# Creating hope and transforming lives - one brick at a time

A historical account of Habitat for Humanity Winnipeg

### THE ORIGINS FOR POSITIVE CHANGE

Habitat for Humanity Winnipeg owes its start to the 1985 Mennonite Economic Development Associates' annual convention in Cedar Rapids, Iowa. Al Doerksen took inspiration from Millard Fuller's keynote speech that chronicled the journey from an idea of providing housing to those in need to a worldwide housing ministry.

Having left a successful business and affluent lifestyle in Montgomery, Alabama, Millard and Linda Fuller visited Koinonia Farm, a small interracial Christian community located near Americus Georgia in the hopes of beginning a new life of Christian service.



Koinonia Farm founder, Clarence Jordan, a farmer and widely admired theologian became their inspiration. Habitat for Humanity International was born in an abandoned barn on Koinonia Farm in 1976. The concept was "partnership housing" - those in need of adequate shelter would work side by side with volunteers to build simple, decent houses. The Fuller's goal, provide housing to a million people.

From that original goal and humble start, Millard's leadership helped forge Habitat for Humanity into a worldwide Christian housing ministry. As individual arms of the organization were formed across North America, the Fuller's basic principles guided each Habitat affiliate.

Al was so moved by Fuller's exuberant vision to build houses for poor people through Habitat for Humanity that on his return home, he shared his enthusiasm with friend Paul Hiebert and urged him to sign up for Habitat's next building blitz in Chicago. Paul recruited Jake I. Pauls and Hugo Jantz and together they served at the 1986 Jimmy Carter Chicago Work Project. Caught up in the "infectious Habititis" they returned to Winnipeg to start the local Habitat affiliate, one of the first in Canada.

"Having been raised in a Mennonite community, I grew up with stories of barn-raisings, neighbors helping neighbors, to strengthen the security and interdependence that real community can only offer. I was raised in a family with a homebuilder as a father, who had employed me during summers, teaching me the trade of carpentry and instilling in me the values of good, solid housing construction and a pride of being associated with the process of creating decent housing in our city. So when a friend called me and told me she had signed me up to build houses with Jimmy Carter in the summer of 1986, I merely thanked her and made travel arrangements. Habitat for Humanity was for me, an opportunity to put my own faith to action, to accept my abilities and gifts to be shared, and to discover the joy of working together with people of all faiths to build much needed housing in partnership with low-income families, "

~ Paul Hiebert, founding member.

Habitat for Humanity Winnipeg was incorporated in 1987 with the clear vision of helping to eliminate poverty housing in Winnipeg.

"Mobilizing volunteers and community partners, Habitat for Humanity Winnipeg works with people from all walks of life to build safe, decent and affordable housing for purchase by low-income working families."

From the first office in the basement of a church on Church Street to building more than 170 homes today, the vision has become a reality.

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#### HABITAT DEFINED

Appealing to men and women of all ages, faiths, economic and political backgrounds, Habitat is a vehicle of social change and development because it simply makes so much sense.

In the beginning, every aspect of Winnipeg Habitat for Humanity Winnipeg was run completely by volunteers. There were committees for building, fundraising, volunteer coordination, family selection, accounting and land development, and many more. 22 years later, it is a thriving organization governed by a local secular board of directors but still has volunteers at its core.

Habitat for Humanity Winnipeg continues to mobilize volunteers and community partners and works with people from all walks of life to build safe, decent, and affordable housing for purchase by low-income working families in our community. As part of the bigger family of Habitat International, the local Winnipeg organization also supports housing projects in developing countries by contributing 10% of its undesignated funds. Habitat for Humanity Winnipeg has shared funds and skills with people in need of decent housing in several developing countries.

Habitat for Humanity Winnipeg offers its partner families a hand up, not a hand out. By removing the barriers to home-ownership for families in financially vulnerable positions, Habitat provides the opportunity for the motivated to improve their situation. After being selected into the program and completing a minimum of 350 volunteer hours, homeowners purchase their homes with a no-money-down, interest-free mortgage which allows payments to be based on income rather than property value. This ensures families have adequate cash for other necessities of life while building equity for the future - their future. It gives people the first-time experience of home-ownership and the joy, pride, security and warmth that home-ownership can bring.

Monthly mortgage payments received from homeowners are reinvested in the program, used to purchase new land, building more homes in our community. In addition, surpluses generated from the retail operation, the Restore, cover overhead expenses. This means that the money donated by an organization or individual is invested directly into building Habitat for Humanity homes.

# HABITAT FOR HUMANITY WINNIPEG IN REVIEW

1987, following Winnipeg Habitat for Humanity's incorporation on June 22nd, its first local project was launched in 1988. With the assistance from the Neighborhood Improvement Program (NIP), working out of the Olive Branch Gift Shop, volunteers helped seven homeowners renovate old houses in serious need of upgrading. The Government grants that were available to assist these homeowners to repair their houses were in jeopardy as the projected repair costs exceeded the grant allocations. With the support provided by volunteer labor, donated materials, and the participation of the homeowners, the real cost for repairs was significantly reduced and the houses, located throughout the city, were vastly improved.



1988, Winnipeg Habitat for Humanity conducted its first building blitz in July and in just one week more than 150 volunteers united to build two homes on government-donated side-by-side lots in the north end of the city. July 29th was the day Louis and Corrine and their 3 children had their dream come true when they took possession of their custom-built home on Flora Avenue.

"Those initial blitz build's were spiritually energized, as we gathered under the tent in the early morning dew, for prayer and worship. The song Worship and Work Shall Be One, sounded through the work site as we rolled up our sleeves for the day."

~ Jake I. Pauls, founding Chair

1989, steady progress continued as two more houses were built on Flora Avenue on lots donated by the city. Following a one-week work camp in July, another home was renovated in the fall. John Krahn was hired as Winnipeg's first coordinator and Habitat for Humanity moved into offices at 181 Church Avenue.

1990, on 2.2 acres of property in the North Point Douglas area, the first three houses of an eventual eighteen-home community, were built on Angus Street. A \$50,000 donation from the downtown Kinsmen Club provided the funds to sponsor another house and three more homes were built over the fall and winter months. At the national level, discussions were happening to bring the Jimmy Carter Work Project to Canada. Habitat for Humanity was relatively new in Canada, with only a handful of well-established projects. Since Winnipeg was the strongest Canadian affiliate at the time, it decided to apply for the Jimmy Carter Work Project and six weeks later it was confirmed that the Carters had agreed to come to Canada in July 1993.

1991 was a pivotal year for Winnipeg Habitat for Humanity. Winnipeg Habitat for Humanity was formally invited to host the Jimmy Carter Work Project, agreed to it, and began making plans. Thanks to a \$65,000 donation by the Winnipeg Rotary Club, a traveling work crew provided as part of Habitat International's 15th anniversary, and the help of volunteers from Winnipeg Harvest and others, seven homes were built and one donated house was renovated. Of the homes built, one included a "visitable" home designed to permit easy wheelchair access to the home around the main floor of the home, including wide hallways, doorways and turning radius in the bathroom.

Founding Chair, Jake I. Pauls had an idea. How can Habitat be more self sufficient and create a steady source of income while at the same time salvage reusable building materials? The Habitat ReStore was born, and the first of its kind in the world. It opened for business in a small building located at Palliser Furniture in April. In the early years, the store mostly sold used lumber but over time, the concept of the ReStore as it now operates, emerged. This idea, born in Winnipeg, has proven so sound that there are now 60 ReStores in Canada and several hundred in the USA.

1992, a planning committee consisting of staff, board and committee members, established for the Jimmy Carter Work Project, traveled in June to Washington, D.C. to participate in the ninth Jimmy Carter Work Project. The committee received a practical crash

course in the basics of such a project including family selection, site development, site logistics, transportation, lodging, food, security, and volunteer events. Plans continued and Former President Carter issued a personal invitation to Mayor Bill Norrie to create the Winnipeg Habitat Foundation, an advisory group of corporate and community leaders overseeing the project.

"He asked me to take this on, and you don't normally say no to a former president of the United States,"

~ Bill Norrie, former Mayor of Winnipeg

Focus was also required on building a stronger organizational base. Because Winnipeg Habitat for Humanity had grown rapidly in the house-building department, a "root system" needed developing to recruit and orientate new staff, committee chairs, and Board members to ensure long-term sustainability. In the meantime, a Cambrian Credit Union sponsored house was moved and renovated and an additional six homes were built, to complete the eighteen-home community on Angus Street.



1993 was a milestone year for the organization. A record number of eighteen homes were built. For the very first time, Former President Jimmy Carter and his wife, Rosalynn, ventured outside of the United States on behalf of Habitat for Humanity International. By choosing Winnipeg as the site for their work, Jimmy and Rosalynn Carter attracted volunteers and media from far and wide. This surge in activity brought about the formation of the Habitat Foundation, the purpose of which was to lead the wider civic, business and church communities in supporting the 1993 Jimmy Carter Work Project and to provide expert advice to the Board of Directors on strategies for the future growth of Winnipeg Habitat.

Cycle 500, a group of seventy-five American cyclists, completed a 500 mile trek from Minneapolis to raise money for Habitat for Humanity, including the local Winnipeg Affiliate. Collectively, the members of Cycle 500, the Carters and 700 volunteers from across North America converged in Winnipeg to build 18 standardized homes off Jarvis Avenue in just five days, adding to the total of 43 new houses built and ten houses renovated by Winnipeg Habitat for Humanity.

Winnipeg Habitat for Humanity representatives also traveled to Santa Ana, El Salvador to help Winnipeg's sister project build a house. Plans for a nine-house community on Ross Avenue began and the ReStore moved to a larger facility at 75 Archibald, providing the opportunity to create a space for Habitat's first official offices. The larger premises quickly attracted product donations and despite clutter, disorganization and poor lighting, true Winnipeggers descended to dig through the boxes and barrels. Everything was extremely inexpensive and bargaining was welcomed.



It was a turning point for Winnipeg Habitat for Humanity. With the success of the Carter project, the momentum of new building and the ReStore, it quickly became obvious that the organization was entering a new phase of growth. Increased media attention, broader corporate involvement and the advent of the Habitat Foundation worked to secure and broaden new horizons for the organization.

1994, Habitat for Humanity Winnipeg was positioned well for future growth with new leadership and significant changes implemented at the Board and senior management levels of the organization. 1994 saw the building of five homes in the seven hundred block of Ross Avenue and the inaugural Cycle of Hope, a major fundraiser and one of the preeminent long distance rides in Manitoba. Inspired by Cycle 500,

Olenka Antymniuk, Lorraine Petkau, and other Habitat volunteers organized twelve local cyclists who rode 1,000 kilometers to Eagle Butte, South Dakota and raised \$35,000 for Winnipeg Habitat for Humanity. Although things such as clothing attire, training and fundraising requirements have changed considerably since then, the annual event continues to be a great success. In addition to fundraising a minimum of \$2,500, paying a registration fee and pedaling the distance, many of these dedicated cyclists join other volunteers and participate in the Habitat for Humanity blitz build and meet the family benefiting from the construction of their new Cycle of Hope home. The Cycle of Hope has raised over two million dollars for Habitat for Humanity Winnipeg, and is the organization's longest running and most successful fundraising event.



1995 brought national recognition as the largest Canadian Habitat for Humanity affiliate. With six additional homes built, Winnipeg Habitat for Humanity celebrated its 50th home build in 1995.

**1996** saw the organization branch out into different areas of the city to complete five new homes. Celebrations continued as new homeowners, including those of a home built in partnership with the St. Boniface General Hospital as it celebrated its 125th Anniversary, moved in.

1997 saw two new homes built.

1998 saw three new homes built.

1999 saw four new homes built.

**2000** Habitat continued to transform neighborhoods and lives when it fulfilled the dreams of home ownership for six additional families in 2000.

2001 achieved a significant landmark when more than 500 Habitat for Humanity volunteers from across Canada and the United States gathered July 6-13 in Winnipeg and launched Habitat for Humanity International's World Leaders Build. Together they built homes with 10 families on Pritchard Avenue as part of Habitat Canada's eighth annual Ed Schreyer Work Project.



The Rt. Honourable Ed Schreyer and his wife, Lily, joined then Premier of Manitoba Gary Doer and worked on a Habitat house with partner homeowners George and Marlene. Schreyer, who enjoys installing siding, worked one day with Doer on the home's exterior, while Lily Schreyer helped a neighbor's children paint a playhouse. George and Marlene and nine other partner families worked with Habitat volunteers — including firefighters, paramedics, child-care workers, cultural groups and local businesses — to build ten simple, decent houses.

Firefighters performed fire-safety inspections in the community, taught fire prevention techniques and labored on houses, while paramedics bandaged minor scrapes and applied ice packs. Church youth groups and child-care workers held a weeklong children's festival – complete with story telling and face painting – to help the children of homeowner families transition into the neighborhood. Cultural groups served regional cuisine to hungry volunteers and staged each evening's entertainment.

"I am very pleased to see such a marvelous turnout. Habitat for Humanity is like a rolling snowball, and efforts keep growing to bring hope and happiness to people around the world living a slum existence."

~The Rt. Honourable Ed Schreyer, former Governor General of Canada

The kick-off of Habitat for Humanity International's World Leaders Build, culminated in August when former US President Jimmy Carter joined Korean President Kim Dae-jung for a blitz build in Asan, South Korea. The World Leaders Build event, which celebrated HFHI's 25th anniversary, involved heads of state and government in building more than 1,000 houses in 45 countries around the world.

**2002** Building on momentum from the previous year, eight more homes were built.

2003 The Interfaith Youth Build, completed entirely by Habitat Winnipeg with participation of young people from many faiths, was one of the twelve homes completed. The organization rejoiced in the construction of the 100th Winnipeg Habitat for Humanity home and the launch of the Annual House Party and Auction, a high profile fundraising event filled with great food, live entertainment and amazing live and silent auction prizes.



2004 In the spring, the ReStore and offices moved across the street to a newly built facility at 60 Archibald, where they are currently located. The 20,000 square foot ReStore would grow to serve three very important purposes: to provide a low cost alternative for home renovation and décor; to divert product from the landfill sites for reuse; and to cover the administration costs of Habitat for Humanity Winnipeg through surpluses from the operation. New partnerships were established with manufacturers, retailers, construction companies and wholesalers in efforts to provide a constant supply of new and used product into the store. 75 Archibald was subsequently sold and the organization was successful in building fifteen houses later that year.

2005 was a celebratory year for Winnipeg Habitat for Humanity. As well as completing thirteen new homes, the organization launched the Women Build Program. Although women had been a vital part of Winnipeg Habitat for Humanity's mission and participated in co-ed builds throughout the city, the Women Build program was designed specifically to recruit, train, and empower women to build with the goal of eliminating poverty housing.

"We know that 80 per cent of volunteers are women, but only 20 per cent of Habitat volunteers are women. Habitat wanted to tap into this volunteerforce and encourage women to volunteer in a non-traditional role in a non-threatening environment."

~ Linda Peters, Human Resources Manager/Volunteer Coordinator for Habitat for Humanity, Winnipeg



Women Build immediately captured the hearts and imaginations of people throughout the city and determined, compassionate women began changing attitudes, transforming neighborhoods and creating better lives for Winnipeg children and their families.

Since the program's 2005 launch, Women Build has empowered women to participate in Habitat's work by teaching new skills in a non-competitive, inclusive environment of cooperation, partnership and fun. More than 1,000 women of all ages and backgrounds have voluntarily planned, fundraised and provided the labour to construct seven homes in Winnipeg. Through this program, Habitat for Humanity Winnipeg offers women an opportunity to learn construction skills, gain leadership experience and volunteer in a very comfortable environment.

At the international level, Habitat for Humanity introduced a new logo to secure and promote a consistent image around the world. Throughout Habitat's history,

affiliates, including Winnipeg, had used a variety of different logos to represent their work in a community.

"The new logo symbolizes volunteerism and the community spirit of neighbors helping neighbors. In it, three human forms stand united inpurpose, their arms lifted to act on the world's need for decent housing. The rounded edges suggest a search for harmony, the universality of family and gentleness of spirit that springs from the hearts of Habitat partners. The roofline represents shelter but also symbolizes the Habitat mission, under which people of all races, ages and religious beliefs come together for the common good. Habitat's name is prominently featured in the logo, and the three forms united together as one also represents the Trinity and Habitat's Christian foundation."

~ Paul Leonard, Habitat for Humanity Intertional's Chief Executive Officer 2005.



For the first time, Habitat for Humanity had a legally registered and protected trademark to promote its mission and its name. This was the organization's first step in becoming a stronger, more unified and collaborative organization – one that was readily identified by its many supporters and one that promoted the work of local organizations that had a worldwide impact.

2006 Confident that energy efficient homes made homeownership more affordable for low-income families through lower utility and operating costs, Habitat for Humanity Winnipeg began building all of its Habitat homes to the highest level of energy efficiency, the Manitoba Hydro Power Smart Gold Standard. Manitoba Hydro estimated that building these homes to the Power Smart Gold standard also meant Habitat homeowners' heating bills would be one- third lower than homes that were built to meet the current new-home building code.

Habitat for Humanity Winnipeg served as the pilot affiliate for National Student Build, a new program that brought together twenty-one students from across Canada for one week in May to build a home on Henderson Highway. This was jointly managed by Habitat for Humanity Canada, the National Youth Council and Habitat for Humanity

Winnipeg, and sponsored by the Richardson Foundation.

The National Student Build house was one of the eleven new homes built for the year.

"We helped sponsor the National Student Build event in Winnipeg and we were impressed by the benefits of the program for the participating students, the community and the partner family,"

~ Hartley Richardson, President & Chief Executive Officer, James Richardson & Sons, Limited.

The program provides the opportunity for youth to experience first hand the value of giving back to the community and helps build future community leaders. It has spread across the country and expanded to become the National Youth Build with homes built in numerous Canadian cities.

2007 saw eight new homes built and the launch of a new fundraising program, Ride Around the Lake. The four-day cycling event was held in the beautiful Lake of the Woods area and cyclists and their volunteer road crew not only raised significant funds for Habitat for Humanity Winnipeg, but they also enjoyed great lodge accommodations, home cooked meals, and camaraderie. The fundraiser has become an important annual event.

Habitat for Humanity Winnipeg announced a partnership with the Manitoba Métis Federation – Winnipeg Region to construct ten new energy efficient homes for low-income, working Winnipeg Métis families. The ten new homes cost \$1.5 million to construct and the Province of Manitoba contributed \$1 million in funding towards the program. The remaining \$500,000 was raised through various Habitat for Humanity Winnipeg fundraising efforts. Five of the new Habitat homes would be built in 2009 with the remaining five in 2010.

2008 was a significant year as the Maniboa Lotteries Habitat for Humanity Winnipeg Legacy Build Program was established. Through this landmark partnership, Manitoba Lotteries committed to a five-year partnership with Habitat Winnuipeg to contribute up to



\$2.5 million towards building homes in Winnipeg, Brandon, Portage la Prairie, Steinbach (South East) and Selkirk. The program generously matches dollars from other donation dollars up to a potential total of \$5 million!

Habitat increases its building of homes to 13 for the year and the Cycle of Hope celebrated its 15th anniversary by raising over \$145,000 for Habitat Winnipeg.

2009 In addition to continuing to lead the country in the total number of homes constructed, Habitat for Humanity Winnipeg continued to lead the way in affordable green housing. Fifteen homes were built, including the first 12 of 32 new homes within a housing development located on the former Sir Sam Steele School site. Once completed, Habitat for Humanity Winnipeg's largest initiative to date, the Sir Sam Steele Sustainable Build Project, will also become Canada's greenest affordable housing development as all homes will be built to both the Manitoba Hydro Power Smart Gold Standard and the Green Building Council developed Leadership in Energy and Environmental Design (LEED®) Green Building Rating System.

These homes will benefit both the environment and homeowners with their reduced energy and water consumption and improved air quality. Habitat for Humanity Winnipeg has gained a reputation for being the greenest new homebuilder in Manitoba.

New to the organization that year was the Habitat for Humanity / Muddy Waters 100 Cycling event. The Muddy Waters 100 Cycling Event started over 15 years ago by a group of elite cyclists who wanted to participate in a 100-mile group ride. In 2009 the event organizers turned to Habitat for Humanity Winnipeg, because of its extensive history of organizing cycling events, to help develop the event into the most important annual celebration of cycling in Manitoba by facilitating participation of all levels of cyclists. In the inaugural year of Habitat for Humanity Winnipeg's involvement, participation levels doubled.

2010 Habitat for Humanity Winnipeg adopted a new addition to the existing brand, creating a new entity for supporters to feel more like a group of difference-makers: Habitat for Humanity Winnipeg; The Future Builders was born and integrated into all marketing material. This included usage on new property SOLD signs of each new Habitat home to help dispel the misconception that homes are given away.



Phase II of the Sir Sam Steele development saw 12 more homes built.

The Cycle of Hope and the Habitat Annual House Party and Auction raised record funds for the organization while a new Restore event entitled, 'ReCreate: A ReStore Art Sale' intrigued many local artists to contribute their 'recycled' works of art to raise funds for Habitat.

At the Habitat National AGM, Habitat Winnipeg was awarded the Habitat Affiliate of the Year for it's sustainable building practices, innovation, leadership and sustainable fundraising from it's long term corporate partners.

HFHW was also extremely proud to have dedicated employee Vern Koop be honoured with the Kenneth J. Meinert Leadership Award. As Habitat Winnipeg's Director of Construction, Vern was selected as the recipient of this most prestigious individual Habitat honour for his years of service as a volunteer and staff member who continually pushed the Habitat mission forward.

HFHW intiated its regional development plans by expanded its building territory to include all of Manitoba and Northwestern Ontario.

A total of 15 homes in the City were built with two being delayed and accounted for in the following year.

**2011** A big year for celebrations with June 18th being a proud day for Habitat Winnipeg as it celebrated its 200th home and also hosted the Governor General's visit to Winnipeg to commemorate the building of Habitat Canada's 2000th home.

A press conference and build day were scheduled that included the Habitat construction crew, selected volunteers, along with sponsors from the two milestone homes. Delegates from Habitat Canada, Habitat Winnipeg Staff and former Governor General, Ed Schreyer joined His Excellency David Johnson and Her Excellency Mrs. Sharon Johnson for the raising of the ceremonial walls of each house.



The build site at Sir Sam Steele saw 12 more homes built during the third year of the development.

The ReStore also celebrated it's 20th Anniversary nation-wide. Great pride was taken locally as Winnipeg is home to the very first ReStore.

Regional expansion plans under the guidance of Steve Krahn, VP, Regional Development, started to pay off as Virden, Dauphin and Kenora joined Selkirk, Steinbach and Portage La Prairie as new Habitat Chapters. Virden built two homes this year with five more expected in total from the new Chapters next year.

A high profile build took place on the grounds of the Red River Exhibition during all the excitement this summer which later saw the house transported through the City to its final destination at 167 Archibald Street.

Habitat Winnipeg became the first major centre Habitat affiliate to hold an Aboriginal Ground Blessing ceremony, taking place on the property of 612 Talbot.

Habitat Winnipeg purchases Sir Sam Steele School and will replace it with 18 new Habitat homes over the following two years.

Cycle of Home set a new record by raising over \$200,000 for Habitat for Humanity Winnipeg. This passionate, dedicated group has raised over \$2.5 million for HFHW since 1993.

Habitat Winnipeg builds 23 homes, including the two delayed from the previous year and two from its Virden Chapter.

In 2012 Habitat Winnipeg celebrates its 25th anniversary with the goal of building 25 homes.

"This organization continues to successfully move forward through the dedication of a committed staff, board and large groups of passionate volunteers. Even through times of nation-wide economic turmoil, our funding through various partnerships, sponsorships, events and donations has continued to enable us to increase our building capacity to put many more families in homes each year. By continuing to live up to our vision we can create a better future where families thrive, communities prosper, and we all win."

~ 2006 - 2012 CEO Sandy Hopkins

## LOOKING AHEAD

As Habitat for Humanity Winnipeg looks toward the future, the vision of a city free of poverty substandard housing burns brighter than ever before. Much has been accomplished, but much more remains to be done. To every person, company or organization already involved in Habitat's exciting venture, profound gratitude is expressed. You are the ones who are transforming the vision into reality.

To those not yet involved, let us tell you there is plenty of room for you. And you are needed. So, pick up a hammer, a saw, a cheque book or whatever will enable you to become a Habitat partner. You will find a warm welcome awaits you.

#### Chairs

Jake I. Pauls – 1987 - 1990 Waldy Derksen – 1990 - 1993 Jon Toogood – 1993 - 1994 Bob Meaden – 1994 - 1995 Robert Goluch – 1996 - 1999 Olenka Antymniuk – 1999 - 2003 John Loewen – 2003 - 2004 Sylvia Main – 2004 - 2005 Adam Levene – 2005 - 2006 Sean Marek – 2006 - 2007 John Longbottom – 2007 - 2008 Janet Milne – 2008 - 2009 Don Bjornson – 2010 - 2011 Charles Golfman – 2011-2012

## **Executive Directors & Chief Executive Officers**

Prior to 1992, no staffing in place John E. Krahn – Executive Director, 1989 - 1993 Dennis Terrick – Executive Director, 1994 - 1995 Mary Williams – Executive Director, 1996 - 2001 Ken Bishop – First Chief Executive Officer, 2001 - 2006 Sandy Hopkins – Chief Executive Officer, 2006 - 2012



