

# NIC DURISH

INNOVATOR · DESIGNER  
COMPUTER SCIENTIST



GUELPH, ON

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## EXPERTISE

Project Management  
Problem Solving  
Teamwork  
Presentation Skills

## TECH SKILLS

C · Python · Java  
MySQL · PostgreSQL  
CSS · HTML · Javascript  
YAML · Git · Cron · Regex

## CERTIFICATIONS

Emergency First Aid  
Standard First Aid  
CPR (Class C)  
Ski Instructor (Level 1)  
Ski Coach (Level 1)  
Drivers License (Class C)

## INTERESTS

Camping · Canoeing · Skiing  
Carpentry · Restoration  
Automation · Tiny Homes  
Backyard Chickens

## FOREWORD

A hard working and self-motivated individual with strong initiative and enthusiasm who practices excellent diagnostic and problem-solving skills. Commended for his affability productivity, receptiveness, and ability to work with others via strong communication skills. Driven by interests in computation and sustainability.

## EDUCATION

2017  
Present

### MASTER OF SCIENCE: COMPUTER SCIENCE

UNIVERSITY OF GUELPH

*Specialization in Human Computer Interaction*  
90%+ Graduating Average

Research focus on the Digital Divide; the impacts and causes of disparate access to digital systems and literacy within Canada.

2012  
2016

### BACHELOR OF COMPUTING

UNIVERSITY OF GUELPH

*Minor in Economics & Certification in Business Administration*  
80%+ Graduating Average

## EXPERIENCE

2018  
Present

### RESEARCH INTERNSHIP

MITACS ACCELERATE · OTTAWA, ON

*Left.io & University of Guelph - The RightMesh Project*

Selected as the first intern involved in the \$2.2 million Mitacs Accelerate Grant, which funds a collaborative research project between an academic institution and organization. I spend 50% of my time at UoG, and 50% at the Left.io office in Maple Ridge, BC, helping to develop the RightMesh Mobile Ad-Hoc Network.

2017  
2018

### RESEARCH ASSISTANT

UNIVERSITY OF GUELPH · GUELPH, ON

*The eNuk Project*

The eNuk web and mobile application is designed to track and analyze changes in climate and environment, and the resulting cultural, physical, and mental health impacts. This project is being developed for and by the Inuit of Rigolet, Labrador.

2017  
2018

### TEACHING ASSISTANT

UNIVERSITY OF GUELPH · GUELPH, ON

*CIS\*3750 - System Design & Analysis (2 semesters)*

Aided Dr. Gillis & Mr. Rea in holding office hours for student consultations, creating curriculums, slides, and materials, managing email correspondences, designing and marking student assignments and tests, invigilating examinations, and teaching weekly labs.

2018

### RESEARCH ASSISTANT & DEVELOPER

MEMORIAL UNIVERSITY · ST JOHNS, NF

*The eNuk.eco Webpage*

Hired by Dr. Ashlee Cunsolo, director of the Labrador Institute, to build a static website for the eNuk Project. The website was designed and built by hand, and connected to the WordPress Content Management System to allow for editing by non-programmers.

2015  
2017

### FOREMAN & QA OFFICER

TREELINE REFORESTATION · ENGLEHART, ON

Managed a 10.5 million tree planting contract, with over 60 employees under the MNR. Responsible for a crew of upwards of 16 planters as well as their training, production, tree quality, wellbeing and safety.

2016

### RESEARCH ASSISTANT

UNIVERSITY OF GUELPH · GUELPH, ON

*ICON: Ideas Congress*

ICON is a multidisciplinary course, that challenges students to address social issues by connecting them with community partners. My responsibilities included assisting both teaching in the classroom and performing research on multidisciplinary pedagogy.

- 2017

**LIFT OPERATOR**

Operated and maintained the patron-lifts at Mount Washington. Welcomed and interacted with and helped patrons safely mount the lifts, operated lift controls, validated tickets, and assisted ski-patrol.

MOUNT WASHINGTON ALPINE RESORT · COMOX VALLEY, BC
- 2015  
2016

**TEACHING ASSISTANT**

*CIS\*2050 - Computers and Society (2 semesters)*

Aided Professors; Dr. Chiu in; holding office hours for student consultations, creating curriculums, slides, and materials, managing email correspondences, marking student assignments and tests and invigilating examinations.

UNIVERSITY OF GUELPH · GUELPH, ON
- 2013  
2014

**SILVICULTURIST**

Cultivated 10 million trees over 2 seasons; personally planting over 300,000 trees. Worked long hours in arduous conditions utilizing; good work ethic, time management, and personal and spatial organization.

TREELINE REFORESTATION · ENGLEHART, ON
- 2012

**BAR & HOSTEL MANAGER**

Responsible all operations of the Magic Sponge hostel; managed staff-members, dealt with financial and legal matters, cleaned rooms, mixed and served beverages, served food, and oversaw all customer relations.

THE MAGIC SPONGE · KAMPOT, CAMBODIA
- 2009  
2011

**CAMP COUNSELLOR, SWIMMING INSTRUCTOR & LIFEGUARD**

Responsible for the wellbeing, safety, happiness, and learning of the children in my classes or camp cabin. At John Island Camp I also taught; canoeing, windsurfing, rock climbing and outdoor living skills.

YMCA CANADA · SUDBURY, ON & BELLEVILLE, ON

## VOLUNTEER EXPERIENCE

- 2018

**MASTER OF CEREMONIES**

Helped facilitate and MC some of the School of Computer Science Orientation week events.

SOC'S ORIENTATION WEEK OUTREACH EVENT · UNIVERSITY OF GUELPH, ON
- 2018

**COMPUTER SCIENCE EDUCATION SESSION**

Provided lessons to Inuit children on Scratch, Raspberry Pis, RightMesh wireless mobile mesh networking, and more.

NORTHERN LIGHTS ACADEMY · RIGOLET, NF
- 2015  
2018

**PUBLIC RELATIONS AND OUTREACH**

Met with potential students and parents about the School of Computer Science program at UoG.

ONTARIO UNIVERSITIES FAIR · TORONTO, ON
- 2015  
2018

**FOOD VENDING SUPPORT**

Helped organize and restock food vendors with ice, propane, refrigerated food, plates and cutlery at Hillside Festival.

HILLSIDE FESTIVAL · GUELPH, ON
- 2017

**MENTOR**

Helped students with ideation, problem solving, communication, team work, and product development.

IMPROVE LIFE HACKATHON · UNIVERSITY OF GUELPH, ON
- 2016

**MENTOR**

Helped students with ideation, problem solving, communication, team work, and product development.

FEEDING 9 BILLION CHALLENGE · UNIVERSITY OF GUELPH, ON
- 2015  
2016

**LEAD COORDINATOR**

A student run biweekly tech talk where students meet to share compsci stories, projects, problems and presentations.

GUELPH CODING COMMUNITY · UNIVERSITY OF GUELPH, ON
- 2015  
2016

**SECRETARY**

Voted into Secretary of SOCIS; an organization focussed on running and managing student outreach events.

SOCIETY OF COMPUTER AND INFORMATION SCIENCE · UNIVERSITY OF GUELPH, ON
- 2010  
2011

**VICE PRESIDENT & PRESIDENT**

Voted into executive student council positions by the Centennial Secondary School student body.

CENTENNIAL SECONDARY SCHOOL'S STUDENT COUNCIL · BELLEVILLE, ON

## PROJECTS

- 2017  
Present

**ENUK**

A health and environment monitoring Android and Web application, built for and by the Inuit of Rigolet, Nunatsiavut.
- 2018  
Present

**LAWRENCEASSIST**

A custom home automation system deployed on a Raspberry Pi using YAML and hass.io.
- 2018  
Present

**WILDYBUS**

A fully functional, off-grid home built inside a 1991 International School Bus (Instagram: @wildy\_bus).
- 2014  
2016

**SUSTAIN-A-BIN**

Tech start-up project focused on food waste reduction and consumer behaviour modification.
- 2015

**ELECTRICKLE**

Android application focussed on energy conservation and reduction at the consumer level.

## ★ HONOURS & AWARDS

2018	<b>YOUNG INNOVATOR AWARD · GUELPH CHAMBER OF COMMERCE AWARDS OF EXCELLENCE</b>	RECIPIENT
	Organized by the Guelph Chamber of Commerce, the annual Awards of Excellence is Guelph's premier appreciation event of the year for Innovative community members.	
2018	<b>CPHAZ SYMPOSIUM STUDENT SPEED PRESENTATIONS</b>	3RD PLACE · \$100
	Won 3rd place in the 2 minute Student Presentation Competition at the Centre for Public Health and Zoonoses Annual Symposium, presenting on the benefits of Mobile Mesh Networks for Rural Health.	
2018	<b>SCHOOL OF COMPUTER SCIENCE TEACHING ASSISTANT AWARD</b>	NOMINATION
	The University of Guelph's, SoCS Teaching Assistant Award of Excellence recognized "the outstanding contribution of a teaching assistant in improving the undergraduate learning environment".	
2015	<b>COMPUTER SCIENCE GAMES · SOCIAL COMPUTING COMPETITION</b>	12TH PLACE
	Participated in the 2015 Computer Science Games competing against 28 universities across Ontario. I personally represented UoG in Web Design, Database Design placing 4th, and Sports placing 1st.	
2015	<b>SCOTIABANK ECOLIVING AWARD</b>	TOP 3 FINALIST
	The ElecTrickle team came in the Top 3 nationally in the Student Category, winning funding and a meeting with business mogul Arlene Dickinson, for establishing a product with environmental benefit	
2015	<b>HUMAN FACTOR AWARD</b>	RECIPIENT · \$200
	Awarded to the team that had developed a solution that best took human factors into consideration, including user experience, interface, feedback, emotions and engagement.	
2015	<b>NET ZERO HACKATHON</b>	1ST PLACE · \$1500
	Students were tasked with developing a solution to reduce the effects of climate change. We produced an Android Application to serve as the middleman between energy companies and consumers.	
2015	<b>10TH ANNUAL UNIVERSITIES FIGHTING WORLD HUNGER'S PITCH FOR PROGRESS</b>	1ST PLACE · \$2000
	College of Business and Economics & Centre for Business and Social Entrepreneurship hosted the event, to help start-ups such as Sustain-a-Bin that focussed on social and environmental change.	
2015	<b>PLANTER'S CHOICE AWARD · TREELINE REFORESTATION</b>	RECIPIENT
	Voted Management Member of the Year after working as a foreman for Treeline Reforestation.	
2014	<b>FEEDING 9 BILLION CHALLENGE</b>	1ST PLACE · \$1000
	Our team of 4 developed an autonomous composting bin, called "Sustain-a-Bin" which collected data helps the user quantify their waste during the F9B Challenge to reduce Food Insecurity on campus.	
2007 2009	<b>TOP SKI RACER &amp; JONATHON SWALLOW AWARDS - BATAWA SKI TEAM</b>	RECIPIENT
	Received Top Racer (2007-2009) and the Jonathon Swallow (2009) Awards for my success and leadership respectively on the alpine ski racing team.	
2007	<b>CANADA WIDE SCIENCE FAIR</b>	HONOURS
	Attended the Canada Wide Science Fair in 2007, representing my school board with 2 other team.	

## \$ SCHOLARSHIPS & GRANTS

2017 2019	<b>GUELPH GRADUATE TUITION SCHOLARSHIP</b>	\$18,000
	The GTS is awarded to a single student per year, nominated by their college to recruit top students within their field.	
2018	<b>PHYSICAL SCIENCE &amp; ENGINEERING EDUCATION RESEARCH CENTRE TRAVEL GRANT</b>	\$1,000
	Awarded to fund my attendance and presentation at the People, Places and Public Engagement Conference.	
2018	<b>SCHOOL OF COMPUTER SCIENCE TRAVEL GRANT</b>	\$500
	The SoCS Travel grant is awarded to student for conferences relating to the field of computer science.	
2018	<b>NATIONAL SCIENTIFIC TRAINING PROGRAM GRANT</b>	\$2,804.45
	Sponsored by Polar Knowledge Canada (POLAR) to foster science and technology in Canada's North.	
2015	<b>ELEVATOR PROJECT: GUELPH'S COMMUNITY LAUNCHPAD</b>	\$1,500
	Sustain-a-Bin was within the top 15 most interesting projects, voted by the community of Guelph.	



## PUBLICATIONS

- 2019 **THE CIS\*3750 SYSTEMS ANALYSIS & DESIGN IN APPLICATIONS STUDENT MANUAL** NON-REFEREED  
*Gillis, D., & Durish, N.*
- 2018 **POLAR KNOWLEDGE: INAUGURAL EDITION · ARTICLE** REFEREED  
The eNuk Environmental and Health Monitoring Program  
*Kipp, A., Cunsolo, A., Gillis, D., Sawatzky, A., Cook, O., Durish N., Shiwak I., Flowers C., Rigolet Inuit Community Government & Wood M.*
- 2018 **INTERNATIONAL JOURNAL OF CIRCUMPOLAR HEALTH · INVITED ARTICLE** PENDING ACCEPTANCE · REFEREED  
Climate Change, Wellness & The Digital Divide in the Circumpolar North.  
*Durish, N., Ernst, J. & Gillis, D.*



## PRESENTATIONS

### WORKSHOPS

- 2018 **INDIGENOUS MAPPING CONFERENCE · INVITED** MONTREAL, QB  
Ideation Process, Identifying Problems RightMesh Can Solve I & II.  
*Gillis, D., Rourke, K., & Durish, N*
- 2018 **COMMUNITY-BASED ENVIRONMENTAL MONITORING WORKSHOP · INVITED** IQALUIT, NU  
Developing an Inuit-led Community Health and Environment Monitoring System using MANETS in Rigolet, Nunatsiavut.  
*Durish, N. & Gillis, D.*

### ORAL PRESENTATIONS

- 2019 **LABRADOR RESEARCH FORUM** PENDING · HAPPY VALLEY-GOOSE BAY, NF  
Supporting Community-Based Monitoring With Technology In The Circumpolar North.  
*Gillis, D., Durish, N., Rourke, K., Asch, M., Knarr, J., Kipp, A., Sawatzky, A., Middleton, J., Borish, D., Bell, I., Cunsolo, A., Shiwak, I., Flowers, C., Wood, M. & Harper, S.*  
Bridging the Digital Divide in the Circumpolar North  
*Durish, N., Gillis, D., Seymour, F., Rourke, K., Asch, M., Raturi, S., Hughes, B., Flowers, C., Shiwak, I., Wood, M. & Ernst, J.*
- 2019 **WESTERN STUDENT RESEARCH CONFERENCE** PENDING · LONDON, ON  
Bridging the Digital Divide with Mobile Ad Hoc Networks in the Circumpolar North.  
*Asch, M., Rourke, K., Seymour, F., Durish, N., Flowers, C., Wood, M., Gillis, D. & Ernst, J.*
- 2018 **ARCTICNET** OTTAWA, ON  
Supporting Community-Based Monitoring in the Circumpolar North.  
*Gillis, D. & Durish, N.*
- 2018 **PEOPLE, PLACES AND PUBLIC ENGAGEMENT** ST. JOHNS, NL  
Bridging the Digital Divide and Improving Community-Based Monitoring Programs in the Circumpolar North.  
*Durish, N., Seymour, F., Rourke, K., Raturi, S., Hughes, B., Harper S., Cunsolo A., Flowers F., Shiwak I., Wood M., Rigolet Inuit Community Government, Gillis D. & Ernst J.*  
How Community Engaged Computer Science Can Change the World  
*Gillis, D., Durish, N., Cook, O., Seymour, F., Gascho, J., Fontanna J., Houlding P., & Williamson D.*
- 2018 **MITACS FUNDING ANNOUNCEMENT EVENT** MAPLE RIDGE, BC  
Acknowledging the effects of Mitacs funding on Student Interns  
*Durish, N.*
- 2018 **GOV-ZERO SUMMIT** INVITATION · TAIPEI, TAIWAN  
Community Engaged Computer Science: Lessons Learned in the Pursuit of Social Justice  
*Durish, N. & Gillis, D.*
- 2018 **INDIGENOUS MAPPING CONFERENCE** OTTAWA, ON  
Using Mesh Technology to Support Climate Change Monitoring.  
*Durish, N., Rourke, K. & Gillis, D.*
- 2018 **CENTRE FOR PUBLIC HEALTH AND ZOOSES SYMPOSIUM** GUELPH, ON  
Potential Health Impacts of the Digital Divide.  
*Durish, N., Seymour, P., Cook, O., Sawatzky, A., Shiwak, I., Flowers C., The Rigolet Inuit Community Government., Cunsolo, A. & Gillis, D.*
- 2018 **SPRING IT CONFERENCE · INVITED KEYNOTE** GUELPH, ON  
Bridging the Digital Divide in the Circumpolar North  
*Durish, N. & Gillis, D.*

- 2017 **SPRING ACADEMIC OPEN HOUSE · INVITED** GUELPH, ON  
Design: The Good, The Bad and The Ugly  
*Durish, N. & Gillis, D.*
- 2017 **ARCTICNET** QUEBEC-CITY, QB  
Improving the Connectivity of Rigolet Using the Inuit-led eNuk Application and Wireless Mesh Technologies  
*Ernst, J., \*Seymour, P., \*Durish, N., \*Cook, O., Cunsolo, A., Sawatzky, A., Flowers, C., Shiwak, I., Rigolet Inuit Community Government, Harper, SL, and Gillis, D*
- 2016 **GUELPH CODING COMMUNITY** GUELPH, ON  
A Strategic Analysis of Iterative Pareto-Nash Misaligned Games: How Computer Scientists Navigate Trust.  
*Durish, N.*
- 2016 **COMPOST COUNCIL OF CANADA; COMPOST CONGRESS · INVITED** GUELPH, ON  
Student Innovations: Sustain-a-Bin and BioCharzard  
*Durish, N. & Smith, C.*

## POSTER PRESENTATIONS

- 2018 **ARCTICNET** OTTAWA, ON  
Bridging the Digital Divide to Support Community-based Monitoring in the Circumpolar North  
*Durish, N., Gillis, D., Seymour, F., Rourke, K., Asch, M., Raturi, S., Hughes, B., Flowers, C., Shiwak, I., Wood, M. & Ernst, J.*
- 2018 **CEPS UNDERGRADUATE POSTER SESSION** GUELPH, ON  
Evaluating the Digital Divide in Canada  
*Houlding, P., Durish, N., & Gillis, D.*  
Developing an Instant Messaging Platform Beyond the Digital Divide  
*Seymour, F., Raturi, S., Durish, N., Shiwak, I., Flowers, C., Ernst J., Gillis D.*
- 2018 **CENTRE FOR PUBLIC HEALTH AND ZONNOSES SYMPOSIUM** GUELPH, ON  
A Community-led Approach to Contextualize Gamification  
*Durish, N., Seymour, P., Cook, O., \*Sawatzky, A., Shiwak, I., Flowers, C., The Rigolet Inuit Community Government, Ernst J., Cunsolo A., Harper S. & Gillis D.*  
Connecting Remote Northern Communities with Offline Mobile Applications  
*Seymour, F., Raturi, S., Durish, N., Cook, O., Sawatzky, A., Shiwak, I., Flowers, C., Rigolet Inuit Community Government, Harper S., Cunsolo A., Gillis D. & Ernst J.*
- 2017 **SOCS GRADUATE POSTER SESSION** GUELPH, ON  
Comparing broadband speeds between Indigenous and Non-Indigenous communities  
*Durish, N.*
- 2017 **ARCTICNET** QUEBEC-CITY, QB  
The eNuk Health and Environmental Monitoring System; Improving User Engagement through Social Gaming Elements  
*Durish, N., Gillis, D., Cook, O., Cunsolo, A., Sawatzky, A., Shiwak, I., Flowers, C., the Rigolet Inuit Community Government, and Harper, SL*  
Leveraging Mesh Networks to Design Systems that Connect Remote Northern Communities.  
*Seymour, PF., Durish, N., Cook, O., Cunsolo, A., Harper, SL., Sawatzky, A., Shiwak, I., Flowers, C., Rigolet Inuit Community Government, and Ernst, J. & Gillis, D.*  
Improving the Connectivity of Rigolet Using the Inuit-led eNuk App and Wireless Mesh Technologies  
*Ernst, J., Seymour, PF., Durish, N., Cook, O., Cunsolo, A., Sawatzky, A., Flowers, C., Shiwak, I., Rigolet Inuit Community Government, Harper, SL. & Gillis, D.*  
Supporting Wildlife Stewardship and Conservation through a Digital Platform for Knowledge Co-Production.  
*Andrachuk, M., Cunsolo, A., Sawatzky, A., Snook, J., Gillis, D., Durish, N., Shiwak, I., Flowers, C., the Rigolet Inuit Community Government & Harper, SL.*



## MEDIA LINKS\*

- 2018 [MAPLE RIDGE TECH COMPANY ANNOUNCES BRAIN GAIN](#) MAPLE RIDGE NEWS
- 2018 [U OF G COMPUTER SCIENTISTS PART OF \\$2.13 MILLION PROJECT TO IMPROVE DATA SHARING](#) UOG NEWS
- 2018 [THE SCHOOL OF COMPUTER SCIENCE AND LEFT TO COLLABORATE ON \\$2.13 MILLION PROJECT TO IMPROVE...](#) FIRST MILE
- 2018 [LOOK WHO WON A BUSINESS AWARD!](#) GUELPH TODAY
- 2018 [SOCS GRAD STUDENT RECEIVES YOUNG INNOVATOR AWARD](#) SOCS NEWS
- 2018 [YOUNG INNOVATOR FINALISTS - VIDEO](#) GUELPH CHAMBER OF COMMERCE

2018	<a href="#"><u>CHAMBER CELEBRATES 2018 BUSINESS AWARD RECIPIENTS</u></a>	GUELPH CHAMBER OF COMMERCE
2018	<a href="#"><u>RIGHTMESH - #TEAMTHURSDAY; INTERVIEW WITH DAN GILLIS &amp; NIC DURISH</u></a>	RIGHTMESH
2018	<a href="#"><u>COMPUTER SCIENCE STUDENTS RECEIVE PSEER TRAVEL &amp; WORKSHOP AWARD</u></a>	SOCS NEWS
2018	<a href="#"><u>COMPUTING STUDENTS RECEIVE NSTP AWARD</u></a>	SOCS NEWS
2018	<a href="#"><u>INTERVIEW: ENUK AND MESHNETS IN NUNATSIAVUT</u></a>	CBC NORTH
2018	<a href="#"><u>SOCS GRAD STUDENT A FINALIST FOR THE GUELPH CHAMBER OF COMMERCE AWARD FOR EXCELLENCE</u></a>	SOCS NEWS
2018	<a href="#"><u>COMPUTER SCIENCE MEETS PUBLIC HEALTH: 2018 CPHAZ SYMPOSIUM</u></a>	CLIMATE CHANGE & GLOBAL HEALTH
2018	<a href="#"><u>CPHAZ SYMPOSIUM FOCUSES ON ONE HEALTH</u></a>	OVC NEWS
2018	<a href="#"><u>MEET OUR STUDENTS</u></a>	UNIVERSITY OF GUELPH
2018	<a href="#"><u>CS PROFESSOR WORKING TO IMPROVE LIFE IN THE CIRCUMPOLAR NORTH</u></a>	SOCS NEWS
2018	<a href="#"><u>A MESHNET WILL HELP THIS INUIT TOWN MONITOR THE EFFECTS OF CLIMATE CHANGE</u></a>	MOTHERBOARD · VICE
2017	<a href="#"><u>SCHOOL OF COMPUTER SCIENCE GRADUATE AWARDS ANNOUNCED</u></a>	SOCS NEWS
2017	<a href="#"><u>SUCCESS AT PITCH FOR PROGRESS</u></a>	SOCS NEWS
2015	<a href="#"><u>SMART COMPOST BIN PUTS A DOLLAR VALUE ON FOOD WASTE</u></a>	UOG NEWS
2015	<a href="#"><u>WINNING PROJECTS IN GUELPH'S ELEVATOR PROJECT SPAN ART, CULTURE, MUSIC AND FOOD</u></a>	GUELPH MERCURY
2015	<a href="#"><u>SCOTIABANK CELEBRATES EARTH DAY BY ANNOUNCING THE FINALISTS FOR THE 2015 SCOTIABANK ECOLIVING_</u></a>	TMX MONEY
2015	<a href="#"><u>CORUNNA RESIDENT PART OF TEAM TACKLING COMPOSTING</u></a>	SARNIA OBSERVER
2015	<a href="#"><u>SMART COMPOST BIN TRANSLATES FOOD WASTE INTO DOLLARS</u></a>	AGINNOVATIONS ONTARIO
2015	<a href="#"><u>STUDENTS CHALLENGED TO CUT FOOD WASTE</u></a>	GUELPH MERCURY
2014	<a href="#"><u>FOOD HACK 14</u></a>	SOCS NEWS
2009	<a href="#"><u>LEADER IN TRAINING: MORE THAN JUST LEADERSHIP</u></a>	YMCA ALUMNI NEWSLETTER