

AUTUMN 2005

Incoming chair, Keith MacDonald (right) chats with CESO volunteer Nestor Chabursky at the CESO 2005 Annual General Meeting (AGM). See more about CESO's new and outgoing chairs on page 4.



CESO's outgoing chair, Ginette Gagné-Koch, gave a heartfelt address at CESO's 2005 AGM. The keynote speech was delivered by Lilian Chatterjee, CIDA's Director General Agency Services & Canadian Relations. To read the text of their remarks, please see "CESO 2005 AGM Highlights" at www.ceso-saco.com/agm05_highlights.htm.

SkeetSafe set for bigger bite of the bug market

CESO client Maurey Bédard is a Métis artist, an entrepreneur and a fifth generation nephew of Louis Riel.

Known locally as the Inukshuk Man, the Kenora and Winnipeg resident creates Inukshuks (inook-shooks), an Inuit word that literally translated means "Stone man that points the way." These pieces of art are welcome reminders of man's responsibilities to his fellow travellers, his land, and the creatures he lives with. Each of Maurey's figures is unique, and can be anywhere from four inches to adult human size.

A few years ago, Maurey was selling Inukshuks to a customer when concerns surrounding West Nile Virus, mosquitoes and other biting insects came up during their

conversation.

Maurey saw an opportunity and after many months of research and development, he began producing a towelette saturated with DEET (N, N-diethyl-m-toluamide) insect repellent. He called his product *SkeetSafe*.

"SkeetSafe is environmentally-friendly," says Maurey. "It deters, but doesn't kill insects, and has no impact on the ozone."

Late last year, Maurey sold approximately 600,000 towelettes a year, but feared for his business' future unless he could break into the U.S. market. He asked CESO Aboriginal Services' Winnipeg office to assist with the development of a marketing

Philippines and Canada

By VA John Blanchard

The Philippine Islands archipelago is made up of 7,107 islands, between the South China Sea, Philippine Sea, Sulu Sea, Celebes Sea and Luzon Strait. Its population in 2005 is estimated at 88 million.

A Spanish colony in the 16th century; ceded to the U.S. in 1898 following the Spanish-American War; a self-governing commonwealth with a 10-year plan for independence in 1935; the country attained its independence on July 4, 1946.

Canada's presence in the Philippines includes over 100 employees at the embassy in Manila and a consulate in Cebu to look after Canadian interests in the Visayas region.

CIDA began work in the Philippines in the mid-1970s

Continued on page 5

Continued on page 8

Yulian comes to Toronto

By VA Jerry Good

In early 2004, while on a CESO assignment at Radio TEMPO in Rousse, Bulgaria, I met Yulian (pronounced Julian) Arnaudov, Music Director and Production Manager. At 21 Julian had already been associated with the station for seven years! He was bright, hard-working, effervescent and entirely self-taught... and he spoke good English.

Aside from two short trips Julian had never been away from home or on a plane. We decided to invite him to Toronto's Canadian Music Week (CMW), an international meeting place for the music industry. Michaela Encheva, CESO's then representative in Bulgaria, suggested we find funding for Julian's visit through the Association of Universities and Colleges of Canada (AUCC). The application was approved through their Partnerships for Tomorrow Program, Phase II, and Neill Dixon the President of CMW donated Julian's registration fee.

So, Julian flew to Toronto and was an active participant at CMW. He and I studied Toronto radio and visited over a dozen stations where Julian met with very senior executives. We spent a day at the School of Radio-TV Arts at Ryerson University, where I used to teach, and Julian presented a talk on Bulgarian radio. Also, he made his North American "on-air" debut on SPIRIT, the student Internet station. Only 21, what a future he has in store! ■

My assignment in Kuler, China

VA goes to China to help improve a dairy farm's management & feeding technology

By VA Walter D. Gumprich

It is not to be found on most maps, but Kuler is a Chinese village of 500,000 in the west centre of Xinjiang Province, China.

The area is arid with less than 20cm (8 inches) of rain per year. However, the snow on the nearby mountains melts rather suddenly in March or April. The water is stored in the large mountain lake. The numerous concrete dikes are witness to this water being carefully guided and used as the city's water supply. It is also used for the irrigation systems to make this a vegetable and fruit growing centre. As well, the area is self sufficient in milk production.

CESO's client, a state-owned dairy operation with a two-year old herd of 1,000 dairy cows, requested the assistance of a CESO Volunteer Adviser to provide

recommendations to improve feeding, and advise on disease prevention. Also, as the average temperature in the area ranges from a high of 38°C to a low of -15°C, the client was keen to learn some of the Saskatchewan methods of handling the cold. I was kept quite busy documenting problems, explaining, translating and answering questions for my hosts.

The manager of the dairy farm was a Ms Miow. My interpreter was Mr. Chen, an English teacher and Ms Miow's husband. We spent a couple of very productive days while on assignment on the farm. I made recommendations to reduce the cost of milk production, increase nutrition, and improve management practices. The client stated, "The VA brought us many fresh views and ideas and we believe that in the future the dairy farm will improve." ■



Left to right: Bob Dickson, CESO VP National Services; Paul Tyrrell, CEO of Australia's Indigenous Community Volunteers (ICV); and Gordon Cummings, CESO President & CEO. Mr. Tyrrell visited CESO's Operations Centre in July. He also visited CESO's Regional Offices and various Aboriginal communities in BC, Alberta and Manitoba. ICV is the only Australian national NGO providing volunteer skill transfer services to its Indigenous communities and organizations.

Aboriginal artist says thanks for CESO guidance

In September 2004, Mr. André Michel from the "Maison des cultures amérindiennes" offered me an opportunity to exhibit my work in his beautiful room located in a sugar bush at the foot of Mount St-Hilaire. As a new artist it was quite an opportunity. Our plan was to organize an opening on February 26, and to continue the exhibition through to April 10, 2005.

Artists often ask themselves, "how can we find money to buy materials, cover transport fees, etc?" After weeks of my unsuccessful attempts to find funds, I remembered someone I met a few months ago, Feyzah A. Wagner from CESO.

Feyzah was very enthusiastic when I told her about my exhibition project called "SAMEC ET LE SORCIER". She helped me to get the assistance of Mr. Martial Dansereau, a CESO Volunteer Adviser.

From that moment, Martial guided me through the grant and sponsorship process. He suggested that I send letters to attract sponsors instead of making grant applications. He took time to make a list of organizations and helped me draft a letter to promote my project. Then, I followed through with phone calls.

After several weeks, I got the help of two different financing sources. I was surprised to receive positive answers to my requests for funding, and moreover to quickly receive the funds that I desperately needed to finish my work.

Meanwhile, Feyzah suggested that I receive the help of a

second VA, Mrs. Suzanne Bourdon, a communications specialist. Suzanne helped me develop an impressive communication plan! She helped with a press release and organized a photo opportunity. She compiled many lists to communicate with the

Feyzah A. Wagner, Martial Dansereau and Suzanne Bourdon!

In conclusion, I want to mention that I have just been selected as a member of an advisory committee of eight artists charged with the responsibility



Pictured are André Michel from the "Maison des cultures amérindiennes" and Samec Germain at the Samec et le Sorcier exhibition.

appropriate media before and during the exhibition.

I still work with Suzanne to find cultural centres willing to welcome my exhibition and the work of other Aboriginal artists. Mr. Michel was kind enough to add one of my pieces to his permanent collection.

This experience is an example of personal and professional success that I owe entirely to CESO.

Creative illustration is lonely work and one does not get a lot of credit. It is the same for volunteer work. This is why I am very happy to have the opportunity to publicly thank

of assessing and making recommendations on the projects that have been presented to Canadian Heritage on the Gateway Funds 2005 Program. This contract is temporary, but it will allow me to pursue my work while waiting for answers to my grant applications, which will fund the second stage of my project.

The fruit doesn't fall far from the tree..., I know now that I can be useful and take part in the project development of Aboriginal artists. ■

*Samec Germain
Visual Artist & autonomous
learner of the INNU Nation*

CESO News and updates

Keith MacDonald of Sidney, BC, has been elected Chair of CESO's Board of Directors. Mr. MacDonald is the retired National Manager for Aboriginal Banking, the Royal Bank of Canada. He joined the bank in 1971 after receiving a Bachelor of Commerce Degree from the University of British Columbia. He has held various management positions in Corporate and Government Banking and positions in District Headquarters. He joined CESO's Board in 2002 and became a Volunteer Adviser (VA) in early 2005.

Mr. MacDonald succeeds **Dr. Ginette Gagné-Koch** who continues as Past Chair. A graduate of the University of Montreal and a medical doctor, Dr. Gagné-Koch joined the CESO board in 1997. An active VA since 2001, she has completed three international assignments. Past-President of the South-East Health Care Corporation of Moncton, NB, she is currently President of GKI Inc. and Honorary Consul of the Republic of Slovenia for Canada's Atlantic Region.

Newly-elected Board members are **France Poulin** of Montreal, Quebec, and **Helen K. Klengenber**g of Iqaluit, Nunavut.

Ms Poulin is the Director of Government Relations for Bell Canada, responsible for the development and maintenance of Bell's business relationships with all levels of government and key stakeholders in Quebec. She is the President, 2005-2006 Board, of the International Association of Business Communicators, Montreal Chapter.

Born and raised in Nunavut, Ms Klengenber was the first Inuk to earn a MBA. She is the President and CEO of Akhaliak Consulting Ltd., a business with Inuit majority

ownership, providing various services to small businesses, organizations and individuals in Nunavut. These services include: finance and accounting, establishing business and marketing plans, strategic and operational planning, policy development and advice. ■

Arrivals

Bob Dickson, having been a CESO Board member for nine years, stepped down from the Board to successfully compete for his new position of VP, National Services.

Bob joined the Board in 1996 and was appointed Chair in 2001. Until recently, Bob was General Manager of Niigon Technologies, a world-class plastic injection molding manufacturing facility at Moose Deer Point, ON, which is a joint effort of the Moose Deer Point community, Husky Injection Molding Systems and the Shad Foundation of Bolton, ON. He is a member of Lac Seul First Nation and a graduate of Wilfrid Laurier University.

Sheryl McEwen, our new Manager of Operations, National Services, started at CESO on August 25, 2005. Sheryl comes to us from the YMCA of Greater Toronto where she was the Director, National Programs. She has worked for the YMCA in various capacities since 2000. Sheryl, who earned her honours BA in Sociology from the University of Western Ontario, is fully fluent in English and French.

Gordon Breedyk joined CESO on July 25, 2006 as the Nunavut Project Manager in our Ottawa office. He works regular hours from Tuesday to Thursday. Gord was a CUSO volunteer in Ghana for two years, worked for over 12 years in several federal government departments, was a consultant in Canada and internationally for 12 years, and owned and managed a travel agency. His consulting assignments were with a variety of Canadian

federal government departments (most recently CIDA), and the United Nations Development Program. Gordon is also a CESO VA.

Patrick Lohier joined CESO as Public Engagement (PE) Officer on August 3, working three days a week and reporting to the VP, International Services. Patrick has a wealth of experience as a writer, editor, and developer of web-based distance training. He recently collaborated with CESO to produce the 2004-05 Annual Report. Responsible for the implementation of CESO's PE Plan to build awareness and knowledge about international development and the role of volunteers in international cooperation, Patrick will collaborate with eight other CIDA-funded volunteer agencies and the staff at the CIDA Public Engagement Program to plan and implement the Joint Public Engagement Initiative.

Anna Heychuk is the new Administrative Assistant to the VP, International Services. Formerly an in-house volunteer, she will continue to provide one day a week of support to the European program and Roster Services. Anna has a Bachelor of Commerce from the European University of Finance, Information Technology, Management and Business in Kiev. She has worked with various NGOs and speaks English, Russian and Ukrainian.

Charlene Nolan is the new Administrative Assistant for the Ontario Region. An Ojibway who has lived in Toronto for most of her life, Charlene is a Marten Clan member from Garden River First Nation. Most recently, she worked at a community college as Administrative Assistant to the VP of Academic Excellence and Student Success, and at the Chiefs of Ontario as Executive Assistant. Thanks to her involvement with the Native community of

Toronto, she is familiar with most of the Aboriginal organizations in the GTA. ■

Departures

Adele Dobkowski, former VP, Development & Communications has left CESO. Although deeply committed to CESO, Adele decided to return full time to her consulting practice, *Philanthropy Solutions*. She will work on some ongoing CESO projects, and provide advice on the best structure for the combined development and communications portfolio.

Allison Deer, until recently the Director National Services, left CESO when her position was declared surplus after Bob Dickson joined as VP, National Services.

Diego "Toots" Linan's contract as Country Representative for the Philippines was terminated in July 2005. The search for his replacement has commenced and it is hoped the position will be filled by October. ■

Other News

Clayton Scott was a CESO VA for some 14 years until he retired a year and a half ago. This August 21st he reached his 90th birthday and along with the greetings from some parliamentarians and the Governor General, we at CESO add to his list of well wishers.

Debra Racicot, Office Manager in the Alberta Region, married her long-time partner on July 2, 2005 and is now Debra Duguay. Best wishes.

MAS (Management Advisory Service) has moved to CESO's Toronto office. Welcome! Founded in 1993 by CESO VA Don Taylor, MAS's missions is: "Experienced Volunteer Consultants helping not-for-profit agencies in Toronto achieve their goals." For more information call 416-963-5792 or visit www.masadvise.ca. ■

SkeetSafe

Continued from page 1

plan and to help him get approval for his product from the U.S. Environmental Protection Agency (EPA).

"This is a great product and it is right for the times," says retired Winnipeg car dealer Monty Flom, the CESO VA who was assigned to help. Monty trained three employees; helped develop a marketing plan; recommended changes in agreements with brokers; and assisted in developing a cost analysis, budget, forecasts and detailed operating expenses. He helped obtain funding to allow the company to pursue the all-important, hoped for, EPA approval.

The SkeetSafe staff now understand what they need to know to calculate their operating cost versus their selling price to determine profitability.

Maurey says CESO's assistance went "beyond our expectations. Our corporation has direction and we are more organized."

As a result, he aims to take a bigger bite out of the insect repellent market with a sales target of three million towelettes. ■

In Memoriam

Our condolences go to the families of the following CESO volunteers who recently passed away:

- Jacques Francoeur** of Westmount, QC
- Gordon Gill** of Regina, SK
- Elmer Hynes** of Ottawa, ON
- Robert Moodie** of Kanata, ON

Their friends and associates will miss them. ■

31 years on roster, Bill Rounding dies at 96

A Volunteer Adviser (VA) for almost as long as CESO has existed, Willis (Bill) Nolan Rounding died in Deep River, Ontario, on May 31, 2005.

Bill became a VA in 1974 and was still on the roster as a civil engineer until March of this year when he removed himself due to ill health. He completed more than 150 assignments with Aboriginal communities from one side of this country to the other.

"Bill's last CESO assignment was two years ago at the age of 94," said Roster Manager Nicole Gold. "He was a truly remarkable man and the deepest sympathies of all his friends at CESO go to his wife and family."

Born in the southwestern Ontario community of Bowling Green, Bill moved to Deep River, Ontario, in 1947, which, as a townsite, was then in its infancy. He sat on the town council for 13 years. When he retired from politics, the council of the day bestowed upon him the honorary title of Councillor Emeritus.

Former Mayor John Murphy recalled recently, "Bill was a remarkable man who lived a remarkable life. He was a gentleman in the truest sense

of the word."

Bill's perspective ranged far beyond the borders of Deep River. As a CESO VA, he spent many years in Canada's north, helping people in native communities to develop their own businesses.

In 2001, Bill was honoured with the Governor-General's Caring Canadian Award for his dedicated community work for Deep River, the Algonquins of Golden Lake First Nation and the community at large through his volunteer work with CESO.

Mary de Bellefeuille-Percy, director of the Honours Office of the Governor General, made the presentation in front of 75 family, friends and guests at a Builder's Day ceremony outside Deep River town hall. ■



Bill Rounding proudly received the Governor-General's Caring Canadian Award for his dedicated community work.

New Design of FOCUS

CESO acknowledges the contribution of VA Tim Robertson RGD, who has given both FOCUS and the 2005 Annual Report a new look.

Tim can be reached at: BCG
416-598-0582 x25
tim@timrobertson.ca ■

VA Forum

We want your feedback and will publish a selection of your comments in each edition of FOCUS.

We welcome letters to the editor, first-person CESO assignment accounts, assignment pictures, travel tips, reports from CESO Clubs, etc.

Also, we welcome your ideas on how we might make the best use of the VA Forum page. Please e-mail your submissions to Josie Marchese at jmarchese@ceso-saco.com. ■

Update your volunteer file information

- Do you have a new e-mail address or a change in your personal information?
- Do you want to add to your skills classifications?

Roster Assistant Crengutza Viscun keeps your personal information up-to-date. Please e-mail any changes to Crengutza Viscun at cviscun@ceso-saco.com. ■

Spread the word - pass your FOCUS on to a friend

CESO Clubs Update

Vancouver Island
Bill Feyrer
250-595-1905
bill.feyrer@shaw.ca
Co-chairs: Bill Feyrer and Adrienne Kemble

Surrey/White Rock
Dean Struble
604-536-6983
strubled@shaw.ca
The Club meets at the White Rock Library, from 10:00 AM to 12:00 PM.

Vancouver & North Shore
Priidu Juurand, Co-Chair
604-872-6001
priiduj@shaw.ca
The club meets on the second Tuesday of the month at 10:00 am in the Peters Room at the West Vancouver Library.

Southern Alberta
Eldon Loucks
403-256-6838
tomelinv@shaw.ca
Meetings are held the first Monday of each second month from October to June from 11:30AM-2:00PM at Fort Calgary, 750-9th Ave. S.E., Calgary. Our next luncheon will be held in early October.
Executive for 2005/06: Eldon Loucks, President; Ken Brightman, Vice-President; Jack Stevenson, Secretary/Treasurer; Bill Gillespie, Past President; and directors Henry Murzyn, Mike Edwards, Susan McLure and Francine Beland; Bertha Davis, Office Coordinator, ex-officio; Alternate member Dipankar Mukherjee.

North Alberta
Des Fernando

780-478-2270
d.fernando@ieee.org
For meeting information contact: the Edmonton CESO Office, phone 780-763-6372.

Saskatoon
John Chernoff
306-343-8701
jlchern@sasktel.net

Winnipeg
Ann Portman
204-753-8203
portmana@granite.mb.ca

Ottawa
Len Nylund, Co-chair
613-829-8602
lnylund@istar.ca
Ottawa Office:
323 Chapel St., 2nd floor, Ottawa, ON, K1N 7Z2, 613-236-7763, ext 306.
The Club meets monthly for a luncheon at the RA Centre, 2451 Riverside Drive. Seats should be reserved at least one week ahead by calling the CESO Ottawa Office. Meeting dates for autumn 2005 are (Tuesdays) October 4, November 1, December 6.

Niagara
William (Bill) Miles
905-468-9256
wmiles@niagara.com
The next meeting of the club will be in September. Exact date and place to be announced.
The CESO Niagara Club met on June 23rd, with 28 people in attendance. For more information, please visit the CESO Web site at www.ceso-saco.com/cclubs.htm.

Sherbrooke
Jacques Latulippe
819-569-9761 ext 246

tamtamlatulippe@hotmail.com
Office: SACO-Estrie, 891 Bowen Sud, Sherbrooke, QC, J1G 2G3, Telephone: 819-569-9761, ext 246, Fax: 819-566-0005
The office is open on Thursdays from 1:00-5:00PM. The meeting schedule has been changed to better suit our members and potential members. Instead of having a monthly luncheon, we'll have a get together from 4:00-6:00PM every third Thursday of the month. Please contact Jacques Latulippe for details.

Montreal
Vivianne Coudé
514-875-7226
vivianneconde@videotron.ca
The new board for 2005-2006 is:
President: Normand Chevrier; Vice President : Herbert Cohen, Roger Ghys; Treasurer: Pierre Jones; Secretary: Réal Montcalm; Membres at large: Jules Bélanger, Maurice Dufort, Roger Laplante, Vincent Clark; Ex-officio member: Vivianne Coudé

Quebec Est
Benoît Bisailon
418-687-4006
benoit.bisailon@sympatico.ca
The Quebec Est CESO Club address is: Édifice Centraide, 3100 Ave. Bourg Royal, bureau 101, Beauport, Québec, G1S 5S7
The office is staffed on Mondays, Wednesdays and Thursdays.

VA receives the Richelieu International Award

VA Agathe Gagné-Collard from Ste-Foy, Quebec, was presented the Richelieu International Award for the francophone community at a ceremony in Ottawa on March 21, 2005. His Excellency Daniel Jouanneau, French Ambassador to Canada, was on hand to pay tribute to the five 2005 honorees.

Recipients of the award must have worked for at least five years in the francophone community at the provincial, national, or international level, and should have initiated or developed projects that meet Richelieu International's social, cultural and humanitarian objectives.

Ms Gagné-Collard is president of the Quebec Est CESO Club and an in-house VA. On the CESO roster since 1999, she has completed five overseas assignments in Senegal and Cameroon.

On June 4, Ms Gagné-Collard was elected to the Board of *Help the Aged Canada*, a Canadian NGO in charge of developing projects with French Canadians. ■



Pictured left to right: Jean-Luc Malherbe, President of Richelieu International; Agathe Gagné-Collard, CESO VA and award recipient; and His Excellency Daniel Jouanneau, French Ambassador to Canada.

CESO and SMEs of Senegal

By Apollinaire Ihaza

The National Union of Building and Public Works is a Senegalese association with more than 200 business members, the majority of which are small and medium enterprises (SME). Just as in most developing countries, SMEs in Senegal have to develop and diversify their markets to take advantage of the global economy's economic liberalization and growth. It is necessary to ensure that these SMEs are aware of the same economic mechanisms used by businesses in industrialized nations.

In partnership with CESO and with the support of VA Jean-Guy Godbout, the National Union of Building and Public Works decided, in 2004, to implement a project, the main objective of which was to provide access to traditional funding for SMEs, which would be done gradually and over the longer term taking into account the local banks' eligibility criteria. The project includes the following three phases: i) identification of all the needs of the Senegalese SME stakeholders; ii) preparation of the pilot phase; and iii) implementation of the pilot activity.

The first phase took place in November 2004 and the following items were identified: a) the preliminary needs for the advancement of the SMEs; b) the conditions that could encourage the financial

institutions to adapt their operations to the SME sector; and c) the Senegalese financial sector's missing components necessary for global and sustainable funding of SMEs (i.e. SME risk capital, credit bureau services and directory of supporting organizations within the SME sector).

In March 2005, the second phase of the project was completed and the following were approved: i) the 12 SME members of the National Union of Building and Public Works that will take part in the pilot activity; ii) the three local banks involved in the project; iii) a number of supporting organizations that can provide real support to SMEs; and iv) a number of service bureaus that could support the advancement of the SMEs.

The advancement needs of the various participants involved in the pilot activity have also been set. Another assignment was conducted to develop the feasibility study for the creation of a risk capital of 5 million Euro for SME development in Senegal. This project, to begin in September 2005, is supported by financial institutions, the Senegalese government and the Canadian Co-operation.

The pilot phase is scheduled to take place between October 2005 and March 2006, upon completion, we expect that the majority of the 12 SMEs would be eligible for traditional and sustainable funding. Most of the participants intend to ask CESO for help. ■

Philippines and Canada

Continued from page 1

supporting agricultural co-operatives and NGOs. Since then, Canada has provided over CAD \$500 million in assistance. Its current annual level is about CAD \$25 million, focusing on responsible governance and small and medium enterprise development, particularly in Mindanao, one of the poorest regions of the country.

CESO completed its first Philippines assignment in November 1980, and since then has been a regular partner for CIDA in implementing Canada's international development policy.

Since the inception of the joint CIDA/CESO Business Advisory Project (BAP) in April, 1999, activity in the Philippines has been gaining momentum. In the

15 months prior to June 2005, CESO VAs completed more than 100 assignments, many under our bilateral agreement and a significant number using the new "cluster" approach.

One of the challenges in serving a client base comprised primarily of many small enterprises, organizations or government units, is to find the critical mass to merit the presence of a VA in terms of potential results and cost-effectiveness. The answer is to deal with "clusters" of clients connected by either association, industry, product, process or geography.

This has proven to be so productive that 60% of the clients served in the past 15 months have been members of a "cluster." The clusters have ranged from the smallest consisting of two clients with export ambitions, to the largest

made up of 22 municipal governments or agencies who wished to improve their economic development initiatives.

Between those two extremes were clusters of ceramics manufacturers, bakers and confectioners, fishpond operators, and women's co-operatives. Their needs included: production systems; inventory, costing, pricing and controls; baking quality and techniques; standardized garment manufacturing and quality control; the stable development of aqua-culture; and enhanced ubi (purple yam) and organic food production.

CESO is delighted that this approach is letting our VAs provide help where it is really needed, at the grass roots level, and that we are contributing significantly to Canada's Philippines objectives. ■

Yes, I want to support CESO

NAME

ADDRESS, CITY, PROVINCE AND POSTAL CODE

PHONE (BUSINESS/RESIDENCE)

E-MAIL ADDRESS

I am donating by: Cheque MasterCard VISA
Please send information about: Planned Giving VA Fund

CREDIT CARD NO.

EXPIRY DATE (MM/YY)

NAME ON CREDIT CARD

SIGNATURE

Thank you for helping CESO make a world of difference.

Mail: CESO, 700 Bay Street, Suite 700, Box 328
 Toronto, ON, M5G 1Z5

Fax: 416-961-1096

On-line: www.ceso-saco.com/donate.htm

Cheques payable to CESO.
Charitable Registration #:
 11883 0850 RR 0001

FOCUS is the quarterly newsletter of CESO | SACO (Canadian Executive Service Organization)

Editors

Cameron Bourne, Acting Director, Development & Communications
 Josie Marchese, Communications Co-ordinator/Webmaster

CONTRIBUTORS

John Blanchard
 Agathe Gagné-Collard
 Nadine Gaudreau
 Samec Germain
 John L. Gibson
 Jerry Good
 Walter D. Gumprich
 Apollinaire Ihaza
 Josie Marchese

For submissions or inquiries:
Josie Marchese
 700 Bay Street, Suite 700, Box 328, Toronto, ON, M5G 1Z6
 Fax: 416-961-1096
jmarchese@ceso-saco.com
www.ceso-saco.com



CESO gratefully acknowledges CIDA and INAC for their support of our work at home and abroad.