

**From:** Kay Adebogun (Senior Immigration Consultant @ CCI)  
[mailto:kay@cultureconnectint.com]  
**Sent:** September-21-09 3:12 PM  
**To:** 'immigration@samdat.com';  
**Cc:** 'info@temowoimmigration.com'; 'Kay Adebogun 2009 CSIC Election'  
**Subject:** Questions for CSIC Candidate KAY Adebogun

Dear Mr Sobowale,

Thank you for your email and unwavering support. These are great questions and I am sharing them with other members. It is greatly appreciated. I value your commitment. My response is include with body of your questions below. Please visit my website to read more about my platform, ideas, and 20 points manifesto for change. Let me know if you have additional questions and I will be more than happy to respond. Above all do not hesitate to tell your friends about my candidacy. It is time for real changes. I believe CSIC is at a crucial junction to succeed or to fail. CSIC Board needs new ideas, and new ways of working with fellow board members, and working with the membership at large is needed now. I commit to collaboration, goodwill, and using the talents of the whole industry. We need the change now. I am asking for your vote. A vote for Kay Adebogun is clear message to the government that CSIC is ready to fulfil its mandate. Let's show the government that the members agree with them. Let's vote for a director who will defend the right of members and defend the interest of the public. A director who will listen to members. The last 2 meeting (AGM & special meeting) are clear indication of the need to listen to members. I will make it a practice to listen to members and endeavour all the time to present members' email and concern at every board meeting. A two way communication and negotiation is urgently needed for CSIC to survive now. A house divided against itself will not stand. United we stand, divided we fall. I commit myself to your service. Lets vote for a director who knows when to speak softly and when to be firm. A director who appeals to all streams of consultants (experienced and new). Kay is your viable alternative.

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***Kay Adebogun – Viable Alternative***  
***2009 CSIC Election (Sept 23 -25, 2009) - Vote for Kay.***  
***Email: [kay2009csicelection@cultureconnectint.com](mailto:kay2009csicelection@cultureconnectint.com)***  
***Web: [www.cultureconnectint.com/election2009.php](http://www.cultureconnectint.com/election2009.php)***  
***Tel: [1-877-359-8224](tel:1-877-359-8224)***  
***Fax: [1-306-205-3324](tel:1-306-205-3324)***

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Olukayode (Kay) Adebogun CCIC, PFP, FMA, FCSI, MA, Mdiv  
Senior Immigration Consultant  
[www.cultureconnectint.com](http://www.cultureconnectint.com)

-----Original Message-----

From: Gordon Sobowale [mailto:immigration@samdat.com]  
Sent: September-21-09 2:23 PM

To: kay@cultureconnectint.com  
Cc: info@temowoimmigration.com  
Subject: Questions for CSIC Candidate KAY Adebogun

Dear Mr Adebogun:

As one of the strongest candidate for this election, I will appreciate if you can address the following questions in order to help some of us make our decision on Election Day

Questions:

1. The issue of Ghost Consultants is real in our industry. How do you intend solve the problem or recommendation to resolve the issue as a Board member of CISC?

Answer # 1; the issue of ghost consulting and consultants is a menace in the industry today. Here are some of my thoughts on how to deal with the problem.

- a) Promote CSIC membership through targeted media ad - not scare-media advertisement
- b) Lobby the government to make changes that will make ghost consulting illegal.
- c) Support the standing committee report which will eventually make ghost consulting illegal in Canada
- d) Lobby provincial government bodies for greater recognition of CSIC members
- e) As of today it is not illegal to work as ghost/phantom consultants, it is also acceptable to represent a client before submission of documents to CIC or CBSA. This gap must be closed by the government. Lobby the appropriate bodies to define the scope of representation to include this type of representation.
- f) As fund permit, CSIC should seek to prosecute at least one ghost consultant thereby making it difficult for others to practice.
- g) Targeted overseas advertisement will help reduce and eventually eliminate ghost consulting with time. The problem will not be solved in one day but a proactive action from CSIC will help. As a director I will support measure that will put the ghost consultants out of business and that is the reason I appeared as witness before the standing committee and will the standing report of the house of Commons standing committee report on citizenship and Immigration

2. What do you intend to achieve or advocate for in your first year as a Board member?

Answer # 2

- a) Strongly encourage all board members to declare their salaries and benefits. I will lead by example. I will provide update on my website (domain name to be announced if elected) to members. The other

alternative's is for CSIC to separate directors' fees and salaries from other stipends in CSIC financial statement.

- b) Work as a team member and lobby my colleagues to see my points of view with respect to members' concern
- c) Strongly propose to the board not to interfere in the C & D process if evidence of such is discovered I commit to blowing the whistle.
- d) Strongly support the reduction of fees
- e) Support a move to allow members to choose relevant program for CPD
- f) I will have a dedicated personal email address to receive members' concern and commit to presenting the concerns at every board meeting.

3. What is your plan to reduce membership fees of members?

Answer 3: I believe our membership 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. Preference is not given to new members and those just starting their practice. Existing members are also struggling with the fees. 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 an accredited Financial Management Advisor (FMA). No doubt urgent review of our expenses is required now. Directors must understand we do not have unlimited resources and we must be willing to adjust. Even government with deep pocket controls its 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 other have left. We need to make membership fees affordable

4. Do you agreed that members should apply for their own for CPD points from any organization such as CMI, CBA, LSUC etc irrespective of their positions about CSIC?

Answer 4: Yes, I believe members should be able to apply on their own for CPD points from 3rd party educational events irrespective of their position about CSIC. CBA is not restricted or hindered in making its opinion known to LSUC without fair of reprisal, CBA, CMI or CAPIC, should be free to express their opinion. Their opinions do not have any bearing on the quality education members will receive at event organized by these organizations. Infact, I believe CSIC needs to get out of the business of providing CPD points (mandatory or voluntary). Cost of acquiring CPD points are too high. Allow for competition. The current system where some organizations (like CAPIC) - known for providing quality and cheap

education program are shot out of the process must be reversed. I will advocate for this revision. I believe CAPIC, CBA and CMI must be given CPD status. Some of these organizations (like CAPIC) have been involved in education of consultants before CSIC brought up the idea. They have the resources and should be given plain field to compete. Education of consultants must not be monopolized by one organization.

I believe CSIC should not have set up CMI in the first place. Members should have been consulted and approval received. However, as it stands, CMI now exists, but it must be left alone as a separate organization and allow to compete in the market place without undue preferential treatment. Members should be allowed to decide the future of CMI. CAPIC & CBA should also be given opportunity to compete. As it is with several organizations, competition often bring about reduction in price. Members should be allowed to choose programs and events that are relevant to their practice. Experience consultants should not be made enrol in elementary or beginner's program and events.

5. What is your position on CPD petitions submitted by CAPIC.

Answer 5:

My understanding is that CAPIC submitted a position paper to CSIC and CAPIC is regarded as 3rd party organization who is not a member of CSIC. No doubt there is breakdown of communications between CAPIC and CSIC. I will work towards building the bridge. Let me assume you are referring to CPD petitions submitted by members to CSIC in 2008. I agree with the petition, Infact I have signed practically all petitions sent to CSIC. I believe the requests are fair and reasonable. Not because I do not support regulation and education but I believe there is need for change and fairness. I believe in regulation and continuous education of consultants. With today's economy, high fees for CPD is not fair to practitioners. I believe the current system is restrictive. Consultants should be free to choose programs and events that will be relevant to their practices. Forcing experienced consultants to watch outdated video and/or attend a seminar where elementary subjects matters are discussed is not serving the need of the entire membership.

6. What is your position on in-person or town hall forum Annual General meeting?

Answer 6: I believe our AGM should be in-person meeting with online option available for ones who wish to attend online or cannot attend in person due to various reasons. CSIC bylaw clearly states the meeting must be in person. Having an online meeting only is therefore unacceptable. Many members have expressed interest in attending in-person AGM with online option. I sent and signed a petition to CSIC along with other consultants on this issue but no concrete response from the board. As a board member, I will support and push for in-person AGM with online option.

I will appreciate your honest feedback to this question and I wish you all

the best in the election process. You have my permission to share your response to other members of CSIC.

Regards,

Gordon Sobowale CCIC  
Certified Canadian Immigration Consultant

**From:** Kay Adebogun (Senior Immigration Consultant @ CCI)  
[mailto:kay@cultureconnectint.com]  
**Sent:** September-21-09 6:31 AM  
**To:** 'Ivor';  
**Cc:** 'kay2009csicelection@cultureconnectint.com'  
**Subject:** I have a dream - Kay's 20 points manifesto for real change (RE: a question to kay and dory)  
**Importance:** High

Dear Ivor,

Thanks Ivor for your questions. Here is my response, feel free to distribute wide and far. 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.

**I have a dream and the energy. I need your help to actualise this dream.**

**Please click on this link to view concrete ideas proposed by Kay**

**<http://www.cultureconnectint.com/platform.pdf>**

**Please click on this link to see Kay's responses to your questions**

**<http://www.cultureconnectint.com/response.pdf>**. (Please note these links are updated daily).

The next 2 days are crucial, you cannot relent in your effort to stand by your principles. Talk to your friend about Kay ADEBOGUN.

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 need 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 interferes 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](mailto: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 changes 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 Commons 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 speak 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 advise 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 consultants 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 obey 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.**

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***Kay Adebogun – Viable Alternative***  
***2009 CSIC Election (Sept 23 -25, 2009) - Vote for Kay.***  
***Email: [kay2009csicelection@cultureconnectint.com](mailto:kay2009csicelection@cultureconnectint.com)***  
***Web: [www.cultureconnectint.com/election2009](http://www.cultureconnectint.com/election2009)***  
***Tel: [1-877-359-8224](tel:1-877-359-8224)***  
***Fax: [1-306-205-3324](tel:1-306-205-3324)***

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Olukayode (Kay) Adebogun CCIC, PFP, FMA, FCSI, MA, Mdiv  
Senior Immigration Consultant  
[www.cultureconnectint.com](http://www.cultureconnectint.com)



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Culture Connect Int'l Ltd  
(Immigration and Socio Cultural Consultancy group)  
4400 4th Avenue Suite 700, Regina, SK, S4T 0H8  
Toll free: 1-877-359-8224 (North America only)  
Regina Area and International Callers: 1-306-545-86CC (22) or  
1-306-359-TryCCI {8224}  
Fax: 1-306-205-3324  
Webpage: [www.cultureconnectint.com](http://www.cultureconnectint.com)

Email: [cultureconnect@accesscomm.ca](mailto:cultureconnect@accesscomm.ca); [info@cultureconnectint.com](mailto:info@cultureconnectint.com)

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**From:** ivor [mailto:[ivor@cicgoingglobal.com](mailto:ivor@cicgoingglobal.com)]

**Sent:** September-19-09 4:17 PM

**To:** [kay@cultureconnectint.com](mailto:kay@cultureconnectint.com); [colleaguesforum@iclist.ca](mailto:colleaguesforum@iclist.ca); [djade@jade-immigration.com](mailto:djade@jade-immigration.com)

**Subject:** RE: a question to kay and dory

Hi Kay & Dory:

I am sure both of you are having a busy time of your life getting your message out. That is what a committed candidates do. That is what "kiss ass" candidates don't do. We certainly admire your guts and energy you have committed in these elections.

Both of you have a great platform on what you are standing for. You have made positive statements to questions asked of you. You have exhibited a character that is a no nonsense one. You both have exhibited a character that is surely amiss in these elections. What I am missing here and can't seem to find are the principles of Generals Montgomery, Bradley and Patton. If you remember history well (I do I was a student of international history) these were generals who would at times go against their President or Prime Ministers to get the job done for country and people. We see at one point in time how General Patton was admonished by President Eisenhower but Patton did what he had to do to get the job done. And that is why America and Britain are great nations today. We have not seen terrific, solid and ethical personalities in CSIC and that is why CSIC is a thoroughly weak institution. There would be no Standing Committee recommendations if it was seen by the Government as a solid institution. It has failed that test. It survives on threats, fear, oppression and extortion and nothing else. Don't let anyone fool you in thinking CSIC is a great institution – far from it. We have not come to that stage yet. So long an institution or a people are led by fear, oppression and extortion than that people, that nation, that institution is a very feeble one. Surely, you see the similarities I am alluding to. Given this fact, Dory and Kay, you have not told us how you intend to stand up to the bully pulpit you will be entering if elected. Hence, many of us are looking for answers from especially the two of you as to how you plan to overcome the bullying threats or other sinister obstacles that will surely be in not so a cordial manner be placed at your feet no sooner you two are in office. I and many others would hate to see your thunder turn into whimper like those that came before you. The people you have to stand up against are merely people who are intent in maintaining the status quo and to at all costs through undemocratic principles and character hold on to their interests first and foremost and not be threatened by "rookies" that they may see in you two. Dory and Kay I say this in respect and as a hypothesis should it happen and not in admonishment.

Over this weekend I hope you will take the time to give us all a solid insight and a thorough explanation on how you are definitely going to effect change in the affairs of CSIC and not an anticipated change that will not happen.

The time for general statements is over, the time for an in-depth explanation is now at hand, the time to get into office is ticking dangerously close.

Allow me to kindly give my take on the elections thus far to all the readers. Dory Jade and Kay Adebogun are the two hottest candidates members are closely following. Abraham Assayag is a close third. Abraham if you would like to pitch in with your reply please do. Radical change can only come from these very 3 candidates. We are required to choose TWO. Go ahead members make up your mind.

To all the candidates my good friends on this list and I wish you all the very best.

Ivor Aires Carvalho

**From:** Kay Adebogun 2009 CSIC Election [mailto:kay2009csicelection@cultureconnectint.com]  
**Sent:** September-19-09 10:12 AM  
**To:** 'Solutions Immigration Consulting'  
**Subject:** RE: CSIC BOD ELECTIONS - CANDIDATE QUESTIONS  
**Importance:** High

Hi Sol,

My responses are stated in the body of your email below. I hope you find my answers satisfactory..... Feel free to send a follow up question as necessary. Thank you for participating in this discourse; it is a step in the right direction for our industry.

..... Best regards

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***Kay Adebogun – Viable Alternative***  
***2009 CSIC Election (Sept 23 -25, 2009) - Vote for Kay.***  
***Email: [kay2009csicelection@cultureconnectint.com](mailto:kay2009csicelection@cultureconnectint.com)***  
***Web: [www.cultureconnectint.com/election2009](http://www.cultureconnectint.com/election2009)***  
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***Fax: [1-306-205-3324](tel:1-306-205-3324)***

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Olukayode (Kay) Adebogun CCIC, PFP, FMA, FCSI, MA, Mdiv  
Senior Immigration Consultant  
[www.cultureconnectint.com](http://www.cultureconnectint.com)



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Culture Connect Int'l Ltd  
(Immigration and Socio Cultural Consultancy group)  
4400 4th Avenue Suite 700, Regina, SK, S4T OH8  
Toll free: 1-877-359-8224 (North America only)  
Regina Area and International Callers: 1- 306-545-86CC (22) or

1-306-359-TryCCI {8224}

Fax: 1-306-205-3324

Webpage: [www.cultureconnectint.com](http://www.cultureconnectint.com)

Email: [cultureconnect@accesscomm.ca](mailto:cultureconnect@accesscomm.ca); [info@cultureconnectint.com](mailto:info@cultureconnectint.com)

*"For such a time as this was CCI established to serve you"*

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**From:** Solutions Immigration Consulting [mailto:[sgomby@immsol.com](mailto:sgomby@immsol.com)]  
Sol Gombinsky (Toronto, ON, Canada)

**Sent:** September-19-09 8:14 AM

**To:** [dheerimmigration@rogers.com](mailto:dheerimmigration@rogers.com); [kay@cultureconnectint.com](mailto:kay@cultureconnectint.com); [djade@jade-immigration.com](mailto:djade@jade-immigration.com); [dmoore@cmi-icm.ca](mailto:dmoore@cmi-icm.ca); [abraham\\_assayag@hotmail.com](mailto:abraham_assayag@hotmail.com); [gina@ewassociates.ca](mailto:gina@ewassociates.ca); 'T.A.Kawecki'

**Subject:** CSIC BOD ELECTIONS - CANDIDATE QUESTIONS

**To: All Candidates - Elections for CSIC Board Member**

I am interested in your position regarding the following issues:

**QUESTION1.** CPD points - What is your position regarding the criteria for allowing CPD points?  
- What is your position regarding the provider eligibility?  
- Do you feel that the special relationship that CMI has with the CSIC Board presents a conflict of interest for the Board in a conflict situation in awarding CPD points and disqualifying other service providers?

**ANSWER:** I believe consultants needs CPD. Other professional organizations have similar programs. It helps professional development. Ongoing education is good for any profession especially with daily changes in our industry. However, CSIC needs to get out of the business of providing CPD points (mandatory or voluntary). Cost of acquiring CPD points are too high. CSIC must all for competition. The current system where some organizations (like CAPIC) – known for providing quality and cheap education program are shot out of the process must be reversed. I will advocate for this revision. I believe CSIC should not have set up CMI in the first place. As it stands, it exists, but it must be left alone as a separate organization and allow to complete in the market place. As it is with several organizations, competition often brings about reduction in price. Members should be allowed to choose programs and events that are relevant to their practices. Experience consultants should not be made enrol in elementary

or beginner's program and events. Watching outdated video is out place. The current relationship between CSIC and CMI with respect to CPD definitely provide for conflict of interest.

2. Investigations by CSIC: - What in your mind constitutes grounds for an investigation of a CSIC member respecting comments made disagreeing with the CSIC Board if done respectfully? In your opinion are all comments disagreeing with the Board's operation be construed as subject to investigations and possible suspension or other disciplinary measures?

ANSWER: Constructive criticism is healthy. We can disagree to agree. We all see things differently and it is appropriate to accommodate all these different views. It is part of feedback. It is okay for members to disagree with the board members and that should not necessitate a complaint against the person. Infact how a leader responds to criticism is a good text of his/her leadership skills. 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. There is therefore no justifiable grounds to lay a complaint against any member regarding comments disagreeing with CSIC Board members.

3. Transparency: - What is your view respecting transparency in the operation of the Board regarding its budget including all of it's expenses including all payments made to all Board members, it's employees, and other mandatory and discretionary expenses?  
- What about fees? Should the Board share with its members all details regarding the justification for fees collected, including increases or decreases?  
- Would you support an audit being done by a government agency, auditor general of Canada, respecting all aspects of CSIC's Budget and the results to be shared with the Government and all of it's members?

ANSWER: CSIC 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. The board must be transparent and ensure proper disclosure especially with the financial statement. If elected, I will disclose on yearly basis whatever I receive from CSIC. If we paid the money why must the break down of the expenses not be fully disclosed? 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. These concerns are all stated in my platform.

4. CMI: - Do you support full disclosure of the arrangement and relationship between CSIC and CMI since CMI was created by CSIC as a subsidiary?  
- As such do you support that CMI be required to report all of its sources of revenue and expenses including the payments to CMI Board members and employees?

ANSWER: My answers to these questions are unequivocal yes. If CMI is a subsidiary of CSIC, then the shareholders of the parent organization have right to know the details of its operation, revenues and expenses.

5. Elections: - Should CSIC members under investigations that has not been concluded be permitted to run for the CSIC Board?  
- Should there be more forums and opportunity to speak with the candidates than now?  
- Do you feel it is necessary to pre-register to attend an elections forum or should any member on the CSIC list just be able to attend without pre-registration as of right?

ANSWER: As stated in my election platform, I plan to vehemently oppose the requirement that prevents candidates from running for the CSIC B.O.D. because of unfounded allegations if not already dealt with in court. No doubt we need a more interactive forum where members are free to pose questions to candidates and get a response. An in-person meeting with online component will be a great alternative. If the purpose of pre-registration is to gauge attendance it is okay and those who choose not to

preregister must be allowed to join. Pre-registration must not be used for any other purpose. All CSIC members should be free to attend any of the meeting with or without any pre-registration.

6. CSIC Meetings: - Should CSIC members have an option of attending annual or other special meetings in person as well as on web and phone?  
- Is the criteria being used respecting putting motions for voting fair?  
- Do you feel that CSIC Board should have less "discretion" to disqualify motions than they have in the past?  
- Do you feel that the criteria for the number of members needed to support motions is reasonable?  
- What changes do you propose?  
- Do you believe it is necessary to pre-register and take a test in order to be eligible to participate and attend a CSIC meeting or do CSIC members have an absolute right to attend and participate?

ANSWER: As stated in my election platform, In-person AGM with option for members to participate electronically. How best can we discuss and resolve some of the issues facing our society without in-person AGM? As another first step in achieving and making the CSIC B.O.D. realize how important an in-person AGM is to members, I encourage members to send a letter to the current B.O.D. asking them to abandon the idea of online AGM only. To ensure the validity of any motion, every motion must have a "mover" and a "seconder" and that is all that is need to submit a motion to CSIC. Board members should not have right to discredit position except it clearly violates the letter patent of the organization. It is absolutely out of place to ask members to take a test in order to be eligible to participate and attend CSIC meeting. The bylaw gives the right to every member to be able to attend AGM meeting without any perquisite text or conditions. As stated earlier if the purpose of pre-registration is to gauge attendance it is okay and those who choose not to preregister must be allowed to join. Attendance will be taking at every AGM anyways.

---

*Kay Adebogun – Viable Alternative*  
*2009 CSIC Election (Sept 23 -25, 2009) - Vote for Kay.*  
*Email: [kay2009csicelection@cultureconnectint.com](mailto:kay2009csicelection@cultureconnectint.com)*  
*Web: [www.cultureconnectint.com/election2009](http://www.cultureconnectint.com/election2009)*  
*Tel: [1-877-359-8224](tel:1-877-359-8224)*  
*Fax: [1-306-205-3324](tel:1-306-205-3324)*

**Question #1 - FEES: We believe the high fees are driving many members out, keeping new members from joining, and increasing our competition from ghost consultants. *Do you agree? If so, what is your plan to get the fees down?***

**Answer # 5:** I agree. I believe the 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. Preference is not given to new members and those just starting their practice. Existing members are also struggling with the fees. 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 an accredited Financial Management Advisor (FMA). No doubt urgent review of our expenses is required now. Directors must understand we do not have unlimited resources and we must be willing to adjust. Even government with deep pocket controls its 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 other have left. We need to make membership fees affordable

**Question #2 - GHOST CONSULTANTS - *What is the solution to this problem?***

**Answer # 2**

- a) Promote CSIC membership through targeted media ad – not scare-media advertisement
- b) Lobby the government to make changes that will make ghost consulting illegal.

- c) Support the standing committee report which will eventually make ghost consulting illegal in Canada
- d) Lobby provincial government bodies for greater recognition of CSIC members
- e) As of today it is not illegal to work as ghost/phantom consultants, it is also acceptable to represent a client before submission of documents to CIC or CBSA. This gap must be closed by the government. Lobby the appropriate bodies to define the scope of representation to include this type of representation.
- f) As fund permit, CSIC should seek to prosecute at least one ghost consultants thereby making it difficult for others to practice.
- g) Targeted overseas advertisement will help reduce and eventually eliminate ghost consulting with time. The problem will not be solved in one day but a proactive action from CSIC will help. As a director I will support measure that will put the ghost consultants out of business and that is the reason I appeared as witness before the standing committee and will the standing report of the house of Commons standing committee report on citizenship and Immigration

**Question #3 - CPD: *Did you sign the CPD petition - if so, why? If not, why not?***

**Answer # 3:**

*I have signed practically all petitions to CSIC. I believe the requests are fair and reasonable. Not because I do not support regulation and education but I believe there is need for change and fairness. I believe in regulation and continuous education of consultants. With today's economy, high fees for CPD is not fair to practitioners. I believe the current system is restrictive. Consultants should be free to choose programs and events that will be relevant to their practices. Forcing experienced consultants to watch outdated video and/or attend a seminar where elementary subjects matters are discussed is not serving the need of the entire membership.*

**Question #4 - POSITIVE CHANGE: *What changes would you fight for in your first year in office?***

**Answer # 4**

- a) Strongly encourage all board members to declare their salaries and benefits. I will lead by example. I will provide update on my

website (domain name to be announced if elected) to members. The other alternative's is for CSIC to separate directors' fees and salaries from other stipends in CSIC financial statement.

- b) Work as a team member and lobby my colleagues to see my points of view with respect to members' concern**
- c) Strongly propose to the board not to interfere in the C & D process if evidence of such is discovered I commit to blowing the whistle.**
- d) Strongly support the reduction of fees**
- e) Support a move to allow members to choose relevant program for CPD**
- f) I will have a dedicated personal email address to receive members' concern and commit to presenting the concerns at every board meeting.**

**Question #5 - CAPIC EDUCATION: *Do you think members should be able to apply on their own for CPD points for CAPIC's educational events, the same as CBA or LSUC events, regardless of what positions CAPIC takes on political issues with CSIC? If yes, will you work towards this end? If no, why not?***

**Answer # 5: Yes, I believe members should be able to apply on their own for CPD points for CAPIC educational events the same as CBA or LSUC events irrespective of the position CAPIC takes on political issues with CSIC. Just as CBA is not restricted or hindered in making its opinion known to LSUC without fear of reprisal, CAPIC should be free to express its opinion of its members most of who are CSIC stake holders. CAPIC's opinion does not have any bearing on the quality education members will receive at event organized by CAPIC. Infact, I believe CSIC needs to get out of the business of providing CPD points (mandatory or voluntary). Cost of acquiring CPD points are too high. Allow for competition. The current system where some organizations (like CAPIC) – known for providing quality and cheap education program are shot out of the process must be reversed. I will advocate for this revision. I believe CAPIC must be given his CPD status. CAPIC has been involved in education of consultants before CSIC brought up the idea. CAPIC have the resources and should be given plain field to compete. Education of consultants must not be monopolized by one organization.**

**I believe CSIC should not have set up CMI in the first place. Members should have been consulted and approval received. As it stands, CMI now exists, but left alone as a separate organization and allow to complete in**

the market place without undue preferential treatment. Members should be allowed to decide the future of CMI. CAPIC should also be given opportunity to complete. As it is with several organizations, competition often bring about reduction in price. Members should be allowed to choose programs and events that are relevant to their practice. Experience consultants should not be made enrol in elementary or beginner's program and events.

I believe CSIC is at a crucial junction to succeed or to fail. I agree that CSIC Board is desperately in need of new ideas, and new ways of working with fellow board members, and working with the membership at large is needed now. I commit to collaboration, goodwill, and using the talents of the whole industry. We need the change now. I am asking for your vote. A vote for Kay Adebogun is clear message to the government that CSIC is ready to fulfil its mandate. Let's show the government that the members agree with them. Let's vote for Director who will vehemently defend the right of members and defend the interest of the public. Directors must listen to members. The last 2 meetings (AGM & special meeting) are clear indication of the need to listen to members. I will make it a practice to listen to members and endeavour all the time to present members' email and concern at every board meeting. A two way communication and negotiation is urgently needed for CSIC to survive now. A house divided against itself will not stand. United we stand, divided we fall. I commit myself to your service.

### **KAY ADEBOGUN – A viable alternative.**

Contact me

Tel: 1-877-359-8224,

Fax: 1-306-205-3324 or 1-306-205-3234;

Web: [www.cultureconnectint.com/2009election](http://www.cultureconnectint.com/2009election)

Email: [kay2009csicelection@cultureconnectint.com](mailto:kay2009csicelection@cultureconnectint.com)

**From:** Kay Adebogun (Senior Immigration Consultant @ CCI)  
[mailto:kay@cultureconnectint.com]  
**Sent:** September-17-09 7:17 PM  
**To:** 'Pavel Ananyev'  
**Cc:** 'colleaguesforum@iclist.ca'; 'kay2009csicelection@cultureconnectint.com'  
**Subject:** Re: Questions to candidates

Thank Pavel for your questions. My answers are in blue below. You may share my answers with colleagues/friends.

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**Kay Adebogun**  
**President,**  
**Canadian Association of Professional Immigration Consultants (CAPIC)**  
**Prairies Chapter**  
[www.capic.ca](http://www.capic.ca)

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**Please Note: (a) That by supplying your email address, you are initiating an email communication with CCI & thereby authorizing CCI to use your email address for communication with you including the transmission of personal information on your file/case. (b) Repeat requests for status updates will not receive an answer if sent within 90 days of the last reply from this office when there has been no change in the status of the case.**

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Olukayode (Kay) Adebogun CCIC, PFP, FMA, FCSI, MA, Mdiv  
Senior Immigration Consultant  
[www.cultureconnectint.com](http://www.cultureconnectint.com)



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Culture Connect Int'l Ltd  
(Immigration and Socio Cultural Consultancy group)  
4400 4th Avenue Suite 700, Regina, SK, S4T 0H8  
Toll free: 1-877-359-8224 (North America only)  
Regina Area and International Callers: 1-306-545-86CC (22) or  
1-306-359-TryCCI {8224}  
Fax: 1-306-205-3324  
Webpage: [www.cultureconnectint.com](http://www.cultureconnectint.com)

Email: [cultureconnect@accesscomm.ca](mailto:cultureconnect@accesscomm.ca); [info@cultureconnectint.com](mailto:info@cultureconnectint.com)

*"For such a time as this was CCI established to serve you"*

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Question 1: Annual Meetings: do you think they should be held:

- 1) on-line only?
- 2) in-person only?
- 3) in-person with on-line option available - for ones who wish to attend on-line or can not attend in person due to various reasons?

Answer: In-person with Online option available for ones who wish to attend online or cannot attend in person due to various reasons. The bylaw clearly states the meeting must be in person. Having an online meeting only is therefore unacceptable. Many members have expressed interest in-person AGM with online option. I sent and signed a petition to CSIC along with other consultants on this issue but no concrete response from the board. As a board members, I will support and push for in-person AGM with online option.

Question 2: "Ghost Consultants": do you think they should be:

- 1) encouraged to join the profession through various paths/options to become members of CSIC? How?
- 2) continuously alienated from the profession and fought?

If your choice is option 2, additional questions are: do you honestly believe that "ghosts", especially in foreign jurisdictions, can be defeated? If yes, how it may be achieved, exactly?

Answer: Some of the people now classified as ghost or phantom consultants today were former members of CSIC. We must ask the question on why they left. There were several reasons including high fees, overly high standard and excessive requirement. As a board member, I will support a reduction in our fees through a review of our expenses. I will support the move to encourage them to join CSIC. I also believe ghost consultants must be eliminated. We need the support of the Canadian government and international support. It will not be possible to eliminate ghost consultants because of limitations of Canadian law which are not applicable in other countries but it can be reduced. We need aggressive advertisement promoting CCIC locally and abroad, accept the result of the standing committee on this subject, lobby local, provincial and federal government for greater recognition of CCIC and amendment of the laws that allow representation at any level including representation before submission of application to CIC or CBSA.

3. Question 3: the Board: do you think that:

- 1) the Board should be able to hold their positions indefinitely through re-election process?

Answer: I support the current system where members elect board members and they can only serve limited terms. Succession is part of healthy organization and every leader must allow this process to take place. We have several talents and skills among CSIC members. All of us are smarter than some of us!

2) the Board positions should be voluntary (not paid)?

That will be my preferred and/or reduced to a position with minimal honorarium. I currently serve on the national and provincial board of CAPIC as volunteer, I served for four years of AAR and for 5 years of the board of NCCA as a volunteer with no pay and I am happy doing it. It is all about service. If it comes to serving as volunteer I will serve on the board of CSIC.

3) the Board should not be allowed to practice, directly or indirectly, while serving on the Board to ensure real consumer protection and avoid potential conflict of interests?

Board members are first and foremost consultants. Putting your profession on hold for several years could adversely affect integration back into the practice. We need to look at the future of CSIC and not our present challenges only. If CSIC becomes an ideal organization, putting your profession on hold could deter people from running. Serving on the board is not meant to be a full time job. Other regulatory bodies (e.g. LSUC) have board members and are they are allowed to practice. Board members should therefore continue to practice while serving.

4) the Board should disclose their business and personal tax information to the members for two years before being on the Board and all years on the Board to ensure real transparency?

ANSWER: I believe board members should declare their income, benefit and remuneration while serving on the board (whatever is received from CSIC)

5) the Board should disclose all business contacts they make while representing the Society anywhere and for any purpose?

In the process of serving, board members will come across people. That is part of benefits of serving. Same applies to MP and MLA. It is almost impossible to break the link when you resign from the board. Your friends will always remain your friends.

6) the Board should not travel for any purpose using CSIC monies unless their travel expenses are pre-approved by the members on Annual or Special Meeting?

Excessive spending must be avoided. There must be proper budgeting. There will be need for board members to travel on behalf of the organization but it must be within the approved budget. Any expenses over and above the budget must be approved by the finance committee and significant capital project must be brought before the members. The key is to set up several approval levels with specified dollar amounts. I will have to review the current system in place to be able to make suggestion as an Accredited Financial Management Advisor (FMA).

7) the Board should not invest in their professional development without members approval at Annual or Special Meeting?

Board needs to meet same criteria as other members. However investment in capital project must be approved through appropriate channel specified above. CSIC must also be seen as professional organization. In an ideal setting, developing the skills of the board of director is to the benefit of the organization and it must be on need basis and not as a way for self aggrandisement.

8) the Board should use their education, training and skills obtained while being on the Board against new candidates in the election process?

Like other employers, whatever on the job training you receive is that of the employee and the employee or board members should be proud of their achievement or certifications. Election is like a job interview, it is an opportunity to blow your horn and say what you have to offer. Displaying your certification may be required but that is not the only factors members need look at anyways.

9) the Complains & Discipline department of CSIC should be on CSIC's payroll, or should this function be outsourced to independent third party that will be completely independent from the Board to improve objectivity and allow better consumer protection?

Infact I will support the latter in few of recent events and I will also say that the board should not have right to fire the 3<sup>rd</sup> party agency without members' approval. We must also be cognizant of the cost implication of such contract. It is possible for the C & D to existing without interference by the board as it is in many regulatory organization. They are suppose to be independent, fair and objective in their decision.

4. Question 4: Educating the World about our Society: do you believe that:

1) Spending money on advertising in foreign jurisdictions where Canadian law does not matter is justified? Why?

Yes, we cannot work in isolation. Our profession is unique and most of the clients are overseas and it will be a good investment to advertise

overseas and also seek the support of foreign government in that region to hinder the operation of ghost consultants.

2) Spending money on advertising campaigns within Canada brings results? How?

Yes. Again, we have client inland and they need to know who is certified to represent or not. The advertisement should promote CCIC and not scare them away from CCIC.

5. Question 5: Membership fees: do you believe that:

1) our Society should spend a portion on membership fees to maintain the office on Bay Street? If not, in your opinion, what may be an alternative?

I have always maintained for several years that having our office on bay street is wastage. However, we are locked into a contract for another 5 years of so. We need to review the contract and see if we can amend. If not we need to consider office sharing with other organizations to reduce cost. There were years with several vacant offices in the building. I do not consider that as judicious use of members resources.

2) membership and CPD fees at their current level prevent new members from joining the Society?

Yes, I said earlier, the membership and CPD fees are too high. It is one of the deterrents to membership. This must be reviewed and the fees lowered. I will support this idea CSIC 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 because of my background in finance. No doubt urgent review of our expenses. Directors must understand we do not have unlimited resources and we must be willing to adjust. Even the government with unlimited resources/pocket controls its 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 other have left. We need to make membership fees affordable

On the CPD, CSIC needs to get out of the business of providing CPD points (mandatory or voluntary). Cost of acquiring CPD points are too high. Allow for competition. The current system where some organizations (like CAPIIC) - known for providing quality and cheap education program are shot out of the process must be reversed. I will advocate for this revision. I believe CSIC should not have set up CMI in the first place. As it stands, it is exist, but it must be left alone as a separate organization and allow to compete in the market place. As it is with several organizations, competition often bring about reduction in price. Members should be allowed to choose programs and events that are relevant to their practice. Experience consultants should not be made enrol in elementary or beginner's program and events.

3) membership and CPD fees at their current level encourage existing members to consider quitting their membership and become "ghosts"?

Yes and my answer is same as in 5.2

4) membership and CPD fees at their current level discourage current "ghosts" from doing it right by taking a path to join the Society and become regulated professionals?

Yes in a reality how many of the ghost consultants want to become members? They enjoy the free bees and never think of becoming members with high fees and monitoring. Lowering the fees could be a good incentive for membership.

I truly appreciate your time and effort. Good luck to you all and God bless,

Pavel Ananyev, CCIC

**From:** Kay Adebogun 2009 CSIC Election [mailto:kay2009csicelection@cultureconnectint.com]  
**Sent:** September-16-09 1:42 AM  
**To:** 'iwonakaniak@rogers.com'  
**Cc:** 'Kay Adebogun (Senior Immigration Consultant @ CCI)'  
**Subject:** RE: My response

Dear Iwona,

Thanks for your email. It is greatly appreciated. I agree with you, CSIC 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 because of my background in finance. No doubt urgent review of our expenses. Directors must understand we do not have unlimited resources and we must be willing to adjust. Even the government is controlling its 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 other have left. We need to make membership fees affordable

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Above all, I will make it a practice to listen to members and endeavour all the time to present members email and concern at very board meeting. A two way communication and negotiation is urgently needed for CSIC to survive. A house divided against itself will not stand. United we stand, divided we fall.

I hope this response answers your questions and I hope I can count on your vote. Feel free to let me know your thought. Above all, talk to your friends about me.

---

***Kay Adebogun***

**From:** iwonakaniak@rogers.com [mailto:iwonakaniak@rogers.com]  
**Sent:** September-16-09 1:07 AM  
**To:** kay@cultureconnectint.com  
**Subject:**

Hi, Kay,

I am also a member of SCIC. My question is, what is your plan to change the rules of SCIC? i.e. I would like to know how you will deal to lower the SCIC monies? Or how you plan to deal with outrages amount of monies for module study??

Please advise,  
iwona kaniak  
M041825

**From:** Kay Adebogun (Senior Immigration Consultant @ CCI)  
[mailto:kay@cultureconnectint.com]  
**Sent:** September-14-09 8:41 AM  
**To:** 'T&CS Canada'; 'colleaguesforum@iclist.ca'  
**Cc:** 'abraham\_assayag@hotmail.com'; 'dawnmoore@bellnet.ca';  
'kay2009csicelection@cultureconnectint.com'  
**Subject:** RE: 2009 Election discussion

Dear Katarina,

Thanks you for your email, questions and your thoughts. I like your analysis on how we can appoint three new directors. With election of a candidate from QC and a candidate from western Canada (**BC or SK**) we are able to achieve this noble aim. No doubt we need change and we need it NOW. We must take advantage of what we have now. We need a candidate that is committed, strong, have the required experience, positive track records, independent and able to withstand pressure without compromise. I believe I have these qualities and able to bring them to the table for this new board. I will use this opportunity to respond to your first question since the other question is directed to the other new consultants who are running for this election (Eugenia and Abraham).

**Q: Are you sure that you will be able to withstand the pressure from the old directors who are set in their ways, who believe that they are entitled to their positions and who believe the members are a hurdle on their way to greatness?**

I am running for this election out of conviction. I have the courage and boldness to stand for what is right. I am able to make sane decision when under pressure. When others were afraid to speak before the standing committee last year and I spoke openly about our concerns for the reform of the immigration consulting industry (For those who have not read the report, you can click on this link to read it <http://www2.parl.gc.ca/HousePublications/Publication.aspx?DocId=3382346&Language=E&Mode=1&Parl=39&Ses=2#Int-2392834> ). I was the only consultant from Saskatchewan who appeared before the committee in Moose jaw, SK. I drove to the location using my own resources. I am not in this election for the money and the benefits. I believe I have sufficient resources to continue my practice without involving myself in the politics of today but we cannot afford to be silent on issues that affect us. As a past candidate for MLA position in SK, I understand the politics of today and I am willing to bring my experience to the table for the benefits of the consultants and the public. It is time for a change, it is time to use your vote wisely and elect a candidate that will not submit to intimidation. For anyone to think our right to elect consultant is an inhibition to the growth of the society or hurdle on the way of their greatness is disheartening. What other way can we make our voice known if not through democratic electoral process. The issues affecting our industry is not just a problem affect the older consultants. All consultants are affected at this time. I advised the CEO in 2006/07 to avoid ignoring members as it could have greater negative consequences in the future. Alas, we are at that stage now. I believe there are some people on the current board who will change their minds on issues affecting our industry if confronted with logical analysis of the situation. I believe some are waiting for the appropriate leadership. I am willing to step into that shoe. Lobbying and negotiation are skill sets that I bring to the table. I will rather influence than be influenced on matters affecting our practice. Now you have the chance to elect a viable alternative (KAY ADEBOGUN). He is not in it for himself but for you!

---

*Kay Adebogun*

**From:** T&CS Canada [mailto:katarina@tcscanadainc.com]  
**Sent:** September-14-09 7:07 AM  
**To:** colleaguesforum@iclist.ca  
**Cc:** abraham\_assayag@hotmail.com; dawnmoore@bellnet.ca  
**Subject:** 2009 Election discussion

Dear colleagues,

Dory made a good point that even though we are allowed to elect only two directors (the third position that was vacant for a year was filled by appointment in June), we have the opportunity to bring three new directors. How?

The term of Michel Bento is up to for re-appointment. He is from Quebec. If we elect a Quebec consultant director, Michel Bento will have to leave and a new public interest director would have to be found. If the second consultant director we elect is from BC, the public interest director would have to be selected from Ontario.

To get three new directors is a great opportunity. The two consultant directors that we elect will be able to shape the thinking of the new public interest director and the new way of thinking could swing the votes of at least two other consultant directors already on the Board. All we need is 5 directors to bring a change we desire - transparency, accountability and fiscal responsibility of the Board.

If we could trust the Board to make the right decisions, we could all relax and start spending more time on our businesses, families, and hobbies...

**However, my question to Dory and all other candidates:**

**Are you sure that you will be able to withstand the pressure from the old directors who are set in their ways, who believe that they are entitled to their positions and who believe the members are a hurdle on their way to greatness?**

For those who wonder why I used the words entitlement and hurdle... during the May national conference the Chair said that the fact that the members are allowed to elect the directors is the Society's weakness. He said that the fact that the members elect the directors based on popularity is the Society's weakness. And he mentioned that the Society practices "hybrid democracy". I don't know about you but to add any qualifier to "democracy" is a path to dictatorship. And entitlement? We have heard speeches about why we should allow the current directors to stay longer and for more terms - they are qualified (we paid for their \$ 26,000 a piece corporate governance training) and they understand the complex issues of regulating immigration consultants (the rest of us don't - members are here to pay their dues but our role is not to disturb the Board!). During the AGM (or was it during the special meeting?) the Chair actually told us that those who are constantly complaining should maybe leave the Society.

We were told during the Toronto information session on the proposed by-laws amendments

that the Board didn't have the time to concentrate on the executive search for a new CEO because they are being constantly distracted. We were told that it is only a few of the "old guard" who are not happy with the regulation and that the new consultants don't have any issues. Well, let's ask Eugenia Wang, who is the newest consultant among the candidates and Abraham who joined the Society in 2007:

**Are you happy with the way our Society is governed? Do you think that the outcry for change is motivated by a few disgruntled consultants that are not willing to live with the regulation?**

If you have more time, you can read more about democracy:

<http://en.wikipedia.org/wiki/Democracy>

Democracy is a system of government in which either the actual governing is carried out by the people governed (direct democracy), or the power to do so is granted by them (as in representative democracy).

<http://www.merriam-webster.com/dictionary/democracy>

Regards,

Katarina Onuschak  
**CSIC ID M041613**

**From:** Kay Adebogun (Senior Immigration Consultant @ CCI)  
[mailto:kay@cultureconnectint.com]  
**Sent:** September-09-09 10:02 AM  
**To:** 'colleaguesforum@iclist.ca'  
**Cc:** 'kay2009csicelection@cultureconnectint.com'; 'Administrative Officer'  
**Subject:** Kay respond to 5 Top Questions on 2009 CSIC Election:

## KAY ADEBOGUN – A VIABLE ALTERNATIVE!

Hi Colleagues,

I am Kay Adebogun, current president of CAPIC – Prairie chapter and a consultant from Regina, Saskatchewan. I am a supporter of true regulation. I have been a member of CSIC from inception. Over the years, I have played active roles defending the rights of consultants and the consumer. From signing countless petitions to CSIC and the government to public presentation to the House of Commons Standing Committee, on Citizenship and Immigration ( see <http://www2.parl.gc.ca/HousePublications/Publication.aspx?DocId=3382346&Language=E&Mode=1&Parl=39&Ses=2#Int-2392834>). The media attest to my support for true regulations (<http://visalawcanada.blogspot.com/2008/06/consultant-body-under-fire.html> and [http://embassymag.ca/page/view/.2008.june.18.immigration\\_consulting](http://embassymag.ca/page/view/.2008.june.18.immigration_consulting)). I believe consultants need a voice on true regulation. We must support regulation but not oppression, perpetual silence, tyranny and dictatorship. While we wait for the court to make a decision on the issues brought before it on whether election should hold or not, I am putting myself up as **VIABLE ALTERNATIVE** to defend your interest. You can contact me @ 1-877-359-8224 or [kay2009csicelection@cultureconnectint.com](mailto:kay2009csicelection@cultureconnectint.com) or [kay@cultureconnectint.com](mailto:kay@cultureconnectint.com) . I am willing to respond to your email. I will appreciate your support. Above all, tell your friends to support my bid September 23 -25, 2009. The best compliment is referral.

Let me use this opportunity to respond to five top burning questions that were posed to me recently:

**Q: Do you support Katarina VS CSIC court case? Do you support her principle? If yes why are you still in the race?**

A: Let me make it clear, I support the point of view that is place before the court. Out of principle and conviction to support the cause I offered our credit card facilities for the payment of legal fees to promote the plaintiff's cause. Some of you have already read my prior support and you know where I stand on this matter. As in any court case, the decision rest in the hand of the judge. The decision could go either way. I hope the judge makes the right decision to support freedom, and proper regulation of consultants. However, It is important not to put our eggs in one basket. We must fight the battle on all fronts.

Should the court decline to stop the election, then you have a **VIABLE ALTERNATIVE** that will advance the cause of members and the public on the next CSIC board if elected. You need a candidate that is dedicated, vocal, stand by his principle of freedom of speech, good governance, and none exploitation of members. I support the decision of the standing committee as evidence in my presentation to the committee at that time. I believe I have the experience, the courage and a clearer understanding of the issues affecting the industry. The

subject of accountability and transparency has plague the industry since inception. It appears the issue got worse over the years. I will be a candidate that will draw a line between my fiduciary responsibility and proper communications with members. I ask for your support as a keep myself in this race.

**Q: Will you blow your whistle on any interference of the board on the C & D process that come to light if you are elected.**

A: I have been a voice in this area and will the blow the whistle on any influence of the board on the C & D process. I will set up proven intelligence on this matter. I sponsored a motion in 2008 on whistle blowing protection to CSIV AGM. Unfortunately, like other motions the CSIC board refused to entertain the motion. I will not give up on the battle and I remain a leader in this regards. Will always present myself as **VIABLE ALTERNATIVE**

**Q: What is your view on the current CPD process and the cost?**

Current CPD process needs to be revamped. Like other professional organizations, members should be able to choose programs and events that suite their practices. I am against using CPD to exploit members financially and otherwise. There should be fair competition between CMI, CAPIC and other CPD providers. I do not believe CSIC should own or influence CMI. I have supported and signed my name on every motion sent CSIC on the problem with CPD. Again, I have presented myself over the years as **VIABLE ALTERNATIVE**.

**Q: What is your view on CSIC election criteria?**

A: All members in good standing must be qualified to run in any CSIC election. There should not be two categories of members. All consultants must be treated equally. The bylaws must be adhered to and respected in all the operations of the board and any committee formed by CSIC board. I will speak against illegal criteria. We cannot pick and choose what to obey in the bylaws. The results of the last 2 AGM is loud and clear to any leader willing to listen – Power to the people. Protecting the public will require support of the consultants and all consultants must be given opportunity to contribute to the system including freedom to run for the board without any inhibition. You need a **VIABLE ALTERNATIVE** to fight the battle on your behalf.

**Q: Will you blow your whistle on any illegal and unauthorized spending?**

I believe membership fees are too high and this hard earned dollars must therefore be judiciously spent to achieve the goal of CSIC and not personal agenda of individual directors. Unapproved spending are not acceptable, so is reckless spending. I will treat and guard jealously CSIC resources as I will do with my investments. As a **VIABLE ALTERNATIVE**, I commit myself to opposing unauthorized spending

Thank you for your support. Send in your questions and I will do my best to respond.

**KAY ADEBOGUN – A VIABLE  
ALTERNATIVE!**

