

WINTER 2006-2007

2007 - CESO's 40th Anniversary



Photo at CESO's Annual Recognition Luncheon.

CESO staff from across Canada, in-house volunteers and honoured guests gathered at CESO's Annual Recognition Luncheon to celebrate its upcoming 40th year of service. A logo designed to mark this milestone, featured below, was also prominently displayed on the banner seen behind the group, and helped decorate the Luncheon hall.

On the eve of its 40th year, CESO celebrates in Toronto

In the mid 1960s, before the creation of Canadian International Development Agency (CIDA), there was much discussion within the Department of External Affairs about how to make more effective use of Canadian aid dollars.

An untapped resource was identified – the experience and practical wisdom of Canadian executives and professionals. This led in 1967 to the creation of CESO. Aid dollars would be provided to CESO to undertake the on-site development work, thereby assuring Canadians that their tax dollars were being well spent.

It's been almost 40 years since the founding of CESO, which launched Aboriginal Services in 1969, and to date the organization has completed a total of 45,000 assignments in Canada and overseas.



To celebrate this 40-year milestone, CESO commissioned the design of a special logo. It is featured on CESO stationary and prominently displayed on the CESO website.

It was also included on the banner seen in the background of the photo above, which was taken on December 8 at the 2006 Annual

Recognition Luncheon held to acknowledge the work done by staff and in-house volunteers. Staff from across Canada took part in the celebration.

The luncheon was the perfect forum at which to present Volunteer Adviser (VA) Barbara Schejbal, the winner of the CESO Photo Contest 2006, with her prize, a Sony digital camera. Readers may recall the winning photo featured in the last issue of FOCUS which showed VA Mark Smith on a management and marketing cluster assignment in

Aeroplan Beyond Miles donor program is taking off

Since its introduction in March 2005, CESO's Aeroplan Donor Program has found favour with our corporate and individual supporters.

Kicked off last year by the generous endorsement and participation of Aeroplan, American Express and CIBC, it has gained momentum in 2006 with the addition of our "Corporate Partners" and "Individual Donors" initiatives.

The result is that we have received almost 2.8 million Aeroplan miles worth \$90,000 to CESO, in the first ten months of this year, triple those received in the last ten months of 2005.

Recently Aeroplan announced that miles would expire in seven

See Volunteer Adviser testimonials and messages on page 11.

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CESO President travels to Cameroon and Senegal

By Josie Marchese

CESO President & CEO Paul van der Wel recently travelled to Africa to review and support the organization's work in Cameroon and Senegal.

In addition to meeting CESO's people on the ground, Paul enjoyed a series of discussions with clients, Canadian embassy representatives, local politicians and civil servants, and local representatives of Canadian non-governmental organizations.

Paul was accompanied by Apollinaire Ihaza, CESO's Montreal-based Program Manager, Africa & Francophone Countries. Their first stop was in Cameroon.

CESO's Country Representative (CR) in Cameroon is Mrs. Kah Walla. Kah, who has represented CESO for almost 10 years, has a thorough knowledge of Cameroon's political and economic environment. CESO has

worked on both economic development and governance projects in Cameroon and has ambitions to complete up to 50 assignments there this year.

In Cameroon, Paul and Apollinaire travelled to the capital city of Yaoundé and to Bot Makak in central Cameroon. They also visited Barmenda, which is in the northwest.

In the community of Bot Makak, Paul and Apollinaire met with the mayor, Mr. Aaron Givet Hiob, and local tourism and cacao production representatives. Interestingly, while the living conditions in the region are difficult, CESO's volunteers continue to travel to the area because the locals are so helpful and cooperative. The volunteers feel that CESO is clearly making a difference.

Mr. Jean Pierre Lavoie, the Canadian High Commissioner to Cameroon, held a reception in honour of Paul's visit, which was

attended by approximately 60 guests. These included several ambassadors, Canadian International Development Agency (CIDA) representatives, CESO partners and Cameroon government officials. In particular Philippe Camille Akoa, Director General of Feicom; Laurentienne Mbédé, Mayor of SOA; Danielle Testelin, CIDA Program Manager, and Gerard Robard, CIDA Enterprise Specialist from the Central Africa and Great Lakes Africa and the Middle East Branch were present.

Paul gave a speech outlining some of the highlights of the work CESO does in Cameroon, and other parts of the world.

Earlier that day, Paul and Apollinaire visited two ministers, Mr. Marafat, Minister of Territory Administration and Decentralization, and Mr. Bernard Messengue Avom, Minister of Public Works. Paul and Apollinaire outlined the projects which CESO is carrying out and asked the Ministers for financial support to implement the recommendations made by CESO volunteers on assignment. Because the ministries had sent senior representatives to the meetings which Paul and Apollinaire held with the local partners, the discussions proved to be very positive.

Cameroon is a bilingual country with 80% being francophone. The remaining 20% anglophone population is mostly located in the northwest province.

CESOs work in Cameroon is extensive. Aside from helping to formulate a solution for the language barrier, CESO Volunteer Adviser (VA), Maurice Seguin had done extensive work on a major

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At a luncheon organized to thank CESO for its work on an extensive road survey project, CESO representatives were treated to a special dance ceremony. In front from left to right, are Kah Walla, CESO Country Representative for Cameroon; Nyansikwen Christopher, Mayor of Bali council, assistant secretary general of UCCC NW; Shey Henry, Provincial chief of local councils NW; Apollinaire Ihaza; Paul van der Wel; and Ewi Elisabeth, First deputy mayor of Wum Council.

CESO President

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road project.

A highlight of the trip was a meeting with 100 guests in Barmenda where VA Seguin, presented the results of his extensive road survey project (6000 KM). This project was greatly appreciated by the regional federal government. So much so, that Paul and Apollinaire were honoured with a luncheon and a demonstration by nine regional municipal dance groups. (See photo on page 2.)

CESO's relatively new CR in Senegal is Mr. Mouhamadou Leye.

Paul and Apollinaire travelled to Senegal's capital city of Dakar to meet with Canadian Ambassador Louise Marchand and commercial officer Nicolas Lepage. After this constructive meeting, they met with CESO clients, including the President of the National Union of Building and Public Works. Readers may recall a report of an assignment with this client featured in the Autumn 2006 issue of FOCUS.

Paul and Apollinaire had a meeting with two new partners RADI and CFE of UAEL, and five VAs to launch the new CIDA partnership governance program, Appui à la démocratisation au Sénégal. CESO

signed an agreement protocol with RADI. The major objective of the project is to strengthen the role of women in the electoral process.

In Dakar, a meeting was arranged for CESO to sign a three-year agreement with the Réseau Graine. This is a group of agricultural cooperatives and agencies that CESO will assist in developing a strategic plan to improve agricultural production, storage, distribution and marketing. The meeting was attended by 50 Réseau Graine partners. (See photo above)

On the morning of their return trip to Canada, Paul and Apollinaire visited the island of Gorée. A former slave transportation site, the island is 20 minutes from Dakar. They were accompanied by five VAs and the spouses of three of them, all excellent ambassadors for CESO and Canada. (See photo below.) During their trip, progress of the various programs was discussed. The VAs explained that working in African conditions is difficult because of the heat, dirt and political barriers, but that they all remain committed because of the success of the projects and the engagement and gratitude of CESO's partners.

Paul said that the trip to Africa was informative and productive. It helped to reinforce the work we are currently doing and it opened new doors for future projects. ■



Paul shook hands with Ibrahima Ba, President of Réseau Graine, after signing a three-year agreement to work with his organization.

Farewell to a valued VA

CESO is saddened to report the death of Maurice Seguin, a physics and engineering specialist who became a Volunteer Adviser (VA) in 1998 and completed assignments in Cameroon, Honduras, Colombia, Panama, Costa Rica, Peru and Bolivia.

Mr. Seguin died on January 4, 2007, at the age of 69.

His assignments included work with water treatment, soil erosion, urban development, water supply, waste management and mineral extraction.

"Maurice loved what he was doing," said friend and fellow VA Henning Rasmussen. "I recall one evening when we were sitting talking about our mortality and his comment was that death could come to him any moment - by accident or by illness - and that he might as well enjoy life to the fullest. A dedicated CESO volunteer till the end."

Paul van der Wel, CESO President and CEO, and Apollinaire Ihaza, Program Manager, Africa & Francophone Countries attended the funeral service which took place on January 13 in Quebec City, Quebec.

Mr. Seguin's dedication and commitment to CESO will not be forgotten. ■



On the island of Gorée, Senegal, pictured from left to right are: Paul van der Wel; VA Nicole Laverdure; (front) Marie Carrier, VA Roger Boivin's spouse; (back) VA Roger Boivin; Apollinaire Ihaza; Mouhamadou Leye; VA Edmond Pauly; VA Denise Vézina; Rosamonde Wandell, Kirk Thompson's spouse; and VA Kirk Thompson.

CESO: A Catalyst for change

By Auguste A. Bolté

Little did I realize when I joined CESO as a Volunteer Adviser/Writer in 1994 that it would provide me with a new challenge more than 10 years later.

I worked in-house in CESO's Aboriginal Services Division where I became fascinated with the history and issues concerning our First Nations peoples (both Indian and Inuit) far beyond what I was taught in my school days.

As a result, I was inspired and determined to ensure that today's students at the two Toronto schools my late wife and I attended were provided with background information and experiences about our original peoples significantly in excess of their curriculum requirements.

I am proud to say that both schools responded enthusiastically. Using contacts I had made at CESO, I was able to put the schools' teachers in touch with Aboriginal speakers to share their lives (both good and bad) with the students.

And the two schools, Upper Canada College and Branksome Hall, embarked on specific programs to supplement their studies of Canada's Aboriginal Peoples.

In 2004, Branksome Hall, an independent, non-denominational girls' day and boarding school, invited Basil Johnson, one of the leading Ojibway authors in Canada and the United States, to address an assembly of students about his life experiences both within his cultural surroundings and his adjustment within a non-Aboriginal society.

A story-teller and scholar, he also chatted with individual students in their classrooms on an informal basis whereby they could learn directly what life was like on a reserve.

In 2006, the school was twinned with the Ummimak School in Grise Fiord,

on Ellesmere Island in Canada's Arctic, as a partner with the Toronto/Nunavut School Twinning Program. Ummimak School has 55 students from Kindergarten to Grade 12. Most courses are taught in English but the students also learn Inuktitut. Elders and local experts also teach traditional Inuit skills.

This twinning program is the vision of the Lieutenant Governor of Ontario, the Honourable James K. Bartleman, who grew up in the Muskoka town of Port Carling and is a member of the Mnjikaning First Nation.

His mission is to enhance cultural understanding, increase student literacy and provide learning opportunities through various initiatives such as sharing of resources and ongoing staff and student communication and exchange programs. A similar program was launched between Aboriginal and non-Aboriginal schools in Ontario.

At Upper Canada College, founded in 1829 and one of the leading boys' colleges in Canada, the Lieutenant Governor was invited to speak about his initiative at an assembly of hundreds of students on a dedicated Aboriginal theme day which included a native luncheon and other exhibits.

As a direct result of Mr. Bartleman's visit, five Grade 10 and 11 students from Upper Canada College spent three weeks last summer in the Cree community of Peawanuck on the Winisk River south of Hudson Bay and participated in a literacy camp with Peawanuck children aged five to 15.

The Upper Canada College students are already looking forward to the summer of 2007. ■



Lieutenant Governor of Ontario, the Honourable James K. Bartleman

CESO's 40th

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the Philippines.

Also, the luncheon provided the opportunity to honour Ron Scanlan, CESO Regional Manager for Manitoba and Northwestern Ontario, who will retire on January 31 after 14.5 years of services. (See more on page 10.)

Our volunteers' contribution to CESO was highlighted on December 5, International Volunteer Day, which was recognized in Montreal with 30 VAs present. At the Toronto annual luncheon, Paul van der Wel acknowledged that day and took the opportunity to thank the volunteers present.

CESO's 2007 Annual General Meeting will be held in Ottawa at which time we will officially celebrate CESO's 40th year. Look for more information in the next FOCUS. ■

Aeroplan Miles

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years. These changes should serve as a wake-up call to the many travelers who have miles sitting in their plans, to make use of them before they expire.

Why not get on the bandwagon and donate them to CESO where they will help offset the cost of our volunteers' assignments? All it takes is a minute on your computer. Click on aeroplan.com/donate, scroll down to **CESO**, click on **donate** and follow directions. Those unused and often forgotten miles will be put to a very good use. ■

CESO is working to build stronger communities through better governance

CESO National Services works to improve governance in the public, private and non-governmental sectors and our core service areas in governance are:

- ❑ **Effective Management:** build managerial capacity by enhancing skills, competencies and knowledge necessary for effective governance and to ensure services fit the needs of community members.
- ❑ **Policy and Organizational Development:** support the development of policies and procedures that improve effective governance and respect the centrality of tradition and culture.
- ❑ **Civic Engagement:** strengthen the capacity of individuals and communities to promote fair governance, to participate in decision-making, and to influence decisions that will affect their lives.
- ❑ **Strong and Effective Leadership:** build strategic leadership capacity that focuses on the needs of communities and community members.

Here are examples of CESO's governance assignments:

Terms of reference for Justice Committee

CESO was asked to provide training to one of the many committees of the Muskoday First Nation, a member First Nation of the Saskatoon Tribal Council, located 20 kms south-east of Prince Albert, Saskatchewan.

The Justice committee,

comprised of community members and not First Nation staff, needed to develop terms of reference to determine how it would function.

Seven members and one staffer attended a CESO training workshop where topics included: Legal responsibilities of a board member and how to meet these responsibilities; Understanding the role of the Board or Committee and the nature of the Board or Committee's authority; Developing a strategic plan; and Developing terms of reference for the Board or Committee.

Policy on wages and management of personnel

This assignment was requested by the Conseil de la Première Nation des Innus d'Essipit further to a major structural reorganization. The assignment was carried out in two separate phases over a period of one year. The first phase consisted of revising the policy on wages and the second in revising the policy on management of personnel.

In a letter to CESO, the Chief of the Essipit First Nation, Mr. Denis Ross, made the following comments :

"We would like to underline the important contribution made by Mr. Jules Bélanger who spared no effort to help us with these two important files. We are privileged to have been able to profit from the knowledge of your adviser. His involvement, collaboration and knowledge have contributed significantly towards establishing an improved wage scale and better working conditions for our staff."

Development of Human Resources practices

The Manitoba region was asked to assist Black River First Nation with the development of its HR (human resources) management practices. VA (Volunteer Adviser) Ann Portman met with about 28 employees who now have up-to-date job descriptions and a Personnel Policy Manual which reflects the most recent changes and additions to federal legislation.

Black River First Nation is well on its way to becoming more efficient and knowledgeable of the human resources requirements and effectively governing their community.

Development of Human Resources Department

The Alberta/Western Arctic region received a request from Paul First Nation for a VA to assist with the development of an HR department as well as to mentor the First Nation's new HR Manager.

By the conclusion of the assignment, the following had been accomplished/established: development of an organizational structure/chart for the First Nation's operations; development of tools, process guides and templates for the HR department, including job descriptions, job postings, screening criteria, interview guides, reference check guidelines, letters of offer, employment agreements, orientations for new employees, employee benefits (information and processes to access), an HR filing system (structure and content of personnel files) and performance evaluations. ■

New database will revolutionize Roster Department

By Nicole Gold, Roster Manager

The Roster Department has been a hive of activity since you last received an update. For starters, Monica Lazarescu joined us last May as the Roster Assistant and many of our Volunteer Advisers (VAs) have already been in contact with her – a delightful experience, no doubt.

By this time, Monica will have sent out a roster update questionnaire to about one-third of the roster by e-mail (and regular mail to those very few who do not have e-mail). VAs are contacted about once every two years on a rotating basis.

Keeping your roster file current and accurate in the database is of the utmost importance, not only for the purpose of matching your skills to assignments, but also for contacting you if we do find an assignment that's a good fit. If you receive the questionnaire, it is always in your best interest to complete it and return it as quickly as possible. So send your updates to toronto@ceso-saco.com.

CESO has started designing its IT conversion to a new database program. The end result will be quite revolutionary for the roster as the plan is to create a repository of personal VA information which is initially entered on-line and the maintenance will be done directly by VAs over the internet. As part of this, we intend to have an interactive skills and experience inventory as well.

Once the process is in place, we will be asking all VAs to participate in this new undertaking by entering and “creating” their own database

files. That's all the more reason for those of you who have been contemplating getting internet access, to do so now. We anticipate that VAs will look forward to sharing this adventure with us and be willing participants. An added bonus for the Roster Department is that we will no longer need to send you roster update questionnaires. At predetermined intervals, you will get an automated reminder by email to review your personal information and do the update yourselves. You will be responsible for the accuracy of your own data file. This is progress and we will keep you posted as we make strides in moving forward with this transformation.

Finally, the Roster Department has increased its roster development in-house volunteer force by three, to complement our present talented team. These volunteers actively work at bringing new VAs on to the roster to bolster and replenish those sectors for which the demand is high but our bench strength low.

We are indebted to all those VAs (too numerous to mention here) who tirelessly dedicate their time and talents to improvement of the roster.

All in all, it has been, and continues to be, a very dynamic time for our department. ■

Pam Koch impresses a Chinese audience



Pam Koch, Regional Director, Africa, Asia, and the Americas, delivers a speech on behalf of the Foreign Expert Organizations, at the opening ceremony of the 2006 Conference on International Exchange of Professionals and High-Tech Exhibition on September 20 2006, in Shenyang, Liaoning, China. Pam and Kasia Zakowska, Program Manager, Asia and the Americas, were at the event to collect potential assignment applications for CESO's 2007-08 China program.

CESO helps grow business incubator in Georgia

By John L. Gibson

A privately-owned company called the Georgian Association of Women in Business (GAWB) established that country's first Business Incubator in 1993 to help women make the transition to a market economy so their businesses could survive and flourish.

Three times in the past few years, GAWB has asked CESO for assistance to help grow the company.

"The concept of GAWB's Business Incubator is to operate a number of pragmatic service businesses under one roof and these businesses include: a mini-mart retail store, a beauty salon, a bakery, sewing and tapestry, printing, laundry and dry cleaning," explained CESO Volunteer Adviser (VA) Jim Richardson. "They also offer a micro-loan program for seed financing."

He said some 25 aspiring entrepreneurs get hands-on experience in an environment conducive to training women how to operate their own businesses and the services generate revenue to the Incubator in order to be self-sustaining.

The Calgary businessman has been twice to Tbilisi, the Georgian capital and the country's largest city, to assist GAWB in its planning and organizational practices and, most recently, to advise on the establishment of regional incubators.

In the spring of 2006, Jim flew to Tbilisi to meet with the GAWB principals and 22 employees, 20 of whom are women.

"The staff is very committed,

persistent and unrelenting in their pursuit of their mission and objectives," says Jim, who has done assignments at home and abroad. "They are branching out to smaller cities and regions where they see their services to be in demand and are thereby contributing to regional economic development."

Jim has helped GAWB establish a new business incubator in Svaneti, an historic province in the northwestern part of the country. This incubator has the potential to create a significant social impact on the people in the region through halting migration from the area, providing training and business incubator services to improve tourism and drive wealth creation, reducing crime, creating tourism infrastructure through restaurant and hospitality training.

In evaluating this assignment, CESO stated: "The VA's comprehensive approach to assistance and training, combined with the client's genuine commitment and hard work, resulted in the realization of all of the assignment's expected results and many immediate outcomes."

Significant outputs and outcomes included:

- ❑ All Business Incubator employees were trained;
- ❑ Business model developed for a regional business incubator;
- ❑ Strategic long-term action plan prepared;
- ❑ GAWB Board of Directors and Advisers established;
- ❑ A GAWB proposal developed and submitted for approval to operate People in Need micro-loan program in the Tkibuli and Tubuski areas;
- ❑ A survey benchmarking CIS (Commonwealth of Independent

States) business incubator practices completed;

- ❑ Government support offered by donating a building in Mestia (Svaneti region) to house the incubator and ancillary services;
- ❑ CTC Centre for Training and Consultancy offered GAWB/Business Incubator members the use of the new training facility in Mestia;
- ❑ USAID approved funding for operating Bistro Café program;
- ❑ A GAWB member identified to operate a business incubator in Poti, established and funded by USAID.

"This assignment is an excellent example of how continuous CESO support can benefit not only particular clients, but also reach out to underprivileged groups and communities," stated the CESO evaluator. ■

VAs in the Media

If you've been interviewed by the media, invited to speak about your CESO experiences, or are the recipient of an award, we would like to share the details with our readers.

Mail your news clippings to Josie Marchese (700 Bay Street, Suite 700, Toronto, ON, M5G 1Z6 or by e-mail at jmarchese@ceso-saco.com) and contact her with the details of your award or speaking engagement. Tell us the name of the award and why you received it. Also tell us where you spoke and to how many people. ■

VA Forum

We want your input for FOCUS. We welcome first-person, CESO-assignment accounts, assignment pictures, travel tips, reports from CESO Clubs, etc.

Please send your submissions to Josie Marchese at jmarchese@ceso-saco.com. ■

Kyoto petitions

CESO's Public Engagement program is focused, as per our contract with CIDA, on mobilizing Volunteer Advisers (VAs) who have returned to Canada from overseas assignments to sensitize people in their communities and the media about issues in international development. VA Bruce Mackenzie, who works in Information Technology in Victoria, BC, has done CESO assignments in Bolivia and Costa Rica specializing in Geographic Information Systems.

By VA Bruce Mackenzie

I'm keeping busy to keep my mind off 'climate dread'. I'm on the Victoria Chapter Steering Committee of the BC Sustainable Energy Association (BCSEA), which promotes renewable energy and energy conservation.

I've been hearing about global warming since the 1980s but as a society we haven't yet reacted to it. Last summer, after Canada's new government shut down two of its most effective climate change programs and started trying to undermine the Kyoto Protocol, I felt I had to get a voice to Ottawa about the urgency of climate change and the solutions that we have.

I have collected several hundred signatures at 'green' events in Victoria and two Liberal and three NDP MPs have submitted them to Parliament. The solution requires the whole world to work together in a short time. While I'm meeting people and getting their signatures, I'm not thinking about my future. ■



Denise Savoie, MP for Victoria, and Bruce display petition signatures gathered by the BCSEA at a special screening of the climate change film "An Inconvenient Truth" at the Odeon Theatre on Victoria's Yates Street.

The Indian Residential School Survivors Workshop Program is launched

By Sheri McEwen, Manager of Operations (National Services)

CESO National Services is proud to announce the launch of the Indian Residential School Survivors Workshop Program. This exciting new initiative was developed in partnership with Scotiabank, and will include the Assembly of First Nations (AFN) as a valued third partner beginning early in 2007. The workshops will be offered to recipients of cash payments under the Indian Residential Schools Settlement Agreement, and will provide personal budgeting and investment options, as well as information about wills and estates, avoiding fraud, personal loans, and much more. The two-year initiative will see the delivery of 100 workshops in communities throughout Canada, in locations that allow for easy access by the survivors.

Beginning in 1892 and in some cases operating until as late as 1996, over 100 government-funded, church-run residential schools were established throughout Canada, with the assimilation of Aboriginal children as their primary goal. Thousands of children passed through these schools, all enduring separation from their families and from their cultural traditions and heritage, with many also enduring various forms of abuse.

The Assembly of First Nations succeeded this year in negotiating the Settlement Agreement with the Government of Canada, which will see financial compensation for the survivors in the form of Common Experience Payments, and includes other provisions aimed at healing and reconciliation for the survivors.

Over the last six months, CESO and Scotiabank have been working together to develop this program, and the commitment and support for the initiative demonstrated by both partners have been fundamental to its creation. The workshop series is designed to provide an additional option in terms of supporting the survivors of residential schools, and CESO is incredibly proud to be a part of this exciting initiative.

For more information about the program, contact Sheri McEwen at 416-961-2376 ext. 258, smcwen@ceso-saco.com.

For more information about the history of Residential Schools in Canada, as well as the Settlement Agreement, please visit www.afn.ca/residentialschools/index.html. ■

AWFT program encourages a high school dropout to follow her dreams

Virginia Sylliboy is a 30 year old woman from Paq'tnkek First Nation located just outside of Antigonish, Nova Scotia. Virginia completed all five Aboriginal Women for Tomorrow (AWFT) program workshops, which were held in October and November 2006.

By AWFT client Virginia Sylliboy

I was a high school dropout. I left school in grade 9 and then ended up having a family, with a total of five children. Before I had my fifth child, I wanted to finish grade 12, but ended up pregnant during the school year.

I didn't know where to go from there. Then I heard about the AWFT program and I was really looking forward to it.

One of the highlights of the program was the five minute presentation. I would have liked to have had more time because I really do try my best to get the most out of any program. I was shy at first but then I got right into it. We all connected to one another in a new way. We knew each other before but now we looked at each other differently. It was just great. During the program some of the women decided to get together outside of the classroom and re-establish a woman's group.

For some of the women it was preferable that the group was comprised of women only, but because of my background, working as a carpenter, I didn't feel the same.

I love to cook and bake pies. I think I might start my own business as a cook. The program gave me a lot of enthusiasm to start a business. Before the program, I didn't have a plan in mind, but now I'm looking into how to go about it.

I never thought of cooking and baking as a business before, but now I see that I actually can make money at it.

Last week I found out that the local Credit Union offers micro credit loans. I went in to apply for a loan to establish credit so that eventually I could apply for a larger loan. I have already started to think about business names.

I would highly recommend this program to anyone. ■

AWFT program workshops offered across Canada

The Launch of the National Aboriginal Women for Tomorrow Program (AWFT) took place on November 27, 2006 at Lac La Ronge First Nation located in northern Saskatchewan.

CESO and the Native Women's Association of Canada (NWAC), will now offer AWFT program workshops across Canada. With

support from Indian and Northern Affairs Canada (INAC), 350 workshops will be delivered over the next two years. These workshops are designed to develop leadership capacity and entrepreneurial skills among Aboriginal women.

At the event were: Chief Tammy Cook-Searson of Lac La Ronge Indian Band; her Councillors and Elders; former Chief Harry Cook; the Honourable Joan Beatty, Minister of Northern Affairs and Minister Responsible for the Status of Women; Grand Chief Ron Michel, Prince Albert Grand Council; Judy Hughes, Executive Director of NWAC; Paul van der Wel, CESO President & CEO; Bob Dickson, CESO National Services Vice-President; Chiefs and Councillors from across the province; Audrey Ahenakew, former CESO Regional Manager for Saskatchewan and the initiator of

the AWFT Program; Gabe Lafond, current CESO Regional Manager; Delia Scribleac, CESO National Programs Manager; and a group of Saskatchewan-resident CESO volunteers.

In a thank you note sent to CESO, Chief Cook-Searson wrote, "Thank you for the wonderful launch that you organized in our community. Keep up the great work and I am looking forward to working with you in the near future." ■



Delia Scribleac is pictured with Gabe Lafond and the Honourable Joan Beatty. Beautiful Aboriginal prints were presented to each guest speaker at the event.



Delia Scribleac, Gabe Lafond and Chief Tammy Cook-Searson at the AWFT launch.

Staffing update

Communications Manager

Josie Marchese has been promoted to the position of Communications Manager, effective September 19, 2006.

As Communications Co-ordinator, Josie has held the Communications Department together during CESO's several transition periods. She took control of the department and went above and beyond to ensure that projects were not only completed in a very tight time frame, but also completed with exceptional quality.

For almost seven years, she has shown maturity, displayed personal initiative and demonstrated strength when dealing with complex areas of her job.

She assures us that she will continue to display the same qualities as well as a keen desire to achieve even more.

Josie has a B.A. from the University of Toronto, is fluent in English and French, and can converse in Spanish and Italian.

Project coordination support

Patti Asselstine has been hired on a contract basis to provide project coordination support to the National Services team in Toronto.

She comes to us with experience in project and program co-ordination and administration, as well as experience working with volunteers.

National Services Operations Analyst

On November 20, 2006, Cathy Wong became the National Services Operations Analyst. Known from her good work in our Finance and Accounting Department, Cathy will be reporting to Bob Dickson and will manage the financial and administrative requirements of the National Services Department.

Cathy has been with CESO for 15 years and the last ten as our Accounting Assistant, where she was involved with processing of payments,

reviewing expense claims for volunteers and staff, and managing advances. She has a Certificate of Accounting Specialist from Sheridan College and Diploma in Executive Administration from Seneca College and is fluent in English and Cantonese.

Support to SME-Youth update

Amina Chahin is CESO's new Support to SME-Youth Program Manager. Working out of our Montreal office, Amina joined CESO on December 11, 2006. Prior to joining CESO, Amina worked as a project officer for Human Resources and Skills Development Canada (HRSDC) where she developed, analyzed, negotiated and managed several important community projects. Amina has a Master's degree in public administration from École nationale d'administration publique and is currently working towards her Ph.D. in political science.

Amina replaces Feyzah A.-Wagner, who, left CESO on September 29, 2006 for an opportunity that offers more growth.

Special thanks goes to Nadine Gaudreau, the Support to SME-Youth Program Co-ordinator, who took on the responsibilities of Program Manager during the interim vacancy period. Nadine was supported by a very able and willing volunteer, Robert de Chancenotte.

Contract ends

Hanna (known as Anna) Heychuk, whose contract placement ended on September 29, 2006, worked as Administrative Assistant for CESO National Services. She brought enthusiasm to all of our events. With high energy, she was always volunteering as our photographer and assistant whenever she was needed.

Relocation

Norma Letal, Receptionist in the Alberta office, left CESO on November 28, 2006, to relocate to Saskatchewan to be closer to her family. ■

Ron Scanlan retires



Ron Scanlan (left), Regional Manager for CESO's Manitoba and Northwestern Ontario region was presented with a retirement gift and thanked for his 14 plus years of service to CESO by Bob Dickson, VP National Services, and Sheri McEwen, Manager of Operations, National Services, in Toronto at the annual staff and in-house volunteer recognition luncheon.

Ron, who will retire on January 31, 2007, is best known by CESO staff, volunteers and clients for his friendly and fun-loving nature. He plans to spend his free days with his wife, Carol, in Louisiana to be near their grandchildren. Ron also plans to continue to be active as a CESO volunteer and to do missions for his church.

Yvonne Dubois who served as Office Manager for the entire time Ron worked for CESO, was emotional about his retirement. She said, "Ron and I have had a very good working relationship over the past 14 years. He is well respected by clients, VAs and staff. It will be strange not seeing him everyday, but I plan on keeping in touch with him – and I look forward to taking winter holidays in Louisiana!"

Bob said, "Ron's dedication and commitment has made him a valuable asset to CESO. He will be truly missed." ■

40th Anniversary testimonials from our VAs

As CESO is now in its 40th year of service, we asked our Volunteer Advisers (VAs) what CESO has meant to them. We received so many responses, that we could only include the first few in this print publication. Full versions of these and the remaining submissions may be found on the CESO Web site at www.ceso-saco.com. See the link to Testimonials on the Home page. Enjoy!



Congratulations to management, staff and members of CESO|SACO on the occasion of forty years of helping developing countries move forward! My involvement as a VA helped me to

understand the very importance for seasoned and experienced Canadians, to share their knowledge with the world, where needed.

Soren Sondergaard

CESO provided me an opportunity to give something back to the world in return for the abundance & good fortune that I have been blessed with in this lifetime. CESO truly makes a difference in lives wherever they are active.

Alta Alta & Faye Miles

Congratulations CESO on reaching the Ruby anniversary. I have been working with CESO International since 1995 and the Aboriginal Women For Tomorrow program for the past

two years. Since I have been with CESO I have learned how to work more effectively and directly with various peoples. I have learned more about people in the past 13 years than I learned in the previous 20 years.

Douglas Johnson

CESO is our way of helping Canada, our homeland, to share experience with others on this planet. Thanks CESO.

Richard & Susan Bill

I am proud to be Canadian. Countries, like people, should be judged by their good deeds and CESO is one of Canada's very good deeds. Happy 40th birthday, CESO!

Ira Teich

**Air France
and
Carlson Wagonlit
Travel
would like to
congratulate CESO
on its
40th anniversary.
We look forward to
many future
successes together!**



Carlson Wagonlit Travel

cwtvacations.com

AIR FRANCE 

www.airfrance.ca

CESO Clubs

Vancouver Island
 Bill Feyrer
 250-595-1905
 bill.feyrer@shaw.ca

Surrey/White Rock
 Dean Struble, Chair
 604-536-6983
 strubled@shaw.ca
 The Club meets at the White Rock Library at 10:00 AM the third Tuesday of February to June and September to November. There is usually a barbecue in August and a Holiday Season Luncheon in January. The Luncheon will be held at the Black Forest Restaurant on Sunday, January 14, 2007. Kent Williamson is Club treasurer, Chuck Belotte and Dean Struble continue to serve as Vice Chair and Chair. Tentative speakers and dates for 2007 meetings are: 20-Feb, Kenneth Kolotyluk, Ukraine; 20-Mar, Alta Alta, Armenia; 17-Apr, Kamran Goodarzi, Senegal; 15-May, Gino Simeoni, Siberia; and 19-Jun, Colin Barrington, Georgia.

Vancouver/North Shore
 Priidu Juurand, Co-Chair
 604-872-6001
 priiduj@shaw.ca
 The Club meets on the second Tuesday of the month at the West Vancouver Library. At the two fall meetings, VAs made presentations on assignments in Ukraine and Russia. We also heard from a delegate about CESO's involvement in the "make poverty history" campaign. New CESO members wanting more information should contact Dorothy Robertson at dvrobertson@shaw.ca.

Southern Alberta
 Eldon Loucks
 403-256-6838
 eldon.lorraine@shaw.ca
 The executive for 2006/07 is as follows: Eldon Loucks, President; Tony Strickland, Secretary; and Dipankar Mukherjee, Treasurer. Directors are Henry Murzyn, Susan

McLure, Francine Beland, Livia Kivisild and Bertha Davis, Office Coordinator, ex-officio. Our luncheons take place the first Monday of every second month now at the Danish Canadian Club, 727 11 Avenue South West, Calgary. The next luncheons are: February 5, April 2, and June 3, 2007. For additional information e-mail Eldon.

Northern Alberta
 Rick Boyd, President
 780-487-0762
 rboyd@compusmart.ab.ca

Saskatoon
 Jim Orosz
 saskatchewan@ceso-saco.com

Winnipeg
 Bill Barbaza
 204-489-7585
 barbaza@mts.net

Ottawa
 Len Nylund, Co-convenor
 613-829-8602
 Inylund@istar.ca
Ottawa Office:
 323 Chapel Street, 2nd floor,
 Ottawa, Ontario, K1N 7Z2
 613-236-7763
 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 Office 613-236-7763, voice-mail extension 306. Luncheon dates for 2007 are: (Tuesdays) January 9, February 6, and March 6.

Mid-Ontario
 Soren Sondergaard
 519-821-9296
 odin@golden.net
 Our club is a new club, formed at our first meeting at Guelph in April 2006. We meet twice a year, in the spring and fall. The fall meeting was held on October 27 at Sunset Villa restaurant in Crieff, Ontario. Paul van der Wel, CESO President & CEO, spoke to the group, and in clear and concise terms explained the current status, and outlined the

planned near future path for volunteer services, in Canada and abroad. A couple of hours well spent. Next meeting is planned for April 2007.

Niagara
 Helen Johnson
 905-892-2937
 helenj@vaxxine.com
 The club meets for lunch at a St. Catharines restaurant. Meetings for the rest of the year will be March 29, 2007 and June 28, 2007. Speakers TBA.

We invite all VAs within easy driving distance to attend these meetings, as the company is good and the food is great!

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 1:00-5:00 PM.

Montreal
 Normand Chevrier
 normchevrier@yahoo.ca
 The Club holds seven luncheons per season. Four luncheons will be held between February and May 2007. In the fall, we were privileged to host CESO President, Paul van der Wel. In October, Apollinaire Ihaza, Program Manager, Africa and Francophone Countries, arranged for five guest speakers to explain the extended new programs. Club directors have been busy, and have been working hard to increase our volunteers' interest and involvement in CESO.

Saco Est du Québec
 Jean Morand, President
 418-660-9640, ext. 286
 jeanmorand@videotron.ca
 3100, avenue du Bourg Royal, 2ième étage, Beauport, QC, G1C 5S7
 The Club board members, as of

December 11, 2006, are: Jean Morand, President 418-667-2222; Benoît Bisaillon, Vice-President, 418-687-4006, benoit.bisaillon@sympatico.ca; Marcel Massé, Secretary-Treasurer, 418-652-0768, massema@videotron.ca; Françoise Bérubé, Member, 418-875-0195, belangerjg@hotmail.com; Louis-Marie Côté, Member, 418-659-3813, loura@videotron.ca; Céline Lebel, Member, 418-527-3871, celilebe@globetrotter.net
 One board position is currently vacant.

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

James Barrable of Montréal, QC
Mortimer Bistrisky of Toronto, ON
Edwin E. Gamble of Guelph, ON
Edward George Wong of Winnipeg, MB


Their friends and associates will miss them. ■

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

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 Josie Marchese, Communications Manager

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