



**The Counselling
Foundation of Canada**

2019

ACTIVITY REPORT

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Letter from the Board Chair and President

In November, the Foundation celebrated its 60th anniversary. Founded in 1959 by Frank Lawson, over the past 60 years, the Foundation has established career counselling as a critical part of the post-secondary system through its funding of career counselling centres at many Canadian post-secondary institutions. Frank believed that career counselling should be a recognized discipline of applied psychology and that young people should have access to career practitioners who could help them identify their career goals; find the training, education and experiential learning opportunities to build the necessary skills; and have access to mentors in order to reach their goals and emerge as productive citizens.

The Foundation is still guided by the ethos of Frank Lawson's initial vision and recognizes continued success in this work requires deep commitment to partnerships, collaborations and the engagement of those representing the communities it seeks to serve.

This past year, the Foundation updated its strategic plan. As many in the sector know, a strategic planning process can be an all-consuming thing. Indeed, we had many meetings over several months as the Foundation strived to listen and learn from others about the future direction of the Foundation. While the Foundation will continue to prioritize career counselling and career development, we wanted to make sure we were paying attention to the emerging issues in the field and think strategically about where and how the Foundation could continue to play a positive role.

At the same time, we know the world doesn't stop because we're working on our strategic plan. To that end, while we slowed down our granting and prioritized renewals, we continued to be active in other ways. For instance, we launched a new free resource available on our website called Moving On to help workers in the non-profit and charitable sectors experiencing a career transition navigate what can be a difficult time.

We also joined a new funder collaborative on workforce development in partnership with five other funders to improve workforce development and advance systemic change to create a more equitable labour market and economy across the GTA. While it is still early days, we're excited by the potential to work together to address complex challenges.

Lastly we are reminded that it was almost five years ago that we along with many others signed the Philanthropic Community's Declaration of Action (coinciding with the closing event of the Truth and Reconciliation Commission of Canada). While the Foundation has continued to support Indigenous initiatives, we recognize there is still much work to be done and will continue to push ourselves in the spirit of allyship.

Yours sincerely,

Douglas F. Lawson

Douglas F. Lawson
Chair of the Board

Bruce G. Lawson

Bruce G. Lawson
President

Updated Strategic Plan

This past year, the Foundation spent much time reflecting on where it wants to go in the next five years. This work began by looking back at our 2012 Strategic Plan and, through a series of meetings with stakeholders and members, identifying what the emerging areas of intervention related to career development could look like. Here is an overview of what will be top of mind for the Foundation over the next five years.

In addition to some internal priorities, the new Strategic Plan includes three external areas of focus:

1. The Relationship Between the Foundation and CERIC
2. Career Development in the Fourth Industrial Revolution
3. Supporting the Charitable and Philanthropic Sectors and Civil Society

While financial support may be the primary and most important way in which we can offer to support our grant recipients, there are other types of non-financial or low-cost supports we can provide, such as convening, making connections to other funders or to other organizations doing similar work across the country, and policy development and advocacy support. In the coming years, we anticipate a greater investment will be made in the non-financial or low-cost supports to our grant recipients, including through CERIC, and to the sector as whole.

Career development, like the rest of Canadian society, is under pressure from external factors (such as demographic shifts, technological disruption, climate change, and human migration to name just a few) that are shaping the world around us. As we think of our work, we will seek to understand and be guided by how these external influences are at play and affect career development.

As a signatory of the Philanthropic Community's Declaration of Action, which was presented at the closing event of the Truth and Reconciliation Commission in 2015, we also continue to be mindful that there will be no chance of reconciliation between Indigenous and non-Indigenous Peoples in Canada without concerted and sustained action to back up that commitment.

The Foundation works with organizations and their leaders who have the vision and drive to make change happen not just today but for the years, even generations, ahead. This means accepting that even the best-sounding ideas come with risks, and success — however it is measured — is not guaranteed and may not be well-defined. The Foundation can and will make these decisions, learn from them and work with others to share this knowledge.

Here are our updated, vision, mission, values, and guiding principles.

Vision

A day when all people in Canada are able to contribute their skills and talents to help build a more prosperous, equitable and inclusive society.

Mission

The Counselling Foundation of Canada champions life-long learning and career development that empowers people in Canada to develop their skills and talents.

Values

We believe:

- One person can have a positive and sustained impact on many.
- Leaders who inspire action and achieve results can create change in their communities.
- Accessing career counselling and career development opportunities empowers people to make informed decisions.
- When people are able to pursue opportunities to utilize their skills and talents, they contribute to a prosperous, equitable and inclusive Canada.

Guiding Principles

- **Be Bold.** Take smart risks and provide leadership to address complex and challenging issues.
- **Collaborate.** Build partnerships on trust and a shared commitment to learning.
- **Foster Systemic Change.** Work with and support partners and initiatives that have the potential to deliver significant change.
- **Invest in Leadership.** Encourage and support visionary leaders.
- **Be Flexible and Adaptive.** Change takes time; acknowledge and plan for it.

Workforce Funder Collaborative

TORONTO'S WORKFORCE FUNDER COLLABORATIVE

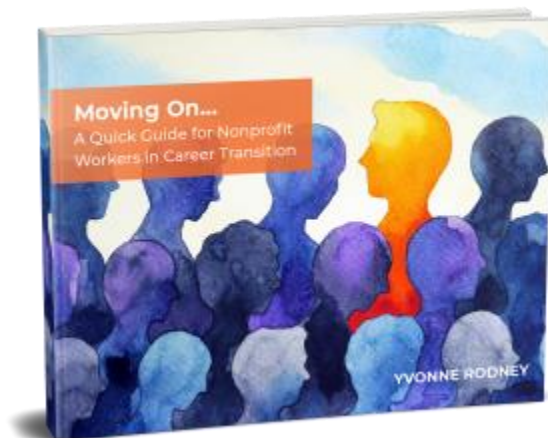
The Workforce Funder Collaborative is a new initiative that emerged from a series of meetings that occurred in 2019.

The Foundation was one of six funders¹ who participated to identify opportunities to collaborate and improve workforce development and advance systemic change to create a more equitable labour market and economy across the GTA. As a result, the [Workforce Funder Collaborative](#) was born. Together, we share three main goals:

- Increase the effectiveness of the workforce system to support workers to prepare for, obtain and retain in-demand, quality jobs.
- Increase access to quality jobs and economic mobility for job seekers and workers who face barriers in the labour market.
- Increase employer investment in the development of their current and future workforces.

In the next year, the Collaborative will hire an Executive Director and begin to operationalize these goals and move forward on its ambitious agenda.

Moving On... A Quick Guide for Nonprofit Workers in Career Transition



The Counselling Foundation of Canada supported the creation of this resource for nonprofit workers in Ontario who are experiencing a career transition to help them navigate what can be an uncertain time in their life. The nonprofit sector is diverse and strong and there is great potential for those interested in continuing to work in the sector whether they be arts, social services, environment, employment, or other organizations.

This resource was written by Yvonne Rodney, a career development practitioner, author, playwright, theatre director, and

¹ The other funders are George Cedric Metcalf Foundation, JP Morgan Chase Foundation, Ontario Trillium Foundation, TD Bank, United Way of Greater Toronto.

women's leader among other roles. It was also supported by the Ontario Nonprofit Network who offered advice throughout the process.

Losing a job, whether it's due to funding cuts or other reasons, is never easy. It is our hope that in "[Moving On...](#)" readers will find tips to help them navigate through the job transition process.

Decolonizing Wealth Tour

The Foundation was pleased to be a supporter of the [Decolonizing Wealth](#) Tour organized by The Circle on Philanthropy and Aboriginal Peoples in Canada. This tour brought Edgar Villanueva, author of *Decolonizing Wealth* as well as Senior Vice President of the Schott Foundation for Public Education, to several cities in Canada to speak about his book and the colonial dynamics at play in philanthropy. His words were a powerful reminder that we in philanthropy still have much work to do to better align money with values and do more to promote a more equitable and inclusive society.

CERIC

The Foundation launched CERIC in 2004 to support and advance education and research in career counselling and career development in Canada and ever since has engaged an expansive network of career professionals across Canada. CERIC is an integral part of the Foundation's commitment to these professionals.

Here is a snapshot of the success and achievements CERIC had in 2019. We would like to acknowledge the dedication of CERIC's Board, Committee Members, volunteers, and staff.

30 Graduate Student Engagement Program Participants		35 Supporting Organizations	
3,184 Webinar Attendees Topics include: <ul style="list-style-type: none">• Developmentally aligned career programming for PK-12 students• Building Resilience in Career Transitions• A career theory that works• AI powered, human-centered career development & coaching• Building empathy• Intergenerational trauma	1,221 Cannexus19 Attendees		NEW Publications <ul style="list-style-type: none">• Career Theories and Models at Work (book)• The Competencies of Frontline Settlement Counsellors in Canada• Accessibility and Universal Design in Career Transitions Programming and Services
	306,294 Visits to CERIC Websites		
	21,425 Social Media Followers		
	11,320 Careering Magazine Subscribers		
	386 Roadshow Attendees		
13 Board Members	30 Committee Members		10 Staff

Foundation House Highlights

[Foundation House](#), the Toronto home to the Counselling, Laidlaw and Lawson Foundations, as well as CERIC and seven other organizations, celebrated its fourth year in 2019.

Joining Foundation House for the latter part of 2019 was Mowat NFP, a research hub that provides evidence-based research and analysis on systemic issues facing the non-profit sector in Canada. Mowat NFP's work was ultimately merged into the Public Policy Forum at the end of 2019.

In the spring, organizations took turns giving short presentations with some Q&A about their work. This was first done when Foundation House first opened back in 2016. However, with changes in staff across all organizations, we took this opportunity to update and refresh our colleagues. In addition, the Ontario Nonprofit Network hosted the Kairos Blanket Exercise which had participation across organizations.

In the summer, members of seven Foundation House teams participated in a fun, team-building day at YMCA Cedar Glen Outdoor Centre. The summer also featured an outdoor potluck at a nearby park where staff from different organization prepared and shared food with one another.

Lastly, Foundation House supported the exploration of Maison de la Philanthropie in Montreal based on the Foundation House model.

Spotlights on Grant Recipient Projects



Inuit Tapiriit Kanatami (ITK): Unified written Inuktut

The 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.

Since 2014, the Foundation has provided support to help the ITK develop a unified writing system for Inuktut. A unified writing system would facilitate the sharing and development of educational materials in a single form throughout Inuit Nunangat, and would therefore improve the consistent delivery of education in Inuktut, as recommended in ITK's 2011 National Strategy on Education. It would also facilitate the wider use of Inuktut as a working language in both the private and public sectors.

Recently, the ITK finalized the development of a common orthography — a major step forward in the process. The ITK has now begun working on developing common spelling and grammar rules as well as terminology. This work is grounded in community and consultations are an ongoing part of the process.

Once fully realized, a unified written Inuktitut will greatly improve the potential for inter-regional and inter-dialectal communication.



Ontario Federation of Indigenous Friendship Centres (OFIFC) & WoodGreen: Urban Indigenous Homeward Bound

The Urban Indigenous Homeward Bound

Program (UIHB) aims to tackle the complex and multiple barriers faced by sole-parent Indigenous women when trying to find meaningful employment, enhanced wellbeing, and prosperity for themselves and their children. UIHB follows a four-year program delivery model founded on the provision of key supports such as housing, access to culture, childcare, education and life-skills, transportation, case coordination, health access, and mental health supports. UIHB is currently being developed and implemented in seven Friendship Centre communities across Ontario.

The Foundation has supported this initiative since 2014 in what was first a feasibility study. UIHB is adapted from WoodGreen's Homeward Bound model for an Indigenous context. Through discussions and relationship-building, OFIFC and WoodGreen have continued to work together to develop a culturally appropriate program led by participating Friendship centres as it now enters into implementation.

The program operates in seven Friendship Centres: Dryden Native Friendship Centre (DNFC), Fort Erie Native Friendship Centre (FENFC), Hamilton Regional Indian Centre (HRIC), N'Amerind Friendship Centre (N'Amerind), Niagara Regional Native Centre (NRNC), Indian Friendship Centre (FC), and Nogojiwanong Friendship Centre (NFC).

Participants are provided with supports for educational upgrading, post-secondary attainment, job readiness, career and goal planning, childcare, housing, group and one-to-one activities, and nutrition. The program is also grounded in the historical contexts of Indigenous trauma and Indigenous values that impact Indigenous women and their families. Each Friendship Centre provides cultural activities tailored to their local community and are impacted by geography, access to Traditional Knowledge Keepers and Elders and local relationships.

OFIFC and WoodGreen continue to work collaboratively to support a Community of Practice for UIHB and Homeward Bound (HB) sites across Ontario that is comprised of Indigenous and non-Indigenous Homeward Bound practitioners who support one-another through the sharing of wise practices, knowledge and emerging issues.

In the coming years, the program will see its first graduates from the program as well as the potential for more Friendship Centres and more participants to enter into the program.

Bruce Lawson appointed to the Advisory Committee on the Charitable Sector

In August, the Government of Canada announced the formation of the [Advisory Committee on the Charitable Sector \(ACCS\)](#). Among the appointees was Bruce Lawson, President of The Counselling Foundation of Canada.

Formed in response to the recommendations of the Consultation Panel on the Political Activities of Charities, and the Social Innovation and Social Finance Co-Creation Steering Group, the ACCS is co-chaired by the charitable sector and the Canada Revenue Agency (CRA) and will provide advice to the Government on important and emerging issues facing the sector.

The ACCS is made up of 14 members with experience grounded in the issues facing the charitable sector, including registered charities, national umbrella organizations, professional associations, charity researchers/academics, and legal experts. All members, including two sector co-chairs, are appointed by the Minister of National Revenue or the Commissioner of the CRA.



Photo care of the Canada Revenue Agency

Grantmaking in 2019

Grants Approved & Renewed in 2019

Academos Cybermentorat (Renewal)	\$250,000 over 2 years
For Youth Initiative (Renewal)	\$210,000 over 2 years
Hospitality Workers Training Centre (Renewal)	\$300,000 over 3 years
Inuit Tapiriit Kanatami (ITK) (Renewal)	\$850,000 over 3 years
Mometnum (Renewal)	\$50,000 over 1 year
Mowat NFP	\$30,000 over 2 years
Northern Youth Abroad (NYA) (Renewal)	\$200,000 over 3 years
Visions of Science Network for Learning (Renewal)	\$150,000 over 3 years
Water First	\$150,000 over 3 years

- Total Funding Awarded: \$1,990,000
- Number of New Grants Awarded: 9
- Number of Active Grants 2019: 27

Grant Project Descriptions



Montréal, QC
\$250,000 over 2 years (Renewal)

With this grant, ENIO will bring back in-house all the marketing and sales operations related to the commercialization of the Enio web application. This project will significantly increase the amount of annual sales and, consequently, the number of registered users. Through this grant, Academos aims to exploit the potential of Enio and maximize the benefits for teachers, school counsellors and students who use it as a career guidance tool, even more so when combined with the Academos e-mentoring app. It will also enable Enio to become a sustainable project through self-financing.



Toronto, ON
\$210,000 over 2 years (Renewal)

This grant will allow FYI to hire an additional case manager for the R.I.S.E. (Reintegrating the Socially Excluded) program. The case manager performs a variety of tasks with clients involved in the criminal justice system. These supports and services have been essential for the success FYI has had in reducing recidivism rates, increasing employment

and academic re-entry, and civic engagement among youth participants. An additional case lead will increase the impact that FYI will have in these areas as well as provide opportunities to increase awareness of evidence-based practices for the population we work with in the wider community. A replication guide will also be developed to be used both for internal training and sustainability for FYI staff as well as a tool for the community to spread awareness of how to successfully work with clients involved in the criminal justice system.



Toronto, ON
\$300,000 over 3 years (Renewal)

The Hospitality Workers Training Centre, in partnership with Futureworx, will hire a full-time Account Manager to support the growth, scaling and sustainability of its joint ReSET tool. The Account Manager will work directly with industry to identify and test product adaptations and develop and implement sales, marketing and scaling strategies accordingly. In addition, the investment will support the purchase of contracted expertise in the areas of design and marketing to support the positioning and branding of ReSET for optimal industry uptake.

The ReSET tool will assist employers to better understand and address soft skill gaps within their existing workforce with the intention of improving employment retention and advancement for vulnerable workers.



Ottawa, ON
\$850,000 over 3 years (Renewal)

This grant will contribute to bringing together a Development Team of Inuit language experts from all four regions of Inuit Nunangat to research and make recommendations on the other components of a unified Inuktitut writing system, namely:

- standard spelling/grammar rules
- standard terminology for new/specialized concepts

It will also allow the ITK to bring together educators from the four regions to help develop regionally specific implementation plans for the common orthography.



Calgary, AB
\$50,000 over 1 year (Renewal)

Momentum's Job boost program has issued 77 loans to barriered individuals in need of a job "boost" over a three-year period. These loans have made a substantial difference for an individual seeking to overcome a financial barrier to better employment. An external evaluation indicated that participants are accessing employment and increasing income as a result of the Job Boost program. This grant will allow marketing efforts to gain traction and deliver increased quantity and quality of Job Boost Loans.

The Northern Youth Abroad logo is displayed on a dark rectangular background. The text "Northern Youth Abroad" is written in a white, handwritten-style font, with the word "Abroad" in a slightly larger and bolder script.

Northern Youth Abroad

Ottawa, ON
\$200,000 over 3 years (Renewal)

NYA Next directly addresses the root cause of many young people's "failure to launch." It provides the chance for exploration and discovery, builds job and career specific skills, and invests in each Participant's confidence and independence – all crucial aspects of making sound career decisions that meet one's goals, interests and abilities. NYA Next's work to date has provided deep and meaningful learning, while producing many successful outcomes for participants, partners, and the organization. That said the program stands at a critical juncture where further development can and will result in a stronger, more resilient and effective program model. This renewal allows for a new phase of program development that invests in strengthening program outcomes, serving a broader participant base, and solidifying a framework that is relevant, adaptable, and can be scaled and shared.



Toronto, ON
\$150,000 over 3 years (Renewal)

The STEM Community Leaders (SCL) program was established in 2017 with inaugural seed support from the Counselling Foundation of Canada. The program provides youth (grades 8 to 12) from low-income and marginalized communities with access to immersive STEM-based experiential learning opportunities, leadership development and community engagement. The implementation of the program has yielded several successful outcomes to date with 95% of participants indicating an increase in leadership skills and 100% indicating an increase in knowledge of STEM careers as a result of the program. While these outcomes are positive, we recognize an increased need to enhance support for youth participants, especially those in grades 10 to 12, in areas of career development and competency building. The proposed renewal will support implementation of the “STEM Leaders: Career Development Initiative”. Youth will have an opportunity to acquire the specific skills and tools needed to advance their interests into attainable STEM careers.



Creemore, ON
\$150,000 over 3 years

Since 2009, Water First has partnered with 35 First Nations on a variety of water education and training projects. This grant will support the Water First Internship, a 15-month training program providing water treatment technical skills training, delivered by qualified Water First staff, with on the job, hands-on experience and oversight in water treatment plants, by qualified operators. Traditional knowledge and local water resource management is woven throughout the program. The Water First Internship increases investment in youth employment, job creation and technical skills training among Indigenous Peoples in the fields of water treatment and environmental water science. After completing the program, interns will become certified to work within a water plant or the environmental water field — strongly increasing their near and long-term employability.

Grant Amounts Disbursed in 2019

Academos cybermentorat	Montreal, QC	\$82,000
Canadian Arab Institute	Toronto, ON	\$33,000
CERIC		
• Operating grant	Toronto, ON	\$898,177
• Partnership grants		\$27,873
• Canadian Journal of Career Development (in partnership with Memorial University of Newfoundland)	St John's, NL	\$56,400
• OrientAction (in partnership with société GRICS)	Montreal, QC	\$84,350
Epilepsy Toronto	Toronto, ON	\$50,000
Everdale Farms	Hilllsburgh, ON	\$22,000
For Youth Initiative	Toronto, ON	\$80,804
Hospitality Workers Training Centre (c/o Jane-Finch Community and Family Centre)	Toronto, ON	\$25,000
Inuit Tapiriit Kanatami	Ottawa, ON	\$200,000
Momentum Community Economic Development Society	Calgary, AB	\$92,000
Mowat NFP (c/o Public Policy Forum)	Ottawa, ON	\$15,000
New Circles Community Services	Toronto, ON	\$60,000
Northern Youth Abroad	Ottawa, ON	\$75,000
Ontario Federation of Indigenous Friendship Centres (OFIFC)	Toronto, ON	\$95,000
Ontario Indigenous Youth Partnership Project (c/o Tides Canada)	Ottawa, ON	\$30,000
Ottawa Network for Education	Ottawa, ON	\$30,000
People for Education	Toronto, ON	\$40,000
The WoodGreen Foundation	Toronto, ON	\$55,000
Visions for Science Network for Learning	Toronto, ON	\$29,000
Windmill Microlending (formerly Immigrant Access Fund Canada)	Calgary, AB	\$40,000
YMCA of Greater Toronto	Toronto, ON	\$50,000
Youth Fusion/Fusion Jeunesse	Montreal, QC	\$100,000

Sector-Based Supports & Memberships

Imagine Canada	Toronto, ON	\$5,000
Ontario Nonprofit Network	Toronto, ON	\$5,000
Philanthropic Foundations Canada	Montreal, QC	\$9,100

Honouraria

Indspire	Toronto, ON	\$5,000
Public Policy Forum	Ottawa, ON	\$5,000
YMCA of Greater Toronto	Toronto, ON	\$500

TOTAL GRANTING	\$ 2,300,204
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Foundation Valuation

Market Value of Foundation Assets (on December 31, 2019)	\$61.3 million
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Future Grant Commitments

	2020	2021	2022
Future Grant Commitments	\$2,531,367	\$2,446,367	\$2,196,367

Funding Criteria & Guidelines

The Foundation has an online funding request form to receive requests for support that can be accessed through our website. We use a two-step process for funding: a Letter of Intent followed by a Grant Application.

Grant seekers are encouraged to submit a Letter of Intent if they believe that their project or proposal aligns with our strategic focus of learning, career development, and career exploration. Staff regularly review Letters of Intent, and when it is determined there is potential fit, will reach out to the organization to discuss the opportunity. At that point, staff may invite the organization to submit a Grant Application.

Each year the Foundation receives more funding requests than our resources can accommodate. The Foundation can only make grants for charitable purposes, and to organizations which have been issued a registered charity number by the Canada Revenue Agency or are recognized as Qualified Donees under the Income Tax Act of Canada.

The Board of Directors typically reviews Grant Applications quarterly — generally in March, May, September and December — and the approval of funding requests remains the purview of the Board. Directors consider several 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; and the potential intellectual legacy of a grant. Being asked to submit a formal Grant Application by staff or provide additional information does not guarantee approval by the Board of Directors.

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.

Foundation staff welcome questions and are available to support grant seekers throughout the funding request process. Additional information and sample funding request documents are available at www.counselling.foundation.

Foundation Board and Staff

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

2019 Board of Directors

Douglas Lawson, Chair
George Rodger, Vice-Chair
Barbara Mason, Secretary & Treasurer
Donald Lawson, Chair Emeritus
Jan Dymond, Director
Victoria Grant, Director
Jaime Hugessen, Director
Lorraine Lawson, Director
Yvonne Lawson, Director
Carole MacFarlane, Director
Dr. Robert Shea, Director

Foundation Staff

Bruce Lawson, President & CEO
Diana Castano, Executive Assistant & Office Administrator
Ben Liadsky, Program Officer

Shared Foundation House Staff

Jonathan Hutchinson*, IT & Data Coordinator
Nayan Biswas*, Receptionist & Office Assistant
*Jointly with the Lawson and Laidlaw Foundations

The Foundation also acknowledges the many contributions of the CERIC team, led by Riz Ibrahim, Executive Director, and Sharon Ferriss, Director of Marketing, Web & New Media.

Recognizing Hilary Pearson



On July 1, 2019, Hilary Pearson retired as the President and CEO of Philanthropic Foundations Canada (PFC), an organization she had led since 2001. During that time, PFC grew from a few founding members to over 130 grantmaking organizations across Canada. Hilary has written over 60 blogs and facilitated countless member gatherings highlighting issues such as reconciliation, diversity, equity and inclusion, impact investment, and private foundation accountability and transparency. Hilary has championed the practice of effective grantmaking and the important role of organized philanthropy in contributing to thriving communities. Her contributions to the sector have been vast, and she will continue to be active in her role as co-chair of the government's Advisory Committee

on the Charitable Sector as well as continuing to sit as a board member and advisory committee member for several organizations across Canada. In 2018, Hilary was appointed to the Order of Canada. In recognition for her service, PFC members contributed over \$225,000 to a bursary in her name at Indspire, a national Indigenous registered charity that invests in the education of First Nations, Inuit and Métis people for the long-term benefit of these individuals, their families and communities, and Canada.