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Tides Canada CEO Compensation: from \$53,092 in 2007 to \$143,236 in 2008?

From: [VIVIAN KRAUSE <vivian.krause@me.com>](mailto:vivian.krause@me.com)
 To: [Ross McMillan <ross.mcmillan@tidescanada.org>](mailto:ross.mcmillan@tidescanada.org)
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 Date: 02 November 2010 12:14:00 PM
[Ross McMillan 2007 2008.jpg \(639.47 KB\)](#)

Mr. McMillan,

I have noticed that you took the time to post a [letter at your web-site](#), and to send letters to the [Financial Post](#) and the [Vancouver Sun](#) yet you have not responded to any of my [letters](#) about your campaign against Alberta oil, or more broadly, about the revenue, expenditures and activities of Tides Canada.

At the very least, please answer my question about your personal compensation in 2007 and 2008. According to U.S. tax returns, you were paid **\$53,092 in 2007 and \$143,236 in 2008** for the same number of hours per week: 37.5. (Excerpts shown below & attached).

My question is this: did you work the same number of weeks per year in 2007 and 2008? In short, is there an explanation for the difference in your apparent compensation in 2007 and 2008, other than that your salary nearly tripled over one year?

In your Canadian tax returns for 2009, Tides Canada Foundation reported that **only 12 percent** of your activity is environmental & wildlife protection while 88 percent of your activity is providing support and services to the charitable sector. Your reported revenue of **\$22 million in 2009** for Tides Canada Foundation & Tides Canada Initiatives Society. Considering these two points, it seems to me that you have considerable resources, and that you are setting a precedent in the charitable sector. As such, I believe that my questions are fair.

Sincerely,

Vivian Krause
 604.618.8110

Excerpts from U.S. tax returns obtained from [Guidestar](#):

Tides Canada Foundation Board of Directors - 2007

2007 Form 990 (Part V-A)

<u>Name</u>	<u>address</u>	<u>Position and hours</u>	<u>Compensation</u>
Alan Broadbent	69 Lynnewood Ave Toronto, ON M4V 1K5	Chair, 1 hr	0
Drummond Pike	312 Montford Avenue Mill Valley, CA 94941	Founding Chair, 1 hr	0
Joel Solomon	1014-289 Alexander St Vancouver, BC V6A 4H6	Vice-Chair, 1 hr	0
James Mornsey	38 Metropole Pvt, Ottawa, ON K1Z 1E9	Treasurer, 1 hr	0
Edwin Levy	601-1490 Pennyfarthing Lane Vancouver, BC V6J 4Z3	Director, 1 hr	0
Susan Gibson	686 6th Ave W Owen Sound, ON N4K 5E5	Director, 1 hr	0
Ross McGregor	85 Winchester St Toronto, ON M4X 1B1	Director, 1 hr	0
Susan Pigott	249 Rusholme Rd Toronto, ON M6H 2Y9	Director, 1 hr	0
Valerie Hussey	65 Wells Hill Ave Toronto, ON M5R 3A7	Director, 1 hr	0
Jodi White	32 Belvedere Cres Ottawa, ON K1M 2G4	Director, 1 hr	0
Margie Zeidler	283 Brunswick Ave Toronto, ON M5S 2M6	Director, 1 hr	0
Simon Jones	c/o Tides Canada Foundation 680 - 220 Cambie St. Vancouver BC V6B 2M9	Key employee, 37.5 hrs	103,715
Lesley Anderson	c/o Tides Canada Foundation	Key employee, 37.5 hrs	93,085

2007

680 - 220 Cambie St. Vancouver BC V6B 2M9

Timothy Draimin c/o Tides Canada Foundation
680 - 220 Cambie St. Vancouver BC V6B 2M9

Exec Director, 37.5 hrs

132,219

Ross McMillan c/o Tides Canada Foundation
680 - 220 Cambie St. Vancouver BC V6B 2M9

President, 37.5 hrs

53,092

Check this box if the organization did not compensate any officer, director, trustee, or key employee.

(A) Name and Title 2008	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
Alan Broadbent, Chair	1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					0	0	0
James Morrissey, Treasurer	1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					0	0	0
Valerie Hussey, Director	1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					0	0	0
Drummond Pike, Director	1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					0	0	0
Susan Gibson, Director	1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					0	0	0
Andrew Heintzman, Director	1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					0	0	0
Ed Levy, Director	1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					0	0	0
Ross McGregor, Director	1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					0	0	0
Susan Pigott, Director	1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					0	0	0
Jodi White, Director	1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					0	0	0
Margaret Zeidler, Director	1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					0	0	0
Ross McMillan, CEO	37.5				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		143,236	0	0
Alan Wong, CFO	37.5				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		94,077	0	0
Lesley Anderson, Director of Programs	37.5				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		72,865	0	0
Tim Draimin, past CEO	37.5				<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	202,406	0	0