



**2018 ANNUAL REPORT**

**CANADIAN OCCUPATIONAL  
THERAPY FOUNDATION**

## 2017 – 2018 BOARD OF DIRECTORS

<b>President</b>	Marjorie Hackett, O.T.	Hillsborough Hospital
<b>Treasurer</b>	Miranda Aubin, CPA, CMA	<a href="http://bitcoin.com">bitcoin.com</a>
<b>Secretary</b>	Adriana Vaduva, J.D.	Suboch Law until July / Mazo Chowbay as of August
	Marat Altinbaev	OMERS Private Equity
	Barbara Code, O.T.	Retired
	Jeff Jones	Westtech Healthcare
	Natalie MacLeod-Schroeder, O.T.	University of Manitoba
	Kim McGrath	Broda Seating
	Juan Monterrosa, O.T.	MATC

### President's Report

As President of the Canadian Occupational Therapy Foundation for my third year, it is my great pleasure and privilege to report to you on the Foundation's activities during the fiscal period 1 October 2017 to 30 September 2018.

COTF's vision is ***Meaningful living for all Canadians*** while its mission is:

- ***Support knowledge development that is relevant to and builds a strong evidence base for clinical practice.***
- ***Inform better practice by facilitating knowledge translation and availability in a form and manner that meets the needs of clinicians.***
- ***Enable a professional culture that supports the full participation of clinicians in the development and implementation of evidence-based practice.***

My third year as COTF President has been one during which COTF has regained some momentum that was lost beginning the summer of 2015. Having a strong strategic plan in place has been helpful to guide COTF to achieve objectives that are based on well-planned activities.

COTF is an organization that depends heavily on a volunteer base. To that end, I would like to thank the volunteers who are critical to the success of COTF. They consist of the members of COTF's Research and Scholarship Review Committee, who is responsible for the adjudication of COTF's awards program. I must also recognize the leadership of the COTF Board. The Board meets regularly via conference call (approximately every six weeks), with the goal of managing the financial situation of the Foundation. Discussions primarily include focusing on the activities outlined in the strategic plan that support the strategic objectives. Board members are also expected to share their knowledge of COTF with their networks (family, friends, colleagues) and encourage members of those networks to participate in COTF as donors, supporters or volunteers.

COTF also appreciates the work and strong team spirit of COTF's Executive Director, Sangita Kamblé, and COTF's Executive Assistant, Anne McDonald. Both staff are very dedicated to COTF.

I would like to thank all of the donors and supporters who contribute to COTF. It is because of each of you that COTF is able to offer an awards program to occupational therapists that is based on ensuring its relevance to clinicians and their clients.

To me, it is critical that all occupational therapists in Canada know that COTF exists and that each and every occupational therapist support COTF because COTF is the only Foundation that exclusively supports occupational therapy research and scholarship.

In this report, I would like specifically to address the following areas:

1. Awards
2. Fundraising
3. Communication and Partnerships
4. Governance
5. Future

## **1. Awards**

Thanks to the generosity of our donors, the Foundation has been able to maintain its annual awards program for research grants, scholarships and other awards. In this fiscal period (1 October 2017 to 30 September 2018), COTF awarded thirteen (13) research grants, scholarships and other awards totaling \$34,400, including the COTF Future Scholar Awards.

COTF also administered provincial and other funds for the same time period. COTF invests the funds of provinces and other funds. COTF's work includes receipting, having the funds audited, and providing input on the awards program, among some of the key tasks. COTF does not decide how to disburse the funds or fundraise for them. It is equally important to keep in mind that COTF is in competition with the various provincial and other funds for donor dollars, as not all donors give to both.

I encourage all of you to share information about our awards program with your networks because I want more occupational therapists and students to apply to it. COTF is a granting agency for occupational therapists seeking funding for research and scholarship. Applicants have a wonderful opportunity to be peer reviewed in a competition of high calibre within their field. Succeeding in the COTF competition opens the door to other funding opportunities and enables recipients to add that success to their curriculum vitae, which is especially important for first time recipients. Receiving an award from COTF is a great stepping-stone in the careers of many occupational therapists. Many well-known occupational therapy researchers received their first awards from COTF!

COTF's Research and Scholarship Committee plays a paramount role in COTF's awards program. Thank you to the Committee members for the time and effort that they give. Congratulations to all of the award recipients!

**2017 – 2018 COTF Award Recipients (\*First Time COTF Award Recipient)**

<b>Name</b>	<b>Type of Award</b>	<b>Title</b>	<b>Amount</b>
	<b>2017 COTF Scholarships</b>		
* Jessie Trenholm	COTF Masters Scholarship	Emergency Department Return Visits for Frail Older Occupational Therapy Patients	\$1,500
* Cynthia Yamamoto	COTF Masters Scholarship	Occupational Therapy in Primary Care Interprofessional Collaboration Person-Centered Care	\$1,500
* Marie-Hélène Levesque	COTF / Invacare Master's Scholarship	Accompagner et documenter la preimplantation du Lifestyle Redesign en milieu communautaire québécois: une recherche action	\$2,000
Janna MacLachlan	COTF Doctoral Scholarship	Seeking saimaqatigiingniq: Improving Rehabilitation services provided to Inuit in Nunavut thru the centering of Inuit knowledge and values	\$3,000
* Susanne Mak	COTF Doctoral Scholarship	Through the Looking Glass of Identity Dissonance: Attrition and Retention of Occupational Therapists	\$3,000
* Minnie Teng	Barb Worth Emergent Leader	-	\$5,000
<b>Subtotal</b>			<b>\$16,000</b>

<b>Name</b>	<b>Type of Award</b>	<b>Title</b>	<b>Amount</b>
	<b>2018 COTF Research Grants</b>		
* Laura Hartman	McMaster Legacy Fund Research Grant	Managing the Real World: An Interagency Program of Real-World Healthcare Management Opportunities for Transition-Aged Youth with Disabilities	\$2,000
* Jennifer Kennedy	COTF Innovation Research Grant	Breaking Down Barriers: Understanding Family Engagement in School-Based Occupational Therapy Services	\$5,000
Nadine Larivière	COTF Mental Health Research Grant	Conception et première validation d'une intervention visant le retour et le maintien au travail de personnes avec un trouble de personnalité limite	\$10,000
<b>Subtotal</b>			<b>\$17,00</b>
<b>Total</b>			<b>\$33,000</b>

**2017 COTF Future Scholar Award Recipients - \$100 per university – Total \$1,400**

<u>University</u>	<u>Recipient(s)</u>
University of British Columbia	Brooke Fenn and Elyse Stokely
University of Alberta	Rachel Quong
University of Manitoba	Sarah Hibbert
Université d'Ottawa	Claire Rudnicki
Queen's University	Paige Côté
University of Toronto	Natalie Bonello
McMaster University	Sarah Hobbs
Western University	Emily Ready
McGill University	Catherine Auger, Christine Daniel, Alissa Gah Lai Low and Rachel Kadoch
Université de Montréal	Nellie Ouellet-Scott
Université de Laval	Isabelle Poitras
Université de Sherbrooke	Sarah Laroche
Université du Québec à Trois-Rivières	Alexe Desaulniers
Dalhousie University	Victoria Godin

**2017-2018 Provincial Award Recipients**

<u>Provincial Fund</u>	<u>Recipient</u>	<u>Name of Award</u>	<u>Amount</u>	<u>Total</u>
CAOT-BC	Emily Lee	CAOT-BC Research & Education Grant	\$292.95	\$892.17
	Sneha Shankar	CAOT-BC Research & Education Grant	\$99.22	
	Jeff Boniface	CAOT-BC Research & Education Grant	\$500	
SAOT	Alexandra England	OTPTDC Conference	\$1,000	\$3,000
	Cyndy Hai	“Mealtime Miseries-Management of Complex Feeding Issues”	\$1,000	
	Pam Klassen	“Blending Approaches to the Treatment of Neurological Disability”	\$1,000	
MSOT	Bronwyn Fontaine	MSOT Presentation Award	\$375	\$1,600
	Cynthia Puttaert	MSOT Presentation Award	\$375	
	Brenda Semenko	MSOT Presentation Award	\$750	
	Francis Diaz	MSOT Student Research Award	\$100	
OSOT	Dorothy Kessler	OSOTR Strategic Priorities Research Grant	\$10,000	\$10,000
NBAOT	Lisa Flewelling	NBAOT COTF Scholarship	\$600	\$600
PEISOT	ALS	Donation	\$1,500	\$1,500
<b>TOTAL</b>				<b>\$17,592.17</b>

## **2. Fundraising**

COTF's fundraising efforts were varied during this fiscal year.

### *a. CAOT Conference:*

The COTF Board of Directors made a decision to be present at the CAOT Annual Conference in Vancouver, BC. COTF offered a variety of initiatives that raised funds for COTF. They included:

- \$800 from the sale of a variety of pottery crafted by local potter Ann Maliatski from Vancouver, BC
- \$8,860 from the Live Auction at the CAOT Social Event at Science World, where Howard Blank a well-known Vancouver philanthropist and community leader, was COTF's volunteer auctioneer. Howard has used his skills to raise funds for several charity initiatives in Vancouver by helping to raise more than \$100 million dollars. Thank you to Howard for his time, for sharing his story about the positive impact of occupational therapy in his life, for donating an item and for purchasing items from our auction!
- \$660 from reservation of tables at the CAOT's gala at Science World.
- \$1,200 from chocolates

COTF would like to thank the following companies for sponsoring the pottery – Dynamic Health Care, Nighthawk Manufacturing Inc., Quart Health Care West, Sunrise Medical, Symmetric Designs, VGM, and Westtech Health Care. The \$3,500 raised from this group covered the cost of the pottery.

COTF would like to thank CAOT for allowing the Foundation to be present to fundraise. COTF President, Marjorie Hackett had the opportunity to welcome COTF Award Recipients on stage during the CAOT Awards Ceremony where they were recognized.

### *b. Pins:*

The University of Toronto bought OT pins, which raised \$384 for COTF. Universities are encouraged to purchase these pins to give to their graduating students

### *c. Necklaces:*

COTF continues to sell necklaces, specially crafted for COTF by Hilary Druxman, a Winnipeg artist/jeweler/philanthropist through Hilary Druxman's web site (<https://www.hilarydruxman.com/product/53n1-ot/>) at a cost of \$35.40, with a nominal shipping charge. This initiative raised \$240. Hilary Druxman created a pendant specifically for COTF that symbolizes the synergy between occupational therapy practice and research to enable meaningful occupation. It also represents the partnership between clients and occupational therapists, working together to promote health and well being through participation in activities of everyday life.

### *d. Giving Tuesday:*

November 28, 2017 was Giving Tuesday – a concept introduced in 2014 to encourage individuals to give to the causes after having spent money on Black Friday and Cyber Monday. To entice donations, COTF offered a prize to be drawn (mug crafted by Gary Briery of Oro Station, ON). The winner was Deb Stewart. COTF raised \$900 for this initiative.

**e. Membership Renewal:**

COTF was not on CAOT's membership renewal form in August 2017. COTF's absence from this form of donating, which is preferred by CAOT members, has had a very negative impact on the number of COTF donors as has COTF's absence from CAOT's OT Now and OT Weekly. COTF is no longer on the minds of CAOT members.

**f. Direct Mail Campaign:**

In the fall of 2017, I sent letters to the board, past board members and past presidents to encourage them, as current and former leaders of the Foundation, to donate to COTF. The Board campaign generated \$2,067, the Past Board Directors campaign generated \$1,924 and the Past Presidents campaign generated \$3,414.

In the early spring of 2018, a letter was sent to current donors. This direct mail generated \$900.

Monthly donors, who are not part of the Board, Past Board or Past Presidents, donated \$3,304.

Full Circle Club Members were not sent letters in this fiscal year as a new strategy was put in place to only target current donors. Nevertheless, COTF raised \$4,171 from this group that includes past award recipients, new award recipients as well as award recipients who have given back what they received from COTF.

**g. Comparison Table:**

The table below demonstrates the significant decline in COTF donors. It is important to understand that donor numbers are recorded based on the time of year (November to December) in which revenue was received from CAOT rather than the year in which the membership renewal campaign was launched (normally August of each year), and not on COTF's fiscal year, which is October 1 to September 30.

<b>Year</b>	<b>Number of Donors</b> <i>(supporters included)</i>	<b>Increase/Decrease</b>	<b>Reason</b>
2010	187		
2011	338	81%	Launch of COTF on CAOT's membership renewal form.
2012	474	40%	Phonathon
2013	1,1810	282%	\$5 donation to COTF on CAOT's membership renewal form
2014	942	-48%	Removal of \$5 donation on CAOT membership renewal form
2015	643	-32%	
2016	205	-68%	No longer on CAOT membership renewal form
2017	102	-50%	No longer on CAOT membership renewal form
2018	122	20%	No longer on CAOT membership renewal form

Though there is a 20% increase in 2018, it is also important to note that there are 374 donors who gave to externally restricted funds. The high number is primarily due to OSOT seeking donations from its members through its membership renewal campaign. The great majority of the donors to the externally restricted funds chose only to give to an externally restricted fund, and not to COTF. This is also an example of the competition that COTF faces with the funds that the Foundation actually manages on behalf of the funds.

COTF is grateful to CAOT for the operating grant, which enables COTF to allocate fundraising revenue to the awards program.

Thanks to all donors for their support!

### **3. Communication and Partnerships:**

COTF has been using the COTF Monthly to reach out to its stakeholders as a means of sharing relevant information with stakeholders and to invite them to contact COTF since March 2016. COTF Monthly is translated in both official languages.

In line with COTF's Strategic Plan, COTF has undertaken a variety of activities.

First of all, the web site has been revamped. The new fresh look is inviting. Photos of award recipients have been included with short write-ups from them. A news page has also been added with the ability to sign up for the COTF Monthly.

Next, COTF is working to develop stronger ties with its stakeholders – universities (ACOTUP), provincial and territorial associations (ACTOPA) and the national association (CAOT). Over the past year, the relationship with ACOTUP has proven to be strong. Information from COTF is shared to ACOTUP on a regular basis. This essentially means that students and faculty members are exposed to the COTF awards program directly from ACOTUP. COTF sincerely thanks ACOTUP for the opportunity and the regular open dialogue. COTF has requested a presence in provincial and territorial association newsletters and web sites. The response from the provinces and territories was favourable upon making the request. However, COTF has not had great success in having the information widely shared. COTF is working on rebuilding a relationship with CAOT.

Finally, COTF is creating a list of newsletters and conferences that are occupational therapy related to be able to have a presence through these avenues. Much work is still required.

### **4. Governance:**

#### *a. COTF Board of Directors:*

At the COTF Board of Directors meetings below, the Board received information from the Treasurer on the financial situation of the Foundation, an update from the Executive Director on operations and the strategic plan. All meetings were held by conference call, other than the first one listed below.



*1. November 25-26, 2017 in Ottawa:*

At this meeting an update on the strategic plan was provided, which included the review and analysis of the stakeholder survey. The Treasurer and Executive Director supplied reports, which included discussion on COTF's presence at the 2018 CAOT Conference. COTF also hired a consultant, Monica Chohan to conduct a Board Development session, which provided to be extremely informative.

*2. February 26, 2018:*

The Treasurer presented the draft audited financial statements to the Board.

*3. March 26, 2018:*

The Board received an update on the Strategic Plan which included dialogues with ACOTUP about the various research profiles prepared, the need to discuss the results of the stakeholder survey with the goal of putting them in action, the revamping of the web site, which includes translations of summaries of funded research and changes to the awards program, which includes the importance of incorporating knowledge translation. The Board also discussed concern over the new funding model by CAOT, which requires clarification.

*4. May 14, 2018:*

The Board discussed the composition of the Stakeholder Committee for which recruitment will begin, building partnerships and ACOTUP's agreement to disseminate COTF information, for which COTF is grateful.

*5. June 11, 2018:*

The Board focused on a research priority strategy and the need to have a communications plan in place that can support the fundraising plan. The newly hired Individual Giving Specialist was tasked to work on a direct mail to lapsed donors. The importance of partnerships and moving forward with recommendations from the stakeholder survey continued to be discussed.

*6. July 23, 2018:*

The Board discussed an ACOTUP member to become a board director. This person's role was created to ensure that COTF's research needs are being met by having an expert on the board.

*7. September 17, 2018:*

The Treasurer presented the budget for adoption. A new model was presented and approved for Provincial and Territorial Fund administration fees, which will be used for all COTF external funds. The Board also approved the operations plan for 2018-2019. The Board also discussed four new directors to join the board.

*b. Annual General Meetings:*

Two annual general meetings were held during the fiscal year.

1. *February 26, 2018:*

Amendments were made to the articles, the number of directors was fixed to nine and Kim McGrath was elected as a director. Furthermore, the members approved the 2017 auditor's report from Collins Barrow Ottawa LLP, appointment the same firm for 2017-2018 and provided the Board with the authority to set the remuneration for the firm.

2. *September 17, 2018:*

The number of directors was fixed to twelve. Four new directors were elected to join the board as of October 1, 2018: Katie Churchill, Lynn Shaw, Chantal Viscogliosi, and Cale Wadden.

COTF has a strong governance structure, which has been important in ensuring that the Foundation stays focused on its key strategic objectives. To support the work required of the strategic plan, the Executive Assistant and Executive Director were moved to a 0.7 FTE at the beginning of the fiscal year and to represent more accurately how many hours they work, while an Individual Giving Specialist was hired in May 2018.

**5. Future:**

COTF is slowly rebuilding. The past few years have been very challenging on many levels. A strategic plan has been fundamental in orienting the board to move forward. COTF has been clear about the importance of funding research that has an impact on clinicians and their clients. This is a strong statement to support COTF's work.

COTF's greatest challenges are related to lack of understanding and exposure of COTF's work, which have translated in a significant decrease in donors. COTF is working hard to encourage other occupational therapy organizations to share the message about the Foundation's work and relevance to the profession.

I continue to challenge each and every one of you to work with COTF, as have other COTF Presidents. If you are not a donor, become one. If you are a donor, explain the importance of becoming a donor to another occupational therapist. If you donate every once in a while, consider becoming a monthly donor. Let's work together to support **OUR** Foundation. Let's work together to grant more awards to our colleagues. Let's work together as a profession with pride and unity, so that the research that our colleagues are able to do can be consistently and more significantly funded by COTF.

In conclusion, during my mandate as President of COTF, my goal is to work with each and every one of you to showcase the importance of COTF to our profession. We are the unique group that has ties to all occupational therapists – to the regulators, the universities, the provinces and the national association. Our voice can be heard loudly and clearly only when you all support us.

Thank you to all of you who have supported COTF. It is sincerely appreciated!

*Marjorie Hackett*

Marjorie Hackett, OT  
COTF President

1 October 2017 to 30 September 2018

## **Review Committees**

Volunteers in academic and clinical settings are essential to the Foundation's ability to provide a credible, peer-reviewed adjudication process. COTF sincerely thanks the following individuals who generously shared their time and knowledge to adjudicate COTF award competitions during this fiscal period:

### **Review Committee Members**

#### **2016 – 2018 COTF Research and Scholarship Committee**

Deb Cameron, Chair  
Emily Etcheverry  
Kim Larouche  
Susanne Murphy

Aliki Thomas  
Art Worth (*for the Barb Worth Emergent  
Leader Award only*)

## COTF Donors

Thank you to all COTF Donors! It is because of your generosity that COTF is able to disburse awards, which support beneficial research to all Canadians. *(Please note that if a donor's name is on one of the previous lists, it is not included on a subsequent list.)*

### COTF Donors for 15 Consecutive Years!

1. Sue Baptiste
2. Sandra Bressler
3. Donna Campbell
4. Mary Clark
5. Sandy Daughen
6. Johanne Desrosiers
7. Patricia Erlendson
8. Andrew Freeman
9. Margaret Friesen
10. Paulette Guitard
11. Sandra Hobson
12. Sangita Kamblé
13. Lori Letts
14. Mary Manojlovich
15. Katherine McKay
16. Diane Méthot
17. Deb (Cameron) Mosnyk Jan Miller Polgar
18. Jacinthe Savard
19. Barry Trentham
20. Muriel Westmorland

### COTF Donors for 10 Consecutive Years!

1. Catherine Backman
2. Donna Collins
3. Archie Cooper
4. Heather Cutcliffe
5. Sharon Eadie
6. Sue Forwell
7. Marjorie Hackett
8. Natalie MacLeod-Schroeder

### COTF Donors for 5 Consecutive Years!

1. Barbara Code
2. Deirdre Dawson
3. Marcia Finlayson

4. Sharon Friefeld
5. Lorian Kennedy
6. Nicola MacNaughton
7. Cheryl Missiuna
8. Nancy Pollock
9. Jacquie Ripat
10. Annette Rivard
11. Anick Sauvageau
12. Debra Stewart

### COTF's 1<sup>st</sup> Time Donors!

1. Anon
2. Alexandra Lecours
3. Marie-Hélène Levesque
4. Ann Maliatski
5. Sarah Marshall
6. Susanne Murphy
7. Yolán Parrott
8. Ada Tang-Truong
9. Joy Urbano

### COTF Donors:

#### *Individuals:*

1. Hasmig Adjeleian
2. Lorna Aitkens
3. Monica Alderson
4. Marat Altinbaev
5. Sabrina Anand
6. Arielle Anderson
7. Christine Armstrong
8. Kammie Armstrong
9. Karen Arthur
10. Miranda Aubin
11. Kaushik Bagal
12. Jacalyn Ball
13. Leanda Barbisan
14. Gillian Barr
15. Karin Barr
16. Martha Bauer

17. Joanne Bazak-Brokking
18. Christine Bell
19. Neil Billson
20. Christina Blair
21. Claudia Blumberger
22. Jackie Bosch
23. Mary Bridle
24. Margaret Brockett
25. Ruth Davies
26. Alison Douglas
27. Karen Goldenberg
28. Janice Jackson
29. Mary Law
30. Jacqueline McGarry
31. Juan Monterossa
32. Young Moon
33. Bernadette Nedelec
34. Edith Ng
35. Barbara O'Shea
36. Huguette Picard
37. Véronique Provencher
38. Joanne Stan
39. Elizabeth Steggles
40. Melinda Suto
41. Heather Swan
42. Margaret Tompson
43. Elizabeth Townsend
44. Adriana Vaduva
45. Sandra VanderKaay
46. Brenda Brkljan
47. Pam Wener

#### *Organizations:*

1. Aqueduct Foundation
2. Toronto Community Foundation

**TOTAL COTF DONORS:  
98**

**COTF Supporters:***Individuals:*

1. Margaret-Anne Campbell Rempel
2. Katie Churchill
3. Maureen Fowler
4. Howard Pruden
5. Sara Saunders

*Organizations:*

1. Canadian Association of Occupational Therapists
2. Canadian Mental Health Association
3. Dynamic Health Care

4. Ordre des Ergothérapeutes du Québec
5. Fantasy 6 Sports Inc.
6. Health Clinic Medical Equipment
7. Hillary Druxman Design
8. Markham Stouffville Hospital
9. Nighthawk Manufacturing Inc.
10. Pharmasave
11. Quart Health Care West
12. Rotary Club of West Ottawa

13. Sheraton Vancouver Hotel
14. Sunrise Medical
15. Symmetric Designs Ltd.
16. University of Toronto
17. VGM
18. Victory Square
19. West Tech Health Care

**TOTAL COTF  
SUPPORTERS: 24**

**Donors to Externally Restricted Funds  
OSOT, CAOT-BC, SAOT, McMaster Legacy Fund, Evidence for OT**

- |                         |                              |                        |
|-------------------------|------------------------------|------------------------|
| 1. Shermeen Aamer       | 24. Debbie Branch            | 47. Bindu Cherian      |
| 2. Nicole Abballe       | 25. Amber Delynn Brauti      | 48. Vicky Cheung       |
| 3. Nadia Abdel-Hafez    | 26. Ann Brdarevic            | 49. Cathy Choi         |
| 4. Anita Ablett         | 27. Rohda Breen              | 50. Lynn Cockburn      |
| 5. Marlene Adams        | 28. Courtney Brennan         | 51. Janey Coles        |
| 6. France Allard        | 29. Sarah Bromley            | 52. Heather Colquhoun  |
| 7. Matilda Amos         | 30. Laurie Brown             | 53. Cathy Comeau       |
| 8. Beatrix Argeropoulos | 31. Wanda Brown              | 54. Donna Connell      |
| 9. Terri-Lynn Atwood    | 32. Jennifer Brubacher       | 55. Joanie Conrad      |
| 10. Joyce Awrey Root    | 33. Lexi Bulak               | 56. Evelyn Cook        |
| 11. Esther Chun Han Bae | 34. Amanda Burns             | 57. Susan Cook         |
| 12. Doris Barbiero      | 35. Lucia Cacciaccaro        | 58. Diana Cornelisse   |
| 13. Shannon Becker      | 36. Roselina Campos-Antipolo | 59. Beverly Cott       |
| 14. Lisa Bélanger       | 37. Jennifer Cano            | 60. Jane Cox           |
| 15. Alain Bibeau        | 38. Caroline Cardoso         | 61. Rhanda Craig       |
| 16. Sophie Bielawski    | 39. Louise Carlson           | 62. Janet Craik        |
| 17. Nicole Bobbette     | 40. David Carmichael         | 63. Sharon Cummings    |
| 18. Maria Borczyk       | 41. Ana Maria Carrabau       | 64. Rosemary Dal Bello |
| 19. Janice Bosak        | 42. Jessica Casey            | 65. Terri D'Andrea     |
| 20. Jennifer Bower      | 43. Stephen Chan             | 66. Einat-Tora Danieli |
| 21. Jane Bowman         | 44. Susan Charette           | 67. Sylvia Davidson    |
| 22. Joanne Boyle        | 45. Kelly Charlebois         | 68. Dayna D'Costa      |
| 23. Lisa Brake          | 46. Mary Chea                | 69. Anna De Lima       |
|                         |                              | 70. Susan Delamere     |
|                         |                              | 71. Lisa Delaney       |

72. Mireille Delorme  
73. Donna Dennis  
74. Annamaria Di Cesare  
75. Helen Di Folco  
76. Betty Dietrich  
77. Catherine Donnelly  
78. Tressa Ducharme  
79. Evelyne Durocher  
80. Mayssa El-Kassem  
81. Frances Eller  
82. Liv Elliott  
83. Renee Ellis  
84. Shiva Elmaadawi  
85. Linda Evenson  
86. Christine Everdell  
87. Angela Everest  
88. Amanda Ewert  
89. Lorraine Fairbloom  
90. Imelda Falco  
91. Christine Farrell  
92. Lucie Fecteau  
93. Rhona Feldt-Stein  
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97. Jocelyn Fisher  
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104. Rachelle Galliford  
105. Andree Gauthier  
106. Tracy Gerber  
107. Faye Giancos  
108. Allen Gilchrist  
109. Michele Gilman  
110. Janet Gleason  
111. Samantha Glowinski  
112. Barbara Graff  
113. Karen Graves  
114. Aliza Green  
115. Anna Greenblatt  
116. Iris Greenspoon  
117. Ginette Grewal  
118. Mallory Griffith  
119. Kimberly Grootveld  
120. Kathy Gross  
121. Susan Guenther  
122. Mary Rose Hackbart  
123. Liza Hadden  
124. Malini Hall  
125. Suryani Hamdani  
126. Carrie Hand  
127. Kathryn Harris  
128. Laura Hartman  
129. Laura Hayos  
130. Clark Heard  
131. Donna Henderson  
132. Lise Heroux  
133. Leony Hettinger  
134. Laura Hickey  
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136. Allyson Hoch  
137. Joanne Hommik  
138. Brenda Hookey  
139. Patricia Howell  
140. Anne Hunt  
141. Lynn Hunt  
142. Jane Hunter  
143. Katelyn Hunter  
144. Patrick Hurteau  
145. Melissa Ings  
146. Zuher Ismail  
147. Mohan Iyengar  
148. Saudia Jabar  
149. Wendy Johnson  
150. Ashlee Jones  
151. Marantha Joos  
152. Gwen Kakouris  
153. Larisa Kalins  
154. Linda Kallio  
155. Christine Karpazis  
156. Euphemia Keegan Plas  
157. Carol Kelly  
158. Debra Kennedy  
159. Janet Kernaghan  
160. Dorothy Kessler  
161. Laura Khoo  
162. Jennifer Kinder  
163. Catherine Kissick  
164. Mandy Klunder  
165. Monica Koehler  
166. Trisha Kuhne  
167. Alice Kuszner  
168. Estera Lackovic  
169. Alison Landry  
170. Sophia Lang  
171. Juliana Larocerie Salgado  
172. Robert Larose  
173. Ilyse Lax  
174. Alison Lebold  
175. Mihwa Lee  
176. Deanne Lee  
177. Leala Lee  
178. Meelan Lee Chong  
179. Heather Lees  
180. Andrea Lenover  
181. Karen Leonard  
182. Beta Leung  
183. Alyssa Lindo  
184. Elizabeth Linkewich  
185. Nadia Linok  
186. Julia Lockhart  
187. Kristine Locklin  
188. Carey Lucki  
189. Yolanda Lucumi Moreno  
190. Jackie Lyons  
191. Rosemary Lysaght  
192. Rachel Mackenzie  
193. Heather MacLeod  
194. Sarah Macrae-Blakeley  
195. Lisa Manninen  
196. Erin Mara  
197. Sherna Marcus  
198. Christine Lynda Marshall  
199. Sheri Martin Soosaar  
200. Kristy Mason  
201. Gina Matesic  
202. Darlene Matheis  
203. Donna Matheson  
204. Joanne Maxwell  
205. Karla May  
206. Cheryl McDonald

207. Michele McDonald	251. Susan Paszt	296. Teri Shackleton
208. Jodi Lynn McDonald-Admas	252. Pooja Patel	297. Amina Shafi
209. Lisa McGowan	253. Jacklyn Pearce	298. Nabiha Sharif
210. Brianna McGuire Holt	254. Nancy Pearsoll	299. Appu Jyoti Sharma
211. Joan McKinnell	255. Wendy Peart	300. Joyce Sharp
212. Diane McLaughlin	256. Natalie Phelan	301. Laura Shilson
213. Debby McQuillen	257. Ola Philipps	302. Arin Shuster
214. Desiree Mercado	258. Diane Pigeau	303. Muna Siam
215. Leann Merla	259. Verna Pillai	304. Welder Silva
216. Marie Mete	260. Erika Pond Clements	305. Mindy Simon
217. Louise Middleton	261. Karen Pontello	306. Nijole Simonavicius
218. Tina Millea	262. Alison Poole	307. Joan Skinner
219. Sharon Mills	263. Sarane Poon	308. Laura Skopelianos
220. Dee Miron	264. Kathryn Pringle	309. Fiona Smith Bradley
221. Connie Mitchell	265. Natalie Quick	310. Judith St. Jean
222. Dilini Mohan	266. Munirah Quaraishi	311. Lorilee St. Hilaire
223. Yasmine Moledina	267. Nykema Ramsay	312. Sharon Stacey
224. Sandra Moll	268. Margaret Ramsay	313. Emily Stairs
225. Melissa Monardo	269. Julie Ray	314. Wendy Steele
226. Donna Monteyne	270. Karen Rebeiro Gruhl	315. Leta Stegne
227. Bonnie Montgomery	271. Elizabeth Reid	316. Gwenyth Stevenson
228. Jason Morin	272. Kevin Reel	317. Clare Stevenson
229. Rebecca Morin	273. Natalie Rene De Cotret	318. Kelly Stewart
230. Nadine Morris	274. Caitlyn Rennie	319. Lynn Stewart
231. Lisa Moses	275. Martin Richard	320. Jill Stier
232. Yugante Mule	276. Jennifer Richmond	321. Jill Stolin-Mallory
233. Camille Munro	277. Paula Riczker	322. Stephanie Stone
234. Barbara Murray	278. Laurie Riley	323. Maureen Stoskopf
235. Faye Murray	279. Nira Rittenberg	324. Christina Stromberg
236. Yolanda Nandlall	280. Gayle Roffey	325. Janet Suchanek
237. Denise Neal	281. Mathew Rose	326. Vanessa Sun
238. Connie Newman	282. Susan Rosenstein	327. Clarissa Szakacs
239. Isabelle Nickel	283. J. Amanda Rowe	328. Josie Szatmari
240. Ann-Marie Noyes	284. Lynn Rutledge	329. Nir Tamir
241. Mojisola Obiri	285. Motria Sabat	330. Dorinda Taylor
242. Manuela Ocraingschi	286. Lisa Sadler	331. Melanie Taylor
243. Michael Vincent O'Driscoll	287. Margarete Sagebiel	332. Valerie Taylor
244. Catherine O'Leary	288. Jeanne Salit	333. Gail Teachman
245. E. Karen Olszowiec	289. Jennifer Santos	334. Kimberly Teggelove
246. Iris Pacheco	290. Joan Saunders	335. Julia Thomas
247. Michelle Palmer	291. Susan Schaafsma	336. Inga Thompson
248. Michele Pardo	292. Diane Schilling	337. Sarah Timleck
249. Sara-Jeanne Parenteau Comfort	293. Nelly Schuurman	338. Myrna Tinio
250. Joan Parker	294. Suzanne Scinto	339. Laura Titus
	295. Vida Sernas	340. Barry Trentham
		341. Julie Tribou
		342. Karen Troughton
		343. David Ure

344. Henrietta Visscher  
345. Valerie Walser  
346. Doreen Wan  
MinKee  
347. Rosalie Wang  
348. Emily Warren  
349. Laurie Warren  
350. Susan Wastell  
351. Risa Weinberg  
367. Gabriele Wright  
368. Ellen Yack  
369. Tarry Kee-Fa  
370. Laura Youm  
371. Mary Yun  
372. Anna Zaffina  
373. Raghad Zaiyouna  
374. Jane Zambon

352. Helga Werner  
Harris  
353. Anne Wighton  
354. Laurie Wilkie  
355. Kathryn Wise  
356. Jennifer Wiseman  
357. Adeena Wisenthal  
358. Teresa Woldarski  
359. Carolyn Wolfgram

360. Sherri Wolfish  
361. Barbara Wood  
362. Robert Wood  
363. Janet Woodhouse  
364. Betty Woods  
365. Carolyn Wright  
366. Donna Wright