

The logo for CPHR, with 'CP' in white and 'HR' in blue, set against a dark blue background with a teal diagonal stripe.

British Columbia
& Yukon

Annual Report and Audited Financial Statements

2018

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 6,000 members. 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.

Table of Contents

Message from the President & CEO	4
Message from the Chair	5
Annual Highlights	6
Strategic Plan 2017 - 2019	7
Strategic Priority 1	7
Strategic Priority 2	8
Strategic Priority 3	9
Strategic Priority 4	10
Audited Financial Statements	11
Independent Auditors' Report	12
Management Responsibility for Financial Reporting	13
Audited Financial Statements	14
Notes to Audited Financial Statements	18
Appendix	24
2018 Board of Directors	24
Current CPHR BC & Yukon Support	25
Regional Advisory Councils	26



Message from the President & CEO

It is a privilege to serve as President & CEO and witness first-hand the efforts made daily by our members to advance the HR profession.

Over the past year, we have achieved so much together, but what impresses me the most is the commitment each and every member has to advancing the HR profession and ensuring businesses continue to keep people first.

To our student members, the fresh ideas you continue to bring to the table and your enthusiasm for the profession keeps all our members energized and young at heart. You are the future.

To our current human resources administrators, managers, directors and consultants, the expertise you continue to bring to the table on a daily basis impacts so many people. You are the ones advancing our profession every day.

And to our educators, both in our 12 recognized post-secondary programs and within our Professional Mentorship Program, the wisdom, knowledge and selfless giving of your time and energy is helping mentor the next generation of HR professionals. Your continued gift of commitment to the profession is both kind and inspirational to all our members.

Thank you all for making 2018 a memorable year full of firsts for our organization and the HR profession.

~ Anthony Ariganello, CPHR ~



Message from the Chair

It has been a tremendous honour to serve as your chair for the past two years and engage with so many selfless people.

When I was elected the CPHR BC & Yukon Chair two years ago, I knew I'd be working with many wonderful people who truly care about the HR profession and the Association. On a seemingly daily basis I am amazed by the efforts of so many people.

To our volunteers, we would not have achieved a fraction of the success we've had over the past year without you. From our Advisory Counsel, to Roundtable leaders, to mentors, event volunteers and so on, your commitment and work over the past year has not gone unnoticed. It is the spirit of volunteerism within our membership that I am most proud of within our Association.

To our Board of Directors, we wouldn't be where we are as an organization without your guidance, wisdom and commitment to the HR profession. You are the captains of our ship, keeping us on course and guiding us towards our destination.

And to the CPHR BC & Yukon staff, your commitment to the Association and the HR profession is unmatched.

Thank you all for the countless hours of your time that you have given up over the past year to ensure the Association continues to evolve and offer unprecedented value to its members.

~ Susan Ryan, FCPHR ~



Annual Highlights

In 2018, CPHR BC & Yukon celebrated a number of accomplishments. This annual report provides an overview of CPHR BC & Yukon activities for January 1 - December 31, 2018.

We saw membership grow to more than 6,000 members in 2018, with Vancouver Island (13%), Central Interior (17%), Northern Region (10%) and Fraser Valley (10%) all seeing double-digit increases in members.

Our organization broke new ground in the Yukon, offering members in the region the opportunity to attend roundtables and an in person, CPHR prep course.

Our always popular symposiums saw record numbers for attendance, with the Yukon Legal Symposium getting a 100% approval rating from attendees. Our longest running symposium, the Northern Symposium exceeded 100 attendees for the first time ever. We also offered members 19 professional development workshops/webinars absolutely free and more than 300 events throughout our eight regions.

We hosted two new Student HR Industry Expos in Victoria and Vancouver, contributed more than \$12,000 dollars to various scholarships and bursaries, as well as launched our Student Ambassador Program throughout B.C.

And last but certainly not least, the HR Conference + Tradeshow 2018 was a finalist for Best Conference at the 2019 Canadian Event Awards.

CPHR BC & Yukon continues to work towards advancing 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 CPHR BC & Yukon's intellectual capital making sure 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 professional development to members
- » Pursue international recognition of designation
- » Build staff capacity with a view to aligning staff investments with heightened productivity and expanded service offering

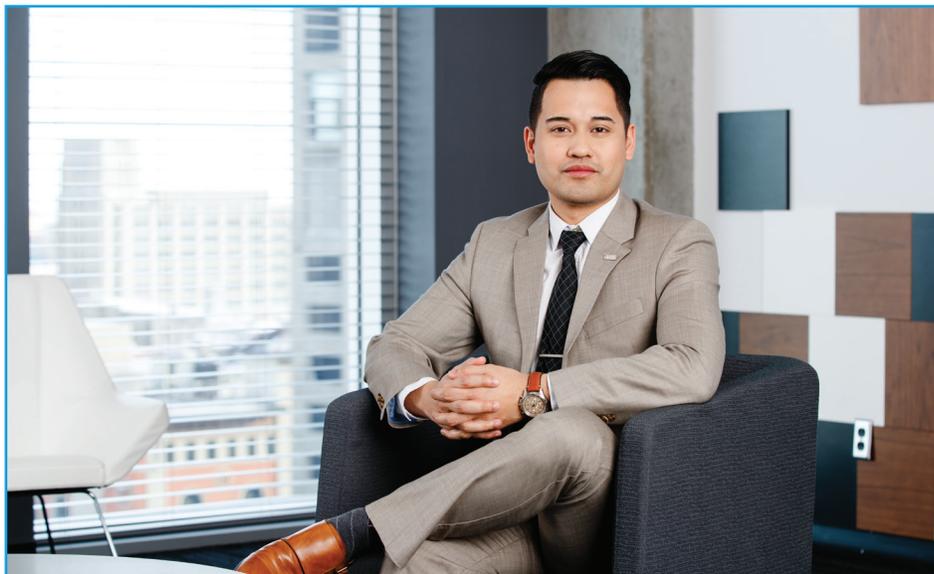


STRATEGIC PRIORITY 2

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

TACTICS

- » Strike relationships with various Boards of Trade, Chambers of Commerce, and others
- » 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 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 to expand 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, 2018

Independent Auditors Report

To the Members of the Chartered Professionals in Human Resources of British Columbia and Yukon

We have audited the accompanying financial statements of the Chartered Professionals in Human Resources of British Columbia and Yukon, which comprise the statement of financial position as at December 31, 2018 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 Chartered Professionals in Human Resources of British Columbia and Yukon as at December 31, 2018 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, 2019

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, 2018 \$	December 31, 2017 \$
ASSETS		
Current		
Cash	574,003	314,681
Accounts receivable [note 3]	269,081	169,224
Prepaid expenses [note 4]	209,436	219,821
Total current assets	1,052,520	703,726
Long-term investments [note 5]	1,145,297	1,184,056
Tangible capital assets [note 6]	122,722	44,174
Intangible assets [note 7]	14,488	36,219
	\$2,335,027	\$1,968,175
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable and accruals [note 8]	193,873	181,281
Unearned revenue [note 9]	1,606,902	1,271,252
Total liabilities	1,800,775	1,452,533
NET ASSETS		
Invested in capital assets [note 2]	137,210	80,394
Unrestricted [note 2]	397,042	435,248
Total net assets	534,252	515,642
	2,335,027	1,968,175

Commitments [note 11]

See accompanying notes to the financial statements.

On behalf of the board:

Original copy signed by:

Susan Ryan, FCPHR
Chair

Original copy signed by:

Laura Thurnheer, CPHR
Chair, Audit and Finance Committee

STATEMENT OF CHANGES IN NET ASSETS

	Invested in Capital Assets	Unrestricted	Total
	\$	\$	\$
December 31, 2018			
Balance, beginning of period	80,394	435,248	515,642
Revenue over(under) expenses	(57,334)	75,944	18,610
Acquisition of capital assets	114,150	(114,150)	-
Balance, end of period	137,210	397,042	534,252
December 31, 2017			
Balance, beginning of period	75,629	608,065	683,694
Revenue over(under) expenses	(38,492)	(129,560)	(168,052)
Acquisition of capital assets	43,257	(43,257)	-
Balance, end of period	80,394	435,248	515,642

See accompanying notes to the financial statements.

STATEMENT OF OPERATIONS

	December 31, 2018 \$	December 31, 2017 \$
REVENUE		
Advertising and communication	544,826	515,901
Conference	1,217,796	1,169,127
Membership	2,671,063	2,443,909
Professional development	363,505	263,529
Other	125,419	84,856
	4,922,608	4,476,322
EXPENSES		
Advertising and communication	124,280	118,681
Amortization	57,334	38,492
Bank charges and credit card fees	113,621	101,229
Computer services	159,787	158,635
Conference	836,834	805,256
Legal and audit	34,382	32,408
Membership and professional designation	101,904	158,178
Office, printing, supplies and other	844,099	756,853
Professional development	174,199	151,399
Rent	193,610	190,400
Salaries, benefits and contracting	2,096,772	1,997,160
	4,732,821	4,508,690
Revenue (under) over expenses before other items	189,787	(32,368)
Other items		
- Strategic initiatives expenses	130,923	220,023
- Increase in market value of investment	40,254	(84,339)
	171,177	135,684
Revenue under expenses for the period	\$18,610	\$(168,052)

See accompanying notes to the financial statements.

STATEMENT OF CASH FLOWS

	December 31, 2018 \$	December 31, 2017 \$
OPERATING ACTIVITIES		
Revenue under expenses for the period	18,610	(168,052)
Items not affecting cash		
Amortization	57,334	38,492
Changes in other non-cash working capital items		
Accounts receivable	(99,858)	58,454
Prepaid expenses	10,385	45,861
Accounts payable and accruals	12,594	(33,300)
Unearned revenue	335,650	6,673
Cash used in operating activities	334,715	(51,872)
INVESTING ACTIVITIES		
Increase in long-term investments	38,757	(85,418)
Acquisition of capital and intangible assets	(114,150)	(43,256)
Cash used in investing activities	(75,393)	(128,674)
Decrease in cash for the year	259,322	(180,546)
Cash, beginning of year	314,681	495,227
Cash, end of year	574,003	314,681
Cash consists of:		
Cash	574,003	314,681
	574,003	314,681

See accompanying notes to the financial statements.

Notes to Financial Statements

December 31, 2018

1. NATURE OF THE ORGANIZATION

The Chartered Professionals in Human Resources of BC & Yukon (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.

The Association changed its name to Chartered Professionals in Human Resources of BC & Yukon on June 21, 2017.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations ("ASNPO"), applied on a basis consistent with that of the preceding year, and include the following significant accounting policies:

USE OF ESTIMATES

When preparing financial statement according to Canadian ASNPO, management makes estimates and assumption relating to:

- » Reported amounts of revenue and expenses
- » Reported amounts of assets and liabilities
- » Disclosure of contingent assets and liabilities

Management bases their assumptions on a number of factors including historical experience, current events, actions that the Association may undertake in the future, and other assumptions that management believes are reasonable under the circumstances. Actual results could differ from those estimates under different conditions and assumptions. The Association uses estimates when accounting for certain items such as useful lives of capital assets, impairment of long-lived assets and allowance for doubtful accounts.

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.

CASH

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

TANGIBLE CAPITAL ASSETS

Tangible capital assets are recorded at cost, less accumulated amortization. Amortization is being recorded on a straight-line basis as follows, except in the year of acquisition when one half of the rate is used:

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

The Association changed its asset capitalization policy in April 2017 to expense individual asset purchases of less than \$2,500. The assets are 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. The 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 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 operations at the average rate for the year. Exchange gains and losses are included in the statement of operations.

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.

NET ASSETS

Net assets invested in capital assets represents the organization's net investment in property and equipment which is comprised of the unamortized amount of property and equipment purchased with restricted fund.

Unrestricted net assets 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.

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. ACCOUNTS RECEIVABLE

	December 31, 2018	December 31, 2017
	\$	\$
Accounts receivable	257,908	166,316
Accounts receivable - Related Party	26,642	18,377
Allowance for doubtful accounts	(15,459)	(15,469)
	269,081	169,224

4. PREPAID EXPENSES

	December 31, 2018	December 31, 2017
	\$	\$
Prepaid conference expenses	188,964	146,006
Prepaid office expenses and security deposit	20,472	73,815
	209,436	219,821

5. LONG-TERM INVESTMENTS

The Association's long-term investments are recorded at their fair value. The fair market value at December 31, 2018 is \$1,145,297 (Dec. 31, 2017 was \$1,184,056). The original investment cost was \$700,000 in November 2007.

6. TANGIBLE ASSETS

	Cost	Accumulated Amortization	Net Book Value
	\$	\$	\$
December 31, 2018			
Computer equipment	123,100	86,750	36,350
Furniture and equipment	10,677	10,677	-
Leasehold improvement	108,459	22,087	86,372
	242,236	119,514	122,722
December 31, 2017			
Computer equipment	103,557	60,152	43,405
Furniture and equipment	10,677	10,677	-
Leasehold improvement	13,852	13,083	769
	128,086	83,912	44,174

7. INTANGIBLE CAPITAL ASSETS

	Cost	Accumulated Amortization	Net Book Value
	\$	\$	\$
December 31, 2018			
Computer software	3,090	3,090	-
Database	152,119	137,631	14,488
	155,209	140,721	14,488
December 31, 2017			
Computer software	3,090	3,090	-
Database	152,119	115,900	36,219
	155,209	118,990	36,219

8. ACCOUNTS PAYABLE AND ACCRUALS

	December 31, 2018	December 31, 2017
	\$	\$
Trade payables and accruals	193,873	181,281

9. UNEARNED REVENUE

	December 31, 2018	December 31, 2017
	\$	\$
Deferred Revenue - Membership	1,152,500	1,065,216
Deferred Revenue - Conference	440,779	194,892
Deferred Revenue - Other	13,623	11,144
	1,606,902	1,271,252

10. RELATED PARTY TRANSACTIONS

The Association is a member of the CPHR Canada. During the year, the Association incurred \$49,211.48 (2017: \$106,132.98) for the staff expense reimbursement with CPHR Canada. Of this amount, \$26,641.95 (2017: \$18,376.61) is included in accounts receivable at December 31, 2018.

The above amounts were incurred in the normal course of business and are measured at the exchange amount, which is the amount of the consideration established and agreed to by the parties.

11. 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:

	\$
2019	168,008
2020	171,511
2021	142,926

COMPUTER SERVICES

The Association has entered into a computer services agreement expiring on August 31st, 2019. The estimated costs are as follows:

	\$
2019	73,944

12. COMPARATIVE FIGURES

Some of the comparative figures have been reclassified to conform to the current year's presentation.

13. FINANCIAL INSTRUMENTS

The Association's financial instruments consist of cash, short-term investments, accounts receivable and accounts payable. Unless otherwise noted, it is management's option that the Association is not exposed to significant interest, currency or credit risks arising from these financial instruments. The fair value of the instruments approximately their carrying values, unless otherwise noted.

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.

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, 2018.

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.

FAIR VALUE

The carrying value of the financial instruments reflected in the statement of financial position approximate their fair market value.

Appendix

2018 Board of Directors

Chair

Susan Ryan, FCPHR

Vice Chair

Marni Johnson, CPHR

Members

Susan Alley, CPHR

Barb Bahry, CPHR

Gordon Chan

Laura Thurnheer, CPHR

Stephanie Hollingshead, CPHR

Geoffrey Howard, CPHR

Kevin Howlett, CPHR

Rita Ferrara, CPHR

Lisa Fuller, CPHR

Cheryl Pelletier, CPHR

Kristi Searle, CPHR

Gordon Orlikow, CPHR

Caroline Schein, CPHR

President & CEO, Ex-Officio

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

Current CPHR BC & Yukon Support

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

Trish Andrea
CPHR Registrar

Kelly Aslanowicz
Director, Business Development

Vicki Bauman
Coordinator, Member Services

Fernanda Castro
Front Office Administrative Assistant

Judy Cave
Coordinator, Professional Development

Quinne Davey
Member Relations Manager (Lower Mainland)

Richard Deacon
Business Development & Strategic Partnerships

Kara Douglas
Senior Manager, Marketing, Communications &
Member Affairs

Ian Esplen
Communications Specialist

Celine Forget
Executive Assistant to the CEO

Anita Hales
Data & IT Manager, Privacy Officer

Rita Koeller, CPHR
Member Relations Manager (Yukon)

Jordan Kofsky
Advertising Sales & Revenue Growth Specialist

Erica Leakey
Manager, Professional Development

Fiera Lo
Project Manager, Member Services

Jason McRobbie
PeopleTalk Editor

Tim Read
Member Relations Manager (Interior, North)

Erin Roddie
Conference & Events Manager

Sheh Shojaee, CPHR
Director of Operations & Strategic HR

Carolyn Taylor
Member Relations Manager (Vancouver Island)

Jaclyn Truchon
Admin & IT Assistant

Claudia Wang, CPA, CGA
Controllers

2018 Regional Advisory Councils

CENTRAL INTERIOR

Chair

Sandy Sidhu, CPHR Candidate

Members

Sarah Bijl, CPHR

Bill Bouthot, CPHR

Lindsay Kasprick, CPHR Candidate

Bernie Mahoney, CPHR

Larissa Pepper, CHRP

Adrianna Sieracki

Connie Georget, CPHR

Kim McCaveney, CPHR

Jennifer Thiessen

COASTAL VANCOUVER

Chair

Courtney Cheyne, CPHR

Members

Cyrus Irani, CPHR

Jennifer Lo, CPHR

Cyrus Lui, CPHR

Serena Morphy, CPHR

Sheh Shojaee, CPHR

FRASER VALLEY

Chair

Mandie La Montagne, CPHR

Members

Monica Affleck, CPHR

Brenda Cliffe, CPHR

Jasdeep Dhaliwal, CPHR

Christine Ramage, CPHR

Tanya Tortorella, CPHR

GREATER VANCOUVER

Chair

Ian Gibson, CPHR

Members

Jabeen Boga, CPHR

Liana Chang, CPHR

Sara Colliss, CPHR

Chelsea Francis, CPHR

Susette Matusiak, CPHR Candidate

Samantha Saldanha, CPHR

2018 Regional Advisory Councils

NORTHERN

Chair

Judy Mason, CPHR

Members

Marli Penner, CPHR
Fred Alaggia, CPHR
Fraser Deacon, CPHR
Kaitlin Bardarson, CPHR Candidate

Jessie Drew, CPHR
Mindy Gobbi, CPHR
Anne Harris, CPHR
Alex Castley, CPHR

Irina Doering, CPHR
Shawn Hegan

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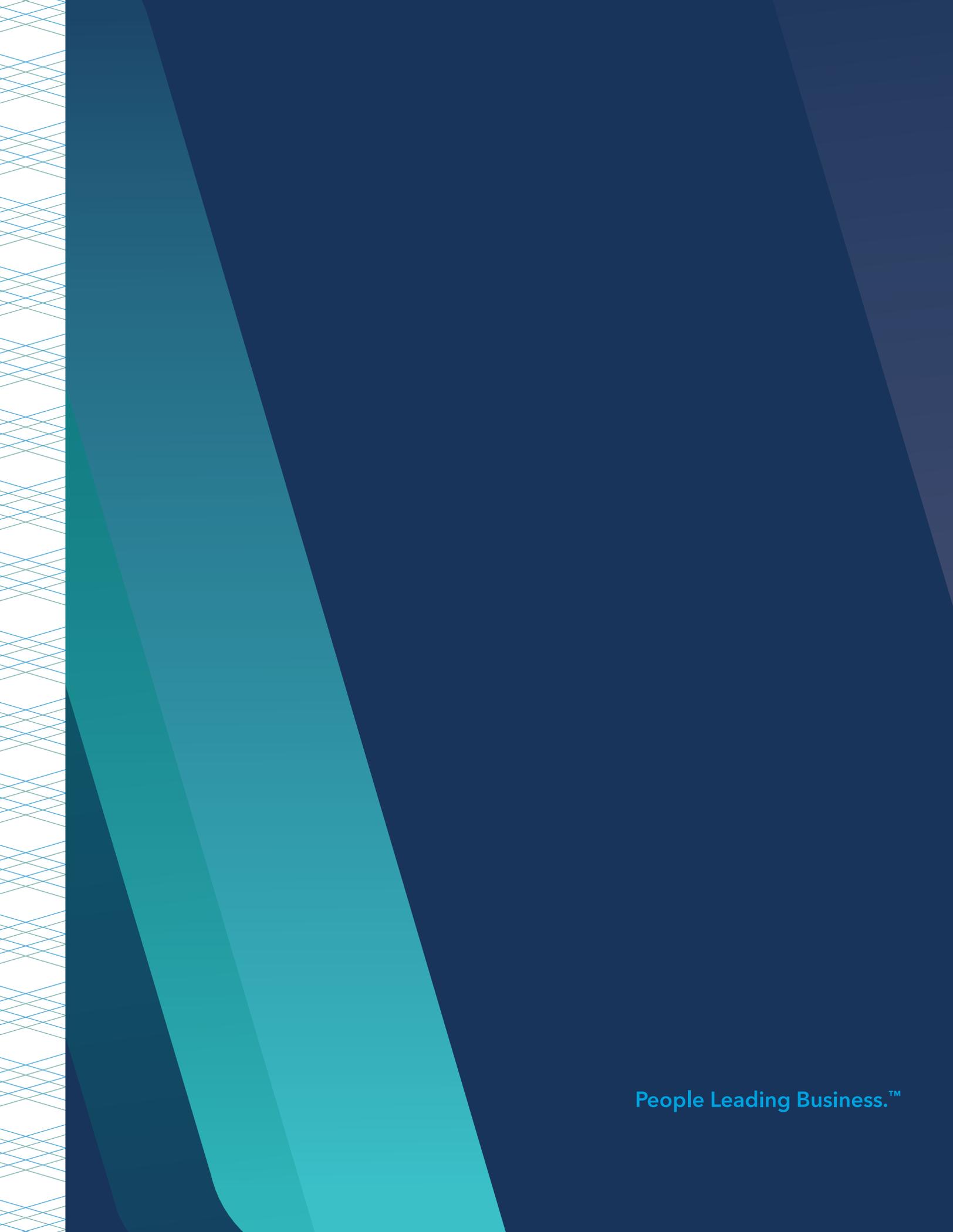
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