

Leadership
WATERLOO REGION
community leadership development

**Report
to the
Community
2006**

Join us in the journey!

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Founding Partners



Leadership

WATERLOO REGION

community leadership development

Program

Leadership Waterloo Region is playing a pro-active role in preparing our community for the future.

With a vision to enhance Waterloo Region as a world class community and a mission to develop an outstanding network of strong community leaders – Leadership Waterloo Region is building upon the vision and commitment of those individuals who built this area.

Waterloo Region has a rich heritage of leaders who took risks, saw possibilities and made things happen. Leadership Waterloo Region is identifying our new leaders; encouraging them to step forward; developing their skills and opening their eyes to the realities and opportunities that exist within this region.

By bringing together these new leaders and the established leadership of our community, Leadership Waterloo Region is building an outstanding network of leaders that will continue the vision of those who built this region.

Vision

To enhance Waterloo Region as a world-class community.

Mission

To develop an outstanding network of strong community leaders.

Values

- ~ We believe that a strong community requires strong leadership.
- ~ We value the diversities inherent in our community.
- ~ We value the networked leadership potential within our community.

Report to the Community



Barbara Hill
CHAIR



Anne Lavender
EXECUTIVE DIRECTOR

"There's a new champ in the ring (of leadership). It's social capital – the collective value of people who know each other and what they'll do for each other. It's human networks that make things happen... And leaders who get extraordinary things done will be those that are right in the middle of them."

"The Leadership Challenge"
Kouzes & Posner

Leadership Waterloo Region – one of 22 such organizations in Canada - is an innovation of visionary leaders. As we complete our 6th program cycle, we reflect on our achievements operationally in establishing the organization, but more importantly we look boldly to the future and to identifying innovative strategies to help broaden our reach into the community. Our mission, to develop a network of strong community leaders, has never been more important. As we face the increasing challenges of growth and globalization, the Waterloo Region needs to ensure that we have a dedicated, talented and well connected network of leaders to move us into the future. We are proud of the steps that our organization is taking to make our community's future as great as its past.

In June of this year we celebrated the completion of our sixth community leadership development program with a Commencement Ceremony for our nineteen class members... We congratulate them as they join other program alumni who are making a difference in our community. Today these 147 outstanding graduates and leaders are all contributing more effectively as a result of their increased knowledge of the region and their connections to a network of leaders within the Waterloo Region.

This report shares highlights of the activities and outcomes of the journey of our program participants and our volunteers over the past twelve months. The journey is only possible

with the assistance and support of hundreds of highly skilled volunteers and committed sponsors who are leading the way within the Waterloo Region. As you review our Report to the Community we know you will recognize at least a few of our graduates and many of the local leaders who contributed their time to the program this year. We hope this will inspire you to learn more about us and perhaps join us in our journey.

On our list of accomplishments were the 3rd Annual Fire & Ice Gala fund raising event and the first of a Visionary Speaker series featuring Howard Burton. Our 7th Annual Leadership Breakfast was another successful and well attended event. At the event, Tim Jackson of Tech Capital Partners , delivered a challenge to all organizations in the not-for-profit sector to embrace innovation and take risks! We were reminded of the legendary leaders who built the Waterloo Region and that we must follow their example by striving to be innovative and bold as we lead into the future.

We extend deep appreciation to all our donors, sponsors and the many employers who support program participants both financially and through "time away". Their commitment and support demonstrates their understanding of the value and criticality of a strong community leadership network and we commend them for this.

Barbara Hill, Board Chair
Anne Lavender, Executive Director

Board of Directors

Board members set the tone, vision and mission for Leadership Waterloo Region. They guide the program, chair working committees and recruit new community members for those committees.

Barbara Hill
Community Volunteer
CHAIR

Joanne McQuiggan
Thrive! Canadian Centre for Positive Youth Development
VICE CHAIR & SCREENING & SELECTION CHAIR

Glen Boy
Campaign Coaches
VICE CHAIR & DEVELOPMENT CHAIR

Terry Wichman
Community Volunteer
PAST CHAIR

Ken Seiling
Region of Waterloo
HONOURARY CHAIR

Ruby Weber
Municipal Councillor
TREASURER

Kathi Smith
Conestoga College
MARKETING CHAIR

Brenda Halloran
Canada Revenue Agency
ALUMNI CHAIR

Jill Schichter
Right Management
LIAISON - RECRUITMENT

Mark Eamer
Hemmerich, Flanagan, Kratz & Associates LLP
DIRECTOR

Pat St. John
Giant FM
DIRECTOR

Cecil Hayes
CIBC Investor Services
DIRECTOR

Sunshine Chen
Urban Imagination & Design Co
DIRECTOR

Patricia Graham
Community Volunteer
DIRECTOR

Committee Strength



Alumni Committee

This committee ensures ongoing communication among alumni and provides further development opportunities for program graduates.

Development Committee

This committee is charged with the important task of providing for the adequate funding of Leadership Waterloo Region and meeting the overall financial goals of the organization.

Marketing Committee

This committee plays a key role in ensuring that Leadership Waterloo Region is well represented within our community.

Screening & Selection Committee

This committee screens and interviews program applications to determine the final class makeup. It is a careful selection process to ensure the class consists of qualified men and women from professionally, geographically, and culturally diverse backgrounds that represent the emerging leadership of the private, public and non-profit sectors.

Curriculum Committee

This committee develops, coordinates and presents the crucial content of the community leadership program, including two three-day workshops, community learning days, and community projects.

Recruitment Committee

This committee works year-round to generate interest in the program and identify potential participants.

Financial Health



FINANCIAL HIGHLIGHTS – July 1/05 to June 20/06

Revenue	2006	2005
Grants	48,550	44,600
Donations	77,948	89,844
Program Fees	36,950	51,175
Other	9,583	5,883
TOTAL	173,031	191,502

Expenditures		
Employee Costs	110,492	99,248
Program Costs	24,883	36,308
Marketing	20,838	27,686
Office	21,329	18,431
Other	5,275	6,850
TOTAL	182,817	188,523

Excess Revenue over Expenditures (Excess Expenditures over Revenue)

TOTAL	-9,786	2,979
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Community Learning Days



Class of 2006

Community Learning Days are an exciting opportunity to step inside a unique classroom to examine the many facets of the community and see what makes our region tick. Each day gives participants a chance to learn about the challenges and opportunities we face in the Waterloo Region, the leadership roles needed to deal with community issues, and the diverse viewpoints of guest speakers and classmates. Over a nine-month period, participants expand their network, have their values and perceptions challenged, share experiences and ideas, debate, and learn as they interact with the people and leaders in our community.

Poverty Day 1

October 20, 2005

“I had no idea what I'd experience on our Community Learning Day about poverty. I had no idea of the impact the day would have on me, nor did I have any idea of the positive impact I could have. I knew poverty existed; I didn't know how significant the problem is – how it affects families, particularly youth in our community; what programs and services are available to support the poor, and how everyone, including me, could address the problem in even small ways.

“I was struck by the commitment displayed by volunteers and workers and how few financial resources were at their disposal. I was also struck by how easily I could make a decision to help, and the positive impact my efforts could have. I was moved to action! It's this fact that made this day so wonderful. Not only did it give me a chance to learn of the problems, it gave me a chance to act on opportunities to address those problems. This day in particular helped me to grow as a leader and that's really what Leadership Waterloo Region's Community Leadership Development program is all about.”

~ BOB DENTON
TD Commercial Banking

Governance Matters Day 2

November 17, 2005

"The governance learning day exposed us to a number of critical components of board governance. Spending time on personal values and their role in one's work was a valuable experience, as participants were able to consider the implications of alignment and/or misalignment of personal and organizational values and how they impact the ability of organizations to arrive at decisions. The various models of board infrastructure, roles, and responsibility were also very informative and useful in developing an understanding of how boards of various sizes and compositions conduct their activities.

"A very enlightening portion of the day included the presentation and discussion on Emotional Intelligence (EI). The EI exercises included understanding how one's past life experiences influence the daily decisions that we make. This self reflection can be a very humbling experience but also a very powerful tool to utilize in everything we do including our work with boards."

~ WAYDE PUTNAM
Deloitte & Touche

Community Resources & Capacity Day 3

December 15, 2005

"This Community Learning Day focused on community capacity-building as a continuous process. It begins when the individual members of a community come together to talk about their needs and opportunities. It grows stronger when they develop a common focus and vision, take ownership of a realistic plan to enhance their community, seek out the resources they need to help them, and finally celebrate each successful milestone that brings them closer to their goal.

"We all want strong, healthy communities that can offer a vibrant quality of life. Participants had an opportunity to focus on appreciating the assets in our community. We discovered that how quickly we get there depends on our ability to collaborate within our community.

The panel of speakers empowered us to take responsibility for our own community's development and discussed the importance of social entrepreneurship. Their stories demonstrated the magnitude of diverse resources in the Waterloo Region."

~ DANA BOURGEOIS
Conestoga College

Creative Communities Day 4

January 19, 2006

"Picture this: you enter a room filling up with people you have just come to know over the last few months, some similar to you, but most totally different. You know by now what to expect, what the group norms are, what the dynamics are like, and how the day might progress. You even know the subject, Creative Communities, and you have some preconceived notion of what that might be. Some will think they don't have a creative bone in their body, and others will assume they know everything about creativity and building creative communities.

"Surprise! This day is full of eye opening exercises and experiences designed to enlighten your understanding of what it takes to be a contributing member of a creative community. It's a day of self discovery, opening up opportunities and experiences that you never realized existed. You start to understand the incredible impact a vibrant creative community can have, and you begin to appreciate that it takes all kinds of people to build and nurture a creative community ...especially you."

~ BILL WATERS
We Create

Community Learning Days continued...



Cultural Diversity Day 5

February 17, 2006

“As someone with little knowledge about diversity in our Region, I was particularly interested in the Cultural Diversity day. I found that it really made me think, question my values and look inside myself. Our speakers talked about the effects of cultural diversity on Waterloo Region, and the reasons why so many new Canadians choose to settle here. We looked at the ways our cultural makeup has changed over the years, and the impact it has on all of us. We heard personal accounts of oppression in other countries, and examples that occurred here. We were moved when we heard stories on disability, racism and sexual orientation.

“We listened and shared our own life experiences. We had an opportunity to explore and indulge in each other's

cultural dishes through a delicious pot luck lunch. I feel we learned more about each other on that day than any other learning day. This day had a major impact. It touched each of us in a different way. It was not the most comfortable day, but we left knowing that we would look at things in a different way going forward. It brought us closer as a group, respecting and welcoming our differences.”

~ BRENDA GRAHAM
TD Canada Trust

Systems Day 6

March 23, 2006

“The Community Learning Day on Systems provided us with an opportunity that we would never have had if not for participation in Leadership Waterloo Region. After setting the stage with an overview of regional versus municipal responsibilities, we were provided with an intimate platform with which to speak to and learn from the political, organizational and media leaders in our community who spoke candidly about the values and skills that have shaped their leadership style.

“It was apparent that all of our most significant community leaders – in policing, health care, justice, education, elected office and the media – place a significant emphasis on the value of collaboration and partnerships. It became apparent that the success of our region is in part due to the vision of these leaders and their commitment to making our community a vibrant place to live and work. I left the day inspired to join in their pursuit to make our community a better place.”

~ VICTORIA RAAB
St. Mary's General Hospital



Engaging Youth & Seniors Day 7

April 20, 2006

“The day that focused on engaging youth and seniors was both motivating and inspiring.

“Youth offer us energy and enthusiasm for future leadership, while the wisdom and experience of seniors offers valuable guidance now, and as we plan for the future.

“Despite the age differences, there were similarities between the two groups: both are busy, willing to help if they see a need, and more likely to get involved if they are asked. It was interesting to see how their motivations differ: youth prefer working with their peers on fun, short term projects with social impact, while the seniors

continue to give of their time or money because it is the right thing to do, because they see a need, and because they were raised in communities that helped others.

“I came away from the day with a better appreciation of the potential of both groups in building our community.”

~ DEBBIE ADARE
Heffner Lexus Toyota

Managing Growth Day 8

May 18, 2006

“Our Community Learning Day on Managing Growth highlighted what a happening place Waterloo Region is. We need to manage growth to make it sustainable, to respond to changes in demographics, to mould and shape our urban landscape into something we can all take pride in. Walking through downtown Kitchener, we saw old neighbourhoods undergoing rejuvenation, and commercial and brown-field sites being reclaimed for residential dwellings. This neighbourhood tour showed us that growth in our region isn't just about new subdivisions; it's about finding existing buildings that can be converted into living space while maintaining the historical value of the original structure.”

~GUY HOWELL
Union Gas

Community Projects



Community projects give participants a unique opportunity to apply their new skills to real-life issues. Each group tackles a challenging project with a non-profit partner organization, which allows each participant an opportunity to gain experience and insight into the often tough realities faced by our community-based organizations.

Canadian Blood Services

Project: Develop a campaign to increase the number of donors from our ethno-cultural communities to meet the needs of area hospitals. This was to be accomplished by establishing a community network of cultural leaders to help the organization identify methods to

best raise awareness of Canadian Blood Services within specific groups in the Waterloo Region.

“It was a pleasure working with Leadership Waterloo. The project team was enthusiastic, goal-oriented, organized and diverse, bringing a variety of skills to the project. The team established a community network of multicultural leaders, and uncovered barriers to donating blood cited by the ethnic community. The team set the building blocks to raise awareness of Canadian Blood Services and increase blood donations within specific ethnic groups in the Waterloo Region.”

~ ANNMARIE DEN OUDEN
Canadian Blood Services

Family & Children's Services

Project: Develop a targeted foster parents' recruitment plan with the intention of targeting new audiences and raising the awareness of the vital need for teen foster homes.

“Working with this particular group of people from the community was a wonderful opportunity for our organization. The leadership group offered ideas and resources to create awareness within the community that offer new opportunities for the Society to inform community members about the



need for foster homes for youth in care. The group, although from different professional backgrounds, worked together well, which in turn developed into a comfortable and enjoyable relationship with the working group at Family and Children's Services. We are very much interested in working with another leadership group sometime in the near future."

~ TOM HOWARD
Family & Children's Services

RAISE Home Support

Project: Create several PowerPoint presentations aimed at recruiting and training volunteers, providing public education, and supporting fundraising efforts for the organization.

"We were amazed with the amount of talent, and variety of skill sets this group had to offer. Some brought finely tuned verbal skills, others technical, others creativity, while others worked in the background. This created a good mix. Their eagerness and enthusiasm was contagious. It was a real delight to work with such great people. From our perspective, the group put together a process that was very well thought out and a work load that was divided among them, utilizing each one's special talents.

"We are really proud to have worked with each person from this group and hope that we can stay in touch. With such leadership heading out into our community, we are indeed fortunate. Thank you Leadership Waterloo Region for giving RAISE this opportunity. It's been a wonderful journey."

~ DEB GEMMEL
RAISE Home Support

Community Impact

Leadership Waterloo Region is developing an outstanding network of strong community leaders. This network has had some unexpected impacts on the community. Here are two examples of the incredible things that can happen when people are able to share connections:

A project team from the Class of 2005 worked on identifying the effectiveness of the YMCA of Cambridge's communications/ positioning strategy by conducting focus groups with membership and various other community members. Using surveys, questionnaires and focus groups, the team hoped to more clearly understand how the YMCA of Cambridge is perceived within the community, thereby assisting them in developing a revised, more effective plan to implement over the next four years. The Leadership Waterloo Region class team went far and above the YMCA's expectations, providing them with in-kind services valued at more than \$75 000.

"When my team began working with the YMCA of Cambridge, they had already done a lot of research with existing members and had reviewed research from other YMCAs, but didn't have the resources to do external research with the general population. Fortunately, I was able to use my connection with a marketing research expert at Sun Life Financial and his connections with a local external market research firm, PMG Consulting, to determine if they would be willing to help the YMCA on a pro-bono basis.

"Once on-board, PMG developed and ran a non-member phone survey of over 300 people in addition to some focus groups – which led to a report that the YMCA's CEO called 'the most in-depth analysis that the Y had ever had of their services in the community'. Clearly, partnering with these experts ensured that our project outcomes were value added. That's the power of the network!"

~ LORI PAYNE
Sun Life Financial, Class of 2005

The Class of 2006 Community Learning Day on Poverty was held at the Cambridge Self-Help Food Bank. In previous years it had been suggested that the organization needed a door to join the two sides of their building. Several members of the class decided to work on this and the result was an in-kind donation of more than \$40,000 and a detailed plan to guide future renovations.

"It occurred to me that such a project would be fairly simple to complete, and fun to work on."

"My brother, Doug Denton, is an Architect and, given the age and structure of the building, I "volunteered" him to visit the site to conduct an assessment. It was determined that the proper location of the door would be critical to the future functionality of the building. The initial proposed location for a new door proved not to be ideal. This led to the Food Bank's management developing a "Must Have" list and a "Would Like to Have" list.

"Through extensive consultation with the Executive Director, and with the help of Leadership Waterloo Region Class Members, Doug decided a facility assessment would prioritize work to be done. This would also provide a construction cost estimate for the various project components that would need to be undertaken. This assessment was then presented to the Board of Directors. Today, the Food Bank is still without a door, but they now have a roadmap for the next several years that will provide greater value in terms of their being able to undertake remedial/ reconstructive work in a prudent, logical manner, and better deliver service to a community greatly in need of their services."

~ BOB DENTON
TD Commercial Banking, Class of 2006

Class of 2006



Debbie Adare
Heffner-Lexus
Toyota



Andrew Bauman
Lewis Media



Dana Bourgeois
Conestoga College



**Laurel Davies
Snyder**
City of Cambridge



Robert Denton
TD Commercial
Banking



Nevine El Gendy
Community
Volunteer



Joseph Fung
Lewis Media



Brenda Graham
TD Canada Trust



Wilda Graham
Bridge Finders



Felix Grande
Waterloo Taxi



Olaf Heinzl
Waterloo Regional
Police Service



Guy Howell
Union Gas Ltd.



Sherrie Hyde
Lutherwood



Laura Manning
University of Waterloo
School of Pharmacy



Wayde Putnam
Deloitte &
Touche



Victoria Raab
St. Mary's
General Hospital



Sarah Reid
Community
Volunteer



Elizabeth Singal
HSBC Bank of
Canada



Bill Waters
We-Create

Leadership Waterloo Region Alumni 2001- 2005



Class of 2001

Beverley Allan – Region of Waterloo (2004)
Glenn Allison – Thunder Bay Art Gallery (2001)
Mary Anne Banks – Wilfrid Laurier University (2003)
Marlene Baulk – RAISE Home Support Services (2005)
Helene Beaulieu – Atua (2005)(2005)
Stephen Beckett – Ministry of Community Safety and Correctional Services (2002)
Kerri Bennett – Grand River Hospital (2002)
Timothy K. Bergelt – The Mad Netter (2002)
Greg Beselaere – St. Mary's General Hospital (2005)
Rick Bigelow – Union Gas Ltd. (2005)
Ann Bilodeau – KW Habilitation Services (2005)
Jan Bockmaster – The Record (2005)
Parnaa Bradley – Manulife Financial (2005)
Jennifer Burnham – Union Gas Ltd. (2003)
David Calder – City of Waterloo (2003)
Lynne Calnek – Community Volunteer (2004)
Sunshine H. Chen – Urban Imagination & Design Co. (2001)
Debbie Clue – (2005)

Paula Costa – City of Kitchener (2005)
Sue Costigan – Community Volunteer (2001)
Tanya Dale – Waterloo Region District School Board (2005)
Joanne Davis – Consultant (2005)
Nancy Davy – Grand River Conservation Authority (2002)
Shevaun Day – Shevaun Inc. (2002)
Carrie Debrone – Stanley Park-Rosemount Community News (2002)
Connie Deckert – Motivair Canada Ltd. (2004)
Deborah DeJong – K-W Counselling Services Inc. (2005)
Tony Denison – Denison Print (2001)
Mary Dever – Shad International (2005)
Donna Diebel – Kuntz Electroplating Inc. (2004)
Carol Dixon – Providence Health Care (2001)
Michelle Dunk – JAMM Tours Inc. (2003)



Class of 2002



Class of 2003

Christine Dwyer – Business & Education Partnership of Waterloo Region (2005)
Mark Eamer – Hemmerich, Flanagan & Kratz, LLP (2004)
Cheryl Ewing – Cheryl A. Ewing (2005)
Stephen Fairweather – City of Cambridge (2004)
Jason Farrugia – TD Waterhouse (2005)
Andrew Friedel – Delta Elevator (2001)
Sharon Giles – Clarity Connects (2004)
Dan Glenn-Graham – Workplace Safety & Insurance Board (2004)
Susan C. Gow – Enhanced Image (2001)
Brenda Halloran – Canada Revenue Agency (2004)
Colleen Haney – McMane Dunkel Kingston & Stranz, LLP (2005)
Craig Haney – Personal Edge Training Inc. (2005)
Jeff Harris – Assante Financial Management Ltd. (2005)
Mike Harris – Johnson Controls (2005)
Lorna Hart – Centre for Skills Development & Training (2005)
Tara Henderson – Family & Children's Services (2001)
Tracey L. Henderson – Consultant (2001)
Linda Horn – Community Volunteer (2005)
Carol Anne Hornett – Grand River Hospital (2002)
Jo-Ann Hutchison – City of Kitchener (2002)

Jim Kilgour – Advanced Benefits Consulting (2004)
Sandra Lachance – Community Volunteer (2004)
Moni Lagonia – RBC Royal Bank (2001)
Bryan Larkin – Waterloo Regional Police Service (2004)
Rosalyn Larochelle – ParaMed (2004)
Tony Lea – St. John Ambulance (2004)
Richard J. Maass – Peerless Turfcare Inc. (2003)
Wendy MacIntosh – City of Waterloo (2001)
Fauzia Mazhar – The Working Centre (2005)
Dave Mazurek – Waterloo Regional Police Service (2002)
Dorothy McCabe – John Milloy Constituency Office (2003)
Chris McIntyre – Overseas Volunteer (2003)
Joanne McQuiggan – Thrive! (2003)
Heather Melrose – Straight Street Event Services (2004)
Colette Murphy – Teneco Automotive (2001)
Renee Murray – New Orleans Canada (2003)
Audra Noble – Bam Creative (2002)
Rose Noonan – Waterloo Region District School Board (2003)
Teresa Norris-Lue – Cowan Wright Beauchamp Limited (2003)
Jennifer O'Connor – Braval Special Events & Arts Management (2004)
Terry O'Keefe – Sun Life Financial (2004)
Sandra Osmond – Grand River Hospital (2001)
Carolyn Parks – Creative Events (2002)
Anne Paterson – Performa Financial & The Perpetual Success Programme (2002)
Sue Peterson – Cambridge Chamber of Commerce (2001)
Sherryl Petricevic – Communitech Technology Association Inc. (2004)
Kristen Porritt – Wilfrid Laurier University (2002)
Jackie Ralph – Youth En-Route (2002)
J. Mitchell Reive – Grand River Hospital (2002)
Fortunato Restagno – Pursue Associates Inc. (2004)
Lindsay Restagno – St. Paul's College, University of Waterloo (2003)
Carmen Robert – Grand River Hospital (2002)
Jacqueline Roberts – University of Guelph (2005)
Brooke Robinson – Unit Precast (Breslau) Limited (2004)
John Rocchetta – The Beat Goes On (2003)
Andrea Ruttan – Sun Life Financial (2005)



Class of 2004

Larry Ryan – Region of Waterloo (2002)
Michael Seiling – City of Kitchener (2005)
Peter S. Simmons – City of Welland (2003)
Ken Sleeper – Union Gas Ltd. (2004)
Stephen Smart – Clarica (2003)
Cathy Snyder – OTIP/RAEO (2003)
Michael Snyders – Future Focus Inc (2004)
Stephen (Steve) H. Southern – SlipStream Data Inc. (2002)
Heather Spanjers – St. Monica House (2003)
Erin Spink – Canadian Cancer Society (2004)
Susan St. John – K-W Counselling Services Inc. (2002)
Naomi Stansfield – PEOPLEsource (2002)
Gordon Stewart – City of Calgary (2004)
Lisa Strayer – RBC Dominion Securities Inc. (2003)
Sherri Sutherland – United Way of Oakville (2003)
Brian Swainson – The Cooperators (2005)
Carol Taylor – The Alzheimer Society of Cambridge (2001)
Robert Theisz – Region of Waterloo (2005)
Gilberte Thibeault – (2003)

Brent Thomlison – Waterloo Regional Police Service (2004)
Rachel Thompson – Hillside Festival (2003)
Sue Traves – City of Cambridge (2002)
John Turvey – Bottomline Resource Group (2001)
Syd Vanderpool – PRYDE Youth Services (2003)
Angela Vieth – Community Charity Services of Ontario; (2003)
Shahin Virani – Region of Waterloo (2003)
Berry Vrbanovic – City of Kitchener (2001)
Randy Warren – Sun Life Financial (2003)
W. Roy Weber – K-W Small Business Enterprise Centre, Waterloo (2003)
Diane Wiles – University of Waterloo (2002)
Glen Woolner – GlenMar Initiatives Inc. (2004)
Sean D. Worthington – Worthington Consulting (2003)
Mark Wotton – Family & Children's Services (2002)
Tracy Wray – Frito Lay Canada (2004)
Chris Wright – WarrenShepell (2001)
Cong-Rong Xie – Economical Insurance Group (2005)
Jeff Zavitz – Tavis-Roland Development Inc. (2002)
Linda Zensner – FaithLife Financial (2004)



Class of 2005

Sponsors

Financial Sponsors



Goods-In-Kind Sponsors



Employee Sponsors

These organizations have supported their employees' participation through program fee support.

Advanced Benefits Consulting
Assante Financial Management Ltd.
Barrday
Big Brothers Big Sisters of
KW & Area
Bottomline Resource Group
Brava! Special Events and Arts
Management
Business & Education Partnership of
Waterloo Region
Cambridge Self-Help Food Bank
Canada Revenue Agency
CCAC of Wellington-Dufferin
City of Cambridge
City of Kitchener
City of Waterloo
Clarity Connects
Community Justice Initiatives
Cowan Wright Beauchamp
Creative Events
Deloitte & Touche, LLP
Denison Print
Faithlife Financial
Fergus Scottish Festival
Future-Focus Inc.
Grand River Conservation Authority
Grand River Hospital

Hospice of Waterloo Region
HSBC Bank of Canada
Independent Living Centre
Johnson Controls
KidsLINK
Kinsmen & Kinette Clubs of Canada
Kuntz Electroplating Inc.
KW Counselling Services Inc.
KW Habilitation Services
Lewis Media
Lutherwood
Madnetter Computing
Mark Eamer, C.A.
MarketForce Communications
Motivair Canada Ltd.
OTIP/RAEO
Pat Henderson & Associates
Peerless Turfcare Inc.
Performa Financial & The Perpetual
Success Programme
Personal Edge Training Inc.
PRYDE Youth Services
Pursue Associates Inc.
RAISE Home Support Services
Raytheon Canada Ltd.
The Record

Region of Waterloo
RBC Royal Bank
Shad International
Smart Creations
Social Planning Council of K-W
St. John Ambulance
St. Mary's General Hospital
Straight Street Event Services
Sun Life Financial
Talcor
TD Canada Trust
TD Waterhouse
The Beat Goes On
THE KID ZONE
Thrive!
Township of Woolwich
Union Gas Ltd.
United Way of Cambridge &
North Dumfries
University of Waterloo School of
Pharmacy
Waterloo Region District
School Board
Waterloo Regional Labour Council
Waterloo Regional Police Service
WeCreate

Volunteers & Community Supporters

Leadership Waterloo Region depends on the contribution of generous volunteers. These individuals serve on committees, give their time as presenters or serve as facilitators and hosts for Community Learning Days and workshops. Their generosity of time, talent and wisdom is invaluable. As one participant stated, “Together they model the way, they mentor, they teach, they build support and trust and we have certainly had an opportunity to work with some great leaders.” By engaging the community in our program, we are taking another step toward fulfilling our mission.

Robert Achtemichuk	Diana Drackley	Leeno Karumanchery	Lori Payne	Carol Taylor
Keren Adderley	Garnet Duffey	John Keating	Sue Peterson	Karen Taylor-Harrison
Maureen Baillie	Judith Dusseldorf	Ross Kelterborn	Sherryl Petricevic	Ray Teed
Tim Bergelt	Herb Epp	Jim Kilgour	Kristen Porritt	John Thompson
Barry Bisson	Linda Fabi	Nahla Kor	Rick Rathwell	Anne Tinker
Jan Bockmaster	D'Arcy Farlow	Sandra Lachance	Paul Regginato	Susan Traves
Larry Borsato	Jason Farrugia	Tony Lea	Myrta Rivera	Gavin Tucker
Greg Brennan	Rocco Fondacaro	Benton Leong	Bernie Roehl	Angela Vieth
Dave Brown	Laura Forde	Rev. John Lougheed	Wayne Roth	Karin Voisin
Victoria Bugdal	Tammy Gaudun	Michael Mann	Jon Rohr	Berry Vrbanovic
Jennifer Burnham	Dan Glenn-Graham	John Matlock	Andrea Ruttan	Gary Warren
Howard Burton	Lynn Haddrall	Cathy Matyas	Katharine Schmidt	Randy Warren
David Calder	Brenda Halloran	Dorothy McCabe	Ken Seiling	Dennis Watson
Heather Campbell	Colleen Haney	Heather Melrose	Pat Singleton	Liz Weaver
Wendi Campbell	Lorna Hart	Ryan Mounsey	Ken Sleeper	Roy Weber
Don Chapman	Cheryl Hawley	Ken Murray	Larry Smith	Bill Wilson
John Colangeli	Willy Heffner	Marilyn Murray	Rosemary Smith	Chris Wright
Paula Costa	Jeff Henry	Audra Noble	Cathy Snyder	Aziz Yousefi
Doug Craig	Alice Huang	Dr. Liana Nolan	Erin Spink	Carl Zehr
Carrie Debrone	Jane Humphries	Rose Noonan	Susan St. John	
Mary Dever	Charlene Hutt	Teresa Norris-Lue	Robbin Sterzer	
Donna Diebel	Tim Jackson	Terry O'Keefe	Rob Straby	
Scott Dobbins	Gwenanne Jorgensen	Mary Pappert	Bill Strauss	



The Community Leadership Development Program curriculum incorporates the Five Practices of Exemplary Leadership as outlined in Kouzes and Posner's "The Leadership Challenge".

Five Practices of Exemplary Leadership

Challenge the process

Leaders venture out.

Inspire a Shared Vision

Leaders have visions and dreams that could be.

Enable others to act

Leadership is a team effort.

Model the way

Leadership is earned; it is your behaviour that earns you respect.

Encourage the heart

Leaders encourage the hearts of their constituents to carry on.

JAMES M. KOUZES & BARRY Z. POSNER

Join us in the journey!

Where do you fit in?

Leadership Waterloo Region provides a unique opportunity for those looking to make a difference in a way that is both meaningful and beneficial. In addition to providing a leadership program for our participants, we have opportunities for corporate sponsorships, volunteer engagement, and individual support. We are building a network of emerging and existing leaders and we encourage you to join us as we fulfill our mission.

We are building a community of leaders who will help lay the foundation for our collective tomorrow. In doing so, we have already benefited from strong support from those who appreciate our cause. Your participation will build on momentum and ensure that the community you call home has the leadership and citizenry it deserves.

Find out more or offer your support

Phone: (519) 742-7338

www.leadershipwaterlooregion.org

*“Example is not the main
thing in influencing others,
it is the only thing.”*

~ALBERT SCHWEITZER



519-648-3636



519-571-8204

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WATERLOO REGION
community leadership development

Leadership Waterloo Region | 809 Wellington Street North | Kitchener, Ontario N2G 4J6
Phone: 519-742-7338 | info@leadershipwaterlooregion.org | www.leadershipwaterlooregion.org