



SUMMER NEWSLETTER

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PAYING IT FORWARD

Grateful for all Queen's gave him, Toby Thomas, Sc'85, is helping shape its future – and inspiring fellow alumni to do the same.

Giving back to Queen's is nothing new for Toby Thomas, Sc'85. From serving on the Board of Trustees and University Council to volunteering on the alumni association's board and organizing the Sc'85 reunion this fall, it's clear he cares deeply about what he calls a "fantastic institution."

And it's an institution that – like many universities – needs support, he adds. That's why he also continues to give back monetarily, including through a new donor-advised fund he recently set up through an investment firm.

But really, says Thomas, his generosity comes from a deeply personal place: "I arrived at Queen's without any real experience of life in North America, and it gave me the foundation for everything that followed."

Although he would go on to a successful career in business, when Thomas landed in Kingston from Sydney, Australia in the early 1980s to study chemical engineering, he didn't know a soul.

His brother and a friend had studied chemical engineering at Queen's years earlier and told him he wouldn't get a better education or have more fun.

"And they were right," says Thomas.

He quickly found community at Queen's, forming friendships with classmates who were "incredibly Canadian," he says – open, kind, generous, and eager to include him in everything from Thanksgiving dinners to social events.

"Queen's really was the main driving force behind why I've done all the things I've done. It changed my life," says Thomas. "I learned how to lead, how to connect and make things happen, to do really hard stuff, and also to not take myself too seriously."

Many of those lessons were reinforced during his time managing Clark Hall Pub in his fourth year – one of the best jobs he ever had, he says.

"It was a ton of fun, but as the bar manager you also have to deal with some pretty heady stuff as a 20-year-old, from directing a business and staff to trying to lead with grace and humility."

He carried those lessons with him to Frito-Lay in Dallas, Texas, where he worked as a new products process engineer, and then to Harvard, where he earned his MBA.

Thomas later moved on to Monitor Group in Cambridge, Massachusetts, where he rose to senior partner, leading growth strategy efforts for major global organizations.

More recently, he served as president and CEO of the Cleveland-based Kinetico Incorporated, a global leader in water purification and treatment systems. He still lives in the Cleveland area today.

It has been a rewarding career, says Thomas, one that wouldn't have been possible without the foundation that Queen's laid. "And that's why Queen's differentially gets my time and treasure."

His volunteer involvement began in 2007, when



Toby Thomas, Sc '85, with his partner Tristyn Patrick.

he joined University Council and the Board of Trustees, serving until 2013 and 2015, respectively.

Last year, he was named to the Queen's University Alumni Association's board, where he co-chairs the Giving Committee and is a member of a number of other committees. "I see my role on the board as helping strengthen the connection between alumni and Queen's – whether that's through volunteering, attending events, engaging with leadership, or giving back," he says.

This year, Thomas is also helping lead the Sc'85 reunion in the fall.

Financially, he has supported several funds over the years, including the Queen's Fund and Smith Engineering's Dean's Excellence Fund.

Recently, Thomas set up a donor-advised fund (DAF) through his own financial institution to continue that support. DAFs are flexible, tax-efficient charitable giving accounts that allow donors to contribute, receive an immediate tax benefit, and recommend gifts over time while supporting causes they care about.

"They're very good for people who have accumulated some real, physical wealth and want what they've designated to give to continue to appreciate in value and also get a significant tax deduction," says Thomas. "I definitely recommend looking into it."

But whether alumni choose to set up a DAF or not, Thomas says the important thing is to get engaged with Queen's. That might mean attending an event, mentoring a student, donating, or volunteering.

"It has been incredibly inspiring to get involved in the life of the university as an alum and pay back just a little of what I received," he says. "The university needs our help, and so my message is simple: just find a way to give back."

— Written by Jordan Whitehouse



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Toby on his graduation day with brother Mark, Sci' 77

U.S.-based alumni and relatives can make donations directly to the University under the Canada-United State Income Tax Convention. Matching gifts, gifts from other American citizens or residents, or gifts from corporations, foundations, trusts and IRA accounts should be directed to the U.S. Foundation for Queen's University at Kingston (Employer ID 52-1960422). Our U.S. Foundation is a 501(c)(3) tax-exempt organization recognized under the U.S. Internal Revenue Code.

Readers are cautioned to consult their own professional advisers to determine the applicability of information and opinions in "Legacy Lives Here" in any particular circumstances. The Queen's Gift Planning office produces a separate newsletter with charitable giving information specific to Canadian residents. If you wish to join this mailing list, please let us know by emailing gift.planning@queensu.ca.

Blending Your Gifts

If you would like to expand your support to Queen's University, consider "blending" your gifts. This allows you to make an impact now and over time during your lifetime and then continue your support in the future as part of your legacy. Some popular blended gift combinations are:

- ▶ Make a tax-free QCD today. Those 70½ and older can generally give up to \$108,000 in 2025 and gifts can count toward your required minimum distribution.
- ▶ Make QCDs over time to satisfy pledge payments or other commitments.
- ▶ Name Queen's as a beneficiary of your retirement plan. Retirement plan assets are some of the most heavily taxed if left to family members.
- ▶ Make a large gift to your donor advised fund to enjoy itemizing on your taxes next April (and possibly in future years) and advise a distribution to Queen's today and then consider directing remaining funds to us as a final gift.
- ▶ Name Queen's as a beneficiary of your DAF. Designating Queen's to receive a distribution from a terminating DAF is a wonderful way to make a "bequest" without affecting other estate plans.

Contact us for more information about these and other creative gift options.

Giving From Your Donor Advised Fund

In recent years, donor advised funds (DAFs) have been one of the fastest growing and popular ways to facilitate charitable gifts.

What is a DAF and how does it work?

- ▶ DAFs are a charitable entity, established and maintained by community foundations, financial institutions and some individual charitable organizations to encourage charitable giving.
- ▶ An individual donates cash, stock or other appropriate assets to a DAF when circumstances are most beneficial from a tax standpoint.
- ▶ The owner of the DAF then recommends (or advises) grants from the DAF to qualified charities.
- ▶ With recent tax and economic changes, many people no longer itemize their deductions. With a DAF, an individual can bunch several years of charitable gifts into a single year, allowing them to itemize in that year.

To make a gift from your DAF, simply contact your sponsoring organization to recommend a grant and give them the following information:

LEGAL NAME:

U.S. Foundation for Queen's University at Kingston

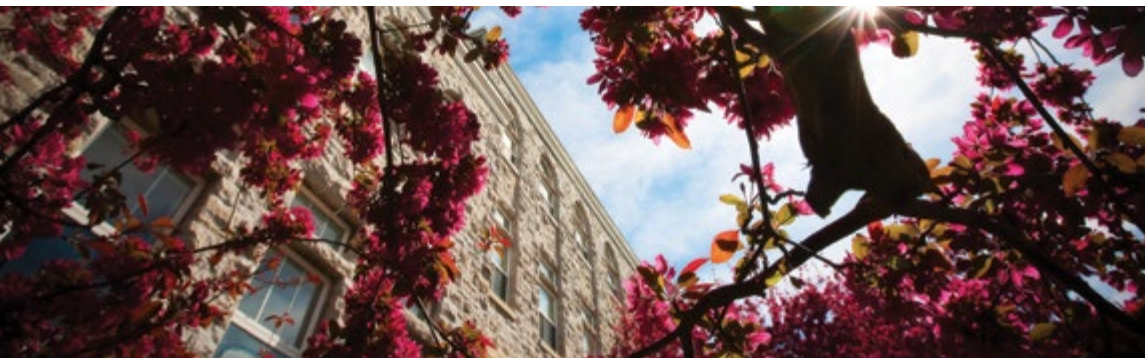
FEDERAL TAX I.D. #: 52-1960422

MAILING ADDRESS:

5614 Connecticut Ave NW, Box 13

Washington, DC 20015-2604

Thank you for your support. If we can provide more information about giving in this way, please contact us.



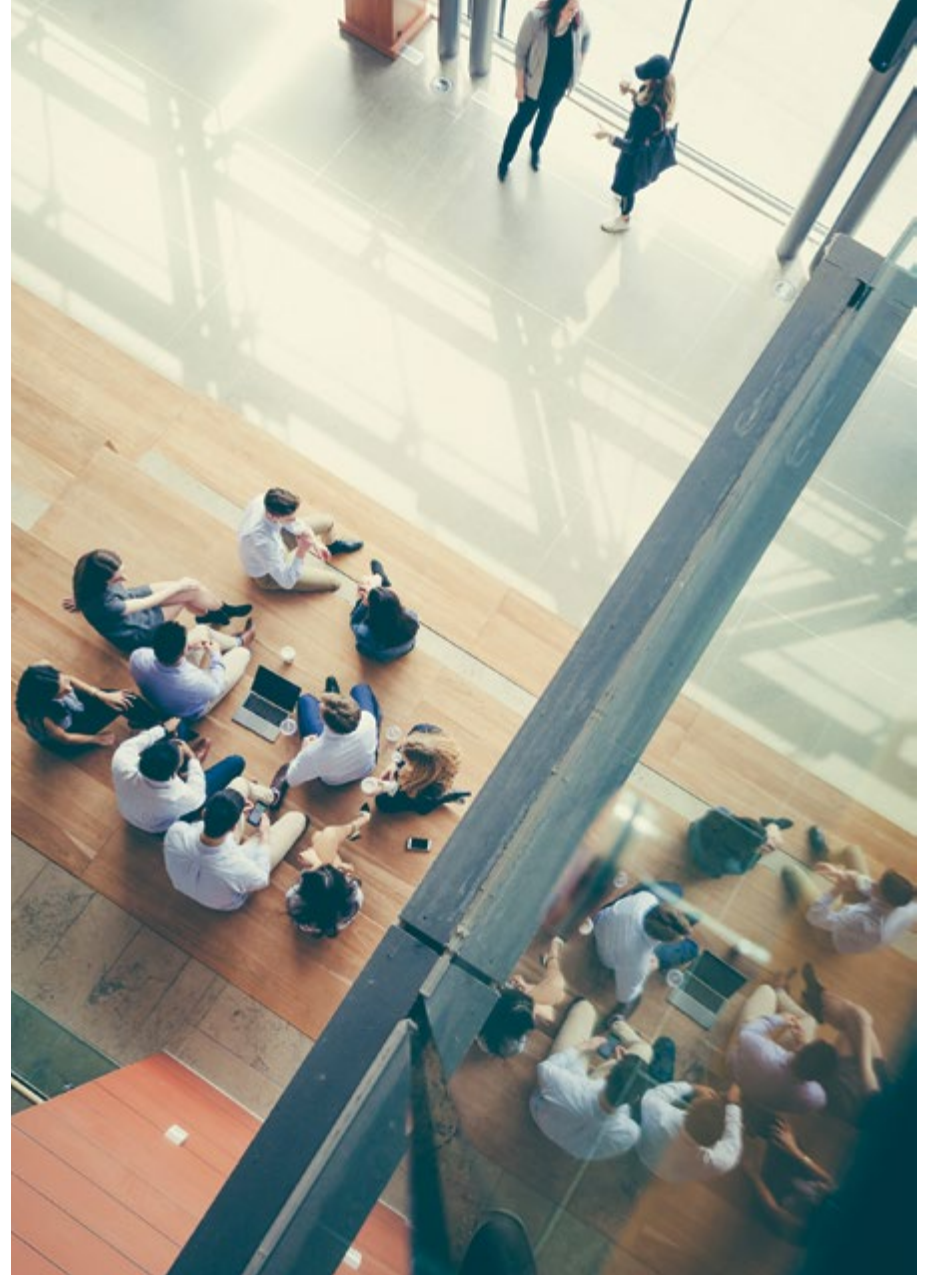
Should I Update My Plans This Year?

You may need to check that your plans are up to date so you can show support to your favorite charities in a sensible way. Take this quiz to see how your existing plans compare to your current financial situation.

1. I have a will or other legal arrangement for distributing my property. **TRUE OR FALSE?**
2. My employment status has not changed since last reviewing my affairs. **TRUE OR FALSE?**
3. My marital status has not changed since my last review. **TRUE OR FALSE?**
4. No significant increases or decreases in wealth have occurred since my last review. **TRUE OR FALSE?**
5. Children or grandchildren have not been born since my plans were last reviewed. **TRUE OR FALSE?**
6. My friends and charitable interests are remembered as I wish in my plans. **TRUE OR FALSE?**

This quiz is easy to score; all true answers indicate your plans are likely up to date. If you answered false to any question, you may wish to discuss that issue with your professional advisor.

We will be happy to answer any questions you may have about the benefits of including charitable gifts to Queen's University as part of your plans.



If you would like more information on how to create your own meaningful legacy at Queen's, please complete and return the enclosed response card. You can also contact us at gift.planning@queensu.ca or by calling 1-800-267-7837.