

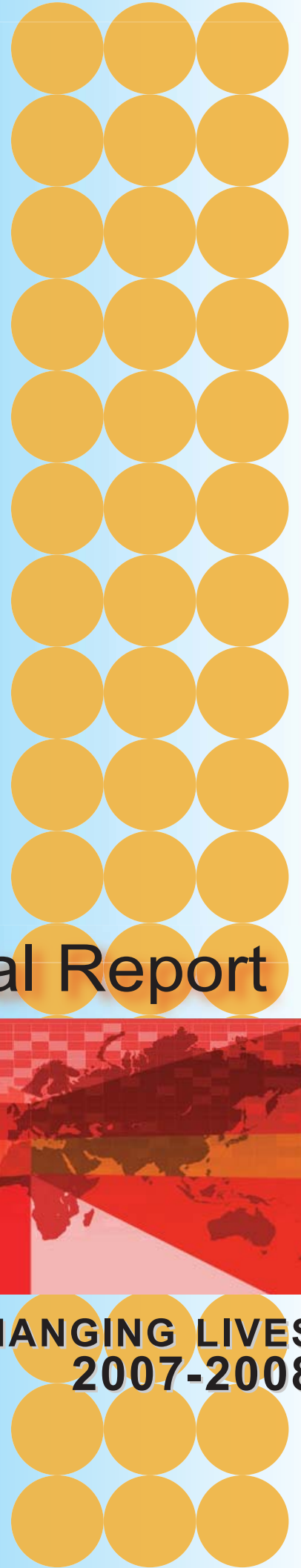
CESO | SACO

CANADIAN EXECUTIVE SERVICE ORGANIZATION

Annual Report



**BUILDING CAPACITY, CHANGING LIVES
2007-2008**



Message from the Chair and President



France Poulin

This year, CESO increased its output significantly over previous years both in the National and International Services programs. This was the result of a great team effort consisting of more commitments by the funders, innovative projects created by our staff, and strong execution by our Volunteer Advisers, clients and partners.

We have built capacity in many Canadian-aboriginal and international communities in the areas of economic development and governance.

The private sector remains an important focus for CESO because, by building capacity in small and medium enterprises, we create more employment which improves communities' social and economic circumstances.

Municipalities and communities are also major sectors because by improving their administration and governance, investments can be made in infrastructure which leads to more investment in small and medium enterprises which creates more employment.

CESO has also been able to define the skill set requirements of the volunteers better with the input of its partners. This year, CESO has enjoyed revenue growth for both the International and National programs. This would not have been possible without the additional funding from the Canadian International Development Agency (CIDA) for two, new, innovative projects, E-governance in the Philippines and agricultural development in Honduras, and for additional funding from Indian and Northern Affairs Canada (INAC) and Scotiabank for CESO's domestic Indian Residential School Program. Additional partnerships were formed for these projects which will result in sustainable, improved living conditions for the clients.

We express our gratitude that these funders enabled us to expand our programs. During this year, we continued to implement the 2007-2010 Strategic Plan which focuses on building capacity through volunteers in the areas of economic development and governance. We are pleased to be addressing four of the eight Millennium Development Goals:

1. Reduction of Poverty
2. Gender Equality
3. Environmental Sustainability
4. Forming Partnerships

For the National program we focused on governance and economic development. The emphasis this year was on mentoring by organizing workshops for the Aboriginal Women for Tomorrow and the Indian Residential School programs.



Paul van der Wel

This year we completed 734 International and 927 National assignments. Of the National assignments, 816 were under the Aboriginal program and 111 were under our programs of strengthening the skills of young entrepreneurs and the Nunavut partnership.

As well this year we began the process of modernizing the CESO information system which should be completed next year and will provide the organization with faster accessibility and more accurate information to improve the service level for all CESO stakeholders. As an example, our clients require specific skills from our volunteers and this system will facilitate searches of skilling information.

Our partnership approach has provided more strategic value to our partners and has reached more beneficiaries. Sharing knowledge has improved the quality of our work and produced stronger results.

On March 15, 2008, INAC advised CESO that its National Services' annual core funding of \$1.2 million for governance and building capacity in Aboriginal communities had been discontinued. A restructuring of our National program was necessary, but CESO is committed to continuing its aboriginal program and must look for alternative funding and projects.

We believe that through our work in governance and economic development, we play an important role in making the world a better place in which to live. We have also placed extra emphasis on Public Engagement in Canada to promote international and domestic volunteering and greater awareness and interest on the part of the Canadian public.

CESO enjoyed many successes this past year and we want to thank our funders, Board, employees, and volunteers as well as the many partners with whom we share our mandate. These include Aboriginal, Canadian, Southern and European partners, governments and their agencies, individuals and companies in the private sector and other civil society organizations. Please accept our sincere appreciation for your hard work, support and dedication.

France Poulin, Chair

Paul van der Wel, President

AUDITORS' REPORT

To the Members of
Canadian Executive Service Organization

We have audited the statement of financial position of Canadian Executive Service Organization as at March 31, 2008 and the statements of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the organization's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2008 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles. As required by the Canada Corporations Act, we report that, in our opinion, these principles have been applied on a basis consistent with that of the previous year.

Toronto, Ontario
May 8, 2008

KRIENS-LAROSE, LLP
Chartered Accountants
Licensed Public Accountants

Financial Statements

The full version of the 2007-2008 CESO Financial Statements is available at www.ceso-saco.com.

STATEMENT OF OPERATIONS (FOR THE YEAR ENDED MARCH 31, 2008)

	2008		2007	
	\$	%	\$	%
REVENUES				
Value of volunteer services at assignment sites	4,173,925	25.7	3,176,180	24.9
Value of subsistence paid by clients	929,305	5.7	837,977	6.6
CIDA	7,468,466	46.1	5,349,794	41.9
INAC	2,291,464	14.1	2,094,627	16.4
Private sector, clients and other	1,353,855	8.4	1,312,759	10.3
	16,217,015	100	12,771,337	100
OPERATING FUND EXPENSES				
Value of Volunteer Service / Client paid Subsistence	5,103,230	31.5	4,014,157	31.4
International Assignment costs	6,160,583	38.0	4,234,938	33.2
National Assignment costs	2,870,977	17.7	2,542,377	19.9
Administration	949,730	5.9	916,146	7.2
Corporate	677,845	4.2	500,889	3.9
Communications	123,742	0.8	144,784	1.1
Development	57,312	0.4	99,666	0.8
Amortization	88,524	0.5	94,784	0.7
	16,031,943	99.0	12,547,741	98.2
EXCESS OF REVENUES OVER OPERATING FUND EXPENSES	185,072		223,596	
DESIGNATED FUNDS				
Revenue/investment (losses)	(3,719)		86,168	
Expenses	28,598		209,393	
NET DESIGNATED FUNDS	(32,317)		(123,225)	
EXCESS OF REVENUES OVER EXPENSES	152,755		100,371	

STATEMENT OF CHANGES IN NET ASSETS (FOR THE YEAR ENDED MARCH 31, 2008)

	General Fund \$	Funds invested in Property & Equip. \$	Designated Funds \$	2008 Total \$	2007 Total \$
BALANCE, BEGINNING OF YEAR	(123,942)	249,832	1,614,047	1,739,937	1,639,566
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	273,596	(88,524)	(32,317)	152,755	100,371
NET PURCHASE OF PROPERTY & EQUIPMENT	(32,356)	32,356	-	-	-
AMORTIZATION OF DEFERRED PROPERTY & EQUIP. FUNDING	(10,000)	10,000	-	-	-
BALANCE, END OF YEAR	107,298	203,664	1,581,730	1,892,692	1,739,937

STATEMENT OF FINANCIAL POSITION (AS AT MARCH 31, 2008)

	2008 \$	2007 \$
ASSETS		
CURRENT		
Cash and operating accounts	1,230,229	2,071,338
Cash and short term investments - designated	9,766	10,068
Operating advances to representatives	352,976	299,716
Accounts receivable	713,044	417,704
Prepaid expenses	187,392	123,920
	2,493,407	2,922,746
LONG TERM INVESTMENTS - DESIGNATED	1,351,538	1,390,465
PROPERTY & EQUIPMENT	233,664	289,832
	4,078,609	4,603,043
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	576,356	301,964
Deferred revenue	1,394,749	2,308,269
	1,971,105	2,610,233
PROVISION FOR EMPLOYEE RETIREMENT ALLOWANCES	126,061	131,850
RENT EQUALIZATION	88,751	121,023
	2,185,917	2,863,106
NET ASSETS		
GENERAL FUND	107,298	(123,942)
FUNDS INVESTED IN PROPERTY & EQUIP.	203,664	249,832
DESIGNATED FUNDS	1,581,730	1,614,047
	1,892,692	1,739,937
	4,078,609	4,603,043

APPROVED ON BEHALF OF THE BOARD:

Danie Neuhaus

Director

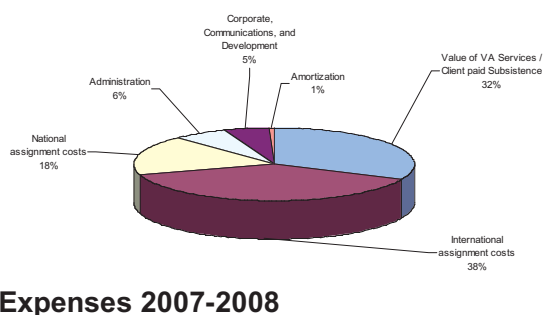
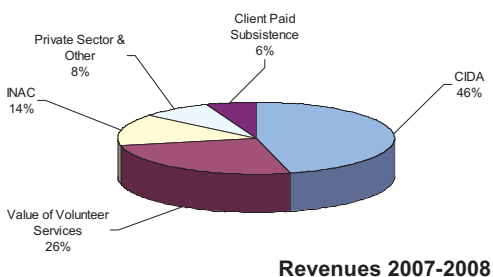
Russell Stone

Director

STATEMENT OF CASH FLOWS

(FOR THE YEAR ENDED MARCH 31, 2008)

	2008 \$	2007 \$
CASH WAS PROVIDED BY (USED IN):		
OPERATING ACTIVITIES		
Excess of revenues over expenses	152,755	100,371
Charges to income not involving cash: Amortization	88,524	94,784
	241,279	195,155
Changes in non-cash working capital balances:		
Operating advances to representatives	(53,260)	(135,957)
Accounts receivable	(295,340)	(19,320)
Prepaid expenses	(63,472)	(68,810)
Provision for employee retirement allowances	(5,789)	(22,093)
Rent equalization	(32,272)	(32,273)
Deferred revenue	(913,520)	1,345,495
Accounts payable and accrued liabilities	274,392	(51,247)
	(1,089,261)	1,015,795
	(847,982)	1,210,950
INVESTING ACTIVITIES		
Net purchase of property & equipment	(32,356)	(118,426)
Change in long term investments - designated	38,927	(292,590)
	6,571	(411,016)
Change in cash and equivalents	(841,411)	799,934
CASH AND EQUIVALENTS, beginning of year	2,081,406	1,281,472
CASH AND EQUIVALENTS, end of year	1,239,995	2,081,406
Cash and equivalents consist of the following:		
Cash and operating accounts	1,230,229	2,071,338
Cash and short term investments - designated	9,766	10,068
	1,239,995	2,081,406





The fiscal year 2007-2008 was one of change in CESO International Services. In addition to building on the past years' efforts, there was a need to ensure full alignment with the 2007-2010 CESO Strategic Plan and to ensure the vitality of CESO International Services and its ability to stay up-to-date with the trends in international development. While making changes is always a challenge, it was necessary and recruitment of additional staff with experience in international development resulted in greater alignment of staff competencies to program needs.

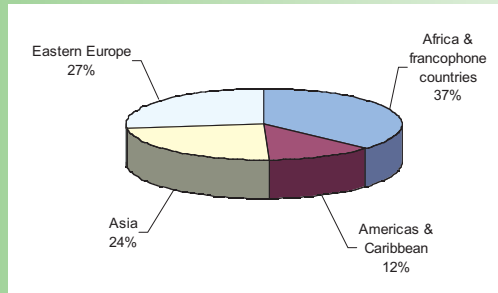
The Volunteer Cooperation Program midterm evaluation report commissioned by the Canadian International Development Agency (CIDA) and undertaken by an independent evaluation team was finalized highlighting the contribution of the voluntary sector towards the achievement of the Millennium Development Goals (MDGs).

The report also documented CESO's clustering approach as innovative and showed the synergy in results produced in countries where we worked in both private sector development support and governance. CESO participated in the International Volunteer Cooperation Organisations (IVCO) conference where our partners from the field (Cameroon and Senegal) had the opportunity to contribute to the dialogue on the future trends in international volunteerisms; volunteer cooperation and civil society; and effective aid. CESO became an official member of CIVICUS which will ensure our wider participation in broader international development discourse as well as create opportunity for fora at which we will be able to showcase the results of our work.

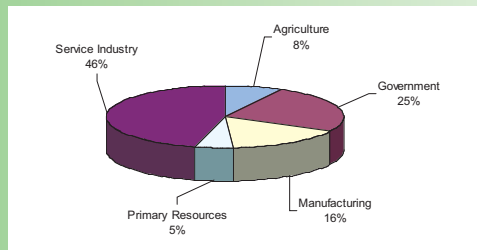
CESO's engagement and refocus on impact will not be possible without the dedication and commitment of our Volunteer Advisers across Canada. We laud them for their motivation and drive to contribute to making a difference internationally. I would also like to extend a heartfelt thank you to International Services staff and in-house VAs for their year-long contributions. In addition, we thank all our funders (CIDA, corporations, foundations, and individuals) who made CESO programs possible.

As we prepare to review our agreement with the partnership branch at CIDA and also aggressively seek to diversify our program funding sources, we are optimistic that the results of our programs thus far, the needs expressed by our partners, the dedication of our staff (in Canada and in the field) and volunteers will all contribute towards an intense but very exciting year ahead.

Dorothy Nyambi
March 31, 2007



CESO International Services Delivered Assignments (by Region) Total of 734



CESO International Services Delivered Assignments (by Industry) Total of 734



**SUMMARY
of Fiscal Year
2007/2008**

In 2007-2008 CESO International Services deliver 734 assignments in 16 countries around the world building capacity in governance and supporting economic development through PSD support to SMEs. Assisted partners included: SMEs, NGOs, associations and government entities spanning a variety of sectors as indicated below. Volunteer Advisers (VAs) shared their skills and ideas with partners in the field and

back in Canada contributed to building an increased awareness of development issues within their own communities. I have had the privilege to visit projects in all regions, met with Volunteer Advisers, partners and beneficiaries and at every level, there is an overwhelmingly satisfaction with the work and programs of CESO.

In Africa, the special initiative projects in Burkina Faso (Microfinance), Cameroon (Youth Entrepreneurship) and Senegal (Governance with a focus on participation and Inclusion of Women) were successfully completed. Second phases of these projects have been rolled into our core program.

In addition, we commenced programming in Benin. In Asia, we worked towards a successful closure and handover of the Bilateral Business Advisory Project (BAP II) to PBSP, our local partner in the Philippines. The E-governance project with 30 Municipalities in the Philippines successfully obtained a no-cost extension which allowed for an exchange visit of our Filipino partners to four Municipalities around Ontario. Security continues to be a major concern in Sri Lanka despite a high demand for the program.

The European Program Amendment was signed with CIDA in March 2008 and will extend the program in five countries through to March 2010 while expanding the reach in Ukraine. In the Americas, the program has remained stable. We have opened a new country program in Guyana and look forward to leveraging on the existing frameworks in the region to build a stronger Caribbean commonwealth sub program. Public engagement covered key activities related to increasing the Canadian Public's awareness on global poverty: we participated in the Stand Up Against Poverty Campaign; telephone training for VAs through the VCA coalition's joint Public Engagement program.

VAs have held events across Canada to report on their assignments and share stories from the field with Canadians who did not have a chance to participate directly.

An increased outreach to the Canadian Public by our volunteers was reported through their participation in different events organized by CESO or the VCA coalition. In addition to our collaboration with the VCA, CESO signed a partnership agreement with Trade Facilitation Office Canada to undertake joint complementary projects aimed at linking CESO partners with Canadian companies in an effort to enhance opportunities for both parties.

We were the proud recipient of the Canadian Manufacturers & Exporters and Canadian International Development Agency award for sustainable support to



Paul van der Wel (right), CESO President & CEO, visited Napoleon Pineda, owner of Reposteria El Hogar in Tegucigalpa, Honduras, who received help from various VAs during the past eight years. His business, which started with 67 employees, now employs 97, and has a central bakery and six stores.

small business through our work in the Philippines with the Philippines Business for Social Progress (PBSP).

While we accomplished a great deal in 2007-2008, despite the current levels of personal and official support for our work, huge gaps remain to solidify our funding base through diversification and multi-year contracts/agreements. These challenges exist in addition to ensuring we can effectively meet our program mandates. International Services also saw many changes aimed at aligning staff competencies with program needs. While making changes is always a challenge, it is necessary to ensure the vitality of CESO and its ability to stay up-to-date with the trends in international development. As we move closer to 2015 (global target date for cutting extreme poverty, Millennium Declaration), it is more important than ever to examine our progress to date.

Emphasis will be placed on evaluating our work to ensure we have strong benchmarks for the future. A targeted approach to contribute to equal opportunities for men and women around the world will be key as well as a holistic and more focused programmatic approach for all our work. With increasing knowledge on the effects of global warming and climate change, our programs will incorporate environmental considerations as a cross-cutting theme. Major shifts in the development landscape and financial architecture (Paris Declaration, Philanthropists etc.) will aggressively define the course of international development within the next half decade. We will proactively seek to stay abreast and ahead, where possible, to ensure the continued relevance of our programs.



Volunteer Advisers Yves Rioux (left) and Madeleine Landry (right) traveled to Bénin to work with CESO client, Réseau International des Femmes. They assisted with training on radio broadcasting techniques and radio animation and are pictured at a certificate awards ceremony with a group of female radio communications journalists.



Volunteer Adviser Luise Turner travelled to the Philippines to provide customer service training to hotel staff. In the photo, she is with workshop participants in a makeshift classroom in the lobby area of the Bacon Beach Resort and Dive Center.

TESTIMONIALS

Municipality of Orion - Assist in Installing e-BPLS Software and Database and Conduct Training on ISSP (Philippines)

VA Carmen Gagnon stated: "My first assignment with CESO in the Philippines was a great experience for me. I think this life is for me! I can't wait for my retirement which will be in 2 years!"

Micro-Start Action des Femmes pour le Développement - Conceptualize and Create a Website (Burkina Faso)

The Client stated that, "After the implementation of the website, Micro Start will have a lot of visibility and our services will be promoted."

Pottery Association "Artierra" - Product Quality and New Production (Cluster Assignment) (Colombia)

One Client (Keramos Arte y Ceramica) clearly indicated the benefits of a cluster assignment: "As part of the pottery association, the VA broadened our minds to get together and work as a team. We can import materials together and not as individuals (which is quite difficult here), we can develop projects together. We can approach big ceramic firms as an association and ask for help (it is intimidating to do it as an individual). We had very good deliberations about all the different things we can do as an association. Immediate result of this assignment is the new range of glazes, which we can develop to suit the needs of the current and the future markets in Colombia."

Another Client member (Salamandra Ceramica) commented that the VA: "advised on the benefits of working as a team, buying the materials in bulk, and cooperation with each other... The impact of this assignment was significant because the VA gave us sampling methods and ways of getting together with other workshops..."

VA Burt Cohen asserted that he was: "Quite impressed by the level of cooperation that is already demonstrated by the association members; the situation in Colombia, or at least in Bogota, shows a lot of potential for artisan potters to make a living."



The fiscal year 2007-2008 was significant for CESO National Services. Our focus was on strengthening core services in governance and economic development, refining our delivery mechanisms, establishing strategic partnerships and developing a long-term Strategic Plan to reinforce the organization and to build client and staff capacities.

Our activities are client-driven as demonstrated by the ongoing relationship with clients, partners and funders, and the repeat projects and assignments in the same community, organization or government. The beneficiary of our Economic Development and Governance Capacity Building programs and services is the Aboriginal population in Canada. By their active participation in the capacity building process Aboriginal clients and communities develop skills and knowledge to support development. The overall benefits are greater self-reliance, increased participation in the workforce and economy, and an improved quality of life in First Nation, Métis and Inuit communities.

During the last fiscal year, National Services invested strongly in partnerships, recognizing the benefits of collaboration. Our goal is long-term relationships that will help us meet our clients' needs through strengthened capacity and sustainability. This strategy is a key element of National Services Strategic Plan for 2008-2011. Developed in 2007, it serves as our guide to the route ahead. The involvement of all staff is key to establishing CESO as a national leader in providing advisory services, training and mentoring to our Aboriginal and non-Aboriginal clients across Canada.

On March 14, 2008, in a formal ceremony, National Services and Native Women's Association of Canada (NWAC) signed a multi-year Memorandum of Understanding (MOU) / Partnership Agreement for the delivery of the Aboriginal Women For Tomorrow Program (AWFT). Through this agreement, the role of each organization is clearly defined, the partnership activities formalized and a communication protocol is established. Furthermore, National Services welcomed Status of Women Canada (SWC) as a new financial partner in the delivery of the AWFT Program. SWC will provide a full three years of funding totaling \$450,000 that will see 210 individual workshops delivered to approximately 2,100 women across the country through November 2010.

A new initiative, the Indian Residential School (IRS) Program, was made possible through a new partnership with Scotiabank, Indian Residential School Resolution Canada and the National Residential School Survivors' Society. This paved the way for the development and delivery of a critical cross-Canada financial management training program for survivors of Residential Schools, family members and frontline workers following the financial agreement with the Canadian government.

Building upon experience gained through the Government of Nunavut mentoring program, a similar initiative will be delivered in Nunavik. Mentoring and capacity building services will be provided for newer managers in the Kativik Regional Government beginning in May 2008.

Our Volunteer Advisers (VAs) are the foundations of everything we do. To equip them with the information and tools to work effectively cross-culturally in 2007-2008, cultural awareness sessions were delivered in Atlantic Canada, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia. In the latter part of the fiscal year, we developed a strategy for 2008-09 that focuses on targeted recruitment to attract more VAs with Aboriginal heritage, increased visibility, strategic partnerships with Aboriginal organizations, and ongoing support for new VAs through training and mentoring. A new position of Recruitment & Stewardship Coordinator, National Services was created to ensure that new VAs join the organization, the needs of volunteers on assignment are supported, and excellent relations are maintained for long term volunteer retention.

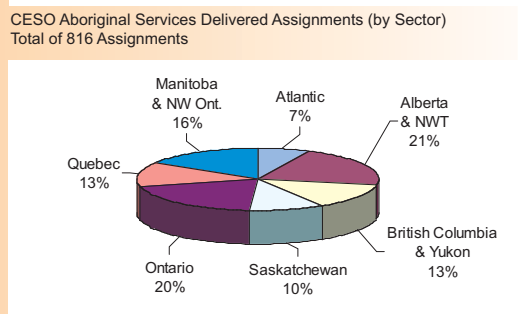
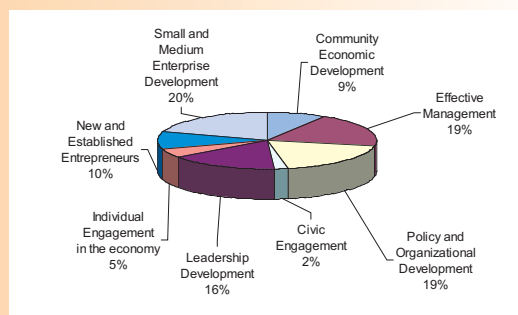
As part of the development and implementation of the new IT System, National Services performed a detailed review of all of its processes including assignment management, accounting functions, and evaluation processes. These reviews were carried out using focus groups comprised of staff from all positions, to identify differences and move towards national standardization. The output of these reviews formed the basis for determining end-user requirements and prompting further discussion and design work to streamline the processes.

National Services' operations are geared towards results. As such, the Performance Measurement and Evaluation Strategy is client-focused, values-driven and results-oriented. CESO has implemented this system to provide: quality assurance with respect to measures and targets; monitored progress towards the attainment of strategic goals and

objectives; informed decision-making to enable corrective action as required; and analysis and reflection for the development and implementation of best practices.

None of these achievements would have been possible without the dedication and professionalism of CESO staff and volunteers, and a strong relationship with, and the ongoing support of, our major partner Indian and Northern Affairs Canada (INAC). This permitted the delivery of 816 assignments in both governance and economic development in Aboriginal communities throughout the country. An additional 111 assignments were delivered under our young entrepreneurs and Government of Nunavut mentoring programs, bringing the total to 927 for 2007-2008.

Bob Dickson
March 31, 2008



**SUMMARY
of Fiscal Year
2007/2008**

National Services' work in 2007-2008 was guided by the following vision: "Aboriginal communities with sound governance systems and strong, sustainable economies." To build on this vision we, developed a **Strategic Plan** that will guide our efforts through 2011. The plan describes who we are; our vision and mission, and our planned goals, strategies and activities for the next three years.

With our vision in mind, we have developed four goals to work towards:

Goal 1: Sound Governance Systems - Aboriginal communities and organizations that have strong governance structures and practices

Goal 2: Strong, Sustainable Economies - Economically sustainable Aboriginal businesses, organizations and communities

Goal 3: Collaborative Relationships - New and enhanced partnerships and relationships that strengthen CESO's position in the market as an expert in governance and economic development capacity building

Goal 4: Organizational Capacity - Strong internal capacity, with staff and Volunteer Advisers having knowledge and skills to deliver effective and culturally sound services in a results-based environment.

Aboriginal Women for Tomorrow (AWFT) Program - offers a collaborative, holistic and client-centred approach to addressing the specific needs of Aboriginal women as members of communities and families and as integral contributors to the economy. It promotes their leadership and assists them and their communities to work toward common goals of self-sufficiency and self-determination.

Indian Residential Schools (IRS) Program - provides Aboriginal Residential School Survivors with information to help them manage and protect settlement funds they receive. The program is comprised of four elements: financial management for survivors; a workshop for frontline workers to equip them to assist survivors with financial management; video training materials; and ongoing information through a toll-free line.

Health Canada Pilot Project - delivered in partnership with the First Nations and Inuit Health Care Branch (FNIHB) of Health Canada. The goal is to strengthen both individual and community capacity to create a solid foundation for a smooth devolution process and a strong health care delivery infrastructure. This initiative seeks to further the vision of improved health and greater governance capacity for Aboriginal communities.

Aboriginal Financial Management - comprised of two workshops to increase financial literacy, the first covering the basics of accounting. It is helpful to anyone needing to understand bookkeeping as part of their responsibilities. The second builds on those basics and concentrates on managing the financial aspects of a business. It is often of interest to individuals from the band office, entrepreneurs or community organizers.

Government of Nunavut Partnership - provides highly experienced VAs to work directly with government departments, mentoring younger professionals who will eventually succeed current public service employees, many of whom are from outside the territory. The main goal of the partnership is to assist Nunavut to develop a strong and skilled

public service and to achieve the objective of Article 23 of the Nunavut Land Claims Agreement, namely to "increase Inuit participation in government employment in the Nunavut Settlement Area to a representative (85 per cent) level."

Mushuau Innu First Nation at Natuashish Co-management Program - builds administration capacity to support financial and administrative self-sufficiency. National Services will work with this First Nation to develop and implement policies, procedures and methods that will ensure sound controls, management and governance practices. A comprehensive capacity plan will be developed and implemented. This co-management initiative is with the Department of Indian and Northern Affairs and Health Canada.

Three of our programs closed at the end of 2007-2008. Since 1994, the **MBA Experience Program** provided an opportunity for more than 400 MBA students to be mentored by CESO VAs and gain practical experience and knowledge while building the capacity of Aboriginal communities and businesses; the **Aboriginal Business Canada Program** has seen young medium-risk Aboriginal entrepreneurs mentored by CESO VAs over a three-year period; and the **Rural Secretariat Program** provided mentoring to several rural community development models. The **SME-Youth Project**, funded by Canada Economic Development, providing mentoring to young entrepreneurs in small and medium enterprises (SMEs) will also conclude in August 2008.

To replace these initiatives, and supported by the Strategic Plan for 2008-2011, identifying, developing, and building on new funding opportunities is a key component of the organization's strategy for the coming three years.



The Wasaya Group Inc. of Thunder Bay, representing a partnership of 10 First Nation communities, set out to examine the potential of establishing an Aboriginal credit union in Northern Ontario. The Ontario Trillium Foundation awarded a three-year grant of \$345,500 and Bearskin Lake First Nation was chosen to pilot the project. The partners are pictured at the awards ceremony, with good reason to celebrate.



At the MOU signing of the Partnership Agreement for the delivery of the Aboriginal Women For Tomorrow Program, from left to right, are: Beverley Jacobs, President, Women's Association of Canada; Clare Beckton, Coordinator, Status of Women Canada; and Bob Dickson, Vice-President, CESO National Services.

Donors



CESO gratefully acknowledges the financial contribution of the Canadian International Development Agency (CIDA) and Indian and Northern Affairs Canada (INAC) towards its programs.

CESO thanks the following for their generous contribution during the fiscal year Apr. 1, 2007-Mar. 31, 2008.

<u>Corporations</u>	<u>Family Sustaining Members (have made donations of \$150 or more)</u>			
Anonymous		Stewart, Alan	Firdich, Alex*	Paradis, Gérard*
Aeroplan Limited Partnership	Anonymous	Stoskopf, Neal & Nora	Full, Chris*	Paris, Candace
Aber Diamond Corporation	Ahenakew, Audrey*	Tapajna, Andrew & Dorothy*	Gagné-Koch, Ginette*	Parker, John
Aon Reed Stenhouse Inc.	Alinas, Ruth-Claire & Paredes, Jay	van der Wel, Paul & Marjolyn	Gavloski, John*	Peppler, Ed*
BMO Financial Group	Beer, Charles & Mary Anna*	Van Esch, John & Ruby*	Gibson, John*	Phiniotis, Elias
Bata Limited	Castonguay, Jean-Louis & Duquet, Dawn*	Veilleux, Claude & Gaudreault, Monique	Giessmann, Fred*	Poschmann, Jorgen*
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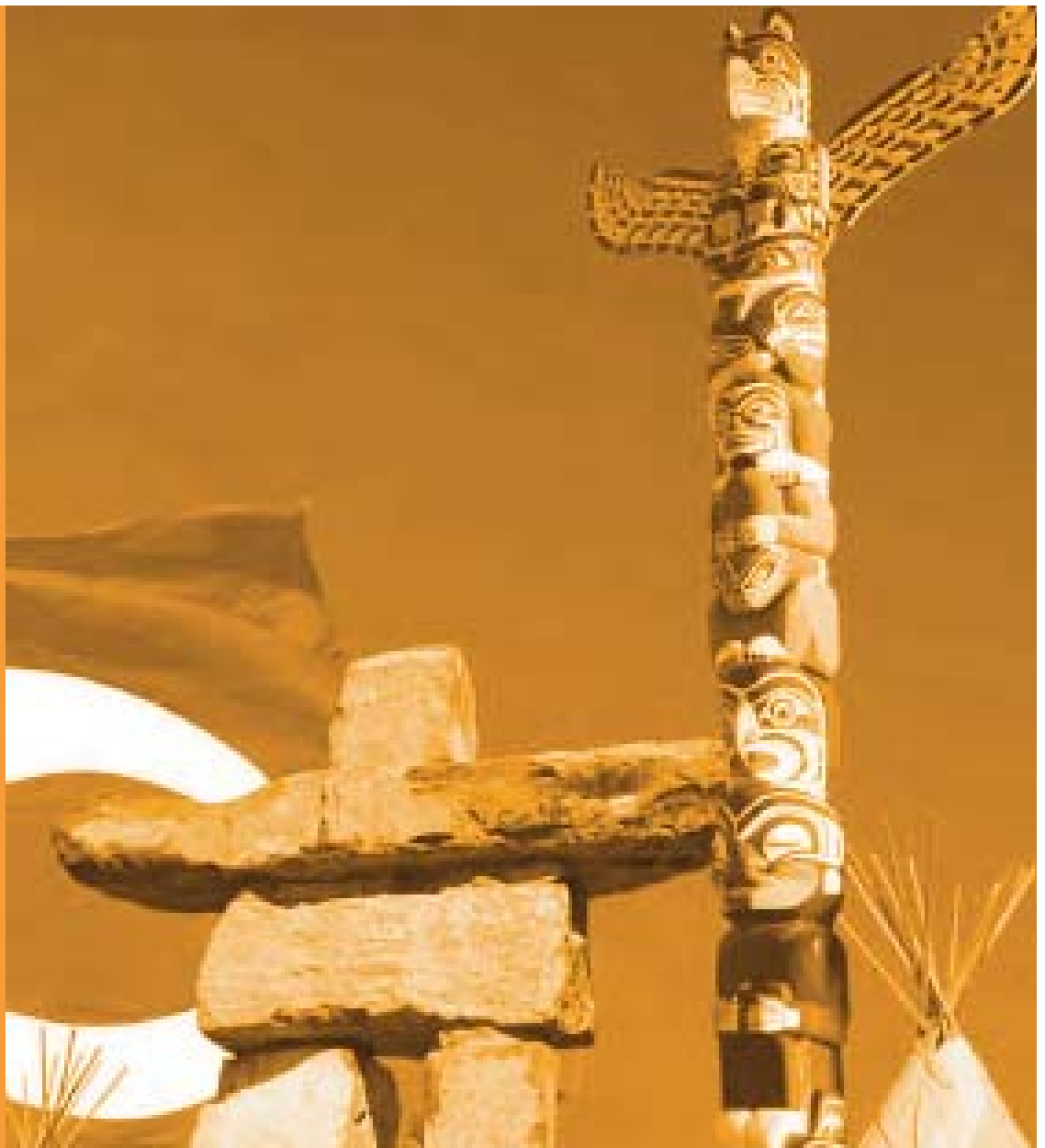
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