

The logo for CPHR, with 'CP' in white and 'HR' in blue, set against a dark blue background with diagonal stripes and a white geometric pattern on the right edge.

CPHR

British Columbia
& Yukon

Annual Report and Audited Financial Statements

2016

CPHRBC.CA

Chartered Professionals in Human Resources of British Columbia and Yukon

Every day, the Chartered Professionals in Human Resources of British Columbia and Yukon (CPHR BC & Yukon) drives the HR profession forward by supporting its members with education and advocacy. We are the voice of the HR profession.

Founded in 1942, CPHR BC & Yukon has grown to include more than 5,700 members in BC and the Yukon. The Association is the sole grantor of the Chartered Professional in Human Resources (CPHR) designation in BC and the Yukon. As a member of the Chartered Professionals in Human Resources Canada, CPHR BC & Yukon contributes to setting and upholding the national standards for the CPHR designation. In addition, CPHR BC & Yukon offers professional development, networking and resources for every stage of your career.

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Message from the President & CEO

It is an ongoing honour to serve as your President and CEO. The past year provided us the opportunity to build a better future for HR

professionals across Canada.

This resulted in a change of name for our professional designation and national body to the Chartered Professional in Human Resources (CPHR) designation and CPHR Canada respectively. We have since changed our Association name to the Chartered Professionals in Human Resources of British Columbia and Yukon (CPHR BC & Yukon).

In our own backyard, we continued to build strong partnerships to better align tomorrow's HR leaders with today's CPHR standards. Key progress also continued to be made with business associations

across BC and the Yukon, as well as internationally—all upon the merits of our CPHR designation.

The greatest strength of our association remains in building value for our membership and, through a full slate of offerings, events and communications, we continue to grow that investment. Where we are today speaks directly to the efforts of many—our Board of Directors, staff and member volunteers—and I would like to thank all of you for making a brighter future for HR and CPHR BC & Yukon in particular.



Message from the Chair

To serve as your chair for the past two years has been an honour. The past year has been a special privilege, as the growing strength

and recognition of the HR profession is testament to the ongoing efforts of our membership, the Board of Directors, and the CPHR BC & Yukon leadership and staff.

Over the past year, our efforts to have HR recognized as a tier-one profession were put to fresh purpose in the national unification of our profession and the rebranding of our designation and national and provincial

associations alike. On the basis of those efforts, the voice, vision and value of HR and the CPHR designation are stronger than ever before.

Closer to home, our efforts to professionalize the profession continue to meet with greater reception on all fronts: from within, in the media and at standout events such as our annual HR Conference + Tradeshow. Most importantly though, as ambassadors of better business grounded in professional people practices, I am grateful for the spotlight you shine on our profession daily. Thank you all.



Annual Highlights

This annual report provides an overview of CPHR BC & Yukon's activities for January 1 - December 31, 2016.

2016 was a year best summarized as one of unification and engagement. As the voice of the HR profession, CPHR BC & Yukon worked to raise awareness of the HR profession, position HR as a strategic partner in business and provide professional standards on both a local and national level.

CPHR BC & Yukon has been a leader in supporting the evolution of a single, cohesive national brand. As a founding member of CPHR Canada, your Association was fundamental in the renaming of the Chartered Professional in Human Resources (CPHR) designation as well as the alignment of eight provincial associations under the new CPHR brand. As part of that initiative, CPHR BC & Yukon also contributed to setting minimum requirements for certification and a national code of ethics.

Another key focus of 2016 was member engagement. In addition to a member survey, a Member Engagement Tour saw senior CPHR BC & Yukon staff and board members connect with members in all eight regions of the Association. This was followed up with an Online Town Hall. At these events, CPHR BC & Yukon was able to provide clarity on various initiatives as well as answer questions directly from members.

The feedback from these member engagement activities were incorporated in another significant initiative of 2016: a new strategic plan. The Board of Directors held a strategic planning session to build on the strong foundations previously established by CPHR BC & Yukon as well as develop new strategies to advance your profession, your designation and your Association.

CPHR BC & Yukon Strategic Plan 2017 - 2019

STRATEGIC PRIORITY 1

Advance the value of the HR profession and the recognition of the designation.

TACTICS

- » Promote the designation, increasing brand awareness
- » Grow the CPHR BC & Yukon's intellectual capital ensuring to secure appropriate copyrights and trademarks
- » Develop and implement an integrated and comprehensive communications strategy
- » Take public positions on relevant policy matters
- » Leverage media and grow CPHR BC & Yukon presence/visibility
- » Deliver quality PD to members
- » Pursue international recognition of designation
- » Build staff capacity with a view to aligning staff investments with heightened productivity and expanded service offering



STRATEGIC PRIORITY 2

CPHR BC & Yukon will build and sustain relationships that create value for member and stakeholders.

TACTICS

- » Strike relationships with various Boards of Trade, Chambers of Commerce, and other
- » Deliver quality PD which is responsive to member needs
- » Explore MOU/MRA opportunities
- » Strengthen local and global alliances
- » Collaborate with U.S. counterparts on research and standards-setting
- » Consort with highly regarded HR organizations (ex. World at Work)
- » Associate with online social communities of HR professionals (ex. Lynda.com; HR Open Source) and seek opportunities for knowledge sharing and joint thought leadership
- » Increase presence at, and participation in, public events which position CPHR BC & Yukon as a leading HR contributor



STRATEGIC PRIORITY 3

CPHR BC & Yukon will serve the public interest as the leading authority on HR matters.

TACTICS

- » Conduct research and develop position papers
- » Capitalize on advocacy opportunities
- » Pursue self-regulation
- » Liaise with and consult government establishing the CPHR BC & Yukon as a trusted 'go-to' business authority
- » Pursue speaking engagements and media opportunities which elevate CPHR BC & Yukon visibility



STRATEGIC PRIORITY 4

CPHR BC & Yukon will drive sustained growth to ensure the Association's viability and continuity.

TACTICS

- » Embrace business development philosophy
- » Partner with like-minded organizations which expands CPHR BC & Yukon's reach
- » Expand domestic and foreign MRA relationships
- » Facilitate multiple pathways to membership
- » Investigate early recruitment strategies (secondary schools and post-secondary undergrad)
- » Study the prospect of growing secondary school allegiance through initiatives such as sponsorships, bursaries, and scholarships
- » Consider refining existing membership classes and developing other categories of membership
- » Market and grow corporate membership
- » Discover alternative sources of funding and revenue streams
- » Seek out rationalization opportunities with CPHR Canada member bodies
- » Build staff capacity and synergies which produce operational efficiencies
- » Conduct member satisfaction surveys for determining satisfaction and isolating opportunities
- » Articulate a dedicated member retention strategy with necessitated supports

Financial Statements

December 31, 2016

Independent Auditors Report

To the Members of the
Human Resources Management Association

We have audited the accompanying financial statements of the Human Resources Management Association, which comprise the statement of financial position as at December 31, 2016 and the statements of operations, changes in net assets, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

MANAGEMENT'S RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

AUDITOR'S RESPONSIBILITY

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

OPINION

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Human Resources Management Association as at December 31, 2016 and its financial performance and its cash flows for the year then ended, in accordance with Canadian accounting standards for not-for-profit organizations.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

As required by the British Columbia Society Act, we report that, in our opinion, these principles have been applied on a basis consistent with that of the preceding year.

Original copy signed by:

EPR Maple Ridge Langley
Chartered Professional Accountants

Langley, BC
March 15, 2017

Management Responsibility for Financial Reporting

The accompanying financial statements of the Chartered Professionals in Human Resources of British Columbia and Yukon are the responsibility of its management and have been approved by the Board of Directors.

These financial statements have been prepared by management in accordance with Canadian accounting standards for not-for-profit organizations and, where appropriate, include amounts that are based on management's best estimates and judgments.

Preparation of financial information is an integral part of the ongoing operations of the Association. Management has established internal control systems to ensure that the financial information is accurate and complete in all material respects and that Association assets are properly accounted for and safeguarded.

The Board of Directors carries out the responsibility for the financial statements through the Association's Audit and Finance Committee, which is comprised of three members-at-large. The Audit and Finance Committee meets periodically with management and the auditors to satisfy the adequacy of internal controls and to review the financial statements and independent auditors' report. The Audit and Finance Committee reports its findings to the Board of Directors and recommends acceptance of the audited financial statements to the Board and the membership.

The financial statements have been audited by the independent auditor EPR Maple Ridge Langley, Chartered Professional Accountants, whose report outlines the scope of their examination and their opinion on the financial statements. The auditors have full and independent access to the Audit and Finance Committee to discuss their audit and related findings.

Original copy signed by:

Anthony Ariganello, CPHR, FCPA, FCGA, ICD.D

STATEMENT OF FINANCIAL POSITION

As at

	December 31, 2016 \$	December 31, 2015 \$
ASSETS		
Current		
Cash	241,372	216,291
Short-term investments [note 3]	253,855	450,138
Accounts receivable [note 4]	229,459	144,907
Prepaid expenses [note 5]	265,682	248,522
Total current assets	990,368	1,059,858
Long-term investments [note 6]	1,098,638	1,022,002
Tangible capital assets [note 7]	17,678	10,307
Intangible assets [note 8]	57,950	79,780
	2,164,634	2,171,947
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable and accruals [note 9]	216,361	234,698
Unearned revenue	1,264,579	1,179,189
Total liabilities	1,480,940	1,413,887
NET ASSETS		
Invested in capital assets	75,629	90,088
Unrestricted [note 10]	608,065	667,972
Total net assets	683,694	758,060
	2,164,634	2,171,947

Commitments [note 12]

See accompanying notes to the financial statements.

On behalf of the board:

Original copy signed by:

TJ Schmaltz, CPHR
Chair

Original copy signed by:

Sue Ryan, CPHR
Chair, Audit and Finance Committee

STATEMENT OF CHANGES IN NET ASSETS

	Invested in Capital Assets \$	Internally Restricted \$	Unrestricted \$	Total \$
December 31, 2016				
Balance, beginning of period	90,088	-	667,972	758,060
Revenue over(under) expenses	(31,121)	-	(43,245)	(74,366)
Acquisition of capital assets	16,662	-	(16,662)	-
Interfund transfers	-	-	-	-
Balance, end of period	75,629	-	608,065	683,694
December 31, 2015				
Balance, beginning of period	117,755	225,707	1,125,798	1,469,260
Revenue over(under) expenses	(33,371)	-	(677,829)	(711,200)
Acquisition of capital assets	5,704	-	(5,704)	-
Interfund transfers	-	(225,707)	225,707	-
Balance, end of period	90,088	-	667,972	758,060

See accompanying notes to the financial statements.

STATEMENT OF OPERATIONS

	December 31, 2016 \$	December 31, 2015 \$
REVENUE		
Advertising and communication	468,011	460,871
Conference	1,174,841	1,148,553
Membership	2,230,560	2,040,787
Professional development	303,381	333,433
Other	99,910	90,064
	4,276,703	4,073,708
EXPENSES		
Advertising and communication	119,034	166,437
Amortization	31,121	33,371
Bank charges and credit card fees	106,279	107,327
Computer services	157,502	136,740
Conference	768,180	830,174
Legal and audit	72,763	55,619
Membership and professional designation	111,845	120,629
Office, printing, supplies and other	588,463	565,933
Professional development	118,928	122,545
Rent	172,058	177,984
Salaries, benefits and contracting	1,961,911	1,954,206
	4,208,084	4,270,965
Revenue under expenses before other items	68,619	(197,257)
Other items		
- Strategic initiatives expenses	(189,277)	(504,132)
- Increase in market value of investment	46,292	(9,811)
	(142,985)	(513,943)
Revenue under expenses for the period	(74,366)	(711,200)

See accompanying notes to the financial statements.

STATEMENT OF CASH FLOWS

	December 31, 2016 \$	December 31, 2015 \$
OPERATING ACTIVITIES		
Revenue under expenses for the period	(74,366)	(711,200)
Items not affecting cash		
Amortization	31,121	33,371
Changes in other non-cash working capital items		
Accounts receivable	(84,552)	(3,860)
Prepaid expenses	(17,160)	55,070
Accounts payable and accruals	(18,337)	65,052
Unearned revenue	85,390	144,576
Cash used in operating activities	(77,904)	(416,991)
INVESTING ACTIVITIES		
Increase in long-term investments (net)	(76,636)	(22,580)
Acquisition of capital and intangible assets	(16,662)	(5,704)
Cash used in investing activities	(93,298)	(28,284)
Decrease in cash for the year	(171,202)	(445,275)
Cash, beginning of year	666,429	1,111,704
Cash, end of year	495,227	666,429
Cash consists of:		
Cash	241,372	216,291
Short-term investments	253,855	450,138
	495,227	666,429

See accompanying notes to the financial statements.

Notes to Financial Statements

December 31, 2016

1. NATURE OF THE ORGANIZATION

The HRMA Human Resources Management Association (the "Association") was incorporated pursuant to the British Columbia Society Act in 1954. The Association is a community dedicated to advancing professional people practices that enhance organizational performance. The Association is a not-for-profit organization pursuant to Section 149(1)(L) of the Income Tax Act, and thus is not subject to income tax.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations ("ASNPO") and include the following significant accounting policies:

USE OF ESTIMATES

The preparation of financial statements in conformity with Canadian ASNPO requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the amounts of revenues and expenses reported during the year. Significant areas requiring the use of management estimates relate to the determination of net recoverable value of assets, in particular as it relates to useful lives of capital and intangible assets, valuation allowances of accounts receivable, and unearned revenue. Actual results could differ from these estimates.

REVENUE RECOGNITION

The Association follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenditures are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Membership fees are recognized as revenue over the term of the respective memberships.

Investment income, other than interest income, is recognized as revenue when dividends and other income are received and when an investment is sold.

Interest income is recognized in accordance with the terms of the underlying investment which is generally with passage of time.

Fees for events and services are recognized as revenue when the events are held or the services are rendered.

MEASUREMENT OF FINANCIAL INSTRUMENTS

The Association initially measures its financial assets and financial liabilities at fair value. The Association subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in net income.

Financial assets measured at amortized cost include cash, short-term investments and accounts receivable.

Long-term investments, which include bond, equity and dividend funds, are measured at fair value.

Financial liabilities measured at amortized cost include accounts payable.

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of write-down is recognized in net income. The previously recognized impairment loss may be reversed to extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that has been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in net income.

CASH

Cash is defined as cash on hand and cash on deposit, net of cheques issued and outstanding at the year-end.

ACCOUNTS RECEIVABLE

Accounts receivable are shown net of allowance for doubtful accounts in the amount of \$227,678 (2015 - \$144,907).

TANGIBLE CAPITAL ASSETS

Tangible capital assets are recorded at cost, less accumulated amortization. Amortization is at the following rates, except in the year of acquisition when one half of the rate is used.

Amortization of capital assets is recorded on a straight-line basis at the following rates:

- » Computer equipment 3 years
- » Furniture and equipment 5 years
- » Leasehold improvements 6 years

It was the Association's policy to expense individual asset purchases of \$1,000 or less with the exception of computers, monitors and file servers which were capitalized. The assets were reviewed for impairment whenever events or changes in circumstances indicated that the carrying value might not be recoverable.

INTANGIBLE ASSETS

Intangible assets were recorded at cost less accumulated amortization. Amortization was at the following rates, except in the year of acquisition when one half of the rate is used. The Association's computer software is amortized over its estimated useful life of four years on a straight-line basis. The Association's database is amortized over its estimated useful life of seven years on a straight-line basis. These assets were reviewed for impairment whenever events or changes in circumstances indicated that the carrying value might not be recoverable.

UNEARNED REVENUE

Membership renewals occur throughout the year. Revenues from membership fees are recognized throughout the fiscal year over the term of the respective memberships. Fees collected but not yet earned are recorded as unearned revenue. Revenue received from pre-registration for events occurring subsequent to the year end are also recorded as unearned revenue.

FOREIGN CURRENCY TRANSACTIONS

The Association uses the temporal method to translate its US foreign currency transactions.

Monetary assets and liabilities are translated at the US exchange rate in effect at the balance sheet date. Other assets and liabilities are translated at the US exchange rate in effect at the transaction date. Revenue and expense items, if any, are recorded in the statement of income at the average rate for the year. Exchange gains and losses are included in the statement of income.

STATEMENT OF CASH FLOW

The statement of cash flows is prepared on a net basis and cash from operating activities are reported using the indirect method.

VOLUNTEER SERVICES

The Association and members benefit greatly from donated services in the form of volunteer time. Because of the difficulty in determining their fair value, the value of donated services is not recognized in these financial statements.

3. SHORT-TERM INVESTMENTS

Short-term investments consist of one term deposit with an interest rate of 0.85% and maturity date of January 2017.

4. ACCOUNTS RECEIVABLE

	December 31, 2016 \$	December 31, 2015 \$
Trade	243,147	178,341
Allowance for doubtful accounts	(15,469)	(33,434)
	227,678	144,907
Government Agencies Receivable - GST	1,781	-
	229,459	144,907

5. PREPAID EXPENSES

	December 31, 2016 \$	December 31, 2015 \$
Prepaid conference expenses	184,209	146,953
Prepaid office expenses and other	81,473	101,569
	265,682	248,522

6. LONG-TERM INVESTMENTS

The Association's long-term investments are recorded at their fair value. The cost of investments at December 31, 2016 is \$941,076. [December 31, 2015 - \$911,114]

7. TANGIBLE CAPITAL ASSETS

	Cost	Accumulated Amortization	Net Book Value
	\$	\$	\$
December 31, 2016			
Computer equipment	61,081	43,403	17,678
Furniture and equipment	10,677	10,677	-
Leasehold improvement	13,072	13,072	-
	84,830	67,152	17,678
December 31, 2015			
Computer equipment	44,420	35,384	9,036
Furniture and equipment	10,677	10,677	-
Leasehold improvement	13,072	11,801	1,271
	68,169	57,862	10,307

8. INTANGIBLE CAPITAL ASSETS

	Cost	Accumulated Amortization	Net Book Value
	\$	\$	\$
December 31, 2016			
Computer software	3,090	3,090	0
Database	152,119	94,169	57,950
	155,209	97,259	57,950
December 31, 2015			
Computer software	3,090	2,991	99
Database	152,119	72,438	79,681
	155,209	75,429	79,780

9. ACCOUNTS PAYABLE AND ACCRUALS

	December 31, 2016	December 31, 2015
	\$	\$
Trade and other accruals	216,361	226,347
Government remittances - GST	-	8,351
	216,361	234,698

10. UNRESTRICTED NET ASSETS

Unrestricted net assets of \$608,065 [December 31, 2015 - \$667,972] is the cumulative excess of revenue over expenses derived from current and past years' operations. These funds are available for investment, funding of projects or to cover shortfalls in operations.

11. FINANCIAL INSTRUMENTS

The Association is exposed to various risks through its financial instruments. The following analysis presents the Association's exposures to significant risk as at December 31, 2016.

CREDIT RISK

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

The Association is exposed to credit risk with respect to its cash, short-term investments, accounts receivable and long-term investments. The Association assesses, on a continued basis, accounts receivable on the basis of the amount it is virtually certain to receive. The Association's cash, short-term investments, and long-term investments are invested with large financial institutions and the long-term investments are managed by professional investment managers.

LIQUIDITY RISK

Liquidity risk is the risk of being unable to meet requirement or fund obligations as they become due. It stems from the possibility of a delay in realizing the fair value of financial instruments.

The Association manages its liquidity risk by constantly monitoring forecasted and actual cash flows and financial liability maturities, and by holding assets that can be readily converted into cash.

INTEREST RATE RISK

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.

The Association is exposed to interest rate risk on its short-term investments in so far that the initial rate may be higher than the current interest rate obtained on maturity and renewal as well as its long-term investments.

MARKET RISK

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices.

The Association is exposed to market risk on its short-term investment and long-term investments.

12. COMMITMENTS

LEASE OF PREMISES

The Association has entered into a lease agreement expiring on October 31st, 2021. The annual basis rent, estimated common area costs and property tax payments, including applicable taxes, is as follows:

	\$
2017	163,105
2018	163,805
2019	168,008
2020	171,511
2021	142,926

COMPUTER SERVICES

The Association has entered into a computer services agreement expiring on August 31st, 2017. The estimated costs are as follows:

	\$
2017	51,510

Appendix

2016 Board of Directors

Chair

Terrence (TJ) Schmaltz, CPHR

Members

Susan Alley, CPHR

Barb Bahry, CPHR

Shaun Carpenter

Rita Ferrara

Lisa Fuller, CPHR

Stephanie Hollingshead, CPHR

Kevin Howlett, CPHR

Marni Johnson, CPHR

Gordon Orlikow, CPHR

Cheryl Pelletier, CPHR

Susan Ryan, CPHR

Caroline Schein, CPHR

Patti Schom-Moffatt

Laura Thurnheer, CPHR

President & CEO, Ex-Officio

Anthony Ariganello, CPHR, FCPA, FCGA, ICD.D

Current CPHR BC & Yukon Staff

Anthony Ariganello, CPHR, FCPA, FCGA, ICD.D
President & CEO

Trish Andrea
CPHR Registrar

Kelly Aslanowicz
Senior Manager, Business Development

Vicki Bauman
Coordinator, Member Services

Erin Breden
Communications Specialist

Lee Caldwell
Advertising Sales

Judy Cave
Coordinator, Professional Development

Quinne Davey
Member Relations Manager (Lower Mainland)

Richard Deacon
Business Development & Strategic Partnerships

Kara Douglas
Manager, Marketing & Communications

Celine Forget
Administrative Assistant

Erica Franken
Supervisor, Professional Development

Baldev Gill, CPHR, MBA, FCPA, FCGA
Chief Operating Officer

Anita Hales
Data & IT Manager, Privacy Officer

Rita Koeller, CPHR
Member Relations Manager (Yukon)

Fiera Lo
Project Manager, Member Services

Joan McFadden
Board and Executive Administration

Jason McRobbie
PeopleTalk Editor

Tim Read
Member Relations Manager (Interior, North)

Erin Roddie
Conference & Events Manager

Carolyne Taylor
Member Relations Manager (Vancouver Island)

Jaclyn Truchon
Admin & IT Assistant

Claudia Wang
Controller

2016 Regional Advisory Councils

CENTRAL INTERIOR

Chair

Sandy Austin, CPHR

Members

Kim Annis, CPHR Candidate

Sarah Bijl, CPHR

Jennifer Billingsley, CPHR

Carly Gordon, CPHR

Francyne Joe

Bernie Mahoney, CPHR

Colleen Quigley, CPHR

Sandy Sidhu, CPHR Candidate

Andriy Skapenko, CPHR Candidate

Sarah Turtle, CPHR

Alex Wheele

COASTAL VANCOUVER

Chair

Fiona Ho, CPHR

Members

Tyler Cheyene, CPHR

Kevin Chiu, CPHR

Kendra Feenstra, CPHR

Laura Liden, CPHR Candidate

Jennifer Lo, CPHR Candidate

Courtney McKissock, CPHR

Kathryn Moore, CPHR

Serena Morphy, CPHR

Darelle Odo, CPHR

FRASER VALLEY

Chair

Katherine Marlow, CPHR

Members

Jayne Barron, CPHR

Brenda Cliffe, CPHR

Jasdeep Dhaliwal, CPHR

Amandeep Kochar, CPHR

Karin Montgomery, CPHR

Kristin Zehnder, CPHR

GREATER VANCOUVER

Chair

Ian Gibson, CPHR

Members

Jabeen Boga, CPHR

Bernadette Chan, CPHR

Sara Colliss, CPHR

Ekjot Dhatt, CPHR

Mable Lo, CPHR

Samantha Saldanha, CPHR

NORTHERN

Chair

Sabrina Angus, CPHR

Members

Brooke Backlund, CPHR Candidate

Kara Biles, CPHR

Alex Castley, CHRP

Fraser Deacon, CPHR

Irina Doering, CPHR

Anne Harris, CPHR

Jason Hamborg, CPHR

Judy Mason, CPHR

Tina O'Neill, CPHR

Laurie Paulin, CPHR

Kerry Roberts, CPHR

Jason Hamborg, CPHR

Stefanie Young, CPHR

SOUTHERN INTERIOR

Chair

Paulette Brager, CPHR

Members

Miranda Birkbeck

Tricia Deere, CPHR

Terri Eriksen, CPHR

Arleen Gallo, CPHR

Laurie Glasser, CPHR

Joan Kleinsteuber, CPHR

Karen Lawrence, CPHR

Lindsay Silvester, CPHR

Dawn Southern, CPHR

Jennifer Thatcher, CPHR

VANCOUVER ISLAND

Chair

Helen Wale, CPHR

Members

Carole Gosse, CPHR

Theresa Henriksen, CPHR

Pamela MacIntosh-Snell, CPHR

Lyndsey Nelson, CPHR

Deborah Pike, CPHR

Ingrid Vaughn

YUKON

Chair

Tracey Maher, CPHR

Members

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