

# Convention Report *the* Proceedings *of*

49th Dominion Convention  
The Royal Canadian Legion  
Saint John, New Brunswick  
24 - 28 August 2024

OUR MISSION IS TO SERVE  
VETERANS, WHICH INCLUDES  
SERVING MILITARY AND  
RCMP MEMBERS AND THEIR  
FAMILIES, TO PROMOTE  
REMEMBRANCE AND TO  
SERVE OUR COMMUNITIES  
AND OUR COUNTRY.

March 5, 2025

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IN THE FOLLOWING PAGES ARE RECORDED  
THE PROCEEDINGS OF THE 49TH DOMINION  
CONVENTION OF THE ROYAL CANADIAN LEGION  
ASSEMBLED IN PERSON CONTAINING THE  
CONVENTION REPORTS AND RESOLUTIONS  
APPROVED BY THE DELEGATES, IT IS OF  
CONSIDERABLE PRACTICAL AS WELL  
AS HISTORICAL VALUE AND SHOULD BE  
PRESERVED FOR FUTURE READY REFERENCE.

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# DOMINION COMMAND OFFICERS

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## HONORARY OFFICERS

### **PATRON**

Her Excellency the Right Honourable Mary Simon,  
CC, CMM, CM, CQ, CD  
Governor General of Canada and Commander-in-  
Chief of Canada

### **Grand President**

Larry Murray, CMM, CD

### **DOMINION HONORARY VICE-PRESIDENTS**

General M.A.J. Carignan, CMM, MSC, MSM, CD

### **DOMINION HONORARY CHAPLAIN**

Rabbi Idan Scher  
Major-General Guy Bélisle, MB, MSM, CD

### **DOMINION EXECUTIVE COUNCIL**

#### **Dominion President**

B. Julian

#### **Dominion First Vice-President**

B. Lawrence

#### **Dominion Vice-Presidents**

B. Weaver  
S. McKeown  
J. MacIssac

#### **Dominion Treasurer**

D. McRury

#### **Dominion Chairman**

B. Chafe

#### **Immediate Past Dominion President**

T. Irvine

## PROVINCIAL COMMAND/ SPECIAL SECTION PRESIDENTS

### **British Columbia/Yukon**

C. Thomson

### **Alberta-NWT**

R. Larose

### **Saskatchewan**

C. Pedersen

### **Manitoba & NWO**

E. Tester

### **Ontario**

D. Moore

### **Quebec**

T. Irvine

### **New Brunswick**

A. Chevalier

### **Nova Scotia/Nunavut**

D. McCumber

### **Prince Edward Island**

J. MacIsaac

### **Newfoundland and Labrador**

G. Budden

### **President of the Tuberculous Veterans' Section**

P. Merola

### **OSI Special Section**

T. Jenvenne


## **NATIONAL EXECUTIVE DIRECTOR**

S. Clark

# DOMINION COMMAND PAST PRESIDENTS


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 Lieutenant—General  
Sir Percy Lake  
British Columbia, 1925—1928

 Lieutenant—General  
Sir Arthur Currie  
Quebec, 1928—1929

 Lieutenant—Colonel  
Leo R. LaFleche  
Ontario, 1929—1931


 Major John S. Roper  
Nova Scotia, 1931—1934


 Brigadier—General Alex Ross  
Saskatchewan, 1934—1938

 Lieutenant—Colonel  
W.W. Foster  
British Columbia, 1938—1940


 Alex Walker  
Alberta, 1940—1946

 Major—General C.B. Price  
Quebec, 1946—1948

 Lieutenant—Colonel  
L.D.M. Baxter  
Manitoba, 1948—1950


 Group Captain Alfred Watts  
British Columbia, 1950—1952

 Dr. C.B. Lumsden  
Nova Scotia, 1952—1954

 Very Reverend  
John O. Anderson  
Manitoba, 1954—1956

 David L. Burgess  
Ontario, 1956—1960


 The Honourable  
Justice Mervyn Woods  
Saskatchewan, 1960—1962


 His Honour Judge  
C. C. Sparling  
Manitoba, 1962—1964

 Fred T. O'Brecht  
Ontario, 1964—1966

 Ronald E. MacBeath  
New Brunswick, 1966—1968

 Robert Kohaly  
Saskatchewan, 1968—1970

 The Honourable  
Justice Redmond Roche  
Quebec, 1970—1972

 Robert G. Smellie  
Manitoba, 1972—1974

 Robert D. McChesney  
Ontario, 1974—1976

 Douglas McDonald  
Ontario, 1976—1978

 Edward C. Coley  
Alberta, 1978—1980

 Al Harvey  
Newfoundland, 1980—1982

 Dave Capperault  
Ontario, 1982—1984

 Steve Dunsdon  
British Columbia, 1984—1986

 Anthony Stacey  
Ontario, 1986—1988

 Gaston Garceau  
Quebec, 1988—1990


 Fred Williams  
Newfoundland, 1990—1991

 Jack Jolleys  
British Columbia, 1991—1994

 Hugh M. Greene  
Alberta, 1994—1996

 Joseph Kobolak  
Ontario, 1996—1998

 Chuck Murphy  
British Columbia, 1998—2000

 William (Bill) Barclay  
Saskatchewan, 2000—2002

Allan Parks  
Prince Edward Island,  
2002—2004

Mary Ann Misfeldt  
British Columbia, 2004—2006

Jack Frost  
Ontario, 2006—2008

Wilfred Edmond  
Nova Scotia, 2008—2010

 Patricia (Pat) Varga  
Saskatchewan, 2010—2012

Gordon Moore  
Ontario, 2012—2014

Tom Eagles  
New Brunswick, 2014—2016

Dave Flannigan  
Newfoundland 2016 – 2018

Thomas Irvine  
Quebec 2018-2021

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 *Designates deceased*





THE ROYAL CANADIAN LEGION

## TESTAMENT—ARTICLES *of* FAITH

### • The First Part •

**W**HEREAS THE ROYAL CANADIAN LEGION was founded upon principles, which endure today, and will serve well all who belong or may belong in the future including, among others:

-  A solemn remembrance of Canadians who gave their lives so that our nation might be free.
-  Loyalty to the sovereign and to Canada.
-  Safeguarding the rights and interests of the disabled, the widows or widowers and dependants and all who served.
-  Maintaining our right to encourage our people and nation to every reasonable support to peace at home and throughout the world.
-  Maintaining in and for Canada the rule of law, encouraging the national and united spirit, ordered government, and striving for peace, goodwill and friendship between Canadians and among all nations.
-  Advocating the maintenance in and by Canada of adequate defences.
-  Retaining the spirit of comradeship forged in wartime and nurtured in peacetime to the benefit of the history and unity of the nation.

**AND WHEREAS** throughout the history of the Legion certain values have endured to the benefit of the veteran segment, the Ladies Auxiliary and their chosen successors, all to the credit and benefit of the Canadian community.

**AND WHEREAS** it is the recognized duty of each segment, the one to the other, to perpetuate The Royal Canadian Legion and its principles, facilities and programs for the general welfare of our nation now and in the future.

**WE, THE UNDERSIGNED** for ourselves and representative of our segment of The Royal Canadian Legion, covenant and renew our obligations to each other and to the nation and do solemnly declare:

## REMEMBRANCE

**THAT THOSE WHO DIED** in the service of the nation will always be remembered together with their widows and widowers. We will remember them.

**THAT REMEMBRANCE DAY** shall remain and be reverently observed on the 11th hour of the 11th day of the 11th month of each year by us and our successors. Lest We Forget.

**THAT THE SACRIFICE** made by so many shall not be in vain and we shall strive to maintain unity in our nation, together with our constant endeavour to promote and maintain peace, goodwill, and friendship within our country and throughout the world, so that all citizens may be worthy of the sacrifice they made.

## JUST RIGHTS

**THAT THOSE WHO SURVIVE** and need our aid may be assured of reasonable and adequate assistance.

## LOYALTY

### THAT WE MAINTAIN OUR LOYALTY

to the reigning sovereign and to Canada and its people to stand for ordered government in Canada and decline membership or to discontinue any membership to anyone who is a member of or affiliated with any group, party or sect whose interests conflict with the avowed purposes of The Royal Canadian Legion or support any organization advocating the overthrow by force of organized government in Canada or which encourages or participates in subversive activity or propaganda.

## COMRADESHIP—SERVICE

### THAT OUR ORIGINAL BASIS OF

common service and sacrifice expressed in comradeship shall survive among us and our community so that the ideals for which so many laid down their lives will be fulfilled.

## MEMBERSHIP

### THAT THE ROYAL CANADIAN LEGION

remain strong and united. That those who served or are serving or have served in the armed forces of our country together with their widows or widowers and dependants and such others as from time to time are admitted and subscribe and continue to subscribe to our purposes and objects, shall be encouraged to belong provided always that we shall remain democratic and non sectarian and not affiliated to or connected directly or indirectly with any political party or organization.

**THAT SO LONG AS** veterans remain, or their widows or widowers, that they shall be fully and adequately represented in all the councils of The Royal Canadian Legion. Future ex-service persons shall enjoy the same privileges in perpetuity.

## SYMBOLS

**THE POPPY** is our emblem of supreme sacrifice and must forever hold an honoured place in our hearts and image immortalizing as it does our remembrance and honouring of those who laid down their lives for ideals which they, we and all Canadians rightfully

cherish. It shall challenge us to serve in peace, as in war, to help those who need our help, and to protect those who need and deserve our protection. The cross of sacrifice, on appropriate occasions, is symbolic of the same worthy principles of remembrance.

**THE TORCH** shall remain symbolic of justice, honour and freedom throughout our land. These were the principles for which our comrades fought and died. We of today and tomorrow covenant to hold it high lest we break faith with those who died. Justice, honour and freedom are our charge for now and forever. We serve best by fostering these principles in ourselves, our children and their children so long as The Royal Canadian Legion shall survive.

**OUR BADGE** is symbolic of our loyalty to our sovereign, our support to our nation in our worthy citizenship and our remembrance for our fallen comrades and fellow Canadians of like principles.

**OUR FLAG** being the Canadian Flag, is representative of our nation both at home and abroad. We will uphold it ourselves and forever teach respect for it by our successors, within and without the Legion. At the same time, we will remember our historical association with the union flag and the red ensign.

### • The Second Part •

**OUR SUCCESSORS** shall themselves learn and pass to their successors these principles including, when necessary, our best services in times of great need, our unique strengths to our family and community, and the worthiness of remembering their contributions in their continuing time.

### • The Third Part •

**WE, INDIVIDUALLY AND COLLECTIVELY**, guarantee we will be true to these principles and, subject only to the limits prescribed by democratic law, teach and hand down them to our continuous successors without reduction but with enhanced values.

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## GRAND PRESIDENT'S OPENING REMARKS

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Thank you, Comrade Chair.

Good afternoon, Comrades. I am really sorry that my ongoing medical treatment prevents me from being with you in person in Saint John today for the opening of the 49th Dominion Convention of The Royal Canadian Legion.

Nevertheless, I am very grateful to have the opportunity to provide my opening remarks to you by video.

This is an important gathering and I know that the decisions that you take during this convention are going to determine the future of The Royal Canadian Legion.

However, that is not news. It has been the case for every Dominion Convention that I have attended for 14 years as Grand President. In fact, it has probably been true for every Dominion Convention since this great organization was launched nearly 100 years ago by courageous Veterans of World War 1, unhappy that the needs of their injured Comrades and their families were being sadly neglected by the government.

They made a huge contribution to their Comrades and to Canada in countless areas and over the years were replaced "at the helm" of the Legion by World War II and Korea War Veterans.

They in turn have gradually been replaced by modern day Veterans and associate members, many of whom are participating in this convention.

Our early predecessors achieved historic gains for Veterans and their families as well as for communities across the country and richly deserve the praise and gratitude that we and all Canadians accord them.

Hopefully we can ensure that the recognition of the founders of the Legion and those who followed them after service in World War II and Korea reach new heights in the next few years as we gear up and then celebrate the Legion centenary.

As someone who has had the privilege and good fortune to observe and to participate in The Royal Canadian Legion from a variety of perspectives for many years, I would also say that recent Legion history is also remarkable and something you should all take personal pride in.

In fact, as a not unbiassed observer, I believe that the motto for this convention, "Building our Future on a Foundation of Strength" is exactly what the Legion has been striving to do throughout my 14 years as Grand President, and well before I arrived.

I also think that this convention and the next few years leading up to, as well as throughout our Centenary year, are an ideal time to tell, and to celebrate, both internally and externally, many of these Branch, Provincial Command and Dominion Command stories of Legion service, sacrifice and camaraderie.

The Legion is doing a much more effective job of communicating in recent years and we need to optimize that improved capability now and in the next few years to ensure that all Legionnaires and more Canadians are aware of the history and the incredible work of the Legion at all levels ... in my view this would contribute a great deal to helping ensure continued momentum to achieving our membership goal of 300,000 members in the coming years.

I have always found actions more powerful than words so I thought that I would share some observations of positive actions that I have personally witnessed the Legion doing over the years.

I must emphasize that this will be a miniscule sample of the overall reality because every Legion member since 1926, including every delegate at this convention has their own list of Legion contributions or you wouldn't be here.

In my comments to the 47th biennial convention six years ago in Winnipeg I began my remarks by focusing on "Why the Legion matters to me".

I started by recounting that as a young Navy League and Sea Cadet growing up in Stratford, Ontario, I gained an early appreciation of the generous and essential support that the Legion provided to Cadets and other youth organizations in the city.

The Legion was also the focal point of all remembrance activities and was always helping Veterans, seniors and other worthy causes in the Community.

When I was a young Naval Officer serving on a ship based in British Columbia my dad died suddenly.

At the time he was the President of Branch #8 in Stratford and by the time I got home late the following day, the Legion had “stepped up to the plate” to support my mom and our family in an incredible manner.

None of us have ever forgotten the very kind and immediate help that we received in those trying circumstances.

It was evident then and has been evident to me on countless occasions since that The Royal Canadian Legion is a very special organization that really does care.

Throughout my 33 years in the Navy, I also frequently witnessed how essential Legion support is to countless communities on the coasts and across the country.

One example among many occurred in Nova Scotia following the Swissair crash in 1998 when the Legion played a central role in supporting those involved in the recovery effort and in helping to care for the grieving relatives and friends of the crew and passengers lost in that tragic accident.

When I became Deputy Minister of Veterans Affairs in 1999, an early challenge was trying to help change a government “no” into a “yes” with respect to gaining approval for a special benefits package for Merchant Navy Veterans.

Simply stated that would not have happened without the strong support of The Royal Canadian Legion, which played the key leadership role in achieving a consensus position among the five main Veterans organizations that were involved.

The Minister of Veterans Affairs, George Baker, then used that consensus skillfully to get government approval for what became known as the Merchant Navy Veterans’ special benefit package.

During that same period, the Legion also led Canada’s historic Tomb of the Unknown Soldier project, which brought the National War Memorial ‘to life’ and helped to rekindle broad based public engagement in remembrance.

At the same time at Veterans Affairs, we did not have enough personnel and other resources to ensure adequate standards for Veterans in smaller long term care facilities across the country.

Thankfully, at our request, the Legion agreed to step in to help, and VAC and the Legion launched the long-term care surveyor project which ultimately evolved into the outreach and visitation initiative.

Through this project, Legion volunteers continued to play an essential role in ensuring the wellbeing of many of our most fragile Veterans in long term care facilities across Canada.

During that period the Legion also played a critical leadership and advocacy role in trying to ensure better support and more appropriate programs for modern Veterans and their families. This ultimately led to the creation of the OSI Special Section and many other initiatives of critical need in an area which definitely remains an urgent work in progress.

During our first virtual Dominion Convention three years ago in 2021 I reviewed my comments from the 2018 convention including the challenges of the COVID-19 pandemic and the Legion’s remarkable response to them and concluded that the principal thrust of my remarks at the opening of the convention in Winnipeg still applied.

However, my list of reasons why the Legion mattered to me now included the magnificent manner that Legion branches and commands had provided support and help to countless communities across the country.

These selfless efforts made a huge difference for Veterans and their families and for countless other folks across Canada.

In addition, the Legion also strived to keep the flame of remembrance burning brightly whenever and wherever possible, despite the pandemic.

One example of this were the terrific efforts of Ontario Command and Branch 110 in Trenton, Ontario to support the ramp ceremony in honour of the six members of the Canadian armed forces who died in the tragic crash of the cyclone helicopter from HMCS Fredericton in May of 2020.

On November 11, 2020, working closely with our partners, the Legion also managed to organize and execute an impressive and moving “live” National Remembrance Ceremony in Ottawa.

The Ceremony was smaller in size than normal but did include participation by the Governor General and Prime Minister as well as an Honour Guard and the Central Band of the Canadian Armed Forces and was watched on television by millions of Canadians.

A successful Poppy Campaign was also conducted despite many challenges.

In 2020 The Royal Canadian Legion also shared Poppy Funds with The Royal New Zealand Legion which had been unable to conduct their campaign in April because of strict lockdowns there.

Another top priority of the Legion during the pandemic was to help many branches in serious financial difficulty avoid permanent closure.

This entailed Dominion Command initially providing relief using national reserves to the extent feasible and then successfully seeking assistance from government for the first time in the Legion’s nearly 100-year history, with the support provided focused solely on branch survival.

Extremely important advocacy works also continued.

As most of you know the Legion has strongly supported the Canadian Institute of Military and Veterans Health Research since it was established in 2010.

However, their core funding was at risk of running out, so the Legion joined others in advocating strongly in support of CIMVHR research leading up to the 2019 budget. This included a letter from the Dominion President to the Minister of Finance that stated:

“Organizations like The Royal Canadian Legion that need to develop evidence-based services for Veterans and their families rely on the research done by CIMVHR.”

The federal budget subsequently allocated \$25 million over 10 years to fund ongoing CIMVHR operations and in a message to the Legion, Dr. David Pedlar, the scientific director of CIMVHR wrote:

“We are grateful for your ongoing commitment to the health and wellbeing of our military, our Veterans, and their families. We would not have been able to realize this tremendous success without your support.”

Remarkable work also continued throughout the pandemic in many other critical areas including in support of Homeless Veterans and those suffering from Operational Stress Injuries.

I could go on for some time, but my point is that the highly dedicated and selfless service of many Legionnaires across Canada throughout the COVID-19 pandemic wrote another proud chapter in the history of The Royal Canadian Legion.

The pandemic also once again demonstrated that this great National Veterans and community support organization matters as much now as at any time in our history.

As in Winnipeg three years previously, we were once again heading towards a membership cliff. However, unlike in Winnipeg, we now had definite proof that we were capable of stemming the bleeding and starting to grow again.

This significant milestone had been highlighted by Randy Hayley in one of his many excellent member services weekly updates earlier in the year in which he noted that in mid-March 2020, pre-pandemic membership was growing 2.2 % year over year.

In other words, the Legion, namely all of you, had succeeded in stopping the bleeding and membership had started to head in the right direction and then the pandemic struck, and those results could not be sustained. The 2020-year end result was a year over year decrease of 12%.

In the coming months we clearly needed to re-establish momentum and among other things, to turn the membership numbers around once again.

You had demonstrated that it was doable.... you simply had to do it again!

I also noted that it would be essential for the Legion at all levels to shake off the inertia inherent in 'on again', 'off again' lockdowns and closures and to re-establish the momentum....and that is exactly what you have done in the past three years.

The support of Veterans and their families never waned including continuing efforts and improvements in the support of homeless Veterans across Canada, continued, support to essential initiatives like CIMVHR, strong support to promising new initiatives like The Burns Way, vigorously continuing the ongoing battle for priority access beds and leading the advocacy charge with a letter from the Dominion President to the Prime Minister expressing concern with the VAC reduction in staff to deal with the disability claims backlog. This letter led almost immediately to an increase in funding to enable continued augmented staffing at VAC.

Another critical initiative during the past three years included trying to establish the necessary foundation to improve equity, diversity and inclusion or EDI, across the Legion.

An independent third-party study was conducted to assess the situation and this was followed by the production of an EDI Strategic Plan and Action Plan as well as a Legion EDI Statement, all of which you will discuss and consider during this convention.

It will not be possible to effectively implement EDI at all levels in the Legion without dynamic detailed plans and a good deal of effort such as providing training and so on.

However, I would encourage you to not get bogged down in the detail.

In my view this important initiative is simply all about the creation of a common-sense Legion version of the Golden Rule.

That is, all of us simply need to try to treat others involved in any way with the Legion the way that we would all like to be treated ourselves.

That includes not sometimes tolerating rude, exclusionary, and unacceptable behaviour by a small minority of our members.

We must also work hard to actively encourage increasing diversity in our ranks across the country at all levels.....and that is already underway in some places.

We will never achieve perfection, but we do need to be seen by our members and by other Canadians to be taking clear, concrete action to improve the situation over time.

Most Branches were also busy during this period, and I will mention one example of these efforts. Which was the grand opening of the Legion Veterans Village in Surrey, BC last February.

The successful completion of this complex and important project over the past several years is a remarkable accomplishment by BC/Yukon Command, Whalley Branch 229, the Lark group and their partners.

I believe this innovative, multipurpose model incorporating a Centre of Medical Excellence in medical support and health care, coupled with affordable housing for Veterans, first responders and their families and co-located with a large attractive and well situated Legion Branch could be replicated in three or four other major urban centres across the country.

One Command level Remembrance initiative which I must also mention was the superb Newfoundland Tomb of the Unknown Soldier project in St. John's, which was magnificently led and executed by Newfoundland/Labrador Command. This is truly an amazing accomplishment and everyone who contributed should be extremely proud of this historic achievement.

Finally, surviving as a credible, dynamic and the largest and most highly respected national Veterans and community support organization in Canada, despite a daunting demographic reality is also part of the remarkable story of today's Legion.

When I became Grand President in 2010, the Legion had just completed its dramatic downsizing of DEC governance and at that time, Dominion President, the late Pat Varga was leading the charge with her 'Focus on the Future' project.

This was followed by numerous other initiatives to stem the bleeding and to try to turn around

the then unsustainable decline in membership numbers.

As I mentioned a few minutes ago, thanks to an incredible collective effort, led by many of you, success was achieved in early 2020....and then the pandemic struck.

However, you did not waver, and the Legion emerged from the pandemic with renewed vigour to regain the membership growth momentum.

Thanks to over a dozen separate membership initiatives in recent years, the 2023 year-end results were more than 256,000 members, up nearly 13,000 members or plus 5.3 percent year-over-year.

This is our second consecutive year of growth after more than 30 years of decline.

Our end of July results this year indicate a growth of plus 8.5 percent.

I am only using membership as the final example to indicate that recent Legion history is impressive....and you were and are part of that story and should take considerable pride in that achievement and in many others.

As I noted earlier, I also believe that this convention, the next few years and the centenary year provide ideal opportunities to share many of your “why the Legion matters to me” stories among yourselves and more broadly at the Local Branch, Provincial Command and Dominion Command levels, as well as externally.

Together with the many other outstanding events and initiatives planned by the Centenary Committee, including a book by Nujma Bond, your wonderful stories would help bring The Royal Canadian Legion and its amazing history of selfless service for the past 100 years to life for many of our fellow Canadians.

This may also help ensure that the Legion continues to flourish and grow for another 100 years.

Sorry to go on a bit but I hope that by telling a small part of the story of your many “good works” in recent years that I have also demonstrated that you and The Royal Canadian Legion have been living the motto of this convention, “Building our Future on a Foundation of Strength” for some considerable time.

You simply need to continue because what you and the Legion do, really does matter!

I would like to conclude by passing on my personal congratulations and thanks as well as a huge Bravo Zulu for your highly dedicated and outstanding service to The Royal Canadian Legion, to Canada and to your fellow Canadians!

You really are special people!!

Thanks for your attention, Comrades and again, I am really sorry that I can't be with you for this important gathering.

Have a great convention!



# REPORT OF THE 49TH DOMINION CONVENTION

Saint John, New Brunswick  
Saturday, August 24, 2024 --  
Wednesday, August 28, 2024

The 49th Dominion Convention of The Royal Canadian Legion was the first in-person Dominion Convention held in 6 years, due to the arrival of the pandemic which brought a virtual convention in 2021.

We returned to New Brunswick for this convention, for the first time since 1928. It was held in Saint John and close to 1,000 delegates, members, and staff participated.

The theme of this year's Convention was "Building our Future on a Foundation of Strength." The 2024 Convention year also aligned with the 100th anniversary of The Royal Canadian Air Force and the 80th anniversary of D-Day.

## HIGHLIGHTS

Discussions and voting, guest presentations, committee reports, and the installation of a new Executive team marked the days. Several operational highlights stood out, as follows:

- Three local Second World War Veterans attended the Opening Ceremony and the Dominion Presidents Welcome Reception. All three were centenarians:
  - Ms. Kay Stevens served in the Royal Canadian Navy Women's Service.
  - Mr. George Cooper, served with the 1st Canadian Parachute Battalion (D-Day Veteran).
  - Ms. Winifred 'Winnie' Rice, served with the Auxiliary Territorial Service (Women's Branch of the British Army) and was also a war bride.
- Educational workshops were all held in the main arena and easily allowed people to attend all or part of the proceedings.
- At total of \$90,803.30 in cash was contributed by delegates during the Convention to support Veterans in the Caribbean through the Royal Commonwealth Ex-Services League. (*An additional amount*

*was pledged for post-convention collection and is not included in this total).*

- The convention experience itself was modernized in 2024, to provide a dedicated Convention App, electronic registration for the event, online advance payment, online delegate voting for Senior Elected Officer positions, a digital Reports and Resolution book, and an online Commemorative Ceremony program.

## BY THE NUMBERS

- 742 registered delegates
- 2283 proxy votes
- 49 observers
- 18 guest speakers
- 22 Legion business reports
- 6 resolutions passed
- 5 workshops

## WORKSHOPS

Information workshops were held by National Headquarters and Legion National Foundation staff. A question-and-answer period followed each workshop.

- *Poppy and Remembrance and your branch*
- *Veterans Services 101*
- *Membership: The Road to 300,000*
- *Marketing and Communications – Branch Support*
- *Legion National Foundation – An hour to give*

## GUEST SPEAKERS

Many guests shared their greetings and thoughts during the Convention. Topics ranged from pain management to service dogs for Veterans. In many instances, delegates had an opportunity to ask questions and learn more. A few highlights included:

- Canadian Armed Forces' (CAF) Chief Warrant Officer Bob McCann was asked

about sharing information about the support the Legion can provide to CAF members, earlier in their enlistment process, and he committed to this idea in principle.

- Canada's Veterans' Ombud Col. (Ret'd) Nishika Jardine relayed how her department is pushing Veterans Affairs Canada (VAC) to simplify its communications with Veterans.
- Army Veteran of Canada's mission in Afghanistan, Mike Trauner, shared his emotional story about how he lost both legs while serving, detailing the difficult things that CAF members are required to do. He also met and spoke with many Veteran delegates who took time afterwards to go over and meet him.
- Minister of Veterans Affairs the Honourable Ginette Petitpas Taylor, relayed updates on her department's work, pledging to continue working together with the Legion to support Veterans and their families.

All the keynote and guest speaker presentations are accessible via the Legion membership portal. Speakers included here in alphabetical order were:

**Jason Coward**, National Chair,  
The Royal British Legion

**Rob Gill**, Executive Director,  
the Army League of Canada

**John Goheen**, Lead interpreter,  
Legion Pilgrimage of Remembrance

**DeAnna Hill**, Assistant Commissioner RCMP

**Colonel (Ret'd) Nishika Jardine**,  
Veterans Ombud, Government of Canada

**David Loveridge**, Area Director for Canada,  
Commonwealth War Graves Commission

**John MacBeth**, Board Member, The Burns Way

**Bob McCann**, Chief Warrant Officer of the  
Canadian Armed Forces

**Todd Ross**, Board Director,  
Rainbow Veterans of Canada

**Phil Ralph**, Director Health Services,  
Wounded Warriors Canada

**Debra Sullivan**, 2020 Royal Canadian Legion  
National Silver Cross Mother, from New Brunswick

**The Honourable Ginette Petitpas Taylor**,  
Minister of Veterans Affairs, Government of Canada

**Michael Trauner**, Legion National Youth Track  
and Field Championships Ambassador

**Libby Watkins**, Canadian Representative Royal  
Commonwealth Ex-Services League

**Dr. Ramesh Zacharias**, President and CEO, the  
Chronic Pain Centre of Excellence for Canadian  
Veterans

#### CONVENTION BUSINESS PRELUDE AUGUST 24: WORKSHOPS AND PREPARATION

The convention action began with the registration and exhibitor areas in TD Station opening early to welcome delegates. On this day, workshop-style presentations were made, each one followed by a question-and-answer period.

Various subgroups also held meetings throughout the day, such as the Dominion Executive Council, the TVS and OSI subsections, and there were logistical meetings including one related to the opening parade.

#### CONVENTION BUSINESS DAY 1 AUGUST 25: OPENING CEREMONY AND DIGNITARY REMARKS

The morning began with a parade and commemorative ceremony, with the doors to convention opening just before noon. After the parade and ceremony, remarks were provided by several guests including:

- The Lieutenant Governor of New Brunswick, the Honourable Brenda Murphy
- The Minister of Military Affairs for the Province of New Brunswick, Mary Wilson
- The Mayor of the City of Saint John, Donna Noade-Reardon

Following these remarks, delegates heard from New Brunswick Command followed by the official opening of the convention.

Dominion Chairman Bill Chafe provided the procedures report and Chairman's Remarks, and reports from the Grand President Larry Murray, and Dominion President Bruce Julian were presented.

Election Presiding Officer Dave Flannigan called and confirmed nominations for all elected positions. Local arrangements committee (LAC)

Chairman Bernard Cormier provided logistical information to set the stage for the coming days.

### CONVENTION BUSINESS DAY 2 AUGUST 26: ELECTIONS BEGIN

The day began with an Invocation by the Chaplain of New Brunswick Legion Branch 69 Rev. Clayton Misner, followed by several process related reports. A second call for nominations was held, ending with the closure of nominations for Dominion President and First Vice President. The election of a new president was held.  
**President** – Berkley Lawrence (acclaimed)

The Dominion Treasurer's report was provided by Donna McRury, followed by several guest speakers and additional committee reports, as well as remarks by National Executive Director Steven Clark (now retired). The afternoon was dedicated to provincial caucus meetings.

### CONVENTION BUSINESS DAY 3 AUGUST 27: ELECTIONS

The day began with an invocation by the Chaplain of New Brunswick Legion Branch 53, Rev. Donald Shepherd. Several guest presentations and committee reports followed. Nominations were closed for the First Vice President and Vice Presidents, and elections for all these positions ensued. A second call from nominations of Chair and Treasurer also took place.

**First Vice President** – John Mahon (has since resigned, DEC later voted on a successor, Garry Pond)

**Vice Presidents** – Valerie MacGregor, Sharon McKeown, Garry Pond (DEC later voted on a successor to the vacancy left by Garry Pond when he moved to the First Vice President role. That successor is Trevor Jenvenne)

### CONVENTION BUSINESS DAY 4 AUGUST 28: ELECTIONS AND WRAP-UP

The final day of the convention began with an invocation by the Chaplain of New Brunswick Legion Branch 62, Rev. Elizabeth Stevenson. Additional guest presentations were made, and brought-back resolutions were considered. Nominations closed for both Dominion Chair and Treasurer and elections were held.

**Treasurer** – Jill Carleton

**Chairman** – Bill Chafe (acclaimed)

Past Dominion President Mary Ann Misfeldt later presided over the installation of all the newly elected Dominion officers.

Outgoing Dominion President Bruce Julian highlighted some of his fond memories and overall accomplishments during his longer than usual tenure. National Executive Director Steven Clark (since retired) recognized former Dominion President Thomas D. Irvine.

The closing benediction and ceremony officially ended the event, with some final remarks related to the 2026 Dominion Convention to be held in Winnipeg, Manitoba, and final words from the LAC Chair.

### RESOLUTIONS AND REPORTS

In total, 6 resolutions were carried, and they are listed in their entirety elsewhere in this publication. As previously mentioned, during the Convention, committee and executive reports and resolutions were tabled by committee Chairs and Executive team members. Procedures reports and Chairman's remarks were provided by Bill Chafe.

- Grand President's Report (Larry Murray)
- Dominion President's Report (Bruce Julian)
- Credentials Report (Jack Clayton)
- Resolutions Committee Report (Bruce Julian)
- Dominion Treasurer Report (Donna McRury)
- DEC Report (Bruce Julian)
- Going Forward Committee Report (Bruce Julian)
- Poppy and Remembrance Committee Report (Berkley Lawrence)
- Membership Committee Report (Valerie MacGregor)
- Public Relations Committee Report (Sharon McKeown)
- Ritual and Awards Committee Report (Blaine Kiley)
- Defence and Security Committee Report (Andrea Siew)
- Sports Committee Report (Brian Weaver)



- Constitution and Laws Committee Report (Dave Gordon)
- Veterans Consultation Group Report (Larry Murray)
- EDI committee Report (Berkley Lawrence)
- Centennial Fund (Donna McRury)
- Veterans, Service and Seniors Committee Report (Bruce Julian)
- Tuberculous Veterans Section Report (Peter Merola)
- Royal Commonwealth Ex-Services League Report (Bruce Julian)
- Confirmation of RCEL Donations (Libby Watkins)

- Legion National Foundation Donations/ Pledges (Dave Flannigan)
- OSI Special Section Report (Trevor Jenvenne)
- Centenary Report (John Mahon)
- CANVET Board Report (Berkley Lawrence)

#### PRE- AND POST-CONVENTION MEETINGS

Plans are now in the works for the 2026 Centennial Dominion Convention in Winnipeg, Manitoba. Please note The Dominion Executive Council met before and after the convention, and notes from these meetings can be found on the member portal at [Legion.ca](http://Legion.ca).

# REPORT OF THE DOMINION COMMAND VETERANS, SERVICE *and* SENIORS COMMITTEE

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B. Julian, *Chair*  
B. Lawrence, *Vice-Chair*  
J. Mahon, *Member*  
B. Chafe, *Member*  
D. Gordon, *Homeless Veterans*  
G. O'Dair, *Seniors Advisor*  
L. Murray, *Ex-Officio*  
T. Jenvenne, *BSO Legion OSI Special Section*  
C. Hughes, *Coordinator*  
A. Pasha, *A/Coordinator*

## INTRODUCTION

Since the virtual Dominion Convention in 2021, advocacy efforts have focussed on ensuring that all Veterans including members of the Canadian Armed Forces (CAF), RCMP, and their families are treated with fairness, dignity, and respect such that they are afforded the same benefits and services irrespective of when and where they served.

## RESOLUTIONS

The response for 48th Dominion Convention 2021 resolutions was published in May 2022 and distributed to Legion Branches for the guidance of all Legion members.

## MANDATE OF VSS COMMITTEE

The Veterans, Service and Seniors Committee continues to maintain an active advocacy stance while maintaining its focus on proving, day in and day out, to all Canada's Veterans, including serving CAF and RCMP members and their families, that the Legion cares.

## ADVOCACY

The Dominion President stresses the importance of continuing our advocacy efforts regarding the availability of mental health services to all Veterans and their families. We will continue to monitor this issue with the Canadian Armed Forces and Veterans Affairs Canada. It is also important that Legion Branches continue to welcome all Veterans; that Branch Service Officers receive their annual training such that they are knowledgeable on the ever-changing programs and services available for our Veterans and their families.

In addition, outreach to Reservists must continue to be a priority and ensuring that all Veterans who require assistance with their disability applications to VAC be informed and encouraged to contact a Legion Command Service Officer to assist them with their application. It is equally important that we continue to outreach to all Veterans who may have received unfavorable decisions in the past as policies change. Veterans should contact a Command Service Officer to review previous decisions and for reassessments if medical conditions have worsened. A reminder that Command Service Officers provide free representation and you do not have to be a Legion member to access services.

The Legion continues to be a valuable, respected, and sought after organization for participation in a variety of roles and consultations. The following is a snapshot of Legion advocacy efforts on behalf of all Veterans, their families, and seniors since 2021:

- a. October 2021** – Meeting with members of VAC including, the Deputy Minister, Paul Ledwell and those responsible for Strategic Policy and Commemoration, Service Delivery, and Stakeholder Engagement and Outreach regarding the Veterans Survivor Fund, Veteran Homelessness (Motion 225), Military Sexual Trauma, contract updates for the Outreach and Visitation, and the Rehabilitation Services and Vocational Assistance Project;
- b. September 2022** – Meeting with the Acting Commander Military Personnel Command, Major General Lise Bourgon, requesting updates regarding the CAF Transition

- Group, cultural transformation and sexual misconduct matters and CAF response to Chief Justice Louise Arbour's Report;
- c. **October 2022** – Introductory meeting with VAC's Associate Deputy Minister, Ken MacKillop to discuss main areas of advocacy, including the backlog of disability claims, National Veterans' Homelessness Strategy in Canada, long term care contract and preferred admission beds, collaboration between VAC and DND, the Family and Caregiver Support, and research into national standards for psychiatric service dogs, cannabinoid therapy, and mefloquine toxicity;
  - d. **January 2023** – Meeting with Mr. Paul Ledwell, Deputy Minister of VAC. Conversation was had around the backlog of disability claims, homeless veteran's needs, veteran employment/transition, long term care contract and preferred admission beds, medical assistance in dying (MAiD), the Outreach and Visitation Initiative, Veteran's week, Indigenous Veterans, updates Veterans Survivor Fund, and the Rehabilitation Services and Vocational Assistance Project updates;
  - e. **January 2023** – Meeting with the Conservative shadow Minister for Veterans Affairs, Blake Richards to advocate for the concerns identified above;
  - f. **May 2023** – Meeting with Mr. David Keedwell, the Director General of Intergovernmental Programs regarding Infrastructure Canada, VAC and homeless veterans;
  - g. **August – September 2023** – tour of Pepper Pod and an appreciation dinner in the forest. Pepper Pod is a retreat centre for female veterans and women about to leave the military. Sandra Perron offers a series of Life-Shops, inspirational events and educational programs to assist women Veteran and allow them to bond by their shared military pasts;
  - h. **October 2023** – Veterans Consultation Assembly held at Dominion Command. National organizations who support Veterans and their families attended and there was general consensus on many issues of concern;
  - i. **November 2023** – Meeting with the Minister of National Defence to discuss CAF Cultural Change and recruiting and retention of members among other issues identified by the Defence and Security Committee;
  - j. Deputy Minister of VAC, Paul Ledwell's Coffee Group meetings occurred over the past three years with discussions regarding all of the above. Various other Veteran's organizations have representatives in the virtual meetings and our concerns are echoed by many of them;
  - k. Various meetings with the Military Veterans Wellness Program, started through Toronto Police Services and Ontario Command's Leave the Streets Behind program, to identify homeless veterans and refer them to supportive services, such as the Leave the Streets Behind program. Many virtual meetings also occurred with organizations such as Built for Zero and the Canadian Alliance to End Homeless have occurred. They, and various police departments, first responders, and shelters, across the country are beginning to refer homeless veterans for Legion support and the connection to other supports;
  - l. Dominion Command testified at several Senate Sub-Committee on Veterans Affairs (ACVA) studies, including– in January 2022 on the VAC Case Management Contract, in October 2022 on Medical Assistance in Dying, in February 2023 regarding the National Strategy on Veteran Employment, in February 2023 regarding Transition, and in May 2023 on the Experience of Women Veterans;
  - m. Attended Women in Defence (WiDs) Breakfast in support of women Veterans in March 2023 and March 2024;
  - n. Various meetings with the VAC Minister's Advisory Groups on Policy, Service Excellence and Transition, Care and Support, Family, and Mental Health. All groups have a Legion representative from Dominion Command; and
  - o. Various meetings with the CAF Sexual Misconduct Support and Resource Centre, the RCMP's Support for Operational Stress Injury Program, ATLAS (formerly Centre of Excellence of Mental Health).

## HOMELESS VETERANS NATIONAL PROGRAM

Toronto Police Services has taken the Military Veterans Wellness Program nationally and has implemented it with over 50 police services across the country. Email introductions were sent out to over 140 police services and over 10,000 police officers have completed the online Canadian Police Knowledge Network training.

Guidelines are being finalized for the Legion National Program and will be shared with all Commands in hopes it will be passed along to the Branches. The referral form will now be sent to Dominion Command Veterans Services and once verification of service is confirmed, it will be sent to the appropriate Provincial Command and back to the originating source. It is hoped the Provincial Commands will contact a Branch Service Officer in the local geographical area to make contact with the Veteran.

Through the Leave the Streets Behind Homeless Program, and reports from the Provincial Commands, the total number of homeless Veterans identified and assisted has risen to 1,234 with 135 female, 5 Indigenous, 5 Indigenous, 6 RCMP, and 3 from the United States. The vast majority of those identified have been in Ontario with almost 95%.

With the national roll-out of the Military Veterans Wellness Program with police departments, first responders, shelters, and the RCMP, Dominion Command Veterans Services is prepared for an increased intake and request for support for these Veterans.

Veterans House, in Ottawa, has been at capacity since opening and 64 Veterans have been housed. Some 24 have moved on to full time jobs and other living facilities. Plans are under way to build a new facility in Edmonton with further expansion in Halifax, Vancouver and Montreal in the future.

Building on Budget 2021, Budget 2022 announced an additional \$62.2 million over three years, beginning in 2024-25, for Infrastructure Canada to launch a new Veteran Homelessness Program in partnership with VAC and community organizations. This

program will provide services and rent supplements to Veterans experiencing homelessness to help them get them back on their feet. It will enable longer term support to Veterans experiencing homelessness, such as rent supplements and wrap-around services, including counselling and substance abuse treatment. Working closely with Infrastructure Canada the new Program was ready to serve Veterans in 2023-2024. Combined, Budget 2021 and Budget 2022 will provide funding until 2026-27. It is estimated that the Program will assist 2,000-3,000 Veterans with the funding provided.

The program will also provide funding for research on veteran homelessness, to deepen an understanding of this issue and improve programs and services.

One homeless veteran in this country is one too many.

## SENIORS INITIATIVE

The Legion continues to advocate to the federal Government that senior's home care should be part of a national strategy to include standardization, consistent service delivery and certification. The Government announced the new Aging in Place Challenge Program led by the National Research Council. It will partner with like-minded private, public, academic, and other research organizations in Canada and abroad to develop breakthroughs to help older adults and their caregivers to live safe, healthy and socially connected lives while remaining in their homes and communities of choice. We are hopeful that over time, aging Veterans will receive the support they need to remain at home.

We continue to advocate for the elimination of the Marriage After 60 Clause for better support for survivors of Veterans who have married after the age of 60.

## MILITARY SEXUAL TRAUMA

In May 2022, the Honourable Louise Arbour, former justice of the Supreme Court of Canada, delivered her report: The Independent External Comprehensive Review of the Department of

National Defence and the Canadian Armed Forces (IECR). The final recommendation of the IECR report (Recommendation 48) called for an external monitor to oversee the implementation of external report recommendations. While some recommendations have been implemented, the Committee continues to advocate for all recommendations to be implemented.

Ms. Jocelyne Therrien was appointed External Controller in October 2022 for an initial mandate of one year. Her mandate was renewed on 19 October 2023 for another year. She has now completed her third progress report which called for a review of the military colleges. Minister Blair has now established a Canadian Military College Review Commission which will focus on examining the current quality of education, socialization, and military training in colleges with the aim to address the culture.

The Committee continues to monitor the implementation of all the recommendations and the extension of the mandate of the External Controller as needed.

### LEGION SCHOLARSHIP

The Dominion President presented the 2021 RCL Legion Masters Scholarship in Military and Veteran Health Research to Ms. Meredith Seager from the University of Manitoba's Department of Community Health Sciences. Her research involved investigating the chronic pain profile among still-serving military members and veterans of the Canadian Armed Forces who develop as a result of a traumatic brain injury or TBI.

In 2022, he presented Ms. Martine Southall BA Hons Masters Student and Research Assistant at the University of Manitoba department for Psychology for her research project; "Understanding the Relationship between Cannabis Use and Psychotherapeutic Treatment in Canadian Veterans: A Mixed-Methods Study".

Last year, he presented Ms. Kathryn Reeves, BAC, from Mount Saint Vincent University for her

research on "The Intergenerational Impacts of Military Service Related Moral Injury" on families.

The recipient for 2024 is not yet known. It will be presented at the CIMVHR Forum in Winnipeg, MB from 21-23 October 2024.

The Dominion Executive Council has approved the funding of a Doctoral scholarship of \$50,000 for 2024 to 2025, as the Legion National Foundation will provide funding for any future Masters Scholarships.

### THE BURNS WAY

For several years, the VSS Committee and Legion National Headquarters has been collaborating with The Burns Way initiative. The initiative received formal endorsement from the Dominion Executive Council and in 2023, The Royal Canadian Legion and the Saskatchewan First Nations Veterans Association have signed a Memorandum of Understanding hereby agreeing to cooperate, support, and promote The Burns Way – a joint approach to improve mental health for all Veterans.

It is named in remembrance and in honour of Earl Burns, a proud Veteran (Princess Patricia's Canadian Light Infantry), a residential school survivor, and a member of the James Smith Cree Nation who died protecting his family and his community on September 4, 2022.

The initiative focuses on shame reduction, cultural safety, peer support, and technology as a facilitator with the aim to enhance access to care, promote care continuity, prioritize, and refer veterans in urgent need of occupational stress injury (OSI) care, and instill trust in the availability of services while on waiting lists and post-discharge. Of particular interest is a shared goal to create barrier-free, culturally competent access to services for Indigenous (First Nations, Métis, and Inuit) and other minority groups.

Work is ongoing and it is hoped that the program will be fully implemented in the near future.

## CANADA LIFE

In 2023, the administrator for the Public Service Health Care Plan switched from Sun Life to Canada Life. Many veterans and their families noted concerns and shared lived experiences of service delays and of being placed on hold as long as two and a half hours while waiting to get through the phone line to a representative. Complex health services seem to be negatively impacted; however simple health services seem to move at a fast rate.

Their website has acknowledged the complaints and they have been working on Contact Centre wait times, processing times, and have a new escalation process for urgent and priority cases (attached). There is also a Frequently Asked Questions page with responses at <https://www.welcome.canadalife.com/pshcp/faq.html>.

Although there has been some improvement, it is imperative that all problems, identified by the first roll-out for medical benefits, be rectified prior to the roll out of the Dental Plan to Canada Life, which has recently been delayed until 1 November 2024. We continue to advocate for improvements to be made and monitor for any further problems.

## OUTREACH AND VISITATION INITIATIVE

During Covid, restrictions in Canada to stop the spread of the virus shut down many businesses, including access to various hospitals including long term care homes. The Outreach and Visitation Initiative (OVI) was suspended to comply with restrictions and protect seniors living in long term care. It has not yet been re-established as there are still concerns regarding Covid and Respiratory Syncytial Virus (RSV) infections and putting our most vulnerable at risk in long term care.

We have many OVI volunteers who have provided outstanding service to this initiative in the past. This initiative facilitates face-to-face visits with Veterans, providing them with an opportunity to have a conversation and social visit with a volunteer and to raise concerns or identify needs that might be addressed by VAC or the Legion.

The OVI volunteers have been kept updated on the status of the program and a statement has been provided on Dominion Command's website as follows:

***The Outreach and Visitation Initiative is currently suspended indefinitely as per Veterans Affairs Canada directives. We will provide further updates and contact our current volunteers when additional information is received from Veterans Affairs Canada. As of January 2024, there have been no updates. In the meantime, we encourage you to contact your local Legion Branch to explore any local volunteering opportunities that may interest you.***

While this program remains suspended, many Legion Branches across the country coordinate volunteer visits to Veterans in retirement and long-term care facilities in their community. The visits provide social interaction, a sense of community, and can help identify needs that the Legion may be able to assist with.

## SERVICE BUREAU PROFESSIONAL DEVELOPMENT / REGIONAL COMMAND SERVICE OFFICER TRAINING

Command Service Officers attended a training/professional development session in Charlottetown from 28-30 March 2023. They benefited from consultation with VAC officials responsible for service delivery with whom they deal on a regular basis while receiving updates on latest policies, business processes and new communications software. It was also an opportunity to build teamwork and cohesiveness across the country.

Command Service Officers were busy for the last three years and in 2021, they completed 2,394 first applications, 247 Departmental Reviews and counselling out/withdrawing 1,093 applications. They also represented Veterans in 287 Entitlement Review hearings, Entitlement Appeals and Requests for Reconsiderations before the Veterans Review and Appeal Board (VRAB) Canada.



In 2022, 2,678 first applications and 151 Departmental Reviews were submitted to VAC with 932 counselled out or withdrawn. There were 238 Entitlement Review hearings, Entitlement Appeals and Requests for Reconsiderations presented to the VRAB.

Command Service Officers continued to be busy in 2023 with 3083 first applications, 146 Departmental Reviews and 1006 counselled out or withdrawn. Entitlement Review hearings, Entitlement Appeals and Requests for Reconsiderations were down overall in 2023 with only 180 presented to the VRAB.

While some statistics are down, others are rising, such as the number of first application submissions. Command Service Officers are also seeing an increase in favourable decisions by VAC at the First Application submission, partly due to new policies and VAC guidelines for determining eligibility, thus eliminating some need to appeal to the VRAB. Many Command Service Officers were hired as others retired or left for various other reasons. Training is ongoing and numbers will rise as they become more knowledgeable in their roles.

Regional Training discussions are ongoing.

### **BUDGET REPORT**

For your information, a copy of the VSS Committee budget for the period 2024-2025 is attached to this report. Delegates may raise any questions that they have concerning Committee expenses at this time, but any motion for changes to the budget document as it relates to this Committee will have to be delayed until the budget is formally brought forward by

the Dominion Treasurer later in the Convention proceedings.

### **RESOLUTIONS**

The VSS Committee reviewed three Resolutions, which have been non-concurred. The Committee has initiated one resolution for 2024.

### **CONCLUSION**

During 2025-2026, the VSS Committee will continue their advocacy efforts focused on ensuring that all Veterans and their families are afforded the same benefits and services irrespective of when and where they served.

We will pay particular focus on the Backlog of Disability Applications and all mandated priorities that have not come to fruition as of the date of this report. We will continue to advocate strongly for homeless veterans, collaborating with federal/provincial/municipal police forces to establish a partnership to facilitate outreach to homeless veterans.

We will also continue to advocate for changes to long-term care eligibility criteria, for increased supports to keep seniors in their own homes, and for the elimination of the Marriage After 60 Clause.

In conclusion, I would like to thank the members of the Committee and the coordinators support for their dedication throughout the past three years.

This report was moved, seconded and approved by the delegates.

**THE ROYAL CANADIAN LEGION – DOMINION COMMAND**  
**VETERANS, SERVICE AND SENIORS COMMITTEE**

	<b>2022 ACTUAL</b>	<b>2023 ACTUAL</b>	<b>2023 BUDGET</b>	<b>2024 BUDGET</b>	<b>2025 BUDGET</b>
TRAVEL	71	350	0	200	204
PER DIEM	801	0	0	0	0
CIMVHR FORUM	12,603	26,044	15,000	15,000	15,300
PRINTING, STATIO- NERY	0	340	1,500	500	510
TELEPHONE & FAX	0	0	200	200	204
POSTAGE	217	202	450	450	459
BUSINESS TRANS- FORMATION INITIA- TIVES	0	0	1,500	0	1,500
HOMELESS VETER- ANS SUMMIT	0	0	5,000	0	0
MISCELLANEOUS	130	0	500	500	510
<b>TOTAL</b>	<b>13,822</b>	<b>26,936</b>	<b>24,150</b>	<b>16,850</b>	<b>18,687</b>



# REPORT OF THE DOMINION COMMAND

## POPPY *and*

## REMEMBRANCE COMMITTEE

---

B. Lawrence, *Chair*  
D. Moore, *Vice Chair*  
P. Merola, *Member*  
C. Pedersen, *Member*  
D. Alward, *Member*  
E. Tester, *Member*  
S. McKeown, *Member*  
B. Weaver, *Member*  
J. MacIsaac, *Member*  
L. Taha Cheng, *Coordinator*  
N. Thomas, *A/Coordinator*

### INTRODUCTION

The Poppy and Remembrance Committee is responsible for overseeing the conduct of all Poppy and Remembrance programs and activities of Dominion Command and for initiating related policy and program recommendations. The Committee has a significant impact on the commemorative culture of the Legion and ensures that Canadians have opportunities to remember and honour those who have served and sacrificed for our country.

Over the past three years, the Committee endorsed the following initiatives executed by various Legion departments and supported by external partners and all levels within the Legion organization.

### POPPY CAMPAIGN

The annual Poppy Campaign continued to be the foundation of the Legion's Remembrance program as millions of Canadians wore a Poppy as a visual pledge to never forget. In 2021, 2022, and 2023, the First Poppy was presented to the Governor General as the ceremonial launch of the Campaign. Similar presentations with respective Lieutenant Governors in each of the Provincial Commands subsequently took place throughout the country. In accordance with our traditions, the official start of the Poppy Campaign began on the last Friday in October of each respective year.

The following initiatives and activities are important aspects of the Poppy Campaign and were delivered in collaboration with multiple internal departments,

numerous external partners, hundreds of Legion Branches, and all Provincial Commands.

### IMMORTAL POPPY

The 100th anniversary of the Poppy as Canada's symbol of Remembrance was highlighted in 2021, permeating local and national initiatives, including the Immortal Poppy. This limited collection of digital Poppy artwork featured a 3D replica of a genuine flower from Flanders Fields with the names of 118,000 fallen Canadian soldiers on its petals.

### PAY TRIBUTE

Following its trial in 2020, the Pay Tribute program was expanded, and 1,000 tap-enabled Poppy boxes were distributed to allow Canadians to make a cashless donation of \$2, \$5, or \$10. Since its inauguration, the Pay Tribute program has generated over one million dollars for local Branch Poppy Trust Funds, including \$190,750.00, \$354,645.00, and \$445,473.00 in 2021, 2022, and 2023 respectively. In 2023, Poppy Fund donations received through national initiatives, like Pay Tribute and corporate supporters, were distributed back to participating Legion Branches via electronic funds transfers prior to year-end.

### CORPORATE SUPPORTERS

National corporate supporters continue to be integral to the Poppy Campaign's success by welcoming Poppy boxes and volunteers on site, collecting donations through point-of-sale transactions, and making corporate donations

on behalf of their employees and/or customers. In addition to the local business relationships initiated by Branches, Dominion Command facilitated national donation collection permissions and Remembrance promotion initiatives, such as banners at airports, signage on public transit, posters in stores, television commercials, radio advertisements, commemorative occasions at major sporting events, and Remembrance recognition on limited-edition tumblers. National, Provincial Command, and Branch collaboration with corporate supporters helps ensure Canadians never forget by making Poppies accessible across the country.

### REMEMBRANCE THROUGH LIGHT

The 6th, 7th, and 8th editions of the Legion's Poppy Drop saw virtual Poppies falling from the Peace Tower on Parliament Hill, and from the nearby Senate of Canada building, representing Canadians who have fallen in the line of service. Well-known landmarks across the country such as Niagara Falls and the CN Tower in Ontario, the Samuel de Champlain Bridge in Quebec, the Calgary Tower in Alberta, and BC Place Stadium in British Columbia were also illuminated at varying times during the Remembrance period in a collective show of reverence for our Veterans. The Legion's Virtual Wall of Honour and Remembrance, an onsite tribute video display near Parliament, once again shared the names and pictures of many Canadian Veterans who have served and sacrificed for our nation.

### POPPY STORIES

2022 was the inaugural year of Poppy Stories, an initiative whereby people could visit PoppyStories.ca and scan their lapel Poppy to learn the story of a Canadian Veteran. The 2023 version highlighted Canadian peacekeepers to mark the 75th anniversary of the first United Nations peacekeeping mission. This project was a unique new way to engage people in the act of Remembrance and allow them to connect more closely with those who gave their lives in service of our country.

### TWO MINUTES OF SILENCE

In 2023, the Legion created some special public service announcements to invite people to take two minutes of silence no matter where they may be. To complement that initiative, an advertising blackout campaign was launched. Thousands of digital advertising signs across the country went black at 11:00am on Remembrance Day and were replaced with a message of Remembrance and three important figures: 11-11-11.

### SYMBOLS OF REMEMBRANCE: POPPIES, WREATHS, AND THE POPPY STORE

In 2022, Dominion Command began distributing biodegradable Poppies and wreaths. They are crafted from a variety of natural materials including paper, cotton velvet, plaster, moss, and bamboo and are a step forward in the Legion's move to become more environmentally friendly.

In addition, the Legion supply department offers symbols of Remembrance year-round through their online store at PoppyStore.ca. Over the past three years, some of the new Poppy-themed items that were released included the Legion's Indigenous commemorative pin, a 24k gold plated Poppy pin, door and lawn ornaments, and lawn signs. All these items not only visually reflect Canadians' support of Remembrance and our Veterans, but they also enable Legion operational activities so the organization can serve Veterans, their families, and our communities.

### LOCAL REMEMBRANCE DAY CEREMONIES

Dominion Command expanded its Remembrance Day Ceremony locator at Legion.ca to help Canadians find a Legion-supported Remembrance ceremony closest to them. Thanks to Branches across the country, 825 ceremonies were listed and there were over a half million views of the individual Branch ceremony details pages.

### NATIONAL REMEMBRANCE DAY CEREMONY

Dominion Command organizes and conducts the National Remembrance Day Ceremony on behalf of the People of Canada. Due to restrictions associated with the Covid-19 pandemic, ceremony

attendance in 2021 was limited to an estimated 15,000 spectators. However, in both 2022 and 2023, ceremony attendance returned to pre-pandemic levels with an estimated 35,000 spectators attending each ceremony.

### THE NATIONAL SILVER CROSS MOTHER

The 2021 National Silver Cross Mother was Mme Josée Simard of Les Méchins, Québec. Mme Simard's daughter, Corporal Karine Blais was a member of the 12e Régiment Blindé du Canada based in Valcartier, Quebec. Karine was born on January 4, 1988, in Cowansville, Quebec, and died on April 13, 2009, when the armoured vehicle she was traveling in struck a roadside bomb near Kandahar, Afghanistan. She was only 21 years of age at the time of her death.

The 2022 National Silver Cross Mother was Candy Greff of Lacombe, Alberta. Mrs. Greff's son, Master Corporal Byron Greff was a member the Princess Patricia's Canadian Light Infantry 3rd Battalion based in Edmonton, Alberta. He was born on August 11, 1983, in Swift Current, Saskatchewan, and died on October 29, 2011, while serving in Afghanistan. He was riding inside an armoured NATO bus when a suicide bomber detonated an explosives-filled car which impacted the bus. MCpl Greff was the last Canadian soldier to give his life in Afghanistan in the line of duty.

The 2023 National Silver Cross Mother was Mrs. Gloria Hooper of St. Claude, Manitoba. Mrs. Hooper's son, Sapper Chris Holopina, was a member of 2 Combat Engineer Regiment based in Petawawa, Ontario. He was born on October 5, 1973, in Russell, Manitoba, and died on July 4, 1996, while serving in Bosnia during Operation Alliance. He and his comrades were on their way to help rescue a group of British soldiers stranded in a mine field when their armoured vehicle left the road to avoid an accident. Their vehicle careened down a ravine and rolled over, killing Chris. He was the first Canadian to give his life as part of the peacekeeping mission.

### SUPPORT TO LEGION NATIONAL FOUNDATION

Dominion Command continued to support and deliver programs on behalf of the Legion National

Foundation (LNF). The 2023 Pilgrimage of Remembrance was conducted to take Pilgrims, representing all Provincial Commands, through France and Belgium where they toured sacred battle sites, explored museums, paid their respects at cemeteries, participated in Remembrance ceremonies, and reflected at memorials. Upon their return, participants were entrusted with the important duty of sharing their profound experiences with fellow Canadians. In doing so, they not only reminisced but also cultivated a renewed appreciation for the sacrifices made by those who came before them.

In 2021 and 2022, Dominion Command also organized the LNF's Digital Poppy campaign. Canadians were able to dedicate their Digital Poppy and share it on their social media channels as another opportunity to honour those who served and sacrificed for our country.

### NATIONAL YOUTH REMEMBRANCE CONTESTS

Through the annual National Youth Remembrance Contests, students are invited to honour Canada's Veterans and foster the tradition of Remembrance through visual art, writing, and video. In 2023, new updates to the national initiative included a new website, RemembranceContests.ca, and a video contest to complement the poster and literary categories of the annual program. Based on numbers reported by Branches, over 70,000 students submitted entries each year in 2021, 2022, and 2023. The Canadian War Museum continued to be a strong supporter of this initiative through their exhibit of first place national winners, in selected categories. In addition, creative works by second place winners were displayed at Parliament near the Room of Remembrance. First place senior winners were invited to Ottawa to attend the National Remembrance Day Ceremony where they placed a wreath on behalf of the Youth of Canada.

### CADETS AND JUNIOR CANADIAN RANGERS

The Legion maintains a valued partnership with Cadets and Junior Canadian Rangers (JCR). Cadets and JCRs volunteer with the Legion Poppy Campaign, support our Veterans, and take active

roles in commemorative ceremonies across Canada. The Legion sponsors the Cadet Medal of Excellence and invites the top Cadets and JCR to assist dignitaries with their placing of wreaths during the National Remembrance Day Ceremony in Ottawa.

In general, Dominion Command has continued to strengthen the Legion's relationship with both the Cadet Leagues and the Cadets and Junior Canadian Rangers Group (CJCR Gp). This has been achieved by engaging in consistent communication aimed at aligning our programs toward mutual purpose and interest. Regular engagement is especially important as CJCR Gp works toward updating their policies and procedures to better align with their organizational structure. Therefore, Dominion Command is excited to further strengthen our relationship and build upon our commitments to the Cadets and Junior Canadian Rangers into the future.

#### POPPY TRADEMARK

Dominion Command continues to ensure that the Poppy insignia is not used to commercialize, politicize, or dishonour those who served or to misrepresent the Poppy Campaign and the donations it raises. Due to the growth of ecommerce, unauthorized uses of the trademarked Poppy symbol have increased, and monitoring infractions has become more onerous. Over the past three years, Dominion Command has received access to intellectual property reporting portals for Amazon, eBay, Etsy, and Meta (Facebook Marketplace and Instagram) which has significantly improved Dominion Command's ability to report infringements. In 2023 alone, 12,310 listings were removed from Amazon due to trademark violations. Dominion Command is currently refining the Poppy trademark use request process to continue to ensure the Poppy insignia is safeguarded as a national symbol of Remembrance.

#### POPPY MANUAL

The Poppy and Remembrance Committee continues to review and update the Poppy Manual regularly. A current version of the manual is accessible on [Legion.ca](https://legion.ca) and a summary of recent amendments

is available on the Member Services Website. Of notable interest is the change in the Poppy fiscal year which now covers the period 1 January and ends 31 December of the reporting year.

#### VETERANS AFFAIRS CANADA

##### COMMEMORATION ADVISORY GROUP

The Legion maintains a seat, filled by the Director, Poppy and Remembrance, on the Veterans Affairs Canada Commemoration Advisory Group (CAG). Through its core responsibility of Commemoration, the scope of the CAG includes commemorative events, funding for commemorative initiatives led by communities, learning resources to engage educators and youth, public information, memorials and cemeteries, financial assistance for funeral and burial, and honours and awards. The Legion continues to collaborate with CAG to honour and remember those who served and sacrificed for our country.

#### COMMUNICATIONS

To maintain open communication with all Provincial Commands, committee of the whole meetings were regularly scheduled throughout the past three years. These meetings, which included every Provincial Command Poppy and Remembrance Chair, provided the opportunity for members to share best practices, express ideas, offer feedback, discuss issues, raise questions, address concerns, and collaborate to enhance the priorities within Poppy and Remembrance.

The Committee continues to encourage Branches to share additional statistics and data to aid our efforts in providing enhanced support and to address public interest in donations raised and fund disbursements. With a 64% open rate for Branch emails, ensuring that information reaches Branches remains a challenge. As a supplementary communication opportunity in 2023, Dominion Command offered webinars for Branches to learn more about national Poppy Campaign initiatives and the Pay Tribute program, enabling better preparedness for its execution.

## 2024 CONVENTION RESOLUTIONS

The Committee reviewed eight resolutions submitted for consideration at this Convention.

### POPPY TRUST FUNDS

Based on the amounts reported by Branches to Provincial Commands, below is a summary of the revenue, campaign expenses, and disbursements of Poppy Trust Funds over the past seven years.

### BUDGET

A copy of the Committee budget is attached to this report. Delegates may raise any questions they may have at this time concerning Committee expenses; however, any motion for changes to the budget document as it relates to this Committee will be presented when the budget is formally brought forward by the Dominion Treasurer.

### CONCLUSION

With the changing demographic landscape, generational and familial separation from direct connection to Veterans, environmental sustainability considerations, digital and online advancements, and an increasing cashless society, the Legion has

the exciting challenge of adapting, modernizing, and evolving our business to continue to raise funds to support Veterans, ensure their sacrifices are never forgotten, and engage Canadians in Remembrance. Through innovation, proactiveness, collaboration, and communications, Dominion Command remains committed to supporting Branches and Provincial Commands with the Poppy Campaign, Remembrance Day ceremonies, youth education programs, Poppy trademark management, and Poppy and Remembrance promotional materials.

The Poppy and Remembrance Committee and the Legion as a whole will continue to focus on ensuring that our Remembrance initiatives and programs achieve the objective of perpetuating the memory and deeds of the Fallen. Together, with the outstanding cooperation and assistance of Branches and Provincial Commands, it is our collective mission to support Veterans and fulfill our pledge to never forget.

This report was moved, seconded and approved by the delegates.

REPORTING PERIOD	2017 <sup>1</sup>	2018 <sup>1</sup>	2019 <sup>1</sup>	2020 <sup>1</sup>	2021 & 2022 <sup>2</sup>	2023 <sup>3</sup>
REVENUE	22,128,826.62	21,760,538.62	23,248,560.74	17,760,705.51	38,104,041.30	23,074,632.96
CAMPAIGN EXPENSES	5,316,833.82	5,870,843.87	5,448,028.17	3,565,922.47	7,078,336.98	5,798,290.33
DISBURSEMENTS	15,884,385.23	15,112,751.57	13,579,816.75	11,414,512.43	17,253,546.32	16,251,684.96

Notes:

1. The reporting period was 1 October of the noted year to 30 September of the following year.
2. The reporting period was 1 October 2021 to 31 December 2022 (revenue reflects 2021 and 2022 Poppy Campaigns)
3. The reporting period was 1 January 2023 to 31 December 2023.

THE ROYAL CANADIAN LEGION – DOMINION COMMAND  
POPPY AND REMEMBRANCE COMMITTEE

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
<b>COMMITTEE</b>					
POSTAGE & OFFICE	4,519	4,721	4,500	4,500	4,500
MISCELLANEOUS	197	338	500	500	500
<b>TOTAL</b>	<b>4,716</b>	<b>5,059</b>	<b>5,000</b>	<b>5,000</b>	<b>5,000</b>
<b>NATIONAL CEREMONIES</b>					
TRAVEL	5,248	4,502	6,000	5,500	5,610
PER DIEM	1,490	9,449	11,000	8,500	10,000
PRINTING, STATIONERY	529	536	500	600	612
TELEPHONE, POSTAGE	346	509	500	500	510
- SUMMER & FALL	0	0	250	0	0
MEETING, PLANNING	0	0	200	500	500
ST. JOHN'S AMBULANCE	0	0	500	500	500
CEREMONIES OPERATIONS	3,591	9,158	1,000	3,700	3,700
<b>TOTAL</b>	<b>11,204</b>	<b>24,154</b>	<b>19,950</b>	<b>19,800</b>	<b>21,432</b>
REMEMBRANCE RECEPTION	22,623	12,128	12,000	12,600	12,852
P&W & OTHER COMMERATIVE ITEMS	50,750	63,569	60,000	60,000	65,000
SILVER CROSS MOTHER	6,750	8,286	5,000	6,700	6,834
CADET OF THE YEAR	15,210	15,046	8,000	17,000	17,340
<b>TOTAL</b>	<b>95,333</b>	<b>99,029</b>	<b>85,000</b>	<b>96,300</b>	<b>102,026</b>
<b>TOTAL - NATIONAL</b>					
<b>REMEMBRANCE CEREMONY</b>	<b>111,253</b>	<b>128,242</b>	<b>109,950</b>	<b>121,100</b>	<b>128,458</b>



## REPORT OF THE DOMINION COMMAND MEMBERSHIP COMMITTEE

V. MacGregor, *Chair*  
T. Campbell, *Vice-Chair*  
M. Fryday-Cook, *Member*  
D. MacEwen, *Member*  
G. Pond, *Member*  
R. Larose, *Member*  
S. McKeown, *Member*  
B. Weaver, *Member*  
A. Black, *Coordinator*  
R. Hayley, *A/Coordinator*

### MEMBERSHIP OVERVIEW

The Membership Committee is pleased to report significant positive impact has been made in membership since our last Dominion Convention allowing us to envision the 2018 strategic plan goal of obtaining 300,000 members.

The Legion's journey over the past years has been marked by a steadfast commitment to innovation, modernization, member service improvement, and significant strategic initiatives aimed at revitalizing our membership and expanding our impact.

As we celebrate the achievements of recent successes, we highlight the dedication and hard work of our commands, branches and volunteer membership chairs that have led to consecutive years of membership growth, reversing decades of decline.

### 2022 Year End Results

- **Total Paid Membership:** Reached 243,638, an increase of 9,023 members or +3.8% year over year, marking our first membership growth in over three decades!
- **Renewal Rates:** Improved to 87.1% compared to 83.2% in 2021, 84.3% in 2020, and 85.6% in 2019.
- **New/Reinstated Members:** Enrolled 35,132 new/reinstated members in 2022, representing a 40.4% increase year over year. This included 981 new Veteran Welcome members and 383 new Veteran Family Welcome members, with over 60% of free memberships renewing the following year. Notably, 8,895 new members joined online, accounting for 25% of all new members in 2022.

- **Member Services:** Call volumes continued to grow, with a record 31,827 inbound calls received, up 5% year over year. Additionally, Member Services handled over 25,000 emails.

### 2023 Year-End Results

- **Total Paid Membership:** Reached 256,524, up by 12,886 members or +5.3% from the previous year, marking our second consecutive year of growth.
- **Renewal Rates:** Maintained a high renewal rate of 86.5%, showcasing strong member loyalty.
- **New/Reinstated Members:** Enrolled 43,042 members, up 7,910 or 22.5% year over year, with significant online engagement, including younger demographics.
- **Branch-Level Growth:** Every Command saw year-over-year growth in membership and new/reinstated members, underlining the strength and appeal of local branches.
- **Member Services:** Handled a record 32,702 inbound calls and 25,609 emails, totaling 58,311 customer inquiries serviced in 2023.

### 2021-2024 Key Programs and Milestones

- **2021:** Launch of the Veteran Family Welcome Program, including families of veterans.
- **2022:** Introduction of the digital membership card, with over 40,000 members currently holding a digital card.
- **2022:** Introduction of the automated renewal calling campaign. A highly efficient and cost-effective method to remind members to renew.

- **2023:** The 1 millionth Legion membership was processed through our online membership portal since launch.
- **2021-2024:** Almost 2 million email renewal reminders have been sent out to members since the last convention.
- For the first time in over three decades, we have achieved two consecutive years of membership growth.

### NEW MEMBERS JOINING THE LEGION IN RECORD NUMBERS!

Since the launch of the online membership enrollment option in the Fall of 2020, over 23,000 members have joined The Legion, with over 90% of these members joining a local branch.

Over 99.5% of these new members who joined online were accepted and welcomed at the local branch.

In addition, new members joining online are a younger demographic:

- 15% are 40 yrs. of age or younger.
- 21% are 45 yrs. of age or younger.
- 30% are 50 yrs. of age or younger.

The chart below illustrates the dramatic growth in new members joining the Legion in the post covid era

and since the inception of allowing members to join local branches online.

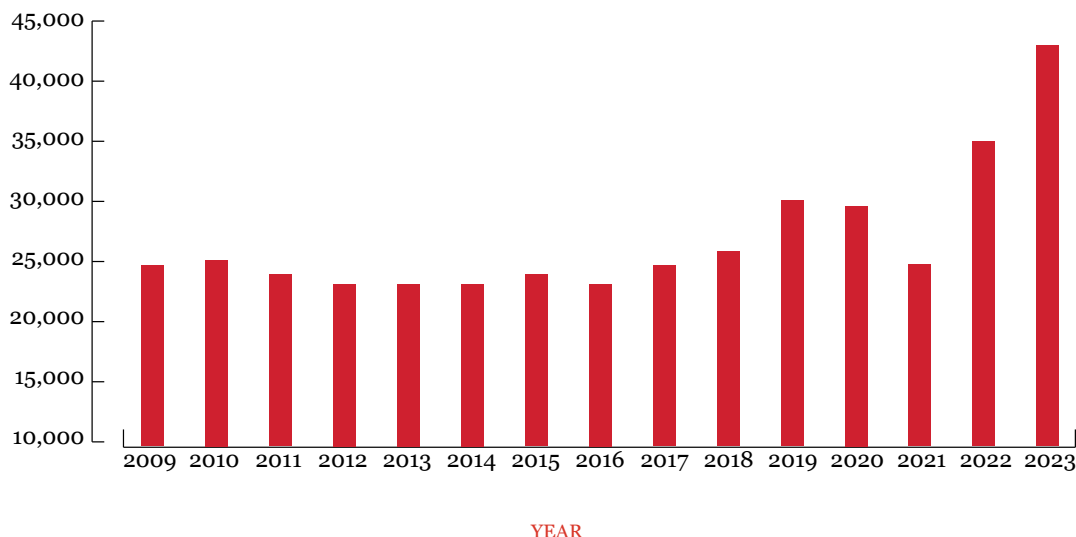
### COMMUNICATION WITH MEMBERS

We encourage the ongoing collection and entry of member contact details on the membership website. The collection of email addresses and phone numbers is critical to our ongoing success as this enables Dominion Command to cost-efficiently send out email renewal reminders, on behalf of the branches, urging members to renew their local membership. This effort is crucial for maintaining a strong and active membership base.

### COMMUNICATION WITH BRANCHES

Legion Dispatch: Dominion Command sends out the Legion Dispatch, our monthly All-Branch Communication Newsletter, to the email address provided in your branch's profile on the membership website, as well as to the standardized Legion.ca email address allocated for branch use. This newsletter is a crucial source of important news, updates, and developments. To ensure you receive these valuable communications, please verify and, if necessary, update the email address listed on your branch profile page within the membership website. If you encounter any issues accessing your standardized Legion.ca branch account, please contact Member Services for assistance.

### TOTAL NEW MEMBERS





### MEMBERPERKS DISCOUNT PROGRAM

The MemberPerks program continues to grow in popularity amongst the membership. Over 40,000 members have enrolled in the MemberPerks Discount Program to date. This program offers Canada-wide discounts and adds significant value to our Legion membership. <https://www.Legion.ca/member-login/memberperks>

### CONCLUSION: A BRIGHT FUTURE AHEAD

Our journey towards innovation and service excellence is a testament to the collective effort of our members, branches, and leadership. As we look to the future, we are inspired by our achievements and motivated by the challenges ahead. With a foundation built on strength, dedication, and a forward-looking

strategy, we are confident in our path of sustained membership growth and broader impact.

Our Member Services team at our National Headquarters is available to assist all branches and members with any membership inquiries and our team continually strives to provide superior customer service to all those they serve.

We take this opportunity to express our gratitude for the support and commitment of our entire organization, from the DEC, Provincial Commands, branches, to every member. Your contributions are integral to our current and future success.

This report was moved, seconded and approved by the delegates.

### THE ROYAL CANADIAN LEGION – DOMINION COMMAND MEMBERSHIP COMMITTEE

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
<b>COMMITTEE</b>					
TRAVEL	0	0	0	0	0
PER DIEM	0	0	0	0	0
PRINTING AND OFFICE	0	0	400	400	400
TELEPHONE & FAX	0	0	0	0	0
MISCELLANEOUS	0	2,295	100	100	100
	<b>0</b>	<b>2,295</b>	<b>500</b>	<b>500</b>	<b>500</b>
<b>PRINTING &amp; STATIONERY</b>					
MEMBERSHIP FORMS	1,496	3,875	1,000	1,000	1,000
EARLY BIRD STICKERS	1,591	1,685	1,500	1,500	1,500
	<b>3,087</b>	<b>5,560</b>	<b>2,500</b>	<b>2,500</b>	<b>2,500</b>
<b>TOTAL</b>	<b>3,087</b>	<b>7,855</b>	<b>3,000</b>	<b>3,000</b>	<b>3,000</b>

## REPORT OF THE DOMINION COMMAND PUBLIC RELATIONS COMMITTEE

S. McKeown, *Chair*  
D. McRury, *Vice-Chair*  
J. Clayton, *Member*  
M. Courtney, *Member*  
N. Hoffmeister, *Member*  
R. Larose, *Member*  
M.A. Latimer, *Member*  
C. McCaul, *Member*  
L. Power, *Member*  
E. Tester, *Member*  
J. Yeo, *Member*  
T. Young, *Member*  
N. Bond, *Coordinator*  
L. O'Neil, *A/Coordinator*  
D. Edmonds, *A/Coordinator*

### OVERVIEW:

Our Public Relations (PR) Committee has remained active since our last report to convention, meeting every other month. Note that the previous Public Relations Officer (PRO) group was disbanded given the new structure of the PR Committee, which includes all PROs from across the country and/or designates as per provincial commands.

The PR committee continued to share regional updates among members from across the country, pushing information to all levels and helping to keep regions and branches informed; it provided advice to PR colleagues related to emerging issues; and supported the national Public Relations (Communications and Marketing) team's priorities.

The organization's PR work since the last convention remained aligned with its current strategic marketing and communications plan. This report will share a few highlights of the PR committee's work, and of PR projects and initiatives completed by national headquarters. It will also present future focus areas.

### PR COMMITTEE HIGHLIGHTS

- Continued regular bi-monthly meetings to update colleagues across the country with useful and timely updates and tools, and to facilitate the sharing of relevant regional PR-related information among commands.

- Provided perspectives on issues and ideas over the past few years such as:
  - Ongoing COVID-19 responses and related communications to Branches, members and the public.
  - Sharing of ideas regionally, that could serve as models for other regions, such as tailored PR-related branch surveys pioneered by Ontario Command.
- Encouraged and created a compilation of Equity, Diversity, and Inclusion (EDI) PR-related activities being undertaken by all Commands; that will help ensure consistent respective and inclusive behaviours both internally and externally.
- Discussed and suggested several recommendations for improved PR-related actions nationwide via reports to DEC. (See examples later in report).

### LEGION PR HIGHLIGHTS

The Legion headquarters' Marketing and Communications team continued to deliver on its marketing and communication strategic plan, developing and executing marketing and communications programs annually. This led to increased awareness of the Legion and its programs, and increased promotion of remembrance. As a direct result, Legion Membership has grown two years in a row for the first time in over 30 years, Veterans Services continues to assist an

increased number of Veterans, and participation in Remembrance Day ceremonies remains very strong.

Since the last convention we:

- Shared significant public and member facing updates on various topics with our audiences, including:
  - Legion Service Officers – what they do, how they help (animated video).
  - Gratitude – with the help of a partner (StoryTap/video platform), gathered and shared first person testimonials from recipients of Service Officer assistance, Poppy Store customers, and member experiences (video/written) helping also to drive new member acquisition (video/written excerpts for social media as well).
  - Proactive and reactive social media posting to align with Legion and public events and commemorations or partner achievements.
  - Regular radio and TV Public Service Announcement initiatives to actively invite membership and show what we do.
- Created/updated a series of Legion information tools to help effectively complete key public relations activities:
  - A Legion.ca refresh (project began during this period and is ongoing) and an updated Q and A section.
  - Updated Legion PowerPoint overview in French and English for use in general presentations our members may make.
  - Speaking notes for Executive appearances, and for Commands and Branches to use during the Remembrance Period.
  - Three monthly substantive communiqués targeting members, branches, and PROs. Supported the Legion Nationals – created promotional and media materials before, during and after the championships yearly (video/written).
  - Supported the Legion Nationals – created promotional and media materials before, during and after the championships yearly (video/written).
  - Supported or created key Remembrance initiatives - created a new service tracker

online to help the public locate a local ceremony; publicized the national Remembrance Day Ceremony and Remembrance initiatives; arranged for countless media interviews; organized the supported the National Silver Cross Mothers (SCMs), including creating and sharing biographies and other written materials, on-site support, and detailed media relations including advising and coaching the SCMs.

- Crafted/helped craft important national communications to advocate for Veteran needs and issues of importance to the Legion such as:
  - News releases on a range of topics, such as: housing challenges for CAF members; the inaugural National Legion Week; and the Arbour report on misconduct in the military.
  - Letters to the federal government related to issues such as: the disability benefit backlog; misinformation on the DND website as it related to the Legion and Indigenous relations; and the need for a memorial monument to honour female Veterans.
  - A yearly reaction to the government's federal budget.
  - A yearly national position paper on advocacy issues.
  - A comprehensive overview of National Headquarters' activities in *Legion magazine* early in each new year.
- Fulfilled or supported many national and regional media requests. Here are just a few topic examples:
  - Allegations that a Service Officer accessed a Veteran's medical information when not required.
  - The reported infiltration of a biker gang in a branch in Ontario such that it was eventually closed.
  - A nationally run story on the Legion's Poppy Store and how the purchase of items helps Veterans.
  - New Legion initiatives include the new biodegradable Poppy.

- Poppy trademark violations such as poppies painted on crosswalks.
- Proactively handled complaints and reputational threats via email, phone, and social media channels; we continue to note a decrease in the number of complaints.
- Worked with colleagues and partners to help plan for annual key events, examples include:
  - The National Youth Track and Field competition – advertising, pitching stories, creating a new promotional video, and fielding inquiries.
  - The Navy Bike Ride and the Canada Army Run – supporting and taking part in the actual events including with a Legion booth.
  - The Legion’s Virtual Poppy Drop on Parliament Hill – each year we reached hundreds of thousands of viewers with Facebook Live alone.
  - Ongoing administrative support of The Legion National Foundation.

#### MOVING FORWARD:

Any future PR committee members will also be engaged to help with information sharing and handling of ongoing public relations matters. These include, but are not limited to:

- A renewed focus on ensuring that key information is effectively communicated and pushed to the Branch level for uptake.
  - A renewed commitment to share material where useful, and to read and incorporate information locally as best possible.
  - Helping to create new and informative tools designed for colleagues and/or the public.
- Helping with the gathering and compilation of additional written/video stories that tell the story of the Legion.
  - More of these resources can be used in all regions to share the importance of the Legion’s work. You can never have too many.
- Assisting with ongoing Legion.ca website updates

- Contributing to the next phase of the online Q and A section on our National site to help answer repeated and new questions from members and the public.
- Sharing information about the Member Perks program to offer discounts to members.

#### PR COMMITTEE RESOLUTIONS

No resolutions for voting were brought forward during this interval however the committee shared several recommendations for consideration and discussion during DEC meetings over the period. Among them, were the following:

**RECOMMENDATION:** The sharing of EDI terminology and/or guidelines with all commands so that there is some consistency in how we execute across the country. Reference guides have been created by the Government of Canada. (links were suggested)

**RECOMMENDATION:** Agree to hold new member “get acquainted” socials with community groups and within branches – a modernized version of the past “Welcome Wagon” initiative to help people learn more about their membership and feel good about joining.

**RECOMMENDATION:** National Legion Week needs to be recognized as a national event by all, and committee members are currently sharing ideas to promote it. We will need engagement and help from all levels of the organization to make it a successful and cohesive national event across the country.

#### BUDGET

The Committee spending to date remained minimal, falling well within the allocated budget. Spending on Public Relations activities also remained within the budget.

#### CONCLUSION

The Legion’s Public Relations Committee continued with its efforts to ensure national and regional information is shared regularly and widely with Legion staff, volunteers, and members. It kept up to date on the organization’s national (Marketing/

Communications) efforts which continued with gusto to serve both members and our various audiences.

One of the key strengths of the organization's PR function is the timeliness of its actions both proactively and reactively to educate members and the public. The responsiveness of communications activities helped mitigate conflict and misunderstandings over the past few years – further safeguarding and promoting the Legion's image and reputation as an information source and Veteran advocate. Repeatedly, media and other stakeholders continued to reach out for interviews, ideas, and collaborative opportunities.

We continued to showcase our relevance when it comes to Veterans (still serving and retired) through advocacy efforts, and with the creation and support of new stories and information sharing initiatives.

A host of public relations tools served our members and Branches well and provided relevant updates to help with operations and to keep our various audiences well informed, helping attract new members by making new connections with a wider audience.

This report was moved, seconded and approved by the delegates.

THE ROYAL CANADIAN LEGION—DOMINION COMMAND  
PUBLIC RELATIONS

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
<b>COMMITTEE</b>					
TRAVEL	0	0	0	0	0
PER DIEM	0	0	0	0	0
PRINTING, STATIONERY	0	0	100	100	100
TELEPHONE & FAX	0	0	500	500	500
MISCELLANEOUS	113	0	100	100	100
<b>SUB-TOTAL</b>	<b>113</b>	<b>0</b>	<b>700</b>	<b>700</b>	<b>700</b>
<b>PR SECTION</b>					
<b>EXTERNAL</b>					
MEDIA MONITORING	39,173	47,893	50,000	40,000	40,800
SPECIALIST CONSULTING	3,720	3,780	7,000	3,500	3,570
PARTNERSHIP/EVENT PR SUPPORT	26,045	42,867	50,000	40,000	40,800
TRAINING/LIAISON					
- PER DIEM	2,330	2,016	2,500	2,500	2,500
- TRAVEL	930	10,719	5,000	5,000	5,000
- PR TRAINING	0	5,069	5,000	0	5,000
<b>SUB-TOTAL</b>	<b>72,198</b>	<b>112,344</b>	<b>119,500</b>	<b>91,000</b>	<b>97,670</b>
<b>TOTAL</b>	<b>72,311</b>	<b>112,345</b>	<b>120,200</b>	<b>91,700</b>	<b>98,370</b>
LESS: POPPY FUND CHARGEBACK/GRANT	(10,000)	(14,424)	(14,424)	(11,004)	(17,707)
<b>GRAND TOTAL</b>	<b>62,311</b>	<b>97,921</b>	<b>105,776</b>	<b>80,696</b>	<b>80,663</b>

## REPORT OF THE DOMINION COMMAND SPORTS COMMITTEE

B. Weaver, *Chair*  
K. Andrews, *Member*  
S. Thibaut, *Member*  
S. Van Muyen, *Coordinator*  
K. Therien, *A/Coordinator*

### INTRODUCTION

The purpose of the Dominion Command Sports Committee is to maintain close liaison with Provincial Command sports representatives, and to provide leadership and seek cost effective measures to execute all Legion sports programs. The Committee continues to organize, manage, and deliver the Dominion Cribbage, Darts and Eight Ball Championships and the Legion National Youth Track and Field Championships.

The Dominion Command Sports Committee has met thirteen times since the 2021 Dominion Convention, with all meetings having been conducted via video-conference. This report summarizes the Committee's activities over that period.

### MEMBER SPORTS GENERAL

Member Sports continue to promote Legion comradeship and sportsmanship by bringing together members from every branch of the Legion. The sporting events help keep members physically active and add to the social aspect of the branch. This helps attract new members and retain current members, which in turn brings in needed revenue, acts as a member incentive, and helps engage members through activities and camaraderie.

### 2022 DOMINION MEMBER SPORTS CHAMPIONSHIPS

Due to the COVID-19 pandemic, the 2022 Dominion Member Sports (Cribbage, Darts and Eight Ball) Championships were cancelled.

### 2023 DOMINION MEMBER SPORTS CHAMPIONSHIPS

The results of the three Dominion Member Sports Championships hosted in 2023 are as follows:

#### a. Dominion Cribbage

**Hosted by:** Branch #02-015 Men of Vision,  
Cochrane, AB, 21 - 24 April 2023  
**Single:** William Nelligan, Branch #24  
Cranbrook, BC/YT  
**Doubles:** Barry Dillon, Richard Falle,  
Branch #01-091 Prince Edward,  
BC/YT  
**Team:** Phil Gustavsen, Lawrence  
Wasylyshen, Alan Larsen, Alan  
Thibodeau, Branch #02-166  
Standard, AB/NWT

#### b. Dominion Darts

**Hosted by:** Branch #01-265 Aldergrove, BC,  
28 April – 1 May, 2023  
**Single:** Jim Long, Branch #05-583  
Newbury, ON  
**Doubles:** Coady Burke, Jason Smith,  
Branch #08-156 McDonald  
Memorial Legion, NS/NU  
**Team:** Sylvain Bourdeau, Daniel Auger,  
Martin Trembley, John Harmidy,  
Branch #06-245 Dorval Air  
Services, QC

#### c. Dominion Eight Ball

**Hosted by:** Branch #02-104 Innisfail, AB, 26  
– 29 May 2023  
**Single:** Brian Belobradic, Branch #05-  
178 Bowmanville, ON  
**Doubles:** Lawrence Borden, John Dugas,  
Branch #08-27 Vimy, NS/NU  
**Team:** Patrick Yarush Sr, Harry  
Langkraer, Patrick Yarush Jr,  
Brian Belobradic, Branch #05-  
178 Bowmanville, ON

## 2024 DOMINION MEMBER SPORTS CHAMPIONSHIPS

The 2024 Dominion Member Sports Championships were hosted at the following locations:

- a. **Dominion Cribbage**  
**Hosted by:** Branch #07-033 Shediac, NB  
**Dates:** 26 – 29 April 2024
- b. **Dominion Darts**  
**Hosted by:** Branch #06-251 Chomedey, QC  
**Dates:** 3 – 6 May 2024
- c. **Dominion 8-Ball**  
**Hosted by:** Branch #07-024 Hartland, NB,  
**Dates:** 24 – 27 May 2024

## MEMBER SPORTS – POINTS OF INTEREST

The Sports Committee has continued to work toward improving the Member Sports program. The following points outline this effort:

- a. **Sports Guide Amendments:** The Sports Committee continues to review the sport programs' policies and procedures and use feedback from the provincial sports representatives to update the Sports Guide as required. The following amendments have been approved:  
**Subsection 205**  
Delete section 205 which read:  
205. To be eligible to participate in any Senior Championship, the member must be 50 years of age prior to January 1st of the year in which the championships is being held.
- b. **Member Sports Grants:** The Sports Committee reviewed the current hosting and transportation grants available to the host branch of a Dominion Member Sport Championship. It was decided to increase the grant from what was approved in 2011 in order to assist the branch with the increase in costs associated with hosting a championship. The following was approved:
  - a. **Hosting Grant:** Increase from \$800 per sport to \$1200 per sport.

- b. **Transportation Grant:** Increase from \$1500 per sport to \$2100 per sport

- c. **Member Sports Awards:** Based on feedback from the 2023 Dominion Member Sports Championships, the Committee approved the provision of a plaque / frame of congratulations for the second-place winners at a Dominion Championship. This was implemented in 2024.

## LEGION NATIONAL YOUTH TRACK AND FIELD CHAMPIONSHIPS GENERAL

The Championships continue to bring together nearly 1,000 athletes from across the country annually to compete in Canada's only U15 and U17 National Track and Field Championships (Legion Nationals). This national championship, supported by the efforts of thousands of Legion volunteers, gives young Canadians 17 and under a chance to compete against the best, develop confidence and better understand the diversity of other sports-minded youth across Canada.

Most importantly, the Legion Nationals is a values-based sporting program, delivering and demonstrating the RCL's values to Canadian youth through a meaningful life experience. Specifically, the Legion Nationals develops Canada's future leaders through a program centered around community, remembrance, and inclusivity. Therefore, the primary focus of the Committee is to continue to instill our values into the Legion Nationals through meaningful engagement with Canada's youth. This has included the naming of a Legion Nationals Ambassador and the inclusion of para-events in the open categories.

The Committee continues to pursue avenues of savings by providing revenue sharing activities with stakeholders, proactively seeking sponsorship partners, and increasing event participation. National sponsorship partners over the past three years included Home Hardware, Programmed Insurance Brokers Inc., Professional Institute of the Public Services of Canada, and Yeti. In addition to the sponsorship initiatives, revenue is also generated by the collection of registration



fees which, when combined with sponsorship funds, exceeded \$130,000 in 2023.

## 2022 LEGION NATIONAL YOUTH TRACK & FIELD CHAMPIONSHIPS

The 44th Legion National Youth Track and Field Championships took place 3-9 August 2022 in Sherbrooke, Quebec. The total attendance was 690 athletes, including 255 Legion sponsored athletes, representing 8 of 10 Provincial Commands, and 435 open category athletes. The athletes were supported by 29 Legion sponsored chaperones and 25 Legion sponsored coaches, as well as 60 open category coaches. There were approximately 2,000 spectators, officials, and volunteers from all parts of Canada in attendance which included veterans, both retired and serving, covering all branches of service.

The program continued to consist of, for Legion athletes, instructional clinics, practice sessions, social activities, and the actual meet. For 2022, a remembrance theme of the 80th anniversary of the Dieppe Raid was prominent throughout. For Provincial Command athletes, the highlight of the event day (8 August) was visiting the Parc de la Gorge, Foresta Lumina. Legion athletes described the experience as something they will remember forever.

The Lieutenant Governor of Quebec, the Honourable Michel J. Doyon, attended the opening ceremonies and was the official guest of honour. Unfortunately, the Royal Canadian Legion Vice-President and Sports Committee Chair, Comrade Brian Weaver, was unable to attend due to unforeseen circumstances. Therefore, Comrade Norman Shelton, the Quebec Provincial Command Track and Field Chair, represented Dominion Command as the acting Dominion Command Sports Chair. In attendance as well was Comrade Kenneth Ouellet, Royal Canadian Legion QC President; Elisabeth Brière, Member of Parliament; Christine Labrie, National Assembly of Quebec, and Guy Marchesseault, Branch 010 President. The opening ceremony began with a parade led by Sergeant-at-Arms, Michel Rodrigue, and his Color Party. The music was provided by piper Sylvain Ross. Legion teams representing the participating Provincial

Commands made for a wonderful opening. It should be noted that due to forecasted inclement weather, the opening ceremonies was re-scheduled for noon on 4 August. Additionally, due to airline issues and cancelled flights, Team SK was unable to attend the opening ceremonies. Immediately following the ceremony, Dominion Command hosted a reception on-site at the Université de Sherbrooke. Further receptions were held at Branch #010 Sherbrooke for the coaches and chaperones on Friday and Saturday respectively. The closing banquet was hosted at the Université de Sherbrooke Sports Centre on Sunday evening. During the closing banquet, the President's Award, which recognizes individuals who have demonstrated exceptional dedication, support, and service to the Legion Nationals program, was presented to Mr. Kelly Smith.

From the opening ceremony through to the closing banquet, Canada's contributions to freedom and the sacrifices of our veterans formed the cornerstone of this event. This was projected through the content of speeches, event publications, local and national media outlets and event paraphernalia sporting the 80th anniversary of the Dieppe Raid (i.e. on volunteer t-shirts, event bags, hats, bibs, event booklets, etc.). Other areas of remembrance were the medals presented which featured silhouettes that paid tribute to the Dieppe Raid. Additionally, two minutes of silence, the act of remembrance, and the laying of a wreath by the guest of honour, were all done during the opening ceremonies.

The meet was held from 3-9 August under extremely hot weather conditions. The facility at the Université de Sherbrooke was in excellent condition and enhanced the overall competition. The meet itself was carried out over a full three-day period under the excellent organization of the meet director, Daniel Quirion, the official's director, Cecil Lefebvre, and the technical advisor, Serge Thibaudeau. Ten meet records were broken. The top Legion female athlete, receiving the LeRoy Washburn trophy, was Sofia Agudelo from Quebec and the top male athlete, receiving the Jack Stenhouse trophy, was Jake McEachern from Ontario.

For 2022, a digital media campaign was conducted which included Facebook, Instagram, Twitter, and Snapchat. The digital media campaign was successful in reaching a large audience and bringing awareness to the Legion National Youth Track and Field Championships.

Additional promotion prior to the event was provided through advertisements at high school track and field championships and interviews with local and provincial media outlets. During the championships, the track events were broadcasted via live streaming on AthleticsCanada.TV. The broadcast produced a total of 1183 videos from the live streaming of the event. Total live stream views equaled 3,080 with total minutes viewed of 83,121.

The Sherbrooke community led by the LAC Chair, Judith Lefebvre, worked extremely hard to provide the best possible experience for the athletes, coaches, chaperones, and guests. Additionally, Legion Branch #010, led by President Guy Marchesseault, provided exceptional support throughout all aspects of the event. The entire Sherbrooke community rallied around the program providing a volunteer base of over 200. Additionally, the 197 Frontenac Royal Canadian Sea Cadet Corps was involved in the opening ceremony, the medal presentations, the closing banquet, photography, and recruitment. The Université de Sherbrooke, Athletics Canada, Bitfarm, Athlétisme Sherbrooke, Professional Institute of the Public Service of Canada, and Programmed Insurance Brokers Inc. were diamond level sponsors, along side many other local sponsors, who made the event possible.

The message of remembrance and the 80th anniversary of the Dieppe Raid was woven throughout all aspects of the event. At the main entrance were large posters which provided a summary of the sacrifices of Canadians during the Dieppe Raid and highlighted the importance of this piece of Canadian History.

### **2023 LEGION NATIONAL YOUTH TRACK & FIELD CHAMPIONSHIPS**

The 45th Legion National Youth Track and Field Championships took place 9-15 August 2023 in

Sherbrooke, Quebec. The total attendance was 908 athletes, including 307 Legion sponsored athletes, representing 9 of 10 Provincial Commands, and 601 open category athletes. This was the second highest number of athletes to attend a Legion Nationals ever! The athletes were supported by 36 Legion sponsored chaperones and 31 Legion sponsored coaches, as well as 108 open category coaches. There were approximately 2,000 spectators, officials, and volunteers from all parts of Canada in attendance which included veterans, both retired and serving, covering all branches of service.

The program continued to consist of, for Legion athletes, instructional clinics, practice sessions, social activities, and the actual meet. For 2023, a remembrance theme of the 75th Anniversary of Peacekeeping was prominent throughout. For Provincial Command teams, the highlight of the event was having the opportunity to listen to Mike Trauner, Canadian Forces and Afghanistan Veteran, speak about his experience suffering major injuries in Afghanistan and going on to become a decorated athlete.

The Royal Canadian Legion Dominion President attended the event and was the official guest of honour. Additionally, the Royal Canadian Legion Vice-President and Sports Committee Chair, Comrade Brian Weaver, was present throughout the event. In attendance as well was Comrade Norman Shelton, who attended on behalf of the Royal Canadian Legion QC President; Elisabeth Brière, Member of Parliament; Christine Labrie, National Assembly of Quebec, and Guy Marchesseault, Branch 010 President. The opening ceremony began with a parade led by Sergeant-at-Arms, Michel Rodrique, and his Color Party. The music was provided by piper Sylvain Ross. Additionally, the Canadian Forces Recruit and Leadership School official band provided music throughout the opening ceremony. Legion teams representing the participating Provincial Commands made for a wonderful opening. It should be noted that due to forecasted inclement weather, the opening ceremonies was held indoors at Bishops University. Immediately following the ceremony, Dominion Command hosted a reception on-site at Bishops University. Further

receptions were held at Branch #010 Sherbrooke for the coaches and chaperones on Friday and Saturday respectively. The closing banquet was hosted at the Bishops University Sports Centre on Sunday evening. During the closing banquet, the President's Award, which recognizes individuals who have demonstrated exceptional dedication, support, and service to the Legion Nationals program, was presented to Mr. Danny Martin.

From the opening ceremony through to the closing banquet, Canada's contributions to freedom and the sacrifices of our veterans formed the cornerstone of this event. This was projected through the content of speeches, event publications, local and national media outlets and event paraphernalia sporting the 75th Anniversary of Peacekeeping (i.e. on volunteer t-shirts, event bags, hats, bibs, event booklets, etc.). Other areas of remembrance were the medals presented which featured silhouettes that paid tribute to the UN veterans. On-site, a peacekeeping booth was set up which provided the public with information on the various peacekeeping missions Canada has contributed to. This booth included UN Veterans who were able to speak to the public about their experiences. Additionally, two minutes of silence, the act of remembrance, and the laying of a wreath by the guest of honour, were all done during the opening ceremonies.

A major highlight of the event was the attendance of the first Legion Nationals Ambassador, Afghanistan Veteran Mike Trauner. Mike lost both his legs from an improvised explosive device while serving in Afghanistan in 2008. Mike has since gone on to be a successful national athlete, winning multiple medals including 2 Invictus Games gold medals. Mike spoke to the Legion Teams during the athlete clinics and was present throughout the competition. His experience and perseverance inspired all the athletes and helped educate the public on the sacrifices serving Canadian Forces members, and Veterans, make for Canada.

The meet was held from 11-13 August under favourable weather conditions. The facility at the Université de Sherbrooke was in excellent condition

and enhanced the overall competition. The meet itself was carried out over a full three-day period under the excellent organization of the meet director, Daniel Quirion, the official's director, Cecil Lefebvre, and the technical advisor, Serge Thibadeau. Six meet records were broken. The top Legion female athlete, receiving the LeRoy Washburn trophy, was Hannah Gates from Saskatchewan and the top male athlete, receiving the Jack Stenhouse trophy, was Caleb Piven from Quebec.

Logistically, the cafeteria from Bishops University provided all food for the Legion Teams while the stadium canteen provided food at the track. The food provided to the Legion Teams from Bishops University was excellent throughout the entire week. The quarters used to house the Legion teams were also in excellent condition at Bishops University. The transportation provided for staff and Legion teams was very flexible and, despite some logistical challenges transporting teams to and from the track, were sufficient in ensuring the transport went smoothly.

For 2023, a digital media campaign was conducted which included Facebook and Instagram. The Facebook Legion Nationals page reached over 44K people and Instagram reached over 12K. The digital media campaign was successful in reaching a large audience and bringing awareness to the Legion National Youth Track and Field Championships.

Additional promotion prior to the event was provided through advertisements at high school track and field championships and interviews with local and provincial media outlets. During the championships, the track events were broadcasted via live streaming on AthleticsCanada.TV.

The Sherbrooke community led by the LAC Chair (Judith Lefebvre) and President (Sandrine Charron) worked extremely hard to provide the best possible experience for the athletes, coaches, chaperones, and guests. Additionally, Legion Branch #010, led by President Guy Marchesseault, provided exceptional support throughout all aspects of the event. The entire Sherbrooke community rallied

around the program providing a volunteer base of over 200. Additionally, the 197 Frontenac Royal Canadian Sea Cadet Corps was involved in the opening ceremony, the medal presentations, the closing banquet, photography, and recruitment. The Université de Sherbrooke, Athletics Canada, Bitfarm, Athlétisme Sherbrooke, Yeti, Professional Institute of the Public Service of Canada, and Programmed Insurance Brokers Inc. were diamond level sponsors, along side many other local sponsors, who made the event possible.

The message of remembrance and the 75th Anniversary of Peacekeeping was woven throughout all aspects of the event.

### TRACK AND FIELD – POINTS OF INTEREST

The Sports Committee has continued to work toward improving the Track and Field program while reducing costs. The following points outline this effort:

- a. **Sports Guide Amendments:** The Sports Committee continues to review the Legion Nationals’ policies and procedures and use feedback from the provincial sports representatives to update the Sports Guide as required. The following amendments have been approved by the Dominion Executive Council:

#### **Subsection 709**

Amended subsection 709 to read:

- 709 All athletes must attend the Championships for the duration of the event. Early departure is not permitted. Athletes must adhere to this rule upon signing their registration form or forfeit their position on their Provincial Command team. Parents of athletes who withdraw from the championships without authorization from the Sport Committee Chair will be liable for all transport, room and board, and registration costs incurred for the athlete to attend the Championships from the first day of the event to the last day of the event.

- b. **Legion Nationals Ambassador:** For the 2023 Legion Nationals, the Sports Committee approved and implemented the Legion Nationals Ambassador Initiative. The Committee recognized an opportunity existed to execute an initiative that exemplified the connection between our strategic goals and our work at building communities through sport. As a result, Mike Trauner was offered, and accepted, to be the first Legion Nationals Ambassador. Mike is a former Canadian Forces member with 3RCR and an Afghanistan Veteran. Mike was injured while on patrol in Afghanistan from an IED. As a result, Mike lost both his legs and severely injured his arms and hands. Against, all odds, Mike committed himself to his recovery and won 2 gold medals at the 2017 Invictus Games. He is an accomplished athlete in both para-canoe and para-hand cycling.

Mike’s story is inspirational, serves as an example of the sacrifice our Veterans have made, and speaks to the power of sport in changing lives and aiding recovery. Mike had an opportunity to tell his story to the athletes at the 2023 Legion Nationals and spent the entire competition engaging with those youth seeking to better themselves through sport. As a result, the Legion Nationals Ambassador Initiative was a huge success and Mike will continue to inspire and help deliver RCL values at the 2024 Legion Nationals in Calgary, AB.

- c. **Para-Events:** The Committee approved the addition of 6 para-events for the 2024 Legion Nationals. These events will be in the open category only and will serve as a proof of concept for incorporating para-events for future iterations of the Legion Nationals. It was agreed that including para-events as part of the Legion Nationals would expand the ability of the Royal Canadian Legion to reach communities across Canada and ensure we are delivering an inclusive sporting event.

**d. Legion Nationals Bids to Host:** As a result of an enhanced bid process and increased promotions of the event, the Committee continues to receive high quality bids from multiple cities across Canada. For the 2026/2027 Legion Nationals, the Committee received six excellent bids from host cities. As a result of the bid process, the following locations will host the next four Legion Nationals:

- 2024: Calgary, AB, 7-13 August 2024 (competition dates: 9-11 Aug)
- 2025: Calgary, AB, 6-12 August 2025 (competition dates: 8-10 Aug)
- 2026: Regina, SK, 5-11 August 2026 (competition dates: 7-9 Aug)
- 2027: Regina, SK, 4-10 August 2027 (competition dates: 6-8 Aug)

## RESOLUTIONS

The Sports Committee reviewed three resolutions submitted for consideration at this convention. The three resolutions were non-concurred.

## BUDGET

Enclosed with this report is a copy of the budgets for Member Sports, the Legion National Youth Track and Field Championships, and the Sports Committee. Delegates may raise any questions they may have concerning the budgets at this time. However, any motion for changes to the budgets as related to the Sports Committee will be deferred until the budget is formally brought forward by the Dominion Treasurer in the Convention proceedings.

## CONCLUSION

The Dominion Command Sports Committee continues to focus on the development and advancement of the Legion sports programs with an emphasis on improving the events and participants' experiences, while reducing costs, promoting the Legion, and enhancing membership.

In conclusion, I would like to thank the members of the Committee for their support and dedication throughout the past three years.

This report was moved, seconded and approved by the delegates.

**THE ROYAL CANADIAN LEGION – DOMINION COMMAND**  
**SPORTS COMMITTEE**

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
<b>COMMITTEE</b>					
TRAVEL	571	3,477	1,000	1,000	1,020
PER DIEM	1,112	0	1,000	1,000	1,020
<b>T &amp; F LAC</b>					
- SPRING SITE VISIT	7,092	4,076	7,500	10,500	10,710
- FALL SITE VISIT	0	1,177	5,000	0	0
PRINTING, STATIONERY	216	68	500	500	510
TELEPHONE & FAX	0	0	100	100	102
POSTAGE	0	637	450	1,000	1,020
MISCELLANEOUS	1,009	1,305	1,565	1,565	1,596
<b>TOTAL COMMITTEE</b>	<b>10,000</b>	<b>10,740</b>	<b>17,115</b>	<b>15,665</b>	<b>15,978</b>
<b>DARTS</b>					
TRAVEL					
- PARTICIPANTS	0	22,681	25,100	25,200	25,704
- COMMITTEE	0	1,681	2,640	2,640	2,693
AWARDS & PRIZES-PARTICIPANTS	0	968	1,430	1,430	1,459
ADVANCE TO HOST BRANCH	0	1,200	800	1,200	1,112
GROUND TRANSPORTATION	0	2,100	1,500	2,100	2,142
<b>TOTAL DARTS</b>	<b>0</b>	<b>28,630</b>	<b>31,470</b>	<b>32,570</b>	<b>33,109</b>
<b>CRIBBAGE</b>					
TRAVEL					
- PARTICIPANTS	0	19,521	24,500	25,200	25,704
- COMMITTEE	0	1,453	2,200	2,200	2,244
AWARDS & PRIZES	0	968	1,430	1,430	1,459
ADVANCE TO HOST BRANCH	0	1,200	800	1,200	1,224
GROUND TRANSPORTATION	0	2,100	1,500	2,100	2,142
<b>TOTAL CRIBBAGE</b>	<b>0</b>	<b>25,242</b>	<b>30,430</b>	<b>32,130</b>	<b>32,773</b>
<b>EIGHT BALL</b>					
TRAVEL					
- PARTICIPANTS	0	21,802	21,700	25,200	25,704
- COMMITTEE	0	1,819	2,310	2,310	2,356
AWARDS & PRIZES	0	968	1,430	1,430	1,459
ADVANCE TO HOST BRANCH	0	1,200	800	1,200	1,224
GROUND TRANSPORTATION	0	2,100	1,500	2,100	2,142
<b>TOTAL EIGHT BALL</b>	<b>0</b>	<b>27,889</b>	<b>27,740</b>	<b>32,240</b>	<b>32,885</b>

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
TOTAL MEMBERS SPORTS	10,000	64,612	79,015	80,365	81,973
TOTAL T & F	115,041	213,886	293,150	241,833	180,370
TOTAL SPORTS & COMMITTEE	125,041	306,387	399,905	354,438	295,227

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
<b>NATIONAL TRACK &amp; FIELD CHAMPIONSHIPS</b>					
TRANSPORTATION	175,280	234,307	215,000	215,000	219,300
ACCOMMODATIONS, MEALS	179,848	260,440	257,450	234,433	239,122
COMMITTEE - TRAVEL	5,061	4,783	5,200	6,500	6,630
COMMITTEE - PER DIEM	19,655	18,467	23,000	18,000	18,360
LOCAL COMMITTEE	0	0	1,000	1,000	1,020
KITS / SUPPLIES / MEDALS	7,949	22,764	12,500	22,400	22,848
BUSES	15,472	15,872	17,500	17,500	17,850
HONORARIA	3,000	3,000	3,000	3,000	3,060
RECEPTION	1,500	2,098	1,500	1,500	1,530
ATHLETIC FACILITIES	1,000	1,913	1,000	1,000	1,020
EQUIPMENT / MTG ROOMS	1,000	0	1,000	1,000	1,020
CLINICIANS	500	575	1,000	500	510
OFFICIALS	1,025	1,351	2,000	2,000	2,040
FREIGHT & EXPRESS	626	698	1,000	2,000	2,040
MISCELLANEOUS	720	1,003	1,000	1,000	1,020
<b>TOTAL EXPENSE</b>	<b>412,636</b>	<b>567,271</b>	<b>543,150</b>	<b>526,833</b>	<b>537,370</b>
LESS PROV CMD PORTION	(115,685)	(156,516)	(100,000)	(130,000)	(160,000)
<b>SUB TOTAL</b>	<b>296,951</b>	<b>410,754</b>	<b>443,150</b>	<b>396,833</b>	<b>377,370</b>
<b>RECOVERIES</b>					
REGISTRATION - NON LEGION ATH-LETES	(36,910)	(52,869)	(25,000)	(30,000)	(52,000)
SPONSORSHIPS	(40,000)	(40,000)	(20,000)	(20,000)	(40,000)
GRANT-VAC	(5,000)	(4,000)	(5,000)	(5,000)	(5,000)
CENTENNIAL FUND	(100,000)	(100,000)	(100,000)	(100,000)	(100,000)
<b>OTHER</b>					
<b>TOTAL RECOVERIES</b>	<b>(181,910)</b>	<b>(196,869)</b>	<b>(150,000)</b>	<b>(155,000)</b>	<b>(197,000)</b>
<b>NET EXPENSE</b>	<b>115,041</b>	<b>213,886</b>	<b>293,150</b>	<b>241,833</b>	<b>180,370</b>



# REPORT OF THE DOMINION COMMAND DEFENCE *and* SECURITY COMMITTEE

A. Siew, *Chair*  
B. Heffernan, *Vice-Chair*  
M. Pearson, *Member*  
B. Sauve, *Member*  
D. Young, *Coordinator*

## INTRODUCTION

The Dominion Command Defence and Security (D&S) Committee has met in person or by videoconference 13 times since the last convention. This report highlights the Committee's activities over that period.

## GENERAL

The Committee continues to monitor and advocate defence and security issues that affect the Canadian Armed Forces (CAF) and the RCMP. The following is a summary of key issues that the Committee was engaged with and were included in the Committee minutes that were distributed to DEC.

The Committee continues to maintain a presence at the Veteran's Consultation Assembly, the Conference of Defence Associations and the Conference of Defence Associations Institute (CDA/CDAI) meetings and events, and the VSS committee (through Coordinator) to ensure coordinated understanding and efforts. The Committee Chair also represented the Royal Canadian Legion as a Director on the CDA Board during this period. The term came to an end in March 2024.

Since the last Convention the Committee welcomed two new members: Comrades Mindy Pearson and Brian Sauvé.

Through a deliberate effort, the Committee will continue to engage and foster direct links with the Minister of National Defence, Chief of Defence Staff (CDS), Vice CDS, Chief of Military Personnel (CMP), Service Commanders as well as the Minister of Public Safety and the RCMP Commissioner. This engagement continues to serve the Legion as a conduit to address pressing concerns and coordinate efforts in the areas that affect the operational effectiveness of the CAF and RCMP respectively.

During this period the RCMP Commissioner Brenda Lucki retired in March 2023 after 37 years

of extraordinary service. Michel Duheme was appointed as her replacement. Mr. Duheme was the Deputy Commissioner of Federal Policing prior to assuming the Commissioner role. The Committee is working to schedule a meeting between the Legion and the new Commissioner. Also, the CDS, General Eyre, announced his retirement after over 40 years of outstanding service and unwavering dedication to Canada and Canadians. His replacement has yet to be announced. The Committee coordinated several key visits with the Dominion President and/or Legion staff including:

- CAF CDS – General Wayne Eyre
- CAF A/CMP – LGen Lise Bourgon
- Chief Operations Officer CAF Morale and Welfare Services – Ian Poulter
- RCMP Commissioner – Brenda Lucki
- Minister of National Defence – The Honourable Bill Blair
- COS to the Minister of National Defence

## ADVOCACY ISSUES

### Defence Policy Update

The requirement for an update to the 2017 “Strong, Secure, Engaged” was announced in the 2022 Budget. It was finally published on 08 April 2024, two years later and renamed “Our North, Strong and Free.” The Legion is encouraged by the commitments but troubled by what it sees as a lack of immediacy in implementation.

The update does a great job of highlighting major security factors that Canada needs to consider, including climate change, the Arctic, Russia and China, and new technologies as artificial intelligence, and quantum computing. The commitments also represent a significant increase in defence spending, the best since 2015. There are positive plans for new capabilities in

the areas of intelligence and cybersecurity and in purchasing new aircraft and other defence systems.

When considering the full context of the policy update however, there is much to be concerned with:

- Most of the spending commitments will not be fulfilled until after the next election and as far off as 20 years from now.
- While this “urgent” policy update took two years to complete, it calls for the “exploration” of some significant capability options without setting firm deadlines including the requirement for tanks and submarines.
- The spending commitments made still do not meet Canada’s North Atlantic Treaty Organization (NATO) commitment.
- There are excellent initiatives and commitments planned to modernize the CAF’s Navy, Air Force, Space and Cyber components, but its regular and reserve Army will remain in a poor state of readiness without sufficient changes.
- There is a crucial and positive proposal to fix the outdated procurement process, but still no actual completion date for a planned – and urgently needed – procurement strategy.
- While new funding is mostly focused on capital equipment, upcoming and previously announced budget cuts are focused on operations and maintenance - which will likely affect readiness, already a current problem. There is a huge disconnect here. The impact of these funding pressures and cutbacks will fall squarely upon recruiting, retention, and training.
- While the policy update does attempt to address recruitment and retention, and overall quality of life, implementation realities mean things are likely to remain status quo in the near future. For example, the CAF is 16,000 personnel short, and the policy update indicates it will take eight years to resolve. This shortage is not a new development and the Legion

has questioned why it is taking so long for noticeable movement in this crucial area.

- There appears to be limited effort to ensure retention. Despite a stated military housing shortage of 7,000 on-base housing units, the proposed plan - \$300 million over 20 years – provides little urgent relief. Dedicated military housing is needed now not in the future.
- The Legion also notes that while there is a government commitment to produce a National Security Strategy every four years, the last one was in 2004. No strategy = no timely and aligned processes = undue pressure on our CAF members.

For the full Legion response please visit: [https:// Legion.ca/news/articles/2024/04/18/the-royal-canadian-Legion-on-the-defence-policy-update](https://Legion.ca/news/articles/2024/04/18/the-royal-canadian-Legion-on-the-defence-policy-update)

The Committee will monitor the implementation of the Defence Policy.

### **Budget Cuts**

The Committee is concerned about the Government’s proposed budget cuts to find \$15B in savings over the next three years and the impact this will have on CAF and RCMP operations. This will have an impact on personnel, equipment and operations for both organizations which are already stretched and over committed.

### **Domestic Operations and Call for a Dedicated Response Capability**

The Committee followed the support provided by the CAF and the RCMP for unprecedented climate emergencies and other domestic operations in 2023. This support is not sustainable. There have been calls for the creation of a dedicated emergency response force. The Minister of Emergency Preparedness stated in September 2023 that they are looking at options. As the 2024 wildfire season is nearing, to start the Government should have at least an interim coordinated national response capability for summer 2024. The Committee continues to follow this issue.

### **Parliamentary Committee on Veterans Affairs - Experience of Women Veterans**

The Parliamentary Committee on Veterans Affairs conducted a comprehensive study on the experience of women, CAF and RCMP Members and Veterans to better understand the impact of service on their health and well-being. Over 50 women testified about their experiences which at times was very difficult to listen to. The hearings started in March 2023 and there were 23 sessions which is the largest study conducted by the Committee. The hearings have completed, and the report is expected in the Spring of 2024. The Committee will continue to monitor for the release of the Report.

### **Canadian Victoria Cross**

The Canadian Victoria Cross is awarded for the most conspicuous bravery, a daring or pre-eminent act of valour or self-sacrifice, or extreme devotion to duty, in the presence of the enemy. Since inception on 01 January 1993, it has never been awarded. A recent *Legion Magazine* article called for the honour to be awarded to Private Jess Randall Larochelle. Several Veterans organizations have also requested that Private Larochelle should be considered for the Canadian Victoria Cross. He was previously awarded the Star of Military Valour for his actions in Afghanistan.

In November 2021, DEC endorsed adding the Legion's voice to the Veteran community's initiative to award the Canadian Victoria Cross and called for consideration of Private Jess Larochelle to be awarded this honour by the CDS and the Canadian Forces Decorations Advisory Committee. The Legion released this statement in December 2021: <https://Legion.ca/news/articles/2021/12/01/Legion-supports-awarding-victoria-cross-to-afghanistan-veteran>.

Sadly, Private Larochelle passed away on, 30 August 2023. The campaign to award the Canadian Victoria Cross continues.

### **Requirement for a National Women Veterans Monument**

In November 2023, DEC approved a motion to request that the Government of Canada establish a monument to honour and recognize the over 100 years of military

service of Canadian Women Veterans which the Dominion President followed up with a letter to the Minister of Veterans Affairs.

A monument recognizing Canadian Women Veterans would honour their service, resilience, and sacrifice, highlighting their integral role in shaping the military and societal landscape of Canada. It would serve not only as a symbol of gratitude for their service and sacrifice but also as a reminder of the ongoing need for gender equality and inclusivity in the CAF. Today, there are almost 100,000 women Veterans who have served Canada, and it is time that their service and sacrifice be recognized.

### **Definition of a Veteran**

Approved by DEC, the Royal Canadian Legion requested that the Minister of Veterans Affairs in consultation with the Minister of Public Safety, amend the current definition of a Veteran to include the RCMP for commemoration purposes.

The Office of the Veterans Ombud in their 2012 Report Honouring and Connecting with Canada's Veterans: A National Veterans Identification Card highlighted that the current definition of a Veteran does not recognize and include the RCMP. The Government of Canada and VAC's definition of a Veteran for commemoration and recognition purposes is:

### **Any former member of the Canadian Armed Forces who successfully underwent basic training and is honourably discharged.**

This definition was adopted in recognition of "...the potential risk that all Canadian Forces members are exposed to when they swear the Oath of Allegiance and don a Canadian uniform." Is this any different for the RCMP?

The Ombud's Report highlights the historic legacy of RCMP service to Canada:

"RCMP military activities date back to the Northwest Rebellion, the Boer War, and the two World Wars. It is a little-known fact that the RCMP was also sent to Siberia as a military force in 1918–1919. The RCMP has officially been recognized with battle honours, which

are traditionally only awarded to military units. Its members who served during the Second World War were eligible for the Canadian Volunteer Service Medal, and for benefits as Veterans of that service. In recent history, the RCMP continues to serve side-by-side with Canadian Forces personnel in almost every conflict where Canada has committed support, including peacekeeping operations and high-risk patrols in Afghanistan. RCMP members are also eligible for the Canadian Peacekeeping Service Medal.”

The Ombud’s Report recommended that the Minister of Veterans Affairs, in consultation with the Minister of National Defence and the Minister of Public Safety, amend the current definition of a Veteran for commemoration purposes to include former members of the RCMP.

The Minister of Veterans Affairs responded in November 2022 to the Legion’s request stating that they would continue to provide the RCMP with only informal recognition. The Dominion President sent a follow-up letter on 07 February 2023, to the Minister of Veterans Affairs and no response was received. A second follow up letter was sent to the new Minister of Veterans Affairs on 26 October 2023. A response has not been received. The Committee Chair also reached out to the RCMP Veterans Association to ensure that they are also advocating on the issue.

### **CAF Sexual Misconduct and Cultural Change**

The Legion remains deeply concerned by the over 30 years of allegations of misconduct in the CAF. The impact in terms of trusting leadership, morale, and operational effectiveness is severe. While there has been significant progress, lasting change requires a commitment at all levels and there is still more to be done.

The Committee has been monitoring the progress of the cultural change initiatives and participates as part of ongoing stakeholder engagement. We can confidently say we have seen significant progress. We were pleased with the (October 2022) appointment of Jocelyn Therrien as the external independent monitor to oversee the implementation of the recommendations in the Independent External Comprehensive Review

(IECR) Report by the Honourable Louise Arbour. The first progress report by the independent monitor was released May 2023 and the second report on 20 November 2023. The report confirms continued progress of the implementation of all 49 IECR recommendations.

To see the Legion’s statement on the CAF’s progress in addressing sexual misconduct please visit:  
<https://Legion.ca/news/articles/2022/12/13/Legion-responds-to-commitment-to-address-sexual-misconduct-in-the-military>

The Committee continues to monitor the implementation of the recommendations as well as progress on the cultural change in the CAF.

### **Housing Affordability for CAF and RCMP Members**

Concerned with the affordability of the high cost of housing across Canada and the financial impact this has on serving CAF and RCMP members as CAF and RCMP members are required to relocate on a frequent basis, often without choice, to meet the needs of their service, letters were sent to the Ministers of National Defence and Public Safety.

The Minister of National Defence acknowledged the Legion’s concerns for the well-being of military personnel and their families and confirmed that the Post-Living Differential (PLD), which reduces the economic impact of high housing costs in some areas, was currently under review with a new benefit being developed.

The Legion received a response from the RCMP stating that the issue is important but there was no commitment to address specifically the high cost of housing. They acknowledged the challenges the RCMP are experiencing from the high cost of living and rising house prices, confirmed the Commissioner continues to seek and support sustainable solutions for members working in high-cost locations, and that most recently, RCMP Members received wage increases and adjustments to bring them up to par with other policing and law enforcement counterparts.

The CAF announced on 22 March 2023, the implementation of the CAF Housing Differential Policy to replace the Post Living Differential. This new benefit is based on salary and place of duty. Its aim is to ensure that CAF members will only pay 25% of gross monthly salary for housing. Additionally, the CAF announced the construction of new on-base housing units and other measures to mitigate the high cost of housing for junior members undergoing training. The Dominion President released a statement on the new benefit. The Committee continues to monitor the implementation of these new CAF initiatives and will continue to advocate for RCMP Members. To view the statement please visit:

<https://Legion.ca/news/articles/2023/03/22/Legion-commends-new-housing-support-for-caf-troops>

The Committee continues to monitor the impact of the high cost of living on both CAF and RCMP Members.

### **RCMP – VAC Clawback Merlo Davidson Lawsuit**

In May 2023 the Royal Canadian Legion requested that the Minister of Veterans Affairs immediately end the unfair practice of clawing back disability payments from RCMP Members and Veterans.

In November 2023, the Legion received a response to the Dominion President's May 2023 letter stating that action was being taken to address the Legion's concerns. The Committee is confident that progress is being made as corrective payments have been made to affected Veterans.

### **Persian Gulf War Veterans Association Request**

The DEC tasked the Committee to review a request by the Persian Gulf War (PGW) Veterans Association that the Legion support their initiative asking the Government to change the status of Veterans who served during the Persian Gulf War (Op Friction) to "War Veteran."

Through our research, including an extensive review of legislation, regulations, policies, and programs, we found that there is no official, unique, special

classification or definition of a Veterans' status as "War Veteran."

While it is difficult to understand the intent of the PGW Veterans Association's request to be designated "War Veteran" it could be about access to VAC benefits and services and commemoration.

The Legion supports and will continue to support all Veterans, including the Persian Gulf War Veterans, to ensure that their service is recognized, appropriately commemorated, and that they have access to the benefits and services they need for their well-being, regardless of when and where they served. The Legion will also continue to advocate to simplify the complex grid of eligibility criteria to ensure that all Veterans, including Persian Gulf War Veterans, have access to VAC benefits and services based on need.

### **Afghanistan Refugees**

Following the withdrawal of the United States military from Afghanistan in August 2021, a virtual meeting was held with Dominion Command and Veteran organizations, volunteers, and advocates who had been assisting with the evacuation from Afghanistan of translators and other partners who assisted Canada and the CAF in their mission. In a letter to the Prime Minister and various ministers, the Dominion President urged the government to fulfil their commitment for the urgent and safe evacuation of our Afghanistan partners. The letter was released on 5 November 2021. It can be read in full at:

<https://Legion.ca/news/articles/2021/11/05/leave-no-one-behind-crisis-in-afghanistan>

### **Korean War Veterans Entitlement to Wound Stripe**

The Committee received a request for support for the awarding of the Wound Stripe to a Korean War Veteran who was wounded by hostile action.

The Committee followed up with the CAF Directorate of Casualty Support Management (DCSM) and were advised that the Commander CAF Transition Group/ Director General Military Transition is now the



approving authority for Wound Stripe applications. Veterans of the Korean conflict who meet the criteria for the Wound Stripe are indeed eligible to receive it. This recognition is awarded to any member of the CAF who was wounded under honourable circumstances as a direct result of hostile action before 7 October 2001 and required more than local first aid to treat the injury. The Sacrifice Medal was created for those who died as a result of military service or were wounded by hostile action post 2001.

Applications should be submitted to the Formation Chief, or the Defence and Security Committee can assist the Veteran with their application. To submit an application to the Formation Chief please contact:

CPO1 Matt Boniface  
Formation Chief Petty Officer  
Canadian Armed Forces Transition Group  
matt.boniface@forces.gc.ca | Tel: 613-971-0059

### **SPONSORSHIP AND SUPPORT**

The Committee continues to support the CAF and RCMP through:

- Operation Santa Claus which includes the distribution of a Christmas gift to every deployed CAF and RCMP member
- Operation Canada Day which includes a Canada Day gift to every deployed CAF and RCMP personnel
- Comradeship Awards provide a plaque to the top student at the RCMP Depot in Regina
- Comradeship Awards provide a plaque to the top student at the CAF recruit school in St Jean.

### **NIJMEGEN and VICTORY MARCH**

A Legion participant is part of the CAF contingent to the Netherlands for the Nijmegen March every year. Since 2020 the march has been cancelled and it is confirmed that the march is postponed until 2026.

Last year the Nijmegen March was replaced by the Maple Leaf March which was held in the Ottawa area 13-15 October 2023. The Legion provided \$5,000 to sponsor the event.

### **CAF/ RCMP Indigenous Youth Programs**

There are five CAF indigenous youth programs across the country that are held annually for six weeks each summer. The program provides young Indigenous men and women the opportunity to experience a taste of Army life to see if they would like to join the CAF.

The RCMP also has a similar program called the Indigenous Pre-Cadet Training Program which is a three-week training session at the RCMP Training Academy (Depot) in Regina.

This year the Legion will begin to provide recognition of comradeship to the top student of each program.

### **Women in Defence and Security (WiDS)**

The Committee sponsored and attended the WiDS annual breakfast and scholarship award event in 2023 and 2024. The event honours women from the CAF, RCMP and the defence sector. It is attended by over 1,000 women.

### **D&S TERMS of REFERENCE**

The TORs were updated in April 2024 as approved by DEC and incorporated into Annex N to Chapter 2 of the OP&P Manual.

### **2024 CONVENTION RESOLUTIONS**

The Committee has received one resolution.

### **BUDGET**

The budget for the D&S Committee has been generated by the Comptroller and will be brought forward by the Dominion Treasurer in the Convention proceedings. Any motion for changes to the D&S Committee budget are to be delayed until the budget is formally brought forward by the Dominion Treasurer.

### **CONCLUSION**

This report was moved, seconded and approved by the delegates.

**THE ROYAL CANADIAN LEGION – DOMINION COMMAND**  
**DEFENCE & SECURITY COMMITTEE**

	<b>2022 ACTUAL</b>	<b>2023 ACTUAL</b>	<b>2023 BUDGET</b>	<b>2024 BUDGET</b>	<b>2025 BUDGET</b>
TRAVEL	120	371	200	200	200
PER DIEM	0	0	0	0	0
PRINTING, POSTAGE,	141	198	480	480	500
MISCELLANEOUS	9	3,202	300	0	0
ANNUAL VIMY AWARD & AGM	150	575	7,000	6,000	6,000
<b>CONFERENCE OF DEFENCE</b>					
ASSOCIATION FEE& CIC FEE	0	6,000	4,000	4,000	4,000
COMRADESHIP AWARDS	1,465	1,536	1,000	2,000	2,000
<b>CF SPONSORSHIPS</b>					
<b>TOTAL EXPENSE</b>	<b>1,885</b>	<b>11,882</b>	<b>13,030</b>	<b>12,730</b>	<b>12,750</b>



## REPORT OF THE DOMINION COMMAND RCEL COMMITTEE

B. Julian, *Chair*  
T. Irvine, *Vice-Chair*  
B. Lawrence, *Member*  
S. McKeown, *Member*  
B. Weaver, *Member*  
J. MacIsaac, *Member*  
S. Clark, *Coordinator*  
C. Racine, *A/Coordinator*

### INTRODUCTION

The Royal Commonwealth Ex-Services League was founded in 1921 at the Empire Conference in Cape Town, South Africa. The League's aim is to ensure that no pre-independence Commonwealth ex-service personnel shall be without help if in need. The Founding Member countries of the League are Canada, Australia, New Zealand, South Africa and the United Kingdom.

Worldwide, for the year 2023 the RCEL provided support to 3560 beneficiaries (6189 in 2021 at last convention) – including to 1409 Veterans, and to 2151 widows – for a total funding envelope equivalent to \$4,500,000.00 annually. All those supported are resident in their country of origin and living in poverty.

In 2020, HRH The Duke of York stepped down from his role as the RCEL Grand President and General The Lord Richards of Herstmonceux, the former Chief of the UK Defence Staff and Deputy Grand President, was appointed to succeed him in that role. The Deputy Grand President is Major-General Mitch Mitchell. Both officials will be representing RCEL at the 2025 conference scheduled to be held in Ottawa.

### ROYAL CANADIAN LEGION COMMITMENT – NON FCDO COUNTRIES

The commitment of The Royal Canadian Legion's RCEL Committee continues to be the support of pre-independence Veterans and widows in the Caribbean countries whose organizations and governments are unable to provide full care for their needs. The Legion is responsible for 3 countries in the Caribbean region and the

provision of individual assistance can fluctuate as Veterans and widows in need are identified:

	VETERANS	WIDOWS
2023	11	24
2022	12	25
2021	16	32
2020	79	80
2019	51	89

The Legion's ability to meet the needs of these Veterans and widows is directly attributable to the donations contributed by branches each year. Donations received in recent years are as outlined below:

2023	\$242,182.20
2022	\$259,469.60
2021	\$348,289.05
2020	\$74,940.00 (*pandemic)
2019	\$188,275.94

Branch donations are essential to enable the committee to provide benevolent support to those Caribbean Veterans and widows living in poverty. They also fund the annual gifts of Poppy material. In recent years, allocation was also made to allocate funds to branches for administrative purposes

(computers, printers etc..) to facilitate more regular and adequate reporting.

### COMMITTEE ACTIVITY

The total amount spent on support activities in the Caribbean has been:

2023	\$199,289.91
2022	\$190,929.07
2021	\$153,913.52
2020	\$194,149.84
2019	\$262,615.35

Included in these totals is the annual donation of \$5500.00 to the Jamaica Legion to support expenses of the Curphey Home. This annual contribution has been increased to \$7500.00 starting in 2024. In recent years, a cost-of-living increase was also approved to further assist the beneficiaries in meeting their basic living needs.

A further \$246,000.00 has been committed for 2024, leaving a forecasted remaining balance of \$1,078,650.26 in the Legion's RCEL account

### POPPY MATERIAL

Poppy material is provided free of charge on request to assist the local Legions in the Caribbean to raise funds for themselves. Shipping costs are considerable. For future years, we are working with the High Commission offices in the Caribbean to determine if the materials may be shipped at no charge via diplomatic or military transport flights.

	POPPY SUPPLIES	SHIPPING COST
2023	\$22,132.27	\$15,795.08
2022	\$19,647.79	\$23,276.34
2021	\$6,031.24	\$9,994.35
2020	\$26,000.92	\$18,622.07
2019	\$15,298.06	\$14,409.00

### FCDO (DFID) PROGRAM

The UK's Department for International Development (now merged with the Foreign, Commonwealth and Development Office) approved a 3-year extension to the current Commonwealth Veterans Program. This extension runs from April 2024 – March 2027, and it provides a further £6m worth of aid to continue to support veterans and widows across the Commonwealth in their hour of need.

Caribbean countries funded through the FCDO (DFID) program are Belize, Dominica, Grenada, Guyana, St. Lucia and St. Vincent. The Legion continues to fund directly to the non-FCDO countries: Antigua, Bahamas, Tobago, and Trinidad & Tobago. Shared support by both the Legion and RCEL help beneficiaries in Jamaica.

This FCDO contribution does not reduce our need for donations from branches. The FCDO has advised this will be the final extension on funding. It is likely that post 2027, funding to all the Caribbean countries will revert to the Legion as it did pre-FCDO funding.

### EVALUATION, MONITORING AND WELFARE VISITS

The Legion visits member organizations, branches and the Veterans and widow beneficiaries on a bi-annual basis to review and audit internal procedures and to confirm appropriate allocation of donated funds. In 2024, visits were conducted to Jamaica, Bahamas, Antigua and Tobago; most countries are operating effectively, with an issue regarding the proper and timely reporting of receipt and expenditure of funds addressed in one nation. The visit also included the distribution of food baskets to beneficiaries, the presentation of a commode to an aged, blind Veteran, and exploration into a number of essential food preparation items and security equipment requested for the Veterans in Curphey Home.

### 2025 - 35TH RCEL CONFERENCE

The Legion is honoured to support RCEL in the coordination of the 35th conference for The Royal Commonwealth Ex-Services League, scheduled for 28 June – 2 July 2025 in Ottawa. Planning and

coordination efforts are well underway to ensure this event is not only memorable but also a resounding success.

CONCLUSION

The Royal Canadian Legion remains committed to helping the ex-service Veterans and widows residing in poverty in the Caribbean. This is accomplished

thanks to the generosity of branches that graciously donate the funds necessary to carry out this important work. Without your assistance, this would not be possible. Your kindness changes lives.

This report was moved, seconded and approved by the delegates.

THE ROYAL CANADIAN LEGION – DOMINION COMMAND  
RCEL COMMITTEE

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
EXPENSES	594	769	400	400	600
TOTAL	594	769	400	400	600

# REPORT OF THE DOMINION COMMAND RITUAL, AWARDS and PROTOCOL COMMITTEE

B. Kiley, *Chair*  
M. Latimer, *Vice-Chair*  
T. Chevalier, *Member*  
J. Cher, *Member*  
J. Porter, *Member*  
D. McCumber, *Member*  
C. Gendron, *Coordinator*

## STATISTICS – MAJOR AWARDS

Statistics shown below represent figures for the last three-years period ending 31 December 2023.

YEAR	RECEIVED	APPROVED
2021	49	43
2022	61	54
2023	71	50

## NEW COMMITTEE MEMBERS

Blaine Kiley assumed the position of Chair. Tony Chevalier, Jack Porter and Don McCumber joined the Committee as Members.

## HONOURS AND AWARDS

The Committee continues to meet monthly electronically or by Zoom and process applications for MSM, MSA and Palm Leaf in a timely fashion. There is no backlog of applications.

The Committee continues to apply the fast-track re-submissions of applications as described in the last report if missing simple information such as signed minutes, etc. This allows applications to be approved when the missing information is received rather than waiting for the next Committee meeting.

Applications have decreased slightly since the last reported period.

## CHAPLAIN MANUAL

The Committee had undertaken to review and update the RCL Chaplain Manual to bring in line with the requirement of the EDI initiative. A sub-committee was created with faith representative from the RCL membership to review and make appropriate updates. Unfortunately, this proved to be a

monumental task and this approach was not pursued. As the Canadian Armed Forces has recently updated their own Chaplain Manual, the Committee received approval by DEC to retire this manual and instead amend the Ritual and Award Manual by referring to the use of the CAF Manual for all RCL faith related processes and rituals. The RAP Manual will be updated in the coming months to reflect this change and reference the link to the CAF Manual.

## LAND ACKNOWLEDGEMENT

The EDI committee directed our committee to amend the Ritual and Award Manual to include directive to include a Land Acknowledgement at the beginning of all type of RCL meetings no matter the format. As the specifics of acknowledgement varies greatly from coast to coast, the directive itself leaves for each authority in charge to craft a proper acknowledgment that is tailored to their location.

## INFORMAL DRESS

Since the insertion of the informal dress in 2020, amendments were made and incorporated in the Ritual and Award Manual. At the April 2024 DEC, a motion was approved for allowing the wear of a name tag and Undress Service Ribbons. The Membership designation pin was removed from wearing on this dress. These amendments have been incorporated in the latest round of amendments to the Ritual and Award Manual.

## SERVICE ORDERS, DECORATIONS AND MEDALS

After many discussions, The Government of Canada approved in 2023 a new Provincial Queen's Platinum Jubilee Medals which is now part of the official list of approved Service Medals by the Chancellery to be worn. In accordance with the Ritual and Award

Manual, Section 115, RCL members that received these medals can now mount and wear this medal.

### BUDGET

This report and specifics were included in the budget that was previously brought forward by the Dominion Treasurer in the report.

### RESOLUTIONS

The Committee reviewed 7 resolutions submitted for consideration at this Convention. Five resolutions were Concurred and two Non-concurred by the Committee.

### CONCLUSION

The Ritual, Awards and Protocol Committee is committed to maintain the highest standards for Legion Awards and for protocol, ritual and ceremonies practiced by members, Branches and Commands of the Legion. The Committee is an active partner in the process of change and renewal currently taking place throughout the Legion and remain committed to these goals.

This report was moved, seconded and approved by the delegates.

## THE ROYAL CANADIAN LEGION – DOMINION COMMAND RITUAL & AWARDS COMMITTEE

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
TRAVEL	0	0	0	0	0
PER DIEM	0	0	0	0	0
PRINTING, STATIONERY	0	0	120	120	120
TELEPHONE & FAX	0	0	150	150	150
PUBLICATIONS					
RAP MANUAL AMENDMENTS & TRANSLATION	548	1,817	0	0	1,500
<b>TOTAL</b>	<b>548</b>	<b>1,817</b>	<b>270</b>	<b>270</b>	<b>1,770</b>

## REPORT OF THE DOMINION COMMAND CONSTITUTION *and* LAWS COMMITTEE

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D. Gordon, *Chair*  
D. Eaton, *Vice-Chair*  
G. Budden, *Member*  
B. Chafe, *Member*  
G. O'Dair, *Member*  
C. Thomson, *Member*  
R. Hayley, *Coordinator*  
T. Backer, *A/Coordinator*

### GENERAL

The purpose of this Committee is to advise the Legion on constitutional matters arising from interpretation of the Act of Incorporation and The General By-Laws which occurred between Conventions. All requests for rulings are to be directed to the Coordinator of the Committee at Dominion Command; committee consideration is then coordinated via electronic means only – email or video conferencing.

### THE GENERAL BY-LAWS MANUAL

The General By-Laws manual has been available on-line and is kept current with any amendments.

### AMENDMENTS TO PROVINCIAL COMMAND BY-LAWS

In 2021-2024, the Committee reviewed proposed amendments to the Provincial Command By-Laws for five (5) commands.

### AMENDMENTS TO THE GENERAL BY-LAWS

Since the last Dominion Convention in 2021, the Dominion Executive Council approved five (5) By-Laws amending The General By-Laws of the Legion. By-Laws Nos. 109, 110, 111, 112, and 113 are presented with this report and are submitted to this convention for ratification under Section 6(2) of the Legion's Act to Incorporate. If not ratified, they will cease to have effect at the end of this convention.

#### BY-LAW NO. 109

*A By-Law to Amend The General By-Laws of The Royal Canadian Legion, as amended prior to this date*

It is hereby enacted as and for a by-law of The Royal Canadian Legion by the Dominion Executive Council in session this 27th day of November 2021 that The

General By-Laws of The Royal Canadian Legion as amended be, and they are hereby amended by:

#### SUBSECTION 505.

Amend section 505 of The General By-Laws by deleting the words “the revocation of membership” and replacing with the words “the expulsion of members”.

#### BY-LAW NO. 110

*A By-Law to Amend The General By-Laws of The Royal Canadian Legion, as amended prior to this date*

It is hereby enacted as and for a by-law of The Royal Canadian Legion by the Dominion Executive Council in session this 30th day of April 2022 that The General By-Laws of The Royal Canadian Legion as amended be, and they are hereby amended by:

#### SECTION 422.

Amend subsection 422.c to read: The Senior Elected Officers shall make certain that all officers and employees handling funds of the command are adequately insured.

#### SUBSECTION 301.E.

Remove current 301. e. and replace with the following:

Complaint: Is a formal written allegation made by one member against another member that the member against whom the allegation is made has violated one or more of the provisions of Subsection 304.a. When the alleged misconduct was by a member who, at the time of the alleged misconduct, was an employee of the Legion engaged in activity related to that employment, the matter shall be dealt with as an employment issue and no

complaint may be lodged under this Article, unless the allegation involves Subsections 304.a .v, vi or vii.

#### **SECTION 307.**

Amend section 307 to be renumbered as 307.a and add 307.b as follows:

307.a. Where, at any stage during the Hearing Procedure set out in Sections 308 and 309 civil or criminal proceedings are commenced, the Hearing Procedure shall be suspended until a judgement is rendered in the civil or criminal proceedings, at which time the Hearing Procedure will continue, upon notice being served to the parties, at the point at which it was suspended.

307.b. For the purpose of Subsection 307.a, a civil proceeding includes any matter under investigation or adjudication by an administrative law body that has the obligation and jurisdiction to investigate, adjudicate and, where appropriate, provide a remedy. Human rights commissions and labour boards are examples of this type of administrative law body.

#### **SUBSECTION 137.G.**

Amend subsection 137.g. to read:

137.g. The National President of a Special Section may, after enquiry and for cause clearly stated, suspend any officer or member of the Special Section or take any other action not inconsistent with these Bylaws that is necessary or advisable for the good of the Special Section, and shall report to Dominion Command upon the action taken.

#### **BY-LAW NO. 111**

*A By-Law to Amend The General By-Laws of The Royal Canadian Legion, as amended prior to this date*

It is hereby enacted as and for a by-law of The Royal Canadian Legion by the Dominion Executive Council in session this 26th day of November 2022 that The General By-Laws of The Royal Canadian Legion as amended be, and they are hereby amended by:

#### **SECTION 129.**

Amend section 129 to read and be reinstated:

129.a. No Provincial Command or branch shall, at any time or in any manner, physically appeal directly for financial contributions or payments of money

from the public or from the membership of the Legion, beyond the area in which such command or branch normally operates and exercises jurisdiction. However random solicitation for financial contributions or payments of money from the public or from the membership of the Legion using internet platforms such as “Go Fund Me” may be authorized with consent from the higher authority.

129.b. For the purposes of this section, where there are two or more branches in any urban area, such area shall be such portion of the urban area and area adjacent thereto as the Provincial Command having jurisdiction may allot to such branch.

#### **SUBSECTION 401.A.**

Amend the first sentence in subsection 401.a. to read: “Seven elected officers consisting of a Dominion President, a Dominion First Vice-President, three Dominion Vice-Presidents, a Dominion Treasurer, a Dominion Chair and the Dominion Immediate Past President....”

#### **SUBSECTION 311.A.**

Amend subsection 311.a. to read:

iii. removal from any office or position held and prohibition from running for and holding any office or position, for a period of up to 24 months;

#### **BY-LAW NO. 112**

*A By-Law to Amend The General By-Laws of The Royal Canadian Legion, as amended prior to this date*

It is hereby enacted as and for a by-law of The Royal Canadian Legion by the Dominion Executive Council in session this 29th day of April 2023 that The General By-Laws of The Royal Canadian Legion as amended be, and they are hereby amended by:

#### **SECTION 301.**

Amend section 301. to read; “Harassment or Sexual Harassment: You should be guided by the Human Rights definition within your province or territory.”

#### **SUBSECTION 304.C.I.**

Amend subsection 304.c.i. to read:



Where a complaint alleges theft or misappropriation of Poppy funds or Legion funds or property it must be lodged within 30 days from the time the complainant has knowledge of sufficient facts of the offence to constitute a valid complaint, regardless of when the alleged offence occurred.

#### **BY-LAW NO. 113**

##### *A By-Law to Amend The General By-Laws of The Royal Canadian Legion, as amended prior to this date*

It is hereby enacted as and for a by-law of The Royal Canadian Legion by the Dominion Executive Council in session this 27th day of April 2024 that The General By-Laws of The Royal Canadian Legion as amended be, and they are hereby amended by:

#### **SECTIONS 304, 305, 306, AND 311**

Based on the recommendations received from the Provincial Command C&L Chairs in 2023, the Committee recommended an amendment to section 304 which includes separating less serious complaints (304.a. i. and ii.) from more serious complaints (304.a. iii, iv, v, vi and vii). The Committee recommended mandatory Arbitration for section 304.a. i and ii. The Committee did not support or recommend Arbitration for 304.a. iii, iv, v, vi and vii.

Under COMPLAINT PROCEDURE amend Subsection 304.a. for sections i. and ii. to read:

1. New 304.b.i. Complaints lodged under subsections i and ii below are subject to a mandatory arbitration process. Arbitration to be conducted by an arbitrator or arbitration team as determined by the respective branch President. The arbitrator or arbitration team shall attempt to resolve the dispute by agreement.
2. New 304.b.ii. If the arbitrator or arbitration team is unable to resolve the complaint, then the arbitrator or arbitration team shall determine if the complaint has been substantiated, and if substantiated may impose a disposition under 311 b. If the complaint is not substantiated, it shall be dismissed.

3. New 304.b.iii. The decision of the arbitrator or arbitration team is final unless an error has been made in the interpretation of these bylaws in which case an appeal can be filed with the branch President within 10 days. The appeal shall be heard by a committee of three branch members appointed by the branch President. The decision of the branch appeal committee is final and cannot be appealed any further.
4. New 304.b.iv. Arbitration will not be offered for sections 304 a. iii, iv, v, vi and vii.
5. The addition of the above amendments require a renaming of the current subsections 304 b. c. d. e. f. g. and h. to become 304 c.d.e.f.g.h.and i.

#### **SECTION 311 DISPOSITIONS:**

As a result of the above amendments, to amend Subsection 311.b. to read:

1. New 311.b. Where a complaint alleges only a breach of 304.a.i and or ii the charges may be dismissed, or if substantiated, one or more of the following dispositions may be imposed. (i and ii remain as written)
2. Insert New 311.c. to read: Where any disposition imposed under 311.b. has not been fulfilled within 10 days, or such other time as may have been set, the member is automatically deprived of clubhouse privileges until the disposition is fulfilled or 12 months expires from the date of disposition, which ever occurs first.
3. Rename 311.c. to 311.d.

As a result of the above amendments, to amend the following:

1. Subsection 306. a.b.c.d. and e. are no longer a requirement and will be deleted.
2. Subsection 306.f. to become 306.

3. Section 306 to be renumbered to Section 305 and Section 305 to be renumbered to Section 306 (Complaints at Command Level)

#### SUBSECTIONS 405.B. AND 406.B.

Amend Subsection 405.b. to read:

405 b. The Dominion Chair shall ascertain which of the three Dominion Vice-Presidents wish to be candidates for this office and shall then conduct a vote of the voting Dominion Executive Council members to determine which of the Dominion Vice-Presidents shall succeed to this office. An electronic vote using email or other secure electronic means shall be conducted if there is no Dominion Executive Council meeting or Dominion Convention within the specified period. This provision is not mandatory if the vacancy occurs within six (6) months of the next Dominion Convention.

Amend Subsection 406.b. to read:

406.b. Whenever a vacancy occurs among the three Dominion Vice Presidents for any reason, including election to higher office, the voting Dominion Executive Council members shall fill the vacancy by electing the new Dominion Vice President from among its voting eligible members. An electronic vote using email or other secure electronic means, from among its voting eligible members, shall be used to elect a new Dominion Vice-President. This provision

is not mandatory if the vacancy occurs within six months of the next Dominion Convention.

#### SUBSECTION 611. A.

Amend Subsection 611.a. to read:

611.a. A branch may, by By-Law, provide that a member be required to serve one term on a branch executive to be eligible to be elected president, a vice-president or branch chair and/or that a member be required to either hold membership in the branch, or in any branch, for a period of one year to be eligible for election to the branch executive.

#### 2024 CONVENTION RESOLUTIONS

The Committee reviewed two resolutions submitted for consideration at this Convention.

#### BUDGET

For your information, a copy of the Constitution and Laws Committee budget is attached to this report. Delegates may raise any questions that they have concerning Committee expenses at this time, but any motion for changes to the budget document as it relates to this Committee will be deferred until the budget is formally brought forward by the Dominion Treasurer later in the Convention proceedings.

This report was moved, seconded and approved by the delegates.

#### THE ROYAL CANADIAN LEGION – DOMINION COMMAND CONSTITUTION & LAWS COMMITTEE

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
TRAVEL	0	0	0	0	0
PER DIEM	0	0	0	0	0
TELEPHONE & FAX	0	0	100	50	50
POSTAGE	1	330	100	300	300
PUBLICATIONS					
- REVISION TO ON-LINE MANUALS	1,137	430	1,000	1,000	1,000
<b>TOTAL</b>	<b>1,138</b>	<b>760</b>	<b>1,200</b>	<b>1,350</b>	<b>1,350</b>

## REPORT OF THE DOMINION COMMAND VETERANS CONSULTATION COMMITTEE

L. Murray, *Chair*  
T. Irvine, *Member*  
B. Julian, *Member*  
S. Clark, *Coordinator*  
C. Hughes, *A/Coordinator*

### GENERAL

The objective of the Veterans Consultation Assembly and the Forum of organizations is to bring together the various Veterans' groups to discuss issues and to find common ground on which to advocate to the Government for the betterment of all Veterans and serving members of the Canadian Armed Forces and the Royal Canadian Mounted Police and their families. Previous meetings have proven useful in identifying urgent issues and for finding common themes upon which to advocate to the Government and Veterans Affairs Canada. The Government is very conscious of the Forum and takes seriously the recommendations provided from the Forum.

Meeting frequency is normally one meeting per year: the Assembly met in April 2022 and October 2023; the 2021 meeting was cancelled due to COVID-19 gathering restrictions.

### PRESENTATIONS

The Assembly welcomed a number of agencies and individuals integral to the cause of Veterans, enabling the participants to engage in discussion on a variety of topics:

**Chronic Pain Centre of Excellence for Canadian Veterans:** The CPCoE was established to conduct research and help the well-being of Canadian Armed Forces (CAF) Veterans and their families suffering from chronic pain. Led by President, CEO and Medical Director Dr. Ramesh Zacharias, the Centre provides national leadership for research, co-designed with Veterans and their families, and supports the implementation of this research with a national network of clinics to help Veterans and their families manage their pain and reconnect with life.

### **Atlas Institute for Veterans and Families:**

This Centre of Excellence, led by President and CEO Fardous Hosseiny, works with Veterans (CAF and RCMP), families, service providers and researchers to identify the best possible mental health care and supports available. Their zones of focus include:

- Prevent and Prepare: work with partners to strengthen upstream prevention and support
- Improve Care and Support: increase capacity across Canada for more accessible, culturally competent, trauma-informed care and support
- Engage and Inform: build trust relationships with Veterans and families, engaging them in all key Atlas Institute projects and processes thereby empowering them with curated, trustworthy information that supports their health and well-being
- Expand Awareness: by partnering with Veterans, their families and leading researchers to explore new horizons for care and support

**Veterans Ombud:** Col (ret'd) Nishika Jardine leads an office established to investigate complaints and challenges the policies and decisions of Veterans Affairs Canada where individual or systemic unfairness has been found. Studies and publications have included mental health treatment benefits for family members, peer support for Veterans who have experienced military sexual trauma, and Women Veterans of the CAF and RCMP.

**The Pepper Pod:** Founded and led by Sandra Perron, Canada's first female infantry officer, The Pepper Pod is a retreat centre that serves, supports and inspires women in the Canadian Veteran community. The centre offers a number

of programs specifically designed for women Veterans to provide opportunities to connect with a supportive environment and to facilitate a healthy and supportive transition out of the CAF and RCMP.

**The Burns Way:** This innovative initiative, developed by John MacBeth at TryCycle Data Systems, seeks to improve access to mental health support for Veterans across Canada, building trust in the availability of services and putting the Veterans in control of their journey to wellness. This is achieved by connecting Veterans with peer advocates through a safe and confidential chat app, creating an anonymous and judgement-free space where the Veteran is heard and valued.

**Minister of Veterans Affairs and Associate Minister of National Defence:**

The Veterans Consultation Assembly welcomed the Hon. Ginette Petitpas Taylor and learned firsthand of her priorities as Minister.

**CONCLUSION**

The Veterans Consultation Assembly continues to be a valuable forum for open and honest discussion without Government participation. It serves to build strong relationships with the various Veterans’ organizations and is an important outreach and consensus undertaking.

This report was moved, seconded and approved by the delegates.

**THE ROYAL CANADIAN LEGION – DOMINION COMMAND VETERANS CONSULTATION COMMITTEE**

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
TRAVEL	101	0	1,000	200	200
PER DIEM	274	0	500	250	250
TELEPHONE	0	0	0	0	0
MISCELLANEOUS	625	1,291	500	750	750
<b>TOTAL</b>	<b>1,000</b>	<b>1,291</b>	<b>2,000</b>	<b>1,200</b>	<b>1,200</b>

## REPORT OF THE DOMINION COMMAND GOING FORWARD COMMITTEE

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B. Julian, *Chair*  
B. Chafe, *Member*  
T. Irvine, *Member*  
B. Lawrence, *Member*  
S. McKeown, *Member*  
L. Murray, *Member*  
J. MacIsaac, *Member*  
B. Weaver, *Member*  
D. McRury, *Member*  
D. Gordon, *Advisor*  
S. Clark, *Coordinator*  
R. Hayley, *A/Coordinator*

### DETERMINATION AND SUCCESS

When we last met at Convention 2021, a virtual gathering because of COVID-19, the impact the pandemic had on Branches, Commands and our collective operations was still very much in play. Because of our member ingenuity, unity of effort, and determination, we succeeded in adopting new ways to do business and introduced new ideas to progress and modernize the organization:

### STRATEGIC PLAN

Much of the progression related to the Legion's Strategic Plan, approved by Convention 2018, which clearly identified our vision for operational success and organizational sustainability. Since then, we have continued to bring attention to the core areas of governance, infrastructure, modernization and membership and our approach to evolving and transitioning these key areas has resulted in growth, efficiencies and tangible accomplishment.

The milestones we have achieved as a measurement of this successful progression will be identified in specific committee reports. As a committee comprised of every Dominion Senior Elected Officer, it is incumbent on the Going Forward Committee to provide the necessary leadership, direction and oversight to ensure that focus and compliance remain paramount.

### OPERATION HARMONY / EDI COMMITTEE

In 2021, it was observed that the Legion lacked a strong equity, diversity and inclusiveness (EDI)

strategy as it relates to its membership and elected leadership. Recognizing and understanding the importance of embedding and sustaining principles and practices of EDI, in 2021, the Going Forward Committee undertook immediate steps to address this policy deficiency.

The Going Forward Committee established the Op Harmony Committee (which later transitioned to the EDI Committee), tasked with the development of both a Strategic and Action Plan to identify and operationalize objectives and goals that will support efforts across the Legion as we strive to be more equitable, diverse and inclusive. Detail will be presented in the EDI Committee report.

### END OF ERAS

In the coming years, Legionnaires and Canadians across the country will pause to pay tribute to the life and service of the last known Canadian Veterans of the Second World War and the Korean War as they pass. The Going Forward Committee will undertake the development of a strategy to observe these milestone passings so their legacies and the contributions of all their Comrades to our military heritage can be properly honoured and remembered.

### CONCLUSION

Comrades, this committee will continue to be actively engaged in how we do business to be best-positioned for continuing success. Each member of the Legion is integral to the organizational

evolution and operational ingenuity essential to enabling the Legion to continue to adopt innovative new measures in overcoming any gaps in how we do business, now and into the future.

This report was moved, seconded and approved by the delegates.

THE ROYAL CANADIAN LEGION – DOMINION COMMAND  
GOING FORWARD COMMITTEE

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
TRAVEL	265	5,478	4,000	500	500
PER DIEM	428	3,894	2,100	250	200
MISCELLANEOUS	0	125	0	0	0
TOTAL	693	9,372	6,100	750	700

# REPORT OF THE DOMINION COMMAND EQUITY, DIVERSITY, AND INCLUSION (EDI) COMMITTEE

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B. Lawrence, *Chair*  
B. Chafe, *Vice-Chair*  
L. Murray, *Member*  
V. MacGregor, *Member*  
M. Emery, *Member*  
M. Fryday-Cook, *Member*  
A. Siew, *Member*  
E. Poissant, *Coordinator*

## GENERAL

We will all profit from a more diverse, inclusive society, understanding, accommodating, even celebrating our differences, while pulling together for the common good.”

–Ruth Bader Ginsburg, Former Associate Justice of the Supreme Court of the United States

## INTRO OF EDI STATEMENT

The Equity, Diversity, and Inclusion committee enable the Royal Canadian Legion strives to embed Equity, Diversity and Inclusion (EDI) into the culture of all levels of the Royal Canadian Legion from our Branches and members to Dominion Command and from Dominion Command to our Branches and members. We empower members, Branches, Provincial Commands/Special Sections and Dominion Command to build EDI plans and initiatives, not only for our members, but also for our employees and clients that may or may not be Legion members. Our ultimate goal is to ensure that the Royal Canadian Legion projects a culture where all Veterans and Legion members, regardless of their age, ethnicity, race, nationality, disability, economic status, gender identity, sex and sexual orientation feel welcome and included. Failure to meet that goal will indicate that we are not supportive of all Veterans, nor all non-Veteran Legion members. To achieve our vision for EDI we are guided by the principles:

- Equity – ensuring access, resources and opportunities for all, regardless of their identities.
- Diversity – the presence of differences that enrich the Legion and reflect the communities it serves including the Veteran community, all Legion members and Canada as a whole.

- Inclusion – welcoming all people regardless of their background and integrating their perspectives and contributions into how our Branches operate.
- Human Rights - the basic rights and freedoms that belong to everyone.
- Equality - men and women, people of different races, religions and sexual orientation are all treated fairly and have the same opportunities regardless of the equity-deserving group to which they associate.

Respect for reconciliation with Indigenous peoples – the Legion extends its unreserved support, wherever possible and appropriate, and in collaboration with First Nations, Métis and Inuit communities, to assist in this healing journey.

## EDI COMMITTEE PROJECT UPDATES

The Committee has requested a review all Legion manuals and written material to ensure all comply with proper EDI terminology.

All Provincial Commands/Special Sections have been directed to form an EDI committee at the Command/Zone/District/Branch levels.

The Committee has provided a link to a government EDI terminology.

The EDI statement has been produced and is attached to this report.

The production of EDI material and EDI training is ongoing and will be provided when completed.



## THE WAY AHEAD: COMMITTEE PLANS / GOALS

1. Once the EDI Statement has been approved it is the intention of the EDI Committee Chair to include it in the EDI report to Convention 2024 and to put forward a motion for acceptance by the convention.
2. The committee will continue to use the EDI Action Plan to further plan for the implementation of EDI training throughout the Legion.
3. The committee will continue to investigate methods to establish an EDI framework throughout the Legion.
4. The committee will continue to work with all Dominion Committees, Provincial Commands/ Special Sections to ensure that all Legion manuals and publications are EDI compliant.

5. The committee will investigate methods of delivering EDI training at all levels of the Legion.
6. The Committee will investigate possible methods of building tools and processes to collect EDI data and measure success.

## CONCLUSION

The goal is to ensure that the Royal Canadian Legion projects a culture where all veterans and Legion members, regardless of their age, ethnicity, race, nationality, disability, economic status, gender identity, sex and sexual orientation feel welcome and included. Failure to meet that goal will indicate that we are not supportive of all veterans nor all non-veteran Legion members. As a result, we will fail to meet the requirements of our established Mission and Vision statements.

This report moved, seconded and approved by the delegates.

## THE ROYAL CANADIAN LEGION – DOMINION COMMAND EDI COMMITTEE

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
TRAVEL	0	0	0	0	1,000
PER DIEM	0	0	0	0	2,000
OTHER PROJECTS	0	0	0	0	2,000
MISCELLANEOUS	0	0	0	0	500
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5,500</b>



**THE ROYAL CANADIAN LEGION**

**STRATEGIC PLAN FOR**

**EQUITY, DIVERSITY AND INCLUSION (EDI)**

**2023-2028**

## SECTION 1 - INTRODUCTION

### 1.1 **FOREWORD**

This Strategic Plan aims to embed Equity, Diversity, and Inclusion (EDI) into the culture of all levels of the Royal Canadian Legion from the grass roots to the highest echelons at Dominion Command. This plan sets out strategic direction and accountability that are intended to empower members, Branches, Provincial Commands and Dominion Command to develop and implement EDI plans and initiatives, not only for its members, but also for its employees and clients that may or may not be Legion members. It includes Strategic Objectives and Key Goals that will support efforts across the Royal Canadian Legion as we seek to become more equitable, diverse, and inclusive. However, this is not intended to be a top-down, one size fits all, plan. To achieve our goals, every member of the Royal Canadian Legion has a role to play.

### 1.2 **BACKGROUND**

To weave EDI into the fabric of our culture, The Royal Canadian Legion must develop plans and initiatives and take deliberate action informed by the best available evidence and institutional data.

The membership of the Royal Canadian Legion has grown increasingly diverse over time but, as an organization, we continue to lag the level of diversity among members of Canada's veteran community. There has been a significant effort to offer tailored programs, but there is no clear approach to identifying, assessing and developing EDI programs to address unmet community needs. Furthermore, there is currently no consistent approach to reach out to, or recruit from, diverse groups that are under-represented.

The purpose of this Strategic Plan is to collectively guide The Royal Canadian Legion in implementing a plan with achievable actions and milestones to ensure that EDI thrives in every level of our organization and enriches the lives of our members, employees, clients and families.

### 1.3 **KEY TERMS**

- **Equity** – ensuring access, resources and opportunities for all, regardless of their identities.
- **Diversity** – the presence of differences that enrich the Legion and reflect the communities it serves including the veteran community, all Legion members and Canada as a whole.
- **Inclusion** – welcoming all people regardless of their background and integrating their perspectives and contributions into how our Branches operate.
- **Equity - deserving groups** – communities that experience significant collective barriers in participating in Legion activities and/or membership. This may include

attitudinal, historic, social and environmental barriers based on age, ethnicity, race, nationality, disability, economic status, gender identity, sex and sexual orientation. etc. Equity-seeking groups are those that identify barriers to equal access, opportunities and resources due to disadvantage and discrimination and actively seek social justice and reparation.

- **2SLGBTQ+** - Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer (or Questioning) and additional sexual orientations and gender identities.
- **Accessibility** - The degree of ease that Legion infrastructure (e.g., device, service, physical environment and information) can be accessed, used and enjoyed by people with disabilities. The term implies conscious planning, design and/or effort to make sure our facilities are barrier free to people with disabilities.
- **Unconscious Biases** - Biases are mental processes that operate outside of our consciousness, intentional awareness, or control. These can manifest as shortcuts in our brains that can lead us to make decisions based on assumptions.
- **Intersectionality** - Interconnected nature of social categorizations such as age, ethnicity, race, nationality, disability, economic status, gender identity, sex and sexual orientation etc., as interconnected nature of social categorizations as they apply to a given individual or equity-deserving Group.

## **SECTION 2 – THE APPROACH**

### **2.1 THE ROYAL CANADIAN LEGION MISSION STATEMENT**

***“To serve Veterans, which includes Serving Military and RCMP members and their families, to promote remembrance and to serve our communities and our country.”<sup>1</sup>***

In order to project a clear message that we serve all veterans, our EDI mission acknowledges a commitment that requires identifying and addressing formal and informal obstacles, barriers, and biases that limit equitable access and opportunities. It includes intentionally pursuing and implementing Legion-wide equity initiatives to embed diversity in all Legion structures, programs, policies, and practices.

### **2.2 THE ROYAL CANADIAN LEGION VISION STATEMENT**

***“To be the most highly respected Veteran and Community Service organization”.<sup>2</sup>***

In order to demonstrate that we are a “highly respected organization”, our EDI Vision includes a commitment to cultivate an organizational culture that values, supports, and promotes equity, human rights, respect, and accountability among veterans, members, clients and employees. In our inclusive community, we must encourage and support individual and collaborative efforts to identify and address inequities as we engage with diverse ideas, knowledge, and perspectives in the pursuit of inclusive excellence for the organization’s future.

### **2.3 THE ROYAL CANADIAN LEGION CORE VALUES**

Core values are what support the vision, shape the culture and reflect what the organization values. They are the essence of the organization’s identity – the principles, beliefs or philosophy of values.<sup>3</sup> The Royal Canadian Legion’s core values are:

- **Service** – we provide dedicated support and compassionate assistance;
- **Integrity** – we behave ethically and in a manner which inspires trust, mutual understanding and confidence;
- **Respect** – we are supportive, inclusive, courteous and fair to all, honouring the dignity and worth of every person;
- **Loyalty** – we are steadfast in our patriotic allegiance to the Sovereign, to our Country, to the Royal Canadian Legion and to our Comrades; and
- **Teamwork** – we cooperate and work together selflessly, in Comradeship, to achieve our shared Mission.

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<sup>1</sup> The General By-Laws of the Royal Canadian Legion as amended to December 2022 page vii.

<sup>2</sup> The Royal Canadian Legion Focus on the Future Committee, February 2012.

<sup>3</sup> The Royal Canadian Legion Strategic Plan 2018 – 2026.

## 2.4 **THE GUIDING PRINCIPLES**

This Strategic Plan's Guiding Principles and actions are underpinned by respect for the dignity, rights, and full participation Legion-wide. The Royal Canadian Legion's Strategic Plan for EDI is guided by the following principles:

- **Equity** – ensuring access, resources and opportunities for all, regardless of their identities;
- **Diversity** – the presence of differences that enrich the Legion and reflect the communities it serves including the veteran community, all Legion members and Canada as a whole;
- **Inclusion** – welcoming all people regardless of their background and integrating their perspectives and contributions into how our Branches operate;
- **Human Rights** - the basic rights and freedoms that belong to every one of our targeted audiences;
- **Equality** - men and women, people of different races, religions and sexual orientation are all treated fairly and have the same opportunities regardless of the equity-deserving group to which they associate; and
- **Respect for reconciliation with Indigenous peoples** – the Legion extends its unreserved support, wherever possible and appropriate, and in collaboration with First Nations, Métis and Inuit communities, to assist in this healing journey.

## 2.5 **THE THEMES OF APPROACH**

This Strategic Plan's Guiding Principles inspire and identify our Themes of Approach and establish our six EDI Strategic Objectives:

THEMES OF APPROACH	STRATEGIC OBJECTIVES
LEADERSHIP	1. Establish an EDI strategy through strong and effective leadership.
ORGANIZATIONAL CULTURAL COMPETENCE	2. Address cultural and traditional gaps and invest in training.
POLICIES AND PROCEDURES	3. Formalize policies and procedures to create a common EDI standard.
DATA COLLECTION AND ANALYSIS	4. Build tools and processes to collect EDI data and measure success.
DIVERSITY AND INCLUSION	5. Proactively communicate and recruit to build diversity and inclusivity.
COMMUNITY ENGAGEMENT	6. Build partnerships and engage with external groups to expand capacity.

## 2.6 **STRATEGIC OBJECTIVES AND KEY GOALS**

- **Strategic Objective #1: Establish an EDI strategy through strong and effective leadership.**

The Royal Canadian Legion must develop a clear vision and strategy to educate our veterans, members and employees about the importance of EDI. The Dominion Executive Council is responsible for setting standards, service levels and expectations related to EDI. Provincial Commands will lead implementation of EDI strategies and adapt to each province's needs as determined by the communities they serve. Branches will maintain a central front-line role in engaging with local communities and supporting the implementation of EDI initiatives.



### **Key Goals:**

- Finalize organization wide strategies and plans for EDI;
- Establish an EDI evaluation framework;
- Gather EDI performance assessments reports on an ongoing basis
- Allocate an annual budget for EDI initiatives and programs; and
- Implement land acknowledgements as a general practice and implement their use across all levels of the organization.

- **Strategic Objective #2: Address cultural and traditional gaps and invest in training.**

The Royal Canadian Legion must foster an organizational cultural change that embeds EDI within our core values.



### **Key Goals:**

- Develop and communicate the Royal Canadian Legion's EDI statement to demonstrate a firm commitment to reduce inequality and promote diversity and inclusion;
- Provide training to all leadership and employees regarding accommodation, cultural and diverse community sensitivity, unconscious bias, cultural awareness and belonging; and
- Establish regular posts through external and internal (Legion Magazine) media platforms to highlight diverse veterans' and member's stories and experience.

- **Strategic Objective #3: Formalize policies and procedures to create a common EDI standard.**

The Royal Canadian Legion will review all policies and procedures to ensure EDI is implemented and supported by training/education to create a standard of inclusiveness.





**Key Goals:**

- Review existing By-Laws and policy manuals to ensure that EDI language is included and consistent;
- Develop specific EDI policies and written guidelines such as Ethnic Diversity Policy, Harassment and Misconduct Policy, Language Use Policy, Accessibility policy and Employment Equity Policy; and
- Offer unconscious bias training to select leadership positions at all levels of the Royal Canadian Legion.

- **Strategic Objective #4: Build tools and process to collect EDI data and measure success.**

Royal Canadian Legion will enable data collection and analysis to better understand the current demographics which, in turn, will enable us to monitor and evaluate progress.



**Key Goals:**

- Develop a self-identification mechanism that is voluntary, ensures anonymity and is readily accessible;
- Establish and implement clear guidelines for the collection of data and dedicate organization resources (i.e. National Headquarters employees expertise) to regularly analyze data; and
- Report data against diversity goals to support EDI focused decision making.

- **Strategic Objective #5: Proactively communicate and recruit to build diversity and inclusion.**

The Royal Canadian Legion will develop and communicate a recruitment and retention strategy for members and employees tailored to include equity-deserving groups thereby better reflecting those we serve.



**Key Goals:**

- Identify diversity gaps in elected leadership and Headquarters positions and define diversity targets for the future;
- Develop a recruitment and retention plan that better represents equity-deserving groups within veterans' communities and their families;
- Establish a formal communication and outreach strategy to increase awareness around the Legion's EDI representation; and
- Develop an accessibility policy to ensure all services and programs are inclusive to all.

- **Strategic Objective #6: Engage and build partnerships with external diverse groups to expand capacity.**

The Royal Canadian Legion will establish a clear engagement strategy to build partnerships that will increase awareness and education and ensure all Legion programs are inclusive of all Legion members .



**Key Goals:**

- Develop a community engagement strategy including guidelines, tools and approaches which will ensure a consistent approach at all levels of the Legion;
  - Collaborate with other veterans' organizations and government agencies to better understand the needs of equity-deserving groups thereby offering enhanced services and programs;
  - Develop a communication plan as a guide for all levels of the Legion to celebrate equity-deserving groups' and related accomplishments during key milestones (i.e. Black History Month, Women's History Month, Indigenous History Month, 2SLGBTQ+ Month, etc); and
  - Review Legion policies and programs to ensure they are inclusive of all members of the Legion.
-

### **SECTION 3 - CONCLUSION**

The Royal Canadian Legion's philosophy that "a veteran is a veteran is a veteran" must be clearly understood to include the statement "regardless of age, ethnicity, race, nationality, disability, economic status, gender identity, sex and sexual orientation.". If we accept this supposition, we will give all veterans and non-veterans alike a clear indication that they will be supported and served by the Royal Canadian Legion regardless of their association with any equity-deserving group.

While Canada's veteran population and the demographics of our membership has become increasingly diverse, the Royal Canadian Legion has failed to keep pace. This is primarily driven by our challenges recruiting younger (post-Cold War) veterans and potential Ordinary, Associate and Affiliate members from equity-deserving groups. Only an effective, unequivocally supported Strategic Plan can address the remaining barriers and increase diversity across our organization.

This Strategic Plan is not intended to be the final solution; it must remain a living document that will require continual renewal. As previously stated, the National Headquarters, with guidance and direction from the Dominion Executive Council, assumes responsibility for the standards, service levels and expectations related to EDI for the Royal Canadian Legion as a whole. However, it cannot be over-stated that Provincial Commands must assume responsibility for the lead implementation of EDI strategies and programs across their respective areas of responsibility. Branches, in turn, must maintain a central front-line role in engaging with their members, veterans and the local community in order to support the drive of local EDI initiatives.

The ultimate goal is to ensure that the Royal Canadian Legion projects a culture where all veterans and Legion members, regardless of their age, ethnicity, race, nationality, disability, economic status, gender identity, sex and sexual orientation feel welcome and included. Failure to meet that goal will indicate that we are not supportive of all veterans nor all non-veteran Legion members. As a result, we will fail to meet the requirements of our established Mission and Vision statements.



**THE ROYAL CANADIAN LEGION**

**EQUITY, DIVERSITY AND INCLUSION (EDI)**

**ACTION PLAN**

1. The Royal Canadian Legion's Strategic Plan, as approved by Dominion Executive Council on April 29<sup>th</sup>, 2023, embeds of all levels of the Royal Canadian Legion from the grass roots to the highest echelons at Dominion Command. It sets out strategies to empower members, Branches, Provincial Commands and Dominion Command to develop and implement EDI plans and employees and clients that may or may not be Legion members. It includes Strategic Objectives and Key Goals that will support the Legion to become more equitable, diverse, and inclusive.
2. This Action Plan is subordinate to, and must be read in conjunction with, the Strategic Plan.
3. The following tables define the six strategic objectives and for each objective includes the key goals, specific actions and is responsible for implementation and the proposed completion date.

**Strategic Objective #1: Establish an EDI strategy through strong and effective leadership.**

The Royal Canadian Legion must develop a clear vision and strategy to educate our Veterans, members and employees at Dominion Command. The Council is responsible for setting standards, service levels and expectations related to EDI. Provincial Commands will lead the implementation of EDI initiatives. Branches will maintain a central front-line role in engaging members and clients that may or may not be Legion members.

Key Goal	Action Item	Priority
Finalize organization wide strategies and plans for EDI.	<ul style="list-style-type: none"> <li>• Publish the Strategic Plan</li> </ul>	1
	<ul style="list-style-type: none"> <li>• Consultation with Special Advisors</li> </ul>	1
	<ul style="list-style-type: none"> <li>• Forward the draft Action Plan to the Going Forward Committee</li> </ul>	1
	<ul style="list-style-type: none"> <li>• Share draft Action Plan for consultation with Command Presidents and PEDs</li> </ul>	1
	<ul style="list-style-type: none"> <li>• Obtain DEC approval of the EDI Action Plan</li> </ul>	1
	<ul style="list-style-type: none"> <li>• Establish a Dominion Command EDI Committee</li> </ul>	1
	<ul style="list-style-type: none"> <li>• Establish organizational EDI governance and accountability within all levels of the Legion</li> </ul>	1
	<ul style="list-style-type: none"> <li>• Develop EDI training plan for Commands and branches</li> </ul>	2

Establish an EDI evaluation framework.	<ul style="list-style-type: none"> <li>• Appoint a Command and Branch EDI OPI or Committee to monitor implementation and progress</li> <li>• Undertake research for evaluation framework criteria with consideration to engaging StrategyCorps for professional input</li> <li>• Establish an internal process to conduct a progress assessment on implementation of the Action Plan at all levels of the Legion</li> <li>• Contract StrategyCorps or another independent firm three years after Action Plan implementation to assess the effectiveness of the Legion's EDI and advancements resulting from the Strategic and Action Plans</li> </ul>	1  2  2  3
	<ul style="list-style-type: none"> <li>• Develop and implement a performance measurement system including reporting criteria and reporting authorities at Command and branch levels</li> </ul>	2
	<ul style="list-style-type: none"> <li>• DEC to fund initial online EDI training sessions for Command and Branch leadership</li> <li>• Determine cost of required training and implementation of EDI</li> <li>• Establish an annual budget at each level of the Legion</li> </ul>	1  2  1
	<ul style="list-style-type: none"> <li>• Action DEC direction to develop guidance in including a generic land acknowledgement in Legion events and identify appropriate meetings and occasions</li> </ul>	1
Gather EDI performance assessment reports on an ongoing basis.		
Allocate an annual budget for EDI initiatives and programs.		
Implement land acknowledgements as a general practice and implement their use across all levels of the organization.		

**Strategic Objective #2: Address cultural and traditional gaps and invest in training.**

The Royal Canadian Legion must foster an organizational cultural change that embeds EDI within our core values.		
Key Goal	Action Item	Priority
Develop and communicate the Royal Canadian Legion's EDI statement to demonstrate a firm commitment to reduce inequality and promote diversity and inclusion.	<ul style="list-style-type: none"> <li>Conduct research including reviewing other EDI statements to develop the Legion specific statement</li> </ul>	1
	<ul style="list-style-type: none"> <li>Produce draft</li> </ul>	1
	<ul style="list-style-type: none"> <li>Solicit comments from DEC</li> </ul>	1
	<ul style="list-style-type: none"> <li>Finalize and communicate</li> </ul>	1
Provide training to all leadership and employees regarding accommodation, cultural and diverse community sensitivity, unconscious bias, cultural awareness and belonging.	<ul style="list-style-type: none"> <li>At Dominion Convention host training sessions / focus groups / workshops related to EDI and the key goals</li> </ul>	2
	<ul style="list-style-type: none"> <li>Develop and implement an EDI training package for Legion leadership, membership and employees</li> </ul>	1
	<ul style="list-style-type: none"> <li>Include an EDI aspect in welcoming package and installation ceremony</li> </ul>	2
	<ul style="list-style-type: none"> <li>Conduct a survey to formalize best practices and share across the Commands and branches</li> </ul>	3
Establish regular posts through external and internal (Legion Magazine) media platforms to highlight diverse Veterans' and member's stories and experience.	<ul style="list-style-type: none"> <li>Develop and communicate list of annual observances</li> </ul>	1
	<ul style="list-style-type: none"> <li>Develop and promulgate flag policy for special National recognitions related to EDI</li> </ul>	2
	<ul style="list-style-type: none"> <li>Encourage Commands and branches to develop/re-post social media posts</li> </ul>	3
	<ul style="list-style-type: none"> <li>Engage with Legion magazine regarding articles and EDI inclusion in "On This Date" calendar of events</li> </ul>	3
	<ul style="list-style-type: none"> <li>Solicit inputs Legion-wide</li> </ul>	3
	<ul style="list-style-type: none"> <li>Engage with VAC Commemoration to share their EDI related activities in Legion events and activities</li> </ul>	3
	<ul style="list-style-type: none"> <li>Highlight service of Veterans from diverse cultures and ethnicities</li> </ul>	3



**Strategic Objective #3: Formalize policies and procedures to create a common EDI standard.**

The Royal Canadian Legion will review all policies and procedures to ensure EDI is implemented and supported by training.	
Key Goal	Action Item
Review existing By-Laws and policy manuals to ensure that EDI language is included and consistent.	<ul style="list-style-type: none"> <li>• Acquire credible reference for EDI language, including gender</li> </ul>
	<ul style="list-style-type: none"> <li>• Review GBLs and all Legion policy and reference manuals with EDI focus</li> </ul>
	<ul style="list-style-type: none"> <li>• Ensure bilingual translation is consistent with current gender identity policies and terminology</li> </ul>
	<ul style="list-style-type: none"> <li>• Add core values (included in the EDI Strategic Plan) to GBLs</li> </ul>
	<ul style="list-style-type: none"> <li>• Enable ethnic and cultural regalia as part of Legion dress, i.e. turban, indigenous sash</li> </ul>
	<ul style="list-style-type: none"> <li>• Review medals and undress ribbons policy, including foreign medals policy for wear on Legion dress</li> </ul>
	<ul style="list-style-type: none"> <li>• Review Legion dress policy to ensure gender inclusivity and impact on membership attraction, participation and retention</li> </ul>
	<ul style="list-style-type: none"> <li>• Find and research existing Legion policies and identify gaps; revise and improve as required</li> </ul>
Develop specific EDI policies and written guidelines such as Ethnic Diversity Policy, Harassment and Misconduct Policy, Language Use Policy, Accessibility policy and Employment Equity Policy.	<ul style="list-style-type: none"> <li>• Where Legion policies do not exist, develop new policies and/or related guidelines, including for areas such as branch accessibility and employment equity</li> </ul>
Offer unconscious bias training to select leadership positions at all levels of the Royal Canadian Legion.	<ul style="list-style-type: none"> <li>• Offer annual training sessions at Dominion Conventions / Provincial Conventions / District and Zone meetings regarding unconscious bias and EDI language awareness</li> </ul>
	<ul style="list-style-type: none"> <li>• Produce and make available online EDI training material</li> </ul>

**Strategic Objective #4: Build tools and processes to collect EDI data and measure success.**

The Royal Canadian Legion will enable data collection and analysis to better understand the current demographics which,		
Key Goal	Action Item	Priority
Develop a membership self-identification mechanism that is voluntary, ensures anonymity and is readily accessible	<ul style="list-style-type: none"> <li>Implement a self-identification option re: gender and ethnicity as optional information on a member profile through the Membership portal</li> </ul>	2
Establish and implement clear guidelines for the collection of data and dedicate organization resources (i.e. National Headquarters employees expertise) to regularly analyze data.	<ul style="list-style-type: none"> <li>Amend Membership application to include gender and ethnicity as optional information</li> </ul>	2
Report data against diversity goals to support EDI focused decision making.	<ul style="list-style-type: none"> <li>Provide regular reporting on membership diversity to monitor progress and better understand the diversity of the organization</li> </ul>	2
	<ul style="list-style-type: none"> <li>Determine feasibility / desirability of diversity goals</li> </ul>	3
	<ul style="list-style-type: none"> <li>If feasible and desirable, establish diversity targets</li> </ul>	3

**Strategic Objective #5: Proactively communicate and recruit to build diversity and inclusion.**

The Royal Canadian Legion will develop and communicate a recruitment and retention strategy for members and employees better reflecting those we serve.		
Key Goal	Action Item	Priority
Identify diversity gaps in elected leadership and Headquarters positions and define diversity targets for the future.	<ul style="list-style-type: none"> <li>Determine feasibility / desirability of diversity goals</li> </ul>	3
	<ul style="list-style-type: none"> <li>If feasible and desirable, establish diversity targets</li> </ul>	3
	<ul style="list-style-type: none"> <li>Monitor progress in improving diversity gaps</li> </ul>	3

Develop a recruitment and retention plan that better represents equity-deserving groups within Veterans' communities and their families.	<ul style="list-style-type: none"> <li>• Review membership data to identify diversity gaps</li> <li>• Ensure Legion marketing material is inclusive of diverse cultural groups and reflects all genders, ages and service</li> </ul>	3
	<ul style="list-style-type: none"> <li>• Establish equity-serving group advisors, i.e. women, 2SLGBTQ+, Indigenous and persons of colour at the Command level</li> </ul>	2
Establish a formal communication and outreach strategy to increase awareness around the Legion's EDI representation.	<ul style="list-style-type: none"> <li>• Develop an EDI communications plan to be shared at all levels</li> </ul>	2
	<ul style="list-style-type: none"> <li>• Establish / enhance relationships with local associations including diverse gender and cultural groups</li> </ul>	3
	<ul style="list-style-type: none"> <li>• Acknowledge diversity of cadet units and engage with parents to raise awareness of the Legion, its programs and welcoming environment</li> </ul>	3
Develop an accessibility policy to ensure all services and programs are inclusive to all.	<ul style="list-style-type: none"> <li>• Develop a plan to try and ensure all services and programs are available to all members notwithstanding any disability, i.e. participation in Legion sports, virtual attendance at branch events</li> </ul>	2

**Strategic Objective #6: Engage and build partnerships with external diverse groups to expand capacity.**

The Royal Canadian Legion will establish a clear engagement strategy to build partnerships that will increase awareness a inclusive of all Legion members .		
Key Goal	Action Item	Priority
Develop a community engagement strategy including guidelines, tools and approaches which will ensure a consistent approach at all levels of the Legion.	<ul style="list-style-type: none"> <li>• Host training or provide written/virtual guidance on improving EDI community engagement at all levels</li> </ul>	3
	<ul style="list-style-type: none"> <li>• Expand communication plan to include EDI practices and guidance</li> </ul>	3
Collaborate with other Veterans' organizations and government agencies to better understand the needs of equity-deserving groups thereby offering enhanced services and programs.	<ul style="list-style-type: none"> <li>• Build a database of EDI related gender, cultural and ethnic groups, Veterans organizations, not-for-profit Veteran support groups and government agencies</li> </ul>	3
Develop a communication plan as a guide for all levels of the Legion to celebrate equity-deserving groups' and related accomplishments during key milestones (i.e. Black History Month, Women's History Month, Indigenous History Month, 2SLGBTQ+ Month, etc).	<ul style="list-style-type: none"> <li>• Engage with Legion magazine regarding articles and EDI inclusion in "On This Date" calendar of events</li> </ul>	2
	<ul style="list-style-type: none"> <li>• Engage with VAC for EDI inclusion in events and activities</li> </ul>	2
Review Legion policies and programs to ensure they are inclusive of all members of the Legion.	<ul style="list-style-type: none"> <li>• Review all Legion national, Command and Branch programs and policies to identify barriers to inclusiveness</li> </ul>	3
	<ul style="list-style-type: none"> <li>• Review appointment and terminology regarding Memorial (Silver) Cross Mother</li> </ul>	2
	<ul style="list-style-type: none"> <li>• Engage in consultation with LAs re: EDI</li> </ul>	

## Together the Royal Canadian Legion is Committed to Equity, Diversity and Inclusiveness

The Royal Canadian Legion strives to embed Equity, Diversity and Inclusion (EDI) into the culture of all levels of the Royal Canadian Legion from our Branches and members to Dominion Command and from Dominion Command to our Branches and members. We empower members, Branches, Provincial Commands/Special Sections and Dominion Command to build EDI plans and initiatives, not only for our members, but also for our employees and clients that may or may not be Legion members. Our ultimate goal is to ensure that the Royal Canadian Legion projects a culture where all Veterans and Legion members, regardless of their age, ethnicity, race, nationality, disability, economic status, gender identity, sex and sexual orientation feel welcome and included. Failure to meet that goal will indicate that we are not supportive of all Veterans, nor all non-Veteran Legion members.

### Our Mission

The Legion's commitment to equity, diversity and inclusion is unwavering and will reflect across all of our work supporting all Veterans, their families and our communities. This is central to our impact and our mission: "To serve Veterans, which includes serving Military and RCMP members and their families, to promote remembrance and to serve our communities and our country."

### Our Vision

To achieve our vision "To be the most highly respected Veteran and Community Service organization", we must demonstrate our commitment to cultivate an organizational culture that values, supports, and promotes equity, human rights, respect, and accountability among Veterans, members, clients and employees. In our inclusive community, we must encourage and support individual and collaborative efforts to identify and address inequities as we engage with diverse ideas, knowledge, and perspectives in the pursuit of inclusive excellence for the organization's future.

To achieve our vision for EDI we are guided by the principles:

- **Equity** – ensuring access, resources and opportunities for all, regardless of their identities
- **Diversity** – the presence of differences that enrich the Legion and reflect the communities it serves including the Veteran community, all Legion members and Canada as a whole
- **Inclusion** – welcoming all people regardless of their background and integrating their perspectives and contributions into how our Branches operate
- **Human Rights** - the basic rights and freedoms that belong to everyone
- **Equality** - men and women, people of different races, religions and sexual orientation are all treated fairly and have the same opportunities regardless of the equity- deserving group to which they associate
- **Respect for reconciliation with Indigenous peoples** – the Legion extends its unreserved support, wherever possible and appropriate, and in collaboration with First Nations, Métis and Inuit communities, to assist in this healing journey.

These guiding principles will inspire and establish our strategic objectives. To achieve our strategic objectives, every member of the Royal Canadian Legion has a role to play, and together we will:

- Establish an EDI strategy through strong and effective leadership
- Address cultural and traditional gaps and invest in training

- Formalize policies and procedures to create a common EDI standard  
Build tools and processes to collect EDI data and measure success
- Proactively communicate and recruit to build diversity and inclusivity  
Build partnerships and engage with external groups to expand capacity

The Royal Canadian Legion has been serving Veterans, their families and our communities for nearly 100 years. However, we know that Canada's Veteran population and the demographics of our membership has become increasingly diverse, and the Royal Canadian Legion has failed to keep pace. The philosophy that "a Veteran is a Veteran is a Veteran" must be clearly understood to include the statement "regardless of age, ethnicity, race, nationality, disability, economic status, gender identity, sex and sexual orientation." This will ensure that all Veterans and non-Veterans will know that they are supported and served by the Royal Canadian Legion regardless of their association with any equity-deserving group. This is the future of the Royal Canadian Legion.

Signed by

President Royal Canadian Legion

# Government of Canada- Guide on Equity, Diversity and Inclusion Terminology

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## **Glossary of terms for EDI and EDI Writing Tools**

The Glossary is design in 2 different formats, in Unilingual that you can switch the language on the top right or the Bilingual version that each term have English and French version.

<https://www.noslangues-ourlanguages.gc.ca/en/publications/equite-diversite-inclusion-equity-diversity-inclusion-eng>

It is a tool made available by the Government of Canada on the Language Portal of Canada to explain concepts related to equity, diversity, accessibility and inclusion. The Guide is the result of extensive consultations and of a collaborative effort between more than 20 federal departments and agencies.

The terminology related to equity, diversity, accessibility and inclusion will continue to evolve and never be completely neutral. For this reason, most entries in the Guide contain definitions and usage notes that offer explanations on the particular use of the terms. As language evolves, the Guide will be regularly updated and enhanced with new concepts.

Inclusive writing – Guidelines and resources

Inclusive writing – Guidelines and resources – Writing Tips Plus – Writing Tools – Resources of the Language Portal of Canada.

<https://www.noslangues-ourlanguages.gc.ca/en/writing-tips-plus/inclusive-writing-guidelines-resources>



## REPORT OF THE DOMINION COMMAND CENTENARY COMMITTEE

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J. Mahon, *Chair*  
V. MacGregor, *Vice-Chair*  
C. Thompson, *BC-YT Representative*  
D. Bolduc, *AB-NWT Representative*  
C. Pedersen, *SK Representative*  
G. Conrad Davey, *MB-NWO Representative*  
G. Pond, *ON Representative*  
J. St-Laurent, *QC Representative*  
T. McEvoy, *NB Representative*  
D. MacEwen, *PEI Representative*  
M. Fryday-Cook, *NS-NU Representative*  
B. Meadus, *NL Representative*  
K. Merola, *TVS Representative*  
C. Richardson, *Member at Large*  
L. Murray, *Ex-Officio*  
S. Clark, *Ex-Officio*  
B. Lawrence, *Ex-Officio*  
T. Backer, *Coordinator*  
K. Therien, *A/Coordinator*

### GENERAL

“If this great task can be carried on by a united organization imbued with the same spirit that carried the Canadian forces to victory on the battlefield, future generations will rise up to acclaim the men who magnified their war service by rendering an infinity greater service to the nation in the days of peace.”

- Sir Richard Ernest William Turner, KCMG, VC, DSO South African War and First World War Veteran. Chair of the Unity Conference and one of the original founders of the Legion.

The Centenary Committee has been working on events and plans for the celebration of the Royal Canadian Legion’s centennial year. The committee is made up of representatives from each command and sections within the organization. As we reflect on our achievements over the last century, we plan to recognize our members, volunteers, and corporate partners who share our passion for bringing people together to support, commemorate and celebrate our Veterans community and the importance of Remembrance. The purpose of the Centenary Committee is to ensure a dignified and fun celebration of 100 years of commitment to Veterans, their families, communities across Canada, and our sacred trust

to ensure that Canadians always Remember. The centenary year of 2026 will be a time to commemorate our collective history, but also look to the future of the Royal Canadian Legion by safeguarding its unique ethos, while still moving boldly forward into its second century.

Since the last convention, the committee has expanded and has made great progress. The committee has accomplished many plans that needed to be finalized. Over the last few years, things such as the re-design of the centennial logo, the brand guide, the centenary strategic plan, and the initial list of projects and their OPIs have all been achieved. In doing so, committee members have now been assigned their own tasks and have undertaken their respective planning assignments.

The group continues to regularly meet to discuss these Centenary projects, planning updates, and their overall strategies going forward. Below is the list of major aims and objectives that the Centenary Committee commits to attaining while carrying out these projects:

- Promoting Remembrance.
- Celebrating this historic milestone with our members.

- Recognizing all Veterans and all Legion members.
- Promoting Membership and enhance reputation.
- Enhancing Veteran community program awareness.
- Sharing the Legion message and services with Canadian public.
- Engaging nationally with a more diverse people.
- Commemorating and paying tribute to our 100-year history.

## CENTENARY PROJECT UPDATES

Many plans are already underway for our centenary year. Below is a brief update on some of the major ones:

- **Royal Canadian Legion Centenary medal:** One of the Centenary projects in store for 2026 is the creation of the of a 100th anniversary medal. Although a resolution was passed at the 2021 Dominion Convention to prohibit the future sale of commemorative medals, the Centenary Committee feels that it is necessary to amend this resolution because of the uniqueness of the centennial year. Instead of creating a new resolution, the committee has developed an amendment to include commemorative medals for special occasions such as the 100th anniversary. At the DEC meetings held on April 27-28, 2024, the motions to amend the previous resolution and to create a Centenary Medal were presented to DEC. With the backing of the Ritual and Awards Committee, DEC approved the Centenary Committees plans to move forward with the creation of this medal and to allow its resale to Legion members. The design phase of this medal is currently underway.
- **Royal Canadian Legion 100th Anniversary Documentary:** The Centenary Committee is partnering with Canvet to produce a short documentary. The video will be similar to the “Military Moments” videos that Canvet has produced in the past. The video project is currently underway and should be completed well before 2026.
- **Centenary Merchandise:** Initial discussions with the Legion House Supply Department have taken place. The plan is to produce and sell Centenary items through the Poppy Store for branches, Legionnaires, and the Canadian public. Items such as mugs, golf shirts, lapel pins, ball hats, flags...etc. are some of the items that have been discussed. We are also looking into changing the artwork for the poppy seed packaging to include the 100th anniversary logo.
- **Centenary War Museum Exhibit:** The committee is currently in discussions with the Canadian War Museum to work together in creating a “mobile exhibit.” The idea is to have a traveling exhibit made up of panels and certain artifacts which could be shared across the country – especially with Provincial Commands, possibly Branches, and other organizations throughout 2026. The exhibit would consist of 5-6 panels which would showcase key moments throughout our 100-year history. There could also be an opportunity for commands to develop their own section, dedicated to their own provincial history. Many details still need to be worked out, however the suggestion to create this travelling exhibit to share with the country is worth looking into.
- **Legion Coat of Arms:** The Canadian Heraldic Authority at Rideau Hall has granted the RCL a coat of arms for its centennial. The design phase has been initiated and we expect to have that completed soon so that artwork can be started. The Coat of Arms is expected to be completed by the end of the year and it will be sent to Legion House for planning purposes.
- **Centenary Brand Partnerships:** There are currently 43 corporate partners who have varying relationships with the RCL. In the coming months, the committee will work to come up with an action plan and ideas on possible collaborations.
- **Centenary Gala:** The plan is to host a Centenary Gala during the 2026 Convention in Winnipeg, MB. Further planning will commence with the conclusion of the 2024 Convention. The Gala would be open to all Legionnaires

attending convention, along with VIPs, sponsors and other special guests.

- **Centenary Stamp and Coin:** Requests have been sent to the Royal Canadian Mint and Canada Post for the creation of a RCL circulation coin and stamp.

#### THE WAY AHEAD: COMMITTEE PLANS / GOALS

Going forward, the Committee's goal is to further evolve these major plans while also making sure to attain their respective timelines. Below is a brief update on several other projects which require further expanding in the near future:

- **Legion Anniversary Book** – Planning for the creation of this book is ongoing.
- **Gala Corporate Sponsorships** – As planning of the next convention and the gala comes along,

the committee will explore opportunities to have the gala potentially sponsored by our partners.

- **Legion 100th Anniversary Day** – The idea is to have a National Day of Celebration on Friday 17 July 2026. On this day, branches across the country would be encouraged to celebrate the anniversary within their communities.

The Centenary Committee is committed to ensuring that the planning for each of these projects can achieve our goals, not only at the national level, but also provincially, and most importantly at the local branch level. We look forward to celebrating our centennial and marking our 100-years of service.

This report was moved, seconded and approved by the delegates.

#### THE ROYAL CANADIAN LEGION – DOMINION COMMAND CENTENARY COMMITTEE

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
TRAVEL	0	0	0	0	0
PER DIEM	0	0	0	0	0
PRINTING & OFFICE	0	0	0	0	0
TELEPHONE	0	0	0	0	0
MISCELLANEOUS	0	0	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## REPORT OF THE DOMINION COMMAND TUBERCULOUS VETERANS SECTION

P. Merola, *President*  
G. Coburn, *Constitution and Laws*  
K. Merola, *Centenary Committee*  
L. Lindsey, *PEC Rep*

### TVS PRESIDENT REPORT

The Tuberculous Veterans Section consists of four Branches with a membership of approximately 500.

Member Branches are:

#### **Saskatchewan:**

Dr. Harold Anderson Memorial,  
Saskatoon, TVS Branch #78  
Elisa Paul - President, Sandra Gilecki - 1st VP, Deb McGraw - 2nd VP, Clarence Paul TVS Rep

#### **Alberta:**

Hugh Farthing Memorial, Calgary, TVS Branch #52  
Marilyn Bushell - President, Lynn Martin - 1st VP,  
Nancy Frayn - TVS Rep

#### **British Columbia Branches:**

TVS Branch #44, Vancouver  
Heddy Bing - President, Mary McKenna - 1st VP,  
Robert Tam - 2nd VP and Lizz Lindsay - TVS Rep

Shalom Branch #78, Vancouver  
Danny Redden - President

The Tuberculosis Veterans Section (TVS) holds a significant place in the history of the Royal Canadian Legion (RCL). Established a decade before the RCL's formation, TVS was among several sections that united in 1926 to create the organization we know today as the RCL. TVS served as a pioneering model for veteran advocacy, which has been carried forward by the Legion. Although TVS primarily focused on veterans with tuberculosis, its Service Officer model was broadly adopted by the Legion.

While tuberculosis has been largely eradicated in the Western world and no longer poses the threat it once did to our veterans, other respiratory illnesses have emerged. Veterans who served in the navy and on ships are dealing with asbestosis, while those who worked in asbestos-insulated

buildings are similarly affected. Additionally, Afghan war veterans are now facing severe respiratory health issues due to exposure to burn pits. Chronic Obstructive Pulmonary Disease (COPD) is also prevalent among many veterans. The respiratory ailments continue to provide a focus for TVS's advocacy and support efforts.

Today, TVS branches persist in advocating for veterans with respiratory health issues. They raise funds for respiratory research, provide respiratory health equipment for hospitals in their respective Provinces, and offer educational support for those pursuing careers in respiratory health. TVS also provides direct respiratory support to veterans when needed.

As with all Legion branches, TVS relies on the dedicated service of its members who are committed to supporting veterans in any way possible. However, TVS faces a unique challenge: it operates as dry branches, meaning it does not have canteens and thus lacks revenue from beverage sales. Despite this, TVS has continued to thrive for decades, embodying the true spirit of the Legion by selflessly serving veterans and the community.

TVS actively participates in all Legion activities, including fundraising and Poppy Tagging. Notably, TVS offers the unique opportunity for Dual membership to all RCL members, allowing individuals from any branch across Canada to also affiliate with TVS and support its goals and objectives.

This is who we are and what TVS does, lest we forget,

Yours in Comradeship,  
Peter Merola  
TVS President

This report was moved, seconded and approved by the delegates.

REPORT OF THE  
**OPERATIONAL STRESS INJURY  
SPECIAL SECTION**  
*“BSO Legion OSI”*

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T. Jenvenne, *President*  
D. Reid, *1st Vice-President*  
M. Bonenfant, *2nd Vice-President*  
C. Cook, *Chair*  
S. Clayton, *Treasurer*  
J. Leroy, *Secretary*  
J. Carleton, *Immediate Past President*

Comrade President, honoured guests, head table, comrades all I bring greetings from the BSO-OSI Special section.

Comrade President, once again thank you for allowing our section to be a part of this great organization. It's hard to believe we've been a part of this team for almost 10 years now. It's also hard to believe that summer is nearing its end, and winter will once again round the corner in a not-so-distant future. I only mention this because that's when our workload always increases, and we find more veterans and family members needing support. I do believe that this year could also be one of our busiest so far. If the stats from the Homeless Veteran stats are any indication, cost of living, medications and everything else increasing, it will also mean that many more veterans and their family members will need our support. The reason I am talking about homelessness, or housing crisis, is peace of mind goes along way when you're safe, warm and fed. Together we can all make a difference, remember comrades it takes a village!

**ADVOCATING NEW PROGRAMS AND RESOURCES.**

Advocating with our partners we have been able to bring programs like The Burns Way Initiative, supported by both RCL and Veterans Affairs and hopefully will be up and running in 2024. The Mood Disorder Society of Canada is now doing a trial and evaluation on a new peer support program in Ontario. This course is 2 days long for a total of 16 hours of training and is free for veterans and their families. We have worked with other groups such as Vet to Vet and Dimensions Retreats to help get their programs running or with things to keep them running. Also working with the Atlas Institute

as a lived experience volunteers and advisors. We currently engaged Atlas and their national committees. A National Peer Support committee working to bring accreditation to peer support. A national suicide prevention resources project team has completed a recent project and there is now a resource kit for Veterans, Serving Members and their families. Best of all 988 has been launched, a national 3-digit suicide hotline. As I write this report, I hope that by convention that the “The Burns Way” program is also up and running. Peer Advocates will provide judgment-free, confidential support whenever the need arises. The Burns Way will introduce a fresh set of support resources, designed to remove barriers to care.

**BSO-OSI VETERAN INITIATIVE PROGRAMS**

Programs are slowly growing within our provincial branches. All our programs require the host to be a veteran, and a member of the BSO-OSI Special Section. We continue to experience a real issue with branches claiming to be running our “Buddy Check Coffee” and not have anyone that is a part of the BSO-OSI section. Another issue we are constantly faced with is reporting of activities and expenditures. Our Initiatives are paid for using the resources of poppy funds, and as such there is a requirement to be diligent with these funds and to report them accordingly. All hosts and branches are given the guidelines and they clearly state the reports are due quarterly. Without proper reporting and membership in the section approval for poppy funds to be used under our sections program can not be authorized. Lastly and as most importantly BSO-OSI programs are to be safe spaces for all our veterans. Mental health injuries and addictions run hand in hand,

and as such all our programs have a ZERO access to alcohol policy. We ask that if they're ran at the branch to do so when the branch isn't open, this also gives the peer group a quiet place to meet among themselves.

We have implemented policy and procedures in relation to ensuring the safety of members attending these programs by ensuring the local organizers are properly screened.

These measures will include police criminal record checks and vulnerable sector screening. Although both programs can use Poppy funds, a special use approval is needed prior to launching at a branch. We are also looking at programming to better assist participants in delivering these programs. This could include mandatory courses such as the Mental Health First Aid Course or equivalent.

## COMMAND COOPERATION

The BSO-OSI section has grown into the Provincial/Territorial Commands. Several of these commands are now very integrated and the relationship of the BSO-OSI representation on these command executives and their committees. These Include VSS, Homeless Veteran and the Poppy Committee to name a few.

We are working within Ontario Command District C to build the guidelines and bylaws. Eventually creating a position of BSO-OSI rep to each district across the country. Please be patient, it is a work in progress. We are working to ensure that all levels of command have the proper regulations and bylaws in place. Also, that the position and all the requirements and expectations are laid out correctly before sharing them to other areas.

Miigwetch

This report was moved, seconded and approved by the delegates.

## REPORT OF THE NATIONAL EXECUTIVE DIRECTOR

S. Clark, *National Executive Director*  
R. Hayley, *Director Corporate Services and Strategic Planning*  
C. Hughes, *Director Veterans Services*  
O. Gorelova, *Director Financial Services*  
D. Edmonds, *Director Marketing and Communications*  
L. Taha Cheng, *Director Poppy and Remembrance*  
J. Elliott, *Director Supply (until June 2024)*  
T. Diamond, *Director Supply Sales and Merchandising*  
(June 2024 onward)

### INTRODUCTION

For Convention 2021, the virtual gathering, the growing fourth wave of the pandemic was upon us. Capacity limits and other restrictions were still in place and, like branches and commands, Legion Headquarters continued to be impacted. But Covid-19 became an influencer in business transformation, requiring the organization to adapt to different and more efficient ways of operating and undertaking programs. We embraced technology, maintained calm and tempered optimism, enhanced communication and tapped into hidden opportunities as we strengthened organizational resilience, innovation and ingenuity.

### INVESTMENT IN GROWTH AND SUSTAINABILITY

Data is priceless! Data, and understanding and analyzing that data, together with awareness of what branches and members want and need, provides insight into growth opportunities and organizational sustainability through re-affirmed goals, operational effectiveness and the necessary evolving of policies and procedures. This was never so important as we transitioned from the pandemic. For example, travel hesitancy and heightened importance of cost-effectiveness led to continuing to conduct dominion committee business through videoconferencing rather than in person, with no resulting decrease in productivity or achievements.

During this convention, you will hear how we have approached growth and sustainability by pursuing opportunities like new technologically innovative Remembrance initiatives, continuing engagement and support to Cadets and Junior Canadian Rangers, the expanding interest in electronic membership cards, how younger members want and are using

the online joining option, the increasing use of the faster and more secure electronic funds transfer, and exceptional communications and social media engagement. These investments in our growth and sustainability have helped transform our business while still respecting our treasured heritage.

### AN EXCEPTIONAL STAFF

Leading the investment in transformation are the National Headquarters Directors. Our total staffing complement of 43 permanent staff and one contract worker across all departments continues to reflect one of the smallest headquarters staffs in over a decade. Maintaining service excellence and enhancing the member experience remains a priority for every member of the headquarters team. I am so very proud to work with such an exceptional group of colleagues.

### OUTSTANDING ACHIEVEMENT

Each National Headquarters department works to ensure we remain aligned with the organization's purposes and objectives.

The Corporate Services department continued to expertly administer many of our programs and organize large-scale activities such as Canada's National Remembrance Day ceremony and Dominion Conventions. For 2021, attendance at the national 11 November ceremony in Ottawa continued to be limited, with restrictions fully removed for the 2022 and 2023 ceremonies that saw approximately 35,000 spectators attend the observance in each of those years. Many other activities and achievements will be outlined in the individual committee reports during Convention,



including the Legion National Youth Track and Field Championships, Centenary preparations, and RCEL support to Veterans and widows in the Caribbean.

The Member Services department is where data collection and analysis prove highly beneficial in understanding member and branch needs and wants as it relates to the membership portal and improvements and enhancements to the processing environment. In the Membership report, you will learn of exceptional membership growth, automated renewal calling campaigns and the Veteran Family Welcome program.

The Poppy and Remembrance department was first established as a stand-alone department in late 2021, following the assessment and recommendation by an independent consulting firm on the headquarters' organizational structure and operational service delivery. This core team oversees the strategic direction and management of the Poppy Campaign, undertakes new Remembrance initiatives, ensures organizational compliance with Poppy Fund usage and safeguards the Poppy trademark. You will hear of the exciting new and enhanced programs during the Poppy and Remembrance committee report, like the Pay Tribute program, addition to the Remembrance contests and how the Legion is embracing technology in our innovative Remembrance offerings.

Legion Supply continued to expand product offerings and manage such important initiatives as Operation Canada Day and Operation Santa Claus. Temporary branch closures and reduced activities for members resulted in a 25% decrease in supply sales for 2021 and a further decrease of 6% in 2022, however, sales rebounded in 2023 with a 28% increase. Provincial Commands share in the gross profit margin of all sales. In 2021, the online Poppy store processed over 26,000 orders, with over 13,000 orders processed in 2022 and over 35,000 orders generated in 2023, a huge 165% increase over the previous year. The importance and value of this online store was clear during the pandemic and in our subsequent operations.

The Marketing and Communications department continued to produce targeted communications to complement our key objectives. In support of strategic operations, the team oversaw the development of public relations actions to align with the Legion's Equity, Diversity and Inclusion (EDI) plans. Other achievements included the promotion of the 100th anniversary of the Poppy in 2021, with a Canada Post stamp and Royal Canadian Mint commemorative coin issued; development of videos around advocacy positions focused on Veteran Homelessness as well as showcasing the Legion National Youth Track & Field Championships. Annual direct mail renewal marketing campaigns were launched which succeeded in driving renewals year over year. A significant investment in social media is made each year, aimed at driving revenue through membership acquisition and Poppy Store sales. New branch support initiatives were introduced: Entegra procurement services, Moneris payment processing and MailChimp email marketing services. And the MemberPerks program, free with every Legion membership, continues to give members access to thousands of discounts in numerous categories; since its launch, members have saved over \$2.27 million in purchases through the program.

Maintaining budgeting and financial management oversight for the National Headquarters and Dominion Command is the team of highly skilled professionals in the Financial Services department. Combined with their role in administering an interconnected network of financial services, as well as managing and mitigating risk, they ensure the financial integrity and viability of the headquarters and organization. Their collaboration with commands and branches on financial affairs adds to the services this department undertakes.

Support to Veterans is one of the primary pillars of the Legion's Mission Statement. The professional Service Officers and all personnel in the National Headquarters Veterans Services department, working closely with every Command Service Officer across the country, fulfills that objective.

Advocacy to government, regular appearances before Parliamentary and Senate Standing Committees on Defence and Veterans Affairs, leading initiatives to address Veterans' homelessness, mental health and wellness, and supports for those impacted by military sexual trauma are all examples of some of the exceptional effort and achievement by this department. You will learn much more during the Veterans, Service and Seniors report.

## COMMUNICATIONS

Effective and ongoing communication throughout the organization is imperative and the National Headquarters has continued its excellent outreach to commands, branches and members. The headquarters Marketing and Communications department, working in concert with each Provincial Command Public Relations Officer, keeps branches and members up-to-date on Legion activities, initiatives and advocacy efforts through monthly member and monthly all-branch newsletters. This is the main avenue of information flow. Unfortunately, even the most effective messaging is lost if the email messages remain unopened. While member engagement through direct email continues to increase, we have received only 113,000 member emails, less than 50% of our membership; collection efforts continue as we strive to always improve on our communications channels.

In 2021, I began to host regular videoconference meetings with the Provincial Executive Directors, which have been held on a monthly basis since 2023. Joined by headquarters Directors and Committee Coordinators, this serves to reinforce regular opportunities for collaboration, clarification and feedback.

## CONCLUSION

The Legion is the largest and best Veterans' support organization in the country, is highly regarded and its opinion is often sought by media, government and other agencies for their efforts in support of the cause of Veterans and their families. Thank you to each member of this organization for the important role you play in fulfilling our Mission for it is through our collective efforts that we achieve our goal of supporting Veterans, promoting Remembrance and serving our communities. From all members of the National Headquarters staff, we value every command, branch and member and will continue to work every day to deliver service excellence.

This report was moved, seconded and approved by the delegates.

## REVENUES

The economic climate during 2022 and 2023 was marked by a series of post-pandemic challenges, including inflationary pressures, escalating interest rates, and noteworthy fluctuations in the bond and stock markets. In 2022, these challenges resulted in negative returns, particularly in the bond markets, with global stock markets ending the year in decline. Conversely, 2023 demonstrated early signs of recovery, especially within the Canadian economy, following a healthy first quarter. The latter part of 2023 witnessed a significant upturn in the stock market, resulting in a double-digit return by year-end. Despite these contrasting trends, Legion faced substantial financial difficulties in both years, notably experiencing a \$1.6 million unrealized loss in 2022, while realizing a \$940K gain in 2023. Slowing inflation fueled optimism that the Bank of Canada and other major central banks could begin cutting interest rates as soon as the first half of 2024. Early analyses are pointing to stronger investment growth in 2024. However, some analysts are concerned about bloated valuations in the technology sector, and the 2024 U.S. presidential election could create major volatility in the market.

Dividends and interest earned were down by 13%. As you all know, the Legion relies heavily on investment earning throughout the year. Considering the above, Net revenue is \$954,652 for the year 2023 and operating income amounts to \$282,519.

Despite the economic turbulence, the Legion observed growth in membership revenue over the two-year period. In 2022, membership revenue increased by \$328,521, with a 6% rise in the number of memberships processed. This growth trend continued in 2023, with membership revenue rising by \$243,606, and an increase of 5% in processed memberships.

The Supply Department experienced divergent performances in sales over the two years. In 2022, sales amounted to \$2,811,833, slightly below the \$3 million budget, with a simultaneous 9% increase in the cost of sales. However, in 2023, sales surged to \$3,596,185, exceeding budget expectations by 9%, but accompanied by a substantial 21% increase in the cost of sales. Unfortunately, as anticipated, the cost of sales went up due to numerous economical constraints, which contributed to the overall net revenue reduction for this year. Looking at risks to global economic growth over the next 12 months, geopolitical conflicts remain the top-cited risk for the year 2024, while inflation continues to be the second-most-cited global threat and the top concern domestically.

Supplementary Income: Legion received supplementary income from various sources in both 2022 and 2023. In 2022, this included a bequest of \$33,293 and other miscellaneous income of \$149,340. In 2023, supplementary income totaled \$250,613 from a bequest and \$149,705 from other sources.

## EXPENSES BY DEPARTMENT

- **Member Services:** The cost of member services fluctuated over the two years. In 2022, expenses increased by \$80,872 due to higher credit card processing fees and telephone expenses, attributed to a shift towards online transactions. However, in 2023, costs decreased by \$41,720, primarily due to personnel staffing changes. Currently 69% of members being processed online last year; this digital shift creates more business online which increases credit cards and phone costs. With the emphasis on membership retention and growth as one of the core objectives of the organization, approved budget

for the membership department exceeded budget due in a large part to increased cost of permanent card pack-outs, customer service standards improvements with longer hours of operation, credit card processing fee increases, and mail processing fee increases.

- Expenses within the Supply Chain Management department were influenced by sales performances. In 2022, costs increased due to lower-than-expected sales, resulting in higher costs of goods sold. The total cost of goods sold was \$1,218,980. Personnel costs increased slightly due to a combination of warehouse assistance and costs related to a staff departure/arrival. Conversely, in 2023, costs rose alongside increased sales, leading to higher overall expenses. Due to increased costs of postage fees, shipping, wrapping, and packing, accounts were over budget by \$64K in 2022 and by \$85,307K in 2023.

As the global economic recovery continues to gather steam, it is apparent that we will continue to experience supply chain problems. Supply will play catch up for some time, meaning higher cost for shipping, ports, trucks, and higher prices for raw materials. Due to increased cost of postage fees, shipping, wrapping, and packing, accounts are over budget by \$85,307K in 2022 and 2023 accounts are over budget by \$64K.

- Information Technology: Costs exceeded budgets in both 2022 and 2023, mainly due to increased maintenance, contract, and support expenses. Additional support services were subcontracted through consulting companies to manage complex upgrades. In 2023, \$82,726 costs were over budget, the main area of increase being Maintenance, Contracts and Support. Additional support was subcontracted through SRG consulting company for complex upgrades of the Legion's operating systems.
- Legion House: Expenses for Legion House maintenance and repairs varied over the two

years. In 2022, expenses increased by \$347,688 due to planned repairs, while in 2023, costs decreased by \$301,709 following the completion of previous repairs. All expenses recovered through building reserve. Overall increase of the \$21K, due to growing expenses on maintenance and preservation of the building.

- Marketing & Communications: Costs rose in both years due to increased social media expenses and expenditures related to the free membership program. Most of the increase in that budget primarily is due to social media cost increases. The free membership program cost amounted to \$32,273. In 2023 department is under budget by \$16K.

## COMMITTEES

Committee expenses exceeded budgets in both 2022 and 2023, with various committees reporting higher-than-anticipated costs. Most increases happened in sport related committees, and DEC committee expenses increased by \$44K compared to the last year.

## SIGNIFICANT FINANCIAL IMPACTS

**2022:** Legion faced a significant unrealized loss of \$1.6 million, due to negative global market performance. This was coupled with planned major building repairs totaling \$347,688.

**2023:** A contrasting trend emerged, with Legion realizing an unrealized gain of \$940K, due to slow global market recovery. Planned major Information Technology systems upgrades were undertaken, with total expenses amounting to \$215,000.

Contingency Liability (membership HST provision): Auditors concluded that \$672K provision is no longer appropriate to the Legion's financial position and it was removed from this year's financial statements. This resulted in a positive outcome of \$672K for the year end 2023 (Net profit). Pension Cost was moved from Fund Changes Balances Statement and expensed through corporate services \$654K.

INVESTMENT RESERVES

As a snapshot taken at year-end, the investments by account were:

General Fund	\$16,952,482
Poppy Fund	\$ 7,913,471
Centennial Fund	\$ 2,223,240
RCEL Fund	\$ 1,001,057

Many Canadians are faced with real affordability challenges and are feeling the effects of higher grocery prices and housing costs. While inflation has fallen in Canada for eight straight months, it remains elevated – both in Canada and around the world. For many advanced economies, interest rates have risen to their highest levels in more than 15 years. This is resulting in slowing economic growth globally. The rapid rise in interest rates has also led to turmoil in some parts of the global banking system and volatility in global financial markets, highlighting the considerable uncertainty about how economic conditions will evolve going forward.

FUTURE CONSIDERATION

Proposed Increase of per capita tax fees for 2025.

As per our national strategic plan passed at the 2018 Dominion Convention, we have begun to

grow membership, modernize our infrastructure and improve our organizational communications and overall public awareness. Investments have been required to accomplish these goals which are yielding some of the most positive results we have experienced in over three decades. Since our last per capita increase passed at the 2016 Dominion Convention, our operating costs, like any business, have increased over the past 8 years. To maintain the level of investment in the services Legion members are accustomed to, and to ensure we continue our momentum to execute our strategic plan moving towards our centenary, we are presenting a recommendation#1 for a modest Dominion per capita increase for 2025. This resolution would be voted on by attending delegates at the 2024 Dominion Convention in Saint John NB. This information is provided to ensure full transparency with our membership.”

**RECOMMENDATION 1:** It is recommended that the Dominion Command portion of the Per Capita (excluding *Legion Magazine*) be increased by \$1.25 for the year 2025.

This report was moved, seconded and approved by the delegates.

**DOMINION COMMAND / GENERAL FUNDS**  
**STATEMENT OF REVENUE AND EXPENSE**

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
<b>REVENUE</b>					
PER CAPITA TAX	5,668,132	5,911,738	5,683,237	5,830,148	5,946,751
<b>CANVET</b>					
- AGENCY FEE & SUPPORT	400,000	400,000	400,000	400,000	400,000
INVESTMENT INCOME	432,996	377,198	440,000	554,585	380,000
VETERANS SERVICES POPPY FUND GRANT	1,174,990	1,140,224	1,140,224	1,152,415	1,224,489
SUPPLY CHAIN MANAGEMENT	2,825,852	3,611,222	3,265,000	3,515,000	3,600,000
<b>LEGION HOUSE</b>					
- TENANTS	82,920	92,920	92,920	92,920	92,920
- INTERNAL	331,000	321,000	331,000	331,000	331,000
<b>MISCELLANEOUS</b>					
- MASTER CARD	82,963	85,367	60,000	104,000	100,000
CORPORATE DONATIONS	50,000	25	400,000	200,000	15,000
- OTHER	325,332	411,344	315,000	335,000	350,000
ESTATE BEQUEST	33,293	250,613	0	0	0
<b>TOTAL REVENUE</b>	<b>11,407,478</b>	<b>12,601,651</b>	<b>12,127,381</b>	<b>12,515,068</b>	<b>12,440,160</b>
<b>EXPENSE</b>					
LEGION MAGAZINE SUBSCRIPTIONS	2,541,272	2,639,612	2,546,045	2,596,564	2,648,495
CORPORATE SERVICES	831,109	864,465	898,128	923,549	953,334
INFORMATION TECHNOLOGY	382,881	465,607	497,717	709,762	505,897
MEMBERSHIP	874,783	833,064	894,830	937,378	981,864
MARKETING & COMMUNICATIONS	436,904	367,191	432,910	380,133	360,848
MARKETING, ADVERTISING, PROMOTION	736,332	908,030	871,200	922,240	920,245
FINANCIAL SERVICES	240,748	320,753	261,512	266,446	276,394
VETERANS SERVICES	1,200,867	1,109,015	1,191,372	1,204,543	1,277,659
SUPPLY CHAIN MANAGEMENT	2,221,245	2,394,625	2,317,373	2,411,861	2,453,243
COMMITTEES	392,372	679,787	735,581	879,684	640,747
OTHER PROGRAM EXPENSES	176,959	197,163	93,750	100,100	148,600
AMORTIZATION	75,858	64,401	84,500	66,708	68,042
EMPLOYER PENSION CONTRIBUTION	655,053	654,074	787,820	611,100	690,000
LEGION HOUSE	685,302	359,180	479,063	492,616	513,908
<b>TOTAL EXPENSE</b>	<b>11,451,685</b>	<b>11,856,967</b>	<b>12,091,801</b>	<b>12,502,684</b>	<b>12,439,276</b>
<b>NET INCOME (LOSS) FROM OPERATIONS</b>	<b>-44,207</b>	<b>744,684</b>	<b>35,580</b>	<b>12,384</b>	<b>884</b>

**DOMINION COMMAND / GENERAL FUNDS**  
**CORPORATE SERVICES**

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
<b>EXPENSE</b>					
SALARIES	754,387	769,362	802,503	840,005	856,805
RETIREMENT ALLOWANCE	15,148	14,938	15,733	16,473	16,802
OTHER BENEFITS	64,018	66,454	71,592	70,771	72,186
<b>TOTAL PERSONNEL</b>	<b>833,553</b>	<b>850,754</b>	<b>889,828</b>	<b>927,249</b>	<b>945,794</b>
OFFICE SUPPLIES	43,471	28,662	45,000	35,000	35,700
TELEPHONE	9,591	9,388	12,000	10,000	10,200
POSTAGE, EXPRESS	8,374	6,417	10,000	10,000	10,200
PRINTING, STATIONERY	686	13,709	5,000	5,000	5,100
STAFF TRAVEL	1,739	1,286	800	800	800
INSURANCE	19,133	29,345	20,000	20,000	30,000
RENT (CR TO BUILDING)	108,000	108,000	108,000	108,000	108,000
STAFF RECRUITMENT	2,052	5,225	2,000	2,000	2,040
COMPUTER NETWORK SUPPORT	3,500	3,500	3,500	3,500	3,500
MISCELLANEOUS	6,931	12,921	6,000	6,000	6,000
TRAINING	4,081	5,260	6,000	6,000	6,000
<b>TOTAL EXPENSE</b>	<b>1,041,111</b>	<b>1,074,467</b>	<b>1,108,128</b>	<b>1,133,549</b>	<b>1,163,334</b>
<b>LESS: CHARGED TO:</b>					
MEMBERSHIP ADMINISTRATIVE SUPPORT	15,000	15,000	15,000	15,000	15,000
MARKETING AND COMMUNICATIONS	15,000	15,000	15,000	15,000	15,000
VETERANS SERVICES	30,000	30,000	30,000	30,000	30,000
POPPY FUND	150,000	150,000	150,000	150,000	150,000
	<b>210,000</b>	<b>210,000</b>	<b>210,000</b>	<b>210,000</b>	<b>210,000</b>
<b>NET EXPENSE</b>	<b>831,111</b>	<b>864,467</b>	<b>898,128</b>	<b>923,549</b>	<b>953,334</b>



**DOMINION COMMAND / GENERAL FUNDS**  
**INFORMATION TECHNOLOGY SECTION (CORPORATE SERVICES)**

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
<b>EXPENSE</b>					
SALARIES	81,849	169,131	164,416	177,149	180,692
RETIREMENT ALLOWANCE	1,682	3,285	3,253	3,466	3,535
OTHER BENEFITS	10,154	21,301	17,948	23,147	23,610
<b>TOTAL PERSONNEL</b>	<b>93,685</b>	<b>193,717</b>	<b>185,617</b>	<b>203,762</b>	<b>207,837</b>
TELEPHONE	5,481	6,089	2,000	2,000	2,040
RENT (CR TO BUILDING)	10,000	10,000	10,000	10,000	10,000
MISCELLANEOUS	116	494	100	0	500
<b>NETWORK &amp; PC</b>					
- UPGRADE OF IT SYSTEM				215,000	
- MAINTENANCE CONTRACTS/ LEASES	153,039	147,624	172,000	118,000	120,360
- PROGRAMMING & SUPPORT	154,378	139,324	140,000	179,000	182,580
- SUPPLIES & OTHER	2,146	7,726	10,000	10,000	10,200
- CONNECTIVITY & SUPPORT	7,793	7,608	25,000	19,000	19,380
<b>TOTAL EXPENSE</b>	<b>427,381</b>	<b>512,609</b>	<b>544,717</b>	<b>756,762</b>	<b>552,897</b>
<b>LESS: CHARGED TO:</b>					
CORPORATE SERVICES	3,500	3,500	3,500	3,500	3,500
FINANCE	7,500	7,500	7,500	7,500	7,500
MEMBERSHIP	7,500	7,500	7,500	7,500	7,500
MARKETING	2,500	2,500	2,500	2,500	2,500
VETERANS SERVICES	4,500	4,500	4,500	4,500	4,500
SUPPLY	7,000	7,000	7,000	7,000	7,000
CANVET	5,000	5,000	5,000	5,000	5,000
IT	2,000	2,000	2,000	2,000	2,000
LNF	2,500	2,500	2,500	2,500	2,500
P&R DIVISION	2,500	5,000	5,000	5,000	5,000
	44,500	47,000	47,000	47,000	47,000
<b>NET EXPENSE</b>	<b>382,881</b>	<b>465,609</b>	<b>497,717</b>	<b>709,762</b>	<b>505,897</b>

DOMINION COMMAND / GENERAL FUNDS  
MEMBER SERVICES

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
<b>REVENUE</b>					
AGENCY FEE	400,000	400,000	400,000	400,000	400,000
<b>TOTAL REVENUE</b>	<b>400,000</b>	<b>400,000</b>	<b>400,000</b>	<b>400,000</b>	<b>400,000</b>
<b>EXPENSE</b>					
SALARIES	497,853	448,080	546,902	540,729	551,544
RETIREMENT ALLOWANCE	9,861	8,674	10,692	10,546	10,757
OTHER BENEFITS	51,472	49,394	58,136	61,503	62,733
<b>TOTAL PERSONNEL</b>	<b>559,186</b>	<b>506,148</b>	<b>615,730</b>	<b>612,778</b>	<b>625,034</b>
OFFICE SUPPLIES	109	156	600	600	500
TELEPHONE	11,119	11,836	10,500	11,000	11,220
POSTAGE, EXPRESS	64,739	65,984	47,500	47,500	65,000
PRINTING, STATIONERY	5,722	2,968	5,500	5,500	5,610
RENT (CR TO BUILDING)	54,000	54,000	54,000	54,000	54,000
MISCELLANEOUS	2,293	3,184	3,000	3,000	3,000
COMPUTER NETWORK SUPPORT	7,500	7,500	7,500	7,500	7,500
ADMINISTRATIVE SUPPORT	15,000	15,000	15,000	15,000	15,000
PERMANENT MEMBERSHIP CARDS	16,872	18,706	18,000	38,000	38,000
MEMBERSHIP CARDS, FORMS AND PAPER	2,793	12,353	5,000	5,000	12,000
MEMBERSHIP PACK OUT	36,201	42,798	37,500	37,500	45,000
CREDIT CARD PROCESSING FEES	99,250	92,431	75,000	100,000	100,000
<b>TOTAL EXPENSE</b>	<b>874,784</b>	<b>833,064</b>	<b>894,830</b>	<b>937,378</b>	<b>981,864</b>
<b>NET EXPENSE</b>	<b>474,784</b>	<b>433,064</b>	<b>494,830</b>	<b>537,378</b>	<b>581,864</b>

DOMINION COMMAND / GENERAL FUNDS  
MARKETING

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
<b>EXPENSE</b>					
SALARIES	398,016	356,098	413,543	360,332	367,539
RETIREMENT ALLOWANCE	8,082	6,922	8,130	7,091	7,233
OTHER BENEFITS	35,624	30,746	36,120	30,446	31,055
<b>TOTAL PERSONNEL</b>	<b>441,722</b>	<b>393,766</b>	<b>457,793</b>	<b>397,869</b>	<b>405,826</b>
OFFICE SUPPLIES	221	25	200	200	204
TELEPHONE	3,354	3,299	3,000	3,000	3,060
POSTAGE, EXPRESS	352	70	250	300	306
PRINTING, STATIONERY	22	27	200	200	204
STAFF TRAVEL	333	277	500	400	408
RENT (CR TO BUILDING)	10,000	10,000	10,000	10,000	10,000
MISCELLANEOUS	1,110	1,260	2,500	2,500	2,550
COMPUTER NETWORK SUPPORT	2,500	2,500	2,500	2,500	2,500
ADMINISTRATIVE SUPPORT	15,000	15,000	15,000	15,000	15,000
<b>TOTAL EXPENSE</b>	<b>474,614</b>	<b>426,224</b>	<b>491,943</b>	<b>431,969</b>	<b>440,058</b>
LESS: POPPY FUND CHARGBACK	37,709	59,033	59,033	51,836	79,211
<b>NET EXPENSE</b>	<b>436,905</b>	<b>367,191</b>	<b>432,910</b>	<b>380,133</b>	<b>360,848</b>

**DOMINION COMMAND / GENERAL FUNDS**  
**MARKETING, ADVERTISING AND PROMOTION**

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
<b>MEDIA - PRINT</b>					
CANVET ADS	25,890	22,759	24,000	24,000	24,000
<b>MEDIA - VIDEO &amp; PHOTOGRAPHY</b>					
PROMOTIONAL VIDEOS	0	94,807	70,000	0	70,000
<b>MEDIA - INTERNET</b>					
LEGION.CA WEBSITE ADMIN	85,799	157,194	125,000	125,000	127,500
<b>MEDIA - PUBLIC RELATIONS &amp; EVENTS</b>					
MEDIA COVERAGE & P.R. (T &F)	8,682	6,255	12,000	10,000	10,000
CAF SUPPORT	85,133	90,844	128,250	128,250	130,000
<b>PROGRAMS AND CAMPAIGNS</b>					
FREE MEMBERSHIP FOR CF RETIREES	32,720	32,273	55,000	55,000	55,000
NON RENEWAL MAILERS	156,068	101,705	100,000	100,000	100,000
MEMBERPERKS	29,663	28,250	28,250	28,250	28,250
TELESALES	33,024	3,390	15,000	15,000	15,000
BRANCH INCENTIVE PROGRAM	0	0	0	0	0
CANVET DESIGN PROGRAM	7,080	2,390	5,000	5,000	5,000
PROMOTIONS AND DONATIONS	68,795	62,781	70,000	70,000	70,000
SOCIAL MEDIA CAMPAIGN	142,160	177,956	175,000	225,000	225,000
ONLINE BANNER CAMPAIGN	41,959	51,939	55,000	55,000	55,000
MEMBER/BRANCH ENEWSLETTERS	58,421	74,714	75,000	75,000	75,000
TRIGGERED E-MAIL CAMPAIGN	0	0	0	0	0
MARKETING 2020 GRANT	104	0	0	0	0
SOCIAL MEDIA - AGENCY	0	101,912	0	85,000	85,000
TRAVEL	1,101	1,975	2,500	7,500	7,500
<b>OTHER PRINTED MATERIAL</b>					
BRANCH COLLATERAL MARKETING MATERIALS	38,913	15,686	50,000	40,000	40,000
<b>TOTAL EXPENSE</b>	<b>815,512</b>	<b>1,026,830</b>	<b>990,000</b>	<b>1,048,000</b>	<b>1,122,250</b>
LESS: POPPY FUND CHARGEBACK 18%	79,180	118,800	118,800	125,760	202,005
<b>NET EXPENSE</b>	<b>736,332</b>	<b>908,030</b>	<b>871,200</b>	<b>922,240</b>	<b>920,245</b>

**DOMINION COMMAND / GENERAL FUNDS**  
**FINANCIAL SERVICES**

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
<b>EXPENSE</b>					
SALARIES	375,483	400,344	462,693	413,425	421,694
RETIREMENT ALLOWANCE	7,672	7,844	9,043	8,000	8,160
OTHER BENEFITS	41,910	51,484	38,930	45,698	46,612
CONTRACT	115,755	146,204	68,254	109,354	111,541
<b>TOTAL PERSONNEL</b>	<b>540,820</b>	<b>605,876</b>	<b>578,920</b>	<b>576,477</b>	<b>588,007</b>
OFFICE SUPPLIES	352	716	1,000	1,000	1,000
TELEPHONE	2,959	3,041	4,000	4,000	4,000
POSTAGE, EXPRESS	2,434	2,678	5,000	2,500	2,550
PRINTING, STATIONERY	22	521	1,000	1,000	1,000
STAFF TRAVEL	0	67	100	100	100
AUDIT FEES	79,000	93,101	65,000	65,000	70,000
RENT (CR TO BUILDING)	29,000	29,000	29,000	29,000	29,000
COMPUTER NETWORK SUPPORT	7,500	7,500	7,500	7,500	7,500
MISCELLANEOUS	8,838	6,308	7,000	7,500	7,500
<b>TOTAL EXPENSE</b>	<b>670,925</b>	<b>748,808</b>	<b>698,520</b>	<b>694,077</b>	<b>710,657</b>
<b>LESS: CHARGED TO:</b>					
SUPPLY	69,852	62,801	71,752	69,408	71,066
VETERANS SERVICES	70,075	71,752	71,752	69,408	71,066
POPPY SERVICES	140,250	143,504	143,504	138,815	142,131
NATIONAL LEGION FOUNDATION	40,000	40,000	40,000	40,000	40,000
CANVET	110,000	110,000	110,000	110,000	110,000
	430,177	428,057	437,008	427,631	434,263
<b>NET EXPENSE</b>	<b>240,748</b>	<b>320,751</b>	<b>261,512</b>	<b>266,446</b>	<b>276,394</b>

**DOMINION COMMAND / GENERAL FUNDS**  
**VETERANS SERVICES**

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
<b>REVENUE</b>					
POPPY FUND GRANT	1,174,990	1,140,224	1,140,224	1,152,415	1,224,489
<b>EXPENSE</b>					
SALARIES	917,448	812,070	926,098	942,060	960,901
RETIREMENT ALLOWANCE	16,845	15,758	17,808	18,496	18,866
OTHER BENEFITS	83,857	75,485	79,064	81,996	83,636
<b>TOTAL PERSONNEL</b>	<b>1,018,150</b>	<b>903,313</b>	<b>1,022,970</b>	<b>1,042,552</b>	<b>1,063,403</b>
OFFICE SUPPLIES EXPENSE	5,889	2,895	5,000	5,000	5,000
TELEPHONE	6,009	5,854	6,750	7,000	7,140
POSTAGE	2,170	2,355	3,400	3,500	3,570
STAFF TRAVEL	70	3,489	1,000	4,000	4,080
RENT ( CR TO BUILDING)	45,000	45,000	45,000	45,000	45,900
SERVICE OFFICERS CONFERENCE	16,203	39,295	0	0	40,000
ADVOCACY AND REPRESENTATION	0	0	0	500	500
ADMINISTRATIVE SUPPORT	30,000	30,000	30,000	30,000	30,000
COMPUTER NETWORK SUPPORT	4,500	4,500	4,500	4,500	4,500
FINANCE DEPT FEES/CHARGEBACK	70,075	71,752	71,752	60,991	71,066
MISCELLANEOUS	2,802	561	1,000	1,500	2,500
<b>TOTAL EXPENSE</b>	<b>1,200,868</b>	<b>1,109,014</b>	<b>1,191,372</b>	<b>1,204,543</b>	<b>1,277,659</b>

**DOMINION COMMAND / GENERAL FUNDS**  
**SUPPLY CHAIN MANAGEMENT**

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
<b>REVENUE</b>					
SALES OF SUPPLIES	2,811,833	3,596,185	3,250,000	3,500,000	3,605,000
LESS COST OF GOODS	1,243,057	1,476,514	1,500,000	1,505,000	1,535,100
<b>GROSS MARGIN</b>	<b>1,568,776</b>	<b>2,119,671</b>	<b>1,750,000</b>	<b>1,995,000</b>	<b>2,069,900</b>
LEGION LAGER ROYALTY	(14,018)	(15,038)	(15,000)	(15,000)	(18,000)
PROVINCIAL COMMANDS @ 5.0% OF GROSS MARGIN	164,277	106,119	87,500	100,500	104,395
<b>EXPENSE</b>					
SALARIES	533,947	569,179	573,222	599,733	611,728
RETIREMENT ALLOWANCE	10,974	11,045	11,183	11,649	11,882
OTHER BENEFITS	64,928	65,032	57,715	57,141	58,284
TEMPORARY & CONTRACT STAFF	3,645	3,026	5,040	13,860	14,137
<b>TOTAL PERSONNEL</b>	<b>613,494</b>	<b>648,282</b>	<b>647,160</b>	<b>682,383</b>	<b>696,031</b>
TELEPHONE	6,244	6,343	6,000	7,000	7,140
POSTAGE, EXPRESS	212,308	177,629	100,000	200,000	200,000
PRINTING, STATIONERY	743	299	1,000	1,000	1,020
STAFF TRAVEL	0	343	1,500	1,000	1,020
INSURANCE	2,091	3,412	1,900	2,500	2,550
RENT (CR TO BUILDING)	60,000	60,000	60,000	60,000	60,000
WEB STORE - CONNECTIVITY	15,072	14,836	16,000	18,000	18,000
ADVERTISING/CATALOGUE DISTRIBUTION	68,589	76,964	70,000	90,000	90,000
WRAPPING MATERIAL	52,034	67,678	60,000	70,000	70,000
FINANCE/ADMINISTRATION SUPPORT	69,852	62,801	71,752	69,408	71,066
OFFICE SUPPLIES	1,083	1,073	1,500	1,500	1,500
COMPUTER NETWORK SUPPORT	7,000	7,000	7,500	7,500	7,500
MISCELLANEOUS	637	3,271	3,500	3,500	3,500
<b>EXPENSE TOTAL</b>	<b>1,273,424</b>	<b>1,236,050</b>	<b>1,135,312</b>	<b>1,314,291</b>	<b>1,333,721</b>
LESS: POPPY FUND CHARGEBACK	(295,235)	(317,939)	(317,939)	(407,430)	(415,579)
<b>NET EXPENSE</b>	<b>978,189</b>	<b>918,111</b>	<b>817,373</b>	<b>906,861</b>	<b>918,143</b>



**DOMINION COMMAND / GENERAL FUNDS**  
**OTHER PROGRAM EXPENSES**

	<b>2022 ACTUAL</b>	<b>2023 ACTUAL</b>	<b>2023 BUDGET</b>	<b>2024 BUDGET</b>	<b>2025 BUDGET</b>
RCEL					
CONFERENCE	5,144	18,807	0	0	20,000
SCOWP	0	0	1,000	0	1,000
<b>RCEL TOTAL</b>	<b>5,144</b>	<b>18,807</b>	<b>1,000</b>	<b>0</b>	<b>21,000</b>
OTHER					
REQUEST FOR SUPPORT	2,500	5,000	15,000	15,000	15,000
ANNUAL GENERAL MEETING	0	0	2,500	0	2,500
LEGION REPRESENTATION ON LOCAL BOARDS	99	0	250	100	100
LEGAL & OTHER	87,262	153,438	50,000	60,000	85,000
TRANSLATION	23,058	19,918	25,000	25,000	25,000
<b>TOTAL EXPENSE</b>	<b>118,063</b>	<b>197,163</b>	<b>93,750</b>	<b>100,100</b>	<b>148,600</b>

**DOMINION COMMAND / GENERAL FUNDS**  
**LEGION HOUSE**

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
<b>REVENUE</b>					
RENT - TENANTS	82,920	82,920	92,920	92,920	92,920
RENT - CHARGED TO DEPARTMENTS					
- CORPORATE SERVICES	108,000	108,000	108,000	108,000	108,000
- MEMBERSHIP	54,000	54,000	54,000	54,000	54,000
- MARKETING	10,000	10,000	10,000	10,000	10,000
- VETERANS SERVICES	45,000	45,000	45,000	45,000	45,000
- SUPPLY DEPT	60,000	60,000	60,000	60,000	60,000
- FINANCE	29,000	29,000	29,000	29,000	29,000
- IT SECTION	10,000	10,000	10,000	10,000	10,000
- P&R DIVISION	10,000	10,000	10,000	10,000	10,000
- LNF	5,000	5,000	5,000	5,000	5,000
<b>TOTAL REVENUE</b>	<b>413,920</b>	<b>413,920</b>	<b>423,920</b>	<b>423,920</b>	<b>423,920</b>
<b>EXPENSE</b>					
SALARIES	30,793	32,194	31,778	32,969	33,628
RETIREMENT ALLOWANCE	633	625	618	641	654
OTHER BENEFITS	5,241	5,542	4,667	5,073	5,174
<b>TOTAL PERSONNEL</b>	<b>36,667</b>	<b>38,361</b>	<b>37,063</b>	<b>38,683</b>	<b>39,457</b>
ELEVATOR MAINTENANCE	4,022	5,551	7,000	6,000	6,120
A/C, ELECTRICAL, PLUMBING	38,794	35,966	42,000	42,000	42,840
INTERIOR & EXTERIOR	75,492	81,181	92,000	90,000	100,000
CLEANING CONTRACT & SUPPLIES	50,602	57,427	52,000	54,733	55,828
FUEL	18,398	16,032	15,000	20,000	20,400
LIGHT & POWER	51,429	41,857	62,000	62,000	63,240
WATER AND SEWAGE	7,771	8,433	6,000	7,000	8,500
TAXES	63,191	64,556	60,000	66,200	67,524
INSURANCE	5,933	9,790	6,000	6,000	10,000
RESERVE FUND	8,438	0	100,000	100,000	100,000
<b>TOTAL EXPENSES</b>	<b>360,737</b>	<b>359,154</b>	<b>479,063</b>	<b>492,616</b>	<b>513,908</b>

**DOMINION COMMAND / GENERAL FUNDS**  
**COMMITTEES & ELECTED OFFICERS EXPENSE**

	<b>2022 ACTUAL</b>	<b>2023 ACTUAL</b>	<b>2023 BUDGET</b>	<b>2024 BUDGET</b>	<b>2025 BUDGET</b>
<b>COMMITTEES</b>					
VETERANS, SERVICE AND SENIORS	13,821	26,936	24,150	16,850	18,687
POPPY & REMEMBRANCE	15,920	29,213	92,950	60,000	128,458
MEMBERSHIP	3,087	7,855	3,000	3,000	3,000
PUBLIC RELATIONS	62,311	97,921	105,776	80,696	80,663
RCEL	594	769	400	400	600
SPORTS	125,041	306,387	399,905	354,438	295,227
RITUAL & AWARDS	0	1,817	270	270	1,770
CONVENTION COMMITTEE	0	3,035	100	10,500	100
CONSTITUTION & LAWS	1,138	760	1,200	1,350	1,350
DEFENCE & SECURITY	1,885	11,882	13,030	12,730	12,750
VETERANS CONSULTATION	1,000	1,291	2,000	1,200	1,200
(FOF) GOING FORWARD	693	9,497	6,100	750	700
EDI COMMITTEE	0	0	0	0	5,500
CENTENARY COMMITTEE	5,916	0	2,950	0	0
<b>COMMITTEE TOTAL</b>	<b>215,486</b>	<b>468,150</b>	<b>668,831</b>	<b>542,184</b>	<b>550,005</b>
<b>ELECTED OFFICERS</b>	<b>83,556</b>	<b>72,762</b>	<b>96,500</b>	<b>85,500</b>	<b>122,100</b>
DEC/SENIOR ELECTED OFFICERS	85,298	131,289	67,200	92,200	94,000
DOMINION CONVENTION	8,032	7,586	13,000	199,500	3,100
<b>SUB-TOTAL</b>	<b>176,886</b>	<b>211,637</b>	<b>176,700</b>	<b>377,200</b>	<b>219,200</b>
<b>TOTAL EXPENSE</b>	<b>392,372</b>	<b>679,787</b>	<b>735,581</b>	<b>879,684</b>	<b>769,205</b>

**DOMINION COMMAND / GENERAL FUNDS**  
**ELECTED OFFICERS & DOMINION PRESIDENT**

	<b>2022 ACTUAL</b>	<b>2023 ACTUAL</b>	<b>2023 BUDGET</b>	<b>2024 BUDGET</b>	<b>2025 BUDGET</b>
<b>ELECTED OFFICERS:</b>					
TRAVEL	0	1,282	8,000	1,500	1,530
PER DIEM	0	1,572	3,000	1,000	1,020
MISCELLANEOUS	1,305	20	500	500	500
SUB-TOTAL	1,305	2,874	11,500	3,000	3,050
<b>DOMINION PRESIDENT:</b>					
TRAVEL	23,115	24,054	45,000	45,000	45,900
PER DIEM	24,701	19,572	24,500	25,000	25,500
HOSPITALITY	9,341	15,151	5,000	5,000	20,000
TELEPHONE & POSTAGE	1,607	1,898	2,500	2,500	2,550
MISCELLANEOUS	5,083	1,975	5,000	5,000	5,100
SUB-TOTAL	63,847	62,650	82,000	82,500	99,050
<b>PROVINCIAL CONVENTIONS:</b>					
TRAVEL	8,737	3,844	2,000	0	10,000
PER DIEM	9,666	3,394	1,000	0	10,000
<b>SUB-TOTAL</b>	<b>18,403</b>	<b>7,238</b>	<b>3,000</b>	<b>0</b>	<b>20,000</b>
<b>TOTAL</b>	<b>83,555</b>	<b>72,762</b>	<b>96,500</b>	<b>85,500</b>	<b>122,100</b>

**DOMINION COMMAND / GENERAL FUNDS**  
**DOMINION EXECUTIVE COUNCIL**

	<b>2022 ACTUAL</b>	<b>2023 ACTUAL</b>	<b>2023 BUDGET</b>	<b>2024 BUDGET</b>	<b>2025 BUDGET</b>
<b>D.E.C. MEETINGS:</b>					
TRAVEL	34,551	44,886	35,000	35,000	35,700
PER DIEM	36,600	67,319	25,000	45,000	45,900
TELEPHONE, FAX & POSTAGE	51	14	100	100	100
MISCELLANEOUS	8,214	11,431	3,000	8,000	8,000
<b>SUB-TOTAL D.E.C. MEETINGS</b>	<b>79,416</b>	<b>123,650</b>	<b>63,100</b>	<b>88,100</b>	<b>89,700</b>
<b>SENIOR ELECTED OFFICERS MEETINGS:</b>					
TRAVEL	4,222	6,609	6,000	6,000	6,120
PER DIEM	7,361	6,326	4,000	4,000	4,080
MISCELLANEOUS	298	704	100	100	100
	<b>11,070</b>	<b>349</b>	<b>12,000</b>	<b>12,240</b>	<b>12,485</b>
<b>LESS:</b>					
<b>CANVET BOARD AND SHAREHOLDERS MEETINGS</b>	<b>(6,000)</b>	<b>(6,000)</b>	<b>(6,000)</b>	<b>(6,000)</b>	<b>(6,000)</b>
<b>TOTAL</b>	<b>85,298</b>	<b>131,289</b>	<b>67,200</b>	<b>92,200</b>	<b>94,000</b>

**DOMINION COMMAND / GENERAL FUNDS**  
**DOMINION CONVENTION**

	2022 ACTUAL	2023 ACTUAL	2023 BUDGET	2024 BUDGET	2025 BUDGET
<b>DEC</b>					
TRAVEL	0	0	0	25,000	0
PER DIEM	0	0	0	65,000	0
<b>STAFF</b>					
TRAVEL	2,182	4,334	0	25,000	0
PER DIEM	2,765	554	0	65,000	0
<b>PAST PRESIDENT</b>					
TRAVEL	0	0	0	7,500	0
PER DIEM	0	0	0	15,000	0
<b>DC ZONE COMMANDERS</b>					
TRAVEL	0	0	0	5,000	0
PER DIEM	0	0	0	6,000	0
<b>OTHER</b>					
TRAVEL	0	0	0	5,000	0
PER DIEM	0	0	0	0	0
ENTERTAINMENT	0	0	0	0	0
CREDENTIALS	0	0	0	2,000	0
<b>PRINTING &amp; DESIGN</b>					
CONVENTION REPORTS	2,384	0	0	25,000	0
OTHER	0	0	0	2,000	0
TRANSLATION & INTERPRETATION	-	-	-	-	-
POSTAGE	18	0	0	20,000	0
FREIGHT	0	0	0	15,000	0
<b>SOCIAL ACTIVITIES</b>					
PRESIDENT RECEPTION	0	0	0	5,000	0
OTHER	0	0	0	0	0
CONVENTION CENTRE	0	0	5,000	60,000	0
CONVENTION OPERATION	373	(581)	5,000	200,000	0
TRANSPORTATION	0	0	0	0	0
CEREMONIES	0	0	0	1,000	0
LOCAL ARRANGEMENTS COMMITTEE	310	3,279	3,000	0	3,000
SUPPLY	0	0	0	0	0
	8,032	7,586	13,000	549,500	3,000
REVENUE	0	0	0	(5,000)	0
DELEGATE FEES	0	0	0	(75,000)	0
<b>SUB-TOTAL</b>	<b>8,032</b>	<b>7,586</b>	<b>13,000</b>	<b>469,500</b>	<b>0</b>
PROVISION	0	0	0	(200,000)	0
<b>SUB TOTAL</b>	<b>8,032</b>	<b>7,586</b>	<b>13,000</b>	<b>269,500</b>	<b>0</b>
RECOVERIES	0	0	0	(70,000)	0
<b>TOTAL</b>	<b>8,032</b>	<b>7,586</b>	<b>13,000</b>	<b>199,500</b>	<b>0</b>
<b>COMMITTEE (FROM 15A)</b>	<b>0</b>	<b>3,035</b>	<b>100</b>	<b>10,500</b>	<b>100</b>
<b>TOTAL CONVENTION AND COMMITTEE</b>	<b>8,032</b>	<b>10,621</b>	<b>13,100</b>	<b>210,000</b>	<b>3,100</b>

**DOMINION COMMAND / GENERAL FUNDS**  
**CONVENTION COMMITTEE**

	<b>2022 ACTUAL</b>	<b>2023 ACTUAL</b>	<b>2023 BUDGET</b>	<b>2024 BUDGET</b>	<b>2025 BUDGET</b>
TRAVEL	0	1,362	0	8,000	0
PER DIEM	0	1,674	0	2,500	0
POSTAGE	0	0	100	0	100
<b>TOTAL</b>	<b>0</b>	<b>3,036</b>	<b>100</b>	<b>10,500</b>	<b>100</b>



**THE ROYAL CANADIAN LEGION - DOMINION COMMAND**  
**NET REVENUE RECONCILIATION**  
**DECEMBER 31**

**2023**

<b>REVENUE (EXPENSE) PER DEPARTMENTAL STATEMENTS</b>			
<b>REVENUE ADJUSTMENTS - INTERNAL F/S</b>		12,601,651	
<b>ADD</b>			
	FINANCIAL SERVICES CANVET	110,000	
	NET CHARGES IN FAIR VALUE OF INVESTMENT	1,039,675	
<b>LESS</b>			
	INTERNAL DEPARTMENTAL CHARGES	(316,000)	
	VSS POPPY GRANT	(1,140,224)	
	<b>REVENUE AS PER AUDITED F/S</b>		12,295,102
<b>EXPENSE ADJUSTMENTS - INTERNAL F/S</b>		11,998,180	
<b>ADD</b>			
	INVESTMENT MANAGEMENT FEES	99,557	
	RESERVE BUILDING REALIAZED	24,415	
	INTERNAL RENT PER DEPARTMENT	287,000	
<b>ADD (LESS): FUND TRANSFERS FROM (TO)</b>			
	PENSION TRANSFERS	(492,853)	
	INVESTMENT FUND BUILDING AMORTIZATION	96,284	
	<b>TOTAL ESPENSES AS PER AUDITED F/S</b>		12,012,583
	<b>REVENUE (EXPENSE) BEFORE THE UNDERNOTED</b>		282,519
	<b>OTHER REVENUE</b>		<b>672, 133</b>
	<b>NET REVENUE FOR THE YEAR PER AUDITED FINANCIAL STATEMENTS</b>		<b>954,652</b>

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## Financial statements of The Royal Canadian Legion – Dominion Command

December 31, 2023

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## Independent Auditor's Report

To the members of  
The Royal Canadian Legion – Dominion Command

### Opinion

We have audited the financial statements of the Royal Canadian Legion – Dominion Command (the “Dominion Command”), which comprise the statement of financial position as at December 31, 2023, and the statements of changes in Fund balances, of operations - general fund, of operations – Externally Restricted Funds and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies (collectively referred to as the “financial statements”).

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Dominion Command as at December 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards (“Canadian GAAS”). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Dominion Command in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Other Matter

The financial statements for the year ended December 31, 2022 were audited by another auditor who expressed an unmodified opinion on those statements dated June 9, 2023.

### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Dominion Command's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Dominion Command or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Dominion Command's financial reporting process.

## Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian GAAS will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian GAAS, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Dominion Command's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Dominion Command's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Dominion Command to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*Deloitte LLP*

Chartered Professional Accountants  
Licensed Public Accountants  
May 9, 2024

# The Royal Canadian Legion – Dominion Command

## Statement of financial position

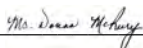
As at December 31, 2023

	Notes	2023 \$	2022 \$
<b>Assets</b>			
Current assets			
Cash and cash equivalents		<b>3,281,660</b>	3,937,599
Accounts receivable	3	<b>1,830,121</b>	2,647,478
Due from The Legion National Foundation	8	<b>354,823</b>	346,182
Due from Canvet Publications Ltd.	8	<b>200,374</b>	35,714
Inventory			
General		<b>2,182,145</b>	1,816,073
Poppy promotional material		<b>259,819</b>	202,545
Prepaid expenses		<b>361,348</b>	520,183
Prepaid subscriptions		<b>1,858,110</b>	1,825,346
		<b>10,328,400</b>	11,331,120
Marketable investments	4	<b>28,189,578</b>	27,329,781
Capital assets	5	<b>4,308,331</b>	4,457,260
		<b>42,826,309</b>	43,118,161
<b>Liabilities</b>			
Current liabilities			
Accounts payable and accrued liabilities	6	<b>1,437,156</b>	2,208,543
Revenue collected in advance - current		<b>3,609,838</b>	3,506,628
COVID-19 relief payable to branches		-	105,226
		<b>5,046,994</b>	5,820,397
Revenue collected in advance - non-current		<b>587,747</b>	817,192
Retirement obligation	7	<b>513,600</b>	535,500
		<b>6,148,341</b>	7,173,089
Commitments	10		
<b>Fund balances</b>			
Unrestricted		<b>5,684,152</b>	3,974,064
Internally Restricted Funds		<b>18,596,401</b>	17,756,113
Externally Restricted Funds		<b>12,397,415</b>	14,214,895
		<b>36,677,968</b>	35,945,072
		<b>42,826,309</b>	43,118,161

The accompanying notes are an integral part of the financial statements.

Approved by the Dominion Executive Council

 \_\_\_\_\_, President

 \_\_\_\_\_, Treasurer

## The Royal Canadian Legion – Dominion Command

### Statement of changes in Fund balances

Year ended December 31, 2023

	Balance – Beginning of year \$	Net revenue (expense) for the year \$	Remeasurements and other items \$	Transfers from (to) \$	Balance – End of year \$
<b>Unrestricted</b>	<b>3,974,064</b>	<b>29,836</b>	<b>5,500</b>	<b>1,674,752</b>	<b>5,684,152</b>
<b>Internally Restricted Funds</b>					
Invested in capital assets	4,457,260	(160,685)	—	11,756	4,308,331
Other internally restricted	3,555,925	(24,415)	—	—	3,531,510
Pension Plan Fund	(169,800)	169,800	—	—	—
Investment Fund	9,912,728	940,116	—	(96,284)	10,756,560
<b>Total Internally Restricted Funds</b>	<b>17,756,113</b>	<b>924,816</b>	<b>—</b>	<b>(84,528)</b>	<b>18,596,401</b>
	<b>21,730,177</b>	<b>954,652</b>	<b>5,500</b>	<b>1,590,224</b>	<b>24,280,553</b>
<b>Externally Restricted Funds</b>					
Poppy Trust Fund	10,383,238	(537,395)	—	(1,140,224)	8,705,619
Centennial Fund	2,494,829	172,813	—	(450,000)	2,217,642
RCEL Fund	1,246,171	137,326	—	—	1,383,497
Benevolent Fund	90,657	—	—	—	90,657
<b>Total Externally Restricted Funds</b>	<b>14,214,895</b>	<b>(227,256)</b>	<b>—</b>	<b>(1,590,224)</b>	<b>12,397,415</b>
	<b>35,945,072</b>	<b>727,396</b>	<b>5,500</b>	<b>—</b>	<b>36,677,968</b>

Notes

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The accompanying notes are an integral part of the financial statements.



**The Royal Canadian Legion – Dominion Command**  
**Statement of operations - General Fund**  
Year ended December 31, 2023

	Notes	2023 \$	2022 \$
<b>Revenue</b>			
Membership fee revenue		<b>5,911,738</b>	5,668,132
Supply sales		<b>3,596,185</b>	2,811,833
Related party revenue	8		
Subscription agency fee		<b>400,000</b>	400,000
Administrative fees		<b>110,000</b>	110,000
Building rental		<b>97,920</b>	97,920
Estate bequests		<b>250,613</b>	33,293
Royalties – member benefits program		<b>229,664</b>	209,334
Other membership revenues (donations)		<b>32,000</b>	40,000
Mastercard royalties		<b>85,367</b>	82,963
Royalties – Legion Lager		<b>15,038</b>	14,018
Other revenue		<b>149,705</b>	125,998
		<b>10,878,230</b>	9,593,491
<b>Expenses</b>			
Corporate services		<b>1,410,539</b>	1,064,109
Building		<b>383,593</b>	685,302
Committees		<b>821,149</b>	551,549
Marketing, advertising and promotion	8	<b>908,030</b>	736,881
Financial services		<b>401,753</b>	308,319
Investment management fees		<b>99,557</b>	96,792
Information technology		<b>455,607</b>	372,880
Legion Magazine – subscriptions	8	<b>2,639,612</b>	2,541,272
Marketing and communications		<b>357,191</b>	426,904
Member services		<b>779,064</b>	820,783
Other program expenses		<b>197,163</b>	190,662
Veterans services		<b>1,064,015</b>	1,155,867
Supply chain management			
Operation		<b>858,111</b>	918,188
Cost of sales		<b>1,476,514</b>	1,218,980
Amortization			
Furniture and equipment and computers		<b>14,649</b>	26,106
Building		<b>146,036</b>	146,036
		<b>12,012,583</b>	11,260,630
Net revenue (expense) before undernoted		<b>(1,134,353)</b>	(1,667,139)
Other revenue		<b>672,133</b>	—
Investment revenue			
Net changes in fair value of marketable investments	4	<b>940,116</b>	(1,566,534)
Dividends		<b>113,419</b>	106,326
Interest		<b>363,337</b>	423,463
		<b>2,089,005</b>	(1,036,745)
<b>Net revenue (expense) for the year</b>		<b>954,652</b>	(2,703,884)

The accompanying notes are an integral part of the financial statements.

**The Royal Canadian Legion – Dominion Command**  
**Statement of operations – Externally Restricted Funds**  
Year ended December 31, 2023

	Poppy Trust Fund	Centennial Fund	RCEL Fund	2023 Total	2022 Total
	\$	\$	\$	\$	\$
<b>Revenue</b>					
Donations	536,944	-	242,182	779,126	949,919
Poppies and wreaths	2,816,344	-	-	2,816,344	2,863,971
Promotional aids	538,345	-	-	538,345	478,752
Other	-	-	-	-	4,959
	<b>3,891,633</b>	<b>-</b>	<b>242,182</b>	<b>4,133,815</b>	<b>4,297,601</b>
<b>Expenses</b>					
Advertising and promotional materials	275,588	-	-	275,588	147,342
Poppies and wreaths	1,443,196	-	-	1,443,196	1,804,366
Promotional aids	272,862	-	-	272,862	226,631
Trademark defence	72,639	-	-	72,639	25,841
Freight	412,557	-	-	412,557	421,749
General	22,195	-	-	22,195	57,487
Investment Management Fees	76,565	13,544	6,721	96,830	90,796
Support					
Supply department	317,939	-	-	317,939	295,235
Administration department	150,000	-	-	150,000	150,000
Marketing	177,833	-	-	177,833	116,889
Finance	143,504	-	-	143,504	140,250
Public relations	14,424	-	-	14,424	10,000
Operation Santa Claus and Canada Day	99,642	-	-	99,642	83,425
National Remembrance Ceremony	99,029	-	-	99,029	104,363
Marketing and promotion	39,383	-	-	39,383	9,446
Grants	411,500	-	-	411,500	50,000
Caribbean liaison	8,806	-	-	8,806	4,851
Poppy department	383,719	-	-	383,719	372,795
Donation expense	447,247	-	-	447,247	-
Benevolent support and assistance	269,043	-	193,085	462,128	530,913
	<b>5,137,671</b>	<b>13,544</b>	<b>199,806</b>	<b>5,351,021</b>	<b>4,642,379</b>
Net revenue (expense) before undernoted	<b>(1,246,038)</b>	<b>(13,544)</b>	<b>42,376</b>	<b>(1,217,206)</b>	<b>(344,778)</b>
Investment revenue					
Net changes in fair value of marketable investments	448,197	119,236	57,035	624,468	(1,283,101)
Interest	195,974	50,461	21,041	267,476	330,404
Dividends	64,472	16,660	16,874	98,006	85,738
	<b>708,643</b>	<b>186,357</b>	<b>94,950</b>	<b>989,950</b>	<b>(866,959)</b>
<b>Net (expense) revenue for the year</b>	<b>(537,395)</b>	<b>172,813</b>	<b>137,326</b>	<b>(227,256)</b>	<b>(1,211,737)</b>

Notes

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The accompanying notes are an integral part of the financial statements.

## The Royal Canadian Legion – Dominion Command

### Statement of cash flows

Year ended December 31, 2023

	2023 \$	2022 \$
<b>Operating activities</b>		
Net revenue (expense) for the year	727,396	(3,915,621)
Items not affecting cash		
Amortization	160,685	172,670
Unrealized losses (gains) on marketable investments	140,999	3,216,878
Realized gains on sales of marketable investments	(1,705,583)	(367,633)
Pension remeasurement	5,500	(9,500)
Net changes in pension fund	(21,900)	5,600
Changes in non-cash working capital items		
Accounts receivable	817,357	(1,053,395)
Due from The Legion National Foundation	(8,641)	209,783
Inventory		
General	(366,072)	(17,363)
Poppy promotional material	(57,274)	523,285
Prepaid expense	158,835	(279,502)
Prepaid subscriptions	(32,764)	(151,928)
Due from Canvet Publications Ltd.	(164,660)	(6,146)
Accounts payable and accrued liabilities	(771,387)	(35,714)
Revenue collected in advance	(126,235)	100,110
COVID-19 relief payable to branches	(105,226)	(248,656)
Fund held in trust	—	347,586
	<b>(1,348,970)</b>	<b>(1,509,546)</b>
<b>Investing activities</b>		
Proceeds on sale of marketable investments	2,683,183	3,576,401
Purchase of marketable investments	(1,978,396)	(3,763,893)
Purchase of capital assets	(11,756)	(28,732)
	<b>693,031</b>	<b>(216,224)</b>
Net change in cash and cash equivalents during the year	<b>(655,939)</b>	<b>(1,725,770)</b>
Cash and cash equivalents, beginning of year	<b>3,937,599</b>	<b>5,663,369</b>
<b>Cash and cash equivalents, end of year</b>	<b>3,281,660</b>	<b>3,937,599</b>

The accompanying notes are an integral part of the financial statements.

# The Royal Canadian Legion – Dominion Command

## Notes to the financial statements

December 31, 2023

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### 1. Purpose of the organization

The Canadian Legion was incorporated in 1926 under the Companies Act, and its name was amended to The Royal Canadian Legion in 1961 by an Act of Parliament. The Royal Canadian Legion – Dominion Command (the "Dominion Command") is a not-for-profit organization under subsection 149(1)(l) of the Income Tax Act and as such is exempt from income taxes.

### 2. Summary of significant accounting policies

These financial statements have been prepared by management in accordance with Canadian Accounting Standards for Not-for-Profit Organizations ("ASNPO"). The significant accounting policies are as follows.

#### *Basis of accounting and presentation*

The Dominion Command has adopted fund accounting as a basis of reporting its activities.

#### *Unrestricted Fund*

All transactions other than externally restricted or designated by management in an Internally Restricted Fund are recorded in Unrestricted Funds. Management makes discretionary transfers to the Unrestricted Fund and the Internally Restricted Funds.

Internally Restricted Funds are accounted for as follows.

#### *Invested in capital assets*

Invested in capital assets comprise capital assets less accumulated amortization and outstanding balances of mortgages or other borrowings attributable to the acquisition, construction, or improvement of those assets.

#### *Other internally restricted*

These funds were meant as an account for the setting aside and use of reserves as and when needed. The Dominion Command makes discretionary transfers to and from these funds as and when needed.

#### *Pension Plan Fund*

Pension contributions and the actuarially determined pension expense are accounted for in the Pension Fund.

#### *Investment Fund*

Interest and dividends earned on marketable investments are accounted for in the Investment Fund or in the Externally Restricted Funds to which they relate. Unrestricted realized and unrealized gains and losses on marketable investments are accounted for in the Investment Fund. The Investment Fund was established on January 1, 1998 by transferring all investments held at that time.

## **2. Summary of significant accounting policies (continued)**

Externally Restricted Funds are accounted for as follows.

### *Poppy Trust Fund*

The Royal Canadian Legion – Dominion Command Poppy Trust Fund (Poppy Trust Fund) accounts for the sale of poppies and wreaths and poppy promotional material to the Provincial Commands and local branches. The funds raised are used to assist Canadian ex-service personnel and their dependents and ex-service personnel of Commonwealth and Allied countries living in Canada in necessitous circumstances; to pay operating expenses of Dominion Command Veteran Services where required; and to provide a grant to the RCEL Fund to support veterans in the Caribbean.

### *Centennial, RCEL and Benevolent Funds (Special Funds)*

Special Funds are accumulated to finance special activities, including a youth track and field camp and grants to Commonwealth veterans in the Caribbean.

### *Cash and cash equivalents*

Cash and cash equivalents comprise cash on hand, deposits held with banks and other short-term highly liquid investments with original maturities of three months or less.

### *Inventory*

Inventories are carried at the lower of cost, determined on a first-in, first-out basis, and net realizable value.

### *Financial instruments*

#### *Initial measurement*

Financial assets and financial liabilities originated or exchanged in arm's length transactions are initially recognized at fair value when the Dominion Command becomes a party to the contractual provisions of the financial instrument. Financial assets and financial liabilities originated or exchanged in related party transactions, except for those that involve parties whose sole relationship with the Dominion Command is in the capacity of management, are initially recognized at cost.

The cost of a financial instrument in a related party transaction depends on whether the instrument has repayment terms. The cost of financial instruments with repayment terms is determined using its undiscounted cash flows, excluding interest and dividend payments, less any impairment losses previously recognized by the transferor. The cost of financial instruments without repayment terms is determined using the consideration transferred or received by the organization in the transaction.

#### *Subsequent measurement*

The Dominion Command subsequently measures all its financial assets and financial liabilities at amortized cost except marketable investments measured at fair value.

Financial assets measured at amortized cost consist of cash and cash equivalents, accounts receivable, due to Canvet Publications Ltd and due from Legion National Foundation. Financial liabilities measured at amortized cost consist of accounts payable and accrued liabilities.

## **2. Summary of significant accounting policies (continued)**

### *Transaction costs*

Transaction costs on financial assets and financial liabilities measured at amortized cost are adjusted against the carrying value of the related asset or liability and then recognized over the expected life of the instrument using the straight-line method. Transaction costs on equity investments quoted in active markets are recognized immediately in the statement of operations.

### *Impairment*

At the end of each reporting period, Dominion Command assesses whether there are any indications that a financial asset measured at amortized cost may be impaired. If there are indicators of impairment, and the Dominion Command determines there has been a significant adverse change in the expected amount or timing of future cash flows, the carrying amount of the asset is reduced to the higher of the expected cash flows expected to be generated by holding the asset, discounted using a current market rate of interest, and the amount that could be realized by selling the asset at the statement of financial position date.

### *Capital assets*

Capital assets are carried at cost less accumulated amortization.

Capital assets are amortized on a straight-line basis, over their estimated useful service lives, at the following annual rates:

Building	2.5%
Furniture and equipment	10.0%
Computers	10.0%
Supply Equipment	6.0%

### *Impairment of long-lived assets*

Long-lived assets such as capital assets and intangible assets (other than indefinite-life intangible assets) are tested for recoverability whenever events or changes in circumstances indicate that their carrying amount may not be recoverable. An impairment loss is recognized when the carrying value of a long-lived asset exceeds the total undiscounted cash flows expected from the use and eventual disposition of the asset, and the carrying value exceeds its fair value. The amount of the impairment loss is determined as the excess of the carrying value of the asset over its fair value at the date of impairment.

Quoted market prices in active markets are used as the basis for fair value measurement. When quoted, market prices are not available and a present value technique is used to estimate fair value.

### *Employee future benefits*

The Royal Canadian Legion – Dominion Command Pension Plan is a multi-employer, contributory, defined benefit pension plan that covers all employees of the Dominion Command and Canvet Publications Ltd. The annual pension payable is based on final average earnings and years of credited service.

In addition to the pension plan, the Dominion Command provides a defined benefit retirement allowance for its employees who have a minimum number of years of service and have attained a minimum age.

## **2. Summary of significant accounting policies (continued)**

### *Employee future benefits (continued)*

Under the immediate recognition approach, the total cost, excluding remeasurements and other items, is included in net revenue or expense of the appropriate fund. Actuarial gains and losses, past service costs and other remeasurements and other items are recognized directly in fund balances.

The defined benefit obligation related to the pension plan is measured based on the most recent actuarial valuation report prepared for funding purposes. The retirement obligation is measured based on an actuarial valuation report prepared specifically for accounting purposes.

### *Revenue recognition*

The Dominion Command follows restricted fund accounting to record revenue.

Externally restricted contributions are recognized as revenue of the appropriate Externally Restricted Fund. Unrestricted contributions are recognized as revenue in the statement of operations in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Supply sales revenue is recognized when all of the following criteria are met: persuasive evidence of an agreement exists, the supplies have been shipped or provided to the members, the price is fixed or determinable and collection is reasonably assured.

Membership fee revenue is recorded as revenue in the year it is received unless it relates to a future year, in which case it is deferred and recorded as revenue in the year to which it relates.

### *Allocated expenses*

A portion of information technology expenses (system maintenance, programming, computer parts and internet connectivity) is allocated to corporate services, financial services, marketing and communications, member services, veterans services and supply chain management – operation expenses in the General Fund statement of operations in order to reflect support and management oversight provided to those areas. These expenses are allocated based on estimates of time spent by the relevant information technology personnel on those areas during the year.

A portion of corporate services expenses (salaries and general office) is allocated to supply chain management, marketing and communications, member services, financial services and veterans services expenses in the General Fund statement of operations, and to support – administration department expense in the Poppy Trust Fund, in order to reflect support and management oversight provided to those areas. These expenses are allocated based on estimates of time spent by the relevant administrative personnel on those areas during the year.

A portion of supply chain management – operation expenses (salaries and general warehouse) is allocated to support – supply department expense of the Poppy Trust Fund in order to reflect warehouse storage costs, shipping and handling for the Poppy Trust Fund inventory, and processing of sales. General warehouse costs are allocated based on \$7 per square foot of the total warehouse space dedicated to Poppy Trust Fund inventory. The remaining expenses are allocated based on estimates of time spent by the relevant personnel during the year.

## The Royal Canadian Legion – Dominion Command

### Notes to the financial statements

December 31, 2023

## 2. Summary of significant accounting policies (continued)

### *Use of estimates*

The preparation of financial statements in conformity with ASNPO requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the dates of the financial statements and the reported amounts of revenue and expense during the reporting periods. Significant estimates included in the accompanying financial statements relate to allowance for doubtful accounts, inventory reserves, estimated useful lives of capital assets, the assumptions used in the determination of the obligation relating to the employee future benefits and certain accruals. Actual results could differ from these estimates.

## 3. Accounts receivable

	2023 \$	2022 \$
Commands, branches and members		
Unrestricted	854,271	1,098,132
Poppy Trust Fund	932,159	1,343,670
Other		
Unrestricted	16,128	15,175
Poppy Trust Fund	—	164,301
Accrued interest	27,563	26,200
	<b>1,830,121</b>	<b>2,647,478</b>

## 4. Marketable investments

	Fair value \$	2023 Cost \$	Fair value \$	2022 Cost \$
General Fund	16,641,132	15,095,752	15,454,670	14,924,396
Poppy Trust Fund	8,430,999	7,793,584	8,573,999	8,447,182
Centennial Fund	2,150,050	1,984,654	2,412,323	2,366,872
RCEL Fund	967,397	889,117	888,789	870,443
	<b>28,189,578</b>	<b>25,763,107</b>	<b>27,329,781</b>	<b>26,608,893</b>

Changes in the fair value of marketable investments are given below:

	2023 \$	2022 \$
Realized changes in fair value of marketable investments		
Investment Fund	(74,990)	254,119
Externally Restricted Funds	(66,009)	113,514
	<b>(140,999)</b>	<b>367,633</b>
Unrealized changes in fair value of marketable investments		
Investment Fund	1,015,106	(1,820,263)
Externally Restricted Funds	690,477	(1,396,615)
	<b>1,705,583</b>	<b>(3,216,878)</b>



## The Royal Canadian Legion – Dominion Command

### Notes to the financial statements

December 31, 2023

#### 4. Marketable investments (continued)

Marketable investments comprise:

	Fair value	2023 Cost	Fair value	2022 Cost
	\$	\$	\$	\$
Government and government guaranteed bonds	3,040,648	3,200,081	2,634,671	2,843,600
Corporate bonds and pooled bond funds	12,386,565	12,953,372	12,616,993	13,873,033
Corporate stocks and pooled equity funds	12,762,365	9,609,654	12,078,117	9,892,260
	<b>28,189,578</b>	<b>25,763,107</b>	<b>27,329,781</b>	<b>26,608,893</b>

Government and government guaranteed bonds bear interest at fixed rates ranging from 1.25% to 3.75% and mature between 2024 and 2030 (1.5% to 3.75% and mature between 2024 and 2026 in 2022).

Corporate bonds bear interest at fixed rates ranging from 2.3% to 6.4% and mature between 2026 and 2030 (1.90% to 3.50% and mature between 2022 and 2029 in 2022). The pooled bond funds invest in high-quality, short and long-term government securities and corporate bonds, bearing interest at fixed rates.

The Dominion Command invests, directly and through pooled equity funds, in companies in various industries, including energy, materials, industrials, consumer discretionary, consumer staples, financial institutions, telecommunication services and utilities.

#### 5. Capital assets

	Cost	Accumulated Amortization	2023 Net	2022 Net
	\$	\$	\$	\$
Land	950,220	—	950,220	950,220
Building	5,857,585	(2,519,121)	3,338,464	3,484,500
Furniture and equipment	114,583	(107,282)	7,301	8,268
Computers	65,698	(53,808)	11,890	14,272
Supply Equipment	1,888	(1,432)	456	—
	<b>6,989,974</b>	<b>(2,681,643)</b>	<b>4,308,331</b>	<b>4,457,260</b>

Cost and accumulated amortization amounted to \$7,048,552 and \$2,591,292, respectively, as at December 31, 2022.

#### 6. Government remittances

Government remittances (GST/HST payable) of \$21,383 (\$116,593 in 2022) are included in accounts payable and accrued liabilities.

## The Royal Canadian Legion – Dominion Command

### Notes to the financial statements

December 31, 2023

#### 7. Employee future benefits

The Dominion Command operates a defined benefit pension plan for its employees and employees of Canvet Publication Limited ("Canvet"). The Dominion Command also operates a retirement plan for certain employees which is payable as a single payment on retirement of those employees.

- (a) The Dominion Command is required by regulation to complete a funding valuation at least every three years on its pension plan. The Dominion Command is also required to undertake a valuation for its retirement allowance. The most recent funding valuations prepared for Dominion Command's pension plan was done on January 1, 2023, and the most recent actuarial valuation of the retirement allowance was done on January 1, 2023.
- (b) As at December 31, 2023, a reconciliation of the funded status of benefit plans to the amounts recorded to in the financial statements is as follows:

	Retirement obligation	2023 Pension plan	Retirement obligation	2022 Pension plan
	\$	\$	\$	\$
Fair value of plan assets	—	(34,521,100)	—	25,111,300
Defined benefit obligation	(513,600)	35,999,800	(535,500)	(25,281,100)
Funded status – (deficit) surplus	(513,600)	1,478,700	(535,500)	(169,800)
Less: Valuation allowance	—	(1,478,700)	—	—
Pension liability (retirement obligation)	(513,600)	—	(535,500)	(169,800)

#### 8. Related party transactions and balances

##### Canvet

Canvet is an entity incorporated under the Canada Business Corporations Act. Canvet publishes and distributes "Legion Magazine", which is sold to the membership of the Royal Canadian Legion, non-member subscribers and the general public. The Dominion Command and Canvet are entities under common control based on the majority of the Board of Directors and shareholders of Canvet being in common with the members of the Dominion Command's Council. The Dominion Command does not control Canvet and therefore does not consolidate its results.

The following transactions with Canvet are included in revenues of the statement of operations:

	\$	\$
Subscription agency fee	400,000	400,000
Administrative fees	110,000	110,000
Building rental	68,640	68,640
Miscellaneous – network support charge (included in other revenue)	5,000	5,000

## The Royal Canadian Legion – Dominion Command

### Notes to the financial statements

December 31, 2023

#### 8. Related party transactions and balances (continued)

The following transactions with Canvet are included in expenses of the statement of operations:

	\$	\$
Legion Magazine – subscriptions current year	<b>2,479,133</b>	2,391,968
Advertising	<b>57,214</b>	52,117
Design services (included in Advertising and promotion)	<b>2,369</b>	14,622
Special issue publications (included in Advertising and promotion)	<b>1,406</b>	1,406

These transactions are considered to be carried out in the normal course of operations and are measured at the exchange amount, which is the amount established and agreed to by the related parties.

##### *The Legion National Foundation*

The Legion National Foundation (the "Foundation") is a registered charity, federally incorporated on April 8, 2016. The Foundation received charitable status on September 11, 2017. The Foundation's purpose is to raise funds for programs of remembrance, and to provide scholarships, bursaries and assistance for the veteran's community.

A member of the Dominion Command serves as a director on the Foundation's Board of Directors, and so the Dominion Command participates in strategic policies of the Foundation. Dominion command does not control the Foundation and therefore does not consolidate its results.

During the year ended December 31, 2023, Dominion Command provided services and paid expenses on behalf the Foundation amounting to \$142,640 (\$170,951 in 2022). These transactions are considered to be carried out in the normal course of operations and are measured at the exchange amount, which is the amount established and agreed to by the related parties.

Balances with the Foundation are non-interest bearing and have no specified terms of repayment.

#### 9. Internally Restricted Funds balance

The Dominion Command internally restricts a portion of its unrestricted balance for other expenses that will be incurred in the future:

	2023 \$	2022 \$
Building	<b>275,638</b>	300,053
RCEL Conference	<b>36,513</b>	36,513
Convention	<b>305,000</b>	305,000
Membership fee	<b>2,914,359</b>	2,914,359
	<b>3,531,510</b>	3,555,925

## The Royal Canadian Legion – Dominion Command

### Notes to the financial statements

December 31, 2023

#### 10. Commitments and contingencies

The Dominion Command is committed to the following payments for equipment, poppies and related remembrance materials under various agreements as follows:

	\$
2024	1,070,338
2025	977,239
2026	928,369
2027	913,708
	<u>3,889,654</u>

#### 11. Allocation of expenses

A portion of information technology expenses (system maintenance, programming, computer parts and internet connectivity) has been allocated in the statement of operations as follows:

	2023 \$	2022 \$
Unrestricted – marketing and communications	15,000	15,000
Unrestricted – member services	15,000	15,000
Unrestricted – veterans services	30,000	30,000
Poppy Trust Fund – support administration department	<u>150,000</u>	<u>150,000</u>

A portion of supply chain management – operation expenses (salaries and general warehouse) of \$317,939 (\$292,235 in 2022) has been allocated to support – supply department expense of the Poppy Trust Fund.

#### 12. Financial instruments and financial risk factors

The Dominion Command is exposed to various risks through its financial instruments. The following analysis provides a measure of the Dominion Command's risk exposure and concentrations. The Dominion Command does not use derivative financial instruments to manage its risks.

##### *Liquidity risk*

Liquidity risk is the risk an entity will encounter difficulty in meeting obligations associated with its financial liabilities. The Dominion Command is exposed to liquidity risk mainly with respect to its accounts payable and accrued liabilities. The Dominion Command monitors its cash balances and cash flows generated from operations to meet its requirements.

##### *Market risk*

Market risk is the risk the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: interest rate risk, currency risk and other price risk.

## 12. Financial instruments and financial risk factors (continued)

### *Interest rate risk*

Interest rate risk is the risk the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Dominion Command is exposed to interest rate risk on its fixed and floating interest rate financial instruments. Fixed interest instruments subject the Dominion Command to fair value risk, while floating interest rate instruments subject it to cash flow risk. As at December 31, 2023, the Dominion Command's exposure to interest rate risk is as follows:

Cash and cash equivalents	Fixed and floating rate
Marketable investments – bonds	Fixed and floating rate

### *Currency risk*

Currency risk is the risk the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. Currency risk arises when financial assets or financial liabilities are denominated in a currency other than Canadian dollars. The Dominion Command is exposed to currency risk primarily on its transactions and balances in US dollars (USD). The following financial instruments were denominated in USD presented in CAD:

	<b>2023 CAD</b>	2022 CAD
Cash and cash equivalents	<b>55,245</b>	40,549
Marketable investments	<b>4,089,009</b>	3,402,908
	<b>4,144,253</b>	3,443,457

### *Other price risk*

Other price risk is the risk the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Dominion Command's exposure to this risk arises from its marketable investments in corporate equities and pooled equity funds. The Dominion Command invests in a diversified portfolio of securities and is not exposed to concentrations of other price risk to a particular industry or company.

### *Credit risk*

The Dominion Command's credit risk arises on cash and cash equivalents, accounts receivable, and accounts receivable due from Legion National Foundation and marketable investments. Dominion Command's cash, and cash equivalents and marketable investments are maintained at major financial institutions; therefore, the Dominion Command considers the risk of non-performance of these instruments to be remote.

To manage the credit risk on accounts receivable, the Dominion Command assesses the credit risk of new customers before extending credit and ongoing customers periodically. The allowance for doubtful accounts recognized by the Dominion Command on trade receivables is insignificant. Accounts receivable are generally due within 30 to 90 days. No accounts receivable mature beyond one year.

## 13. Comparative figures

Certain comparative figures have been reclassified to conform to the current year's presentation.

## REPORT OF CANVET PUBLICATIONS LTD.

B. Lawrence, *Board Chair*  
B. Julian, *Board Vice-Chair*  
B. Chafe, *Secretary*  
T. Bursey, *Director*  
S. Clark, *Director*  
T. Irvine, *Director*  
J. MacIsaac, *Director*  
S. McKeown, *Director*  
B. Weaver, *Director*  
I. Weiser, *Director*

### INTRODUCTION

At the 2012 convention, Canvet Publications Ltd. made a commitment to keep the subscription price for *Legion Magazine* at \$9.49 for eight years. We are pleased to report that not only did Canvet fulfill that promise in 2020, but it also extended this obligation for an additional four years.

### CANADA PERIODICAL FUND

In 2023, the Canada Periodical Fund (CPF) for *Legion Magazine* and *Canada's Ultimate Story (CUS)* totaled \$939,269.60, an 8 per cent decrease over 2022.

The Department of Heritage requires all publications to apply annually and Canvet is hopeful the current application is successful. The rules for acceptance are clear, *Legion Magazine* and *CUS* must remain independent publications, produced by an independent publisher. Any periodicals "that primarily reports on the activities or promotes the interests of the organization" will be excluded from receiving funding.

The receipt of this subsidy is one of the magazine's main streams of revenue and remains critical to its survival. Over the last five years, this continuing annual asset saved *Legion Magazine* over \$4,778,474. Although Canvet has a proven record of careful financial management, it is important to note that all commitments and budgets are predicated on the magazine's eligibility for the CPF.

### EDITORIAL COVERAGE

*Legion Magazine* is the leading voice on Canada's military history and veteran's issues. The magazine

publishes dozens of articles, including: The Forgotten War, Canada's contribution to the Korean War; Behind Enemy Lines, the story of how a Canadian recon soldier was critical in the Allied campaign in Italy; Operation Medak Pocket; and a major feature on Tecumseh, the greatest warrior.

Future articles in 2024 includes stories on: D-Day and the Normandy landings (May/June); a special feature on the Pilgrimage of Remembrance (July/August); Liberation Nation, exploring the role of Canadians in the liberation of France (September/October); and Liberation of Ravenna, how a Canadian intelligence officer led a group of locals against the Nazis (November/December).

For the 2024 *CUS* special issue series we have published: *RCAF 100, Celebrating the Centennial of the Royal Canadian Air Force* (Winter); *1944, Prelude to Victory* (Spring); and for the rest of 2024, *Clearing the Scheldt* (Summer); and finally, *O Canada, Friends and Foes* (Fall).

In addition to translations of articles from the English edition, each French insert includes an original article on a topic from French Canada's military history.

### WWW.LEGIONMAGAZINE.COM AND SOCIAL MEDIA

In 2024, *Legionmagazine.com* will have more than 3 million visits, and it continues to grow yearly. The site showcases our award-winning interactive websites, historic photo archives, podcasts, videos, and the Last Post database with over 209,000 names to date.

Canvet continues to produce videos in the Military Milestones series with four more coming this year.

### MEMBER BENEFITS PACKAGE

The Royal Canadian Legion (RCL) Member Benefits Package (MBP) partners offer discounts for members through IRIS Eyewear, Medipac Travel Insurance, Arbor Memorial, Canadian Safe Step Walk-In Tub Co., CHIP Reverse Mortgage by HomeEquity Bank, HearingLife Canada, belairdirect car and home insurance, Blowes and Stewart Travel Group Ltd., MBNA Canada Inc., Ultramatic, Rogers/Red Wireless, and Upper Canada Wills and Estates. Not only do the partners offer member discounts but they also contribute significant funding to Legion programs. Canvet offers the partners special advertising rates, so they reach an exclusive market as an endorsed partner.

The RCL MBP is another way to serve all Legionnaires and their families and to help maintain and attract new members. As the list grows, the savings offered more than offset the cost of membership for the Legion.

### AWARDS

In February, Canvet was awarded two Silver awards at the Canadian Online Publishing Awards in the following categories:

Best Feel-Good Story: The Way Home by Sharon Adams  
<https://Legionmagazine.com/the-way-home/>

Best Multicultural Story: Tecumseh by Stephen J. Thorne  
<https://Legionmagazine.com/the-shooting-star-celebrating-the-great-shawnee-warrior-tecumseh/>

Canvet's award total to date now stands at 40.

### SUBSCRIPTION FEE INCREASE

For the twelfth year in a row a subscription to *Legion Magazine* has remained at \$9.49 plus tax. The costs to publish *Legion Magazine* have grown considerably over this time, and even so, Canvet has exceeded its commitment to

convention by four years. The time has come for a subscription increase. This is a separate and planned increase, an increase that has been committed to in good faith for more than a decade.

Canvet has provided two options for your consideration.

#### a. **Option A – Status Quo – \$9.49 Annual Subscription**

The only upside to this option is that there is no increase in the subscription to *Legion Magazine*. The downsides, however, are numerous.

Should convention refuse a subscription increase, the magazine will begin posting significant deficits as early as next year. In the years following, *Legion Magazine* will need to downsize significantly. The likely solution would bring the magazine down from six issues per year to four. The number of pages in each magazine would need to be reduced as well. Even then, it would be difficult to continue operations without a deficit.

By downsizing, not only would the number of issues and pages decrease, but subscribers would also be at a loss, as they would perceive less value for their dollars. Editorial cuts would make the magazine less appealing to members, important Legion news, as well as vital information on veterans and their health, would no longer be published. No other Canadian magazine publishes Canadian military history stories like *Legion Magazine*. Without the subscription increase, those stories will be lost.

With less pages to publish ads, and a reduced frequency, advertising revenue would drop drastically. Within two years of publishing as a quarterly, *Legion Magazine* would likely cease to exist.

If that happens, over a half a million dollars would be lost to Dominion Command annually: a sizeable subscription agency

fee of \$400,000; an accounting fee of \$100,000; rent of \$69,000; and another \$12,000 in miscellaneous revenue. Ironically, that represents a large percentage of the subscription increase that Canvet needs to continue publishing.

Finally, without *Legion Magazine*, Dominion Command may face a backlash of resentment at the cancellation of the magazine, a tradition dating back to nearly 100 years.

No subscription increase is not an option we would recommend.

**b. Option B – \$12.49 Annual Subscription**

With a \$3.00 subscription increase to *Legion Magazine*, from \$9.49 to \$12.49 annually, Canvet should not need a further subscription increase for eight more years, or through to the end of 2032. This of course is dependent on a stable publishing industry and the annual subsidy from the CPF.

With this option there will be no need for a reduction in pages or content of the award-winning magazine and our subscribers will continue to get uninterrupted delivery of six issues annually. Further, The RCL will retain a vital communication link with all its members. Even at the \$12.49 price point *Legion Magazine* is a bargain, at 42 per cent lower than the average cost of magazines in our category.

The only downside is that the annual subscription to *Legion Magazine* will cost \$3.00 more.

The near 100-year history of *Legion Magazine* offers many lessons as guidance. The magazine struggled financially for years. At the Dominion Convention in 1954, it was decided that effective with the 1956 dues, a universal subscription was implemented, and financial stability was achieved.

One unexpected and pleasant surprise was, by embedding the subscription into membership, Legion membership began to grow. It could be argued that, what began as a means to attain financial stability for the magazine, has become the single most effective membership decision The RCL has ever made. From 164,000 members before the change, the Legion soared to 265,000 members in 1962, an increase of 62 per cent. If *Legion Magazine* ceases to exist, the opposite outcome is almost a certainty.

For nearly 70 years, this partnership between The RCL and Canvet has thrived. To risk it will certainly damage both organizations, which may be irreversible.

With a subscription to *Legion Magazine*, readers not only receive a vital tool to connect every member and boost membership, but they are also keeping the stories of our veterans, Remembrance and Canada's military history alive.

**RECOMMENDATION:** It is recommended that the annual subscription to *Legion Magazine* be increased by \$3.00 to \$12.49 (plus applicable taxes) effective January 1, 2025.

## 2024 CONVENTION RESOLUTIONS

The Canvet Board of Directors reviewed one resolution which was non-concurred. It can be found in the Convention Book.

## THE WAY FORWARD

Canvet continues to look for ways to improve French language and digital distribution of *Legion Magazine* to subscribers.

## CONCLUSION

For your information.



## REPORT OF THE LEGION NATIONAL FOUNDATION

D. Flannigan, *Chair*  
T. Irvine, *Vice-Chair*  
G. O'Dair, *Secretary*  
A. Siew, *Director*  
B. Burnham, *Director*  
L. Murray, *Director*  
P. Kavanagh, *Director*  
S. Clark, *Executive Director*  
S. Laprade, *Director of Development*  
R. Hayley, *Coordinator*

The Legion National Foundation (LNF), with its national scope, fosters initiatives that enhance the lives of Veterans who have served or continue to serve in the Canadian Armed Forces and the Royal Canadian Mounted Police.

The Foundation mission is expressed through the support of Health and Wellness programs that are tailored to Veterans' unique needs. The Legion National Foundation works closely with organizations and institutions to award scholarships and bursaries to support individuals with their education.

Thanks to our generous donors, children and youth across Canada can learn about Canada's military history and witness sacrifices that were made by Veterans in the service of their country.

Many members of the Canadian Armed Forces and the Royal Canadian Mounted Police live through physically, mentally, and emotionally demanding circumstances in the service to their country. They make sacrifices, endure hardship, and in some cases, suffer significant personal loss for the betterment of others. In return, these extraordinary men, women, and family members deserve the utmost respect, compassion, and support from Canadians.

The Legion National Foundation works at the national level to support initiatives that positively impact the wellbeing and quality of life of Canada's Veterans and their families.

### THE FOUR PILLARS

The Legion National Foundation Board of Directors focus efforts on four key pillars to support. The pillars

are: Veterans' Health and Wellness, Scholarships and Bursaries, Pilgrimages of Remembrance and Remembrance Contests for Children and Youth.

In terms of Veterans' Health and Wellness, the Foundation supports programs and projects to help with homelessness, mental health, financial struggles, and transition challenges.

Through the generosity of donors, funds have been distributed throughout Canada to such organizations as Multi-Faith Housing Initiative (Veterans' House), the Perley Health Centre, Veterans Transition Network and many more.

In addition, funds have been distributed to the three Cadet Corps: Sea, Army and Air. Each year three \$2,500 scholarships are awarded.

Donor funds are also used to support the National Poster and Literary Contests for Youth. An additional video component has been added to the contests.

The Pilgrimage of Remembrance resumed in 2023 after a hiatus during the pandemic. A highlight version of the Pilgrimage is being introduced in 2025.

### FUNDRAISING

The Legion National Foundation raises monies through a diversified fundraising plan that includes gifts from individuals, corporations, and grantors. Individuals give through annual gifts and monthly gifts to support Veterans and their families.

The Digital Poppy Campaign, sponsored by HomeEquity Bank, has been a flagship program

for the LNF since 2020. One of the benefits of the Foundation hosting this campaign is the charitable tax receipt provided to donors for their gift. Individuals donate to the campaign and proudly display their Digital Poppy on social media such as Facebook, Twitter and Instagram. Many also share the Poppy in their email signature too. Many individuals paid tribute to their family member who served in the Military through their Digital Poppy by including their name on the digital emblem.

In 2023, a formal program to inspire corporations to give generously was undertaken. The Dairy Farmers of Canada is just one example of this type of corporate partner. Our corporate partners also encouraged their employees to give and, in many cases, provided a Digital Poppy to them to display too on their work email signatures.

Donors are encouraged to give through other giving vehicles too such as gift of securities. In addition,

some individuals leave a gift to the LNF in their Will as a way of carrying on their own personal legacy that aligned with their values in life. Many give a Legacy Gift to pay tribute to a loved one or as a way of recognizing all Veterans in Canada.

### WEBSITE AND SOCIAL MEDIA

The Legion National Foundation recently launched a refreshed website. The site, LNFCanada.ca, provides all Canadians with an overview of the Foundation as well as a donation area for them to give.

The LNF also shares messages on social media including Facebook, Twitter and Instagram. This important connection with donors and Canadians help to share the messages of where the impact is being made in the country.

This report is provided for information only.

## REPORT OF THE DOMINION COMMAND CENTENNIAL COMMITTEE

D. McRury, *Chair*  
B. Julian, *Vice-Chair*  
S. Clark, *Member*  
O. Gorelova, *Coordinator*

### **This fund was established at the 1964 Convention to serve as:**

A perpetual memorial to those who have fallen in the service of Canada by continuing the activities of The Royal Canadian Legion, including the promotion of education, sports, commonwealth unity and all other forms of national and community service, which in the light of which of changing conditions may be deemed to be consistent with the aims and objects of The Royal Canadian Legion.

At the April 2023 meetings, DEC agreed that the Royal Canadian Legion would host the 2025 Triennial Conference of the RCEL in Ottawa in June/July 2025 and authorized funds from the Dominion Command Centennial Fund to support the Legion's hosting of the Conference.

In 1992 Convention the set the minimum base amount to be kept in the Fund at \$1,500,000. The Fund dipped to just over \$1.5 million at the end of 2008. In 2009 withdrawals from

the fund were suspended to give the Fund a chance to get built up again. The target amount to achieve was set at \$2.0 million.

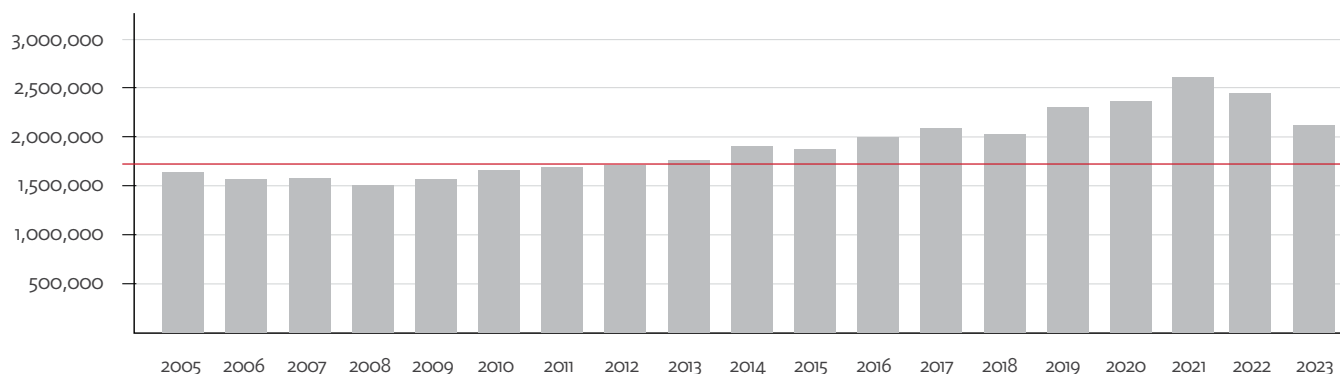
The total balance in the Fund as of December 31, 2023, was \$2,420,105. The fund investments can be broken down as; 9.7% invested in Government bonds, 57.2% invested corporate bonds and bond funds, 30.2% in corporate stocks, 2.9% in short term deposits and cash.

The balance in the investment funds as of April 30, 2024, was \$2,171,407.

A graphical representation of the Fund history is presented below.

This report was moved, seconded and approved by the delegates.

**FUND BALANCE**



# CREDENTIALS REPORT

J. Clayton, *Chair*  
M. Courtney, *Member*  
T. Wheeler, *Member*  
C. Wagner, *Member*  
C. Rutledge, *Member*  
P. Sweeny, *Member*  
P. Cook, *Member*  
C. Hood, *Member*  
B. MacMillan, *Member*  
P. Hillier, *Member*

COMMAND		26 AUGUST 2024		27 AUGUST 2024		28 AUGUST 2024		OBSERVERS
		ACCREDITED	PROXY	ACCREDITED	PROXY	ACCREDITED	PROXY	
BC/YUKON	682							
ALBERTA-NWT	585							
SASKATCHEWAN	363							
MANITOBA & NWO	380							
ONTARIO	1541							
QUEBEC	275							
NEW BRUNSWICK	177							
NOVA SCOTIA/NUNAVUT	322							
PRINCE EDWARD ISLAND	49							
NEWFOUNDLAND AND LABRADOR	106							
DEC/PDP	23							
US ZONES	20							
EUROPE ZONE	8							
<b>TOTALS</b>	<b>4531</b>							

## REPORT ON THE COMMITTEE ON DOMINION CONVENTION RESOLUTIONS

B. Julian, *Chair*  
B. Lawrence, *Vice-Chair*  
R. Hayley, *Coordinator*

### STATISTICS

The following table provides statistics on the number of resolutions submitted by Provincial Commands and by Dominion Command Committees for consideration by the delegates at Convention.

COMMANDS	CONCURRED AT PROVINCIAL CONVENTIONS	FROM BRANCHES THROUGH PROVINCIAL COMMANDS	DOMINION COMMAND COMMITTEES	TOTAL NUMBER OF RESOLUTIONS
BRITISH COLUMBIA/YUKON	0	3	-	3
ALBERTA-NWT	0	4	-	4
SASKATCHEWAN	0	2	-	2
MANITOBA & NWO	2	1	-	3
ONTARIO	0	7	-	7
QUEBEC	1	0	-	1
NEW BRUNSWICK	4	0	-	4
NOVA SCOTIA/NUNAVUT	5	1	-	6
PRINCE EDWARD ISLAND	0	0	-	0
NEWFOUNDLAND AND LABRADOR	0	0	-	0
<b>TOTALS</b>	<b>12</b>	<b>18</b>	<b>1</b>	<b>31</b>

The total number of resolutions to be considered is 31. For comparison purposes, in 2021 a total of 56 resolutions were presented to the delegates at Convention.

# INDEX TO RESOLUTIONS

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## ABBREVIATIONS

In dealing with the resolutions, it should be noted that each has an assigned code and number.

Those abbreviations for Commands such as QUE., ALTA-NWT, etc. are well known. The number following the Command is simply a control number.

The /C following a resolution indicates that it was approved by a Provincial Convention. The procedure for bringing to the convention floor any non-concurred resolution in Part II is that a provincial caucus will decide which of their Command resolutions to bring to the floor and designate who will present the explanation.

Various standing or national committees have generated resolutions and the following is a list of the abbreviations used:

DEC	Dominion Executive Council
SEO	Senior Elected Officer
VSS	Veterans, Service and Seniors
P&R	Poppy and Remembrance
MBR	Membership
D&S	Defence and Security
R&A	Ritual and Awards
C&L	Constitution and Laws

## RESOLUTIONS

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THE FOLLOWING RESOLUTIONS WERE PASSED  
BY THIS 49TH DOMINION CONVENTION

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### LOYALTY RESOLUTION

24 AUGUST 2024

*May it please Your Majesty:*

*The members of The Royal Canadian Legion  
send warm greetings to His Majesty King  
Charles III and wish to convey to His Majesty  
their expression of loyalty and allegiance.*

*Members will gather in person this year to attend  
our 49th Dominion Convention to be held 24-28  
August 2024 in Saint John New Brunswick.*

*We are profoundly grateful for Your  
gracious Majesty's service and leadership  
in guiding our Commonwealth of Nations  
and pray that Your Majesty may continue to  
influence the destinies and accomplishments  
of our great nations for years to come.*

*I remain Your Majesty's humble  
and obedient servant.*

### BUCKINGHAM PALACE

*The King was pleased to receive the message of loyal  
greetings, sent on behalf of The Royal Canadian  
Legion on the occasion of their Forty-Ninth  
Dominion Convention which is being held in Saint  
John, New Brunswick.*

*His Majesty much appreciates your continued  
support and, in return, sends his best wishes to all  
those who are present for a most successful and  
enjoyable gathering.*

PRIVATE SECRETARY

# VETERANS, SERVICE *and* SENIORS

## LONG TERM CARE

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### 1. PREFERRED ADMISSION BED PROGRAM VSS 1

**WHEREAS** Entitlement to Priority Access Beds (PABS) or Contract Beds was terminated with the signing of the Armistice ceasing activities in Korea, July 27, 1953;

**WHEREAS** PABs are located in Provincial Long Term Care Facilities across Canada;

**WHEREAS** Veterans Affairs Canada announced in 2014, that due to lack of demand by eligible Veterans that as Contract Beds became vacant, many would be closed;

**WHEREAS** There are significant numbers of Veterans who are presently ineligible for PAB beds under the present criteria;

**WHEREAS** Veterans Affairs Canada has worked around the Veterans Health Care Regulations, by changing Contract Beds to Preferred Admission Beds; and

**WHEREAS** Veterans Affairs Canada has introduced the Preferred Admissions Bed program for Veterans who served post 1953.

**THEREFORE BE IT RESOLVED** That The Royal Canadian Legion immediately petition the Government of Canada, to formally expand and finalize the Preferred Admission Bed program; and

**BE IT FURTHER RESOLVED** That The Royal Canadian Legion petition the Government of Canada to immediately enter into bilateral negotiations with the 13

Provincial/Territorial Governments to establish agreements that guarantee consistent access to Preferred Admission Beds for all Veterans.

## POPPY *and* REMEMBRANCE

### 2. POPPY MANUAL SECTION 207 PARAGRAPH F ONT 6

**WHEREAS** Zones and Districts are a component and extension of Provincial Commands; and

**WHEREAS** Zones and Districts for decades have been conducting activities in support of our Veterans and their eligible dependents, where staff and other volunteers could not possibly complete or conduct these activities.

**THEREFORE BE IT RESOLVED** that the notation in the Poppy Manual in section 207 Paragraph F be updated to:

“This section does not provide Districts and Zones the authority to collect or maintain a Poppy Trust account unless prior approval has been granted by their Provincial Command.”

## RITUAL *and* AWARDS

### 3. CREATE A BURSARY BAR ONT 2

**WHEREAS** Dominion/Headquarters Honours and Awards has created recognition bars for many chairs and committees. Most recently a bar to recognize – Ways and Means; and

**WHEREAS** Bursary is a chair of greater importance as it assists children of Veteran and



Legions Members with monetary aid to further their education.

**THEREFORE BE IT RESOLVED** That Dominion/Headquarters Honours and Awards, create a bar to give recognition to Bursary Chairs. These individuals work to aid the education advancement of Legion Members children.

**4. LOWERING FLAG FOR FORMER  
LIEUTENANT GOVERNOR  
ONT 4**

**WHEREAS** The former Lieutenant Governor of Ontario, the Honourable David Onley, passed away on January 13, 2023, and no directive was given to have the National Flag of Canada or the Provincial Flag of Ontario lowered to half-mast at Legion Branches within Ontario Provincial Command;

**WHEREAS** The Government of Canada in their rules for the half-masting of the National Flag of Canada under Section I include Mandatory Half-Masting which includes former Governor Generals and former Prime Ministers. It also includes Lieutenant Governors but not former Lieutenant Governors or Premiers and;

**WHEREAS** Under Section 111 of the Government of Canada Rules for Half-Masting the National Flag of Canada, it includes a provision for exceptional circumstances including discretionary authority of the Prime Minister of Canada;

**WHEREAS** On January 13, 2023 the Government of Canada utilized the discretionary authority of the Prime Minister of Canada by posting on their website an Updated Notice of Half-Masting stating that from now until sunset on January 30, 2023, the day of the funeral, all Government of Canada buildings and establishments in the Province of Ontario, excluding the Peace Tower in Ottawa, are to lower the National Flag of Canada to half-mast due to the passing of the Honourable David C. Onley,

C.M. former Lieutenant Governor for the Province of Ontario and;

**WHEREAS** The Royal Canadian Legion Ritual, Awards and Protocol manual Section 929 lists when the National Flag of Canada is to be lowered for various Government officials and Legion Officers including the Lieutenant Governor. Also listed in this same section is former Government officials and former Legion Officers, but it does not include a former Lieutenant Governor or former Premier.

**THEREFORE BE IT RESOLVED** That Section 929 (b) of the Royal Canadian Legion Ritual, Awards and Protocol Manual be revised to include “a former Lieutenant Governor, a former Premier” following the word Premier presently included in Section 929 (b) of this manual.

**5. RITUAL, AWARDS, AND & PROTOCOL MANUAL –  
DECOMMISSIONING OF OLD CENOTAPHS  
NB 3/C**

**WHEREAS** most communities have cenotaphs;

**WHEREAS** some of these cenotaphs are owned by the Branch while others are owned by the municipalities with the help of Veterans;

**WHEREAS** with the amalgamation of many small hamlets with others and with towns, some have municipalities that have built a new cenotaph and decommissioned the old ones that were in each hamlet/town; and

**WHEREAS** there are ceremonies for the commissioning of a new cenotaph, however, there are no ceremonies for the decommissioning of an old cenotaph:

**THEREFORE BE IT RESOLVED** that Ritual, Awards, and Protocol Manual be updated to include a Decommissioning Ceremony of a Cenotaph.

# MEMBERSHIP

## ONLINE MEMBERSHIP APPLICATION

### ONT 3

**WHEREAS** members joining on-line are arriving at their branch in the wrong membership category.

**THEREFORE BE IT RESOLVED** That the online application be revised so that proof of service be provided for Ordinary membership and proof of relationship be provided for Associate membership.

## ONLINE RESOURCES TO REPORTS AND ADDRESSES

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### REPORTS

Larry Murray, Grand President, CM, CMM, CD

Bruce Julian, Dominion President's Report

### ADDRESSES

Michael Trauner, Legion National Ambassador, Legion National Youth Track and Field Championship Ambassador

David Loveridge, Area Director for Canada, Commonwealth War Graves

John Goheen, Lead interpreter, Legion, Pilgrimage of Remembrance

Phil Ralph, Director, Health Services, Wounded Warriors Canada

Todd Ross, Board Director, Rainbow Veterans of Canada

Libby Watkins, Canadian Representative, Royal Commonwealth Ex-Services League

Rob Gill, Executive Director, The Army League of Canada

Dr. Ramesh Zacharias, President and CEO, Chronic Pain Centre of Excellence for Canadian Veterans

John MacBeth, Board Member, The Burns Way

Bob McCann, CWO – Canadian Armed Forces

The Honourable Ginette Petitpas Taylor, Minister of Veterans Affairs, Government of Canada

DeAnna Hill, Assistant Commissioner RCMP

Jason Coward, National Chair – The Royal British Legion

Nishika Jardine, ret'd, Veterans' Ombud, Government of Canada

Debra Sullivan, 2020 National Silver Cross Mother from New Brunswick

24 - 28 AUGUST 2024

NAME \_\_\_\_\_

BRANCH \_\_\_\_\_

COMMAND \_\_\_\_\_