



Mission Statement

The Canadian Celiac Association is the national voice for people who are adversely affected by gluten, and is dedicated to improving diagnosis and quality of life. The gluten problem: Found. Treated. Cured.

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Hamilton

Kamloops

Kelowna

Kingston

Kitchener-Waterloo

London

Manitoba

Moncton

Newfoundland &

Labrador

Nova Scotia

Ottawa

Peterborough

Prince Edward Island

Quebec

Regina

Saint John

Saskatoon

St. Catharines

Thunder Bay

Toronto

Vancouver

Victoria

Western Manitoba

Canadian Celiac Association — L'Association canadienne de la maladie coeliaque

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Twitter: [@CCACeliac](https://twitter.com/CCACeliac)

Charitable Registration No. 10684 4244 RR0001



President's Message

Although another challenging year, the Canadian Celiac Association did close the 2015 year with a small surplus. This is thanks to the incredible support of our loyal members, generous donors, hardworking volunteers across the country at chapter, national, and advisory levels, and our dedicated staff. We could not pursue our mission of improving the quality of life for all Canadians with celiac disease or gluten sensitivity without everyone's help!

This year the National Board undertook a strategic planning exercise in February, creating insight and direction for us. A fundraising plan was commissioned to set us on a more solid path towards diversified revenue. We had the good fortune to have a professional survey of members and non-members done at no cost to the organization. This produced data that will inform our decisions for the coming year and beyond.

The International Coeliac Disease Symposium held in June in Prague was attended by representatives from both board and staff. Not only did they prepare comprehensive reports on the latest from the world of celiac and gluten-related research, but they also sent thousands of tweets as they live-tweeted the event, earning international recognition!

Awareness is always at the top of our priority list and the CCA was represented at important meetings such as the Family Medicine Forum for family physicians, held in Toronto in 2015.

The Professional Advisory Council produced some very valuable documents to assist medical professionals diagnose and provide care for people with celiac disease. Their work is absolutely key to our reputation as the source of timely, relevant, and science-based information on celiac disease, gluten intolerance, and the gluten-free diet.



The Gluten-Free Certification Program continues to grow. This revolutionary program makes shopping easier for everyone and, as a bonus, it provides an additional revenue stream for the CCA by way of royalties. The GFCP logo is the mark that demonstrates superior attention to gluten-free standards at the manufacturing level. It's your mark of trust – and definitely saves a lot of label-reading!

While challenges continue to face the Canadian Celiac Association, we are determined to continue to serve and speak for all those in Canada who are adversely affected by gluten.

Respectfully submitted

Anne Wraggett CPA, CMA
President, CCA Board of Directors

The CCA is a registered charity under the income tax act and meets all requirements to maintain its charitable status. The CCA adopts Imagine Canada's Ethical Fundraising and Financial Accountability Code as its policy to assure donors of integrity and accountability.

2015 – A signal for change

If anything, 2015 gave us a clear indication that things are changing in the association world:

- Membership numbers dropped – although our members also embraced the multi-year membership concept, signing up for 3 or 5 years at a time
- Chapter meeting attendance dwindled in many parts of the country
- Chapter leaders reported difficulty recruiting new leadership
- Social media contacts doubled for the third consecutive year

At the same time, the need for a strong CCA continued to be clear:

- Gluten labelling issues continued to arise, necessitating direct interaction with Health Canada and the Canadian Food Inspection Agency
- Gluten-reduced beer being misidentified as “gluten-free beer”
- Gluten free claims with a “may contain wheat” warning on the label
- Oats were permitted to use a gluten-free label, but a last-minute addition added a new wrinkle with “cleaned oats”
- Restaurants shied away from making “gluten free” claims, using words like “gluten-wise” or “gluten friendly” instead – and they had mixed results on their ability to deliver GF meals

The GFCP program continued to grow and expand:

- A few manufacturers chose not to renew their certification at the end of their licence but more manufacturers added additional products to their list of products
- Certified facilities became a key driver in expanding the program as they looked to fill their production time

- New manufacturers representing more and more food groups joined the program

By the end of the year the message was crystal clear that 2016 must be a year of change for the CCA:

- New ways of earning income
- New ways of supporting members
- New ways of supporting chapters and a structure for smaller groups that do not want the burden of being a registered charity.

Membership

The CCA’s membership numbers peaked in 2008(?) and have been slowly falling year over year. Identifying a single cause for this is probably impossible, but the trend does overlay the availability of gluten-free products in mainstream grocery stores, not just in specialty shops.

This trend also overlays the growth of Internet use and our experience of instant availability of information. Waiting for a meeting to get a question answered seems so “last century”.

As the demand for instant information skyrocketed, the availability of information based on opinion and rumour instead of fact also exploded. It can be difficult for anyone to separate junk science from real science and a strongly-worded statement of imagination can have a broader reach than the correction that is needed to set things straight. A single uninformed blog post about companies using wheat paste to seal tea bags has been repeated and rehashed and has become fact for many people, leading them to be afraid of a cup of tea.

People still joined the CCA over the last eight years, but they became members for a year or two, not members for life as had happened in the past. For a few years the number of new members was approximately equal to the number of members who dropped out, but that that has changed over the last three or four years too.

The short-term membership trend came at an unfortunate time in the history of the disease and diet, because former members have not been able to keep up with the changes just as research has greatly increased our understanding of gluten-related diseases and changes in food labelling and safety have changed the way we shop for safe food.

Drivers for change

1. People want on-demand access to information. They don't want to wait days or weeks for a local chapter meeting and they don't want to search through reference material.
2. People will become members until they feel they have mastered the challenge of a gluten-free life.
3. People need carefully-selected information that clearly separates fact from fiction and corrects misrepresentations.

Chapters

Over the last few years, attendance at chapter events has dropped for almost all of our 28 chapters, even for events built around food. As lives become busier and busier, attendance for all types of organized meetings has dropped, from church to professional conferences to interest-based groups like the CCA. When attendance drops, it becomes harder to recruit new leadership as the long-time leaders want to step down. A number of previously successful chapters experienced a sudden collapse in 2015.

Some chapters continue to be very successful with enthusiastic leaders and a mixed schedule of meetings and events but, by the end of 2015, they comprised the minority of our chapters.

Drivers for change

1. Regular attendance at meetings no longer fits the average CCA member's schedule and is not appealing to potential members.
2. Alternative ways of providing social support and

updated information are needed.

3. Information needs to be available so that it can be accessed on demand, rather than distributed at one-time events.

Social Media

As direct contact with members fell, social media contacts soared over the past few years. The CCA has a closed Facebook forum, which means that people have to be approved and posts are not easy to share for privacy reasons. Despite these limitations, our membership doubled twice in the last two years, sitting close to 5000 people at the end of 2015. This forum is one of the few places where a moderator actively corrects misstatements, perhaps contributing to its popularity.

An open (public) Facebook Page, used primarily to post event reminders and announcements, has continued to grow as well with a recent announcement shared to the point where it reached over 12,500 views.

Similarly, the number of people following our Twitter feed has grown to over 2,000, including a number of influential bloggers in the celiac area who regularly re-tweet messages (forward a message from the CCA to their followers), significantly expanding the CCA's sphere of influence.

Drivers for change

1. Social media has become a major information channel in today's world for most segments of society.
2. Social media is a way to receive answers to questions very quickly.
3. Social media allows people to support one another in a way that a structured organization cannot
4. Not all information coming through social media is correct, so a moderator who can correct misstatements is an advantage.

The need for a presence

While members are one of the CCA's constituencies, the CCA also plays an important role meeting with government agencies, professional groups and the food industry.

During 2015, the CCA met with or made representation to Health Canada, the Canadian Food Inspection Agency and Agriculture and Agri-Food Canada as well as the Ontario Liquor Control Board, the Ontario Health Insurance Program and several boards of Public Health.

Food Labelling

The changes to the Food and Drug Act and its regulations that came into full effect in 2012 made it much easier to determine the ingredients in most products, but as always there continue to be some nagging issues, particularly "gluten-reduced beer" that is commonly misidentified as gluten-free beer in restaurants, bars and retail outlets. Despite the fact that these beers must carry the warning "The gluten content of this product cannot be verified, and this product may contain gluten" people not intimately aware of the details don't tend to read or understand the implications of the precautionary warning.

Precautionary warnings in general tend to be a problem. "May contain wheat" has a recommended meaning but what does "made in a facility that also processes wheat" imply? The CCA represents our members and all those who have a medical need for gluten-free food in consultations about these issues, but government wheels turn slowly. This is an issue that is likely to take a long time to come to an appropriate resolution.

The compromise about labelling oats suitable for some people with celiac disease in the 2012 regulations (call them pure and uncontaminated) was the source of a great deal of confusion and we were delighted when Health Canada issued a market authorization for "gluten-free oats" in May 2015. (A market authorization is permission to violate a certain piece of regulation or law under a given set of conditions.)

A last-minute addition to the market authorization, however, has continued to cause confusion and

frustration in the market and the gluten-free community, in light of a clause allowing "specially-processed" oats to also be called "gluten free". A large U.S. company opened a factory that takes regular oats and separates out the wheat and barley seeds that are always present in regular oats. They then use those oats to make products that carry a "gluten free" label. The challenge is that there is no published data on the effectiveness and reliability of the cleaning process. The information that has been made public has raised concerns about their gluten-testing practices. Without data, the risk of contamination is unknown and as a result these "gluten-free" oat products cannot be recommended for consumption.

When does "gluten-free" not mean "safe for people with celiac disease"? Canadians should not have to be able to make that distinction. This is an issue that the CCA must continue to follow with representatives of Health Canada and the Canadian Food Inspection Agency.

Similarly, an increasing number of products are appearing on Canadian store shelves carrying both a Gluten-Free Claim and a May Contain Wheat warning.

Restaurants

As the demand for gluten-free meals soared, the restaurant world stepped up and added gluten-free options to their menus. Not all the restaurants took the time to understand what "gluten free" means in a restaurant context and most substantially underestimated the requirements to prepare and serve meals that are truly gluten free and safe for people with celiac disease.

With feedback from consumers, and sometimes the Canadian Food Inspection Agency, restaurants have shied away from making "gluten-free" claims, using words like "gluten-wise" or "gluten friendly" instead. Those claims have significantly increased diner confusion.

The CCA entered into an agreement with a food safety training company from New Zealand and the Fondation québécoise de la maladie cœliaque to develop a training course that could be used by restaurant management, chefs and servers to plan,

prepare and serve safe gluten-free meals to consumers. An online, highly visual, bilingual training course is in final preparation. Following the initial training course, an additional program is planned to work with restaurants to develop a set of procedures that can be audited that will reliably and repeatedly produce gluten-free meals.

Food Manufacturers

The Gluten-Free Certification Program (GFCP) continued to grow and expand through 2015, growing in the number of manufacturers and the number of products carrying the GFCP mark. While a very few manufacturers chose not to renew their certification at the end of their yearly licence, many manufacturers added to their list of products carrying the mark.

The GFCP certifies food production facilities, not products or ingredients. Food sold in Canada and ingredients used to manufacture food come from around the world. Professional auditors working on six continents have now been trained to certify facilities using the GFCP gluten management standard. (As far as we know there is no food manufacturing in Antarctica.) The GFCP is the only global solution using a single management standard process to certify facilities which meet or exceed all global regulatory requirements for gluten.

The GFCP philosophy can be described as “start clean, stay clean”. As a program that works with manufacturers that cover many product categories, the GFCP is in a unique position to identify the challenges of gluten-free manufacturing. One of the biggest concerns is making sure that all ingredients coming into the facility are gluten free.

The CCA has identified an opportunity to increase the supply of gluten-free grains available in the Canadian market and has submitted an application for funding for this effort.

Health Care Community

The CCA continues to focus on providing educational material to health care workers at all levels to assist them in providing care to patients and clients with celiac disease and gluten sensitivity. Much of this work is done by members of our Professional

Advisory Council in conference presentations, education workshops, teaching commitments, information sheets and journal articles.

The Professional Advisory Council, led by new chair Dr. Decker Butzner of the Alberta Children’s Hospital in Calgary, has begun a review of all of the brochures and other educational material published by the CCA. Initial work focused on some missing pieces in the information available for physicians, and the CCA distributed a preliminary version of Follow-up Management of Patients with Celiac Disease at the Family Medicine Forum in November. An article on Serological Testing for Celiac Disease: Practical Guide for Physicians was published at the end of the year in the journal Canadian Family Physician. Additional documents on bone health and non-celiac gluten sensitivity are in progress.

The CCA board continues to press the Ontario government to fund the key screening blood tests for celiac disease. Ontario is the only province or territory that does not fund the test to date.

With continued distribution of the dental brochure, continuing co-branded material with Dietitians of Canada, and outreach to the Canadian Society of Nutrition Management, whose members bridge the gap between administrators and food service workers in a wide variety of institutional settings, the CCA continues to improve the quality of life and quality of care for all Canadians with a medical need for gluten-free food.

The Message is clear

By the end of the year the message was crystal clear: 2016 must be a year of change for the CCA. We need:

1. New ways to earn income beyond selling memberships and asking for donations.
2. New ways to support members, and perhaps a revision of the entire concept of membership.
3. New ways to support chapters and a structure for smaller groups that do not want the burden of being a registered charity.

Treasurer's Report

We are pleased to report that for the second year running our General Fund Operating Revenues have exceeded our Operating Expenses, resulting in a small surplus for the year ended December 31, 2015.

Thank you to all members, donors and Chapters – *we could not have done it without your support!*

That success notwithstanding, we continue to experience a number of negative trends that will remain challenges in the years ahead. In 2015, we saw revenue from membership dues decrease another 5% from last year. Our recent new multi-year membership option continued to receive increased support during the year, and we appreciate the long-term support many of our members have shown by selecting this option. The Board continues to explore strategies to reverse the overall trend of membership decline, and ongoing support from the Chapters will be of critical importance going forward.

Regular donations from Members and Chapters were below those of the previous year by almost \$70,000. We did receive a bequest of \$35,578 which partially offset the impact of the reduced donations. During the year, engaged an outside consulting firm, whose specialty is working with charitable and not-for-profit organizations, to help us develop strategies for sustainable revenue streams.

On the bright side, revenue from other sources continued to improve. In 2015, we received a total of \$52,392 (versus \$34,356 last year) from the combined activities of the GF Certification Program, the GF Coupon Program, and the GF Market (in southern Ontario). We are counting on these programs to make ongoing important contributions to our revenue stream going forward.

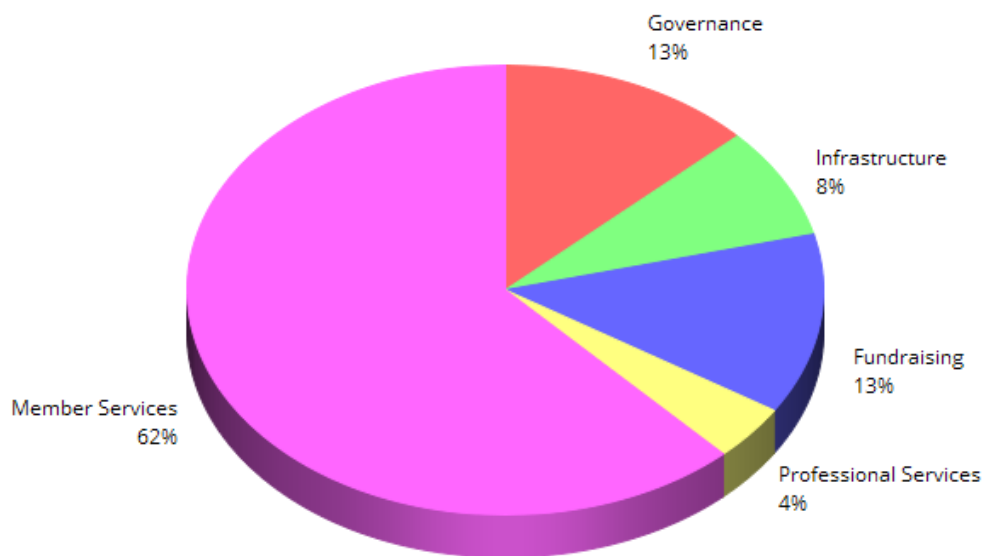
Overall expenses continue to be closely monitored by the Board and the staff at the National Office. Total expenses, net of the J.A. Campbell Awards, were essentially the same as last year. We endeavour to take every opportunity to curtail or eliminate expenses wherever possible.

In closing, I would remind readers that the cash you may note in the General Fund is largely made up of “held” proceeds from our multi-year membership programs. Accordingly, they are not available for use until the year of membership they cover.

Thank you again for your continued financial support!

Respectfully submitted,
Leo Turner

Spending by Category





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Independent Auditor's Report

To the Board of Directors of the Canadian Celiac Association/L'Association canadienne de la maladie coeliaque

We have audited the accompanying financial statements of the Canadian Celiac Association/L'Association canadienne de ta maladie coeliaque, which comprise the statement of financial position as at December 31, 2015 and the statements of operations and changes in fund balances 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 judgment, 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 qualified audit opinion.

Basis for Qualified Opinion

In common with many charitable organizations, the Canadian Celiac Association/L'Association canadienne de la maladie coeliaque derives revenue from donations, fundraising and cash receipts the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the Assodation and we were not able to determine whether any adjustments might be necessary to revenues other than grants, excess of revenue over expense, assets and fund balances.

Qualified Opinion

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the statements of financial position of the Canadian Celiac Association/L'Association canadienne de la maladie coeliaque as at December 31, 2015 and the statements of operations and changes in fund balances and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

BDO Canada LLP
Chartered Accountants, Licensed Public Accountants

Barrie, Ontario
March 6, 2016

To obtain the complete Audited Report, request a copy from info@celiac.ca.

**Canadian Celiac Association/L'Association canadienne de la maladie
coeliaque**
Statement of Financial Position

	<u>Unrestricted</u>	<u>Internally</u> <u>Restricted</u>	<u>Internally</u> <u>Restricted</u> J.A. Campbell	Total	Total
	General Fund	General Fund	Research Fund	December 31, 2015	December 31, 2014
Assets					
Current					
Cash (Note 3)	\$ 180,149	\$ -	\$ 560	\$ 180,709	\$ 121,025
Short-term investments (Note 6)	-	-	258,951	258,951	199,772
Accounts receivable	33,302	-	-	33,302	26,237
Inventory (Note 4)	4,241	-	-	4,241	2,654
Prepaid expenses	11,949	-	-	11,949	9,091
Due from General Fund (Note 12)	-	85,000	344,426	429,426	436,484
	<u>229,641</u>	<u>85,000</u>	<u>603,937</u>	<u>918,578</u>	<u>795,263</u>
Capital assets (Note 5)	1,708	-	-	1,708	8,084
Long-term investments (Note 6)	-	-	179,533	179,533	227,922
	<u>\$ 231,349</u>	<u>\$ 85,000</u>	<u>\$ 783,470</u>	<u>\$ 1,099,819</u>	<u>\$ 1,031,269</u>
Liabilities and Net Assets					
Current					
Accounts payable and accrued liabilities (Note 7)	\$ 37,730	\$ -	\$ -	\$ 37,730	\$ 25,120
Deferred revenue (Note 8)	74,601	-	-	74,601	91,058
Due to Chapters (Note 9)	36,235	-	-	36,235	23,890
Due to J.A. Campbell Research Fund (Note 12)	344,426	-	-	344,426	351,484
Due to Restricted General Fund (Note 12)	85,000	-	-	85,000	85,000
	<u>577,992</u>	<u>-</u>	<u>-</u>	<u>577,992</u>	<u>576,552</u>
Deferred revenue - long term (Note 8)	71,391	-	-	71,391	20,819
	<u>649,383</u>	<u>-</u>	<u>-</u>	<u>649,383</u>	<u>597,371</u>
Commitments and Contingencies (Note 10)					
Net Assets					
Internally restricted J.A. Campbell Research Fund ((Note 13)	-	-	783,470	783,470	783,498
Internally restricted General Reserve Fund (Note 13)	-	85,000	-	85,000	85,000
Unrestricted General Fund	(418,034)	-	-	(418,034)	(434,600)
	<u>(418,034)</u>	<u>85,000</u>	<u>783,470</u>	<u>450,436</u>	<u>433,898</u>
	<u>\$ 231,349</u>	<u>\$ 85,000</u>	<u>\$ 783,470</u>	<u>\$ 1,099,819</u>	<u>\$ 1,031,269</u>

On behalf of the Board:

**Canadian Celiac Association/L'Association canadienne de la maladie
coeliaque**
Statement of Operations and Changes in Fund Balances

For the year ended December 31	<u>Unrestricted</u>	<u>Internally Restricted</u>		2015	2014
	General Fund	General Reserve Fund	J.A. Campbell Research Fund		
Revenues					
Membership dues	\$ 214,002	\$ -	\$ -	\$ 214,002	\$ 223,237
Donations	93,003	-	-	93,003	149,748
Bequests	35,578	-	-	35,578	10,003
Chapter donations	11,119	-	-	11,119	28,391
Sales of literature	9,521	-	-	9,521	16,057
Expenditure recovery	17,646	-	-	17,646	14,573
Canada Helps Donor Option	26,436	-	-	26,436	20,355
Interest earned	523	-	10,794	11,317	10,341
Donations JAC Research Fund	-	-	18	18	250
Royalties GF Certification Program	35,793	-	-	35,793	16,790
Advertising	-	-	-	-	1,100
Canada's Gluten-Free Market	6,599	-	-	6,599	7,066
Gluten Free Coupon Program	10,000	-	-	10,000	10,500
United Way Donor Option	4,733	-	-	4,733	6,217
Other revenue	4,724	-	-	4,724	7,832
Administration fee	1,079	-	-	1,079	1,034
	470,756	-	10,812	481,568	523,494
Expenses					
Member service (Schedule)	276,997	-	-	276,997	301,981
Fundraising (Schedule)	59,411	-	-	59,411	31,191
Infrastructure (Schedule)	34,752	-	-	34,752	29,776
Professional fees (Schedule)	17,215	-	-	17,215	26,216
Governance (Schedule)	56,679	-	-	56,679	50,587
Administration fee	-	-	1,079	1,079	1,034
Bank Charges	-	-	166	166	89
Conference expenses	-	-	-	-	1,190
Cost of literature	1,653	-	-	1,653	1,150
J.A. Campbell research award	-	-	9,595	9,595	20,000
Unrecovered HST	7,483	-	-	7,483	7,745
Young Investigators award	-	-	-	-	19,000
	454,190	-	10,840	465,030	489,959
Excess of revenue over expenses	16,566	-	(28)	16,538	33,535
Fund balances, beginning of year	(434,600)	85,000	783,498	433,898	400,363
Fund balances, end of year	\$ (418,034)	\$ 85,000	\$ 783,470	\$ 450,436	\$ 433,898

**Canadian Celiac Association/L'Association canadienne de la
maladie coeliaque
Schedule of Expenses
Unaudited**

For the year ended December 31, 2015	2015	2014
Member Service		
Committees and projects	\$ 29,203	\$ 32,248
Consulting	2,250	-
Membership expenses	64,399	66,318
Newsletter	-	13,637
Office and general	32,795	36,527
Rent and insurance	31,945	32,092
Salaries	116,405	121,159
	<u>\$ 276,997</u>	<u>\$ 301,981</u>
Fundraising		
Fundraising	\$ 19,108	\$ 10,991
Fund development project	18,867	-
Rent	5,024	4,747
Salaries	16,412	15,453
	<u>\$ 59,411</u>	<u>\$ 31,191</u>
Infrastructure		
Office and general	\$ 8,529	\$ 3,448
Rent and insurance	9,811	10,875
Salaries	16,412	15,453
	<u>\$ 34,752</u>	<u>\$ 29,776</u>
Professional fees		
Audit	\$ 16,750	\$ 16,500
Consulting	-	5,625
Legal	465	4,091
	<u>\$ 17,215</u>	<u>\$ 26,216</u>
Governance		
Amortization	\$ 7,775	\$ 7,136
Committees and projects	9,619	9,831
Office and general	2,298	3,059
Rent and insurance	20,575	15,108
Salaries	16,412	15,453
	<u>\$ 56,679</u>	<u>\$ 50,587</u>

Thank You (cont.)

Claudia Febbraio	Dennis McCoy	Eileen S. Warren	Frances Van Wallegghem
Claudia Serres	Dennis Riehl	Elaine and Harvey Snowbell	Frances Waters
Cliff W. Smith	Dereth M. Campbell	Elaine Conley	Francine Boudreau
Clinton Cory	Diane Baldry	Eleanor Cation	Francine Desjardins
Colleen Lavigne	Diane Elliott	Eleanor McLean	Freda Torcolacci
Connie & Jamie McNeil	Diane McCallister	Eleanor Ovens	Freda Wessner
Connie E. Smith	Diane S. Hele	Eleanor S Walker	Full Name
Constance Synnnett	Dianne Burgess	Eleanor Spence	G. Mae Burns
Constance Welsh	Dianne C Hillier	Elfrieda T. Ritz	Gail A. Shore
Cor Zevenbergen	Dianne Hawkins	Elija Espeseth	Gail Barton
Dale R. Streit	Dianne Munro	Elisabeth Butt	Gail L Tambay
Dan J. Lafournaise	Don A. Miller	Elizabeth A Blahey	Gail Lumber
Dan Munteanu	Don Miller	Elizabeth A Martin	Gary Spring
Dan Wohl	Donald C Schaaf	Elizabeth A. Heinicke	Gaylene A. Sianchuk
Daniel M. Van Delst	Donald Eby	Elizabeth A. Martin	Gemma Mattheij
Daphna Gale	Donald G Foster	Elizabeth Forbes	Geoffrey L. Moore
Darlene A Graham	Donald Gordon	Elizabeth Henderson	Geoffrey R. Fisher
Darlene Barker	Donald Nutter	Elizabeth Herfst	George Di Sante
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