

# Report to the Community 2012/2013



**Leadership**  
**WATERLOO REGION**  
*community leadership development*

# Leadership

WATERLOO REGION  
*community leadership development*

## Vision

To be the definitive provider of leadership development in our community – educating, inspiring and sustaining people on their leadership journey.

## Mission

We provide experiential leadership development, challenge people to view their community through a different lens and foster connections with active and emerging leaders creating positive change.

## Values

We value the diversities inherent in our community.

We believe that a strong community requires strong leadership.

We value that collaboration builds capacity.

We commit to continuously developing our programs to meet the ever changing needs and expectations of our community.

We value the community that supports us.

*Join us in the journey!*









## Class of 2013

With the addition of these graduates of our 2013 Core Program, our alumni group now includes 325 individuals from the corporate, social profit and government sectors. Leadership Waterloo Region's alumni are heavily involved on over 400 boards of directors and committees within our community, and several have chosen to serve in public office.

We regularly link alumni with leadership opportunities and are pleased to enable information sharing with our alumni network on behalf of local social profit organizations. Profiles for this year's graduates and all our Core Program alumni can be viewed on our website at [leadershipwaterlooregion.org](http://leadershipwaterlooregion.org) – look for the Alumni Directory link on the home page.



**Liane Barefoot**  
Cambridge Memorial  
Hospital

**Jennifer Bentley**  
University of  
Waterloo

**Anne Bulik**  
Raytheon Canada



**Aaron Chapman**  
Union Gas



**Anna-Marie Cipriani**  
City of Waterloo

**Antoinette Duplessis**  
Region of Waterloo

**Jennifer Elkins**  
Region of Waterloo

**Lori Gibson\***  
Scotiabank

**Sharon Gilroy-Dreher**  
Stork Holdings

**Adnan Haque**  
Teledyne DALSA



**Carmin Lakhanpal**  
Staebler Insurance



**Andrew Marshall**  
Toronto Region  
Conservation Authority



**Alexandra Marsland**  
Marsland Centre  
Limited



**Sheila McConnell**  
University of  
Waterloo



**Richard McLean**  
The Working Centre

\* Sadly, soon after Commencement, we lost Lori to cancer. We remember her strength and courage, and her valued contributions to the wellbeing of our community.

## CLASS OF 2013



**Devin McLeod**  
Deloitte



**Lucas Rowe**  
Boxing by  
Syd Vanderpool



**Martin Scherer**  
University of Waterloo



**Chris Sellers**  
Lutherwood



**Christine Tolton**  
RedCat Marketing



**Melissa Tummon**  
Miller Thomson LLP



**Edgar Vieira**  
Lutherwood



**Joy Viveen**  
City of Cambridge



**Rachelle Wheatley**  
City of Kitchener

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## Community Leadership Development (Core) Program

Leadership Waterloo Region is best known for its 10-month Core Program. Using the community as a canvas, participants are guided to realize their leadership potential through the discovery of challenges affecting the local community and the skills needed to overcome them.

From September until June each year, over 10 weekdays and two weekends, participants come together for a series of Leadership Day Workshops. They also break into groups to complete major projects that

benefit community organizations. Participants are given the opportunities to explore personal leadership styles, practice of leadership skills in a group setting and learn more about Waterloo Region.

This program caters to the diverse strengths of professionals from all three sectors in our community – business, government and social profit. The Core Program is a “learning laboratory”: a safe space for participants to refine their skills and practice their leadership competencies.

# Leadership Day Workshops

Once a month Core Program participants come together to take part in a Leadership Day workshop. The workshops bring the community into the classroom, examining issues that affect our lives. Each of the

eight sessions provides opportunities and resources for participants to learn and enhance a different skill. This year's workshops took place across the region, on topics ranging from project management to public speaking.

## DAY 1: Project Management – Poverty in Waterloo Region

*Hosted in partnership with Cambridge Self-Help Food Bank, Cambridge*

Participants received information to help gain an understanding of the realities of poverty in Waterloo Region. Understanding was instilled that poverty is a matter of circumstance rather than a result of poor decision-making. Class members gained a methodology to recognize the lens through which they view community and to identify the assumptions they make every day. Project management principles were explained and local organizations that work towards ending poverty were identified.

## DAY 2: Understanding Social Profit Governance – Media Relations & Media Risk Management

*Hosted in partnership with North Dumfries Community Centre, Ayr*

Common Social Profit board governance models were identified along with the roles and responsibilities of the Board of Directors. The three C's of Board participation were discussed – conflict of interest, confidentiality and community. The importance of media risk management was examined, along with group development and the roles individuals play in groups.

## DAY 3: Leadership and Innovation – Value of Freedom of Expression and Co-Creation as a Leadership Skill

*Hosted in partnership with Knox Presbyterian Church, Waterloo*

Participants had the opportunity to explore their understanding of creativity's role in innovation as well as the roles that leaders play in nurturing social innovation. The importance of creativity within each sector of the community was also discussed.





**DAY 4: Understanding and Leading Change – Appreciative Inquiry and Asset Mapping**

*Hosted in partnership with Lions Arena, Kitchener*

The many dynamics involved in the process of change of complex systems were discussed and participants were introduced to the concept of appreciative inquiry. Personal transitions that take place as a part of external changes were explored and class members learned the mindset and skills required to effectively navigate change and foster resilience.

**DAY 5: Engaging Diversity – Mental Models, Diversity of Ideas and Thoughts**

*Hosted in partnership with Wilmot Community Centre, Wilmot Township*

Participants learned about the nature of diversity in Waterloo Region as well as the impact of mental models and stereotypes. The concepts of power and privilege were discussed as well as steps towards inclusion and anti-oppression. Further insight was provided on how leaders can create a more inclusive environment, both in the workplace and in the greater community.

**DAY 6: Systems Thinking – Significance in Community Leading**

*Hosted in partnership with Cambridge City Hall*

An understanding of systems theory and its application in community decision-making was established. Challenges of leadership within the larger community system were considered and the relevance of systems theory to the development of a healthy community was discussed.

*The experience gained through Leadership Waterloo Region has been extremely effective in altering my perspective on the causes and effects of many issues within the community and in business. Truly a growth experience.*

Anne Bulik  
Manager, Program Management  
Raytheon Canada Limited



## DAY 7: Peer Coaching and Mentoring – Emotional Intelligence

*Hosted in partnership with New Dundee Community Centre, Baden*

Participants developed an understanding of coaching and mentoring, learned to recognize the positive impact on both parties, and ascertained how to establish a mentoring/coaching program in the workplace. Emotional Intelligence and the impact it has on leadership abilities was explored. Each participant discovered their own learning style and how to tailor the way they impart information to others through presentations and workshops, as well as how learning styles impact effectiveness as mentors and coaches.

## DAY 8: Public Speaking – Managing Growth – Enhancing Communication Skills

*Hosted in partnership with Region of Waterloo Council Chambers, Kitchener*

Increased awareness of the key principles involved in public speaking and insight into the ability to influence others through community were gained. Information about how social media can impact an organization and specific examples were given. The effects of choices made as individuals on shaping regions, cities, communities and neighbourhoods were discussed.

Leadership Waterloo Region would like to thank the following organizations for their in-kind catering sponsorship of Leadership Day lunches: Kara's Smart Foods, A Gourmet Affair Catering, Never Enough Thyme, and Davenport Catering.

*From a mayor to a boxing champion... We may be diverse but we have one thing in common: a passion to make a positive impact in our region. The Core program gave us all the tools to cultivate our passion into a powerful community movement where no one gets left behind. I am truly grateful and very proud to call myself an alumnus.*

Sheila McConnell, Program Officer  
Master of Public Service, University of Waterloo



## Leadership Projects

Each year, Core Program participants are separated into smaller teams of five or six individuals. These teams partner with a local social-profit organization in order to complete a project that provides hands-on experience. The Core Program teams become a “learning laboratory”

for group process. These projects also provide valuable solutions and a lasting impact for the partner organization

As of 2013, 59 projects have been completed through partnerships with various social-profit organizations across the Waterloo Region.

### Project READ Literacy Network Waterloo-Wellington (PRLN)

Participants creatively designed mobile application possibilities for the organization by thoroughly researching trends in the mobile application market and also receiving price estimates from several app developers.

*Project READ Literacy Network worked with an enthusiastic group from the Class of 2013. Their skills and expertise helped us to explore tablet and cellphone app development as part of our organization's strategic development. We were very appreciative of their time and efforts. Thank you for a productive project!*

– Anne Ramsay, Executive Network Director,  
Project READ Literacy  
Network Waterloo-Wellington

### Mosaic Counselling and Family Services, Family Violence Project

Participants created and presented a community awareness campaign for the Family Violence Project through extensive research and several meetings in order to increase the growth of the program and increase service to community members. The participants have been invited to see the launch of their campaign in the fall of 2013.

*Working with such a talented group from Leadership Waterloo was a wonderful experience. Professionalism, dedication and commitment was demonstrated by all the members and the result of their hard work was displayed in the end product. The Family Violence Project is excited to use the marketing materials developed.*

– Julia Manuel  
Mosaic Counselling and Family Services

### Community Justice Initiatives

In the process of creating a marketing strategy to allow Community Justice Initiatives to expand their workplace mediation services, participants decided it was necessary to perform extensive research into the community to determine the size of the market. The results were presented to the organization along with suggestions for future services and goals.

*The Leadership Waterloo Region group investigated the potentials for a workplace mediation service. The group interviewed local businesses to determine if there is a need for this service and if yes, what services businesses may need. Thanks to the Leadership Waterloo Region group, CJI gleaned valuable information from the interviews and we now feel more confident about how we should approach workplace mediation.*

– Julie Friesen  
Director of Programs, CJI

### Globe Studios

An effective Strategic Plan was created by participants to outline areas of focus and core strategies, as well as provide direction for Globe Studios to achieve their current vision and mission. A detailed list of tactics in addition to written guidance for implementation were provided to allow the organization to streamline their efforts, increase long-term success and increase community impact and involvement.

*For its 25th anniversary, Globe Studios made an application to Leadership Waterloo Region (LWR) to be considered as a project for the 2012-2013 program year. Globe Studios' board originally envisioned a marketing plan, but the LWR team made a motion to Globe Studios' board that a strategic plan would be a more suitable and beneficial option. We were delighted to welcome six curious and energetic young people to work with and understand our organization. Through an open house attendee survey, a “strength, weaknesses, opportunities and threats” analysis with the board, focus groups with Globes' artists, and a board tactic ranking, our LWR team produced a plan that will help take our organization forward into its next 25 years.”*

– Isabella Stefanescu  
Globe Studios



## Project Partner Organizations, 2000-2013

Leadership Waterloo Region has worked in collaboration with 43 community organizations to complete 59 projects over the past 13 years, and these have created positive change and built capacity in our region's social profit sector. Project partner organizations include:

ACCKWA (AIDS Committee of Cambridge, Kitchener, Waterloo & Area) (2 projects)

Argus Residence for Young People (2 projects)

Big Brothers of K-W

Block Parents Business Program

Cambridge Home Support (2 projects)

Cambridge Self-Help Food Bank (3 projects)

Canadian Blood Services (2 projects)

Canadian Clay & Glass Gallery

Canadian Mental Health Association of Waterloo Region

Canadian National Institute for the Blind

Community Justice Initiatives (3 projects)

Deaf Blind Ontario

Elmira Maple Syrup Festival

Family & Children's Services of the Waterloo Region

Family Counselling Centre of Cambridge & North Dumfries

Focus for Ethnic Women (2 projects)

Globe Studios

Homer Watson House and Gallery

House of Friendship (2 projects)

Independent Living Centre of Waterloo Region (2 projects)

K-W Habilitation Services

KidsLINK

Kitchener-Waterloo Multicultural Centre

Meals on Wheels of Kitchener-Waterloo

Mosaic Counselling and Family Services

MS Society Canada

Nutrition for Learning (2 projects)

Project READ Literacy Network Waterloo-Wellington

Promote The Vote

RAISE Home Support Services

rare Charitable Research Reserve

Ray of Hope - Morning Glory Cafe

Sexual Assault Support Centre

Skills International, Agency of Record

Social Planning Council of Cambridge & North Dumfries

Steckle Heritage Farm

Sunnyside Home Seniors Residence

Volunteer Action Centre

Women's Crisis Services of Waterloo Region

The Working Centre

United Way of Cambridge & North Dumfries

YMCA of Cambridge-Kitchener-Waterloo (2 projects)

YWCA of Kitchener-Waterloo (3 projects)

*The LWR program had a formative impact on me and my capacity for leadership. It provided exposure to different sectors and issues within our community I wouldn't have otherwise had. It provided for me a hands-on opportunity to work in collaboration with others to apply our learning and in turn contribute in a positive way to our community. I am grateful for having had the opportunity to participate.*

Anna Marie Cipriani MA, MLEO, MCIP, RPP  
Environmental Promotion Officer, Environment and Parks Services  
Community Services, City of Waterloo

## Youth on Board Program

Youth on Board was first established in October 2008, and has continued to grow through 2013 with the generous sponsorship by the TD Bank Group. The program connects emerging young leaders with established leaders in Waterloo Region.

Youth on Board provides young leaders with the opportunity to study and participate in the governance of a local social-profit organization. Youth aged 18 to 23 years are matched with mentors serving on local social-profit Boards of Directors.

In a survey for this year's Youth on Board Program, 100% of surveyed mentors expressed that they would recommend the Youth on Board program to other community leaders, and 100% of the Boards of Directors involved were welcoming and accepting towards the youth participant. We thank the organizations and their board members who chose to become mentors for their desire to assist in the development of our youth leaders, and we recognize the commitment of our youth leaders and their interest in expanding their leadership skills.

*LWR provided me with a foundation of knowledge about non-profit Board Governance, as well as the valuable opportunity to meet with passionate leaders in our community across different sectors, which was very inspiring. Not only did I see how Strategic Vision was directed at the Board level, but also how it was implemented and put into action at the Committee level, where I was able to actively contribute. For any youth who are seeking additional leadership and governance experience, I strongly recommend them to participate in this program!*

Huong Vo, Student at University of Waterloo & Youth on Board Participant – 2012-13

*My experience with the Youth on Board program has proven to be a valuable experience. As a student I always wanted to become involved in board governance with real organizations making a difference. Through the program I was able to attend monthly meetings, work with a personal mentor, and connect with students across the city. The experience improved my understanding of board governance and gave me the confidence to seek more leadership opportunities within the city. I would recommend YOB to any young leader wanting to build their network and make a meaningful contribution within their community!*

Dawit Debssou  
Executive Team Leader, Target Canada,  
Youth on Board Participant – 2012-13

*It was a privilege to serve on the board of the Greater KW Chamber of Commerce. My attendance at the meetings and participation in the program was well received by the Chair and Board Members. I was sent materials to be discussed a week in advance of the board meeting and was encouraged to speak if I had any questions or comments. During meetings, the issues that face our business community were discussed at length. Furthermore, I was able to participate in a strategic planning activity where members were encouraged to reveal where they thought the scarce resources of the Chamber should be focused in the next several years. My lasting take away from these meetings is just how much everyone on that Board cares about our community. It was obvious how engaged all board members were, evidenced in meaningful discussion from all members around the table.*

Joshua Gooding, Staff Accountant  
KPMG & Youth on Board Participant – 2012-13



The Youth Leader	The Mentor	The Board
Vijayshri Bidarkar	Tara Mondou	Block Parent Program of Canada Inc.
Lasanya Blake	Patti McKague	Child Witness Centre
Aishah Butt	Dan Glenn-Graham	Kitchener Horticultural Society
Jamie Conner	Neil Murray	Kitchener-Waterloo Humane Society
Chris Corrigan	Anjola Tunde-Ojo	The Food Bank of Waterloo Region
Daniela Talero Crespo	David Bunce	ROOF
Ashley Dean	Heidi Fuentes	Grand River Hospital Volunteer Association
Dawit Debssou	Jacinda Reitsma	Leadership Waterloo Region
Emma Dreher	Sarah Exel	The Volunteer Action Centre of K-W and Area
Bethelehem Eshete	Dan Glenn-Graham	Kitchener-Waterloo Multicultural Centre
Josh Gooding	Jason Kipfer	The Greater KW Chamber of Commerce
Joshua Huff	Anthony Piscitelli	Waterloo Catholic District School Board
Omama Khan	Jillian Marquardt	Langs
Manuela Leon	Shelley White	Sexual Assault Support Centre of Waterloo Region
Howard Leung	Rebecca Balaz	Waterloo Community Arts Centre
Heidi Lo	Paul Rabb	Leadership Waterloo Region
Justine Martin	John Enns	Waterloo Wellington Community Care Access Centre
Aisha Mizra	Peter Meier	Kitchener-Waterloo Multicultural Centre
Kirsten O'Brien	Shannon Weber	Our Place Family Resource and Early Years Centre
Alex Pearce	Joanne Van Deursen	Victim Services of Waterloo Region
Kourtney Ruigrok	Dan Glenn-Graham	Downtown Kitchener BIA
Faith Sales	Brandee Faulds	Traverse Independence
Radha Sayal	Karen Grogan	YWCA Kitchener-Waterloo
Candice Sommers	Surekha Shenoy	Cambridge Memorial Hospital Foundation
Huong Vo	Mark Miyasaki	Leadership Waterloo Region
Jessica Wu	Joanne Raymond	YWCA Kitchener-Waterloo
Adam Wunder	Tim Sothern	The Greater KW Chamber of Commerce



The Youth on Board Program is generously sponsored by TD Bank Group

*The Youth On Board Program was a terrific opportunity for me to venture out of my university community and into the regional community. I was given the opportunity to sit on the board of the Food Bank of Waterloo Region and this allowed me to connect with different individuals from various backgrounds and professions. This is the first board I have ever served on and I enjoyed the opportunity immensely. I would definitely recommend this program to other students!*

Anjolaolu Tunde-Ojo, Student at Wilfrid Laurier University & Youth on Board Participant – 2012-13

*The Youth On Board program has provided me with an opportunity to re-invent myself. With my interest in my Board of Directors' mission, vision and values, and with the support of my mentor - and by extension, the Board - I am able to be the young professional that I've been trying to become by contributing my knowledge, skills, abilities, and enthusiasm to an organization with a mandate that creates positive change in my community.*

Kourtney Ruigrok, Student at University of Waterloo & Youth on Board Participant – 2012-13

## Youth on Board Agency Partners 2008 to 2013:

ACCKWA - Aids Committee of Cambridge, Kitchener,  
Waterloo & Area (2 youth)  
Alliance for Children & Youth of Waterloo Region (3 youth)  
Alzheimer Society of KW (3 youth)  
Block Parent Program of Canada Inc. (1 youth)  
Cambridge Memorial Hospital Foundation (1 youth)  
Cambridge Self Help Food Bank (3 youth)  
Cambridge YMCA (1 youth)  
Canadian Mental Health Association (3 youth)  
Chicopee Ski Club (1 youth)  
Child Witness Centre (2 youth)  
Downtown Kitchener BIA (1 youth)  
Grand River Hospital Volunteer Association (4 youth)  
Greater KW Chamber of Commerce (2 youth)  
Kitchener Horticultural Society (1 youth)  
Kitchener-Waterloo Humane Society (1 youth)  
Kitchener-Waterloo Multicultural Centre (5 youth)  
KidsAbility Foundation (2 youth)  
Kitchener Downtown Community Health Centre (1 youth)  
Langs (2 youth)  
Leadership Waterloo Region (8 youth)  
The Food Bank of Waterloo Region (2 youth)  
The Multicultural Theater Space (1 youth)  
Our Place Family Resource and Early Years Centre (2 youth)  
ROOF (1 youth)  
Sexual Assault Support Centre of Waterloo Region (1 youth)  
Sunnyside Home Foundation (1 youth)  
Traverse Independence (2 youth)  
Victim Services of Waterloo Region (1 youth)  
Volunteer Action Centre of K-W and Area (6 youth)  
Waterloo Catholic District School Board (1 youth)  
Waterloo Community Arts Centre (1 youth)  
Waterloo Public Library (3 youth)  
Waterloo Wellington Community Care Access Centre (1 youth)  
YWCA of Kitchener-Waterloo (8 youth)

## The Power of a Network: Powerful Connections for Positive Change Alumni Council Initiatives

In 2010 and 2011, our Alumni Council held a series of Conversation Cafés focused on “Rapid Transit”, “The Importance of Arts & Culture in our Region” and “The Ballot Question”. Following the success of these Cafés, our Alumni Council, working in collaboration with the Immigration Partnership of Waterloo Region, held a series of three Conversation Cafés for the community in 2012 and 2013. The focus of these events was Settling, Belonging and Working. Community members, both newcomers and those long-established in our region, were invited to share their perspectives and to learn from one another about the challenges we face as a community, and to propose solutions to those challenges. These events provided an opportunity for many newcomers to share both their joys and their frustrations as they work to become fully engaged members of our community.

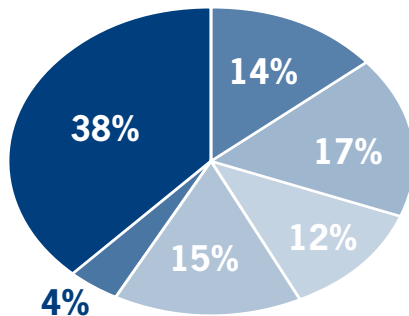
The information gathered at each event was then summarized into a report prepared by a Leadership Waterloo Region Core Program graduate and made available to the Immigration Partnership to inform their work.

We are proud and supportive of the work of our alumni around our region, and their good works and new initiatives are too numerous to mention in this report. Our Core Program graduates continue to utilize the connections provided to them by Leadership Waterloo Region to positively impact our community. We will soon be adding alumni stories of leadership to those already on our website, so we encourage you to watch for them.

[www.leadershipwaterlooregion.org](http://www.leadershipwaterlooregion.org)

## Financial Strength

In 2012-2013, 38% of our revenues were generated from tuition fees and the remaining funds were raised through special events, donations, memberships, grants and sponsorships. Leadership Waterloo Region is working to increasing participation in our Core Program and through the development of tailored programs, with the aim of becoming self-sustaining.



Sponsorships	14%
Government Grants	17%
Memberships & Donations	12%
Events	15%
Tuition Donations	4%
Program Fees	38%

## Supporters

### \$15,000+

Region of Waterloo  
TD Bank Group

### \$5,000+

Libro Financial Group  
Union Gas  
Wilfrid Laurier University

### Tuition Fund Sponsors

COM DEV International Ltd.  
Teledyne DALSA Inc.

### \$1,000+

Christie Digital  
Ian Cook  
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Deloitte  
Delta Elevator Co. Ltd.  
Mark Eamer  
Electri-Tech Services Inc.  
JPB Photography  
Miller Thompson LLP  
Toyota Motor Manufacturing  
Canada Inc.  
WalterFedy

### \$500+

Debbie and Ian Adare  
Robert Denton  
David Graham  
Gerald Kara  
Jim Kilgour  
Paul Rabb  
Tim Schaner

### \$250+

Lynn Cameron  
Community Justice  
Initiatives  
Connie Deckert  
Lusette Henry  
Kathie Must  
Marion Neisen  
Sue White  
WIRED Electrical  
Contractor

### \$100+

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Tara Mondou  
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Kendra Velenosi  
Shevaun Voisin  
Randy Warren  
Terry Wichman  
Glen Woolner

### Other Donors

Bob Cruickshank  
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Kristen Porritt  
Amy Ross  
Aaron Stauch  
Tracy Suerich

### Goods-In-Kind Sponsors

A Gourmet Affair  
Bam Creative Services  
Bingemans  
Davenport Catering  
Denison Print  
EDCOM Multimedia  
Products  
Kara's Smart Foods  
Lutherwood  
Never Enough Thyme  
Robin's Goldsmithing



## Employee Sponsors

The following organizations have contributed to enable their employees to participate in the Core Program. This list recognizes all sponsoring organizations from 2001 to the present.

Advanced Benefits Consulting	Impact Events Groups	RBC Royal Bank
Alzheimer Society of Kitchener-Waterloo	Indal Technologies (Div. of Curtiss Wright Corporation)	RBJ Schlegel Holdings Inc.
Assante Financial Management Ltd.	Independent Living Centre	REEP Green Solutions
Barrday	Jennifer Roggemann Law Office	Region of Waterloo
Big Brothers Big Sisters of KW & Area	Kara Smart Foods	Rockway Mennonite Collegiate
Blackberry	KidsAbility Foundation	Sandvine
Bottomline Resource Group	KidsLINK	Scotiabank
Brava! Special Events and Arts Management	Kinsmen & Kinette Clubs of Canada	Septimatech Group Inc.
Business & Education Partnership of Waterloo Region	Kitchener-Waterloo Symphony	Sevran Automation Group Inc.
Cambridge Hospital Foundation	Kuntz Electroplating Inc.	Sexual Assault Support Centre of Waterloo Region
Cambridge Memorial Hospital	KW Counselling Services Inc.	Shad International
Cambridge Self-Help Food Bank	KW Habilitation Services	Smart Creations
Canada Revenue Agency	Libro Financial Group	Social Planning Council of K-W
Canada's Technology Triangle	Lions Quest Canada	St. John Ambulance
CCAC of Wellington-Dufferin Centre in the Square	L'Oreal	St. John's Kilmarnock School
Christie Digital	Lutherwood	St. Mary's General Hospital
City of Cambridge	Lutherwood Child & Family Foundation	St. Mary's General Hospital Foundation
City of Kitchener	Lyle S. Hallman Foundation	Staebler Insurance
City of Waterloo	M&M Meat Shops Ltd.	Stantec
Clarity Connects	Madnetter Computing	Steckle Heritage Farm
COM DEV	Manulife Financial	Stork Holdings
Community Justice Initiatives	Mark Eamer, C.A.	Straight Street Event Services
Cowan Insurance Group	Marsland Centre Limited	Sun Life Financial
Crawford and Company (Canada)	Medicalis	Talcor
Creative Events	Melloul Blamey Construction Inc.	TD Waterhouse
Damselffy Solutions	Menno S. Martin Contractor Ltd.	Teledyne DALSA Inc.
Deloitte	Miller Thomson LLP	The Beat Goes On
Denison Print	Mosaic Counselling and Family Services	The Food Bank of Waterloo Region
Direct Gourmet Seafood	Motivair Canada Ltd.	THE KID ZONE
Doyle Investment Group	OTIP/RAEO	The Regional Municipality of Waterloo
Economical Insurance Group	Our Place Family Resource and Early Years Centre	Township of Woolwich
Extend-A-Family	Pat Henderson & Associates	Trans Logic Executive Search Group Limited
Faith Life Financial	Peerless Turfcare Inc.	Trinity Village Care Centre
Family Counselling Centre of Cambridge & North Dumfries	Performa Financial & The Perpetual Success Program	Union Gas
Family Services Perth-Huron	Perimeter Institute	United Way of Cambridge & North Dumfries
Fergus Scottish Festival	Personal Edge Training Inc.	United Way of Kitchener-Waterloo and Area
Food Bank of Waterloo Region	Pine River Cheese Co-operative Planning and Engineering Initiatives Limited	University of Waterloo
Future-Focus	PWC	University of Waterloo School of Pharmacy
Grand River Conservation Authority	Prior Resource Group	University of Waterloo Social Innovation Generation
Grand River Hospital	PRYDE Youth Services	WalterFedy
Greenway-Chaplin Community Centre	Project READ Literacy Network	Waterloo Region Record
Habitat for Humanity Canada	Pursue Associates Inc.	Waterloo Region District School Board
Hospice of Waterloo Region	Raytheon Canada Ltd.	Waterloo Regional Labour Council
HSBC Bank Canada		Waterloo Regional Police Service



## Join Us

Leadership Waterloo Region continues to develop its network of alumni and supporters. Join us on the journey of leadership as a participant, sponsor, donor, member or volunteer.

- Participate in the Core Program to develop your leadership potential or become a mentor for our Youth on Board program.
- Sponsor an employee to participate in the Core Program.
- Donate to assist selected participants in the Core Program who are unable to pay the full fee, making it possible for exceptional applicants from all sectors of our community to participate.
- Become a corporate or individual member and gain access to our events, such as our Annual Leadership Breakfast and Fire & Ice Gala, each attracting approximately 400 people.
- Volunteer and lend your expertise to one of our committees or special events.



**For more information about these opportunities, visit [leadershipwaterlooregion.org](http://leadershipwaterlooregion.org), e-mail [info@leadershipwaterlooregion.org](mailto:info@leadershipwaterlooregion.org) or call 519-742-7338.**



Class of 2013

*Join us in the journey!*

## Apply to the Community Leadership Development (Core) Program

Leadership Waterloo Region offers the sole comprehensive community leadership development program serving Waterloo Region, however we are not doing it alone. We are grateful to all individuals and businesses whose support of our organization has assisted us in our work. We encourage you to consider joining us on your leadership journey.

### Successful applicants for the Core Program:

- ◆ Have work experience and want to develop their leadership skills.
- ◆ Want to gain in-depth knowledge of the challenges facing our community.
- ◆ Want to learn more about becoming a leader.
- ◆ Have an interest in volunteer leadership roles.
- ◆ Want to connect with other leaders to make a meaningful contribution to their community.


### Program Benefits

#### PARTICIPANT:

- ◆ Increase leadership capacity and knowledge of regional issues.
- ◆ Develop a network of diverse colleagues for community and business problem solving.
- ◆ Refine personal values and mission.

#### EMPLOYER:

- ◆ Enhance employee leadership skills and knowledge, and leverage them to achieve greater organizational effectiveness.
- ◆ Create networking opportunities that can improve business solutions.
- ◆ Position employees as community leaders who are committed to improving the quality of life in the region.
- ◆ Understand diversity.
- ◆ Retain employees.



Applications are accepted year-round, but applications for the 2014-2015 program must be submitted by May 1, 2014.

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