

We're new & improved VP revamps Aboriginal Services



Brian Smith, Wendy Stratton and Korice Moir prepare to welcome VAs to our new Dartmouth office.

Dartmouth office opens

The new CESO office in Dartmouth, NS held an Open House on Nov. 20, 2003, for Volunteer Advisers (VAs) in the area.

"Twenty VAs, including three from New Brunswick, were able to drop in. It was a good opportunity for them to check out the office and meet the team," said Regional Manager, Brian K. Smith, who co-hosted the event with Office Manager, Korice Moir.

"We were delighted to have as our special guest, Wendy Stratton, Director of Volunteer Services, who was here from CESO Operations Centre," added Korice. "Volunteers and staff were able to meet with each other in an informal way and talk about establishing an in-house team of VAs. The open house

also provided a chance for volunteers to share their assignment experiences and raise any questions or concerns."

In the New Year, Brian will be arranging meetings with VAs in the other Atlantic provinces and, along with Korice, will host an official opening ceremony in the Dartmouth office. Please contact Brian for further details.

Meanwhile, if you are in the Halifax neighbourhood, there will always be a warm welcome at the new office in the West Tower, Royal Bank Building, Suite 501, 44 Portland Street, Dartmouth, NS, B2Y 1H3. The phone number is 902-461-9871. The toll-free number is 1-877-795-4876. The E-mail address is atlantic@ceso-saco.com.

From one side of Canada to the other, the face of CESO Aboriginal Services has changed dramatically over the past 18 months.

Staffing issues have been resolved, regional strategic goals have been set, fee structures have been amended, core funding has been increased, an ambitious marketing plan has been implemented, evaluation of assignments has been improved and the corporate culture has changed from reactive to pro-active.

"The programs and services we offer Aboriginal peoples remain our lead functions, but we need to focus on the whole picture within Canada," says Lee Morrison, VP & COO, who joined CESO in the summer of 2002.

A health care expert with extensive management, education and business experience, Dr. Morrison holds an M.A. in Human Resource Management and a Ph.D in Health Care Management.

"Our objective is to strengthen the overall planning process and to integrate all our Aboriginal and domestic programming in a more consistent and effective way," he adds.

Specific changes have included:

- Appointing a National Director;
- Hiring new regional managers for Ontario, Alberta and British Columbia; and
- Opening a new office and hiring a Regional Manager and Office Manager to better serve Atlantic Canada.

In the newly-created position of National Director of Programs and Services, Allison Deer is now responsible and accountable for all National programs and services, including Aboriginal Services, CESO at Home, communications and marketing strategies and all future domestic programs and services.

CESO's Regional Managers now report directly to the National Director for authorization, leadership/guidance and support as well as for

CESO fisheries scientist hatches ecotourism complex

BY VA JOHN M. ANDERSON

It began simply enough. In September 2000, Chief Jean-Guy Cimon of the Madawaska Maliseet First Nation in Saint-Basile, New Brunswick, wrote to CESO Aboriginal Services in Montréal requesting assistance in setting up a commercial angling operation for brook trout on the Iroquois River, a small tributary of the Saint John River running close to the Band's reserve land.

CESO's computer spit out my name, presumably because of my fisheries research background involving the federal Department of Fisheries and Oceans (DFO), the University of New Brunswick



VA John Anderson (second from the left) meets with CESO clients, members of the Madawaska Maliseet First Nation.

and Carleton University, and the Atlantic Salmon Federation in St. Andrews, N. B., my last posting before I retired five years ago.

St. Andrews is about 350 km from Saint-Basile, a suburb of Edmundston, a pleasant driving distance, since most of it is along the beautiful Saint John River, sometimes called the "Rhine of North America".

Once there, I quickly concluded that the Iroquois River did not have a big enough population of trout to support an economically viable operation. But that was not game over. Why not build a trout hatchery alongside the river to produce the fish for stocking in a specially-constructed fish-out pond?

The project needed other attractions to increase the number of paying customers. And so was born the Ecotourism Complex concept. In addition to the hatchery and fish-out pond, plans now call for a nature

trail alongside the attractive Iroquois River, examples of stream-enhancement strategies, campground, interpretive centre featuring aquatic biological exhibits and a history of Aboriginal fisheries along the Saint John River, model forest woodlot, and retail marketing operation selling Band products, such as smoked fish, maple syrup, fiddle heads, crafts, etc.

The federal Department of Fisheries and Oceans, through its Marshall Plan, which was designed to assist Maritime First Nations become involved in the fishing industry, provided \$1.6 million to cover purchase of the land, production of a business plan for the Retail Marketing component, training, and, most importantly, construction of the hatchery and fish-out pond.

The Marketing Business Plan was completed by a company in Dartmouth, N.S., experienced in the area, Matrix Food Equipment Inc. Arrangements were made for six students

from the Band to attend a special, six-month aquaculture technician training course at the New Brunswick Community College in St. Andrews. All graduated with flying colors in September, 2001.

While the project got off to a good planning start, implementation - with the exception of the training component - was frustratingly delayed, first because of the owner of the land's unfortunate illness which held up obtaining clear title for several months, and then because of the requirement of the federal and provincial governments for an Environmental Impact Assessment, which took almost a year to complete.

I am pleased to report that we are now back on the action track. The engineering firm, AMEC E&C Services Ltd., from its Saint John office, has done an excellent job in the design and construction of the hatchery and fish-out pond.

Water from the river began flowing to

the hatchery in early December, 2003. Operations began in earnest on December 29 with the arrival of 80,000 brook trout eggs, at the eyed stage, from Pisciculture des Alleghanys' hatchery in Saint-Philemon, Québec. Another 20,000 eyed eggs are expected to arrive from Don Wolverton's hatchery in nearby Florenceville, New Brunswick. In mid-January several thousand yearling trout, ranging from 7 to 11 inches fork-length, will arrive from the Saint-Philemon hatchery. They will be transferred from the Madawaska hatchery to the pond in late Spring for the all-important, commercial, summer angling operations. Finishing touches to the fish-out pond will be made in the early Spring, with continuing valuable input from BDA, Landscape Architects, Sussex, and architect Tom Johnson, Saint John.

Meantime, forward planning continues. The Atlantic Canada Opportunities Agency, and the Department of Indian Affairs and Northern Development, have expressed interest in the Interpretive Centre and the Campground, respectively. An application has been made to ACOA and DIAND for joint funding of a Business Plan for the Interpretive Centre and Campground, to be done by Consortia Development Group, Moncton, which did an excellent market analysis of the project several months ago which was instrumental in DFO's continuing support, and in ACOA's and DIAND's new-found interest.

It seems likely that the Ecotourism Project will be a work-in-progress for perhaps a year or two more. Hands-on coordination of the project is in the capable hands of Richard Wallace, the Band's Development Officer. Richard and I agree that while none of the individual components of the project is particularly special, much less original, together they do form a truly unique business operation. Furthermore, it's an operation for which the Madawaska Band is well suited to run, and will be a significant addition to the economic development of the Edmundston area.

No sour grapes for John and Lynn

For some couples, working together might put a strain on their relationship, but for John and Lynn Bremmer operating a business together has worked so well that they also decided to volunteer together.

They share their knowledge of the wine industry as CESO Volunteer Advisers (VAs) and recently helped a winery in Romania that wanted to improve its grape growing process. The goal was to select better grapes in order



Toasting to success, from left to right, are Romanian winemakers Alexander Canarioz and Victor Prelipceanu, and VA John Bremmer.

to produce quality wines for marketing internationally.

The Bremmers compared the operation of one winery in Romania to the vineyards in B.C.'s Okanagan Valley. "We have similarities in terms of climate and soil," says Lynn. "But, in Romania the vineyard that the winery operated is the size of the entire planted grape acreage in the Okanagan Valley."

"The main thing that I looked at was their technique," says John, "we looked at how many buds per square metre they had and when they harvest their grapes."

John showed them viticulture methods to stagger the grapes growth over a six-week window. This way all the grapes would not be ready at the same time, making harvest season easier to manage.

Lynn had the chance to work with a young woman who was in a management position with the winery. "It's

not very often that I run into women in the business. We were put together to work, and it was a very good experience for both of us," says Lynn.

They looked at the challenges that the winery faced with an international market, such as which types of wine are popular in the west. Quality control measures, and the general operation of the winery were also discussed.

Married in 1980, John and Lynn met in 1973 while working for the same winery. They have since established their own vineyard and wine consulting service. Combined, they have 65 years of experience working in various aspects of the wine business.

"Some people ask me, how can you work and live together. Because we have different strengths and weaknesses we work quite well together," says Lynn.

Lynn has focused on the process of wine making and quality control. John tends to focus his work on viticulture. "I like it because there are no real rules. Every year is different because grapes respond differently to the changes in the environment," says John. "I like being out with the vines and seeing how they grow."

John and Lynn have completed six CESO international assignments since becoming VAs in 1990. "We are able to cover all sorts of different areas based on our varied expertise," says Lynn. "People

we work with learn quickly who the right person is to ask when they have a question," says Lynn.

"We have defined our separate roles which saves a lot of arguments," adds John. "It's a more efficient way to work together."



VA Lynn Bremmer is at work in the lab with Kemal Musuiet of Romania.

We're new and improved

Continued from page 1.

approval and direction on budget forecasts and financial reports, staffing issues, travel/business/annual leave, general reports and evaluations, etc.

In addition, the Toronto-based National Director is accountable for services associated with the Urban Aboriginal Strategy implementation. Allison, the former interim Regional Manager in our Vancouver office, is looking forward to this new challenge.

New faces over the past 18 months include:

- ❑ Audrey Bisson, Administrative Assistant to the VP and COO;
- ❑ Dwayne Pamajewon, Toronto-based Regional Manager for Ontario. (Profiled in the Summer 2003 FOCUS);
- ❑ Stephan Pertschy, Edmonton-based Regional Manager for Alberta. (Profiled in the Autumn 2003 FOCUS);
- ❑ Brian Smith, Dartmouth-based Regional Manager for Atlantic Canada. (Profiled on Page 4).
- ❑ Korice Moir, Office Manager in Dartmouth.
- ❑ Arnold Adolph, Vancouver-based Regional Manager for British Columbia and the Yukon. (Profiled on Page 4).
- ❑ Yvonne Sam, Office Manager in Vancouver.

"Currently our roster of VAs does not contain as many people from Atlantic Canada (133 VAs) as the population numbers would suggest we should have," said Dr. Morrison. "We look forward to building our VA roster in Atlantic Canada as well as to better serving the Aboriginal communities in the region. This will free up time in the Montreal office to provide added service to Aboriginal communities in Quebec and Labrador."

In addition to the International and Aboriginal programs, Mr. Morrison's responsibilities include CESO At Home, where the mission is to support community-driven, sustainable development within Canada.

Arn Snyder, Manager of our Ottawa Office, also serves as the National Coordinator of CESO At Home. He coordinates the CESO/Government of Nunavut Partnership and administers all other programming with Nunavut. Previously, Nunavut programming had been handled through the Ontario Regional Office. The CESO and Canadian Youth Business Foundation (CYBF) Mentor Project for Youth Entrepreneurship also reports through Arn.

The recently-renewed Support to SME-Youth Project will continue to be administered through our Quebec Regional Office where Joanna Dupras is Regional Manager, Aboriginal Services and Feyzah Abdelmoumen is Program Co-ordinator.

Aboriginal Services

Brian K. Smith is the Regional Manager in the new Atlantic Canada office located in Dartmouth, NS.

BACKGROUND

Born in Boston, Mass., I grew up there and served with the U.S. Coast Guard. In 1990, I moved to Nova Scotia. I am a member of the Glooscap First Nation. Glooscap, formally known as Horton, is one of 13 Mi'kmaq communities located in Nova Scotia.



EDUCATION

I graduated with a Business Administration degree from Acadia University, Wolfville, Nova Scotia. I also returned to school to receive a post-graduate degree in Information Technology.

FAMILY

I am happily married to my wife, Lauren. We have six children ranging in age from 11 to 6. From oldest to youngest, Alex, 11; Justin, 10; Brendan, 9; Lauren, 8; Bryson, 7; and Kristen, 6. Don't ask me to give birthdates, I'm lucky I can remember the names and ages.

INTERESTS

Although I don't seem to have too much time to devote to hobbies, I do like to work with wood. For example, I've built my own kitchen cabinets. I also like to work in photography and work at digitally restoring old or ruined photos.

PROUDEST MOMENT(S)

The proudest moments of my life have been when each of my kids was born.

TEAM CESO

In deciding whether or not to join the CESO team, I looked to see if there would be challenges, opportunities and a vision that was in line with what I was looking for in an organization. Managing a new office and helping to decide its direction gives me the challenges and opportunities I seek. Helping to build capacity through the sharing of experiences is what I've always believed in, but never had the opportunity to be a part of, until now.

Albert Arnold Adolph is the Regional Manager for British Columbia and the Yukon.

BACKGROUND

I am a member of the Lillooet Band (T'it'q'et), which is part of Stl'atl'imx Tribe. In relation to employment, virtually all my time has been in the service of Aboriginal peoples. My career includes: Regional Coordinator, Aboriginal Business Services Network; Executive Manager, Centre for Indigenous Peoples' Nutrition and Environment, McGill University; Administrator, Kamloops Indian Band; Executive Director, Canadian Council for Aboriginal Business; Instructor, Institute of Indigenous People, and Nicola Valley Institute of Technology; Director of Operations, Assembly of First Nations.

EDUCATION

I am a graduate of the University of Lethbridge's Faculty of Management where I obtained a Bachelor of Management (Econ); and am currently pursuing a Masters in Business Administration, Heriot Watt University.

FAMILY

While my career has taken me to most parts of Canada, my family and I make Lillooet our home. My wife, Diana, is the Financial Officer for the Lillooet Band (T'it'q'et), and my daughter, Courteney, attends College.

INTERESTS

I am an enthusiastic but bad golfer; I also enjoy squash, hockey and cycling.

PROUDEST MOMENT(S)

While not thinking of a specific moment in time, I am most proud of my family.

Though stellar moments may be few, I think that if you can persevere day after day over an extended period of time, you eventually arrive at a place and point in time where you can look back and say that this is "a journey worthy of emulating."

TEAM CESO:

I welcomed the opportunity to join CESO because I feel the organization will give me the opportunity to continue to work within the Aboriginal community in the economic development and community development sectors. While we as Aboriginal people need to develop virtually all sectors, I feel these two sectors are integral to the overall development of Aboriginal people and their communities in the short and long term.

Farewell to Jack

FOCUS staffers are sad to report the passing of VA Jack Gale, our CESO Club correspondent in Bedford, NS. He died peacefully on Nov. 9, 2003, surrounded by his family. His wife Anne, who had been suffering from cancer since May of 2003, passed away just two days after her husband's funeral.



Jack, 77, joined CESO in 1989 and carried out two dozen successful assignments, three overseas and 21 in Canada with Aboriginal clients. He will be remembered as a gentleman who served this organization well.

NEW OFFICE FOR CESO IN CALGARY

CESO's Calgary office was first given space by PanCanadian Petroleum Limited in January, 1993. When PanCanadian merged with Alberta Energy their name was changed to Encana Corporation and they continued to provide CESO with space and services.

On December 12, 2003, Encana Corporation provided bright new office space and helped with the move to:

CESO Aboriginal Services
c/o EnCana Corporation, Box 2850
Room 200, 131-9th Avenue S.W.
Calgary, AB. T2P2S5
(403) 290-3453, Fax (403) 645-3335
E-mail: calgary@ceso-saco.com

CORRECTION:

In the Autumn 2003 issue of FOCUS, in the story entitled "CESO helps indigenous Bolivian craftspeople" two British Columbian VAs were named, Susan Gage and Adrienne Gamble. Adrienne's last name is, in fact, Kemble. We apologize for this error.

NEW E-MAIL ADDRESS?

Do you have a new e-mail address? Would you like to receive an e-mail notification when FOCUS is available on the CESO web site?

Please get in touch with Roster Assistant, Crengutza Viscun, who is responsible for keeping your personal information up-to-date. Her e-mail address is: cviscun@ceso-saco.com.

VAs in dramatic **escape** from La Paz

BY KASIA ZAKOWSKA

CESO VAs Nicole Laverdure, Bill and June Goodings and Laurence Hewick won't soon forget their dramatic escape from the Bolivian capital of La Paz after being caught in the middle of that country's "gas war 2003".

The government's proposed plan to sell natural gas to the U.S. through Chile had ignited the pent-up frustration of the indigenous Bolivian population, a majority in the country of 8.5 million, and led to the nation-wide demonstrations that paralyzed the country and claimed the lives of more than 80 civilians.

These violent street protests were an

pedestrian overpass bridges collapsed to form barriers. More protestors were arriving daily from the country, food and gas supplies were running low.

The VAs, holed up in the CESO guesthouse, were calm, but anxiously awaited evacuation. The only way out, however, was by plane, and the airport - located in the middle of the El Alto district, the centre of the unrest - was closed to all international flights.

CESO Bolivia managed to arrange for a two-hour flight in a small plane to Santa Cruz where they would board anything to take them out of Bolivia. But on Tuesday night an attempt to pass through the city

- crammed into Mauricio's car in which the windows had been padded with cardboard and pillows.

An escort truck then led them through the rock-strewn streets of La Paz to the convoy of 100 or so service vehicles, trucks, and police, assembling to travel to the airport. They made it just in time. The convoy's lead vehicle was an army tank, fitted with a bulldozer blade to clear a path through the streets which were littered with stones, upturned cars, small trucks, metal highway barriers and two old railway boxcars.

Policemen were posted at critical points along the road and the VAs concluded they were relatively safe - as long as a tire was not punctured and the car did not break down; if either happened, they would be left behind.

At 11.30 p.m., two hours after leaving the guesthouse (a trip that usually takes 30 minutes) they sped through the airport security checkpoints at the El Alto International airport, with Mauricio shouting: "We are Canadian diplomats!" He later said that the Canadian Consul had given him the authority to do so.

After spending the night in the airport lobby, the VAs boarded a CESO-chartered, two-engine, eight-seat, private plane on Friday morning and flew to Santa Cruz, a city in the Bolivian lowlands. At Operations Centre in Toronto, we were cheering when we heard the news of their safe arrival in Santa Cruz, which was quiet that morning.

The VAs spent an uneventful day of rest in a hotel, and then boarded a 10 p.m. flight to Miami, with connections to Toronto and Montreal the next day.

But the excitement was not over. Once aboard, they found out that Gonzalo Sanchez de Lozada, the Bolivian president who had resigned that day at 6 p.m., as well as two of his cabinet ministers, were also on their flight, helicopters having brought them from La Paz just in time.

They travelled to Miami together. Peacefully.



Our intrepid CESO travellers prepare to board the CESO-chartered plane. Pictured with them are Mauricio (right) and his wife Bess, third from the left.

expression of discontent over centuries of marginalization and inequality and - most recently - with over 15 years of structural adjustments and unfulfilled promises of economic growth that are yet to make a dent in the high level of poverty that affects 70 per cent of the population, 95 per cent in rural areas, where the indigenous population is located.

On Monday, October 13, La Paz, an Andean city of one million people, found itself under siege. Cut off from the rest of the country, the city had practically shut down. Thousands of people - in a very militant mood - filled the streets and the roads were blockaded, with some

and reach the airport was deemed to be too dangerous. The Canadian Consulate's recommendation was to stay put, although the situation in La Paz was getting more dangerous by the hour.

So the Country Project Manager, Mauricio Riveros, and CESO Bolivia staff - who never left the VAs' side - stepped in again. After two days of frantic phone calls and calling in favours, a message came through on Thursday that Mauricio's car would be allowed to join a convoy going to the airport that night.

At 9 p.m. on October 16, Nicole, June, Bill and Laurence - minus their luggage and taking only a small carry-on bag each

On the Road with CESO

BY MICHELE PETERSON VA

*"No matter what I do, all I think about is you.
Even when I'm with my boo,
Boy, you know I'm crazy over you...
Forever more, yeahh-yeahh."*

She interrupts her singing to swerve around a semi-trailer loaded with mangoes and pull into oncoming traffic - engine straining to make the hill. "Ay Papi, let me in," she says, with a smile and flip of her hair. He slows down and we squeeze in, just before a convoy of trucks comes barreling over the hill.

No, it isn't Kelly of the famed Destiny's Child singing, it's my client, Waleska Ferrera, the Executive Director of the Alliance of Honduran Women Cooperatives and we're on a road trip of epic proportions with CESO.

But, with the music turned up, it seems more like Thelma and Louise - Latina style. In the next four weeks, while researching material for a strategic plan, our delegation will travel over 2,000 kilometers to visit 16 cooperatives amid palm tree plantations, mountain cliffs and jungle. We will make



With chickens in hand, members of La Cooperativa Las Flores pose with VA Michele Peterson, far left, and Executive Director of the Alliance of Honduran Women Cooperatives, Waleska Ferrera, far right.

television appearances, dodge falling rocks and stumble our way through electricity blackouts to official dinners by candlelight.

The temperature will often reach 49C at mid day. Through it all - Waleska's hair will stay perfectly in place, she will never sweat and, when we are four hours late (which we will be), everyone will cheerfully welcome us with waiting plates of food. As for me, I just try to keep up.

"Mas fuerte - higher, higher" she says,

holding the video camera like a Hollywood director. We're enroute to our first stop, La Cooperativa Las Flores and some laborers from a palm plantation are posing for an impromptu shot. Their pitchforks held high, each tries to spear a larger bundle of seeds and toss it even higher than his neighbor. Even the water boy gets a shot at fame.

At a fork in the road, a man in a battered cowboy hat hops on a bicycle and leads us to the project. The women are out in full force, all eight of them, and their 63 children. They have an avicola, a chicken production micro enterprise. Hundred of white chickens are clucking in tidy pens nestled among the towering palms. A smudge fire burns constantly to keep flies away but the blackflies bite incessantly and leave trails of blood on our legs. But, despite the heat, the women are dressed in their finest, each cradling a chicken for a photo opportunity. We spend hours reviewing their project ideas and sharing their successes. There is a lot of hope and enthusiasm here. By the time the first day is over, fifteen hours have passed. That night during a blackout, I watch a convoy of bugs, each the size of my hand, scurry under Waleska's bed.

"I love my country," she declares. As our trip progresses, I begin to understand why. Yes, as CESO promised in our pre-departure session, I've seen desperate poverty and witnessed the empowerment that entrepreneurial independence can bring. But I've also discovered the unexpected - I've learned that style has nothing to do with money and a lot to do with attitude and opportunity. Much like the cooperatives themselves, I realize. And, somehow, some of Waleska's optimism and flair has rubbed off on me. On arrival at home, I flounce off the plane, not a wrinkle in sight. My new polyester outfit from Honduras has made the 14 hour flight with nary a crease. One quick spray of perfume and I'm ready to hit the road again.

When she wasn't dodging falling rocks, Michele Peterson led a strategic planning session, prepared a fundraising plan and completed a technology assessment for ALHCOMUJER, an alliance representing 30,000 women in cooperatives in Honduras.

CESO VOLUNTEER ADVISERS

This is your page. Your feedback is always welcome and we'll publish a selection of your comments in each edition of FOCUS. The deadline for the next issue of FOCUS is Feb. 20, 2004.

We would also welcome your ideas on how we might make the best use of the "VA Forum Page".

Please E-mail your ideas to Wendy Stratton (wstratton@ceso-saco.com) or John L. Gibson (jgibson@ceso.saco.com).

Where there's a will there's a way ... to give

Funding a global organization like CESO requires a constant flow of funds. Through personal gift planning, an individual can either make a contribution that will be used immediately by CESO or arrangements can be made to give a gift/bequest to fund future projects.

Including a bequest to CESO in your will is yet another way to share skills and experience with those in underdeveloped countries. Bequests can be a percentage of your estate or a one-time amount.

A donation receipt for the full value of the bequest or gift is given and the tax credit can be applied to up to 100% of net income in the year of death. Any excess can be applied against taxable income in the previous year.

If you would like to make a bequest or a one-time gift to CESO, please contact Suzanne Justin at 700 Bay St., Box 328, Toronto, M5G 1Z6, 1-800-268-9052 or 416-961-2376 Ext. 240, sjustin@ceso-saco.com. For more information, please ask Suzanne for a copy of our Personal Gift Planning brochure.

Clubs Update

Gordon on the Move



CESO President and CEO, Gordon

Cummings, was kept busy in November attending 4 CESO Club meetings in Ottawa, Montreal, Vancouver and Victoria.

During the Board meeting in Winnipeg, a 3.5 hour session was scheduled and VAs from Manitoba and Western Ontario were invited to attend and discuss any issues they desired.

Afterward, VAs stated that the session was informative and Board and management members said it had been useful.

VANCOUVER ISLAND

Nick Gwyn
250-995-8755
nickgwyn@shaw.ca

The year-end meeting was held 13 November with CESO President and CEO Gordon Cummings as guest speaker. VAs are encouraged to contact Monique Scott (moniquescott@shaw.ca) or Edward Butterworth (edwardb@telus.net) if they would like to serve on the 2004 Club committee.

The Club will next meet in Jan/Feb 2004.

SURREY/WHITE ROCK

Dean Struble
604 536 6983
strubled@shaw.ca

NORTH SHORE

Michele Vaillancourt, Co-Chair
604-947-2390
mvaill@shaw.ca
and Priidu Juurand, Co-Chair
604 872 6001
priiduj@shaw.ca

At the fall meetings of the North Shore CESO Club, VAs made presentations on assignments in Cost Rica, Honduras, Ukraine, Sri

Lanka, and China. The November meeting hosted CESO President Gordon Cummings followed by a lunch and a lively discussion. The first meeting of the new year will be on January 13, 2004.

Priidu Juurand, Co-chair

SOUTHERN ALBERTA

Ann Kennedy
403-249-2755
akennedy@calcna.ab.ca
Upcoming meetings for 2004:
February 2, April 5 and June 7.

NORTH ALBERTA

Don Cheeseman
780-481-5733
don_cheeseman@msn.com
Lunch Meetings Schedule for 2004: (Tuesdays) February 3, April 6, June 1, October 5, December 7 from 11:30 AM - 1:00 PM, Royal Glenora Club, 11160 River Valley Road, Edmonton, AB.
For more information contact: Don Cheeseman, Joyce O'Byrne, Club Secretary, 780-430-9538, obyrnej@telusplanet.net, or the Edmonton CESO Office, phone 780-763-6372.

WINNIPEG

Ann Portman
204-753-8203
portmana@granite.mb.ca
New Executive:
Chairperson - Ann Portman
1st Vice Chair - Bill Barbaza
2nd Vice Chair - Peter Dyck
Past Chair - Basil Rotoff
Secretary - Harlyn Thompson
Treasurer - Edd Klassen
Fund Raising - Bertha Arnold
Programme - Dave Schellenberg
Directors at large - Morley Gliberman and Fred Chernoff

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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.
The year-end celebration on December 2nd was a huge success. Dates for the balance of the 2003-2004 season are (Tuesdays) January 13, February 3, March 2, April 6, May 4 and June 1. None for July and August.
Co-Chairs are seriously looking for successors starting September 2004. Call them soonest, if interested!

NIAGARA

William Payne
St. Catharines
wpayne3@cogeco.ca
The first Annual General Meeting of the Niagara Club will be held in St. Catharines in April 2004. At this time, an election of Executive members will be held. Please contact Helen Johnson at jai@vaxxine.com for more details.
Current executive members:
President - Bill Payne
Memberships - Helen Johnson, Keith Eady
Treasurer - Williard Miller
Member at Large - William Sears

SHERBROOKE

Ghislain Girard
819-843-6308
girardghislain@hotmail.com
Club dinners will be held every third Wednesday at the Horace Restaurant (1115 King O., Sherbrooke). All would-be members are welcome.

MONTREAL

Vivianne Coudé
514-875-7226
vivianne@videotron.ca
Upcoming dinners will be held the first Wednesday of every month at the Institut du tourisme et d'hôtellerie du Québec, starting on February 4 2004, with Apollinaire Ihaza as guest speaker. Contact Vivianne Coudé for further details.

QUEBEC EST

Agathe Gagné-Collard
418-658-2832
agathe.gagne-collard@arul.ulaval.ca
There was 11 people in the orientation session for future volunteers.
The interview and intake process is finished for 7 people.
In the General Assembly, on November 19th, we had elections. Here are the results:
Agathe Gagné-Collard, president
Mathieu Vaillancourt, vice-president
Marcel Massé, secretary-treasurer
Benoit Bisailon, administrator
Marielle Lavallée, administrator
Claude Marin, administrator
Pierrette Bélanger, administrator
The speaker was Mr. Raynald Brulotte, member of CESO's Board of Directors.
For more information, contact: Agathe Gagné-Collard, Ph.D. President of the Quebec East CESO Club

OKANAGAN

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LETHBRIDGE

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A meeting is planned for the new year. Please contact Russell or Mac for details.

SASKATOON

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CRYPTIC ANSWERS

ACROSS	DOWN
1. Moneybags	1. Mat
8. Outdoor	2. Noose
9. Llama	3. Yard
10. Drivel	4. Allow
13. Swathe	5. Startling
14. Outset	6. Hold no brief
15. Plains	7. Baker's dozen
16. Reefer	11. In the know
18. Adagio	12. Later
21. Ernst	13. Sepia
22. Episode	17. Eaten
24. Windmills	19. Drill
	20. Teem
	23. Oks

Yes, I will **Contribute** to CESO



is the quarterly newsletter of the Canadian Executive Service Organization (CESO).

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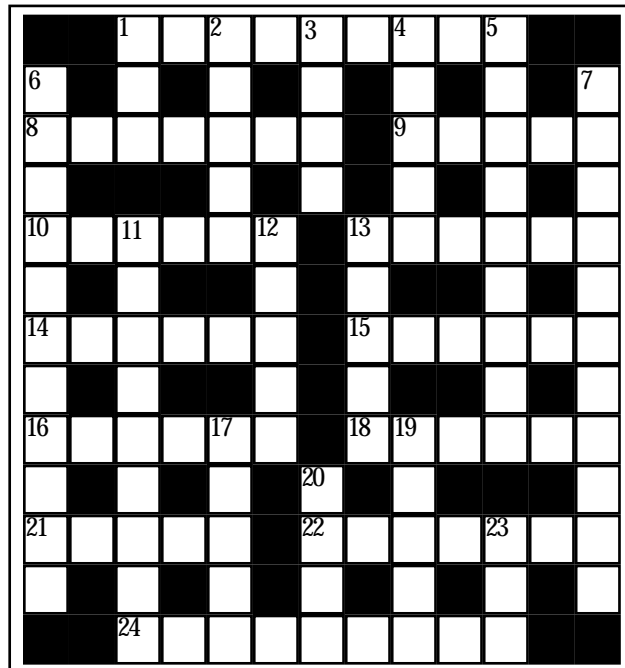
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CESO CRYPTIC CROSSWORD By Aug Bolté

ACROSS

1. The wealthy carry bread in these (9)
6. To do our work in the open (7)
8. Ruminant that chews its food in a mall (5)
10. Silly evil doctor (6)
13. Strip in a field of southern wheat (6)
14. Start to put down after the start of 8ac. (6)
15. Region beloved by Abraham((6)
16. Pot jacket (6)
18. Slow a first class dog which is all mixed up (6)
21. German artist who had a stern attitude (5)
22. Event in which Poe dies (7)
24. Joust with these imaginary enemies (9)



DOWN

1. At the start Matthew uses this to exercise (3)
2. This could end and change one's love life (5)
3. Kind of bird, arm, sale or stick in the back (4)
4. Let one to concede (5)
5. Surprising beginning for a fish (9)
6. Be against and lose the argument (4,2,5)
7. Sweet 13 (6,5)
11. Well informed - we think no way (2,3,4)
12. Not now, change change (5)
13. Colour of an ape is brownish (5)
17. Consumed by a teen (5)
19. Fabric found in a dentist's office (5)
20. Abundant side, we hear (4)
23. Approves most of the books (3)

ANSWERS ON PAGE 7



CESO is grateful to CIDA and INAC for their financial contribution to our work at home and abroad.