



## 2008 - 2009 Annual Report

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*The*

# CENTRE FOR RURAL LEADERSHIP

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*"Dynamic leaders for today and tomorrow"*

# Table of Contents

Table of Contents .....	1
Corporate Profile .....	2
Board of Directors and Staff.....	3
Ministry of Agriculture, Food and Rural Affairs Message .....	4
University of Guelph Message .....	5
Ontario Federation of Agriculture Message.....	6
President and Executive Director’s Message .....	7
Financial Statements.....	9
Endowments .....	14
AALP Fund Development Highlights .....	15
Supporters, Contributors, Steps to Leadership, Tribute & In Memoriam Gifts .....	16
Past Chairs .....	17

# Annual Report 2008-2009

*The Centre for Rural Leadership (TCRL)*, incorporated in 2002, is an organization designed to offer agricultural and rural leadership programming. The concept of **TCRL** arose from the Agricultural Leadership Trust's desire to build a long-term, stable foundation for the Advanced Agricultural Leadership Program (AALP), one of the longest-running, most successful agricultural leadership development programs in the world.

Our desire is to provide educational programs that offer something for everyone, be they youth, adults, businesses or organizations. As we move forward, we will continue to identify needs and develop additional products and services in partnership with others in the leadership sector.

## OUR VISION

*“Dynamic  
leaders for  
today and tomorrow”*

## OUR MISSION

*To develop and support current and emerging leaders through a continuum of programs and resources to strengthen and diversify rural communities and the bio-resource sector.*

# Board of Directors



**ROB HANNAM**  
(President)  
*Synthesis Agri-Food Consulting*



**JAN VARNER**  
(Vice President)  
*United Way*



**ROB HALL\***  
(Treasurer)  
*Wallenstein Feed & Supply*



**MIKE TOOMBS**  
(Secretary)  
*Ontario Ministry of Agriculture, Food and Rural Affairs*



**KEVIN THOMPSON\***  
(Past President)  
*Association of Ontario Chicken Processors*



**NEIL CURRIE**  
*Ontario Federation of Agriculture*



**NEIL DOLSON**  
*Alpine Plant Foods*



**JACKIE FRASER\***  
*AGCARE*



**Dr. ROB GORDON**  
*Ontario Agricultural College*



**TONY MORRIS\***  
*TD Canada Trust*



**TOM PROUT**  
*Ausable Bayfield Conservation Authority*



**STIG PUSCHEL**  
*Fed/Nor / Industry Canada*



**ELEANOR RENAUD**  
*Councillor Elizabethtown/Kitley Township*



**TERESA VAN RAAY\***  
*Van Raay Farms*



**DAN WRIGHT\***  
*Monsanto Canada Inc.*

## Staff



**ROB BLACK**  
*Executive Director*



**ALICIA EVANS**  
*Project Manager Leadership Programs*



**MARNIE KLOPPENBURG**  
*Project Manager Business Development*



**KATHIE MACDONALD**  
*Fund Development Manager/AALP Coordinator*



**DENISE MOUTER**  
*Office Coordinator Executive Assistant*



**RICK UPFOLD**  
*AALP Curriculum Advisor*

### AALP Management Committee

- **Dan Wright\*** (Chair), Monsanto Canada Inc. & AALP Class 10
- **John Clement**, Christian Farmers Federation of Ontario
- **Steve Cooper\***, Coopers Goat and Veggy Farm & AALP Class 11
- **Helma Geerts\***, OMAFRA & AALP Class 10
- **Kevin Laidley**, OMAFRA
- **Cathy Lennon\***, Farm Credit Canada & AALP Class 9
- **Mike Nailor\***, Monsanto Canada Inc. & AALP Class 9
- **Bruce Read\***, Elanco Animal Health & AALP Class 11
- **Mark Reusser\***, OFA & AALP Class 4
- **Kevin Thompson\***, Association of Ontario Chicken Processors & AALP Class 8
- **Rob Black**, TCRL Executive Director
- **Rick Upfold**, Curriculum Advisor
- **Kathie MacDonald**, TCRL Fund Development Manager/AALP Coordinator

### Business Development Committee

- **Jan Varner** (Chair)
- **Rob Gordon**
- **Rob Hannam**
- **Stig Puschel**
- **Rob Black**, TCRL Executive Director

\*indicates AALP graduate

# Message from the Ministry of Agriculture, Food and Rural Affairs



Ministry of Agriculture,  
Food and Rural Affairs

Ministère de l'Agriculture,  
de l'Alimentation et  
des Affaires rurales

Office of the Minister  
77 Grenville Street, 11<sup>th</sup> Floor  
Toronto, Ontario M7A 1B3  
Tel: (416) 326-3074  
Fax: (416) 326-3083

Bureau de la ministre  
77, rue Grenville, 11<sup>e</sup> étage  
Toronto (Ontario) M7A 1B3  
Tél.: (416) 326-3074  
Télééc.: (416) 326-3083



## A Message from the Honourable Leona Dombrowsky

Congratulations to The Centre for Rural Leadership (TCRL) on another year of service excellence in providing agricultural leadership and life-long learning opportunities for the people of Ontario.

Your work continues to nurture the leadership and knowledge that is important to the continued success of our province's agri-food industry. This sector is one of the strongest economic engines we have, generating \$33 billion annually and providing jobs for 750,000 Ontarians.

The Ontario government is committed to building a stronger rural economy through programs delivered by the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA). Through investments such as the Rural Economic Development program, Building Canada Fund Communities Component, Rural Connections Broadband program and the Premier's Award for Agri-Food Innovation, we are enhancing the quality of life in rural Ontario.

OMAFRA is also pleased to be a founding partner and continued supporter of the Advanced Agricultural Leadership Program (AALP). This outstanding TCRL program has helped develop dynamic rural leadership in communities across Ontario for more than two decades. The AALP has proven its merit as one of the longest-running and most successful programs of its kind.

On behalf of the ministry, I extend best wishes for the continued success of the AALP and the future programs that grow from your "Steps to Leadership" program.

Thank you to the board and staff members of the TCRL for your dedication in attracting and developing Ontario's agricultural and rural leaders.

Sincerely,

Leona Dombrowsky  
Minister of Agriculture, Food and Rural Affairs

Ministry Headquarters: 1 Stone Road West, Guelph, Ontario N1G 4Y2  
Bureau principal du ministère: 1 Stone Road West, Guelph (Ontario) N1G 4Y2

Pick Ontario Freshness  
Cueillez la fraîcheur de l'Ontario



# Message from the Dean, OAC - University of Guelph



ONTARIO AGRICULTURAL COLLEGE  
OFFICE OF THE DEAN

August 25, 2009

Mr. Rob Black  
Director  
The Centre for Rural Leadership  
100 Stone Road W.,  
Guelph  
Ontario

Dear Rob,

I would like to extend congratulations from the Ontario Agricultural College (OAC) of the University of Guelph to The Centre for Rural Leadership (TCRL) on completing another highly productive year.

As one of the founding members of TCRL, OAC is proud to play a part in supporting the Centre's innovative programs, networks and activities. The TCRL plays a key and vital role in preparing our leaders of tomorrow to better take advantage of opportunities and more effectively manage challenges in agriculture and our rural communities.

We wish you all the best in 2009-2010 and look forward to our continued partnership.

Yours truly,

A handwritten signature in cursive script that reads "Rob Gordon".

Rob Gordon, Ph.D.  
Dean  
Ontario Agricultural College  
University of Guelph



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[www.oac.uoguelph.ca](http://www.oac.uoguelph.ca)

# Message from the Ontario Federation of Agriculture



Ontario Federation of Agriculture

The past year has witnessed profound change at the Ontario Federation of Agriculture both structurally and in terms of our policy focus and initiatives.

Following a three year period of reflection and consultation with members the OFA embarked on a significant change in corporate governance at its Annual General Meeting last November. The AGM marked the initiation of the new governance model, finalizing the move to a Board of Directors of 18 members with a Policy Advisory Council of 104.

Throughout the summer of 2008 the new Board election process was executed, enabling OFA members in each of 15 geographic zones to elect a Director. At the AGM a further three Directors-at-Large were elected to fill out the new Board. The Board took seats around the table for the first time immediately following the AGM.

Throughout the year the OFA has engaged industry members in Task Teams to provide in-depth review and policy advice on specific matters of concern to members and has had the benefit of policy advice from the PAC – on land use, ecological goods and services as well as hearing county and local concerns.

The changing interest of our society has also brought significant change to the policy interests of the OFA. Working in the best interest of farmers in Ontario necessitates the OFA to be a proactive proponent of policy beneficial to farmers. We identified opportunity for a Green Energy Act to enable farmers to capitalize on opportunities to generate renewable energy. We also recognized the need to ensure farm families and rural residents rights and safety were protected with appropriate regulation on green energy developments. In conjunction with several partners the OFA proposed a Green Energy Act and remains committed to working on regulations that will secure financial benefit to farms while protecting farm families.

The global move to green also presents potential opportunities for farm businesses to capitalize on greenhouse gas mitigation strategies – a service generally provided now without compensation. Following up on the PAC recommendation the OFA is pursuing the development of an aggregation system for trading carbon credits generated by farms reducing and/or sequestering carbon through beneficial farming practices. Aggregated carbon trading presents a potential source of alternative revenue for farm families while practicing sustainable farming activities.

Throughout this year of change the OFA remains keenly aware of the fundamental and profound effects that global marketing, unfair trade practices, currency fluctuation and volatile weather has on our farm businesses. The OFA continues to work with its commodity partners to secure the farm income programming necessary to cope with such business volatility.

We were proud to have been part of the development and achievement of the RMP program for grains and oilseed producers and continue to work with other sectors on programs that work for their commodity markets, whether that be a risk management program for horticulture or, improved forage insurance or a livestock safety net that will provide sustainable returns.

Because of these profound changes the OFA recognizes the critical importance of The Centre for Rural Leadership. Never before has there been a clearer need for a broad and experienced group of rural and farm leaders in Ontario.

The OFA congratulates TCRL on its success in its leadership training programs and its foresight in the development of new methods and experiences to provide insightful leadership in changing times. The Ontario Federation of Agriculture remains a proud supporter of The Centre for Rural Leadership.

# Message from the President and the Executive Director

The 2008-2009 year was another pivotal period for The Centre for Rural Leadership and our programs. As we reflect, three things jump out as highlights of the past year:

## Brand renewal for AALP



This past year, with the guidance of the AALP Management Committee and in-kind support from AdFarm, we developed and launched a new brand image for the Advanced Agricultural Leadership Program. The goal was to create a more professional, polished image to represent the program and to convey leadership and confidence.

We realized during the process, that those of us who are close to the program call it "AALP", but that this acronym was not present in our previous logo or marketing materials. We decided to include the AALP acronym in the logo and to use a more contemporary design that reflects our approach to leadership development. The new logo was launched in our marketing materials last fall and all graduates received an updated lapel pin so that they can proudly display the AALP name.

## Steps to Leadership Roll-Out



This year marked the launch of our first Steps to Leadership series with delivery of programs in Chatham-Kent, South Simcoe, and Northumberland County. This is a huge accomplishment and it is evident that the Steps to Leadership effort will undoubtedly grow to be as important to our organization (and the success of our rural communities) as the AALP program has been thus far.

The Steps to Leadership program is a series of leadership development initiatives and resources funded in part by Agriculture and Agri-food Canada through the Agricultural Adaptation Council's CanAdvance Program. We are working in collaboration with 4-H Ontario, The Ontario Rural Council and Foundation for Rural Living on this exciting new program with the goal to boost leadership capacity for agricultural and rural organizations and communities across Ontario. The programs are as follows:

- **Step Up to Leadership:** a weekend-long residential workshop for young, up-and-coming leaders aged 16 to 25 to *foster a culture of community leadership engagement*.
- **Leading Edge: First Steps:** a series of six sessions for participants of the Step Up to Leadership workshop and other emerging leaders to *develop personal and organizational leadership skills*.
- **Leading Edge: Next Steps:** a series of six sessions for the participants of the Leading Edge: First Steps program and other current leaders to *build community leadership capacity*.

And there is more! Moving into 2010 we will be hosting the **Leading Edge Summit**, offering **Travel and Tuition Assistance** as well as **Leadership Speakers Network Funding** and launching the **Steps to Leadership Rural Connection**, a new electronic leadership newsletter.



## Discussions with The Ontario Rural Council



The Boards of Directors of The Centre for Rural Leadership (TCRL) and The Ontario Rural Council (TORC) have been in discussions to determine if we can be stronger by working more closely together. As a charitable organization, we are continually looking at how to become more financially sustainable and more effective in order to better serve our stakeholders. The discussions with TORC are a major part of this effort and have included looking at various options from simply sharing resources to combining our organizations together with an expanded vision and mandate to support and strengthen rural Ontario.



The current mandates of TORC and TCRL are different but complimentary. TORC facilitates dialogue and collaboration on the issues that face rural Ontario. TCRL builds leaders for the rural and agricultural sector who can participate in these discussions and help address these issues. By joining forces we are likely to enjoy a stronger reach and voice providing leadership for rural Ontario (including the agriculture and agri-food sector).

Over the next few months, we will be working towards creating a new combined organization to improve our financial sustainability and right-size our organizations. By combining with TORC, we see an expanded mission that will include delivering leadership training and development to ensure that rural contributes to a healthy vibrant Ontario as well as being a catalyst for dialogue, collaboration and action on issues facing rural Ontario.

On the business development front, TCRL has delivered and supported a number of learning opportunities for producers in the beef, pork and horticulture sectors over the past year and will continue to do so during the coming year, with financial support from OMAFRA as part of \$150 million in assistance announced by the Province/ Ministry in the 2007 Economic Outlook and Fiscal Review. In addition we also delivered a variety of personal and organization development training workshops to members of Farmers' Markets Ontario across the province.

Thanks to the Ministry of Agriculture, Food and Rural Affairs and our many program partners, sponsors, alumni and friends of the organization who have supported our programming efforts over the past year. Your many contributions as volunteers, sponsors, donors, and in-kind supporters ensure the programs we offer have impact now and in to the future across rural Ontario.

It's the people involved in TCRL on a day-to-day basis who form the 'bench strength' of the organization. Our sincere thanks goes out to the volunteers on the Board of Directors, AALP Management and Business Development Committees, the program curriculum advisors and TCRL staff team who work tirelessly to ensure the work of The Centre for Rural Leadership is accomplished.

2008 – 2009 has been an exciting year for our organization! We have every indication that the coming year will be equally rewarding and exciting.

**Rob Hannam**  
President  
The Centre for Rural Leadership

**Rob Black**  
Executive Director  
The Centre for Rural Leadership

# Auditors' Report



Chartered Accountants  
and Business Advisors

People Count.

## AUDITORS' REPORT

To the Members, The Centre for Rural Leadership  
(A Registered Charitable Organization) Guelph, Ontario

We have audited the statement of financial position of The Centre for Rural Leadership as at June 30, 2009 and the statements of operations and changes in net assets for the year then ended. These financial statements are the responsibility of the organization's management. Our responsibility is to express an opinion on these financial statements based on our audit.

Except as explained in the following paragraph, we conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In common with many charitable organizations, the organization derives revenue from the general public in the form of donations, fundraising, lectures and other income, 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 organization and we were not able to determine whether any adjustments might be necessary to excess of revenue over expenditures, assets and fund balances.

In our opinion, except for the effect of the adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of the revenue sources referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the organization as at June 30, 2009 and the results of its operations for the year then ended in accordance with Canadian generally accepted accounting principles.

Guelph, Ontario  
August 11, 2009

*RLB LLP*

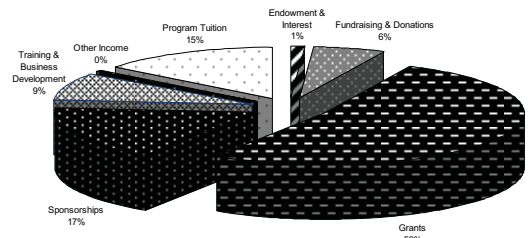
Chartered Accountants  
Licensed Public Accountants

# Financials

## Statement of Operations and Changes in Net Assets – General Fund For the Year Ended June 30, 2009

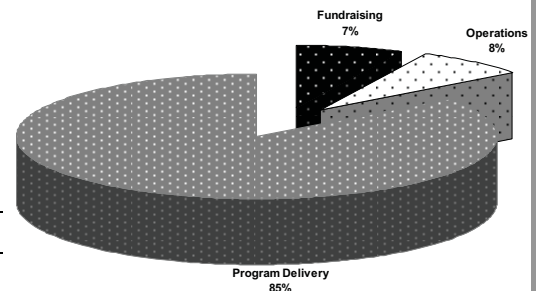
	2009	2008	2007
<b>REVENUE</b>			
Donations	\$ 9,342	\$ 12,449	\$ 16,090
Tuition	104,606	108,076	98,600
Fundraising	32,638	71,008	33,072
Interest Income	7,355	5,435	7,231
Sponsorships	124,088	132,650	99,544
Grants	376,546	234,564	139,644
Training & Bus. Development	63,405	43,085	22,790
Other Income	2,606	565	3,627
	<u>720,586</u>	<u>607,832</u>	<u>420,598</u>

**Income FY 2008-2009**



<b>EXPENSES</b>			
Accommodations & Meals	166,200	84,127	149,323
Amortization	3,912	2,887	2,887
Communications & Marketing	11,147	2,315	3,933
Contract & Professional Services	149,210	132,176	37,926
Financial Services	12,559	8,160	5,626
Information Technology	8,978	7,795	6,469
Operations	66,348	49,322	36,550
Salaries and Benefits	328,627	223,217	192,554
Travel	115,195	10,958	108,157
	<u>862,176</u>	<u>520,957</u>	<u>543,425</u>

**Expense FY 2008-2009**



Operating Surplus (Deficit)	(141,590)	86,875	(122,827)
Other Expense – Pension Payout (note 9)	0	(40,000)	0
Excess (deficiency) of Revenue over expenses for the year	(141,590)	46,875	(122,827)
Transfer from Restricted Funds	14,995	23,435	22,132
Net Change in Assets for the year	(126,595)	70,310	(100,695)
Net Assets, beginning of year	226,410	152,775	253,470
Adjustment to Net Assets (note 8)	0	3,325	0
<b>Net Assets, end of year</b>	<u><b>\$99,815</b></u>	<u><b>\$ 226,410</b></u>	<u><b>\$ 152,775</b></u>
Net Assets, comprised of:			
Net invested in capital assets (note 4)	10,159	1,443	4,330
Unrestricted net assets	89,656	224,967	148,445
	<u><b>\$ 99,815</b></u>	<u><b>\$ 226,410</b></u>	<u><b>\$ 152,775</b></u>

**Statement of Operations and Changes in Net Assets – Restricted Funds  
For the Year Ended June 30, 2009**

	Leadership Legacy Fund	W.G. Weston Foundation Fund	K. McKinnon Memorial Fund	Wm. A. Stewart Endowment Fund	2009 Total	2008 Total	2007 Total
<b>REVENUES</b>							
Investment Income	\$1,944	\$6,025	\$2,016	\$8,463	\$18,448	\$15,691	\$23,519
	0	0	0	0	0	0	300
	<u>1,944</u>	<u>6,025</u>	<u>2,016</u>	<u>8,463</u>	<u>18,448</u>	<u>15,691</u>	<u>23,819</u>
Excess of Revenues over Expenditures	1,944	6,025	2,016	8,463	18,448	15,691	23,819
Transfer to General Fund	(1,750)	(4,217)	(1,411)	(7,617)	(14,995)	(23,435)	(22,132)
Change in Net Assets	194	1,808	605	846	3,453	(7,744)	1,687
Net Assets, beginning of year	60,082	186,179	62,292	261,536	570,089	564,712	563,025
Adjustment to Net Assets (note 8)	0	0	0	0	0	13,121	0
Net Assets, end of year	<u>\$60,276</u>	<u>\$187,987</u>	<u>\$62,897</u>	<u>\$262,382</u>	<u>\$573,542</u>	<u>\$570,089</u>	<u>\$564,712</u>

**Statement of Financial Position  
For the Year Ended June 30, 2009**

<b>Assets</b>	2009	2008	2007
<b>CURRENT</b>			
Cash	\$25,550	\$68,924	\$23,552
Accounts Receivable	7,952	8,013	5,746
Grant Receivable	38,205	44,707	0
Prepaid Expenses	3,599	135,394	1
	<u>75,306</u>	<u>257,038</u>	<u>29,299</u>
<b>CAPITAL</b> (note 4)	<u>10,159</u>	<u>1,443</u>	<u>4,330</u>
<b>LONG TERM</b>			
Portfolio Investments - total market value	793,796	1,056,845	687,793
	<u>\$879,261</u>	<u>\$1,315,326</u>	<u>\$721,422</u>
<b>Liabilities</b>			
<b>CURRENT</b>			
Accounts Payable and Accrued Liabilities	6,528	9,896	3,935
Deferred Revenue	199,376	508,931	0
	<u>\$205,904</u>	<u>\$518,827</u>	<u>\$3,935</u>
<b>Net Assets</b>			
Assets Invested in Capital Assets (statement 1)	10,159	1,443	4,330
Unrestricted Net Assets (statement 1)	89,656	224,967	148,445
Restricted Net Assets (statement 2)	573,542	570,089	564,712
	<u>673,357</u>	<u>796,499</u>	<u>717,487</u>
	<u>\$879,261</u>	<u>\$1,315,326</u>	<u>\$721,422</u>

See accompanying notes

# Notes to the Financial Statements

## 1. DESCRIPTION OF ORGANIZATION

The Centre for Rural Leadership is a registered charitable organization dedicated to helping future leaders develop the skills required to move agriculture into the 21<sup>st</sup> century.

The Centre is a not for profit organization under the Income Tax Act and, accordingly, is exempt from income tax under Section 149(1)(e) of the Income Tax Act.

## 2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Canadian generally accepted accounting principles and include the following significant accounting policies:

### (a) REVENUE RECOGNITION

The Centre for Rural Leadership follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue of the appropriate fund in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue of the appropriate fund when received or receivable if the amount can be reasonably estimated and collection is reasonably assured.

Contributions related to donated items are recorded at the amount of the proceeds from the sale of these items.

### (b) INVESTMENTS

Investments are classified as held for trading and are recorded at fair value.

### (c) CAPITAL ASSETS

Capital assets are stated at cost. Amortization is taken at the following rates:

Computer equipment	- 3 years straight line
Website	- 4 years straight line

Amortization is prorated in the year of acquisition and disposal.

### (d) USE OF ESTIMATES

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Actual results could differ from those estimates.

### (e) IMPAIRMENT OF LONG LIVED ASSESTS

Long lived assets are tested for recoverability whenever events or changes in circumstances indicate that their carrying amount may not be recoverable. An impairment loss is recognized when the carrying value exceeds the total undiscounted cash flows expected from their use and eventual disposition. The amount of the impairment loss is determined as the excess of the carrying value of the asset over its fair value.

## 3. FINANCIAL INSTRUMENTS

Fair value of financial assets and financial liabilities.

The carrying values of cash, investments, accounts receivable, grants receivable, prepaid expenses, accounts payable and accrued liabilities, and deferred revenues approximate their fair value due to the relatively short periods to maturity of these items.

## 4. CAPITAL ASSETS

	Cost	Accumulated Amortization	Net 2009	Net 2008
Computer equipment	\$ 13,597	\$ 10,169	\$ 3,428	\$ 1,443
Website	7,692	961	6,731	0
	<u>\$21,289</u>	<u>\$ 11,130</u>	<u>\$ 10,159</u>	<u>\$ 1,443</u>

# Notes to the Financial Statements

## 5. RESTRICTED FUNDS

Restricted funds are comprised of the Leadership Legacy Fund, the Wm. A. Stewart Endowment Fund, the W. Garfield Weston Foundation Fund and the Ken McKinnon Memorial Fund. These funds are to be invested, in trust, for The Centre for Rural Leadership, with investment income to be used to support the organization. A minimum of 10% of the total annual income of the Wm. A. Stewart Endowment Fund, 10% of the total annual income of the Leadership Legacy Fund and 30% of the total annual income of the W. Garfield Weston Foundation Fund and the Ken McKinnon Memorial Fund must be reinvested under the conditions of the fund.

## 6. STATEMENT OF CASH FLOWS

The statement of cash flows has not been prepared because it would not provide any additional useful information for users of the financial statements.

## 7. LEASE COMMITMENTS

The organization has entered into a lease commitment for its premises. Future minimum payments are as follows:

2010	19,630
2011	<u>8,179</u>
	<u>\$ 27,809</u>

## 8. ADJUSTMENT TO NET ASSETS

The organization adopted the new Handbook Section 3855 – Financial Instruments – Recognition and Measurement Section 3861 – Financial instruments – Disclosure and Presentation, effective for their fiscal year ending June 30, 2008. The adoption of this provision allows the organization to measure investments at fair value. As such, the organization has remeasured opening assets and net assets for fiscal 2008 to reflect the fair value increment not recognized in previous periods.

Opening net assets and investments have been remeasured by the following amounts to reflect the fair value increment prior to fiscal 2008:

Investments	<u>\$16,446</u>
General Fund	\$ 3,325
Restricted Fund	<u>13,121</u>
	<u>\$16,446</u>

## 9. PENSION PAYOUT

Earlier in the organization's history, in conjunction with a larger group of agricultural organizations, a defined benefit pension was offered to employees. The management of this pension was administered through a trustee plan. Subsequently, the pension fund went bankrupt and a number of former employees lost a portion of their pension. As a result of a mediated/negotiated settlement during 2008, the organization was required to pay a portion of the lost funds to the former employees.

# Endowments

*The Centre for Rural Leadership* is very appreciative of all endowments and gifts which have been received and that continue to grow and provide interest income to assist in financing the Advanced Agricultural Leadership Program and fostering and growing the leadership qualities needed in rural Ontario.

## **Ken McKinnon Memorial Fund**

The Ken McKinnon Memorial Fund is a tribute to Ken McKinnon's leadership and service to Canadian agriculture, and a commitment to excellence in the agricultural leaders of tomorrow. During his 21 year tenure at the Ontario Milk Marketing Board, Ken played an integral role in leading the changes that revolutionized milk production, pricing and marketing in Ontario, and throughout Canada.

Through donations from families, individuals, businesses and organizations, the Ken McKinnon Memorial Fund will foster the leadership qualities needed in rural Ontario in the years ahead.

## **William A. Stewart Endowment**

The William A. Stewart Endowment was initiated in 1991 by the Agricultural Leadership Trust as a tribute to the late Ontario Minister of Agriculture and Food, Honourable William A. Stewart. The goal was to recognize and honour his legacy of public service, community involvement and leadership.

As part of each AALP class the Wm. A. Stewart Lecture & Reception is held every other year. This prestigious event provides an opportunity for public involvement, as well as a forum for the development of the leadership qualities exemplified by the work of Bill Stewart.

## **George Dmetriuc Memorial Fund**

The George Dmetriuc Memorial Fund was established by the Ontario Wheat Producers' Marketing Board as part of the William A. Stewart Endowment in 1993. The fund exemplifies the spirit of George Dmetriuc as a leader in Ontario agriculture.

The Ontario Wheat Producers' Marketing Board, other commodity organizations and friends and associates of George Dmetriuc provided this fund in recognition of the leadership that George contributed to Ontario agriculture, particularly in his capacity as a director and then chairman of the Ontario Wheat Board (1984 to 1992).

## **W. Garfield Weston Endowment**

The W. Garfield Weston Foundation originated in 1959, and is named in honour of Willard Garfield Weston, a Canadian who established successful business enterprises throughout Canada and in many parts of the world. The W. Garfield Weston Foundation's mandate states that grants are to be given for projects in Canada for the benefit of Canadians. The foundation currently directs its funds primarily to two areas: scholarships and land conservation.

Through the generosity of the Foundation, the endowment was established on receipt of an initial contribution in 1994, followed by additional funding in 1995 and 1996.

*To learn more about supporting The Centre for Rural Leadership through endowments and bequests, please contact The Centre for Rural Leadership at 519-826-4204.*

**Founding  
Partners**



# AALP Fund Development Highlights

## SPONSORS

### Patrons \$50,000 and up



### Champions \$10,000 to \$24,999



### Leaders \$5,000 to \$9,999



### Builders \$2,500 to \$4,999



## Sponsorships

Sponsorship support is a long-standing tradition for AALP, and support from founding partners, agricultural businesses and industry organizations remains very strong. We are pleased to recognize the investment by each of our partners over the past year. A full listing of our 2008-2009 sponsors and donors is included in this annual report.

## Special Events

TCRL and AALP enjoy tremendous support from graduates and industry stakeholders through our special fundraising events. Highlights from 2008 - 2009 included:

### 2009 Wm. A. Stewart Lecture

Andrew Coyne, National Editor of *Maclean's* magazine was the keynote speaker at the William A. Stewart Public Lecture & Reception in support of the Advanced Agricultural Leadership Program (AALP), on April 2, 2009. This bi-annual fund and friend raising event realized a profit of just over \$17,000 in support of AALP.

**Lecture Sponsor:** *Monsanto Canada Inc.*

**Reception Sponsors:** *ACC Farmers' Financial  
AdFarm  
Chicken Farmers of Ontario  
Farm Credit Canada  
Gay Lea Foods Co-operative  
Miller Thomson LLP*

### 2008 Pitch'n for AALP

The seventh annual tournament in August 2008 was another success, raising almost \$4,000. This one-day baseball tournament is organized by current class participants and is supported by graduates, industry sponsors and friends of the program. Special thanks to co-chairs Cindy Lajoie & Nathan Stevens (Class 12) and to their committee (Steve Fraser, Brent Royce, Brad Lichty, Sara Avoledo, Scott Buchan, Mary Ferguson, Shannon McCarthy, Josh Rabe, Anne Verhallen, Joan Brady, Ian Downey, Pam Charbonneau, Marilyn Robbins and Julia Whalen).

### **Tournament Sponsors:**

*AdFarm, Advanced Landscape Services, AgMedia/Better Farming, Belmont Farm Supply, Scott Buchan, Steve & Lisa Cooper, Downey's Estate Winery, Jordan Fois, Gay Lea Foods Co-operative Limited, Maizex Seeds Inc., Medical Centre Dispensary, Monsanto Canada Inc., Ontario Mutuals, Ontario Plowmen's Association, Ontario Soybean Growers, Shur-Gain Feed, Syngenta Crop Protection Canada, Inc., Tavistock Veterinarians, Terratec Environmental Ltd., Trillium Mutual Insurance Company.*



## Builders

(Sponsors and Donors) - \$2,500-4,999

Gay Lea Foods Co-operative Limited

## Supporters

(Sponsors and Donors) - \$100-2,499

AALP Class 12  
ACC Farmers' Financial  
AdFarm  
Advanced Landscape Services  
AgMedia/Better Farming  
Belmont Farm Supply  
Rob & Julie Black  
Chicken Farmers of Ontario  
Steve & Lisa Cooper  
James Crane  
Ed Denys  
Downey's Farm Market & Winery  
Farm Credit Canada  
Peter Hannam  
Willi Hilgendag  
Anne Hinrich  
Thomas Jefferson  
Susan Leuty  
George Lunshof  
Maizex Seeds Inc.  
Kathie & Russ MacDonald  
Dunc McKeen  
Pat & Dennis Mighton  
Miller Thomson LLP  
Monsanto Canada Inc.  
North Dumfries Plowing Association  
OAC Alumni Association  
Ontario Mutuals  
Ontario Plowmen's Association  
Ontario Soybean Growers  
Stig & Donna Puschel  
Shur-Gain Feed  
Tavistock Veterinarians  
Terratec Environmental Ltd.  
Barry Thompson  
Lisa Thompson  
Brenda Trask  
Trillium Mutual Insurance  
Teresa Van Raay  
Tom Wilson  
Worldwide Central Travel

## Contributors

(Sponsors and Donors) <\$100 and In-Kind

AdFarm  
Joan Brady  
Scott Buchan  
Pam Charbonneau  
Christian Farmers Federation of Ontario  
Karen Daynard  
Downey's Farm Market & Winery  
Mary Ferguson  
Jordan Fois  
Gay Lea Foods Co-operative Limited  
Christine & Jack Greydanus  
Rob Hall  
Rob Hannam  
Kevin MacLean  
Shannon McCarthy  
Medical Centre Dispensary  
Diane Peckitt  
Josh Rabe  
Clayton Switzer  
Syngenta Crop Protection Canada, Inc.

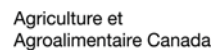
We strive to produce an error-free report.  
Please report any errors or omissions to The  
Centre for Rural Leadership at 519-826-4204.

# Steps to Leadership

**Steps to Leadership** is a collaborative initiative of The Centre for Rural Leadership, 4-H Ontario, The Ontario Rural Council and Foundation for Rural Living.



Funding for this project is provided in part by Agriculture and Agri-Food Canada through the Agricultural Adaptation Council's CanAdvance Program.



Additional support for the delivery of **Steps to Leadership** programming was provided by Kent & Essex Mutual Insurance and Nottawasaga Futures.



Nottawasaga Futures

## Celebrate Friends and Loved Ones with a Lasting Tribute to Leadership

Honour a friend or loved one by making a gift to *The Centre for Rural Leadership* in his or her name. Whether in celebration of a life lived or a tribute to someone dear to you, your gift will be a powerful expression of your beliefs and values.

Your thoughtful gift will help *The Centre for Rural Leadership* with its mission and support emerging leaders through programs such as the Advanced Agricultural Leadership Program. *TCRL* will send a card to indicate that a donation has been made in recognition of your recipient.

### Make a donation:

- To Thank a friend or colleague
- To Congratulate a milestone in someone's life
- To Celebrate a wedding or anniversary
- To Send "Best Wishes" for any occasion
- To Remember someone special in your life

When you make a gift, *The Centre for Rural Leadership* will send a card on your behalf and, if you wish, we can include your own special message. An official receipt for income tax purposes will be issued to you, the donor.

A donation to *The Centre for Rural Leadership* is a fitting tribute to anyone who has been committed to leadership in agriculture and rural Ontario. It is a means of ensuring that a special commitment is recognized, remembered and honoured.

To make your **Tribute or In Memoriam Gift**, contact *The Centre for Rural Leadership* at: 519-826-4204 or e-mail: [kmacdonald@ruralleadership.ca](mailto:kmacdonald@ruralleadership.ca)

A donation was made to The Centre for Rural Leadership in tribute to:

Joe Dietrich, Trillium Mutual Insurance

# Honouring our Past Chairs

## The Centre for Rural Leadership

Kevin Thompson	<i>2005 - 2007</i>
Art Stirling	<i>2003 - 2005</i>
Christine Dukelow	<i>2001 - 2003</i>

## Agricultural Leadership Trust

Dr. Rob McLaughlin	<i>1999 - 2001</i>
Bill Weaver	<i>1997 - 1999</i>
Murray Stewart	<i>1993 - 1997</i>
Peter Hannam	<i>1989 - 1993</i>
Freeman McEwen	<i>1985 - 1989</i>

The 2008 / 2009 annual report  
is also available online at:

[www.ruralleadership.ca](http://www.ruralleadership.ca)

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*The*  
**CENTRE FOR  
RURAL  
LEADERSHIP**

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