

City of London - Application for Appointment to a City of London Board or Commission

Application

Please choose the Board or Commission you are interested in serving on: **London Police Services Board**

Contact Information

Name: **Ryan Gauss**

City: **London**

Province: **ON**

Postal Code: **N6H4B5**

Experience and Qualifications

1. Serving on the Police Services Board requires monthly, full-day meeting attendance; each meeting requires 4-6 hours of reading in advance. Can you describe your ability to participate and contribute this minimum amount of time monthly?:

Though I do have a busy schedule with my professional and personal obligations, I can unreservedly commit to this potential appointment and all obligations that it should entail. Throughout my career, I have always ensured that any commitment I accept is unequivocally done to the best of my ability. I have a proven track record of managing a busy schedule, navigating multiple commitments, and prioritizing tasks. My dedication will not waver and I can ensure council that should this appointment be granted I will undertake the duties to very best of my abilities, always keeping in mind the need to act in a professional and cordial manner so to respect the London Police Service, the London Police Services Board and the City of London.

2. What skills, education, community involvement and/or experience (including lived experience) do you have that will assist you in a role on this specific board?:

First and foremost, I believe that my experience working as a civilian for the Royal Canadian Mounted Police (RCMP) for over ten years will be invaluable in assisting me in this role. During my tenure with our national police force, I held various positions, including; Administrative Assistant to the Officer in Charge, Divisional Training Advisor and Human Resource Advisor to the public service staff and regular members. I also served a term as the President of the local union (USGE Local 060) for public service employees, which provided further experience in labour relations, negotiations, dispute resolution and so forth. The experience, skills and knowledge I gained from the RCMP was instrumental in my development as a professional. These experiences will allow me to make an immediate impact should I be appointed to the London Police Services Board.

In my current role as Director of Operations and Personnel for MP Fragiskatos, I render oversight to the daily operations of our London and Parliament Hill offices, which includes directing support staff and delivering advice/guidance on a wide variety of human resources issues. I oversee the development and execution of various strategies related to communications, announcements and outreach initiatives within the community, offer strategic counsel on various matters related to MP Fragiskatos' work on committees, constituency matters and in the House of Commons. I am also responsible for serving as a key liaison with various ministries, including the Office of the Prime Minister, on a wide variety of issues regarding the constituency and MP Fragiskatos' role as a parliamentarian. By undertaking these roles over the last 7+ years I have gained further skills and experience that will help with any appointment. I am confident in my abilities to offer advice, input, guidance and direction on any matter that should arise.

Moreover, I have had the opportunity to be involved with numerous local and national organizations, which I outline in the next question. The skills and experience I have gained working with various boards and committees will ensure I am amply prepared to

take on an appointment such as this.

I am proud to be a lifelong Londoner and live in a city that has an established and respected police force. The force itself is one that we must continue to develop, grow and guide so it aligns with the ever changing needs of our city and residents. From service delivery, to community response, recruiting and retention, as well as the opportunity for growth, I believe my previous experience could assist the board at such a critical time. It would be a privilege to give back to a community that has given me and my family so much.

Further details about my education, professional experience and community involvement are included within the attached CV.

3. If you have experience on a Board, Commission or Committee (in London or elsewhere), please provide the details. If you have not previously served on a Board, Commission or Committee, please describe why this appointment is of interest to you.:

I have had the honour of serving on various boards and committees that were local, regional, national and international in scope. That said, the vast majority of those appointments have been with London based organizations.

Presently, I am the Chairperson of the Bethanys Hope Foundation Board of Directors, a position I have held for a decade. Previously, I have served on the World Leukodystrophy Alliance, Canadian Soccer League Equity Board, Canadian Soccer League Board of Directors, German Canadian Club Board of Directors, USGE Local 060 Union (RCMP Labour Relations Committee), King's University College Board of Directors, King's University College Foundation Board, King's University College Student Life Campaign Cabinet, and the City of London Town and Gown Committee. I have also held various political board appointments over the last several years.

These appointments were accepted because of my desire to serve and make a difference. Board and committee appointments are readily available and without question can make a CV look strong. With that said, it's about what you do with the opportunities provided, what change you push for and what you can give – in collaboration with other individuals involved – to that particular organization. My goal is always to try and help the organization achieve it's mandate, improve and provide proper governance and oversight.

4. We value the contributions of Londoners with diverse experiences and welcome applications from individuals who share our commitment to reconciliation, equity and inclusion. Please describe how your work, community or lived experience will enhance these efforts through Board and Committee work. (max. 3000 characters):

As the Director of Operations and Personnel for MP Fragiskatos, I have spent over 7 years working with him to engage individuals and communities of all backgrounds. I have prided myself in learning more about equality and what it means to be inclusive. For example, my understanding of reconciliation with Indigenous peoples was much more naive compared to what I have learned in my current professional capacity.

In my previous role as President of the King's University College Students' Council and subsequent appointments to the King's University College Board of Directors and Foundation, I was tasked with representing a very diverse student body. It was always my goal to make sure all voices were heard, that lived experiences were shared and that everyone felt as though they were represented and respected.

The same was true when I held the role as CEO of London City Professional Soccer Club and was responsible for recruiting players and staff from all over the world. It was always my goal to make sure these individuals were able to embrace their backgrounds and cultures, well also ensuring they felt welcome in our community.

I have always strived to ask questions, actively listen, take guidance and gain a better understanding of numerous backgrounds, faiths, identities, beliefs and experiences. My diverse background when it comes to professional and volunteer experiences have allowed me to gain a better understanding of what it takes to foster strong relationships and connections. This will go along way in helping me make decisions in any role I should take on.

With that said, I am keenly aware there is still much to learn, new experiences to gain and I am always willing to engage and listen.

Attach resume or other document here (optional): **Ryan Gauss_CV_2023.pdf**

Attach more files here, if needed: **Ryan Gauss reference letter signed.pdf, Reference Letter - Ryan GAUSS.pdf, Ryan Gause Reference Letter.pdf, 20230317092826202.pdf, Ryan Gauss Reference Letter - March 19 2023.pdf**

Confirmations

I declare the following: **I am at least 18 years old.; I am not a City employee or Council member.; I understand that my application and any attachments will be included on a public agenda that is published on the City website.**

To help inform our outreach activities, please tell us how you heard about this opportunity:
(optional): **Word of mouth**

If you selected 'Other', please specify:

Submitted on: **3/19/2023 8:25:10 PM**

RYAN MURRAY GAUSS

LONDON POLICE SERVICES BOARD APPLICATION

**Corporate and Client Representation | Governance Principles | Strategy Development and Execution
Project Management | Executive Leadership | Training and Mentoring | Public Relations**

QUALIFICATIONS PROFILE

Analytical, goal-driven, and highly committed professional, offering solid leadership and management background in local and federal government services; combined with proven expertise in delivering advice and guidance on a wide variety of human resources issues. Known for strategic leadership capabilities to support government programs and initiatives. Effective at building partnerships and collaborating with international organisations, stakeholders, and various foundations/organizations as well as diverse teams.

EDUCATION

Bachelor of Arts Degree – Honours Specialization in History, Major in Political Science, May 2008
King's University College at Western University, London, ON

PROFESSIONAL EXPERIENCE

Office of Peter Fragiskatos, Member of Parliament for London North Centre – London, ON

Director of Operations and Personnel Nov 2015–Present

- Render oversight to the daily operations of MP Fragiskatos' offices in London and on Parliament Hill, which involves directing support staff and delivering advice/guidance on a wide variety of human resources issues
- Lead the development and execution of various strategies related to communications, announcements, and outreach initiatives within the constituency
- Offer strategic counsel on various matters related to MP Fragiskatos' work on committees, constituency matters, and in the House of Commons
- Offer hands-on support with MP Fragiskatos' appointment as parliamentary secretary to the Minister of National Revenue
- Serve as a key liaison with various ministries, including the Office of the Prime Minister, on a wide variety of issues regarding the constituency and MP Fragiskatos' role as a parliamentarian

Bethanys Hope Foundation Board of Directors – London, ON (Nov 2006–Present)

Chairperson of the Board Jan 2013–Present

- Serve as Chairperson for the Foundation Board of Directors that offers governance and oversight to the organization and research program
- Provide input and guidance on matters pertaining to compliance, human resources, fundraising and other matters as necessary

World Leukodystrophy Alliance – Various Locations (Mar 2013–Apr 2015)

President Mar 2014–Apr 2015

- Served as President of the Executive Committee, in charge of governance and executing the mission of advocacy for and advancing knowledge of leukodystrophy diseases
- Partnered with various foundations/organizations from Canada, the United States of America, Europe, and Australia

Royal Canadian Mounted Police (RCMP) – London, ON (Jun 2003–Nov 2015)

Human Resources Advisor/Public Service Staffing Unit and Regular Member Staffing Nov 2014–Nov 2015

- Administered and coordinated various staffing processes, as well as actioning reports and documents required by senior management
- Acted as a key point of contact with clients to provide advice/guidance on a wide variety of human resources issues
- Worked on special projects that were assigned, such as the province wide promotional exams

Human Resources Advisor/Training Coordinator

Mar 2014–Nov 2014

- Facilitated divisional training activities and interacted with clients across the division to identify and resolve training issues
- Displayed competency in arranging reports and documents required by management and assisted with special projects as assigned

Human Resources Advisor (TCE Contract)

Jun 2013–Mar 2014

- Closely interfaced with clients to provide advice on human resources issues, prepared reports and documents required by management and assisted with special projects that were assigned
- Aided with career management of regular and civilian members

Administrative Assistant (Casual and Term Contract)

Jun 2003–Jun 2013

- Collaboratively worked with officers in accomplishing various administrative duties
- Assisted with budget responsibilities, which included signing authority for payment of all invoices
- Provided direct administrative support to the officer in charge (OIC) of Human Resources

EARLIER CAREER

Canadian Soccer League (CSL), Inc. – Mississauga, ON

Director/Equity Board Member/Consultant/Equity Partner

Dec 2006–Dec 2012

USGE Local 060 Union – London, ON

President

Feb 2010–Feb 2011

London City Professional Soccer Club – London, ON

Chief Executive Officer/General Manager/Owner

Dec 2006–Dec 2011

King's University College at Western University – London, ON

Liaison Officer

May 2008–Nov 2008

King's University College Student's Council (KUCSC) – London, ON

President

Apr 2007–Apr 2008

PROFESSIONAL DEVELOPMENT

Government of Canada, Secret Security Clearance (Active)

Royal Canadian Mounted Police (RCMP), Reliability Security Clearance (for renewal)

Royal Canadian Mounted Police (RCMP), Top Secret Security Clearance (for renewal)

AWARDS AND HONOURS

King's University College at Western University, Young Alumni Award (Oct 2015)

Canadian Soccer League, Harry Paul Gauss Award (Nov 2012)

ADDITIONAL COMMITTEE SERVICE

Board Member & Second Secretary, German Canadian Club of London, London, ON (May 2009–Feb 2014)

Board Member, King's University College Student Life Campaign Cabinet (April 2010–May 2015)

Board Member, King's University College Board of Directors & College Foundation (Apr 2007–Apr 2008)

Board Member, City of London Town and Gown Committee, London, ON (Oct 2007–Nov 2008)

Board Member, King's University College Student's Council (KUCSC), London, ON (Apr 2006–Apr 2008)

ACTIVITIES

Eucharist Minister/Lector, Christ the King Parish, London, ON (Sep 2008–March 2020)

Volunteer, Bethanys Hope Foundation, London, ON (Nov 2006–Present)

Volunteer/Sports Department Staff Writer, *The Gazette* – The University of Western Ontario, London, ON (Sep 2005–Mar 2006)

On-Air Sports Colour Commentary, Rogers Television, London, ON (2003–2008)

March 13, 2023
To: London City Council

RE: Letter of Reference for Mr. Ryan GAUSS

I have known Mr. Ryan GAUSS for over fifteen (15) years in a professional and personal capacity and verily attest to his unimpeachable character, community minded spirit, remarkable work ethic and exceptional judgment.

I am an RCMP officer with thirty (30) years of service, and first had the pleasure of meeting Ryan when he was a student completing a placement with the RCMP in our Human Resources section. Due to his excellent organizational skills, collegial demeanor and indefatigable disposition, he was hired as a full-time civilian employee and was responsible for myriad administrative functions. Being an eager learner and quick study, he rapidly progressed through increasingly responsible positions including Executive Assistant to the Commanding Officer, Public Service Staffing Advisor, Division Training Coordinator and Regular Member Career Development and Resourcing Advisor. These roles provided Ryan with the opportunity to directly converse with civilian and regular members of the RCMP, participate in high level discussions which impacted service delivery and initiated him into the rich, strong and complicated policing culture.

He regularly and readily assumed extra duties which leveraged his incredible organizational skills including province wide coordination of logistics and administration for annual promotion exam facilitation. He performed his substantive and additional duties in a consistently professional and comprehensive manner which permitted him the opportunity to learn and understand various processes, policies and legislation which governs and guides a large policing organization.

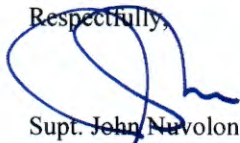
In addition to his duties during his ten (10) year with the RCMP, I have known him to be strongly community minded in various fundraising efforts and sporting endeavours which have been of benefit to countless Londoners over many years. His altruistic persona coupled with his service centered attitude towards life and his community would make him an excellent addition to the London Police Services Board.

Most recently, Ryan has worked directly and closely with a Member of Parliament in a strategic role. My personal discussions with him have clearly illuminated his profound knowledge of the workings on government, the critical importance of securing information due to the confidential nature of certain governmental functions and his extensive network at multiple governmental levels which have proven mutually beneficial.

I unreservedly provide my personal and professional recommendation for Mr. Ryan GAUSS as he is an honest and dedicated person who values family and his community. He has repeatedly demonstrated his commitment to London and its residence throughout his life and I am certain he would bring the same effort and energy to his duties as a member of the London Police Services Board.

Should you have any inquires, please fell free to contact me at your convenience.

Respectfully,



Supt. John Nuvoloni
Officer in Charge Federal Operations Support Branch
O Division (Ontario) - Royal Canadian Mounted Police



John Nuvoloni
Superintendent

Surintendant

Officer in Charge
Federal Operations Support Branch
"O" Division

Officer responsable
Soutiens aux opérations
Division O



Canada

To: London City Council

Fr: Tim Pettit

Re: Letter of reference for Mr. Ryan GAUSS, application to London Police Services Board

Dear London City Council,

It is my pleasure to be providing a reference letter on behalf of Mr. Ryan GAUSS. I have known Ryan both personally and professionally since 2011. I have observed Ryan in personal, work and volunteer settings and can speak to his exceptional character, leadership, and unwavering dedication to all aspects of his life.

I retired from the RCMP in late 2022 with 30 years of service. During my service I had the pleasure of working with Ryan at the London RCMP Headquarters in the Human Resources Section. I also worked with Ryan during my role as a Board Director with the National Police Federation (NPF-Union for the RCMP) while Ryan was the Director of Operations and Personnel (Chief of Staff) for MP - London North Centre, Peter Fragiskatos. More importantly I also became friends with Ryan and his family. I believe this is important to include in this reference letter as I was able to see his true character outside of the work environment.

Professionally speaking, Ryan is one of the most dedicated and professional people I have ever worked with. During our time working in London his talents were observed by management and Ryan quickly rose through the ranks of the Human Resources section, which clearly spoke to his knowledge, skills, and abilities. Ryan's positive attitude, tireless work ethic and exceptional communication skills make him a highly valued contributor to any organization. I have also dealt with Ryan in his current role as the Chief of Staff for Peter Fragiskatos. Ryan is a consummate professional with the highest degree of integrity which has been consistent throughout his service to Canadians. Ryan has always taken on much more than what was asked of him. This, all to help others, whether it be his role in local unions, coordinating provincial level projects within the RCMP, he is always stepping up to take on new challenges.

Personally speaking, having known Ryan since 2011 and getting to know his family over that time, several things stand out. Ryan is consistent, the effort he puts into his work, the professionalism, the integrity, and the honesty are also the characteristics that he lives by in his personal life. Whether he is looking after a family member, volunteering in the community, or helping those less fortunate Ryan always steps up to do more and does it extremely well. Serving the London area community has always been important to Ryan and I have witnessed first hand the time and effort he has put into volunteer roles. Whether it be as the Chair of the Board for the Bethany's Hope Foundation, or the President of the World Leukodystrophy Alliance Ryan is 100 percent committed to the task at hand.

I believe Ryan's varied background, work and volunteer experience, exceptional character and passion for improving his community make him an ideal candidate for the London Police Services Board position.

Should you have any questions or further inquiries please feel free to reach out to me

Respectfully,

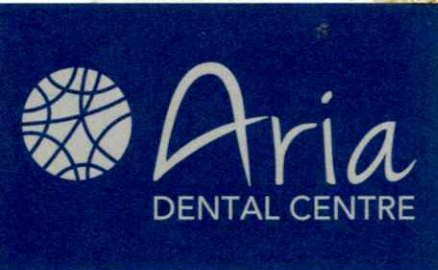


Tim Pettit (S/Sgt. RCMP, Retired)

Director, National Police Federation (Retired)

THE NATIONAL POLICE FEDERATION

1000 BROADVIEW AVENUE, SUITE 1000, TORONTO, ONTARIO M6K 1B7



Dr. Hassan Mostafa DDS
Dr. Laura Mirzai DDS
Cosmetic and Family Dentistry

March 15, 2023

Dear London City Council members,

I strongly recommend that Ryan Gauss be appointed to the Police Services Board.

I am Dr. Hassan Mostafa, a dentist who has called London home my entire life. I can write this recommendation as a long-time member and leader in the London Muslim community. I have served on different mosque boards and associations for over 25 years and currently am the Chair of the London Islamic School and board member of Hikma London, a political advocacy organization for London Muslims.

I have known Ryan Gauss for approximately nine years and have interacted with him innumerable times as Operations Director for London North Centre MP Peter Fragiskatos on behalf of issues related to the local Muslim community. Ryan has always been the most responsive and effective of any government representative I have dealt with in managing issues in a timely manner. He has become a great advocate and supporter of our community. He has gone far beyond the duties of his position and, at times, far beyond reasonable working hours to help our community in times of need, emergency and crisis for individuals in our community and our community as a whole. Most of his service goes unannounced and unrecognized behind the scenes with minimal thanks, save the few who realize the work required to reach the desired result.

In the wake of the Afzaal family tragedy, Ryan was instrumental in facilitating the monumental tasks of supporting the family and the London Muslim community reeling from the horrors suffered. He tirelessly worked around the clock using all tools and resources available to him to accomplish in hours, which usually takes months. The Muslim community is indebted to him and his team for his help and service that summer.

In his many interactions with our community, Ryan has learned so much about our practices, beliefs, needs and goals to become a more vibrant part of the greater Canadian community, and he has offered himself to support and further those goals. He has made many new friends in our community along the way and is a most welcome guest in all our institutions and homes.

I feel Ryan has the depth of knowledge, temperament, and core values to represent my community and the greater London community on the Police board with humility and respect.

If you need more information or wish to discuss my recommendation further, I would be happy to discuss and elaborate further on my time working with Ryan.

Sincerely,

A handwritten signature in black ink, appearing to read "H. Mostafa". The signature is fluid and cursive, with the first letter 'H' being particularly large and stylized.

Dr. Hassan Mostafa BSc, DDS
Chair – London Islamic School
Board Member – Hikma Public Affairs Council

March 17, 2023
To: London City Council

RE: Letter of Reference for Mr. Ryan GAUSS

I have known Mr. Ryan GAUSS for over twenty (20) years in a professional and personal capacity and verily attest to his unimpeachable character, community minded spirit, remarkable work ethic and exceptional judgment.

I served over thirty-five (35) years with the Royal Canadian Mounted Police retiring at the rank of Inspector. I had the pleasure of meeting Ryan when he was a high school student completing a placement with the RCMP in our Human Resources section. Due to his excellent organizational skills, collegial demeanor and indefatigable disposition, he was hired as a full-time civilian employee and was responsible for myriad administrative functions. Being an eager learner and quick study, he rapidly progressed through increasingly responsible positions including Executive Assistant to the Commanding Officer, Public Service Staffing Advisor, Division Training Coordinator and Regular Member Career Development and Resourcing Advisor. These roles provided Ryan with the opportunity to directly converse with civilian and regular members of the RCMP, participate in high level discussions which impacted service delivery and initiated him into the rich, strong and complicated policing culture.

He regularly and readily assumed extra duties which leveraged his incredible organizational skills including province wide coordination of logistics and administration for annual promotion exam facilitation. He performed his substantive and additional duties in a consistently professional and comprehensive manner which permitted him the opportunity to learn and understand various processes, policies and legislation which governs and guides a large policing organization.

In addition to his duties during his ten (10) years with the RCMP, I have known him to be strongly community minded in various fundraising efforts and sporting endeavours which have been of benefit to countless Londoners over many years. His altruistic persona coupled with his service centered attitude towards life and his community would make him an excellent addition to the London Police Services Board. Most recently, Ryan has worked directly and closely with a Member of Parliament in a strategic role. My personal discussions with him have clearly illuminated his profound knowledge of the workings on government, the critical importance of securing information due to the confidential nature of certain governmental functions and his extensive network at multiple governmental levels which have proven mutually beneficial. I unreservedly provide my personal and professional recommendation for Mr. Ryan GAUSS as he is an honest and dedicated person who values family and his community. He has repeatedly demonstrated his commitment to London and its residence throughout his life and I am certain he would bring the same effort and energy to his duties as a member of the London Police Services Board.

Should you have any inquires, please feel free to contact me

Regards



Kevin Crowder



BethanysHope

F O U N D A T I O N

Research Leukodystrophy. Live for the Cure.

562 Wellington Street, London, ON, Canada N6A 3R5

Telephone: (519) 642-7589 - www.bethanyshope.org

Charitable Business Number - 88737 4833 RR0001

Canada Revenue Agency - www.canada.ca/charities-giving

Sunday, March 19, 2023

Re: Mr. Ryan Gauss – Letter of Reference
Application to the London Police Services Board

Dear London City Council,

We are writing today on behalf of the members of Bethanys Hope Foundation in support of Mr. Ryan Gauss and his application for appointment to the London Police Services Board.

Our first contact with Ryan came in November of 2006 when this young man knocked on our office door and introduced himself as the Philanthropy Chair of the Acacia Fraternity Chapter at Kings College! Unsolicited he confidently informed us that he and his Team at Acacia wanted to engage the neighborhoods around the University to raise both awareness and much needed Research funds. We were extremely impressed with his compassion, poise and confidence as well as his determination to ensure their Project was successful! That was the beginning of many, many years of dedicated service to Bethanys Hope Foundation and the global medical community!

In December of 2008 Ryan was invited to our Board of Directors as the youngest Director of our Team. He immediately demonstrated strong leadership qualities by involving himself in countless fundraising Projects. Ryan has always been keenly aware of the need to support the families struggling with these terrible diseases, stepping forward at every opportunity to assume more responsibility to meet our targeted goals. Ryan was an integral part of the Executive in the operations related to our very successful Rock the Park festivals over the years. He very quickly expanded his involvement with over 300 Volunteers to a role of Team Leader, responsible for the safe/secure movement of all the cash from Ticket Sales to the Business Centre. He also stepped forward to coordinate the security in the Business Centre with no less than twelve (12) London Police Officers as well as countless private Security Members each day in Harris Park!

Recognizing Ryan's growth and commitment to our ongoing struggle for Research funding, the Director's appointed him Chairperson in 2013. He remains in that role, leading our organization on a day to day basis despite his very busy family life as well as a heavy schedule coordinating the operations within the constituency office of London North Centre – Peter Fragiskatos. As part of his responsibility as Chairperson, Ryan has represented our Foundation at many international Medical Conferences in Canada and the United States. He has presented our Research Program to many similar organizations in Florida, California, Pennsylvania, New York as well as Canada. As a result of his dedication to that scientific and advocacy community he was selected as the President for the World Leukodystrophy Alliance from March 2014 to April 2015. His main focus was undertaking the development of the governance framework of this new global organization.

Ryan continues to provide tremendous support to the Foundation by serving as a key member of our *Foundation Research Committee* working along with Dr. Tony Rugar, (*Western University – Bethanys Hope Leukodystrophy Laboratory*) in creating very detailed financial presentations / forecasts for our major funding partners in relation to the Research progress of the Laboratory.

I also knew Ryan while serving with the R.C.M. Police at London Headquarters until my retirement in 2009 after serving 35 years at various locations in Canada. He was a very well reported member of Human Resources - Public Service Staffing. Ryan was well respected at Headquarters for the dedication and compassion he demonstrated towards the employees he was guiding and representing!

Ryan is a true professional He is highly respected by everyone that he has been involved with him in and around our Foundation over the past 14 years. His dedication, compassion and tremendous generosity of time and treasure are second to none. Ryan is indeed a leader..... he leads by example! Without a doubt we can say that without his guiding hand Bethanys Hope Foundation would not have survived the tremendous challenges presented to us during his leadership term! In is truly an honour to fully support Ryan's application for a position on the London Police Services Board.

Please do not hesitate to contact either of us me at (519) 642-7589 or dmcintyre@bethanyshope.org - lindy@bethanyshope.org if you require any further information/clarification.

Sincerely,



Lindey L. McIntyre, M.S.C.
Executive Director
Bethanys Hope Foundation



David F. McIntyre, M.O.M., M.S.C.
S/Sergeant (retired), R.C.M.P
Bethanys Hope Foundation, *President*

