Susan Patel Marina Rispin Maryrose Mikhalles David Neuman Georges Payrastre Jane Millen Tammy & Victor Neuman David Pel Vicki Robinson Laird Miller Patricia Nichol Marianne Pengelly Sarah Robinson Cherise Miller Elizabeth H. Nieboer M. Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Anthea Milne Kim Niggemann Judith Pettersen Andrew Roets Melissa Milnes Ingrid Nigli Servane Phillips Letizia Romei Diane Minichiello Janet Nitins Teresa Pimentel Marina Plett-Lyle Catherine Ross	Donna R. Meadwell	Dave & Marnie Naphtali	Hugh Parfitt	Heather Ridenour
Maryrose Mikhalles Susan L. Nesbitt Rebecca Pauls Anne Roberts David Neuman Georges Payrastre Paul Robinson Jane Millen Tammy & Victor Neuman David Pel Vicki Robinson Laird Miller Patricia Nichol Marianne Pengelly Sarah Robinson Cherise Miller Elizabeth H. Nieboer Penny Perry Judith L. Roche M. Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Anthea Milne Kim Niggemann Judith Pettersen Andrew Roets Melissa Milnes Ingrid Nigli Servane Phillips Letizia Romei Diane Minichiello Janet Nitins Teresa Pimentel Marilee Roome Edward J. Mirehouse Kevin G. Noel Marina Plett-Lyle Catherine Ross	Lorraine Meltzer	Nahid H. Nejad	Lisa Pasolli	Carlos E. Rincon
Mary Lou Miles David Neuman Georges Payrastre Paul Robinson Vicki Robinson David Pel Vicki Robinson Laird Miller Patricia Nichol Marianne Pengelly Sarah Robinson Cherise Miller Elizabeth H. Nieboer Penny Perry Judith L. Roche M. Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Anthea Milne Kim Niggemann Judith Pettersen Andrew Roets Melissa Milnes Ingrid Nigli Servane Phillips Letizia Romei Diane Minichiello Janet Nitins Teresa Pimentel Marina Plett-Lyle Catherine Ross	Jindy Melvin	Karl Nellaney	Susan Patel	Marina Rispin
Jane Millen Tammy & Victor Neuman David Pel Vicki Robinson Laird Miller Patricia Nichol Marianne Pengelly Sarah Robinson Cherise Miller Elizabeth H. Nieboer Penny Perry Judith L. Roche M. Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Anthea Milne Kim Niggemann Judith Pettersen Andrew Roets Melissa Milnes Ingrid Nigli Servane Phillips Letizia Romei Diane Minichiello Janet Nitins Teresa Pimentel Marilee Roome Edward J. Mirehouse Kevin G. Noel Marina Plett-Lyle Catherine Ross	Maryrose Mikhalles	Susan L. Nesbitt	Rebecca Pauls	Anne Roberts
Laird MillerPatricia NicholMarianne PengellySarah RobinsonCherise MillerElizabeth H. NieboerPenny PerryJudith L. RocheM. MillerCarla NiemiGeoff L. PetersRudolf RoelofsenAnthea MilneKim NiggemannJudith PettersenAndrew RoetsMelissa MilnesIngrid NigliServane PhillipsLetizia RomeiDiane MinichielloJanet NitinsTeresa PimentelMarilee RoomeEdward J. MirehouseKevin G. NoelMarina Plett-LyleCatherine Ross	Mary Lou Miles	David Neuman	Georges Payrastre	Paul Robinson
Cherise Miller Elizabeth H. Nieboer Penny Perry Judith L. Roche M. Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Anthea Milne Kim Niggemann Judith Pettersen Andrew Roets Melissa Milnes Ingrid Nigli Servane Phillips Letizia Romei Diane Minichiello Janet Nitins Teresa Pimentel Marina Plett-Lyle Catherine Ross	Jane Millen	Tammy & Victor Neuman	David Pel	Vicki Robinson
M. Miller Carla Niemi Geoff L. Peters Rudolf Roelofsen Anthea Milne Kim Niggemann Judith Pettersen Andrew Roets Melissa Milnes Ingrid Nigli Servane Phillips Letizia Romei Diane Minichiello Janet Nitins Teresa Pimentel Marilee Roome Edward J. Mirehouse Kevin G. Noel Marina Plett-Lyle Catherine Ross	Laird Miller	Patricia Nichol	Marianne Pengelly	Sarah Robinson
Anthea Milne Kim Niggemann Judith Pettersen Andrew Roets Melissa Milnes Ingrid Nigli Servane Phillips Letizia Romei Diane Minichiello Janet Nitins Teresa Pimentel Marilee Roome Edward J. Mirehouse Kevin G. Noel Marina Plett-Lyle Catherine Ross	Cherise Miller	Elizabeth H. Nieboer	Penny Perry	Judith L. Roche
Melissa MilnesIngrid NigliServane PhillipsLetizia RomeiDiane MinichielloJanet NitinsTeresa PimentelMarilee RoomeEdward J. MirehouseKevin G. NoelMarina Plett-LyleCatherine Ross	M. Miller	Carla Niemi	Geoff L. Peters	Rudolf Roelofsen
Diane Minichiello Janet Nitins Teresa Pimentel Marilee Roome Edward J. Mirehouse Kevin G. Noel Marina Plett-Lyle Catherine Ross	Anthea Milne	Kim Niggemann	Judith Pettersen	Andrew Roets
Edward J. Mirehouse Kevin G. Noel Marina Plett-Lyle Catherine Ross	Melissa Milnes	Ingrid Nigli	Servane Phillips	Letizia Romei
	Diane Minichiello	Janet Nitins	Teresa Pimentel	Marilee Roome
Ivan Mirnic Karen Norman Nancy Pollak Alaura Ross	Edward J. Mirehouse	Kevin G. Noel	Marina Plett-Lyle	Catherine Ross
	Ivan Mirnic	Karen Norman	Nancy Pollak	Alaura Ross

Vera Rosenbluth	Ramesh & Melinda Singal	Sally Teich	Mary Walton
Jean-Pierre Roy	Haramar D. Singh	Tom Teranishi	Zhaozi Wang
Christopher Roy	Nevada Skelly	Henrion Thierry	Raymond Wargo
Janice Royer	Tiffany Sloan	Iain A. Thirsk	Brenda Warner
Jennifer Rozylo	Laura Smit	John D. Thomas	Paul & Ruthanne Wartma
Nancy Ruddell	Brad Smith	Bill Tieleman	Jane Waugh
Derek Sahota	Susan Smith &	Maija Tiesmaki	Marilyn Weland
Sophie and Tony Salcito	Mark Tanner	Penelope Tilby	J. Wells
Kia Salomons	Roy F. Smith & Jolie A. Mayer-Smith	Christopher &	Valerie Westcott
Trisha Sampson	Barbara & Derek Smith	Patricia Tipple	Michael Westcott
Brenda Sampson	Tim Snider	Sarah A. Toderas	Amanda L. Whiddington
Ditrie M. Sanchez	Shawn Sorensen	Slavi B. Todorov	Kaitlynn A. Whitbread
Neil Sandell	Anthony Spence	Julie Tommila	Paul A. White
Ranjit Sandhi	Lloyd & Christine Stadler	John & Donna M. Topham	Elizabeth White
Harminder Sandhu	Mike Starchuk	Monica Torrence	Catherine Wilder
V. Saravanan	Gwen Steele	Jane Treasure	Tracy Wilkinson
Mary Saudade	Natalie D. Steele	Judith Trentalance	Sandra G. Willenbrink
Theresa Schmies	H. Barara Steele	Timothy Trivett	Diane Wilmann
Charles Scrivener	B. Stephen	Hollie Tsui	Robin Wilson
Reidun Seim	Katrina Stockley	Sumaiya Tufail	Meredith A. Wilson
Surjit Sekhon	Terry Stonehouse	Rayhaan A. Tura	Sean S. Wise
Gurminder &	Ralph Storseth	David Turner	Winston Wong
Jaswinder Sekhorl	Susan Stout	Jane Turner	David Woods
Eva Sharell	Coro T. Strandberg	Gale Tyler	Paisley Woodward
Peter Sharpe	Penny Street &	Rashid Ullah	Kathryn Woodward
Tina Shaw	Stephen Holmes	Davey Uppal	Neil Worboys
Jane Sheil	Bernadette Stringer	Kiran Uppal	Hoa Wouda
Pat & Sarah Shellard	John Stubbs	Mariken Van Nimwegen	Angela Wright
Lorraine & Stanley Shenker	Susan Swanson	Paul Vander	Jennifer Xenakis
Shelley Sheppard	J. & D. Swinton	Paula Vander & Tim Ralphs	Dorothy Yada
M. Sherlock & Nora Grove	Janet Systad	Carolyn Vantol	Gisele Yasmeer
Chris H. Shibaoka	Kazuko Takahashi	Judy Villeneuve	Sharon Yetman
Christine Shields	Lolita Tan Terles	Lauren Vonic	Gary Yip
Gordon L. Shippam	Jaime Tarriba	Patrick Vuong	Paul Yorke
Josephine Shotbolt	Nick Tattersfield	Leticia Wadhera	Lakeisha Yui
Linda Shuto	Patricia Taylor	Tiffany Walker	K.C. Zander
Norman Shuto	Marlene Taylor	Trevor H J. Walmsley	Morvarid Zandiyeh
Chris Siddaway	Steve Tedder	Carolyn Walsh	Sally Zaplatynsky
Wendy Simpson	Raheem Teja	Richard A. Walters	Franko C. Zaurrini

>>> Organizations	Cormier Estel	Real Estate Corporation
	Delta Controls Inc.	Seed To Sky Garden Club
0786076 BC Ltd.	Dunbar Garden Club	Sum It Up Bookkeeping Solutions
Aimia	Enjoy Tour and Travel	The Garden Club of Vancouver
Alan Ramsdale DBA RHAM Food Equipment	Farm To Lable Shirts	The Salsbury Foundation
Allwood Development Ltd.	Gordon Head Garden Club	The Squamish Gardeners
Anonymous	Lochmaddy Foundation	Toor and Pattar Enterprises Ltd.
Anthem Properties Group Ltd.	Lynn Valley Garden Club	Upper Lonsdale Garden Club
ArtStarts in Schools Society	Miracon Developments Inc	Valley Fuchsia & Geranium Club
B&B Contracting (2012) Ltd	Mom to Mom Child Poverty Initiative Society	Vancouver Urban Core Worker's Association
BC Council of Garden Clubs	Mount Lehman Credit Union	Wesgroup Properties
BC Teachers' Federation	Mount Pleasant War Memorial	Westcott Michael
Boundary Park Elementary	Community Cooperative Association	WestStone Group
Centex Petroleum	Nesika Insurance Services Inc.	Weststone Group
Citiwest Consulting Ltd. Roger Jawanda	New Westminister Horticultural Society	
Coast Capital Savings Credit Union	R. Howard Webster	
Coastal Sound Music Academy	Rohit Jindal Personal	

Thank You, Vancity

By far Vancity continues to be our biggest donor, a key partner in our strategic programs, and a champion of healthy communities characterized by social justice and financial inclusion. We find many ways to work together to support projects and initiatives that align with our shared values, further contributing to community well-being.

Did you know you can use your My Visa Rewards Plus* points to support community? Vancity's generous members have contributed \$71,000 in rewards points to Vancity Community Foundation in support of charities across Canada.

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Donor Advised Funds



\$2.3M
Total Grants from Donor Advised
Funds Distributed to Charities



\$49,487,524 Assets of Donor Advised Funds



\$6,227,134 New Contributions to Donor Advised Funds



574
Total Number of Grants
from Donor Advised Funds



34
New Donor Advised Funds
Established



205Total Number of Donor Advised
Funds as of December 31, 2017

Vancity Community Foundation works with individuals and organizations to help build a society that's inclusive, just, and sustainable. Using our experience, community knowledge, and Vancity network, we work with our donors to develop personal giving strategies that invest in the people and organizations – big and small – that are making a difference. Donor Advised Funds create a lasting legacy to support charities in the community while providing tax benefits back to the donor.

Donor Advised Fund Directory

We thank each of our new and existing donors for giving us the opportunity to effectively manage and steward your Donor Advised Fund. The following 2017 Donor Advised Fund directory includes our new funds highlighted with bold text.

Access to Justice Fund

Alayne Keough Fund

Alberto Morgadinho Memorial Fund

Alexandra Paproski #XOXO Fund

Amy Dalgleish Memorial Endowment Fund

Arts and Culture Legacy Fund

Arts for Life Fund

Artstarts Facility Operating Endowment Fund

B & B Massiah Fund

Balaclava Estate Fund

BC Borstal Endowment Fund

BC Child Care Advocacy Fund

BC Council of Garden Clubs Scholarship Fund

BC Farmers Markets Nutrition Coupon Program Fund

BC Litigation Fund

BC Michael Goldberg Sustaining Fund

Better Environmentally Sound Transportation Endowment Fund

BGH Community Fund

Blue Skies Fund

Bob Quart Family Fund

BobCat Fund

Bright Beginnings Foundation Fund

Broad Cove Fund

Brooke Forbes Legacy Fund

Burnaby Retired Teachers' Association Scholarship & Bursary Foundation

Burnaby Retired Teachers' Association Wynn Richmond Bursary Fund

Gene Blishen Co-operative Innovation

Fund was created
to support the
development of the
co-operative movement
through research and
education

Calarchy Fund

Chiron Family Fund

Christopher and Patricia Tipple Fund

Christopher Rytter Memorial Fund

CircaNow Foundation Fund

Coastal Sound Music Academy Fund

CoDevelopment Endowment Fund

Community Farms Endowment Fund

Comox Valley Land Trust – Pat Glazner Memorial Fund

Cooperative Commonwealth Fund

Cooperators Fund

Cull Family Fund

Currie/Baehr Family Endowment Fund

Cyndi Poynter Thoracic Nursing Education Fund

D and D Coates Fund

Dãna Giving Fund

Dave Mowat Climate Change Fund

Dendoff-Morris Fund Legacy Fund

Derek and Barbara Smith Foundation Fund

Donald George Robson Fund

Dr. Hinda Avery Fund

Driscoll Family Fund

Early Childhood Educators of British Columbia Fund

Edna Goring Fund

Ellen Tattersfield Memorial Fund

Ellie O'Day Arts and Housing Fund

Enchanted Forest Fund

Farm Folk/City Folk Endowment Fund

Faye's Pay it Forward Fund

First Call BC Fund

Frank Miller Family Fund

Galiano Fund

Gene Blishen Co-operative Innovation Fund

George Newbould Cull Endowment Fund

George Sisters' Fund

George T. Kidd Memorial Fund

Going Forward Fund

Grace Mirehouse Memorial Award Fund

Grassroots Leadership Fund

Greater Victoria Savings Credit Union Legacy Fund

Grey Community Fund

GW 2010 Flow Through Fund

Hans Peter Rodseth Memorial Fund

Hendrik Hoekema Fund

I. Kuramoto Family Fund

ICBC Endowment Fund for People with Disabilities

Igor Bradaric Legacy Fund

Innovation Fund

Integris Credit Union Community Foundation Fund

Isabel Shippam Memorial Fund

James Lindfield Fund

JAMST Fibre Arts Fund

Jane Tyler Legacy Fund

Jhajj Foundation Fund

Joan and Noel Armstrong Legacy Fund

John and Joan Freeman Scholarship Fund

John and Kathleen Gustafson Fund

John and Pauline Anatooshkin Legacy Fund

Josh Bodner Endowment Fund

Joy and Ken Williams Education Fund

Judith Marcuse Project Fund

June Yohm Charitable Fund

Juno Fund

Kathi LeBlanc Innovation in Business Fund

KEATCA Fund

Kerry & Betty Ho Fund

Krannitz Family Fund

Langley Environmental Partners
Society Bursary Fund

Larson-Bird Fund

Grassroots Leadership

development for tenants,
women, immigrants,
Indigenous peoples, and
youth, with a particular
focus on smaller start-up
organizations led by the
people they serve and that
build leadership and power
for economic and
social justice.

Laura Napodi Endowment Fund

Leo and Frances Longo Fund for Charity to Animals

Leon C. Morel Memorial Scholarship Fund

Lily Dekraker Memorial Fund

Lions Bay Community Scholarship Permanent Endowment Fund

Little Mountain Community Fund

Lloyd J. and Christine Stadler Fund

Lolita Tan Terles Charitable Fund

Low Foundation

Lucille Harkness Memorial Scholarship Fund

Lucille Johnstone Discretionary Fund

Lulu Fund

Margaret Greenfield Accessible Housing Project Fund

Margaret Mitchell Fund for Women

Marguerite Lewis Fund

Marianne Pengelly Fund

Marley Memorial Fund for Education

Mary-Jo Dionne Productions Fund

Mayer-Smith Charitable Fund

McGill Ability Fund

McLoughlin Gardens Fund

Michael Cuccione Foundation Fund

Mom2Mom Fund

Mowat Family Fund

Myasthenia Gravis Association of BC Fund

Nancy Grant Fund

Nancy Hawkins and Bill Bargeman Endowment Fund

Neechi Commons Fund

Neil and Nancy Morrison Legacy Fund

Norman Kirby Scholarship Fund

North Shore Community Resource Society Endowment Fund

Not Just Coffee Fund

NutritionLink Services Society Endowment Fund

Olivia and Erica Fund

Pang Kui Chiu and Ting Yung Ho Fund

Parkgate Community Legacy Fund

Pat and Jim McQueen Legacy Fund

Peter and Chloe O'Loughlin Charitable Fund

Peter and Melody Anderson Foundation Fund

Peter Pupkin Fund

Philip and Claire Daykin Charitable Fund

PLAN Permanent Endowment Fund

PLAN Personal Network Sustaining Fund

Pui Yung Compassion Fund

Purple Papillion Fund

R.R. Smith Community Fund

Resilience Fund

Richard Edward Sanford Fund

Robert Chambers Memorial Endowment Fund

Romuald and Nancy Gobis Fund

Ruby Brown Legacy Fund

	Our runds	
S.T.E.P.S. Fund Salcito Charitable Fund	Squamish Credit Union Legacy Foundation	Vancity Wealth Advisors Community Impact Fund
Salsbury Garden Fund	Stonehouse Family Fund	Vancouver Farmers Markets Fresh to Families Fund
Sawicki/Runka Sustainable Environment Fund	Strandberg Family Fund	VanTel/Safeway Credit Union
Sebastian Vander Ralphs Fund	Surrey Homelessness & HousingFlow Through Fund	Legacy Fund Verna and Ralph Storseth Fund
Shannon Meehan Legacy Fund Shellard Family Charitable Fund	Surrey Housing and Homelessness	West End Seniors' Network Society – Kay Stovold Memorial Fund
Shiloh-Fifth Avenue United Church Fund	City Fund Surrey Housing and Homelessness	Wheel Community Fund
Shirley and Gerry Fund	Community Fund	Williams Family Fund Youth at Risk Fund
Shulamit and Aliyah Ester Krakauer Foundation Fund	Sustainable Economy Fund Swale Fund	Zaurrini Family Fund
Silver Tubby Fund	Tchao Family Friends	
Sjur, Martine and Reidun Seim Fund	& Associates Fund	Uplifting Indigenous Families Fund was created
Sole Foods Street Farms Endowment Fund	Teresita Fund Thelma's Freedom Fund	to provide support to the BC families of Missing

Uplifting Indigenous Families Fund

Vancitizens' Legacy Fund

Tudor Sheil Fund

Somerville Fund

Endowment Fund

Endowment Fund

South Granville Seniors Centre

SPARC BC Michael Goldberg

Spectrum Endowment Fund
Sprout Social Intention Fund

Vancity Community Foundation Directors' Fund

Vancity Humanitarian Fund

Uplifting Indigenous
Families Fund was created to provide support to the BC families of Missing and Murdered Indigenous Women and Girls before, during, and after the National Inquiry into Missing and Murdered Indigenous Women and

Legacy Funds

The following Funds have been establish at Vancity Community Foundation in anticipation of an estate gift to activate giving. New Legacy Funds are highlighted with bold text.

Adriaan C. de Vries Scholarship Fund	Cowley Endowment Fund	Peter McConnell Fund	
Alfred and Marjorie Lam Endowment Fund	Drs. Pierre and Dianne Faber Family Fund	S. Giggey Fund	
Barrie and Margaret Vickers	Homeopathic Care Fund	Social Enterprise Policy Fund	
Caritas Fund	Jane and Michael Millard Fund	Sorensen Animal Fund	
Carlson's Dogwood Fund	Kazuko Takahashi Endowment Fund	VIPY Fund	

For more information about leaving a gift in your will, please contact Terran_Bell@vancity.com

Financial Highlights

	TO DEC 2017	TO DEC 2016
otal Assets (at end of period)	62,239,523	56,123,177
otal Distributions	6,445,423	7,694,679
		1,20 1,20 1
lew Contributions		
Unrestricted or Program	3,312,091	1,904,740
Greater Vancouver Community Assistance Foundation	2,018,190	689,000
Flow-through Contributions	2,577,721	2,706,561
Donor Advised Funds	6,227,134	2,708,684
otal Administrative Disbursements		
		1700 (00
Charitable Program Expenses	7,821,503	1,790,689
Charitable Program Expenses Management and Administration Expenses	7,821,503 1,507,431	1,790,689 1,504,595
·		
Management and Administration Expenses		1,504,595
Management and Administration Expenses reakdown of Assets	1,507,431	1,790,689 1,504,595 8,088,055 3,818,712
Management and Administration Expenses reakdown of Assets a. Unrestricted or Program	1,507,431 3,500,119	1,504,595 8,088,055

Socially Responsible Investing

Our advisor, Vancity Investment Management Ltd. (VCIM), is also the sub-advisor to the IA Clarington Inhance Social Responsible Investing (SRI) funds. As a signatory of the United Nations Principles for Responsible Investing, VCIM is committed to encouraging greater disclosure on Environmental performance, Social responsibility and corporate Governance (ESG). Following the United Nations Principles for Responsible Investing means that 100% of our investments are screened according to the Socially Responsible Investment parameters. These parameters bring ESG issues into investment analysis and decision-making processes. VCIM also actively participates in shareholder engagement and proxy voting with a number of the companies in which we hold ownership shares.

Performance of Our Donor Advised Fund Portfolio					
					SINCE INCEPTION
	1 YEAR	3 YEARS	5 YEARS	10 YEARS	17 YEARS
Vancity Community Foundation	7.92%	13.14%	13.40%	7.30%	5.58%
Benchmark	6.02%	5.12%	6.65%	4.95%	5.49%

Benchmark: 30 Day T-Bill 5%, DEX Universal Bond Index 45%, TSX Index 42.5%, S&P 500 Index C\$ 7.5%

Impact Investing

Under the close direction of our Board of Directors and with support from Vancity and other partners, we are increasingly allocating our assets in direct impact investments. These investments take different forms, representing a number of new and different asset classes for the Foundation and includes non-profit owned buildings, Indigenous initiatives, and green businesses. We make these investments with the specific intent of achieving positive social and environmental impact through our investment activities as well as a financial return. In addition to the balanced portfolios managed by Vancity Investment Management and our deposits held at Vancity for lending to the members, we also held or allocated the following instruments as of December 31, 2017:

	IIDE	CADE	PROX	/ /	TE

\$10,397,000	Program Related Investments
\$4,308,000	Equity Investments (Including Co-operatives and Real Estate)
\$1,000,000	Fixed Income
\$4,971,000	Loan Loss Reserves and Guarantees
30.4%	Held as Direct Impact Investments*

^{*}The total asset value used in our percentage calculation has been factored up due to additional risk provisions associated with some impact investing activities.

>>>> Program Related Investments

The following organizations received direct lending support from Vancity Community Foundation in the form of program related investments. These are below market investments made directly to charities for the purpose of achieving specific benefits and repaying the original capital.

- Pocodots Daycare
- Chrysalis
- Central City Foundation

>>> Loans Made by Donor Advised Funds

The following organizations received direct lending support from Donor Advised Funds held at Vancity Community Foundation in the form of program related investments. These are below market investments made directly to charities for the purpose of achieving specific benefits and repaying the original capital.

- Atira Women's Resource Society (Surrey Homelessness and Housing Fund)
- Lohbrunner Farm (Farm Folk City Folk Fund)
- Planned Lifetime Advocacy Network (PLAN Fund)

Partners in Impact Investing

New Market Funds

New Market Funds was originally established by five Canadian Foundations, including Vancity Community Foundation, as a specialized fund manager that takes an integrated approach to deliver market competitive investment performance with long-term community benefit. New Market combines extensive sector-based experience and relationships with a rigorous investment process to connect community need with investment capital. The first fund from New Markets, in which we are invested, is focused on post-construction financing for non-profit affordable housing developments in Canada.

Renewal Funds

Renewal Funds is a mission first venture capital firm that invests in early stage companies and adds value for entrepreneurs through capital, networks, and expertise. The Funds aims to deliver above market returns for its partners while catalyzing positive social and environmental change. Vancity Community Foundation is currently invested in two of Renewal Funds' offerings.

Greater Vancouver Community Assistance Foundation (GVCAF)

Originally incorporated in the mid 1990s, this related entity operates as a separate non-profit tax exempt organization which is not a federally registered charity. This society allows Vancity Community Foundation to provide innovative support for initiatives which benefit the community, but may not fit within the definition of "charitable activities" as defined by CRA. In 2017, the Cooperative Capital Fund was established at GVCAF with an initial contribution from Vancity Credit Union to support the development of the co-operative sector in BC. Through a new partnership with the Canada Mortgage and Housing Corporation, GVCAF also significantly expanded the funding available for the Predevelopment Loan Fund (see page 17), which provides early stage capital for nonprofit owned real estate projects in the pre-construction phase, with a particular focus on rental housing developments, often through mixed use projects.

>>> Impact Investing Highlights

312 Main Street



Under an agreement with the City of Vancouver, Vancity Community Foundation has been overseeing the redevelopment of the former Vancouver police station on Main Street in the Downtown Eastside for the past several years. Our vision is to create a dynamic, accessible and inclusive coworking space that will create new opportunities for collaboration and innovation. Organizations including Hub Cycling, The Binners' Project, and Brave Coop are now using the 60,000 square feet of space accessible to members. This investment also includes participation from all three levels of government, as well as Vancity Credit Union, and involvement from the Jim Green Foundation. There is still some work to do before the building is officially open in 2019. Once completed, it will be among the largest coworking facilities in Canada.

Nelson Commons

After two years of construction and many years of planning, the Kootenay Co-op moved into its new store at 777 Baker Street (Nelson) at the end of 2017. With over 21,000 square feet, the natural foods Co-op has room to add new products and services, including a full-service Butcher Shop, the Kootenay Co-op Kitchen, and expanded cheese and deli offerings. Above the retail space of its new store, the co-op is developing Nelson Commons, the first major residential project in the heart of Nelson. Vancity Community Foundation made an equity investment in this project in 2015 and received a full payout in 2017 with returns in excess of 12% per annum.

Catalyst Community Developments Society

In partnership with Oakridge Lutheran Church, the non-profit Catalyst Community Developments Society is redeveloping a site at 41st and Cambie Street on Vancouver's west side, just metres from the Oakridge Mall and a Canada Line Skytrain station. Rather than selling to a private sector developer, the church entered into a collaborative planning process to develop a six-storey mixed-use building, including ground floor retail, a mezzanine level church and community space, and then four levels of affordable rental housing above. Vancity Community Foundation participated as an early stage supporter through planning grants and pre-development funding, followed by a market based repayable investment directly from our endowment.

Quadra Island Conservation and Stewardship Society (QICSS)

In 2014 Offsetters Climate Solutions, Vancity Community Foundation, and the Province of British Columbia partnered to turn land on Quadra Island that would otherwise be used for logging or development into a haven for wildlife and local nature-lovers. The Quadra Island Forestland Conservation Project connects two existing marine parks – Small Inlet and Octopus Island – and saves more than 90,000 tonnes of greenhouse gas emissions in the process.

After grant contributions from the forestry operators, BC Parks, BC Marine Parks Forever Society, Quadra Island Conservancy and Stewardship Society, and Save the Heart of Quadra Parks, the province was just short of the necessary funds for purchasing the project site. Through a unique impact investment, Vancity Community Foundation provided the remaining capital with an option for securing any carbon offsets created by the project. This structure resulted in a new asset for Vancity Community Foundation, which is being converted back into cash as we sell the carbon offsets to Vancity credit union, to help meet the goal of being carbon neutral. As the dollars come back to VCF, they are then made available to support new initiatives in community.

Strategic Programs



\$231,500

Invested in social purpose real estate initiatives



14

Organizations supported to advance 15 social purpose real estate initiatives



\$406,000

Invested in social enterprise initiatives



28

Total number of organizations supported to develop 31 social enterprise initiatives

In partnership with Vancity Credit Union, we aim to harness the ingenuity, passion, and assets of community to create game-changing social enterprise and social purpose real estate initiatives that transform local economies and build a more just and sustainable world. Most often we work directly with organizations by providing combinations of capital, connections, and advisory services to advance their initiatives. Our support can take the form of expert advice, grants, and repayable grants, as well as access to non-conventional financing.

>>> Social Enterprise

From jobs for people with barriers to employment, provision of innovative goods and services that address social or environmental issues, or generating sustainable sources of revenue that support the financial resilience of non-profit organizations, social enterprises can be a powerful tool to meet community needs and address social and environmental challenges. Our investments support organizations to develop and launch new business ventures and to strengthen or scale-up existing enterprises.

In 2017, the social enterprise program responded to over 139 direct inquiries and we invested in 31 initiatives involving 28 different organizations:

- 60% of the supported enterprises provide training, employment, or income generation opportunities to people with barriers to employment such as homelessness, addiction, physical disabilities, mental illness, and/or newcomers.
- The balance of supported enterprises have mission related products or services that contribute to addressing environmental, educational, and/or health challenges. And a small number of supported enterprises exist to generate revenue for the non-profit organization.

- 12% of the total investment in social enterprise was allocated to concept and business planning activities supporting organizations to assess the viability and/or develop their business ideas and model.
- 83% of the total investment supported the implementation of an enterprise launch, strengthening, or growth initiative.

>>> Social Purpose Real Estate

Our region faces significant challenges related to real estate...lack of affordable housing, inadequate space for non-profits and community programs, and loss of community-owned land. But we also know that mission-driven organizations hold land, financial resources, or other assets that can be leveraged to create more and better affordable housing and to meet a range of community space needs. From mixed-use projects blending affordable housing with community program spaces, to co-location or co-working buildings, to farmland and community land trusts – we support organizations to retain, acquire, develop, and re-develop community real estate assets that benefit community.

In 2017, the social purpose real estate program provided funding to 14 organizations pursuing 15 real estate planning or development initiatives. Of these projects, 11 projects included either the development of new units of housing and/ or the intention to explore options for the development of affordable housing on their site or sites. The other projects were related to co-location initiatives and expansion of community program space.

> We supported a range of organizations with their real estate challenges or opportunities, including:

- 3 faith-based organizations seeking to redevelop land to include affordable housing and/or community facilities
- 9 multi-service community organizations, including 7 with transitional or supportive housin
- 2 non-profit housing providers and
- 1 non-profit developer focusing on arts and housing

> Our investments supported a range of activities that build capacity for social purpose real estate development including the following:

- 5 organizations (33%) were supported to carry out a real estate portfolio review or real estate strategy or opportunity analysis. This work helps organizations better understand their needs and opportunities and to make informed decisions regarding their real estate assets
- 2 organizations were exploring real estate concept planning/options analysis for a specific site or building
- 5 organizations were in the concept feasibility phase, 2 grants support business planning phase
- 1 grant was a multi-year investment for establishment of a non-profit real estate developer

OIN US As a community foundation connected to Vancity, we have been working to support local organizations and donors to create impact since 1989. Our history of working in community and with Vancity means that we are uniquely positioned to bring the best combination of people, expertise, and financial tools to make the most impactful projects happen. Help us create more stories of impact like the ones shared in this report. Learn more or donate online:

www.vancitycommunityfoundation.ca

Our People

Our Board of Directors volunteered their time to support the mission, vision, and values of Vancity Community Foundation. We are grateful for their participation and the wealth of community expertise they brought to our board table in 2017-2018.

- Dean Fortin, Co-Chair
- Alice Miro, Co-Chair
- Marta Becker, Director
- Gene Blishen, Director
- Lisa Coltart, Director
- Shushma Datt, Director
- Am Johal, Director
- Sean Markey, Director
- Rita Parikh, Director
- Bob Ransford, Director
- Joseph Reid, Director
- James Wright, Director

An operational board of directors was introduced at the start of the 2018-2019 term to bring specific experience, qualifications, and direct support to the 312 Main project while ensuring Vancity Community Foundation continues its important work throughout the community. The Foundation's board now consists of:

- William Azaroff, Chair Vice President of Community Business & Investment, Vancity
- Karen Hoffmann Corporate Secretary, Vancity
- Jeremy Trigg
 Director of Facilities
 and Environmental
 Management, Vancity
- Vinson Luu Group Controller, Vancity

Our Leadership Team

- Allison Felker Interim Executive Director
- Derek Gent
 Past Executive Director
- Irene Gannitsos
 Manager, Strategic

 Programs
- Vera LeFranc
 Manager, Community
 Projects

- Marie-Genevieve Lane Senior Accountant
- Michelle Eggli
 Communication and
 Engagement Manager
- Nancy Melo Manager, Administration
- Terran Bell Donor Services Advisor

Vancity Community Foundation hosts charitable activities and staff of the Surrey Homelessness and Housing Society, First Call: BC Child and Youth Advocacy Coalition, the Living Wage for Families Campaign, the BC Poverty Reduction Coalition, and Generation Squeeze.

For a complete list of Vancity Community Foundation staff, please visit: www.vancitycommunityfoundation.ca/about/staff



Vancity Community Foundation



LET'S CHAT.

CALL US: 604.877.7647

VISIT US ONLINE:

www.vancitycommunityfoundation.ca

SEND US AN EMAIL: VCF@vancity.com

FOLLOW US ON TWITTER:@vancitycommfdn

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