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*Connected and empowered  
women building  
stronger communities*

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# MINERVA

MINERVA FOUNDATION FOR BC WOMEN

## M E S S E N G E R

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### Fresh Start in Minerva's Leadership

Our New Chair Michelle Rupp

*Never doubt that a small group of thoughtful committed citizens can change the world. Indeed, it is the only thing that ever has.*

~ Margaret Mead

US anthropologist & popularizer of anthropology (1901 - 1978)



The Minerva Foundation for BC Women is a vibrant example of the truth in this powerful quotation. At the time of Minerva's creation a decade ago, I was a part of the senior leadership team at an investment firm when Minerva co-founder, Nancy McKinstry, invited us to corporately support an innovative matching program for educational bursaries; it would be the first of many occasions that I would be drawn by the irresistible force of Nancy and her cadre of exceptional women leaders. Over the years and in every capacity – donor, participant, volunteer, and now Board Chair – it has been a privilege to work alongside such thoughtful, committed change agents.

Like all non-profits, Minerva has been confronted by difficult economic conditions over the past two years.

Yet thanks to the formidable leadership of our previous Board Chair, Julia Kim, together with our Executive Director, Eleanor Guerrero-Campbell and her multi-talented team, the Foundation has grown even stronger. Julia's steadfast guidance and ever-present optimism have proven the perfect salve. Today, both our balance sheet and number of active supporters are stronger than ever, and I am energized by the abundance of opportunities ahead.

Already in 2010, we have much to celebrate. We have welcomed 110 new participants through our highly successful Learning to Lead™ and Learning to Lead™ Combining our Strength™ programs. We have also been awarded the second largest grant provided by the Status of Women Canada this year, in order to launch an exciting new leadership development program, called Women Leading the Way, that will commence in January 2011. We have welcomed ten exceptional community leaders as members of our new Minerva Patrons Circle, and we have strengthened our Board with four new Directors – Bob Elton, Kevin Mahoney, Kim Brooks, and Nemelia Winckler – all of whom bring tremendous experience and professional expertise to our strategic discussions.

And finally but most importantly, thanks to all of you our invaluable donors, volunteers, alumni, and corporate supporters, over the past decade Minerva has become the recognized leader in women's leadership training and development across the province. The strength of our brand is a direct reflection of your commitment to us. We intend to continue earning your support by pursuing effective education, training and mentoring to ensure BC women achieve their leadership potential.

Warmest regards,

Michelle

# Women Leading the Way

## Minerva's New Advanced Leadership Program

Jo-Anne Lauzer, Program Coordinator

*"Imagine being able to call up any one of several top women leaders in British Columbia, knowing that they are there to support you with your career aspirations and any questions that you might have. Then imagine being part of a leadership development training program that brings you together with other women like you who want to take that next step in their leadership journey. Imagine the discussions and debates and all that you could learn together. Then picture what this group of talented and aspiring women leaders could accomplish once armed with the right connections, tools and resources. The possibilities are endless."*



Women Leading the Way Steering Committee from left to right: Donna Howes, Mary Martin, Courtney Daws, Elizabeth Dunbar, Jo-Anne Lauzer, Danna Murray. Missing: Eleanor Guerrero-Campbell, Helen Dewar, and Michelle Rupp.

Through Minerva's extensive network of highly accomplished women leaders and with an exciting and innovative curriculum package, Minerva's new advanced leadership development program Women Leading the Way (WLW) is designed to take that vision and make it a reality. WLW is a three-year pilot project that will take women who want to lead through a part-time, year-long, advanced leadership development training program, beginning in January 2011.

Women Leading the Way is distinct and hands-on and will encourage women to move to the next stage in their leadership journey by offering them access to top level mentors and advisors, the tools and techniques to develop their leadership abilities, key strategies to move into positions of greater influence and responsibility, and practical leadership experience on a project involving political, business, or social change.

WLW will have two intakes, with each cohort accepting up to 25 women. The first six months involves a combination of classroom/online training and the following six months involves applying these leadership skills to a specific project, with the help of a team of mentors. The process will culminate in a Global Conference in March 2013.

Applications are now being accepted. Deadline for January 2011 session is October 8, 2010. Applications and more information are available online at <http://www.theminervafoundation.com/programs/leadership-programs/women-leading-the-way>. The cost for the 12 month program is \$2500 which covers all classes, tutorials, mentoring, tutors, program materials, and attendance at the global conference in 2013. Travel and program bursaries may be available but participants will be responsible for their own food and accommodation.

*Interested, but would like to be involved in a different way?*

Become a host organization or sponsor and support an "unsung" leader to participate.

For any questions, please contact Danna Murray, Program Director or Jo-Anne Lauzer, Program Coordinator at (604) 683-7635 ext. 228 or [wlw@theminervafoundation.com](mailto:wlw@theminervafoundation.com)

*Minerva acknowledges the generous financial support of Status of Women*



### Tribute to Dr. Gail Gibson: The Remarkable Woman, The Remarkable Leader

This spring brought the sad news that our Victoria Speaker Series Hall of Fame Dr. Gail Gibson passed away. She was a remarkable woman, full of energy and passion and a huge supporter of the Minerva Foundation and she will be greatly missed. We are very thankful for her support and her lasting legacy to Minerva: her donation of her leadership book, *Who You Are is How You Lead*.



# All About Girlfriends™ Cosmopolitan

Carrie-Ann Goodfellow, Resource Development Manager



The 9th annual All About Girlfriends™ event was held on March 11th at the Four Seasons Hotel in Vancouver and was a huge success!

Over 350 of you braved the Torch Relay traffic to join girlfriends old and new in helping to generate much needed funds for the Foundation. A short film sponsored by TELUS TV kicked off the evening with an introduction to three amazing Minerva women: Chandra Lebovitz, an Education Awards recipient; Chastity Davis, a Follow A Leader™ participant and Lis Welch, a past Board Chair and donor. The event helped to raise funds through a raffle, silent auction and live auction. The top prize at the raffle was an iPhone, generously donated by TELUS. The silent auction included amazing items such as rare bottles of wine and great get away experiences, with donors ranging from MML Textiles to The Dudson Group. The live auction proved to be the highlight of the evening, with our quick talking auctioneer Tara Sweder a hit among the guests. Randene Neil, taking some time off from her duties at Global TV, was an engaging and entertaining Emcee for the evening. The generous support of all our sponsors and auction and raffle donor helped to raise more than \$50,000 for the Foundation.

Our special thanks to all of you who showed your support by attending – we hope to see you at the 2011 event which will be held on March 10th at the Four Seasons Hotel. Our undying gratitude to our presenting sponsor TELUS, and our event sponsors Accenture, Smythe Ratcliffe and Wear Else. We also cannot thank enough all our raffle donors and silent/live auction donors. We hope to see you all again for 2011!

## 2nd Minerva Alumnae event

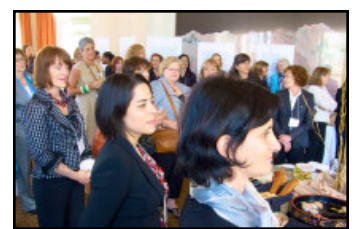
Past Alumnae reunited at the 2nd Minerva Alumnae event which was held on May 20th 2010.

This fun-filled event was generously hosted by Marie and Manfred Stenzel at the beautiful Executive Hotel on Howe Street. The sun came out for an evening of catching up, swapping stories and celebrating the success of the amazing women who have come through Minerva's programs.

Five of our Alumnae braved the podium to share their stories with the room. These amazing women helped to remind us why Minerva is such an important Foundation. Our sincere thanks to those speakers: Kathrin Lake, Minerva Helping Women Work™ mentor; Ana Rocho, Minerva Helping Women Work™ protégée; Laura Sowden, Learning to Lead™ participant; Lisa Tallio, Combining Our Strength™ participant and Chandra Lebovitz, Education Awards recipient. Success stories were the theme of the evening, with large print versions of some of our Alumnae stories posted around the room. We also had Alexandra Staseson and her film crew present to capture the Alumnae success stories for a film which will be showcased at our 10 year anniversary in 2011.

We were honoured to have present in the room past Minerva luminaries, such as Nancy McKinstry and current Board Directors including Julia Kim, Anne Stewart Q.C and Barb Ross-Denroche. Jill Leversage from TD Securities closed the evening with a passionate reminder about the importance of giving back to the Foundation. Our thanks to all of our Alumnae who were able to attend and enjoy the evening and to our wonderful volunteers who helped organize the reunion.

Thanks are also due to our wonderful door prize donors, and Angela & Gabriel's Florists @ Cathedral Place who generously provided the flowers for the speakers. We are currently planning the 2011 Alumnae event, which is again being made possible by the generosity of Marie and Manfred Stenzel. We look forward to seeing many of you there!



# EDUCATION ~ *Transforming individuals, families, communities*

## 3 Years of the Minerva Cares Award - 56 Women Helped Fulfill their Dreams!

Judith McBride, Program Coordinator



Minerva Cares Award's  
Recipients of 2010  
with Judith McBride,  
Program Coordinator



The Canadian Government, through the Live-In Caregiver program, encourages immigration of workers, primarily women, to provide domestic caregiver services, which are in short supply in Canada. These women typically go on to become long-term members of Canadian society.

In 2008, a group of concerned women realised that the caregivers they were employing had qualifications in their country of origin in many different fields – as nurses, doctors, teachers, accountants, but that they could not find work in their chosen discipline until they undertook further education in Canada, re-training them in their original field or increasing their skills. The prospect of further education was daunting! The cost was prohibitive, and the money they earned as caregivers nearly always went to provide for their families back home. After much research and discussion, the **Minerva Cares Award** was born. The purpose of the Fund is to provide annual awards to women caregivers to upgrade their skills and find employment in Canada. It is available to women who have had at least one year as a caregiver, whether that is live-in, live-out or in a caregiving facility. They can study at a recognised BC college, university, post-secondary trade school or licensing organization (e.g. the College of Registered Nurses of BC). Award funds can also be used for English classes and driving lessons.

These women have a skill base from which to launch further education in fields with shortages such as paediatric and geriatric nurses, early childcare educators and doctors.

The founding donors felt a responsibility as employers to give back to the caregiver community. They hope others who benefit from the service of caregivers will join in contributing to the economic security of the caregiving community.

Thanks to the incredible generosity of four major donors, Minerva has been able to award 56 women more than \$50,000 in the last three years. **Here are just some of their comments:**



*"I am honoured to be one of the recipients of the Minerva Cares Education Awards. Thanks to your generous support I am the first in my family to attend college. I offer my sincerest thanks for your generosity. You truly have made a difference." A.N., Kelowna, BC*

*"A mother of three young children, I came to Canada about four years ago as a live-in caregiver for an elderly couple. I dreamed of upgrading my nursing skills and leading a fulfilling life in Canada. When awarded one of the Minerva Foundation's education grants I took the IELTS exam at SFU and am now working at challenging the Nursing Board exam. I look forward to becoming a nurse and to the day my children will be with me in Canada."*  
R.L., Philippines

*Thank you!*

Carraresi Foundation  
Shelly Appleton-Benko  
Barb Livingston



Nancy McKinstry

## Combining Our Strength™: Cross Cultural Awareness Learning

Lisa Tallio, Program Coordinator

In partnership with BC Hydro, the Minerva Foundation has created our Cross Cultural Awareness Learning (CCAL) program. CCAL is Aboriginal history and culture shared through storytelling from the unique perspective of Aboriginal women. It is presented to employees in Organizations and Corporations doing work with Aboriginal communities and/or Aboriginal employees. The program is supported by a "host" facilitator from the organization who will discuss the business case and set the framework for the participants. BC Hydro's guiding principle is to "establish relationships with First Nations built on mutual respect and that appropriately reflect the interests of First Nations."

If any of the following objective statements are meaningful to your business then you may be interested in CCAL:

- To improve your respect for, and understanding of Aboriginal peoples' history and culture.
- To learn about Aboriginal culture and history to better understand Aboriginal values, beliefs and the diversity of Aboriginal peoples.
- To create mutually beneficial relationships with the Aboriginal community to enable efficient, effective and respectful business relationships.



For more information, contact Lisa Tallio, COS Program Coordinator, at [lisat@theminervafoundation.com](mailto:lisat@theminervafoundation.com)

## LEADERSHIP DEVELOPMENT



### Learning To Lead™ Vancouver

Our 9th annual Learning to Lead™ Program was held at St. John's College at UBC on May 28-30.

Sixty-four grade 11, emerging and community leaders from across BC gathered in Vancouver to learn about their leadership strengths, share their passions and dreams with other remarkable women, and build a new community of connected, stronger women across British Columbia. The weekend curriculum allowed for the sharing of personal leadership stories, attending workshops, rallying around a call to action of personal significance, and developing an action plan to implement in the community following the program. One Community Leader stated that “the weekend has rekindled my personal passions”. We also heard many comments about the remarkableness of the Grade 11 Leaders, and their inspirational contributions to the community by age 17.

Our program is only possible due to the generous financial support of our sponsors and the dedication from our volunteer organizing committee. We are grateful to Ernst & Young LLP, Chan Sisters Foundation, Coast Capital Savings, Please Mum, HSBC, Insights, Bruce and Lis Welch, and all our other incredible donors who made this program possible. Special thanks to the organizing committee and its co-chairs, Allice Ling and Kelli Scott for their passion for the program. ~ Kathryn Kolbuch, Board Member

*Vancouver Opera Opens 2010-2011 Season with World-Premiere Based on a Remarkable Woman*



Quebecoise soprano  
Frederique Vezina,  
as Lillian Alling



In the 1920s, a young woman named Lillian Alling arrived on the east coast of North America. Alling is reported to have been searching for someone, though details remain murky. Over the next three years, Alling was spotted walking west. By 1927, she had crossed the continent alone – almost 4,000 km, on foot, with only the clothes on her back and a lead pipe for protection.

She was later seen between Quesnel and Hazelton, walking the Telegraph Trail. There were rumours of love with a linesman, and tantalizing glimpses of her in northern BC. After that, Lillian disappeared into the mountains, surviving only in rare news clippings and local legend.

VO's new opera, Lillian Alling, is based on this intriguing woman's journey and is on-stage for four performances only, October 16th – 23rd. Tickets and information: [www.vancouveropera.ca](http://www.vancouveropera.ca)

### Learning To Lead™ Combining Our Strength™ Celebration!

Lisa Tallio, Program Coordinator



The theme “Celebration” guided the weekend of L2L COS 2010. Friday night began by Celebrating the diversity of the Aboriginal and non-Aboriginal leaders present. There was only one way we felt we could truly honour that diversity—that was by having every single woman and guest introduce themselves. Risky you may think—it was a risk we were willing to take. In the end it paid off, themes began to emerge: women shared feelings of gratitude; women shared their personal, professional and family challenges and more importantly, women shared their Stories—in the Nuxalk language we call them Smayusta. We had a thread of related stories based on connectedness, community, family, adversity, health, wellness and the general desire to effect change within selves, family and community.

Minerva's intention for the participants of L2L COS was to recognize the personal, professional and cultural leadership of all women—from our youth to our Elders. One powerful leader, Myrna Cranmer, shared her stories—while we called her our “Keynote” she was actually a Storyteller. Do you know what happens when you share a story with a room of 50 plus women? You inspire storytelling. That is exactly what happened when we had all women introduce themselves.

The theme of “Celebration” continued throughout the program. Women connected with themselves through visioning their highest self. Women learned how to better connect with one another through the Insights workshop. And women learned how to better celebrate each other. The weekend ended with an Amazing Race workshop and, again, with some beautiful storytelling and recognition of others.

We would like to thank our L2L COS Committee, sponsors and donors for making all of this possible. In particular, we thank our multi-year donors: Bell, Encana, Canadian Natural Resources Ltd., BC Hydro, BMO Bank of Montreal and TD Financial Group.

# ECONOMIC SECURITY

## Minerva Helping Women Work™

Emily Hostetter, Program Coordinator



RBC cheque presentation to Minerva Helping Women Work on June 1st

The Minerva Helping Women Work™ program is entering its 6th year and preparing for the launch of its 16th cohort on September 28th with a group of up to 20 professional women who are seeking their futures and discovering their ideal careers. Welcome and Best Wishes to each of you as you approach this phase of your journey!

In the program, professional women discover a new voice and direction for their lives with the assistance of professional career counselors, industry mentors and coaches. "The Minerva Foundation for BC Women has changed my life by essentially helping me uncover my key strengths and abilities and effectively repositioning myself as a valuable contributor in a fast changing world. Through the Minerva Helping Women Work™ program, I learned how to redefine my role in the current labour market and how to make meaningful connections between my personality, skills, abilities, interest and work values to my career goal." -GL

While working in a setting specifically designed for the way women enjoy interacting, participants learn from the stories and experiences of others. The program introduces the current workplace, with a powerful circle of support, which enables women to step out again in a new way. "My increased confidence from MHWW helped me secure a position... Now I am in a position where my choices are widening from how much I have grown and conducted myself, thanks to the MHWW Program." -JA

Thank you to our numerous individual donors and generous organizational sponsors such as Accenture, Blakes, Carraresi Foundation, Genus, Odlum Brown, the Province of BC, RBC Foundation, and Westminster Savings Foundation. We also appreciate our rich network and community of mentors, past protégée participants, coaches, friends, and volunteers. You make a new world possible.

### Combining Our Strength™

Minerva Helping Women Work™ Community Outreach brought Minerva staff to Fort Nelson in December 2009 and New Aiyansh for the Nisga'a Nation in January 2010, thanks to the support of TD Financial Group and Imperial Oil Foundation. Travelling North during Winter can be quite surprising, but the most beautiful thing was being welcomed into these communities. Even in Winter these communities are vibrant, warm and welcoming during a time of year you might think it would be too cold to do anything but think of the cold.

While leading MHWW in Fort Nelson, women were actively involved in hockey, and right next door to our workshop was a Prime Rib dinner hosted for the community. While we were visiting New Aiyansh, the community was a buzz of preparation—everyone busy working together to prepare for the Torch Run. The four Nisga'a Villages were joined for Nisga'a Song and Dance—celebrating their culture and prepared to share it with anyone willing to participate.

In an effort to share what MHWW has done for these women, what stories do we share? One might think that success is achieved only when someone gets a job because of MHWW. This is truly a great thing. However, we also choose to celebrate the "Ah ha" moments when one recognizes "oh, well values play a part in my satisfaction in my work" or when one says, "so I've identified that this is the job I want and I may need more education to get that job but I'm willing to do it."



From left to right top: Dorothy McKay, Phoebe Davis, Raven Guno, and Lisa Tallio. From left to right bottom: Alice Clayton, Alexandra Johnson, Cyndi Peal and Cherie Mercer.

Most importantly, we appreciate the peer mentoring—the bond created between women. These are the amazing successes that we have witnessed and the inspiring stories we have been told through the MHWW Community Outreach program.  
Lisa Tallio, Program Coordinator

### COS MHWW Protégée shares:

*I have a new job, with the same Company, Gitlaxt'aamixs Village Government, I am the New Project Manager, and I'm so excited for this. For today is my first day. I had to share this with you Lisa; I couldn't keep it from you because I believe that the MHWW was to help with this.*



# WELCOME ABOARD!

## New Board Members



**Bob Elton**  
Executive Chair  
Powertech Labs



**Kevin Mahoney**  
Board Chair  
BC Transit Corporation



**Kim Brooks**  
Department Head of Health  
Squamish Nation



**Nemelia Winckler**  
Management Consultant  
Nemelia Winckler Consulting

## New Staff Members

### Judith McBride - Program Coordinator Education Awards and Community Grants



Judith was born, educated and lived in England until moving to Canada in the 70's. During the 30 years of living here, Judith has worked in various non-profit organizations, from animal related enterprises (SPCA, BC Pets & Friends) to large charities (Cancer Society). In between that, she helped set up and launch a project management training company with her husband. Judith has worked in every aspect of association management, including fundraising, special event organization, volunteer management, public relations, member services and administration.

Minerva is a new challenge for Judith, who is learning different skills every day. Currently residing in White Rock, Judith spends her spare time with her family which includes two new grandsons.

### Jo-Anne Lauzer - Program Coordinator Women Leading the Way



As a freelance writer and communication's consultant, Jo-Anne Lauzer comes to Minerva with a wide array of skills that are ideally suited to her new part-time contract position as **Program Coordinator for Women Leading the Way**.

Originally from Noranda Quebec, Jo-Anne came to BC to complete her M.Ed. at UBC. She began her career as a youth and family counsellor in the addictions field, first in the front lines then behind the scenes developing curriculum and information resources, training, and coordinating the provincial Drug Awareness Campaign. From there she developed her own consulting business and currently offers communications, marketing, administrative, and grant/technical writing services to both entrepreneurs and non-profit agencies across Metro Vancouver.

### Emily Hostetter - Program Coordinator Minerva Helping Women Work™



Emily is a MHWW protégée from the Spring 2008 session. She credits Minerva with helping her connect to an extraordinary community of professional women in Vancouver and create a new vision for her work interests and career contributions. Emily is thrilled to be assisting Karen LeClair and Helen Dewar throughout the preparation and delivery of this amazing program and is an enthusiastic resource for the new cohort.



Come join the Minerva Foundation for BC Women as we honour three of BC's shining lights in the Natural Resources industry!

On December 01st 2010 Minerva Foundation will host the fifth Women In Luncheon presented by Teck Resources, with this years luncheon honouring Women In Natural Resources.

Tickets for the lunch will be on sale through our website in September. Nominations close at 4.30pm on the 24th of September. Contact Carrie-Ann Goodfellow at 604 683 7635 ext. 223 or at [carrieanng@theminervafoundation.com](mailto:carrieanng@theminervafoundation.com) to find out more about this amazing luncheon.

**Teck**

**KPMG**

**ENCANA**

**FMC**

**GOLDCORP**

**FRASER MILNER CASGRAIN**  
YOUR FUTURE IS OUR BUSINESS

**RTI**  
[www.rti.bc.com](http://www.rti.bc.com)

**Northgate Minerals Corporation**

**AME BC**

# VICTORIA CHAPTER



*"2010 has proven to me that the volunteers and sponsors in Victoria are tireless and fantastic. As a result, this year we've been able to host our Innovative Speaker Series featuring the Honourable Ida Chong and initiate our Follow a Leader™ Committee and our All About Girlfriends™ Committee, both of whom have done a fantastic job getting us ready for our two big fall events. Thanks to TELUS for their continued support for us!"*

~ Chair Bonnie Gunderson



## All About Girlfriends™ : A History of Leading through Style

Our committee including Anne Levesque, Trish Rorison, Sandy Gibson and Leanne Lowe (Details Special Events Planning), Debbie Smollett, Bonnie Gunderson and Graciela Orlando, have put together what I think will be a unique experience that includes a unique fashion show featuring noted fashion historian, Ivan Sayers, our annual silent auction and a great opportunity to network with our many Victoria supporters.

Our event sponsors and silent auction list of supporters is growing by the day but we certainly need assistance spreading the word. We are in need of silent auction items and 'day of the event' volunteers - feel free to contact us if you can support us through either of these! So far our silent auction donors are giving us a very eclectic and classy mix of items that will certainly pique the interest of our bidders .

The event is Wednesday, October 6 – doors open at 4:30 pm. Tickets are a very reasonable \$35.00 and include light beverages and food.

Help spread the word, bring a friend, bring your Mother and purchase early so that you don't miss out. Tickets are available on [www.theminervafoundation.com](http://www.theminervafoundation.com)

Special Thanks to our Sponsors!



### Volunteer Opportunities with Victoria Chapter!

We are always thrilled to have any help that we can receive – we wouldn't exist without our volunteers.

Right now we currently need help in the following areas:

- All About Girlfriends™ Event Volunteers
- Silent Auction Support
- 2010 Speaker Series Support.

### WE ARE MOVING IN OCTOBER TO:

Thank you to  
*Vega Line Moving* company  
for helping us move!

The Woodward's Building  
Suite 320  
111 West Hastings Street  
Vancouver, BC V6B1H4

## Follow a Leader™ in Victoria this Fall

Our Victoria Chapter is very excited to be delivering the Follow a Leader™ program in October and November this year. The Follow a Leader™ program pairs 'emerging leaders' within the first 3 to 7 years of their careers with established leaders from the business, government, academic and community sectors for a two-part series of leadership training workshops and workplace-shadowing experience.

This program provides a forum for emerging leaders to experience different leadership styles and explore networking opportunities with successful women in diverse fields. The lessons learned and the relationships forged over the duration of the program have a ripple effect in the participant's environment, giving participants access to resources they may never otherwise have experienced.

This year's Leaders represent diverse organizations and industries in Victoria. All of these women are very excited to be participating in the program. The program starts October 21st with the Leadership workshop and ends with the program wrap-up event November 23rd.

Our volunteer committee Karen Cameron, Sheila Brandsema, Anna Nemeth, Lesley Nicholl and Lulu Yuan who have done an outstanding job of pulling this year's program together.

If you know an Emerging Leader who would be interested in this program, please encourage them to apply. For an application and bios about our Community Leaders, please visit [www.theminervafoundation.com](http://www.theminervafoundation.com)

We are grateful to our Sponsors for their support:

