

I HAVE A DREAM

No doubt we have been frustrated and disappointed in the past. It is time to be determined and stay focus. It is time to elect a viable alternative. The change you believe and trust. We must not let our past cloud our future. It is important for candidates to be specific in what they intend to do. We need a candidate who knows when to talk and when to be firm. We don't need a leader who has only one of these attributes; we need someone with all these attributes. I know when to speak softly and when to be firm. I have chosen to speak in plain language and use practical examples in my 20 points manifesto below. These are practical and public declaration of principles, policies, strategies, vision, actions and intentions. I believe they are needed for the hour.

I have a dream and vision. Vision that transcends genders or mere ideas, vision that is focused on concrete ideas and not mere imagination, vision of change - not just maintaining a status quo. What is your vision for CSIC? Which candidate do you think will bring to fruition those dreams and vision. No doubt you need candidate with proven track record, a candidate committed to real change. A candidate who has been tested and has triumphed unblemished. A candidate you know from his past actions. We cannot afford to gamble with this election. The future is unknown but we can predict the future based on known track record of the past. Kay Adebogun has qualities and abilities.

Here is clear and concise highlight of what to expect if you elect Kay Adebogun as your candidate (Kay's 20 points manifestos you can trust). Additional information will be added as we think through other areas where help is needed based on our consultation, findings and your questions

Kay's 20-points Manifesto **(Concrete actions and ideas)**

1. Kay will declare his income and benefits from CSIC. A true test of openness and transparency.
2. Kay will provide real leadership – He will differentiate between confidentiality and dissemination of appropriate information to members. Members needs to know and understand clearly the operations of the organization and its board. Publishing the minutes of the board meetings, consistency in communication, and publishing details of expenses are some of the ways the CSIC B.O.D. can demonstrate commitment to real transparency.
3. Kay will challenge any political motivated complaints
4. Kay will blow whistle on any board member who interfere on C & D process
5. Kay will lobby on behalf of members. He will have a dedicated email address to receive members' concerns (csicmembersconcern@cultureconnectint.com – to be activated upon election) and will present same to the board for consideration.
6. Kay will ensure the CPD process is revamped. Members must be allowed to choose events and programs relevant to their practice. Experienced consultants must not be made to view or attend elementary programs designed for new consultants and/or watch a video that is outdated. The intention of CPD is for up to date information on current practice. Kay is one of the designers and organisers of the first visit of consultants to Case Processing Center, Vegreville (November 26, 2008). No group of consultants has ever visited the office prior . He is one of the founding executive members responsible for the creation of CAPIC Prairie chapter when the 2 previous

attempts failed. Many of the members on the board of CAPIC prairie chapter agreed to serve because of his persuasion and encouragement (that speaks volume at his team efforts and ability). Kay was instrumental for the visit and presentation by one of the senior managers of SK PNP program at the CAPIC National Education Seminar (2008). He is also involved in the “how to get business seminar” scheduled for October 13, 2009 in Saskatoon. I was able to get CPD approval for some SK events for members’ benefits. He will also be presenting a seminar to group of college students at Western Christian College (WCC) in October, 2009. He has a strong commitment to education. He clearly understands the value of education and curriculum design. He designed and implemented a six module training for Immigration agents overseas.

7. Kay will question excessive spending. Every director is liable for improper use of corporation’s sources and with the protection of CCA, Kay will blow whistle on questionable spending and improper use of company resources.
8. Kay will reject questionable expenses or bonuses that may be offered to him
9. Kay will work on behalf of CSIC. As a team player, Kay will work with board members and other CSIC members to persuade the government to implement the needed changed to stamp out phantom immigration consulting. Phantom consulting is a menace to our profession. He will seek to have the government define the scope of representation to include initial contact with client, and form completion. We must get ghost consultants out of business
10. Kay will support the standing committee report. Kay made a presentation to the House of Common Standing committee during his cross country consultation (2008) on the problem with immigration representation and immigration consultants and he also proposed solutions. The report is available in the public domain. Kay made the presentation even when there was no election call (that speaks volume about his commitment to true regulation). He truly has the interest of the immigration consultants at heart and he wants true regulation of consultants. He wants a viable self regulated profession.
11. Kay manages over 10 staff (locally and abroad) and a successful practice for the past 17 years. He is a manager and a Financial Management advisor and will be able to provide advice to the new CEO and the board on Financial management and accountability. I will always remember and I am first and foremost a consultant before becoming a director of CSIC. Kay will place his skills as Accredited Financial Management Advisor (not Financial Advisor) on the table to help ensure proper management of CSIC resources.
12. Kay will work towards true accountability. He will ask the auditor serious questions about his report. He will vehemently ask the auditor to clearly distinguish the consultant directors’ fees and expenses in the financial statement. He will challenge any consolidation that will attempt to keep the members in the dark.
13. Kay will work towards ending the fiasco between CSIC and the different organizations within the industry. I will initiate a consultation process to end the infighting within CSIC. The core of our problem today is lack of a listening process. I am willing to step into this vacant role. It is time we work as a unit, build our house and profession, and fight our common enemy – ghost/phantom consultants
14. Kay will seek independent legal advise on documents before signing. Kay will defend the true letter patent of CSIC. He will advance the true cause of self regulation and work towards ensuring CSIC stay true the reasons for its creation.

15. Kay will support in-person AGM with online component. What a better way for consultants to discuss except through in person AGM with online component. Above all the CSIC bylaw only stipulates in-person AGM. Until members speak otherwise the bylaw must be respected on this matter on other matters. Board members have no right to violate the bylaw. It is a binding contract that must be obeyed by all – members and board.
16. Kay will negotiate on matters that require negotiation and will stand firm on matters that require vehement defence.
17. Kay will respect consultants and their view. Kay will honour and consult with people. He will graciously accept criticism. Criticism must not be basis for political investigation. Infact criticism are positive feedbacks that must taken graciously by any leader. A bad leader will not see anything good in criticism and in fact will try to quench all criticism and opposition. Whereas a good leader listens, gracious accept opposing views and act on them as necessary. I will listen and graciously accept opposing views.
18. Kay will support the move to give greater recognition to CCIC. This will done though target ad and not just scare advertisement.
19. Kay will support a reduction in our fees. We do not need a rocket scientist to tell us our fees are too high. CSIC membership fees appear to be the highest among most of the regulatory organizations in Canada. Current economic down is not reflected in our fees structure. One primary reason our fees are too high is because our expenses are out of control. I believe CSIC is putting its hands in too many things that are not necessary as a regulator. Directors' expenses are too high. We must set up a well defined finance approval process to cap excesses. We need to set up a functional finance committee with mandate to cap expenses. I will volunteer to work with the finance committee as a Certified Financial Management Advisor (FMA). No doubt urgent review of our expenses is needed. I will support external audit of accounts. Infact external audit of the entire operations of CSIC will not be a bad idea. Directors must understand we do not have unlimited resources and we must be willing to adjust. Even the Local, Provincial and federal government control their expenses. If we stop all the retreats especially the expensive once, stop entertaining all the lobbyists, stop all the per diem expenses, pull out of some of the court cases especially with CAPIC and Katarina, I believe our fees can be reduced effective immediately. Some members are already considering leaving CSIC because of fees and others have left. We need to make membership fees affordable.
20. Kay will support providing appropriate mentorship to new members and also support transition fees for new members. It takes a lot of investment to become a CSIC member, let alone start a new business. It is important to have a transition fees for new members to help them establish their practice. Kay will propose a system where new members can be mentored. What happened to the only motion accepted by CSIC at our AGM? New members need real mentorship.

These are real changes not just ideas. Concrete ideas needed for our industry. You need to vote for a candidate who had laid it bare before you. You need candidate who is setting the pace for others to follow. You need a matured candidate with wisdom and discernment, a candidate who knows when to speak and when to be quiet. A candidate who can represent all streams (experienced and new consultants).

September 23 -25, 2009 vote Kay Adebogun. Visit my website (see info below) to read more about me, why I am running and my vision and dreams for CSIC. Your decision today will determine the future tomorrow. VOTE KAY ADEBOGUN – A VIABLE ALTERNATIVE. It is time to act now.

Kay Adebogun – Viable Alternative
2009 CSIC Election (Sept 23 -25, 2009) - Vote for Kay.
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