

PARTNERING IN CHANGE

2021-2022 Annual Report



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UNDER ALL IS THE LAND.*

In the spirit of reconciliation and gratitude, we acknowledge that we live, work, and play on the traditional and ancestral territory of many peoples, presently subject to Treaties 6, 7, and 8: the Blackfoot Confederacy – Kainai, Piikani, and Siksika – the Cree, Dene, Saulteaux, Nakota Sioux, Stoney Nakoda, the Tsuu T'ina Nation, and the Métis People of Alberta.

We also acknowledge that as a team and organization, we have only just begun our journey to meaningfully reflect on how the Foundation, as a colonial mechanism, can be a vehicle for reconciliation in our province. We look forward to deepening the exploration of our inner and outer landscapes to heed the Calls to Action from the Truth and Reconciliation Commission of Canada to observe our treaty commitments with Indigenous Peoples in Alberta.



To date, the Foundation has granted \$27.5 million to nearly 700 initiatives across the province.

ABOUT

In 1991, the Government of Alberta demonstrated characteristic ingenuity by developing a unique industry-led solution, in collaboration with government and regulators, to use funds generated by real estate transactions to improve the real estate industry and serve the public.

Alberta is one of only two provinces that reinvests the interest from money held in trust by real estate professionals back into the community through education initiatives, law reform, and research that contributes to advancing the real estate industry, thriving Alberta communities, and a stronger economy.

The Foundation also invests a portion of its revenue. In the long term, this investment portfolio guarantees the sustainability and continuation of a strong and effective grants program. In the short term, investment income offsets operating costs. The Foundation operates at no cost to taxpayers and has been re-investing significant funds in real estate industry initiatives and in communities across Alberta for the past 31 years.

1

MANDATE

The purposes of the Foundation are to promote and undertake:

- the education of related professionals and the public in respect of the real estate industry,
- law reform and research in respect of the real estate industry, and
- other projects and activities to advance and improve the real estate industry.

See Section 64 of the Real Estate Act.

2

VISION

Partnering with a changing real estate industry in a changing Alberta.

3

MISSION

We invest in education, law reform, research, and projects and activities that benefit the real estate industry and Albertans.

Values

RESPECT

TRANSPARENCY

COLLABORATION

CONTINUOUS LEARNING

LETTER FROM OUR LEADERSHIP

Following two years of deep listening, reflecting, and reviewing, we are excited to share that the Foundation had a successful year one implementing our new 2022-2025 Strategic Plan.

Grounded in our legislated Mandate, this new plan clarifies the Vision, Mission, and Values of the Foundation, and reflects the understanding we gained through the conversations with our stakeholders, and with ourselves on how our work can better address the needs of the real estate industry and Albertans. Outreach, Accountability, and Effectiveness are the Strategic Priorities guiding our actions and activities.

The Foundation is strategically using its funds to partner with the real estate industry in response to the call for innovative solutions for our increasingly complex and changing economic and social environment. Our efforts are also aligned with the government's, to deliver on its mandate in the service of Albertans and strengthening Alberta's economy.

We are thrilled to share that the Foundation approved \$956,066 in 30 initiatives during our 2021-2022 fiscal year, benefitting all four real estate sectors: Commercial, Condominium, Mortgage, and Residential. Importantly, the initiatives also benefit the people within those sectors: industry leaders, real estate professionals including REALTORS®, brokers and managers, and landowners, homeowners, and tenants.

The initiatives we invested in reflect a thoughtful response to what we heard from our stakeholders and what we continue to learn from the real estate industry ecosystem. We heard that the Foundation should play a more visible role and offer critical support in addressing the massive changes that the real estate industry is facing. We also heard and understand that the different sectors and geographic regions face unique issues that require their own paths of research, application, and understanding.

Eight of the fifteen initiatives we funded through our Development Grant and Investment Grant Programs positively contribute to advancing real estate leadership, responding to the need to build capacity to keep pace with the many demographic, cultural, social, environmental and financial changes that are intersecting for the industry.

We reached twelve first-time grant recipients, evidence of the effectiveness of our efforts to increase the industry's and public's awareness of our work and funding opportunities. We are thrilled to reach new and varied grant recipients in all corners of the province and share that we are here to fund impactful initiatives, to connect people, and to share knowledge.

We invite you to explore and join us in celebrating the initiatives that the real estate and related industries brought forward for our investment.

We thank outgoing Governors Scott Bollinger and Jonathan Denis for their time and commitment to the Foundation. We welcomed Melanie Hulsker, a public member appointed by the sitting Board, and Cheryl Schindel, appointed by the Real Estate Council of Alberta. We welcome Joanna Barstad, incoming appointment from the Alberta Real Estate Association.

We are benefitting greatly from the diversity of our Governors' lived experience across Alberta, and professional experience across real estate sectors, strategic investments and grantmaking. We thank the Real Estate Council of Alberta and the Alberta Real Estate Association for their appointments, and engagement.

Our door is always open. We look forward to continued collaboration with you, and all our partners in a changing real estate industry in a changing Alberta. We are honoured and committed to our privileged work responding to, investing in, and advancing the industry to the benefit of Albertans.



Janice Resch
2021-2023 Chair



Patti Morris
Executive Director

2022-2025 STRATEGIC PLAN

The Foundation's 2022-2025 Strategic Plan represents the culmination of work done in 2021, our 30th Anniversary year, bringing together information from:

- A significant review of all of the Foundation's work, including governance, finance, human resources, granting, communications, and engagement.
- An extensive stakeholder engagement effort that gathered important feedback and direction from our stakeholders to feed into the plan.
- Considerable reflection by the Board and the Staff Team about the purpose, processes, and activities of the Foundation.

Three Strategic Priorities emerged directly from the conversations with our stakeholders, emphasizing the unique role of the Foundation in responding to the need for increased support for real estate, economic, and community recovery.

Outreach, Accountability, and Effectiveness are shaping our work for the next three years. They help us meet the clear Mandate for the Foundation, as laid out in the Real Estate Act. With a significant interest and effort in

partnering with the real estate industry, we look forward to continuing to work together with all our partners to invest in a better future for the industry and Albertans.

In each priority, we are acting on the clear opportunities to improve the work of the Foundation and better serve the real estate industry:

- We are increasing the Foundation's visibility through our quarterly newsletter, social media, media releases, sponsorship and presence at industry events.
- We are acting on the communications audit conducted in 2020 by undertaking the recommendations for a brand, communications, and website refresh to better serve grant applicants, and enhance the usability of the many resources the Foundation invests in for both real estate professionals and consumers.
- We continue to optimize our productivity, efficiency and effectiveness through an organizational workflow and streamlining project, policy development, and recruitment external committee members.



OUTREACH

Strengthen our external relationships to collaboratively advance the changing real estate industry.



ACCOUNTABILITY

Enhance the impacts of the Foundation by better measuring and communicating the benefits of our activities and investments.



EFFECTIVENESS

Optimize our internal capacity by continuously improving our organizational structures and processes.

FUNDING PROGRAMS

The Foundation's revenue is generated by real estate transactions, both sales and rental, across the province. As directed by the Real Estate Act, whenever a consumer deposits money in trust through a real estate broker or property manager, the interest that is earned on the deposit is remitted to the Foundation for reinvestment in Alberta's communities.

Under the governance of our volunteer Board of Governors, comprised of appointed and public members, the Foundation identifies and funds initiatives that align with our legislated purpose. We take a balanced, objective, transparent and mission-focused approach to our decision-making, guided by thorough criteria, review, and evaluation.

The Foundation offers three funding pathways.

1

INVESTMENT GRANTS UP TO \$250,000

Investment Grants offer a pathway for deeper support for initiatives that advance education, research, law reform, and other activities related to real estate across our three Focus Areas: Real Estate Leadership, Built Environment, and Land.

2

DEVELOPMENT GRANTS UP TO \$25,000

Development Grants kick start initiatives that support and advance education, research, law reform, and other activities related to real estate across our three Focus Areas: Real Estate Leadership, Built Environment, and Land.

3

SPONSORSHIP UP TO \$10,000

Our Sponsorship Program allows the Foundation to respond nimbly to the needs of its stakeholders across the province and strengthen its connection to the industry through the support of industry-related initiatives and community events.

All funding pathways are open to organizations and initiatives in alignment with our criteria. The Foundation draws applicants from real estate industry organizations and associations, post-secondary institutions, local governments and regional organizations, and related nonprofits or charities.

Every project the Foundation has funded is listed transparently on www.aref.ab.ca. We require that all publications, reports and outcomes of research projects and grants be made publicly available.

FOCUS AREAS

In alignment with our Mandate, three Focus Areas guide meaningful investment outcomes. We review the Focus Areas annually to ensure they resonate with and help meet the needs of the real estate industry and Albertans throughout the province.

REAL ESTATE LEADERSHIP

- Elevate the real estate industry through continuous improvement, inclusion and representation, and professional standards.
- Assist the recovery of the real estate industry from economic downturns.
- Explore the impact of emerging technology infrastructure on real estate.
- Equip real estate and related professionals with the expertise to serve the public as trusted advisors on practical and emerging property practices and issues.
- Improve the capacity and understanding of real estate professionals and/or consumers on real estate issues.
- Promote improvement and efficiency of the real estate transaction.
- Advance the condominium sector within the wider real estate market.
- Support a healthy real estate market in all communities across Alberta.

BUILT ENVIRONMENT

- Improve housing affordability.
- Support consumers as successful tenants or homeowners.
- Support the re-imagining of under-utilized real estate inventory.
- Support research, policy development, and reform to address climate change and/or energy efficiency in support of the real estate industry and consumers.
- Support research, policy development, and planning which promotes quality, independent living for people who are facing health challenges and want to remain in their homes.

LAND

- Support sustainable land use planning and management.
- Protect, conserve, and enhance the value and livability of real property (land and buildings).

IMPACT

The Foundation granted

\$956,066

to 30 initiatives.

9

Investment Grants

6

Development Grants

15

Sponsorships

8

**REAL ESTATE
LEADERSHIP**

5

**BUILT
ENVIRONMENT**

2

LAND

Eleven of the organizations we funded are real estate industry organizations.



The other organizations we funded include:

- 1 Local Government
- 3 Post-secondary Institutions
- 15 Nonprofits or Charities

Forty per cent of the organizations we funded are new grant recipients.

We are increasing the real estate industry's and the public's awareness of our work and funding opportunities.

40%

We are addressing Alberta's challenges



STRENGTHENING ALBERTA'S ECONOMY & INVESTMENT CLIMATE

The Drumheller Housing Strategy from the Town of Drumheller aims to future proof the Valley's residential real estate market by exploring and developing attractive real estate options to help the community retain and grow its population. Many communities in the province share this need for options, inventory, and affordability. The learnings will be scalable and transferable, augmenting this project's impact.

REGULATORY EFFICIENCY, MODERNIZATION & STREAMLINING

The Alberta Condominium Management Education Consortium is providing tailored information for corporations, including self-managed corporations through its project, Condo Management Licensing and You: A Resource for Condo Owners & Boards. This project supports the successful transition of condominium management to a licensed real estate profession by providing consumer education and awareness.



INDUSTRY & COMMUNITY INNOVATION

The REET Institute's program responds directly to the commercial real estate industry's call to take tangible steps to advance their Equity, Diversity, and Inclusion goals. Through the eight-week program, BIPOC youth gain exposure to commercial real estate as a career path, and mentorship from industry leaders. The Improvement and Expansion project will increase the reach and impact of the program on the commercial real estate industry by educating the next generation of community investors in Alberta's two largest cities, and prepare the industry to recruit, hire, and retain diverse candidates.

We are supporting different sectors



RESIDENTIAL REAL ESTATE

The Quantitative Consumer Research project from the Alberta Real Estate Association will aid the real estate industry in moving beyond compliance to true professional excellence. Coupled with consumer research, member and key stakeholder input, the standards will provide a foundation upon which to build meaningful, practical post licensing education.

MORTGAGE BROKERS

The average mortgage payment for a household in Canada will increase by 50 per cent as the impact of inflation on interest rates is felt. For many households, the increase will impact their ability to service their mortgage and increase the risk of default. If longer term mortgages were available in Canada, these dramatic adjustments and related costs could be reduced or eliminated. This project from the University of Alberta's Centre for Cities and Communities explores Canada's Interest Act & Risk in Canadian Residential Housing & Mortgage Markets.



RURAL REAL ESTATE

The Foundation supported the Central Alberta REALTORS® Association and the Lethbridge and District Association of REALTORS® with bursaries to attend training for Governance Leadership Institute in the Real Estate Sector. The training helps industry leaders improve the efficiency of their operations, effectiveness of their governance, and increased collaboration with their members and peers.

INVESTMENT GRANTS

The Foundation funded \$757,990 to 9 initiatives through our Investment Grant Program. Of the 9 initiatives, 7 achieved impactful outcomes in our Focus Area of Real Estate Leadership, and 2 in the Built Environment.

REAL ESTATE LEADERSHIP

Outcome	Initiative	Impact
Advances the condominium sector within the wider real estate market.	Condo Management Licensing & You: A Resource for Condo Owners & Boards from the Alberta Condominium Management Education Consortium \$68,000	Creates and offers a free-to-access webinar series and companion resources to provide tailored information to condominium corporations, including self-managed corporations, on the implementation of condominium manager licensing.
Elevates the real estate industry through continuous improvement, inclusion and representation, and professional standards.	Improvement & Expansion Project from the REET Institute \$75,000	Improves the current programming to introduce BIPOC youth to career pathways in commercial real estate and expands equity, diversity, and inclusion education to mentors and executives to ensure that as leaders they are creating a psychologically safe environment to foster inclusion and engagement within their organizations.
	Indigenous Pathways Project from the University of Calgary, School of Architecture, Planning and Landscape \$120,000	Educates and empowers Indigenous students to become future leaders in real estate related industries and to expose non-Indigenous students to Indigenous perspectives and practices.

REAL ESTATE LEADERSHIP

Outcome	Initiative	Impact
Explores the impact of emerging technology infrastructure on real estate.	Enhancing Alberta Condominiums & Apartments through Electric Vehicle Charging from the Pembina Institute \$50,000	Equips real estate professionals and other stakeholders with the information and tools needed to address the growing demand for Electric Vehicle charging in the condominium and apartment building stock.
Improves the capacity and understanding of real estate professionals and/or consumers on real estate issues.	Housing Law Information Project from the Centre for Public Legal Education Alberta \$230,000	Provides vital legal information to Albertans online, in print, and in-person on renting a home or condo, and owning a home or condo.
	Quantitative Consumer Research Project from the Alberta Real Estate Association \$38,000	Builds on the 2016-2017 Standards of Professional Excellence report, funded by the Foundation, to engage a variety of stakeholders to understand shifts in consumer expectations and shape learning opportunities for its members.
Supports a healthy real estate market in all communities across Alberta.	Exploring Canada's Interest Act & Risk in Canadian Residential Housing & Mortgage Markets from the University of Alberta, Centre for Cities and Communities \$80,000	Identifies an opportunity to protect Albertan and Canadian mortgage borrowers from considerable and potentially unnecessary risk with longer term loans, and in turn decrease the risk of mortgage default during periods of interest volatility.



BUILT ENVIRONMENT

Outcome	Initiative	Impact
Supports research, policy development, and reform to address climate change and/or energy efficiency in support of the real estate industry and consumers.	2050 Net Zero Targets & Changing Building Codes: Implications to Existing Building Owners & Professionals from the Southern Alberta Institute of Technology, Green Building Technology \$46,990	Explores the impacts of upcoming building code changes on the real estate industry and its professionals in Canada's efforts to meet its 2050 net zero targets.
Supports the re-imagining of under-utilized real estate inventory.	Meanwhile Lease Pilot Project from cSPACE Projects and the Calgary Arts Development Authority \$50,000	Connects real estate professionals with interim tenants active in the creative economy to leverage vacancies and under-utilized space with short term leases to mutually benefit real estate and arts sectors.


DEVELOPMENT GRANTS

The Foundation funded \$141,726 to 6 initiatives through our Development Grant Program. Of the 6 initiatives, 1 achieved impactful outcomes in our Focus Area of Real Estate Leadership, 3 in the Built Environment, and 2 with respect to Land.

REAL ESTATE LEADERSHIP

Outcome	Initiative	Impact
Supports a healthy real estate market in all communities across Alberta.	Drumheller Housing Strategy from the Town of Drumheller \$25,000	Completes a housing strategy for the Town of Drumheller and area to position its residential real estate market for future success, community retention, and growth.

BUILT ENVIRONMENT

Outcome	Initiative	Impact
Supports consumers as successful tenants or homeowners.	Consumer Debt Negotiation Project from the Edmonton Community Legal Centre \$23,816	Works with individuals in foreclosure and their creditors to help negotiate arrangements that allow homeowners to stay in their homes, pay back or capitalize arrears, renew their mortgages, and exit the foreclosure process.
	Homeownership Outreach & Education from Habitat for Humanity Red Deer \$18,000	Guides and educates marginalized and vulnerable families through the challenging transition from tenant to successful and self-reliant homeowner.

BUILT ENVIRONMENT

Outcome	Initiative	Impact
Supports research, policy development and reform to address climate change and/or energy efficiency in support of the real estate industry and consumers.	Legal Characterization of PACE in Alberta from the Environmental Law Centre \$24,950	Clarifies whether municipal debt is required to develop and grow Property-Assessed Clean Energy (PACE) programs in Alberta.

LAND

Outcome	Initiative	Impact
Supports sustainable land use planning and management.	Drinking Water Source Area Characterization for the City of Medicine Hat & the Town of Redcliff from the South-East Alberta Watershed Alliance \$25,000	Produces a comprehensive decision-making tool as part of the municipalities' Source Water Protection Plan, to assist planners, developers, landowners, and consumers in determining what levels of development are supportable on the land.



Surface Rights & Conservation Easements
 from the Corvus Centre for Conservation Policy

 \$24,960

Proposes research-informed guidance for private land conservation practitioners and industry professionals where conservation easements on private land have sub-surface rights that may impact the conservation values of the property.

SPONSORSHIP

The Foundation funded \$56,350 to 15 initiatives through our Sponsorship Program. Sponsorships align with the Foundation's Mandate and demonstrate benefits by supporting the Foundation's stakeholders, fostering favourable associations with or within the real estate industry, improving community relations and the Foundation's reach across the province, and increasing awareness of the real estate industry and the Foundation.

Initiative	Impact
12 Days of Giving hosted by the Edmonton REALTORS® Community Foundation \$500	Supports the delivery of the annual fundraising campaign which in turn provides grants to local charities solving for issues of shelter, accessibility, and hunger.
2022 APPI Conference hosted by the Alberta Professional Planners Institute \$5,000	Further member connection, idea sharing, lesson learning, and emerging practices in the planning profession's ever-changing landscape.
2022 ASVA Conference hosted by the Association of Summer Villages of Alberta \$5,000	Supports connection, collaboration, and learning amongst Alberta's 51 summer villages. The Foundation shared a video greeting to introduce our role and funding opportunities to members.
2022 CPAA Annual Conference hosted by the Community Planning Association of Alberta \$5,000	Brings planners, developers, consumers, landowners, and decision-makers together to share best practices and policies for land use and community planning.
2022 EDA Xperience Leaders Summit & Conference hosted by Economic Developers Alberta \$2,500	Brings together Alberta's economic development leaders to discuss current and emerging sector opportunities, economic development issues and trends, and best practices to move our economy forward. The Foundation hosted a well-attended real estate session showcasing the work and relevancy of two of our recent grant recipients.

Initiative	Impact
Canadian City Parks: Research in Alberta Report from Park People \$2,500	Enables the collection of data, interviews, stories, and best practices on sustainable land use in parklands throughout Alberta to deliver the Alberta portion of the 2023 report.
Canmore Museum Doors Open Festival hosted by Canmore Heritage \$5,000	Raises awareness of Canmore's cultural, historical, natural, and built heritage to further the local community's identity, development, and evolution. The Foundation spoke at the opening reception.
DiversiTEA hosted by Edmonton CREW \$3,000	Hosts members and guests for a presentation and panel discussion on increasing female and BIPOC representation throughout the commercial real estate industry.
Fundraiser for Housing Stability hosted by the Central Alberta Outreach Centre Society \$10,000	Supports the fundraising effort of the society for its housing stability programs.
Governance Leadership Institute for the Real Estate Sector bursary for the Central Alberta REALTORS® Association \$2,500	Supports the leadership and development of the Association's governance education, knowledge, and practices.
Governance Leadership Institute for the Real Estate Sector bursary for the Lethbridge and District Association of REALTORS® \$2,500	Supports the leadership and development of the Association's governance education, knowledge, and practices.
Infill Symposium hosted by the Infill Development in Edmonton Association \$3,000	Supports the inaugural symposium bringing together infill industry professionals to learn about challenges and opportunities.

Initiative	Impact
Piikani First Nation Homeownership Education from Coldwell Banker Mountain Central \$3,350	Hosts educational presentations for Indigenous individuals and families to learn about buying, selling, or investing in real estate.
RAE Constituency Mixer hosted by the REALTORS® Association of Edmonton \$5,000	Brings together subject matter experts and federal, provincial, and municipal representatives to discuss urban and rural housing challenges with a focus on developing a 'made in Alberta' solution.
RAECON 2022 hosted by the REALTORS® Association of Edmonton \$1,500	Supports member connection and professional development in a full day conference. The Foundation hosted the breakout session Evolve or Evaporate, and hosted a booth in the exhibition, developing valuable connections with Edmonton and area REALTORS®.

FINANCIALS

The Foundation's audited 2021-2022 Financial Statements are available on our website at www.aref.ab.ca.

Revenue

The Foundation has two primary sources of revenue: trust account income and investment income from general and impact investments.

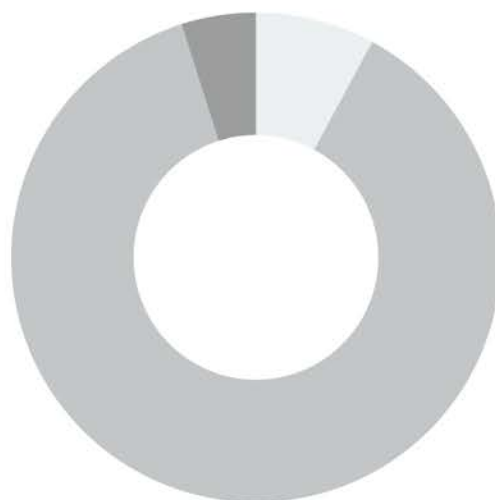
Trust account income comes from the interest generated on pooled real estate brokerage trust accounts. In most years, this is our largest source of revenue, and helps fund our grant programs. This income is impacted by bank interest rates and service charges, property sale volumes, and the length of time deposits are held in trust. Higher interest rates set by the Bank of Canada during the year have had a positive impact on our trust interest income this fiscal year.

The Foundation collected \$2,082,522 from trust interest and unclaimed deposits from which \$50,468 was deducted as bank service charges. The net total was \$2,032,054. The average prime rate at the end of our fiscal year, October 31, 2022 was 4.25%.

At the end of our fiscal year, October 31, 2022, \$1,304,500 of additional pooled fund units were acquired through the reinvestment of distributions.

TOTAL INVESTMENTS	
● Long Term Investments	\$12,307,841
● Short Term Investments	\$1,112,174
● Impact Investments	\$692,060

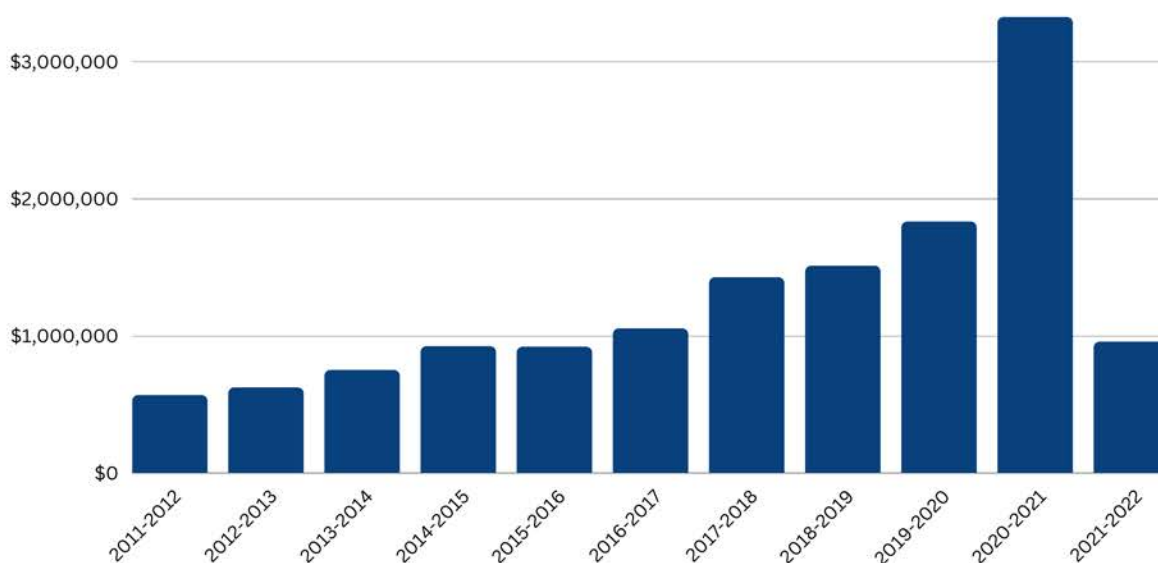
●	Long Term Investments	\$12,307,841
●	Short Term Investments	\$1,112,174
●	Impact Investments	\$692,060



Spending

The majority of the Foundation's budget is allocated to the Sponsorship and Grant Programs, which fund initiatives that deliver on our Mandate.

We approved \$956,066 from our Funding Programs for 30 initiatives. In celebration of our 30th Anniversary in 2021, the Foundation mobilized an additional \$2.3 million in funds through a one-time Legacy Grant Program. This accounts for the difference in funds disbursed in 2020-2021 over 2021-2022.

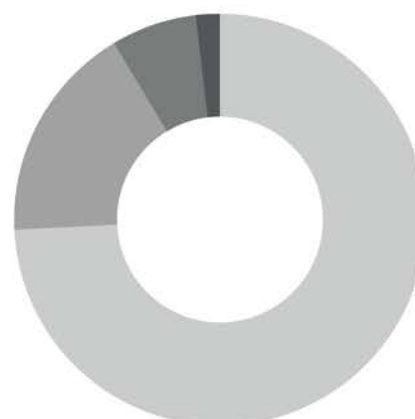


The Foundation's operational spending falls into four main categories:

- General and administrative services covers salaries and benefits, office rent and expenses, professional fees, insurance, and audit expenses.
- Trust account service fees are paid to maintain real estate brokerage accounts.
- Grant Program expenses are the costs to run our grants program such as salaries and benefits, communications, and governance.
- Grants and Sponsorship are the funds paid out through our funding programs.

TOTAL EXPENSES \$2,670,218

Grants & Sponsorship	\$1,981,729
Grant Program Expenses	\$458,549
Impact Investments	\$179,472
Trust Account Service Fees	\$50,468



PEOPLE

Together, the Board of Governors and the Staff Team are the heart of our organization. Collectively, we ensure the success of our Funding Programs, coach the recipients of our funding, and work collaboratively to achieve meaningful results that benefit the real estate industry and Alberta.

2021-2022 Board of Governors

Defined through the Real Estate Regulations, the Alberta Real Estate Foundation's volunteer Board of Governors includes industry and public representation: two appointments from the Alberta Real Estate Association, two appointments from the Real Estate Council of Alberta, and three public members.

The Foundation's Board of Governors share their knowledge and expertise to guide the Foundation, oversee its strategic direction, and determine the recipients of our Investment Grant Program.

- Janice Resch, Chair, Appointed by the Alberta Real Estate Association
- Penny Omell, Governor, Chair Elect, Public Member
- Christine Zwozdesky, Governor, Public Member
- Anand Sharma, Governor, Appointed by the Real Estate Council of Alberta
- Jonathan Denis, Governor, Appointed by the Alberta Real Estate Association
- Melanie Hulsker, Governor, Public Member
- Cheryl Schindel, Governor, Appointed by the Real Estate Council of Alberta

2021-2022 Committees

The Committees support the Board of Governors and Staff Team in realizing our strategic direction.

Finance & Audit

- Penny Omell, Committee Chair
- Janice Resch
- Jonathan Denis
- Matt Peron, External Member

Governance

- Christine Zwozdesky, Committee Chair
- Janice Resch
- Anand Sharma

Stakeholder Engagement

- Janice Resch, Committee Chair
- Melanie Hulsker
- Gary Willson, External Member
- Nathan Hong, External Member

2021-2022 Staff Team

The Staff Team operationalizes the Foundation's strategic direction by identifying strong grant applications, supporting grant recipients, connecting people, and sharing knowledge. Our Executive Director, with the support of the Grants Team, determines Sponsorship and Development Grant recipients.

- Patti Morris, Executive Director
- Sarah Stuebing, Grants Program Manager
- Kara Tersen, Grants Manager
- Teigan Kopec, Communications Specialist
- Amanda Mauch, Administration & Compliance Coordinator
- Birgit Becker, Administration & Finance Coordinator

CONTACT

Together, we're making a difference.
For the industry. For Alberta.

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