



CESO VA Dr. Khalil Al-Mughrabi identifies early blight disease to SPPC field staff.

## New techniques no small potatoes

The Shandan Potato Propagation Centre (SPPC) in Shandan, Gansu, China, used tissue culture to propagate three potato varieties (Atlantic, Shepody, and local). Unfortunately, too often, the derived plantlets were weak and contaminated with diseases caused by fungi, bacteria and viruses.

The SPPC's practice was to transfer the plantlets to a greenhouse to hydroponically produce minitubers. These non-secured greenhouses allowed insects to enter, bringing with them diseases.

CESO VA Dr. Khalil Al-Mughrabi of Florenceville, New Brunswick, was assigned to help solve this dilemma and help meet the central government's production targets.

Khalil, a potato development pathologist with the New Brunswick Department of Agriculture, Fisheries and Aquaculture, who joined CESO's roster of volunteers in 2004, got right to work on his first assignment. He conducted lectures,

hands-on demonstrations, and field trips to local farms. Using these teaching methods, along with visual aids, Khalil was able to familiarize the staff at SPPC with the Canadian approach to disease-free potato propagation and production practices, including the need for sterile tools and the determination of the most suitable culture medium.

Drawing heavily on the experience of the New Brunswick Potato Development Centre, Khalil shared information on programs and systems for the diagnosis, treatment, and prevention of disease. By the time he left China, Khalil had trained 6 men and 17 women in the important techniques leading to disease-free and more abundant crops.

It wasn't all work, Khalil was honoured with an invitation to a supper hosted by Mr. Zhang Baojun, the Deputy Director of Gansu Provincial Bureau for Foreign Expert Affairs.

All in all, a good first assignment.

## Labrador Métis expand horizons

The Labrador Métis Nation (LMN) leadership of the 6,500 Métis people who call Labrador home, has been working on a five-year plan that includes a strategy for tourism, a new cultural centre, and value-added processing of forestry products. CESO Aboriginal Services whole-heartedly supported the LMN in their quest for economic development.

"When you're funded by government, it's very, very difficult to carve out a significant amount of money for a consultant to do this kind of thing," said John Fleet, general manager of the Métis Development Corporation, the economic development arm of the LMN. "CESO was a real saviour."

Mr. Fleet worked with CESO VA Renaud Levesque in exploring possible tourism opportunities. Renaud has years of experience in the tourism industry in Quebec, in other parts of Canada, and internationally.

He set up a number of community meetings throughout the territory and created a proposal for tourism development for the southeast coast of Labrador. He also developed a discussion paper about the creation of an interpretative centre.

A CESO VA also helped to identify opportunities for development of secondary and value-added forestry products.

Currently, about 90% of the wood cut in Labrador isn't processed there, but shipped by barge to Newfoundland, explained Greg Mitchell, LMN forestry planner. Protests resulted in a forest management agreement between the Métis and the province which supported the development of secondary and value-added products in Labrador.

Mr. Mitchell worked with Fred McNutt, a CESO volunteer with more than a quarter-century experience in the forestry business.

Thanks to the work done by Fred, coupled with other LMN initiatives, the provincial government has now committed funding for a study of the potential for secondary manufacturing and value-added wood products development in Labrador.

CESO was able to help the LMN, thanks to the funding provided through the Royal Bank Métis Development Fund and its Métis Foundation.

# Pilot project for Aboriginal youth entrepreneurs

The ABC-CESO (Aboriginal Business Canada-Canadian Executive Service Organization) Mentoring Pilot Project allows young Aboriginal entrepreneurs to be matched with mentors who will provide business advice over a two-year period.

## BENEFITS OF THE PROJECT

Young entrepreneurs have better chances of succeeding if they receive mentoring at the early stages of business development. With this pilot, ABC and CESO are seeking to maximize the success of young Aboriginal entrepreneurs by providing 60 ABC clients with direct access to experienced mentors.

## ELIGIBILITY

Aboriginal entrepreneurs aged 18 to 35, who:

- reside in British Columbia, Saskatchewan, Manitoba or Southwestern Ontario;
- hold an approved Letter of Offer for financial support from ABC; and
- have been selected by ABC to participate in the pilot project.

## THE PROCESS

- ABC will identify a total of 60 youth clients (15 from each participating province).
- A CESO Lead Volunteer Adviser in each of the four regions will match a CESO volunteer to mentor the client. The client will receive personalized mentoring services.
- The CESO volunteer mentor must make a two-year commitment and spend an average of five days per year with the client. The recruited mentor will also be responsible for calling upon other CESO volunteers with needed skills to help the client.
- Both client and mentor will undergo a mentorship management training program called Entre Nous, an online process developed by the Canadian Youth Business Foundation (CYBF).

## RESULTS ASSESSMENT

In addition to ongoing monitoring of the mentoring relationships and the entrepreneurs' progress, a formal evaluation of the project will be conducted involving the 60 entrepreneurs and their CESO mentors, as well as a control group of entrepreneurs that did not participate in the pilot project.

## ABORIGINAL BUSINESS CANADA

Since 1989, Industry Canada's ABC program has been supporting the establishment and growth of thousands of Aboriginal businesses by providing financial support in the form of equity contributions. Youth entrepreneurship development is a key priority for ABC. With this new Mentoring Pilot Project, ABC is seeking to maximize the success of its youth clients. For more information, visit [www.abc-eac.ic.gc.ca](http://www.abc-eac.ic.gc.ca) or call 613-954-4064.

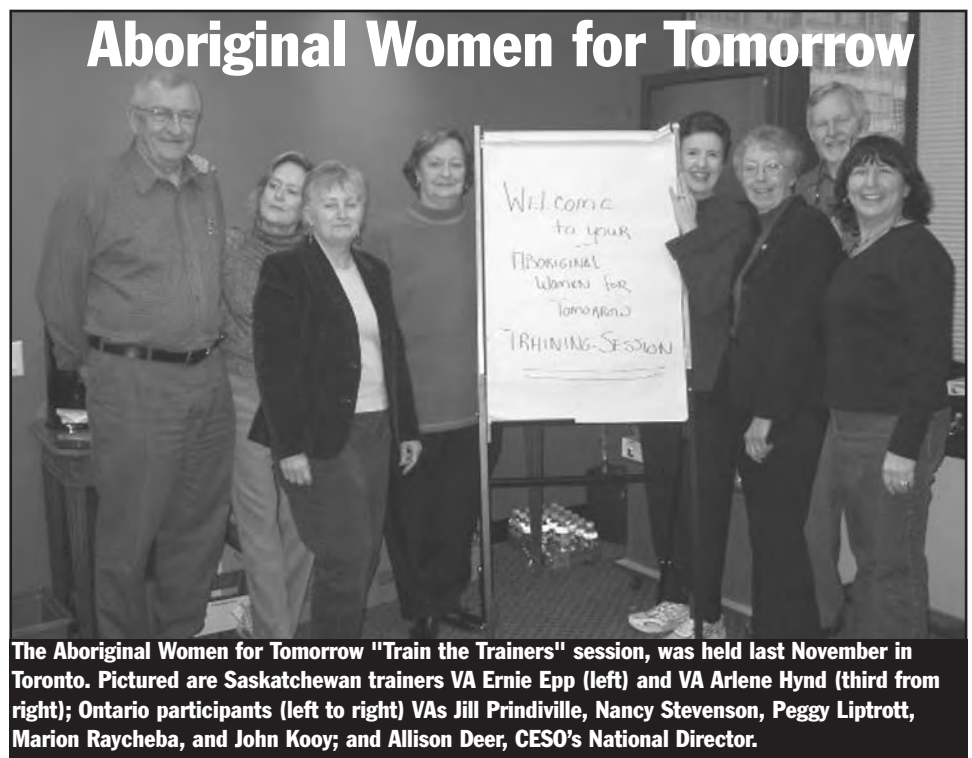
# CESO and NS college train officers

Last fall, the Atlantic Policy Congress held a training session in Halifax, Nova Scotia, which was jointly hosted by Nova Scotia Community College and CESO. The course was to complete Competency 9 – Managerial Accounting in the Council for the Advancement of Native Development Officers' (CANDO) Certified Aboriginal Economic Developer Process.

Economic Development Officers from the Atlantic region attended the training session to learn about Managerial Accounting, and to review their status in the Certified Aboriginal Economic Developer Process - Technician Level.

The officers' improved knowledge and competency will enable them to become more focused on their communities' goals and objectives, thereby improving their impact.

After a week full of hard work achieving their certification status, participants joyfully posed for a picture to mark the occasion. To see the picture, please go to [http://www.edo.ca/certification/images/ACP\\_Halifax\\_Lg.jpg](http://www.edo.ca/certification/images/ACP_Halifax_Lg.jpg).



The Aboriginal Women for Tomorrow "Train the Trainers" session, was held last November in Toronto. Pictured are Saskatchewan trainers VA Ernie Epp (left) and VA Arlene Hynd (third from right); Ontario participants (left to right) VAs Jill Prindiville, Nancy Stevenson, Peggy Liptrott, Marion Raycheba, and John Kooy; and Allison Deer, CESO's National Director.

# Water improved in Honduran town

CESO had been working with the Municipality of Santa Rosa de Copan, Honduras since 2001 when VA Jake Dick went to evaluate and assess the municipality's waste water facility. This was followed up in 2002 with a training assignment in the operation and maintenance of the water treatment system, which had been inoperative since its construction in 1998. Jake returned to Santa Rosa to continue training and assistance that has now resulted in a fully operational water treatment system, with 85% of the population receiving chlorinated water and 65% receiving potable water as compared to 1998 when only 30% of the population were receiving potable water. This improvement to service has also led to a 60% drop in gastric infections within the population.

On a personal level, the VA's counterpart learned so much from Jake that he was hired full time by the city and is now in charge of the water treatment plant. Jake continues to assist the client from Canada, maintaining e-mail contact and purchasing and shipping pieces of needed equipment to the client.

## A client speaks

A VA makes an impact. This e-mail was received from a grateful client:

**From:** Edwards Jim

**Subject:** thank you letter from Xining First People's Hospital  
good morning.....at first, please allow me to introduce myself, I am an employee of Xining first people's hospital, Qinghai province, and responsibility for foreign reception. during four weeks that we spent on work with your experts, they work hard, help me to resolve questions and overcome high-altitude anoxic environment and different living habit. all staff of our hospital are pride for them, on the meanwhile on behalf of our hospital, we express deeper thank to your organization, because of help me to secure two experts who are Dr. Robert Chimie and Candace Paris. We hope that we can continue securing better experts with the help of your organization.  
thanks !

### NOTICE

Effective April 1, 2005, CESO has revised the term Resident Representative (RR) to **Country Representative (CR)**. This new terminology will be reflected in all CESO material.

**FOCUS is getting a face lift. See the new look in the next issue.**

Spread the word - pass your  
FOCUS on to a friend

# VA helps beef up production

BY JOHN BLANCHARD

AMCO Foods Corporation, a people's co-operative food distributor, rose from the ashes in 2002 after having gone bankrupt only four years earlier. AMCO turned the plant into a direct selling meat processing company that, due to its flexibility, has found a niche market.

Situated in Davao City, Philippines, the company produces chicken, beef, and tuna hot dogs; specialty ham and smoked bacon strips and cold cuts; and native delicacies such as smoked beef and smoked chicken longganiza; and corned beef and pork tocino.

The challenge for CESO VA Harry Vandervelde was to evaluate the operation and recommend improvements to put the company in a position to expand by taking advantage of a government funding initiative.

Harry has spent a lifetime in the meat and poultry processing industries, and as a VA has shared his knowledge with companies in such diverse geographical locations as Armenia, China, Honduras, Jamaica and the Philippines. He prepared for this assignment by meeting with experts in the meat processing business to discuss and collect information on the latest technology to take with him to the Philippines.

After acquainting himself with AMCO's facilities and processes, Harry set to work analyzing and evaluating all the product formulas to try to reduce cost without reducing quality.

In the end, 12 out of AMCO's 15 products were re-formulated effecting cost savings of about 15%. Harry provided six new product formulas. In addition, all parts of the production process were evaluated and suggestions made for improvements in the method of making sausage for better quality and waste management, and for correcting cooking and smoking methods, reducing weight loss and rejects.

Next Harry evaluated the current plant layout and the adequacy of the equipment. He made recommendations for a new plant layout and expansion and drew up a proposed plan. In keeping with the co-operative's ambitions, he made recommendations on the new machinery required to be able to expand production to two or three times the current level.

During his three weeks with AMCO, Harry trained about ten people in several facets of the operation. For three staff members he concentrated on giving them a good grounding in the various aspects of "formulation".

Harry returned from the Philippines satisfied that his initiatives had put yet another company in a position to improve its products, compete more effectively, prepare itself for expansion, and provide more benefits to its owners and job opportunities to its employees.

**A**fter a competition that included over 70 applicants, **Agnès van 't Bosch** has been named CEO | SACO's new Vice-President, International.

For the past five years, **Agnès** was the Executive Director of the International Federation of Settlements and Neighbourhood Centres in Toronto. She has extensive international experience working with such organizations as International Council for Local Environmental Initiatives (International Director), Cambodia Canada Development Program (Program Manager), Sahel 21 (Field Director), Oxfam-Quebec (Field Director) and Save The Children-Canada (Quebec Regional Director).

**Agnès**, who is fluent in French and Dutch, received her MA in Sociolinguistics and her Honours BA in French from Laval University.

The search for **Vice President, National** is progressing well. The initial ad did not elicit sufficient response so a search firm was retained to bring the talent out of the woodwork. A number of strong candidates have subsequently been identified and we are now in the interview short-list stage.

The position of **Regional Manager, Alberta/Western Arctic** has been posted on our web site and interest has already been received from a number of candidates.

## **DEPARTURES**

It is always sad to say goodbye to people you have worked with on a daily basis. We wish these departing co-workers all the best.

**Lee Morrison**, VP, Programs and COO since August 2002. Lee has returned to the health field to work with the Vancouver Coastal Health Authority where he will be involved with Aboriginal health issues.

**Arn Snyder**, Nunavut Program Manager, based in our Ottawa office since 1999, has left CESO to pursue other interests. Arn and his team of VAs were instrumental in the development and management of the CESO/Government of Nunavut Program.

**Stephan Pertschy**, Regional Manager, Alberta/Western Arctic. After several years of successfully applying the Edmonton office resources and volunteers in the advancement of Aboriginal communities, Stephan is returning to the banking industry.

**Viviane Bergevin**, Executive Assistant to VP Programs & COO, left to pursue a career opportunity with Canadian Crossroads International.

**Nancy Sagmeister**, Nunavut Program Manager in Ottawa. Nancy left CESO after a short tenure. She came to CESO with an extensive background that included experience at the Ontario Native Affairs Secretariat and the Ontario Ministry of Health Aboriginal Health Office.

## **ARRIVALS**

We wish a warm welcome to our new staff additions.

**Rachel Daigneault**, Office Manager for Quebec Region. Rachel comes to CESO after a successful career in the banking industry where she gained experience in finance, accounting, customer service, administration, organizational development and planning.

**Liliya Volovik**, Evaluator. Liliya joined Gabriele Timpl's team as an Evaluator on March 29. Liliya was the successful candidate in a competition among many well qualified applicants. She has an MA in Political Science from the University of Toronto, an HBA in International Relations from Kiev National Taras Shevchenko University, the command of several languages, and a solid understanding of CESO | SACO's mission through several years experience as a volunteer and contract employee.

# Welcome to **new** Board members

**C**ESO thanks outgoing board member Raynald Brulotte for his dedication and service and welcomes two new members.

**LUC LAINÉ** Wendake, Québec

A businessman, diplomat and dedicated advocate of Canada's Aboriginal Peoples, Luc Lainé is a member of the Huron-Wendat Nation. He is the President of Orihwa Inc., which specializes in Aboriginal public affairs, management and development, and K8e K8e Inc., which specializes in cultural and artistic productions.

A sociology graduate of Laval University in Quebec City, Luc's career has involved him with numerous Aboriginal organizations and in the public and private sectors. He began his career with the Department of Indian Affairs and Northern Development as a community planning regional agent, a role that gave him contact with the majority of the Québec First Nation communities.

Luc also has worked as a consultant and chargé d'affaires for an Aboriginal affairs consulting firm, with the primary mandate of establishing relations with political, cultural, social and economic Native organizations and with First Nation Councils. He was responsible for developing new markets in Canada and abroad to promote Native businesses and expertise.

**JOHN G. PAUL** Timberlea, Nova Scotia

John G. Paul is a member of the Membertou First Nation. Since 1994, John has been the Executive Director at Atlantic Policy Congress of First Nation Chiefs Secretariat Inc. where he provides policy and strategic advice on key issues facing First Nations in Atlantic Canada and eastern Quebec. John simultaneously served as Treaty Mediator at Atlantic Policy Congress of First Nations Chiefs Secretariat Inc. from 1999-2000.

Over the years, John's career has allowed him to serve Aboriginal and First Nation communities in Nova Scotia and Ontario. As a volunteer, he has been a member of the Eastern Aboriginal Economic Development Board of Industry Science and Technology, the Nova Scotia Barristers Society, and served on the boards of the Membertou Development Corporation, the Member Ulnooweg Development Group Inc., and Caribou Marsh Enterprises Ltd.

John received his B.A. from the University College of Cape Breton in Sydney, Nova Scotia and his Masters in Public Administration (Financial Management) from Halifax's Dalhousie University.

# Vardenis YMCA inspires Armenian community

BY DAVID EVERSHERD

In my role as a volunteer for CESO, I have found that often one hears little or nothing of what happens after an assignment has been completed. Therefore, it was with great pleasure that in early January 2005, I received a copy of the Vardenis YMCA 2004 Annual Report and Strategic Plan.

In 2001, I was assigned to assist the Vardenis YMCA in Armenia to conduct a strategic planning process. Vardenis is an isolated town that had been devastated in the war between Armenia and Azerbaijan. After the fall of the Soviet Union, the town infrastructure had fallen into decay and there was serious unemployment.

The YMCA was the only active organization left in town and therefore played a significant role in community life. It is staffed by a dedicated group of people who provide programming, with minimal resources, to young people of both sexes aged five to 18 years. The

program was located in a large old building that was in urgent need of repair. A major concern was the lack of available resources to deliver urgently needed services to the refugees in the outlying villages.

The YMCA provides a range of services including education, sports, computer classes, Ten-Sing (a dancing/singing program), language classes and child care. The organization helps families, many in dire need, by providing young people with alternatives to being on the street and giving them the tools to be productive citizens. Some of the young men and women in the programs become volunteers, participate in training sessions both locally and internationally, graduate to be YMCA staff and then move on to leadership roles in other organizations located in Yerevan.

The strategic planning process was a participatory process involving

*Continued on page 8*



Ten-Sing dancing and singing program members put on a show for VA David Eversherd at the end of his assignment. Pictured with the students are David Eversherd (back row, fourth from the left) and the YMCA's director, Vahram Agabekyan (back row, second from the right).

# Finding fault in Chinese mine

BY JOHN BLANCHARD

When Volunteer Adviser Anthony Strickland realized what the client was expecting of him, he spent about three days researching relevant information and discussing geological aspects of "fault predicting" with colleagues.

The Jixi and Shuangyashan Coal Mining Groups in Heilongjiang Province, China, wanted advice on geological fault predicting and mining methods. Specifically they wanted to learn of techniques and instruments that might be used to determine the position and size of geological faults that are beyond working faces, where drilling takes place.

Over the three week assignment period, Anthony went into the mine itself a number of times. He determined that the faulting was complex with at least two sets of faults. He advised that there is no known method of fault prediction but that most mining companies employ geologists to provide ongoing status reports on their potential, and recommended they do the same.

He turned his attention to the things he could help remedy and provided advice on:

- a) Minimizing the effects of floor lifts due to strata pressure
- b) Improving control of bad/broken roofs near faces
- c) Dealing with the effects of mining subsidence on rural villages
- d) Identifying alternative methods of mining steep (30 degree) seams
- e) Identifying remedial action for deteriorating shaft walls
- f) Controlling the gas of the ventilation system
- g) Taking care and protection of shaft sinking hoists
- h) Ensuring safer, more secure support of underground gas drainage pipes
- i) Identifying the need for improved protection/cleanliness of soluble oil in hydraulic supports system

Anthony also gave a lecture to about 100 mining engineers at Jixi on a variety of aspects of coal mining.

His advice will result in a more efficient mining operation with greater worker safety, significant cost/technical benefits, fewer man hours used, and fewer mechanical and structural break-downs. Needless to say, the client was very pleased.

## You can help promote CESO

We want to quantify the number of times our VAs have been invited to address local service clubs, other community organizations, schools, etc. or have been interviewed for print articles, or television or radio spots, about their CESO exploits.

If you have given a speech or been interviewed within the last two years, or will be doing so in the future, please let us know when; to whom; to how many; and about what.

Also, we want to help if you have plans to speak to any group in the near future. Contact Josie Marchese at [jmarchese@ceso-saco.com](mailto:jmarchese@ceso-saco.com) with your details or for more information.

## Give it your best shot

CESO Communications needs good assignment pictures for use in several publications, including the Annual Report, FOCUS and brochures. Here are some helpful hints for picture-taking, courtesy of Kodak.

- ♦ Look your subject in the eye. Take pictures at eye level.
- ♦ Use a plain background to show off the subject better.
- ♦ Use flash outdoors to eliminate shadows and lighten the face.
- ♦ Move in close and fill the picture with the subject.
- ♦ Position the subject off-centre to make a good picture great.
- ♦ Lock the focus if your subject is not centred as most auto-focus cameras focus on whatever is in the centre of the picture.
- ♦ Know your flash's range or else it will be ineffective.
- ♦ Watch the light. Move yourself or your subject to get the best effect.
- ♦ Take some vertical pictures and enjoy a new perspective.
- ♦ Be a "Director" and take charge of your pictures.

Here are some hints that are specific to CESO VAs.

- ♦ Photograph a situation that ties in to your written report.
- ♦ Feature the client, the client's workplace and the type of work being done.
- ♦ Show the client in a hands-on pose featuring faces and/or actions
- ♦ On a separate piece of paper identify everyone in each shot, the project number, and the country. Please do not write on the back of prints as it may show through.
- ♦ A film speed of 200 ASA is a good all-round rating for both outdoor and indoor photography.
- ♦ Digital photographs should be taken at 300 dots per inch resolution. Jpeg or tiff files are fine. Colour photographs are preferable, but black and white are acceptable.



**Brant, Ontario MP Lloyd St. Amand (left) pictured with VA Doug Summerhayes, spoke in the House of Commons about Doug's CESO assignment and presented him with a congratulatory certificate for his volunteer work. Doug went to Focsani, Romania, where he assisted a company which manufactures PVC frames by undertaking a feasibility study on expanding into national and international markets.**

## National Volunteer Week April 17-23

Every year, a special time is identified to honour, thank, and congratulate Canada's volunteer community.

CESO | SACO traditionally marks this time with an event to recognize our hardworking volunteers.

While events took place across Canada, CESO staff would like to take this opportunity to thank our volunteers who serve on the board, work in-house and travel far and wide on CESO's behalf. Thank you all.

## VA FORUM

### SPEAK OUT IN FOCUS

We want your feedback and we 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 at [jmarchese@ceso-saco.com](mailto:jmarchese@ceso-saco.com).

# CESO Clubs Contacts

## VANCOUVER ISLAND

Bill Feyrer  
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Effective May 19, the board is as follows:  
Co-chairs, Ron Ekroth and Adrienne Kemble  
Treasurer, Bill Feyrer

## SURREY/WHITE ROCK

Dean Struble  
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White Rock CESO Club will continue to meet at the White Rock Library, 10:00 am to noon, for 2005. The meeting dates, tentative speakers, assignment topics and countries for the remainder of the year are as follows. Presentations on any specific date may be changed to accommodate speakers' unforeseen time commitments.

**April 12** - David Huxley; forage management, Xinjiang AR; China  
**May 10** - Victor Martens; food engineering; Russia

**June 14** - Sandy Segaran; natural forest management; Guyana  
**Sept 13** - Barbara Larson; business development, tree fruits; Hungary  
**Oct 11** - Robert and Betty Harris; recent assignments; Philippines  
**Nov 8** - Dean Struble; blueberry propagation; China

White Rock club recently purchased a 27 inch flat screen TV and a DVD player that has software to read JPEG files. Club speakers can prepare their pictures and maps as JPEG files on a CD, using their own computer. The CD files can now be projected on the TV for their presentations. This works well and the total cost for the TV, DVD and a portable TV stand, which was made by a member, was \$475. This is considerably less than a laptop computer and digital projector! The Club arranged for the system to be stored at the Library and they are permitted to use it for their own programs.

## VANCOUVER NORTH SHORE

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The Vancouver & North Shore CESO Club has resumed meetings every second Tuesday of the month at the West Vancouver Library. All Vancouver VAs are invited to attend.

In January, a comparison of assignments in Armenia was made by Denis Forristal, Gillian Chetty and Priidu Juurand. In February a full house was present to hear Gordon Cummings and Adele Dobkowski speak about changes in direction and administration of CESO. At the March meeting VA Marg Csapo spoke about her ten assignments in the Philippines. We are saddened to report the passing in January of former club chairman and CESO board member, Bill Draper.

## SOUTHERN ALBERTA

Bill Gillespie  
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The last luncheon for the southern Alberta CESO Club was held on April 4, 2005 at the Fort Calgary Officers Mess at 11:30 am. A request for new board members was made as some terms are up as of June 30 this year. There was also discussion about the talks with Gordon Cummings and Adele Dobkowski that were held earlier on February 7, 2005.

## NORTH ALBERTA

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The Ottawa CESO-SACO 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 Office (613) 236-7763, voice-mail extension 306. Dates for Spring 2005 are: April

5, May 3, and June 7 (Tuesdays).

## NIAGARA

William (Bill) Miles  
905 468-9256  
wmiles@niagara.com,  
The CESO Niagara Club met on Thursday March 31st in St. Catharines, Ontario. Jerry Smith, the CESO Regional Manager for Ontario was our Guest Speaker, and he informed us of CESO's activities with the First Nations communities in Southern Ontario, including the new ABC (Aboriginal Business Canada) Mentoring program.

The club members decided that we should work very closely with Jerry, in developing a good working relationship between our CESO Niagara Club, and the First Nation Communities in the Niagara region.

Also attending the meeting were two in-house VAs from Toronto, John Walmsley and Michael Pasztor. They spoke on CESO's need for additional VAs to fill the high demand in the Restaurant and Hospitality industries.

Knowing that they would be speaking at the meeting, our current VAs invited five potential new VAs with experience in those industries. It is likely that two or three of these guests will soon apply to CESO to become VAs. Our next CESO Niagara meeting is scheduled for Thursday June 23, 2005. The location and time will be determined later on and the topic may be connected to the First Nations Community organization in Niagara-on-the-Lake.

All VAs living in the Niagara region are urged to attend. In addition, as there is not yet a

CESO Club in the Hamilton/Burlington area, VAs from there are also welcome to attend our Niagara meetings.

## SHERBROOKE

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As of March 7, 2005, the Quebec office's board is as follows:  
President, Benoît Bisailon  
Vice-presidente, Pierrette Bélanger  
Secretary-Treasurer, Marcel Massé  
Director, Françoise Bérubé  
Director, Jean Morand  
Director, Guy Blanchet  
Director, Rémi Gosselin

## THE FOLLOWING ARE SUB OFFICES

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## IN MEMORIAM

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

Jean-Claude Bélisle of Shawinigan, QC  
Bill Draper of Vancouver, BC  
Donald Laitin of Orangeville, ON  
Roger Lemoine of Deux Montagnes, QC  
Eugène Moreau of Ile-des-Soeurs, QC  
O.J. Reynolds of Toronto, ON  
Bruce Samson of Winnipeg, MB  
David Spearing of Parksville, BC

Their friends and associates will miss them.

# Vardenis YMCA *inspires* Armenian community

*Continued from page 5*

board, management, staff, volunteers, young people and key informants from the community. It was a positive process that included a workshop co-chaired by a YMCA representative and the CESO VA. A report was prepared that outlined strategies and objectives for the organization. I have maintained regular contact with the YMCA management and have watched the progress they have made in achieving their goals. One of their urgent needs was to address core-funding issues. I was able to assist them by meeting with a representative from the YMCA in Detroit, Michigan, to promote Vardenis YMCA's importance in the community. They now receive some core funding on a long-term basis from the Detroit YMCA and also have secured additional funding from YMCA Switzerland.

The 2004 Strategic Plan was excellently prepared and built on the process that was developed in 2001. It was encouraging to see that they have started the first phase of a three-year National Refugee Integration Project that will address rural community issues. In the past

year, they have been delivering services to these communities.

The Vardenis YMCA is an excellent illustration of how an organization has been able to surmount what appears to be overwhelming obstacles and become a key player in the community. The gains are three-fold. The organization contributes to the development of responsible citizens with needed skills, to the economic development of Vardenis, and provides opportunities for young people to enter the larger community where they are able to lead productive lives in leadership roles.

This is a good example of how an intervention by CESO can provide the needed tools for an organization to mature and grow. The 2004 Annual Report outlines challenging and ambitious strategies. Those involved in running the Vardenis YMCA take pride in their organization and this pride is well earned. I am confident that they will continue to deliver more and better services in a professional manner in the coming years.

## UPDATE YOUR INFO

- 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 Crengutzta Viscun keeps your personal information up-to-date. So if you have any changes, please e-mail them to Crengutzta at [cviscun@ceso-saco.com](mailto:cviscun@ceso-saco.com).

## CESO Annual General Meeting

**Saturday, June 4  
9am - 2pm  
Toronto**

Register on-line at  
[www.ceso-saco.com/  
home.htm](http://www.ceso-saco.com/home.htm).

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## FOCUS

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