

***Charles! What will we do when you are not around?***

A few years ago, several of us at Universalia asked Charles this question after he had, once more, solved a complex problem in front of a captive audience. Charles had a special mind.

All of you who have studied or worked with Charles will not be surprised that he responded ***THIS, IS THE WRONG QUESTION!***

You see, we affectionately called Charles our devil's advocate, because he thought outside the box. Sometimes, so far outside that we had a hard time following him.

The question he replied, is WHAT WILL YOU NOT DO when I am not around? He reflected for a moment and said:

***You will not hesitate to fight hard for a cause or an idea that you believe in.***

Charles embraced multiple causes in his life. Education for all, good governance, gender equality because he wanted a world without violence, cared for vulnerable groups and we could hear the passion in his voice when he spoke about the different organizations he engaged with CEL, Baron de Hirsh, LOVE, and many others

***You will not be afraid of succeeding in whatever you do he continued, because the only thing between and your goals is your own fear.***

Charles was our mentor, he guided many young men and women in reaching their professional potential. In fact, in the last six months he received kind words from many of them. They said how much he had contributed to their success. This made Charles happy even though, he confessed, some of them he did not remember, because there were so many....

He also heard from many former students. They recalled exiting his office enriched with new thoughts but sometimes puzzled and asking— what did Charles mean by this and that? Charles, we wish you were here to explain it all to us.

***You will never stop dreaming big and striving for excellence.***

Charles had big dreams for the small company that he and other colleagues created. He wanted Universalia to make a difference and he built a brand that many respect in Canada but also around the world. Speak truth to power through your evaluation he said again and again. Not an easy task but he challenged us to do so in each assignment. In fact, our last conversation last week centered around the firm and all the dreams he had for its future.

***Finally, he looked at each of us and said: You will not forget to live your life as an honorable person*** so that, at the end of each day you can rest with a clear conscience,

Evy, Peter, Rebekah, Hannah, Sarah, my colleagues and I and the whole evaluation community unite to offer you our condolences. Rebekah, we will miss your regular visits to our office. We will miss Charles picking up the phone when you called, wherever he was, whether in a meeting or at the UN and telling us my daughter is on the line and he would say with a cheerful voice: Hi Rebe! To the Lusthaus family I want to say that, in our own way, we are grieving a spiritual father, a wise man and a thought leader.

Charles, we heard your insights loud and clear. Thank you for how you have shaped our lives. in your memory, we pledge to carry your legacy and to fulfill our individual responsibility to make this world a better world.... Until we see you again.

*Marie-Hélène Adrien*