

... fostering the practitioner spirit

A publication of the Career Development Association of Alberta

## Message from the CDAA Chair

Another holiday season is upon us and almost another year has gone by. What a year it has been for the CDAA! The current Board of Directors was handed the Association baton after the Annual General Meeting in May and has been running with it since. There has been a whirlwind of activity building on the vision of previous members who saw the need and rose to the challenge of transforming the CDAA from a grassroots group to a formally governed organization. We, the current board members, are dedicated to continuing what began before us while looking to the future as we develop and implement new initiatives.

As I look back over the year, a few achievements come to mind...

- ★ Hired Laurie McCreary-Burke as the CDAA Administrator taking over from Gail Van Eerden who retired from the position in August.
- ★ Participated in board governance training.
- ★ Identified priorities in the areas of member benefits and services, marketing, governance, BTT, and public relations.
- ★ Developed Terms of Reference for committees.
- ★ Created a Registration Committee as required by the new by-laws passed at the May AGM.
- ★ Established a Pre-certified Associate Member category for

persons enrolled in a CDAA-approved educational program.

And these are some of our on-going initiatives...

- ★ BTT planning: on-line registration and biographies of keynote speakers are now available on the CDAA web site at [www.careerdevelopment.ab.ca](http://www.careerdevelopment.ab.ca).
- ★ Enhancing communication with members.
- ★ Piloting in-kind volunteer logs and various ways to recognize members' contributions and achievements.
- ★ Identifying and evaluating various electronic communication tools.
- ★ Changing delivery of Career Momentum newsletter and other correspondence from (snail) mail to email per members' feedback that email was the preferred mode of communication.
- ★ Acting as lead organization of the Ad Hoc BTT Steering Committee carrying out the BTT Three-Year Business Plan.
- ★ Focusing on strategic and board succession planning.
- ★ Reviewing and updating CDAA and Chapter policy and procedures.
- ★ Identifying cost-effective measures and additional funding opportunities.

In addition to the above, several Area Chapters hosted and volunteered at various events during the fall season. Highlights are included in the Chapter News section of the newsletter.

As you can see, both the Board of Directors and Association members have been *current, connected, and committed* to numerous activities throughout the province. I can almost hear the buzz of energy as I reflect on the happenings of the past year, and I eagerly look forward to the new year as we collectively strengthen and grow our Association and career development in Alberta.

*Happy holidays and best wishes for the New Year!*

Yours in CDAA spirit,  
Sandra Hébert, CCDP  
CDAA Chair  
[scribeco@shaw.ca](mailto:scribeco@shaw.ca)

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## 2007 – 2008 CDA Board of Directors and Committees

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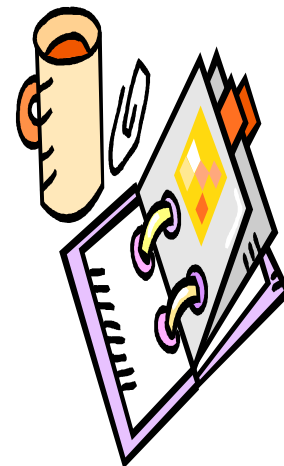
**Committee Chairs**

**BTT** Karen St. Cyr  
**Chapter Coordinator** Paula Wischoff Yerama  
**Communications** Susan Seufert  
**Certification/Registration** Sue Kersey  
**Certification/Registration** Thomas Labelle  
**Membership Services** Wendy Cairns  
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**ON-LINE REGISTRATION IS NOW AVAILABLE AT**  
[www.careerdevelopment.ab.ca](http://www.careerdevelopment.ab.ca)

MARK YOUR CALENDARS FOR THE  
**14th Annual Regional  
Consultation for  
Career Development**  
**Building Tomorrow Today**  
April 30 – May 2, 2008



## Season's Greetings from the Chapter Coordinator!

Please accept my sincere apologies for an error I made in September's Career Momentum. I incorrectly named the Chapter Chairs for the Southern Alberta and North of 60 Chapters, and provided an incorrect email address for the Northwest Alberta Chapter.

### Following are the current Chapter Chairs for the 6 CDAA Chapters:

#### Southern Alberta

Margaret Vennard  
mvennard@pallisersd.ab.ca  
Judy Stolk-Ingram  
judy.stolkingram@  
teamworktraining.ca

#### Calgary

Heidi Lund  
[helund@cbe.ab.ca](mailto:helund@cbe.ab.ca)

#### Central Alberta

Kris Bojda  
[kris@c4e.ca](mailto:kris@c4e.ca)

#### Edmonton

Paula Wischoff Yerama  
[paulawischoff@hotmail.com](mailto:paulawischoff@hotmail.com)

#### Northwest Alberta

Brenda Lindquist  
[blindquist@gprc.ab.ca](mailto:blindquist@gprc.ab.ca)

#### North of 60

Marion Storm  
[marion\\_storm@gov.nt.ca](mailto:marion_storm@gov.nt.ca)

**Chapter Chairs:** please remember to update your Chapter contacts with the Chapter Coordinator so that you continue to receive important information relating to the operation of your Chapter.

**Chapter Members:** please remember to update your Chapter Chair (or designated chapter representative) and the CDAA Administrator with any change in contact information, especially email address, so that you continue to receive updates and information from CDAA.

#### Be sure to visit:

[www.careerdevelopment.ab.ca](http://www.careerdevelopment.ab.ca)  
regularly for up-to-date information about Chapter events and upcoming professional development sessions!

**The Chapter Guidelines** are currently being reviewed for revisions and updates. Chapter Chairs have been provided the most recent Chapter Guidelines via email for review and feedback. Please provide any ideas or suggestions to the Chapter Coordinator as soon as possible.

**CDAA is interested in recognizing** its volunteers for their contributions to the organization. At present there are two in-kind contribution reports being trialed and your feedback on

the functionality of these logs would be appreciated.

**The Aboriginal Community** has expressed an interest in establishing an Aboriginal Chapter of CDAA. This is very exciting and will bring the number of CDAA Chapters to 7 in 2007/2008!!! The Aboriginal Chapter will join the Southern Alberta, Calgary, Central Alberta, Edmonton, Northwest Alberta, and North of 60 Chapters in providing networking and professional development opportunities for CDAA members. Congratulations!

**If you have an interest in establishing a** Chapter please contact the Chapter Coordinator for further information.

**BTT is just around the corner!** Mark your calendars for three days of engine revving and networking from April 30 – May 2, 2008. As is BTT tradition, Chapters are invited to participate in the Chapter Challenge hosted this year by Calgary Chapter followed by the ever popular open mike! Hope to see you there – it's always a great time!

*Wishing you the very best for a happy, healthy and harmonious 2008!*

Paula Wischoff Yerama  
Chapter Coordinator  
[paulawischoff@hotmail.com](mailto:paulawischoff@hotmail.com)  
(780) 992-1345



## CDAA Chapter News

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### Hello from the Southern Alberta Chapter!

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**Lunch 'N Learn 2007** was held in Lethbridge on Thursday, November 8, 2007 at the Learning Centre at the Palliser School Division Office. This year's keynote speaker was **Dr. Bryan Hiebert**, Professor of Applied Psychology from the Faculty of Education at the University of Calgary.

Dr. Hiebert presented at the 2007 BTT Conference and is currently the President of the International Association for Educational and Vocational Guidance. He was also the President of the Canadian Career Development Foundation from 1985 to 1999 and was the Founding Chair of the Alberta Career Development Action Group.

In the past he has held the position of Co-chair of the National Steering Committee for Career Development Guidelines and Standards from 1996 to 2004 and also contributed to the development of the International Competencies for Educational and Vocational Guidance Practitioners.

In 2007 Dr. Hiebert was awarded the Stu Conger Gold Medal and Diamond Pin for Leadership in Career Development. Dr. Hiebert has written 150 professional papers and 8 books. A synopsis of Dr. Hiebert's professional development and research endeavors is available at:

<http://homepages.ucalgary.ca/~hiebert>  
<<http://homepages.ucalgary.ca/~hiebert>>

**Lunch 'N Learn plus other events are great opportunities for career professionals in Southern Alberta to get together, meet people, share ideas, and inspire best practices amongst professionals in the field.**

If you would like to **become a member of the Southern Alberta Chapter CDAA Committee**, please email or call Margaret Vennard or Judy Stolk-Ingram. Contact information below.

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#### UPCOMING EVENT

Please stay tuned to the CDAA website for more information on our future events, including this year's **Workwise Conference to be held in March 2008.**

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Margaret Vennard  
[mvennard@pallisersd.ab.ca](mailto:mvennard@pallisersd.ab.ca)  
Judy Stolk-Ingram  
[judy.stolkingram@teamworktraining.ca](mailto:judy.stolkingram@teamworktraining.ca)  
*Southern Alberta Chapter  
Co-chairs*

**Best wishes for a  
wonderful holiday  
season and a happy and  
healthy 2008!**



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### Season's Greetings from the Edmonton Chapter!

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It seems that winter has officially arrived...time to bundle up and join the Edmonton Chapter for a new year full of exciting events!

**Following are some highlights from fall 2007:**

#### Chapter Meetings

Edmonton Chapter members have been meeting on the first Thursday of each month since September at Centre High Campus in Edmonton. Eleven members attended in September and October and 14 members attended in November.

Trends and Issues in Career Development is a standing agenda item which has become a meeting highlight and offers members an opportunity to share topics and resources that are of interest to them.

**The next monthly meeting is scheduled for Thursday, January 10, 2007 from 6:15pm – 7:15pm at Centre High Campus.** Please watch your email box for an agenda in late December. Hope to see you there!

**To all Edmonton Chapter Members:** please remember to update your contact information with the Chapter Chair and the CDAA Administrator so that we can keep in touch and provide you with information about upcoming Chapter events!

## Chapter News, *continued*



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### Edmonton Chapter *continued...*

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#### Professional Development

On November 9, 2007 the Edmonton Chapter hosted their first Professional Development session of the 2007 / 2008 year at the Edmonton Garrison. Dale Gullekson presented an Orientation to the Blueprint for Life/Work Designs with 22 participants in attendance.

Another Professional Development session is being planned for the spring; date and topic to be determined.

#### Networking

The Edmonton Chapter was pleased to participate in the Canada Career Week Fair on November 16 and 17, 2007 and represent CDAA. The value of Career Development was shared with hundreds of students and job seekers and the benefits of association membership were shared with dozens of employers.

On December 6, 2007 the Edmonton Chapter hosted the 2<sup>nd</sup> Annual Christmas Social at Mandolin Books in Edmonton. It was a relaxing and enjoyable evening.

#### Recognition

At the November 1 Edmonton Chapter meeting **Monique Trudel** accepted a Certificate of Appreciation on behalf of Centre High Campus in recognition of their valuable contributions to and support of the Edmonton Chapter. Centre High Campus has provided space to the Edmonton Chapter free of charge and has even provided beverages for the attendees. Their support is appreciated!

#### Thank you to the following

individuals who were involved with the November 9 Professional Development session:

**Ernie Oginsky and Marija Unrau** for planning the event and taking care of all the important details

**Darlene Stephenson, Christine Sheskey, and Nicole Jofre** for taking care of the registration table

**Laurie McCreary-Burke and Gail VanEerden** for taking registrations and processing payments

#### Thank you for your hard work!!!

November 9 Professional Development session door prize winners were Marija Unrau, Yvonne Phillion, Joyce Gelinias, and Phyllis Kornder-CONGRATULATIONS!

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#### Thank you to the following

individuals who were involved with the Canada Career Week Fair on November 16 and 17, 2007:

**Marija Unrau, Nicole Stogrin, and Nicole Jofre** for planning, organizing, and coordinating booth activities and volunteers

#### Recognition *continued...*

**Marija Unrau, Darlene Stephenson, Ernie Oginsky, Nicole Jofre, Marian McCutchen, Monique Trudel, Paula Wischoff Yerama, Chandra Victor, Paulina Ojikutu, and Sheila Harrison** for providing 66 hours of volunteer service at the Canada Career Week Fair!

**Fantastic team work – thank you  
for your time!**

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#### Change in Policy

The Edmonton Chapter has received considerable administrative support from CDAA in the past couple of years. They have provided assistance with accepting registrations, processing payments and keeping track of our finances. As the Edmonton Chapter is now in a position to handle these matters on their own there will be a period of transition to ensure that all the activities currently handled by the Administrator can be handled by the Chapter. You will be receiving further updates regarding these changes as they occur. Thank you for your patience during this transitional period and thank you to both Laurie and Gail for their tremendous support!

If you have any questions about the Edmonton Chapter please email [cdaa.edmonton@gmail.com](mailto:cdaa.edmonton@gmail.com) for further information.

**Happy New Year!**

Paula Wischoff Yerama, CCDP  
Co-Chair  
CDAA Edmonton Chapter

## Chapter News, *continued*

### Joyful greetings from your CDAA Calgary Chapter!

On Friday October 26, the *Ignite your Passion Conference* took place at Fort Calgary, a new venue for this year.

The conference theme was ‘*Valuing Ourselves - Valuing Our Gifts and Strengths*’. The morning keynote speaker, **Dr. Bryan Hiebert**, reminded us to value ourselves by sowing the seeds and reaping the harvest. His message included “believe in yourself” which Dr. Hiebert feels is central to creating a self-valuing lifestyle and gave examples for cultivating an environment where we can function at our creative best. At the end of the day, **Jennifer Buchanan** entertained and inspired us with a heartfelt and humorous session using her gifts as a singer and musician.

**Lynn Berry** spoke of valuing our relationships through networking with practical examples of how connecting with people in various ways can create what Dr. John Krumboltz refers to as “planned happenstance” and help advance our careers. Attendees at Lynn’s session participated in a networking activity.

Also, **Pat Goyette** of George Brown College presented a summary of Dr. Vance Peavy’s work in constructivist counseling and the concepts of SocioDynamic counselling. If you would like to learn more about Dr. Peavy’s approach, please visit [www.sociodynamic-constructivist-counseling.com](http://www.sociodynamic-constructivist-counseling.com).

**Sean McEwen**, president of the Canadian Association for Supported Employment, discussed encouraging full citizenship and personal capacity for people with disabilities through the facilitation of increased labour market participation and outcomes. For more information, visit [www.supportedemployment.ca](http://www.supportedemployment.ca).

**Congratulations to the Ignite Your Passion Committee for a successful 2007 program!**

### November Chapter Meeting

The Wednesday, November 28 Calgary Chapter Meeting was an opportunity for members and friends to come together for professional development and networking.

Also, chapter elections were held as **Joy Ulrich, Cristy Hayden and Tyrone Lester** stepped down from their positions. We thank them for their wonderful contributions to the chapter.

In their places, **Heidi Lund** took over as Chair, **Rob Shewchuck** as Secretary, and **Rick Schott** as Treasurer. Congratulations!

Check the CDAA website for upcoming Calgary chapter meeting and events.

**Happy Holidays!**

Heidi Lund  
Calgary Chapter Chair  
[helund@cbe.ab.ca](mailto:helund@cbe.ab.ca)

## Registration Committee

To conform to our new bylaws and to address the expanding needs of our association, the Board recently appointed a Registration Committee. The responsibilities of this committee are to admit members to the CDAA and to maintain a register of members in all categories. The Registrar now works with the Registration Committee as well as with the Certification Committee to admit members and to maintain the membership register.

As with many Associations, the CDAA has defined various membership categories and has included them in our new bylaws. If you are interested in reviewing the membership categories, please refer to the bylaws posted on the CDAA website ([www.careerdevelopment.ab.ca](http://www.careerdevelopment.ab.ca)).

Currently on our register we have two Student Members, 247 Associate Members, 180 Certified Members and one Life Member. At the 2007 Annual General Meeting, Nell Smith, CCDP was granted the status of Life Member for her active service in the CDAA. Congratulations Nell!

The Registration Committee wants to ensure the CDAA continues to meet the needs of our members as we mature. We are currently defining policy for nomination or admission into the categories of “Life Member,” “Honorary Member,” and “Retired Member.”

On behalf of the Registration Committee, I will continue to update members in future Momentum articles about our membership statistics and about committee activities.

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## Registration Committee continued...

Please contact the Registrar, Laurie McCreary-Burke, if you have questions about membership or certification. She can be reached at jolacaja@planet.eon.net or at (403) 933-4532 on Tuesday or Thursday from 9 a.m. to 5 p.m.

Sue Kersey, CCDP  
Chair, Registration Committee



## Working the Web

*Working the Web is a regular feature of Career Momentum submitted by Vicky Driver, Career Practitioner, Calgary Board of Education.*

### Make "Change" a Positive Word

I work in a Calgary High School. Initially at least the foundation for career services is the *School-to-Work Transition*. Of course we know that transition is not unique to students. When I first left my long-term employment almost 14 years ago, one of the first buzzwords I learned was *reframing*. It refers to the ability to take past experiences and see them being used in another context. Another new term was

*transferable skills* or what used to be the interchangeable terms Essential or Employability Skills <http://www.conferenceboard.ca/education/learning-tools/employability-skills.htm> Many Career Practitioners make a distinction among these terms however that may be more about the type of references one is seeking that a critical difference. See Essential Workplace Skills and Workplace Literacy [http://srv108.services.gc.ca/english/general/home\\_e.shtml](http://srv108.services.gc.ca/english/general/home_e.shtml)

- Transferable skills seemed to be a useful concept until I discovered that many work seekers have difficulty in distinguishing the difference between job duties and the skills that were required to perform them. This article while aimed at people with post secondary education at the university level includes that concept. It is entitled *Career Advancement without Experience* <http://hbswk.hbs.edu/item/5471.html>

**Canada Career Week** has come and gone and I hope that everyone had an opportunity to learn something new or to expand their professional network.

- If you have not ordered the new *2007 2008 Canada Prospects Magazine* there is still time. You can order it from Career Shop or the Canadian Career Consortium web site <http://www.careerccc.org/ccc/nav.cfm>. It is now in a smaller format size that will fit nicely into a binder or brief case.

You can download the current magazine or back issues as a PDF file. For those who like trivia, this publication originated with AECD

(Alberta Employment and Career Development) before their services amalgamated with those of the Federal Government. It is available in both official languages.

- Individuals who are ready for post secondary will need to make decisions about what they want to study at college or university. Larger colleges and universities start accepting applications in November or December. Those who are still undecided need to complete their plans and get their applications in. You can find a calendar in poster format on the ELAA web site <http://www.elaa.ab.ca/>. It is called *Alberta Post-secondary Institutions' 2007 Dates-at-a-Glance Poster*

- I tell high school students that they really do not need to feel pressured to make a final decision about "*what they want to be when they grow up*". On the other hand they do need to start their journey somewhere and begin to build an educational foundation that will allow them to make a more specific decision in the future. For example if they enjoy the sciences, it probably makes sense to begin a B Sc. and discover where their passion lies in that field. A *general* program might add a year to their undergraduate studies however it may prevent them from embarking on the "*wrong course*".

- Many programs begin with a common first or even first and second year as a foundation; leaving time for students to discover which specific *career* tracks they prefer within that discipline.

- Most universities if not colleges include a link to *What Can I Do with a Degree In-----?* Use a Google search using these search terms, keeping in mind that the

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## Working the Web, *continued*

- information will usually be limited to the programs offered by that specific school. An example is the University of Lethbridge <http://www.uleth.ca/search/index.html?q=what%20can%20I%20do%20with%20a%20degree%20in>

Adults returning to school often have many considerations beyond just what to study. The publication that is available from ALIS may be useful for that client. The Adult Back to School Planner is an excellent resource and while it is intended for adults with lower levels of literacy, sometimes, simple language is best for everyone. It is available as a PDF in Career Shop.

<http://www.alis.gov.ab.ca/careershop/showproduct.asp?DisplayCode=PR ODUCT&EntityKey=27>

- “Everything an adult needs to know about going back to school—making a plan, anticipating the challenges and knowing where to go for support. This workbook deals with how to cope with change, organize your life, take care of the kids, and more. It also covers effective study habits so you can get your homework done and maintain some balance in your life”. There are ideas here, which will be useful for students of any age or situation.

Don't forget to look at the **TIP Sheets**

<http://www.alis.gov.ab.ca/tips/> and monitor what is new on the site if you have not visited recently.

**Job Smart Tips for Staying Employed** is an excellent reference; recommended for Youth or anyone who is having difficulty keeping a job.

### New

**Workability** is a new publication; it describes itself as, **What you need to GET and KEEP a job Career Planner: choosing an occupation**; has just been updated. It targets all work seekers and age groups

There are many resources for employers as well as newcomers to the Alberta or Canadian workplace. Resources intended for an employer may be very useful for the Practitioner whose practice is in the Job Development area.

- Sometimes one has to teach employers why it is valuable to hire young people including promoting the concept of training them from scratch vs. having to retrain workers who did not learn good work habits on their previous job.

- Good hiring practices increase the probably of retaining workers and reduce the hidden cost that is the result of the constant need to hire and train because the workplace is a *revolving door*.

**Working in Alberta** is “a guide for internationally trained and educated immigrants



### Older Workers

It is gratifying to know that employers are rediscovering the value in hiring older workers or even rehiring excellent former employees who were lost due to

various forms of downsizing. Jobs Etc Training and Career Work information Older Workers <http://www.jobsetc.ca/home.jsp?lang=e>

It seems that in the Alberta Labour Market there is a minimal focus on the older worker and therefore it might be a solution that is being overlooked. That said a **Guide for Midlife Career Moves** includes suggestions for that category of work seeker:

- **Find yourself looking for work in midlife?** This guide can help you move forward, one-step at a time, until you are able to see your way ahead more clearly. Look at change and identify how to take advantage of positive characteristics associated with older workers. Consider your financial needs as you develop a sense of career direction, and explore non-traditional work alternatives and ways to find unadvertised work opportunities. Look at how to use your existing skills and learn new skills that do not require long training programs. Take advantage of the work search resources, programs and services, which are available in your community.

### Mentorship

I cannot overestimate the value of finding a mentor whether one is a student or a work seeker. There are excellent mentorship programs available such as WISE: Women in Science and Engineering. It is a national organization and in spite of the name, it is not limited to female students in the sciences. <http://www.ucalgary.ca/~womense/>.

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## Working the Web, *continued*

A few weeks ago I consulted with an engineer who earned his undergraduate degree in Egypt and his graduate and post-graduate degrees in the US. The context of the conversation was whether newcomers are finding it easier to have their educational credentials recognized in Canada. His reply was a qualified yes meaning that while education itself may be less of an issue now, a lack of Canadian or at least North American experience remains a real barrier. It is not experience per se; it is more about the foreign workers lack of familiarity with the culture of the North American workplace and also their inexperience with the *language of the workplace* even when they are fluent in either English or French. That inexperience means the worker often needs to work 4 or 5 years in Canada before they are fully prepared to apply for a license to work here as an engineer, for example. He has mentored a few trained professionals from other countries and told me that they were ultimately successful in receiving full accreditation in their chosen field. On the downside, I suspect that his willingness to train and guide these people is not the norm. In his opinion that willingness must be encouraged among the professional bodies who set the standards for training and education for skilled and professional workers.

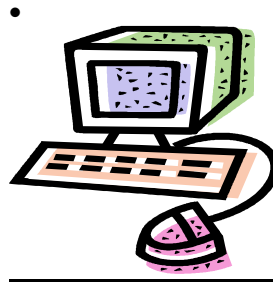
- The various levels of government must also be part of the solution by offering long- term salary subsidies to employers who are willing to mentor these newcomers. A subsidy will offset some of the costs until the worker becomes more productive. It will also allow the worker to re-enter their chosen field at an earlier time vs.

- working in a survival job just to support themselves and their family. In the latter case, some workers never do return to their profession and that is a waste of potential workplace resources on every level.

- **IQAS**

<http://www.learning.gov.ab.ca/iqas>, a member of CAPLA, along with their equivalent in other provinces, is getting ready to implement some changes nationally. The actual discussion took place this week under the auspices of the Canadian Association for Prior Learning Assessment

<http://www.capla.ca/News.php> with the goal being to determine how to update their *assessment of equivalency* (my words) criteria. The outcomes are not yet published; it is a step in the right direction and anyone who works with newcomers will want to monitor for change.



### Web Links

The **JOB FUTURES** site fell into disuse for a time because the Job Prospects data was no longer current. It was updated this past year; I wonder how many of us have forgotten how much information is available on that site? <http://www.jobfutures.ca/en/interface-know.shtml>

### CAN LEARN

<http://www.canlearn.ca> Life Long Learners: whether you are a current student or an adult thinking about returning to post secondary education

- Check out TOOLS and Financial Planner in order to estimate the cost of the program that your student or adult client is considering

Visit some other sites that you may not have viewed recently. I find that a new site or one that I have forgotten may stimulate new ideas or be just the resource I need for a new client.

- ✚ **Quintessential Careers**  
<http://quintcareers.4jobs.com/>

- ✚ **Canada Career Information Partnership**  
[http://www.ccip-picc.ca/ccip/nav.cfm?s=about&p=current\\_initiatives&l=e](http://www.ccip-picc.ca/ccip/nav.cfm?s=about&p=current_initiatives&l=e)

- ✚ **Campus Starter**  
(magazine/web site)  
<http://www.campusstarter.com/>

- ✚ **grip: The power of balance** <http://www.griponlife.ca>  
grip is a publication from the Alberta Mental Health Board; the focus is not career development however there are related and relevant articles.

- ✚ **Workplace Today**  
<http://www.workplace.ca/magazine/index.html>

- ✚ **Career Options Magazine**  
<http://www.careeroptionsmag.com/index.asp>

- ✚ **Career Storm**  
<http://www.careerstorm.com/index.asp>

Make sure you check out the CDA website for details of Building Tomorrow Today!

## Editorial



Whatever it is that you celebrate during this season there are some common themes.

This is a time of the year when we assess our fortune; not our wealth, but our happiness and comfort. We rejoice in being with family and friends. We contemplate what we have accomplished in the past 12 months and we set goals for the upcoming year. We recognize there are folks who are less fortunate than ourselves and our compassion seeks to ease their pain.

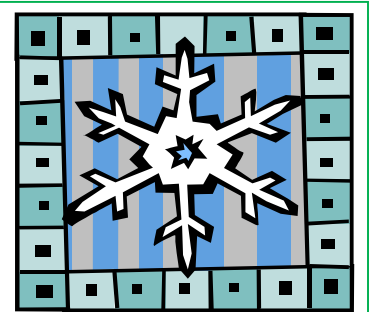
We recognize that there are some things we can change, some things we cannot. I will now plug BTT speaker Dr. John Krumboltz, the theorist who gave us “planned happenstance”. Life goes more smoothly when we can plan for change, but at times change is thrust upon us.

The weather is one of those things we have no control over – except to move to a more agreeable climate.

As we reach the winter solstice, there is a boost to the spirit as we see that the days are getting longer. It is like a promissory note letting us know that even though there is a fair amount of snow on the ground and the promise of more to come, change is in the offing. Spring will come. Too many of us spend far too much time rooted indoors during this time of year. If ever we needed human contact it is during the doldrum period of winter. Life is just too short and precious to hide inside for a quarter of your waking lifetime hours. Being Canadian gives us an opportunity to embrace the elements. I end 2007, writing about the truly Canadian theme, the weather.

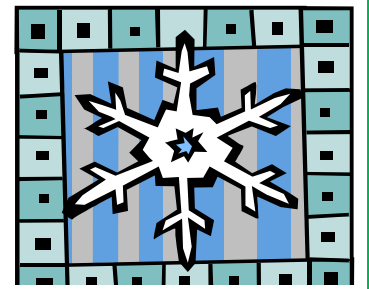
*Wishing you the very best in 2008,*

*Heather MacDonald  
Editor*



Laughter is the  
sun that drives  
winter from the  
human face.

**Victor Hugo**



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