



The Counselling
Foundation of Canada

2014

Activity Report



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REVIEW OF 2014

In 2013, the Foundation began to operationalize elements of our new Strategic Plan, but in doing so, we knew we needed more clarity about the kinds of change we want to effect and see. Through discussions with colleagues from other foundations and partner organizations, we know that ascribing causality from any one particular intervention we might be engaged with can be challenging as we have little control over many of the variables influencing an individual, organization or community.

Impact & Strategic Clarity

To help us achieve greater clarity, we had to define what change we wanted to see, what our target audience would be, how to approach our work, and try to define what success will look like, and by when. These are tough questions, but we believe that if we aren't prepared to ask them of ourselves, how can we ask the same of the organizations we fund, work and collaborate?

To help us in our process, we undertook Innoweave's Impact & Strategic Clarity module, a program designed to help community-based organizations clarify what they aim to achieve, how they will achieve it, and how they will measure their success. The majority of this work was driven by staff, but we were lucky to count on members of our board, as well as grant recipients and partner organizations with whom we work closely, to help us refine our thoughts, our language and our theory of change.

As part of this work, we looked back at some of the Foundation's most successful initiatives to understand what set them apart. As always, leadership of the organization or initiative was key. But in most cases, the Foundation played a role beyond merely providing seed funding to the programs and projects. We brought further resources to bear over an extended period of time to ensure they were nurtured and given time & room to grow.

In an era of seemingly perpetual government austerity, we have learned that we need to think more carefully about the initiatives we want to seed, what changes we want to effect and determine how we can better support them to ensure they are embedded more successfully for the long term, be it by communicating, sharing promising practices, convening and/or mobilizing networks. That may mean, over time, the Foundation provides fewer grants, but more non-financial supports to organizations in our sphere to help them be successful, and that we champion some initiatives in deeper ways.



CERIC

Throughout 2014, we celebrated the tenth anniversary of the creation of CERIC – the Canadian Education & Research Institute for Counselling. One of the many highlights of the anniversary celebration was the publication of the first-ever Canadian textbook on career development, *Career Development Practice in Canada: Principles and Professionalism*. We are grateful to the many contributors of this important work, more than 40 of them, and in particular, the two editors, Blythe Shepard and Priya Mani, who provided the leadership to make this project such a tremendous success!

Help to Foster a Sense of Clarity about and Recognition of the Value of the Career Counselling & Career Development Field

We know from two previous CERIC research studies that when Canadians think about their careers, they don't necessarily look to career professionals in the field as their source of information. To us, this is perplexing. After all, if you have a medical problem, wouldn't you want to see someone with some training and knowledge in this area?

We decided to probe more deeply into this question by commissioning Navigator Ltd. to undertake a research project. We wanted to understand Canadians' views about career and employment professionals, and what barriers, real or perceived, might exist so that we can better support those working in our sphere.

The survey was undertaken in the Fall of 2014, and the findings presented by Navigator's Executive Chairman Jaime Watt at the annual Cannexus conference in January 2015. What the survey tells us is the career counselling and career development field is not well known to Canadians, largely because it lacks a unified narrative. The field suffers from fragmentation, because it stretches across so many sectors within the economy – from secondary school guidance counsellors to post-secondary career counsellors, community-based employment agencies, immigrant and Aboriginal-serving agencies, vocational rehabilitation, and private sector career coaches – to name but a few.

To that end, CERIC's ContactPoint website developed a wiki-page to allow for people engaged in the field to come together to define terminology, so that as we move forward, we can have a more unified narrative to present to Canadians. Doing so, we believe, will go a long way to inciting Canadians to access the services of career practitioners.

Becoming More Active in the Philanthropic and Charitable Sectors

Through our work with the networks to which we belong, the Foundation has played a role on many fronts.



In June, 2014, Bruce Lawson was elected Board Chair of Philanthropic Foundations Canada (PFC), an association of Canadian grant-makers, including private and public foundations, charities and corporations. One of the highlights of the year was our participation at PFC's bi-annual conference, held in Halifax. Both Directors and staff attended the conference, and the Foundation was an active part of the conference planning committee, as well as presenting at the conference.

Through our membership in The Circle on Philanthropy and Aboriginal Peoples in Canada ("The Circle"), the Foundation participated in two major initiatives: helping to author and present a report "Measuring the Circle: Emerging Trends in Philanthropy for First Nations, Metis and Inuit Communities in Canada", which is a research-based discussion paper that provides an overview of data, stories, perceptions, grant-making models and new opportunities, as well as ways of thinking related to Aboriginal-focused philanthropy.

In addition, we were pleased to support The Circle's convening in Toronto, where Shawn Atleo-a-chut, former National Chief of the Assembly of First Nations, made one of his first public speaking appearances since his resignation earlier in the year. Chief Atleo spoke passionately about the need for reconciliation between Aboriginal and non-Aboriginal peoples, and the importance of supporting culturally appropriate education for Aboriginal learners.

And, finally, as a new model of collaboration, the Foundation began some initial discussions with a few other foundations and charitable organizations to explore the possibility of collocating our offices to create a new hub of philanthropic innovation and organic interaction.

Truth & Reconciliation Commission of Canada

The Foundation has had, within the philanthropic sphere, one of the longer histories of supporting and working with Aboriginal peoples and beneficiaries. And, in the last five years, that interest and support has grown substantially.

In March 2014, Bruce Lawson attended the Truth & Reconciliation Commission of Canada's (TRC) National Gathering in Edmonton, which proved to be one of the most profoundly moving experiences in his life. The stories of the Survivors, as well as the descendants of Survivors of the Indian Residential School System, were often harrowing and uncomfortable to hear. Upon his return, he made the recommendation to the Board that it was important for them to bear witness, too.

Thus, as we look to 2015, the Foundation's Directors and Members will head to Ottawa in June 2015 for the closing event of the Truth & Reconciliation Commission.



The Counselling Foundation of Canada

Closing

We are blessed to work in a field that not only has potential in and of itself, but which helps other people achieve their unlimited potential. And, we are blessed to have colleagues and friends from across this great country who inspire us and make us aspire to be better and do more.

To the Board of Directors of The Counselling Foundation of Canada – thank you for your continued leadership & dedication to improving the aspirations of all Canadians.

To the Board and Committee Members of CERIC, past & present, we salute your ongoing commitment to the career development field in Canada, and for helping to generate such extraordinary impact through the work of career development professionals and in the lives of Canadians.

To the staff of the Foundation and CERIC, who go above and beyond on a daily basis, please know that your work makes a difference and is helping Canadians achieve their potential.

Yours sincerely,

Donald G. Lawson
Chairman of the Board

Bruce G. Lawson
President & CEO



GRANTS APPROVED 2014

Association québécoise d'information scolaire professionnelle	\$35,000 for one year
Career Trek	\$5,000 for one year
Carleton University	\$150,000 over five years
Collège Saint-Maurice	\$105,000 over three years
Cultural Human Resources Council	\$50,000 for one year
Dechinta Bush University	\$150,000 over two years
The Duke of Edinburgh's Award Canada	\$77,600 over two years
The Environics Institute	\$50,000 for one year
Everdale Organic Farm & Environmental Learning Centre	\$67,000 over two years
Futureworx Society	\$3,489 for one year
Geneva Centre for Autism Foundation	\$35,370 for one year
Inuit Tapiriit Kanatami	\$300,000 over three years
Martin Aboriginal Education Initiative	\$85,000 for one year
Tides Canada Foundation (Ontario Indigenous Youth Partnership Project)	\$3000 for one year
People for Education	\$196,725 over three years
Stelly's Secondary School & Salish Strait Seafoods Ltd.	\$140,000 over two years
The Woodgreen Foundation	\$240,000 over three years

LOAN GUARANTEE APPROVED 2014

Immigrant Access Fund
Calgary, AB

\$200,000

The Immigrant Access Fund started as a grassroots effort in 2003 by a group of Calgarians, who saw the need to help newcomers from other countries maximize their careers in Canada. The agency provides micro-loans of up to \$10,000 to immigrants who need to up-skill or take courses in order to work within their chosen profession upon coming to Canada. The organization has expanded from Alberta to Saskatchewan, and is now expanding into Ontario, which has the highest immigrant population in the country. The Foundation was pleased to provide a loan guarantee to IAF to allow them to expand their micro-loan program.

www.iafcanda.org



GRANTS APPROVED 2014

**Association québécoise d'information scolaire professionnelle
Québec, QC**

**\$35,000
for one year**

The “Osez les études” (Studying for the Future) project is offering an enhanced telephone and internet hotline service that secondary school students can use to find support in understanding academic and admissions requirements as a foundation to their career pathway. As part of the program, AQISEP will provide structured placements to BA students from three universities who are studying in this field as a means of providing them with client-facing experiences.

AQISEP is a Quebec-based organization whose members are Specialists in Educational and Vocational Information professionalism who work with students to help them navigate the complex web of academic and career-related information.

www.aqisep.qc.ca

**Career Trek
Winnipeg, MB**

**\$5,000
for one year**

This grant was given to support Career Trek’s participation in Innoweave’s Impact & Strategic Clarity program, which helps community organizations clarify what they aim to achieve, how they will achieve it, and how they will measure their success. Participating organizations conduct an in-depth analysis of their own program data and examine external evidence to clarify where to focus their efforts and how to measure success.

Career Trek is a not-for-profit organization that helps young people discover the importance of education and career development by providing career oriented programming in educational settings across Manitoba. Through the use of hands-on activities and a belief in the power of education, Career Trek exposes children to occupations and professions that ignite their passion for learning and inspires them to recognize their own potential.

<http://careertrek.ca/>

**Carleton University
Ottawa, ON**

**\$150,000
over five years**

The “Aboriginal Enriched Support Mentoring & Internship” program is a variation on the tri-mentorship model, developed by the Aboriginal community for Aboriginal students. It uses Aboriginal university students to encourage Aboriginal high school students to enroll in post-secondary education, delivers academic and social supports for those that choose to study at Carleton, and provides meaningful hands-on leadership and workplace training opportunities to support them as they transition to the workforce following their studies at Carleton. This initiative is meant to inspire the Aboriginal students to continue to work with and provide leadership to their communities over the long term.



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Founded in 1942, Carleton University in Ottawa is home to more than 27,000 full and part-time students, including more than 600 students who identify themselves as Aboriginals. Carleton's Centre for Initiatives in Education (CEI) offers learning support to individuals with academic potential who do not meet traditional university admissions requirements.

www.carleton.ca

**Collège Saint-Maurice
Montreal, QC**

**\$105,00
over three year**

Collège Saint-Maurice is developing the "Laddered Entrepreneurship Career Exposure" program, an easy-to-use, low cost tool that any secondary school can implement to meet the Quebec government's new career development expectations. The approach is using experiential learning to promote career awareness in a manner that presents social entrepreneurship as a viable and rewarding career option. The project is leading to the elaboration of a Program Manual and detailed lesson plans for teachers and guidance counselors to use in private or public school settings.

Collège Saint-Maurice is a registered charitable organization founded in 1876 by Les Soeurs de la Présentation de Marie. Its mission is to help young women develop into the leaders of tomorrow with compassion, intellect and the desire to make the world a better place.

www.csm.qc.ca

**Cultural Human Resources Council
Ottawa, ON**

**\$50,000
for one year**

"The Art of Managing Your Career (TAMYC) – Aboriginal Version" project is developing a series of resource publications and an accompanying workshop, based upon an existing resource, but done so in a way that meets the needs of Aboriginal artists, including special consideration for those in Canada's North. The original initiative, launched a decade ago, has been a successful tool to support artists who earn their living from their art. The Aboriginal writer/trainer who is developing the workshop and resources is delivering a "train-the-trainer" session for trainers from Aboriginal communities across the country.

The Cultural Human Resources Council (CHRC) was established in 1994 as a sector council: an independent non-profit organization receiving core funding from the Sector Council Programme at Human Resources and Social Development Canada, along with project funding from government and the private sector, and its own self-generated revenues. CHRC's mission is to initiate, co-ordinate and promote human resources planning management, development and training in the cultural sector.

www.culturalhrc.ca



**Dechinta Bush University Centre for Research
Yellowknife, NWT**

**\$150,000
over two years**

The “Supporting and Mentoring Northern Students for Success and Leadership” project will allow Dechinta Bush University to support students who face barriers to pursuing post-secondary education. Funds are used to create and support a new Outreach and Recruitment Officer position leading to the development of new recruitment outreach activities.

Dechinta Bush University Centre for Research is a Land-Based University Program on Critical Northern Issues that serves primarily Indigenous Northerners to pursue post-secondary education in a supportive, mentorship-based environment. Dechinta collaborates with community partners to develop culturally relevant and respectful strategies designed to reach and support potential students through the process of initializing their post-secondary education journey.

www.dechinta.ca

**The Duke of Edinburgh’s Award – Canada
Toronto, ON**

**\$77,600
over two years**

The “Volunteer Leadership Capacity Growth” project is designed to better support and increase the number of the volunteer Award Leaders who will coach and mentor youth enrolled in the Award program across Canada. The Award Leaders will be a hub of information, encouragement and goal assessment for youth pursuing activities to earn merit for The Duke of Edinburgh Award. Funding will also allow the organization to enhance its resources and increase its impact.

The Duke of Edinburgh’s Award – Canada (DOE) is a registered charitable organization founded in 1963 to engage youth between the ages of 14-24 in self-discovery and personal development. They have ten Divisions serving communities in every province and territory. The national office creates shared resources, unified strategies and cohesive materials to strengthen our collective impact.

www.dukeofed.org

**The Environics Institute
Toronto, ON**

**\$50,000
for one year**

Funding will allow The Environics Institute to undertake a research project, the “Millennial Social Values Study”, a deep dive about Canada’s Millennial generation, to better understand their attitudes and values, how members of this generation relate to their place in society as citizens and individuals and how they aspire to establish themselves in their careers and life paths.

The Environics Institute, a non-profit organization, was established in 2006 to promote relevant and original public opinion and social research on important issues of public policy



and social change. It is through such research that organizations and individuals can better understand Canada today, how it has been changing, and where it may be heading.

www.environicsinstitute.org

Everdale Organic Farm & Environmental Learning Centre Toronto, ON	\$67,000 over two years
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The “Urban Farming and Local Food Careers” program is giving participants the skills and opportunities needed to start a career in the sustainable food sector. This program is running at the Black Creek Community Farm location in Toronto’s Jane and Finch neighborhood, and is being adapted from the organizations successful rural internship program as a means of attracting those who live in urban settings to support the food sector labour force.

Everdale Organic Farm & Environmental Learning Centre is a registered charitable organization founded in 1998 with a mission to be a teaching organization that provides hands-on, solution-based food and farming education to build and engage healthy local communities. These programs are designed to educate people about farm and food issues while fostering connections between farmers, consumers and the environment.

www.everdale.org

Futureworx Truro, NS	\$3,489 for one year
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This grant was to support a convening of the Nova Scotia user group of Futureworx’s “Employment Skills Assessment Tool (ESAT)” in Halifax. The tool is helping staff at literacy and employment organizations build clients’ confidence about their employability skills.

Futureworx Society is a community based non-profit organization, responding to the ever changing employment and skills development needs of clients since 1984. Their mission is “Helping Individuals Realize Their Potential”.

<http://futureworx.ca/>

Geneva Centre for Autism Foundation Toronto, ON	\$35,370 for one year
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The “Student Internships for Trades Exploration Onsite Circuit Training: Phase II Pilot” aims to introduce youth with Autism-Spectrum Disorders to the skilled trades as a potential career option. The goal is to prepare them to make informed post-secondary choices that will lead to successful and meaningful employment. The program model combines pre-vocational classroom and hands-on training at Geneva Centre for Autism with classroom and lab integration at post-secondary institutions.

Geneva Centre for Autism (GCA) is dedicated to serving the needs of children, youth, and adults with Autism Spectrum Disorder in diverse communities. As a full service agency,



GCA develops and delivers a wide range of innovative programs and services that meet the unique needs of children on the autism spectrum. It also provides training opportunities for professionals in the autism field.

www.autism.net

**Inuit Tapiriit Kanatami
Ottawa, ON**

**\$300,000
over three years**

This grant renewal for the “Examining the Feasibility of a Unified Inuit Language Writing System” will continue to support the consultation process across the Inuit Nunagat (land) in the hopes of introducing a unified writing system for Inuktitut. In doing so, this would allow the development of Inuit-created and Inuit-specific curricula materials, and enhanced educational and career outcomes.

Inuit Tapiriit Kanatami (ITK) is the national voice of 55,000 Inuit living in 53 communities across the Inuvialuit (Northwest Territories), Nunavut, Nunavik (Northern Quebec), and Nunatsiavut (Northern Labrador) land claims regions. Founded in 1971, ITK represents and promotes the interests of Inuit on a wide variety of environmental, social, cultural, and political, issues and challenges facing Inuit on the national level.

www.itk.ca

**Martin Aboriginal Education Initiative
Montreal, QC**

**\$85,000
for one year**

The Foundation previously supported the development of the Aboriginal Youth Entrepreneurship Program, which was developed by Aboriginal teachers for Aboriginal students, to teach them about business and entrepreneurship to help prepare them to engage in business activity with competence and confidence. This grant is covering the cost for the updating, and adaptation of the Grade 11 and Grade 12 materials into an online format.

The Martin Aboriginal Education Initiative was established in 2008 in order to develop and facilitate lasting solutions to improve elementary and secondary school education outcomes for Aboriginal Canadians.

www.mai-iam.ca

**People for Education
Toronto, ON**

**\$196,725
over three years**

During this three-year project, “Measuring What Matters”, People for Education will engage in a public dialogue to develop a set of measurements that will allow educators and the public to understand whether we are providing students with the skills and competencies they need to prosper, and whether our public schools have goals that are aligned with the objectives articulated by post-secondary institutions, employers and society. In addition, they will be examining guidance counselling, career & civics courses, and experiential



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learning opportunities available to students. This will be culminated by a symposium in 2017 where findings are presented in the public arena.

People for Education is a charitable organization based in Ontario with a track record of public engagement, respected research and development of resources for parents and others. Its goal is to ensure that public education has the capacity to prepare all students for the bright future they deserve.

www.peopleforeducation.ca

**Stelly's Secondary School & Salish Strait Seafoods Ltd.
Saanich, BC**

**\$140,000
over two years**

The "Aboriginal Youth Apprenticeship: Commercial Fishing in BC" project will see the development and introduction of a new apprenticeship program for commercial fishing, including practical experience on fishing vessels. Students will have the opportunity to obtain their Fisherman Levels 1-3 accreditation, and it is planned that this curricula would correspond with learning objectives and graduation criteria for Grades 10-12.

Stelly's Secondary School is a public high school in Saanich School District on the traditional territory of the WSANEC people on Vancouver Island. Over 10% of the student population is of Indigenous descent. Salish Strait Seafoods Ltd. is a wholly-owned Aboriginal corporation engaged in the sustainable harvest of marine resources and sale of salt-flake ice for both recreational and commercial fishers.

www.salishstraitseafoods.ca

**Tides Canada Foundation
Toronto, ON**

**\$3,000
for one year**

This funding was to support a 2-day Design Lab, bringing together youth and partners to discuss more effective methods of collective impact. The Ontario Indigenous Youth Partnership Project is an initiative supporting Indigenous youth living in Ontario to engage in their communities through projects that promote environmental, social, spiritual, and physical well-being.

Tides Canada is dedicated to a healthy environment, social equity, and economic prosperity for all Canadians. They support people in building healthy, vibrant communities that have the social, economic, and natural capital to steward their environments for generations to come. They collaborate with both donors and social change leaders, build bridges between and among sectors, and help to steer more philanthropy into innovative work that can address tough social and environmental challenges.

<http://tidescanada.org/>



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**The WoodGreen Foundation
Toronto, ON**

**\$240,000
over three years**

Funding is allowing WoodGreen to partner with the Ontario Federation of Indigenous Friendship Centres to build relationships and conduct community-based feasibility research “The Urban Aboriginal Homeward Bound Feasibility Study” to adapt the original Homeward Bound model for the diverse needs of the urban Aboriginal context. This adaptation will address the unique needs and challenges of homeless and precariously-housed urban Aboriginal single mothers living in poverty, help them finish their academic studies and move into career settings.

Established in 1937, WoodGreen provides a broad array of services that include: childcare, after-school programs for children and youth, affordable housing, employment services and training for youth and adults, assistance to help homeless and marginalized people get off the streets, newcomer settlement services, and services to help seniors live independently. Its mission is to enhance self-sufficiency, promote well-being and reduce poverty through innovation solutions to critical social needs.

www.woodgreen.org



GRANTS PAYMENTS IN 2014

Actua	\$70,000
Association québécoise d'information scolaire et professionnelle	\$20,000
Career Trek	\$5,000
Carleton University	\$26,000
Canadian Education and Research Institute for Counselling (CERIC)	\$796,964
• Operating grant	\$172,517
• Partnership grants	\$56,400
• Canadian Journal of Career Development (in partnership with Memorial University of Newfoundland)	
• OrientAction (in partnership with Société GRICS)	\$82,450
College Saint Maurice	\$24,000
Cultural Human Resources Council	\$18,000
Dad Central/Papa Centrale	\$49,270
Dechinta Bush University	\$50,000
Everdale Organic Farm and Environmental Learning Centre	\$25,000
Family Services Ottawa	\$65,275
FCJ Refugee Centre	\$50,000
Framework	\$40,000
Food Share Toronto	\$40,000
Furniture Bank	\$75,000
Futureworx	\$3,489
Geneva Centre for Autism Foundation	\$23,725
George Brown College Foundation	\$50,000
Hospitality Workers Training Centre/The 519 Church Street Community Centre	\$75,000
Inuit Tapiriit Kanatami	\$100,000
International Institute for Child Rights & Development	\$58,219
Jane/Finch Community and Family Centre	\$25,000
Kocihta Charity	\$100,000
Martin Aboriginal Education Initiative	\$30,000
Memorial University of Newfoundland	\$113,900
Near North District School Board, Parry Sound High School	\$50,000



OCAD University	\$40,000
Partners for Youth	\$15,000
People for Education	\$65,574
Philanthropic Foundations Canada	\$15,000
Returning to Spirit	\$75,000
Sketch	\$75,000
Stelly's Secondary School & Salish Strait Seafood Ltd.	\$25,000
Tides Canada Foundation (Ontario Indigenous Youth Partnership Project)	\$3,000
Université Laval, Service de Placement	\$50,000
University of Victoria, Faculty of Education	\$60,000
Vancouver Island University	\$25,000
Woodgreen Community Centre	\$60,000
YES Montreal	\$35,540
York University, Department of Psychology	\$75,000
Youth Fusion/Fusion Jeunesse	\$87,999
YWCA Halifax	\$105,000
TOTAL	\$3,107,322

Summary of Granting in 2014

Number of Grants Approved in 2014	17
Number of Active Grants in 2014	42

FOUNDATION VALUATION AND FUTURE GRANT COMMITMENTS

Market Value of Foundation Assets (at December 31, 2014)	\$62,779,619
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	2015	2016	2017	2018
Future Grant Commitments	1,547,829	650,627	161,000	32,000



FUNDING CRITERIA AND GUIDELINES

The goals of the Foundation are:

- To promote the effective delivery of career counselling through reputable and credible existing institutions (education, religious and community) to individuals involved in the process of career development;
- To work towards the professionalization of career counselling and promote public education which clarifies the role and qualifications of counsellors;
- To provide leadership in the philanthropic and charitable sectors;
- To help foster a sense of clarity and pride in the career counselling and career development profession; and
- To play a role in influencing the discussion of the link between education and work.

The Counselling Foundation of Canada receives many more requests than it can accommodate with grants. The Foundation's resources are finite, and many requests are turned down. The Foundation can make grants only for charitable purposes, and only to organizations which have been issued a registered charity number by the Canada Revenue Agency or recognized as Qualified Donees under the Income Tax Act of Canada.

The Board of Directors typically reviews Grant Applications quarterly—in March, May, September and December. Only the Board approves funding requests. Directors consider a number of factors when reviewing proposals and reaching their decisions, including the innovative nature of the program/project request, the ability to replicate the program/project in other settings, the ability of the organization to sustain the program/project at the end of the granting period, the potential intellectual legacy of a grant, and other contextual influences. Being asked to submit a formal Grant Application proposal or provide additional information does not guarantee approval by the Board of Directors or signify preferred status for an application.

Grants are not made for research projects, building funds, emergency funds, deficit financing, endowments funds, equipment funds, mass fundraising appeals, long-term funding, capital funds, awards fellowships, bursaries, or to individuals.

An organization or institution submitting a request for funds to The Counselling Foundation of Canada must:

- Be a registered charitable organization or a Qualified Donee;
- Have a permanent employee competent and available to implement the initiative; and
- Be willing to provide an accounting of the funds granted, signed by the financial officers of the institution/organization.



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Submissions must include:

- Project budget with revenue sources and all expenditures detailed according to the calendar year(s) and/or portion of calendar year;
- Audited financial statements for last fiscal year and year-to-date financial statements;
- A list of the Board of Directors and relevant Advisory bodies; and
- Supporting references from community figures knowledgeable in the field.

The Foundation has an online Funding Request and Grant Management Portal to receive requests for support. Additional information and sample funding request documents are available at: www.counselling.net.



FOUNDATION BOARD AND STAFF

The Counselling Foundation of Canada, a family foundation funded by Frank G. Lawson and his estate, was incorporated in Ontario in 1959. The Foundation was formed to create and enrich career counselling programs and improve the technical skills of career counsellors.

Vision:

A day when all Canadians are living purposeful and productive lives, helping to build a better, more prosperous society.

Mission:

The Counselling Foundation of Canada champions learning and career development to help Canadians nurture the gifts and talents within themselves.

The Counselling Foundation of Canada is governed by a Board of Directors, comprised of a combination of descendants of Frank Lawson and non-family members, and administered by a staff team, led by the President & CEO.

2014 BOARD OF DIRECTORS

Donald G. Lawson, Chair
Douglas F. Lawson, Vice-Chair
Barbara J. Mason, Treasurer & Secretary
Jan Dymond, Director
Jaime W. K. Hugessen, Director
Lorraine M. Lawson, Director
Yvonne Lawson, Director*
Carole MacFarlane, Director
George E. Rodger, Director
Dr. Robert Shea, Director

* Elected in June 2014

ADMINISTRATION

Bruce G. Lawson, President & CEO
Mario R. Gravelle, Learning & Innovation Analyst
Diana Castano, Executive Assistant & Office Administrator