

# DOMINION EXECUTIVE COUNCIL MINUTES

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.

**26 - 27 APRIL 2025**



# DOMINION EXECUTIVE COUNCIL MINUTES

26-27 April 2025

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# DOMINION EXECUTIVE COUNCIL MINUTES

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## **ATTENDEES:**

Berkley Lawrence	-	Dominion President
Sharon McKeown	-	Dominion First Vice President
Valerie MacGregor	-	Dominion Vice President
Trevor Jenvenne	-	Dominion Vice President
Jack MacIsaac	-	Dominion Vice President
Bill Chafe	-	Dominion Chair
Jill Carleton	-	Dominion Treasurer
Larry Murray	-	Dominion Grand President
Craig Thomson	-	BC/YT Command President
Rosalind LaRose	-	AB-NT Command President
Carol Pedersen	-	SK Command President
Ernie Tester	-	MB & NWO Command President
Derek Moore	-	ON Command President
Tom Irvine	-	QC Command President
Tony Chevalier	-	NB Command President
Don McCumber	-	NS/NU Command President
David Doucette	-	PE Command 1 <sup>st</sup> Vice-President
Gerald Budden	-	NL Command President
Danny Redden	-	TVS Special Section President
Darren Reid	-	OSI Special Section President
Blaine Kiley	-	Chair R & A Committee
Dave Gordon	-	Chair C & L Committee
Andrea Siew	-	Chair D & S Committee
Michelle Courtney	-	BC/YT Executive Director
Tammy Wheeler	-	AB-NT Executive Director
Chad Wagner	-	SK Provincial Executive Director
Cohen Rutledge	-	MB & NWO Assistant Executive Director
Pamela Sweeny	-	ON Provincial Executive Director
Paulette Cook	-	QC Provincial Executive Director
Kathy Cleveland	-	NB Provincial Executive Director
Brenda McMillan	-	PE Provincial Executive Director
Paul Hillier	-	NL Provincial Executive Director

## **ABSENT**

Bruce Julian	-	Immediate Past President
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# DOMINION EXECUTIVE COUNCIL MINUTES

26-27 April 2025

## **STAFF IN ATTENDANCE:**

Randy Hayley	-	National Executive Director
Steven Van Muyen	-	Director Corporate Service
Carolyn Hughes	-	Director Veterans Services
Lia Taha Cheng	-	Director Poppy & Remembrance
Tara Diamond	-	Director Supply
Dion Edmonds	-	Director Marketing & Communications
Oksana Gorelova	-	Director Financial Services
Jason Duprau	-	General Manager Canvet
Kelly Therien	-	Executive Assistant
Jody Ryan	-	Executive Assistant
Amanda Black	-	Manager, Member Services
Aaron Kylie	-	Canvet Editor

## **ANNEXES:**

Annex A	-	Grand President's Remarks
Annex B	-	Dominion President's Remarks
Annex C	-	Administrative Arrangements
Annex D	-	Approval of Minutes/Electronic Decisions
Annex E	-	National Executive Director's Report
Annex F	-	Approval of Signing Authority
Annex G	-	Dominion Treasurer's Report
Annex H	-	Transportation Cost
Annex I	-	Veterans, Service & Seniors Committee Report
Annex J	-	Poppy & Remembrance Committee Report
Annex K	-	Membership Committee Report
Annex L	-	Sports Committee Report
Annex M	-	Ritual & Awards Committee Report
Annex N	-	Constitution & Laws Committee Report
Annex O	-	RCEL Committee Report
Annex P	-	Dominion Convention Committee Report
Annex Q	-	Defence & Security Committee Report
Annex R	-	Veterans Consultation Assembly Report
Annex S	-	Going Forward Committee Report
Annex T	-	EDI Committee Report
Annex U	-	Centenary Committee Report
Annex V	-	Canvet Publications Ltd.
Annex W	-	BC/YT Command Report
Annex X	-	AB-NT Command Report
Annex Y	-	SK Provincial Command Report
Annex Z	-	MB & NWO Command Report
Annex AA	-	ON Provincial Command Report

## **DOMINION EXECUTIVE COUNCIL MINUTES**

**26-27 April 2025**

Annex BB	-	QC Provincial Command Report
Annex CC	-	NB Provincial Command Report
Annex DD	-	NS/NU Command Report
Annex EE	-	PE Provincial Command Report
Annex FF	-	NL Provincial Command Report
Annex GG	-	TVS Special Section Report
Annex HH	-	OSI Special Section Report
Annex II	-	Legion National Foundation Report
Annex JJ	-	Dominion Command Branches Report
Annex KK	-	Charters Issued and Cancelled
Annex LL	-	Meetings and Invitations
Annex MM	-	Correspondence

## **DOMINION EXECUTIVE COUNCIL MINUTES**

### **26-27 April 2025**

**ITEM 1: LAND ACKNOWLEDGEMENT/OPENING RITUAL**

The meeting of the Dominion Executive Council opened at 0830 hours on Saturday, 26 April 2025.

**ITEM 2: GRAND PRESIDENT'S REMARKS**

The Grand President's remarks are at Annex A.

**ITEM 3: DOMINION PRESIDENT'S REMARKS**

The Dominion President's remarks are at Annex B.

**ITEM 4: INSTALLATION OF NEW OFFICERS**

The Dominion Grand President and the Dominion President installed Comrade Jack MacIsaac as Vice President, Comrade Sharon McKeown as First Vice-President.

**ITEM 5: ADMINISTRATIVE ARRANGEMENTS**

The administrative arrangements were presented as information only, at Annex C.

**ITEM 6: APPROVAL OF MINUTES / ELECTRONIC DECISIONS**

DEC last met on 25 November 2024. The minutes were distributed electronically.

**MOTION:** THAT the DEC minutes of 23 November 2024 be approved.

**CARRIED**

The result of the electronic decisions taken since the last DEC meeting is at Annex D.

**ITEM 7: CDS PRESENTATION**

CDS Jennie Carignan addressed DEC and answered questions.

**ITEM 8: NATIONAL EXECUTIVE DIRECTOR'S REPORT**

The National Executive Director presented his report, at Annex E.

**ITEM 9: APPROVAL OF SIGNING AUTHORITY**

With the changes in Legion House personnel at the Director level, the listing of approved signing authorities must be updated. All financial disbursements require approvals / signatures of two Directors which must also include one of the primary authorities as a minimum, at Annex F.

## DOMINION EXECUTIVE COUNCIL MINUTES

26-27 April 2025

**MOTION:** THAT the authorized banking signatories be revised as follows to include:

National Executive Director

Director Financial Services

Director Corporate Services

Director Veterans Services

Director Marketing and Communications

Director Poppy and Remembrance

Director Supply

Randy Hayley (Primary)

Oksana Gorelova (Primary)

Steven Van Muyen (Primary)

Carolyn Hughes (Secondary)

Dion Edmonds (Secondary)

Lia Taha Cheng (Secondary)

Tara Diamond (Secondary)

**CARRIED**

### ITEM 10: DOMINION TREASURER'S REPORT

The Dominion Treasurer presented her report, at Annex G. The draft audited financial statements are attached.

**MOTION:** THAT the Financial Statements be approved as presented.

**CARRIED**

**MOTION:** THAT the Auditor Deloitte be recommended for approval of the membership.

**CARRIED**

### ITEM 11: TRANSPORTATION COST

Transportation costs are reviewed annually, with detail at Annex H.

**MOTION:** THAT the mileage rate for the use of privately owned vehicles on authorized Legion business be set at 72.0 cents/km, effective 1 May 2025.

**CARRIED**

**MOTION:** THAT the per diem rate for authorized Legion in-Canada travel be set as follows effective 1 May 2025:

Provinces at \$133.00, Yukon Territory at \$144.85, North West

Territories at \$164.00 and Nunavut Territory at \$183.65

**CARRIED AS AMENDED**

**MOTION:** THAT the per diem rate for authorized Legion international travel (including USA) be set at \$272.00 CAD effective 1 May 2025.

**CARRIED**

**ITEM 12: COMMITTEE REPORTS AND RECOMMENDATIONS**

a. Veterans, Service and Seniors Committee

The Veterans, Service and Seniors Committee report was presented, attached at Annex I.

b. Poppy & Remembrance Committee

The Poppy & Remembrance Committee report was presented, attached an Annex J.

**MOTION:** That the Veteran Support Partnership Program funding request of \$26,300 from the Dominion Command Poppy Trust Fund for the A.T.H.E.N.A. Program be approved for 2025.

**CARRIED**

**MOTION:** That the Veteran Support Partnership Program funding request of \$93,056 from the Dominion Command Poppy Trust Fund for the Mood Disorders Society of Canada's Advancing Veteran Communities project be approved for 2025 pending verification it is not a duplicate of the VAC donation.

**CARRIED AS AMENDED**

**MOTION:** That the Veteran Support Partnership Program funding request of \$5,000 from the Dominion Command Poppy Trust Fund for Hero Lodge be approved for 2025.

**CARRIED**

**MOTION:** That section 808d(iii) of the Poppy Manual be amended to read: "street blades/signs named in honour of individual Veterans. Proposals must include authenticated background information on each Veteran to be honoured, including service and date of death; and"

**CARRIED**

**MOTION:** That section 808d(iv) of the Poppy Manual be amended to read: "Veterans named on street blades/signs *should* be easily identifiable as such by preceding the name with their rank or following it with their military unit, regiment or elemental affiliation (abbreviations acceptable) *if possible*."

**CARRIED**



**MOTION:** That section 815a(ii)3 under “Memorials” be amended to read: “a watermark on walls of recognition.” and section 815a(ii) under “General Use” be added to read: “Any placement that could have text written across the Poppy image”.

**CARRIED**

**MOTION:** That section 815a(iii) be removed and that all subsection numbering be updated to reflect the change.

**CARRIED**

**MOTION:** That the Veteran Support Partnership Program funding request of \$12,000 from the Dominion Command Poppy Trust Fund for Ways to Wellbeing be approved for 2025.

**CARRIED**

**MOTION:** That section 403ii(l) of the Poppy Manual be amended to read: Transition *and Support* Programs for Veterans: (prior Provincial Command approval is required) Up to 25 percent of the current balance for the purpose of funding transition *and support* programs related to the training, education and support needs of Veterans. Provincial Commands will be responsible to maintain a list of qualifying programs within their respective commands.

**CARRIED**

c. Membership Committee

The Membership Committee report was presented, attached at Annex K.

**MOTION:** Tracking Centennial Members:

To introduce an identifier for all free memberships in 2026, ensuring that members who join under this initiative are designated as "Centennial Members." This classification is not a distinct membership category but will serve as a tracking tool to help branches appropriately categorize these members once they join online and select a branch.

**CARRIED**

## DOMINION EXECUTIVE COUNCIL MINUTES

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**MOTION:** Membership Application Updates & Privacy Considerations:

To remove service numbers from all membership application forms to ensure privacy compliance and alignment with modern data protection standards.

**OUT OF ORDER**

d. Sports Committee

The Sports Committee report was presented, attached at Annex L.

e. Ritual and Awards Committee

The Ritual and Awards Committee report was presented, attached at Annex M.

**MOTION:** In accordance with section 105. e of the Ritual, Award and Protocol Manual, and a show of Canadian Sovereignty, I move that the wearing of a Canada Flag pin, available through Legion Supply, be approved for wear on Legion Dress for an initial period of two years. The pin would be worn on the outside of the Support our Troop pin and levelled to it.

**CARRIED AS AMENDED**

f. Constitution and Laws Committee

The Constitution and Laws Committee report was presented, attached at Annex N.

**MOTION:** That GBL Section 304.b.i. be amended to read:

i. Complaints lodged under subsections i and ii 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. Unless the Arbitrator or Arbitration Team is satisfied that there is good reason to extend the time period, **Arbitrations should be completed within 21 days from the time the Arbitrator or Arbitration Team receives the complaint. The Arbitrator or Arbitration Team may extend the time on their own or upon the requests of one of the parties.**

**CARRIED**

**DOMINION EXECUTIVE COUNCIL MINUTES**  
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**MOTION:** That GBL Section 301.i.i.(1) be amended to read:

(1) **last known email, OR**, enclosing a copy of the document in an envelope addressed to the member at their last known address and forwarding same by certified or registered mail or prepaid courier; OR

**CARRIED**

**MOTION:** That GBL Section 418.b.ii. be amended to read:

418.b.ii. An appeal under the above provision must be made in writing and served on the National Executive Director within 30 days of the notice of decision. Service must be made **by email**, or registered mail or prepaid courier or personal delivery in the presence of a witness;

**CARRIED**

g. RCEL Committee

The RCEL Committee report was presented, attached at Annex O

h. Dominion Convention Committee

The Dominion Convention Committee report was presented, attached at Annex P.

i. Defence And Security Committee

The Defence and Security Committee was reported, attached at Annex Q.

j. Veterans Consultation Assembly

The Veterans Consultation Assembly report was presented, attached at Annex R.

l. Going Forward Committee

The Going Forward Committee report was presented, attached at Annex S.

m. Equity, Diversity and Inclusion (EDI) Committee

The EDI Committee report was presented, attached at Annex T.

**MOTION:** THAT DEC approve the final version the request for proposal provision of training to support the Royal Canadian Legion's Equity, Diversity and Inclusion strategy document..

**CARRIED**

n. Centenary Committee

The Centenary Committee report was presented, attached at Annex U.

**ITEM 13: CANVET PUBLICATIONS LTD**

The CANVET Publications LTD report was presented as information only, attached at Annex V.

**ITEM 14: SALDAN DEVELOPMENT PRESENTATION**

Sam Biasucci made a presentation regarding Branch 05-025.

**ITEM 15: COMMAND/SPECIAL SECTION REPORTS**

a. BC/YT Command

The BC/YT Command report was presented as information only, attached at Annex W.

b. AB-NT Command

The AB-NT Command report was presented as information only, attached at Annex X.

c. SK Provincial Command

The SK Provincial Command report was presented as information only, attached at Annex Y.

d. MB & NWO Command

The MB & NWO Command report was presented as information only, attached at Annex Z.

e. ON Provincial Command

The ON Provincial Command report was presented as information only, attached at Annex AA.

f. QC Provincial Command

The QC Provincial Command report was presented as information only, attached at Annex BB.

- g. NB Provincial Command  
The NB Provincial Command report was presented as information only, attached at Annex CC.
- h. NS/NU Command  
The NS/NU Command report was presented as information only, attached at Annex DD.
- i. PE Provincial Command  
The PE Provincial Command report was presented as information only, attached at Annex EE.
- j. NL Provincial Command  
The NL Provincial Command report was presented as information only, attached at Annex FF.
- k. TVS Special Section  
The TVS Special Section report was presented as information only, attached at Annex GG.
- l. OSI Special Section  
The OSI Special Section report was presented as information only, attached at Annex HH.

**ITEM 16: SENIOR OFFICER REPORTS**

No Senior Officer Reports were submitted.

**ITEM 17: LEGION NATIONAL FOUNDATION REPORT**

Legion National Foundation report was presented as information only, attached at Annex II.

**ITEM 18: DOMINION COMMAND BRANCHES**

This report was presented as information only, attached at Annex JJ.

**ITEM 19: CHARTERS ISSUED AND CANCELLED**

This report was presented as information only, attached at Annex KK.

**ITEM 20: REQUESTS FOR SUPPORT**

There are no requests at this time.

**ITEM 21: MEETINGS AND INVITATION**

The Meetings and Invitations list is attached at Annex LL.

**ITEM 22: CORRESPONDENCE**

Correspondence is saved at Annex MM.

**ITEM 23: OTHER/NEW BUSINESS**

Tom Irvine was recognized for his 20 plus years of service on DEC.

Larry Murray spoke about letters the Legion has sent to the Federal government not being answered and that it was unacceptable.

Gerald Budden asked about the Legion endorsing reverse mortgages. Randy Hayley and Dion Edmonds will follow up.

Darren Reid talked about Marketing strategies and we need to promote the good we do.

Larry Murray gave a Bravo Zulu to the outgoing Provincial Presidents.

Sharon McKeown thanked everyone for their condolences.

Berkley Lawrence thanked the Provincial Presidents and said that he would not be travelling to the American Legion convention.

**ITEM 24: ADJOURNMENT**

The meeting of the Dominion Executive Council was adjourned on Sunday 27 April 2025 at 11:30 am

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Dominion Chair



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National Executive Director

## GRAND PRESIDENT'S OPENING REMARKS TO DEC, 26 APRIL, 2025

THANK YOU, COMRADE CHAIR AND GOOD MORNING, COMRADES.

I WOULD LIKE TO BEGIN BY PAYING TRIBUTE TO OUR FORMER DOMINION FIRST VICE PRESIDENT, COMRADE GARRY POND.

I HAD THE PRIVILEGE OF GETTING TO KNOW GARRY WHEN HE FIRST SERVED ON DEC AS PROVINCIAL PRESIDENT OF ONTARIO COMMAND A FEW YEARS AGO.

HE IMPRESSED ME FROM THE BEGINNING WITH HIS STRONG, VALUES BASED LEADERSHIP, SERVICE BEFORE SELF APPROACH AND ALWAYS WISE AND THOUGHTFUL COUNSEL.

GARRY WAS ONE OF THOSE QUIET, SOLID MEMBERS OF DEC WHO DID NOT SPEAK OFTEN BUT WHEN HE DID, EVERYONE LISTENED.

GARRY POND HAS SERVED CANADA, THE ROYAL CANADIAN LEGION AND HIS COMMUNITY WITH SELFLESS DEDICATION AND GREAT DISTINCTION. HE HAS MADE A REAL DIFFERENCE FOR COUNTLESS OTHERS THROUGHOUT AND IT IS AN HONOUR FOR ME TO HAVE HIM AS A COMRADE AND FRIEND.

BRAVO ZULU, CONGRATULATIONS AND MANY THANKS FOR YOUR OUTSTANDING SERVICE TO CANADA, TO THE CANADIAN ARMED FORCES AND TO THE ROYAL CANADIAN LEGION, COMRADE GARRY.

I WOULD ALSO LIKE TO EXPRESS MY PERSONAL THANKS TO COMRADE SHARON AND TO COMRADE JACK FOR STEPPING UP TO THE PLATE AT A DIFFICULT TIME.

CONGRATULATIONS ON YOUR ELECTIONS AND I KNOW THAT YOU WILL BRING VALUABLE LEADERSHIP AND WISDOM TO THE DOMINION EXECUTIVE COUNCIL IN YOUR IMPORTANT NEW ROLES.

THE WINTER BREAK IS OVER AND I HAD THE PRIVILEGE OF COMRADE BERKLEY AND THE LEGION AT THE ANNUAL KVA KAPYONG CEREMONY LAST WEDNESDAY AND AT THE ANNUAL ANZAC COMMEMORATION AT THE WAR MUSEUM YESTERDAY. BOTH CEREMONIES WERE EXCELLENT.

MY FINAL COMMENTS TODAY WILL BE A BIT DIFFERENT THAN NORMAL BECAUSE I DON'T THINK THAT WE ARE LIVING IN NORMAL TIMES.

I STILL REMEMBER THE REASSURING PRESENCE OF THE ROYAL CANADIAN LEGION AT REMEMBRANCE AND OTHER COMMUNITY EVENTS AS A YOUNG 9 YEAR OLD NAVY LEAGUE CADET GROWING UP IN STRATFORD, ONTARIO MANY, MANY YEARS AGO.

I THINK THAT CANADA COULD USE A LITTLE MORE OF THAT REASSURING PRESENCE OF THE LEGION DURING THESE CHALLENGING TIMES AS WE CONFRONT UNPROVOKED ATTACKS ON OUR SOVEREIGNTY AND ECONOMIC WELL BEING BY THE CURRENT PRESIDENT OF THE UNITED STATES AND THE MOTLEY CREW AROUND HIM.

MANY CANADIANS ARE FEARFUL AND SUFFERING AS A RESULT AND THAT NO DOUBT INCLUDES MANY OF OUR MORE FRAGILE VETERANS AND THEIR FAMILIES, MOST OF WHOM ARE ALREADY DEALING WITH SIGNIFICANT CHALLENGES.

CONTINUING TO ENSURE THAT OUR VETERANS AND THEIR FAMILIES RECEIVE ALL THE SUPPORT THAT THEY NEED IN THESE UNIQUE AND TRYING CIRCUMSTANCES IS CLEARLY ONE ESSENTIAL RESPONSE BY THE LEGION.

HOWEVER, GIVEN THE LEGION'S WELL DESERVED REPUTATION FOR EXCELLENCE, STRENGTH, AND HISTORIC GENEROSITY AS WELL AS OUR FOOTPRINT RIGHT ACROSS THE COUNTRY, I BELIEVE THAT THERE MAY BE MORE THAT WE CAN DO AT THE COMMUNITY, PROVINCIAL AND NATIONAL LEVEL TO SUPPORT CANADA AND CANADIANS DURING THIS CRISIS.

IT IS NOT CLEAR TO ME WHAT THAT ROLE OR ROLES MIGHT BE OR WHEN GREATER VISIBLE ENGAGEMENT BY THE ROYAL CANADIAN LEGION MIGHT BE MOST USEFUL. AND THAT MAY ONLY BECOME EVIDENT OVER TIME.

THE LEGION DOES HAVE A REMARKABLE RECORD OF SUPPORTING IMPORTANT INITIATIVES AND CAUSES OVER OUR DISTINGUISHED, NEARLY 100 YEAR HISTORY.

THE QUESTION THAT I WANT TO LEAVE WITH ALL OF US THIS MORNING IS WHAT MORE, IF ANYTHING, THE ROYAL CANADIAN LEGION COULD DO NOW OR IN THE COMING MONTHS, PARTICULARLY IF THE CRISIS DEEPENS, TO SUPPORT CANADA AND CANADIANS, INCLUDING VETERANS AND THEIR FAMILIES, AND TO BRING MORE OF THAT REASSURING LEGION PRESENCE THAT I MENTIONED AT THE OUTSET TO OUR FELLOW CANADIANS.

I THINK THAT THE NEXT FEW DAYS PROVIDES AN IDEAL OPPORTUNITY AT A CRITICAL TIME IN THIS CRISIS FOR THE SENIOR LEADERSHIP OF THE LEGION TO THINK ABOUT AND DISCUSS THIS IMPORTANT ISSUE.

THAT CONCLUDES MY OPENING COMMENTS. THANKS VERY MUCH COMRADES.



## **DOMINION PRESIDENT'S REMARKS**

Berkley welcomed Sharon McKeown and Jack MacIsaac to their new roles on the SEO and Darren Reid to the OIS Section. Sent best wishes to Garry Pond.

Thanked outgoing Provincial Presidents for their dedication to their Provincial Commands and DEC.

I will attend the Alberta-NWT and Ontario Conventions. I will be attending the Royal British Legion convention and then the Scotland Legion convention. I look forward to attending the RCEL convention in Ottawa. Thank you to Randy and Dominion Command staff for all their work towards it. I will not attend the American Legion convention but will send a video message.

As Dominion President I sometimes have to make some hard decisions but let me tell you making a decision to close a branch, a charter, or expelling someone from the Legion is not an easy or quick decision. Using the authority of Article 418 a. and I quote "The Dominion President may, after inquiry and for cause clearly stated, revoke or suspend the charter or powers of any command, branch or auxiliary, or suspend any officer thereof, or expel any member, or take any other action not inconsistent with these By-Laws that is necessary or advisable for the good of the Legion, and shall report to the Dominion Executive Council upon the action taken."

Therefore I will report to you the following actions:

### **14 November 2024**

- Expulsion of Guy Arcand – Branch 06-044 Lieutenant-Colonel Robert Grondin CD (Shawinigan QC)
- Expulsion of Côme Ricard – Branch 06-101 Grand Mere Veterans Club (Shawinigan QC)

### **6 January 2025**

- Revocation of Brooklands and Weston Branch 04-002 (Winnipeg MB)

### **20 January 2025**

- Revocation of Vauxhall Branch 02-193 (Vauxhall AB)

### **7 April 2025**

- Expulsion of Jeffrey LaPointe – Branch 05-087 (Kirkland Lake)

These decisions cause some serious thought. I had zoom meetings with the Provincial Presidents to ensure it was the correct way to proceed.

I have received some very special invitations upon the position I hold here at the Legion. I received a request from the New Minister of VAC, Élisabeth Brière to have a

zoom meeting to allow her to introduce herself to me. We had a very informal meeting of about 20 minutes with Randy and the Minister. I spoke about the long waiting lines that it takes a Veterans to get their claim filled. I spoke about the problem all across our Country with Long Term beds for our Veterans. I extended an invite to DEC but the Minister was unable to attend.

The Top Army Cadet from November 2024 National Remembrance Day Ceremony invited me to be his Reviewing Officer on behalf of his section/unit in Pasadena, NL.

Invitations to the 80<sup>th</sup> Liberation celebrations in Toronto, ON will be attended by Sharon McKeown and Valerie MacGregor will attend the celebrations in Holland on my behalf.

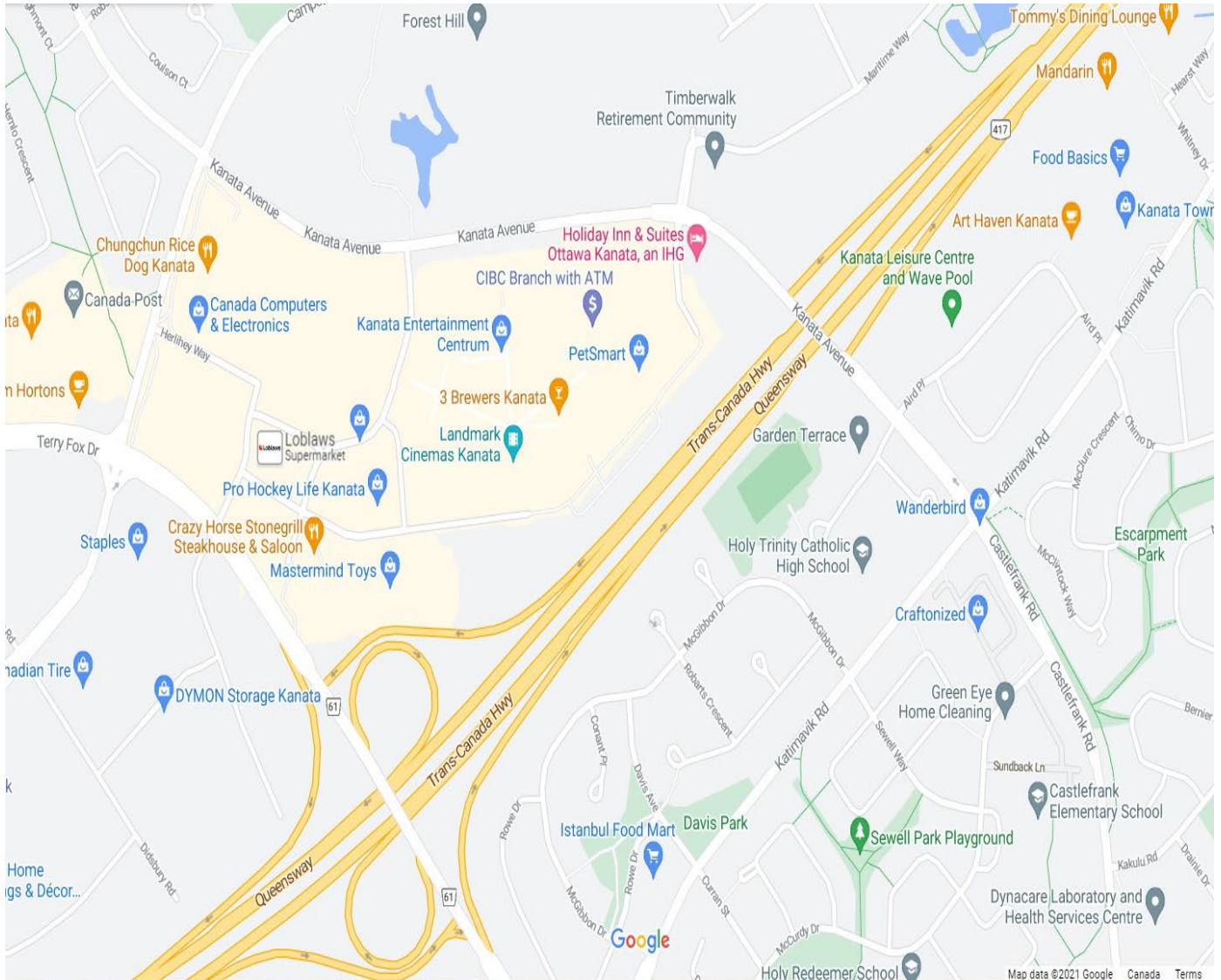
I was grateful to be honoured with presentation of the 75<sup>th</sup> Newfoundland anniversary medal by Premier Furey in April.

I was proud of my part to present the King Charles III Coronation medal. I attended the 100 birthday party of a Second World War Veteran. I cut the ribbon of the official opening Branch #15 in Harbour Grace, NL. I was honoured to receive the Meritorious Service Medal and the Legion life membership award by my Branch.

In closing I would like to thank all the Committee Chairs, all the Coordinators, Provincial Executive Directors and all the Legion Headquarter staff for their continued work.

## ADMINISTRATIVE ARRANGEMENTS

- a. Schedule – Saturday, 26 April 2025 and Sunday, 27 April 2025
  - i. 0830 hours – DEC convenes
  - ii. 1200 hours – Lunch (Call of the Chair)
  - iii. 1300 hours – DEC re-convenes
  - iv. 1630 hours – DEC adjourns for the day (Call of the Chair)
- b. Meals. Lunch will be provided both days. DEC and PEDs per diem claims will be adjusted accordingly.
- c. Local Map. A map of the local area is attached for your convenience.
- d. Hotel Reservations. Your reservation has been made according to the meeting schedule. If you intend to check out earlier, please advise the hotel as soon as possible. Please note that DEC members and PEDs are responsible to pay their hotel bill at check out and then claim on their expense claim forms.
- e. Reports. **Only committee recommendations for DEC discussion and decision are to be verbally presented.** All other items in committee reports are for information and will not be read out loud during the meeting. All meeting material is provided electronically and will not be reproduced in paper format.
- f. Smoking. Smoking is permitted only at the rear of the building. The Director Corporate Services will provide one of the smokers with a door pass to enable smokers to use the rear entrance to permit smoking outside during the break periods.
- g. Dress. Legion informal dress shirt (exception: those involved in the Installation Ceremony).



## Centrum Area

- Numerous Restaurants
- Shopping Facilities
- Movie Theatre
- Grocery Store
- LCBO

## APPROVAL OF MINUTES / ELECTRONIC DECISIONS

a. Approval of Minutes

DEC last met on 23 November 2024. The minutes were distributed electronically.

**RECOMMENDATION:** THAT the DEC minutes of 23 November 2024 be approved.

b. 18 March 2025

The process to fill the vacancy for the position of Dominion First Vice President was actioned in accordance with GBL 405.b.

**DECISION**

Comrade Sharon McKeown was elected as First Vice President through an electronic vote.

22 March 2025

The process to fill the vacancy for the position of Dominion Vice President was actioned in accordance with GBL 406.b.

**DECISION**

Comrade Jack MacIsaac was elected as a Vice President through an electronic vote.

**ITEM 8: NATIONAL EXECUTIVE DIRECTOR'S REPORT**

**REPORT OF THE NATIONAL EXECUTIVE DIRECTOR  
TO THE DOMINION EXECUTIVE COUNCIL  
26-27 APRIL 2025**

**NATIONAL EXECUTIVE DIRECTOR'S REPORT**

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**1. Overview:**

We continue to move forward in the revival phase of our business life cycle and are experiencing significant positive results.

In fulfilling our mission, during 2024 we serviced over 8,000 Veterans nationally with direct support. Membership grew for the 3<sup>rd</sup> consecutive year in 2024 and is currently on pace to grow for 2025 as the momentum continues to build towards 2026.

Our Supply and Merchandising Department have started the year with 3 consecutive record sales months for the first quarter business cycle. Canadian patriotism is leading the surge.

Our Marketing and Comms team continues to set the correct organizational tone during this time of growing Canadian patriotism with timely advertising campaigns clearly stating and educating Canadians on our mission and our service to Canada.

Modernization continues to be at our forefront and is playing a large role in our current results but more importantly modernization is the key to our future prosperity and has placed us in a position to launch some major initiatives for our upcoming centenary.

The next 1.5 years are an exciting time for our organization, and we look forward to strategically taking the next steps in our storied history!

**2. National Headquarters Staffing**

<b>Category</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Permanent	35	42	45	42	43	46
Long Term Contract	7	4	4	2	1	0
Short Term Contract	0	3	1	0	0	0
Temp/Casual	1	0	0	0	0	0
Total Legion House	43	49	50	44	44	46

**Notes:**

a. Permanent personnel:

o Vacancies:

- (1) Poppy & Remembrance

- b. New Personnel:
  - Emily Gentès: Corporate Services
  - Mariana Souza: Financial Services
  - Kristin Colpitts: Member Services
- c. Retirements:
  - Steven Clark
- d. Resignations:
  - Stephanie Blyth: Member Services
- e. Recognitions:
  - Alexa Pasha, one of our Service Officers, was recognized as a Remarkable Leader at the annual Women in Defence and Security Awards Breakfast last month. The event had over 1,000 attendees from the Defence and Security industry. Congrats Alexa!

### **Significant Work Anniversaries in 2025**

<b><u>Name</u></b>	<b><u>Date</u></b>	<b><u>Anniversary</u></b>
Dion Edmonds	8 Sep. 2015	10 years
Randy Hayley	8 Sep. 2015	10 years
Shelby Sutherland	14 Sep. 2015	10 years
Melissa Griffin	21 Sep. 2015	10 years
Jordan Strathearn	23 Nov. 2015	10 years
Tiffany Patterson	13 Oct. 2015	10 years
Karen Taylor Lopez	1 Jul. 2010	15 years
Moobin (Mike) Walji	1 Oct. 1985	40 years

**Note:**

A special recognition to Mike Walji our Legion House Maintenance Supervisor who is celebrating 40 years of employment with the Legion later this year. This service is a rare occurrence in today's workplace, and it is highly unlikely we will witness this again in our history. We will recognize this special dedication in November.

- f. **Summer Hours:** Summer hours at Legion House start Monday, 28 April, and end Labour Day: core hours will be 8:30 am – 4:00 pm.

**3. Legal**

No new updates to report. There are currently 3 individual cases we have been named in at the Dominion level.

**4. Legion House**

- a. Legion House Maintenance Plan, 2022 – 2024. Following the Legion House Maintenance business plan, the 2025-2027 plans are underway with critical expenses to be outlined following a spring walkthrough. The building department will re-evaluate the Legion House Maintenance Plan with the understanding that the building has reached an age in its life cycle which will require more proactive maintenance to minimize major repairs moving forward.
- b. Legion House Project List. The list below outlines maintenance projects that have been completed, or are in progress, since the last DEC meeting.

TITLE	DESCRIPTION	PREVENTATIVE (PLANNED) OR CORRECTIVE	COST/ESTIMATE	STATUS
HVAC / Plumbing Repair	<ul style="list-style-type: none"> <li>AC Repair</li> <li>Replace leaking seals on heating system</li> <li>Replace 3 x actuators</li> <li>Replace seals on heating system</li> <li>Emergency heating system repair invoice</li> <li>Flooding in warehouse due to heavy rain</li> <li>Repair Urinal in Men's Washroom (reoccurred &amp; complete)</li> <li>A flush valve was broken which resulted in washroom flooding and the water being shut off. Two toilets need to be changed</li> </ul>	1. Unplanned 2. Planned 3. Planned 4. Planned 5. Unplanned 6. Unplanned 7. Planned 8. Unplanned	1. \$678.23 2. \$2,353.65 3. \$1,305.82 4. \$3,707.16 5. \$1,751.50 6. \$1,988.80 7. \$1,028.30 8. TBC	Completed Completed Completed
Interior Repairs	Significant water damage in the 3 <sup>rd</sup> and 1 <sup>st</sup> floor washrooms due to leaking seals in the heating system. Required to open the ceiling and walls to repair.	Unplanned	\$12,158.80	Completed
Exterior Repairs	<ul style="list-style-type: none"> <li>Catch basin cleanout (annual)</li> </ul>	Planned	1. TBC	
Electrical Repair	1. Replace outdoor light fixtures due to water damage.	1. Planned 2. Unplanned 3. Planned 4. Planned	1. \$4,319.43 2. \$2,610.30 3. \$1,240.02 4. TBC	Completed Completed Completed



	<ul style="list-style-type: none"> <li>• Repair Inuksuk light fixture</li> <li>• Replace 4 new canopy LED pot lights in entrance</li> <li>• Large LED warehouse lamps, Bell</li> </ul>			
Flagpole Replacement	Replace flagpole ropes with new ropes	Planned	\$3,248.00	Completed

***Note: Preventative/Planned projects include those that have been identified in the Legion House Maintenance Plan and have been allocated funds OR are preventative in nature due to a corrective maintenance occurrence.***

c. Legion House Future Major Projects. The list below outlines major projects that are planned for the year 2025.

- a. **AC Conditioning Replacement**. As outlined below, the Legion House AC unit was overdue for a complete replacement. The contract has been secured, and replacement has commenced. Johnson Controls is completing the replacement at a reduced cost (in comparison to other suppliers).

TITLE	DESCRIPTION	COST/ESTIMATE	STATUS
Air Conditioning Unit Replacement	<p>The supply and delivery to replace the 60-ton rooftop unit is completed.</p> <p>Here is a summary of what remains:</p> <ul style="list-style-type: none"> <li>- Reclaim refrigerant and dispose</li> <li>- Install interconnection piping</li> <li>- Reconnect electrical</li> <li>- Pressure and leak test the installation, dehydrate &amp; charge refrigerant</li> <li>- Startup equipment &amp; verify system operation</li> </ul>	<p>Total: \$156,230.17 + electrical &amp; HST</p> <p>Update: \$120,000 + HST paid, \$36,230.17 + electrical &amp; HST remaining</p>	In Progress
Backflow Prevention Program	<p>The City of Ottawa is conducting a review of our buildings (and surrounding buildings) backflow prevention systems. A survey has been completed, and we are waiting for a report from the city.</p> <p>*UPDATE – The City of Ottawa has experienced delays in administering this project. However, it is still planned and therefore we must continue to expect future expenses for this project.</p>	\$10,000 +	Waiting for report from City of Ottawa

Electrical Panels	The electrical panels should be inspected and retorqued where required. This will be completed at the same time as the A/C replacement to save on costs.	\$6,000	2025
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## 5. Supply and Merchandising

a. Record Sales as of the end of March 2025 are:

Sales as of 12 March 2025				
	2022	2023	2024	2025
JANUARY	\$ 84,406.45	\$ 128,218.01	\$ 152,780.57	\$ 204,162.42
FEBRUARY	\$ 99,299.60	\$ 147,935.97	\$ 148,231.99	\$ 188,481.90
MARCH	\$ 169,073.14	\$ 227,715.07	\$ 157,056.35	\$258,847.21
		(+57%)	(-1%)	(+42%)
APRIL	\$ 164,223.14	\$ 195,650.46	\$ 241,885.64	
MAY	\$ 194,899.36	\$ 229,400.72	\$ 245,681.45	
JUNE	\$ 193,236.83	\$ 217,031.46	\$ 209,525.24	
JULY	\$ 122,392.90	\$ 123,548.45	\$ 149,572.78	
AUGUST	\$ 152,550.21	\$ 220,693.15	\$ 173,802.69	
SEPTEMBER	\$ 317,162.05	\$ 364,945.40	\$ 354,298.43	
OCTOBER	\$ 596,039.25	\$ 860,098.27	\$ 770,970.17	
NOVEMBER	\$ 574,155.62	\$ 740,888.69	\$ 534,375.95	
DECEMBER	\$ 160,152.41	\$ 157,245.28	\$ 241,477.80	
TOTAL	<b>\$2,827,590.96</b>	<b>\$3,613,370.93</b> (+28%)	<b>\$3,379,659.06</b> (-6%)	

b. Year in review:

### Branch

- 2023: 9,503 orders generating \$1,727,904
- 2024: 8,893 orders generating \$1,745,777 (+1%)

### Member (Including PoppyStore orders)

- 2023: 4,213 orders generating \$262,949
- 2024: 3,627 orders generating \$233,646 (-11%)

### PoppyStore (Excluding Member orders)

- 2023: 35,647 orders generating \$1,286,499
- 2024: 26,552 orders generating \$1,012,306 (-21%)

- c. Supply continues to promote the Poppystore through e-flyers, ads in Legion Magazine, along with the assistance of Marketing & Communications to promote through social media.
- d. Work on developing new additional supply products has been occurring at a good pace. Expected for release between now and September are new products to commemorate the Liberation of the Netherlands, luggage wraps, winter jacket, 100<sup>th</sup> commemorative products. We are always creating and developing new products to help increase revenue generated through the Supply Department.

Supply continues to support committee activities and initiatives including the upcoming RCEL global conference this summer in Ottawa.

## **6. Marketing and Communications**

### **a. Direct Mail Marketing**

Our first renewal direct mailer of the year was sent in January with a follow up mailer sent in late March. The campaigns are driving renewals as seen by membership being up over 2.9% year over year as of March 10. Mailers also solicit member email which continues to grow (57% of 2025 paid membership).

### **b. Email Marketing**

Email renewal reminders continue to be sent to members with an email on file on a consistent basis throughout the year. We currently have 130K active member emails on file and 28K lapsed 2024 member emails on file. The department also continues to issue branch and member newsletters via email each month. Emails are proving to be quite successful: the 2025 industry average for non-profit emails show a 28% open rate and 3% click rate – Legion Headquarters member emails which have a 56.3% open rate and 7.3% click rate.

Records indicate an additional 6700 active members have invalid emails in our system. This further reinforces the need for email address collection and verification at all levels of the organization.

All Legion Branches have access to a ##-###@legion.ca email address. Of those email addresses, 100% of national emails are delivered to that address. However, only 21% are opened. Branches also provided a secondary Branch email addresses to Member Services. Of those email addresses, 16% are invalid addresses, and 53% are opened. It is extremely important for Branches to have a valid email address on file and to check

those emails often.

**c. Social Media**

We continue to invest a significant portion of our annual budget in Social Media advertising to drive general revenue through membership acquisition as well as Poppy Store Sales. While new member acquisition is down slightly year over year, Poppy Store Sales are seeing record numbers for January and February – up 30% year over year as of end of February, driven by Canada themed products which are being heavily promoted.

**d. Broadcast Marketing**

TV and Radio spots are once again in market as of January promoting awareness of the Legion and encouraging the public to become members. A new Join commercial leveraging a Canada pride will run as a paid TV spot on Rogers Hockey Night in Canada during the first two weeks of April. This will include 14 Cable TV airings and multiple airings on SportsNet+ streaming service. It is anticipated that the TV spot will reach a total of 3.2M viewers and drive new member acquisition and member renewals.

**Communications**

We have created an End of Year report to outline the Legion's achievements in 2024 and posted it on Legion.ca. A shorter version is scheduled to be published in Legion magazine.

We have created speaking notes for Senior Elected Officers who plan to make presentations at Provincial Conventions this year. Assisted Veterans Services department with improved public communications related to helping raise awareness of unscrupulous services that may charge for work that the Legion or VAC can do for free.

From an advocacy perspective – overhauled a letter destined for the Minister of Veterans Affairs which requested that a niece or nephew of a Veteran be allowed to be presented with medals in instances where direct family members are no longer living.

Assisted in planning related to the Legion's Centenary and the upcoming RCEL conference by developing marketing and communications plan and media plans,

and a short PowerPoint presentation was created as an optional tool for regions who also want to share an update on what is planned for the Legion's Centenary. Through targeted outreach to the Department of National Defence, we succeeded in having an erroneous video removed from their site; it alleged that Indigenous peoples were not welcome at Remembrance Day ceremonies in the past.

## **6. IT**

- a. Infrastructure Refresh: We have successfully completed the full infrastructure refresh in 2024, modernizing our IT environment and ensuring long-term stability.
- b. Enhancing Security Measures: We strengthened our cybersecurity posture by implementing Multi-Factor Authentication (MFA) and formalizing security awareness training.
- c. Digital Transformation & System Modernization: We have initiated upgrades to the Membership Portal and Member Services systems. These improvements are foundational in ensuring we can continue to adapt to changing requirements. These upgrades are scheduled for completion in early 2025.
- d. We have received notice our current Finance ERP will be end of life in 2029. ERP (Enterprise resource planning) is a software system that helps businesses manage and automate core processes. ERP systems can improve efficiency, decision-making, and data accuracy. We have begun the initial stages of exploring options for a replacement. This required ERP update will impact all aspects of our business and will be a major transformational project to be implemented in the coming years. It is also an opportunity to implement an ERP not only for today's needs but also for our future needs. Regular updates to be provided as we move through this process towards an implementation date of 2028. A full business case and request to DEC for capital expenditures to follow at the appropriate time.

## **8.. RCEL Conference Update**

The planning for the 35<sup>th</sup> Conference to be held 28 June – 2 July 2025 in Ottawa at the Chateau Laurier is progressing as per required timelines. The RCEL is a 52 Member Organization representing 46 Commonwealth countries throughout the Caribbean, Africa, Southeast Asia and the Pacific. Approximately 120 delegates are expected to attend including our SEO's. As a founding member organization, and as hosts, DEC has agreed to help fund this conference which may be the last conference for the RCEL. The Governor General will represent King Charles III at the conference.

## **9. Centenary Taskforce**

In early January 2025 we formed an internal Legion House Centenary Task Force Team comprised of numerous staff members who are charged with implementing the ideas presented from the Centenary Committee. This Taskforce meets bi-weekly and will be responsible for the rollout of the numerous campaigns and projects surrounding our Centenary. Planning timelines have

been established for a Fall 2025 launch and a standardized PPT presentation has been created to share information at 2025 Provincial Conventions. Regular organizational communications have begun.

**10. Amazon Update**

We have successfully received an extension of the 2024 pilot program until the end of 2025. This has positive potential for Supply and Merchandising as well as Poppy and Remembrance as this partnership addresses two important pillars of our strategic plan, modernization and improved data collection.

**ITEM 9: APPROVAL OF SIGNING AUTHORITY**

With the recent changes in Legion House personnel at the Director level, the listing of approved signing authorities requires updating. All financial disbursements require approvals / signatures of two Directors which must also include one of the primary authorities as a minimum. Steven Van Muyen (Primary) and Tara Diamond (Secondary) were recent additions.

**RECOMMENDATION:** THAT the authorized banking signatories be revised as follows to include:

National Executive Director	Randy Hayley (Primary)
Director Financial Services	Oksana Gorelova (Primary)
Director Corporate Services	Steven Van Muyen (Primary)
Director Veterans Services	Carolyn Hughes (Secondary)
Director Marketing and Communications	Dion Edmonds (Secondary)
Director Poppy and Remembrance	Lia Taha Cheng (Secondary)
Director Supply & Merchandising	Tara Diamond (Secondary)

# DOMINION TREASURER'S REPORT

## OVERVIEW OF 2024 YEAR

### REVENUES

For the fiscal year 2024, the total net revenue is \$897, 242. This figure represents the total income generated from all sources, including revenue from sales, investments, bequests, royalties and both realized and unrealized gains, after deducting applicable operational expenses. The operating income for the same period is estimated to be \$11,188. This amount indicates the profit generated from core business operations, excluding expenses such as interest and taxes.

#### Revenue - Investments

The Legion experienced a positive year, with unrealized gains amounting to \$1.7 million. Dividends and interest earned increased by 30%. As is well known, the Legion relies heavily on investment earnings throughout the year.

In 2024, Canada's investment markets exhibited mixed performance amid economic uncertainty, showing some improvement compared to 2023. Equity markets demonstrated resilience, particularly in the energy and technology sectors, although volatility persisted due to geopolitical tensions and inflation concerns. The bond market faced challenges from fluctuating interest rates. Investors remained focused on growth sectors like renewable energy and healthcare. Overall, while cautious outlook characterized the year, it was more optimistic than the previous year.

Looking ahead, investment markets in 2025 are expected to exhibit cautious optimism, as lower interest rates may support equity recovery. However, geopolitical tensions and ongoing inflation concerns could lead to market volatility.

Challenges include a weakening Canadian dollar and rising import costs, contributing to inflationary pressures. While some sectors, like manufacturing and tourism, may benefit from a weaker dollar, U.S. tariffs on Canadian exports could reduce competitiveness and profit margins.

#### Revenue – Membership

Looking on the brighter side, membership revenue has steadily climbed for the past three years, reaching \$6,212,649 — an increase of \$300,911 from last year. The actual number of memberships processed in 2024 was 256,046, up by 13,434 members or 5% year-over-year. As per 2025 Membership Numbers, 228,100 members have been processed so far, representing 88.6% of the 2024 membership total. This is an increase of 2.5% year over year. Further, 17,190 new/reinstated members have joined to date, an increase of 1,000 members from the same period last year.

#### Revenue - Supply



The Supply Department faced a slower year, finishing 2024 with sales of \$3,370,074, which fell short of budget expectations by 4% (last year's sales were \$3.6 million). As anticipated, the cost of sales decreased by 5.3% mainly due to sales decrease and contributing to the overall net revenue reduction this year.

The Canada Post strike at the end of 2024 hindered merchandise sales, causing delivery delays and inventory backlogs during the crucial holiday shopping season. Retailers struggled to meet customer demand, prompting some consumers to seek alternative shipping methods or local options. This situation highlighted the risks of relying heavily on one delivery service and underscored the need for businesses to diversify their logistics strategies to avoid future disruptions.

Due to this year Sales reduced and dependably cost of postage fees, shipping, wrapping, and packing, accounts are under budget by \$141,137K.

### **Revenue – Other**

In 2024, the Legion received supplementary income in the form of a bequest totaling \$151,223 and other miscellaneous income of \$31,946.

### **EXPENSES BY DEPARTMENT**

- **Member Services:** Overall departmental costs declined by \$66,125, primarily due to personnel changes. Major expenses include credit card processing fees and telephone costs. Approximately 70% of memberships were processed online last year, increasing costs related to credit card processing and communication. Budget excesses in this department were largely driven by increased costs for permanent card pack-outs, extended customer service hours, and rising credit card processing and mail processing fees.
- **Supply Chain Management:** Total sales fell short of budget by \$130,000, amounting to \$3,370,074. The cost of goods sold was \$1,398,171, which decreased in correlation with sales reductions. Personnel costs increased slightly due to warehouse staffing changes. There are growing concerns that U.S. tariffs will substantially disrupt the supply chain for Canadian businesses, resulting in higher production costs and diminished profit margins, especially in specific sectors. Nevertheless, we remain hopeful that Legion's supply chain will remain resilient as we prepare for the 100th anniversary celebrations. These preparations include organizing community events, enhancing our facilities, and creating commemorative materials to honor our history and engage with our members and the wider community.
- **Information Technology:** Expenses were \$31,586 under budget, mainly due to savings in maintenance, contracts, and support costs. The IT systems upgrade approved last year was not fully expensed this year, contributing to the budget savings. Additionally, as in previous years, we contracted extra support from Enginess Consulting for complex upgrades to the Legion's operating systems.

- **Legion House:** Slightly over budget by \$10,007 due to increased maintenance and preservation costs. These costs include unforeseen repairs, regular maintenance, and efforts to maintain the property at an efficient operational level.
- **Marketing & Communications:** Exceeded budget by \$36,000, The increase in social media costs indicates a need for enhanced marketing efforts and extensive advertising strategies. The free membership program accounted for \$31,950.
- **Finance Services:** Total expenses have risen by \$131,620, largely driven by higher personnel costs and the need for a Deloitte Tech Audit. Personnel costs reflect investments in staffing adjustments necessary to meet operational demands. Deloitte Tech Audit is a proactive step to ensure a smooth transition to the new ERP system, minimizing potential disruptions in 2028.
- **Other Program Expenses:** The budget is over budget by \$165,931, with approximately \$171,000 attributed to legal fees incurred this year.

## COMMITTEES

Committees finished under budget by \$81,823, with most savings coming from Sports and Public Relations. In contrast, expenses for the Dominion Convention exceeded the budget by \$42,027, and DEC committee expenses increased by \$81,823 compared to last year, primarily due to an additional DEC section held in October 2024 and other special events.

## INVESTMENT RESERVES

As of year-end, investments by account were:

- General Fund: \$18,072,641
- Poppy Fund: \$8,359,687
- Centennial Fund: \$2,406,940
- RCEL Fund: \$1,144,568

## AUDITED FINANCIAL STATEMENTS 2024

The Draft Audited 2024 financial statements are attached for your reference. I am now ready to answer any questions you may have regarding them.

I move approval of this report.

## ITEM 11: TRANSPORTATION COST

Mileage and per diem rates are reviewed annually to ensure Legion rates are in line with other established guidelines.

### Mileage Rates

The mileage reference used is the “reasonable per-kilometre allowance” prescribed by the Canada Revenue Agency (CRA). CRA establishes this allowance by considering the average cost of operating a vehicle and uses this amount as a comparator to determine if the mileage allowance paid to individuals is reasonable.

The historical mileage rates per-kilometre are (in cents):

	<u>CRA</u>	<u>LEGION</u>
2016	54.0	55.5
2017	54.0	51.6
2018	55.0	57.5
2019	58.0	57.5
2020	59.0	57.5 *
2021	59.0	57.5 *
2022	61.0	61.0
2023	68.0	68.0
2024	70.0	70.0

\* Mileage rates were not adjusted during these years due to greatly reduced travel during the Covid-19 pandemic.

For 2025, CRA has set the allowance rate at 72.0 cents/km, two cents above the current Legion paid mileage rate.

**RECOMMENDATION:** THAT the mileage rate for the use of privately owned vehicles on authorized Legion business be set at 72.0 cents/km, effective 1 May 2025.

### Per Diem Rates

Per diem rates are reviewed annually using the National Joint Council (NJC) as reference,

which includes Treasury Board, develops the travel directive for government employees travelling on government business.

Current Legion rates:

\$129.00	In-Canada
\$255.00	International (including USA)

As of 1 April 2025, NJC rates are:

\$133.75	In-Canada
\$272.00	International (including USA). Note: rates vary for international countries; this represents the average of the various countries that the Legion visits

**RECOMMENDATION:** THAT the per diem rate for authorized Legion in-Canada travel be set at \$133.00 effective 1 May 2025.

**RECOMMENDATION:** THAT the per diem rate for authorized Legion international travel (including USA) be set at \$272.00 CAD effective 1 May 2025.

#### Rental Car Allowance In lieu of Taxi Fare – Ottawa

DEC members are authorized to rent a car in lieu of taxi fare when coming to Ottawa for meetings. Travel by taxi between the airport and Legion House is approximately \$75.00-80.00 each way.

The maximum allowance for car rental and fuel from the Ottawa airport to the Kanata Holiday Inn and return is currently \$170.00. No update is required.

**REPORT OF THE DOMINION COMMAND  
VETERANS, SERVICE AND SENIORS COMMITTEE TO THE  
DOMINION EXECUTIVE COUNCIL  
26 April 2025**

**File: 65-1**

<b>B. Lawrence</b>	-	<b>Chair</b>
<b>S. McKeown</b>	-	<b>Vice Chair</b>
<b>B. Chafe</b>	-	<b>Member</b>
<b>C. Pedersen</b>	-	<b>Member</b>
<b>D. Gordon</b>	-	<b>Homeless Veterans</b>
<b>G. O'Dair</b>	-	<b>Seniors Advisor</b>
<b>D. Reid</b>	-	<b>BSO Legion OSI Special Section</b>
<b>L. Murray</b>	-	<b>Ex-Officio</b>
<b>C. Hughes</b>	-	<b>Coordinator</b>
<b>A. Pasha</b>	-	<b>Assistant Coordinator</b>

**DATE OF LAST MEETING:** 17 March 2025  
**DATE OF NEXT MEETING:** TBD

**ACTION ITEMS FOR DECISION**

There are no action items for consideration.

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

**1. Legion Advocacy**

We continue to reach out and engage with the Veterans Ombud, the Chief of Defence Staff, the RCMP Commissioner, the Chair of the Veterans Review and Appeal Board and various other officials to advocate for improvements in programs and benefits that impact veterans and their families, for the adoption of research from our Allies, and to accept and implement all recommendations from the Senate Sub-Committee on Veterans Affairs (ACVA) and the Ombuds office.

We continue to request updates from the government on important issues affecting our veterans and their families; specifically, the mandated priority “Elimination of the Marriage Over 60 Clause”, for increased access and improvements to the Veterans Independence Program and long-term care and for other benefits. We encourage them to become more flexible when adjudication on departmental benefits and programs.

With changes coming to the way Legion Command Service Officers prepare and submit claims, the Director of Veterans Services is working on a process that will

ensure privacy is protected, the process goes as smoothly as possible for veterans and their families, and that our Memorandum of Understanding with VAC remains intact.

## **2. Legislation**

VAC benefits come under the purview of the *Pension Act*, the *New Veterans Charter* and now the *Well-Being Act*. The resulting layers of legislation in multiple different and overlapping benefits and programs, depending upon when a Veteran applies for a disability benefit, continues to create many differences and much confusion. Recommendations for fairness for all veterans and their families from the Minister's Advisory Groups have largely been ignored. We continue to advocate for all Veterans to receive lifelong financial stability.

### **INFORMATION ONLY ITEMS**

Dominion Command Veteran Services continues to be extremely busy assisting various Commands without Service Officers and are assisting in training them. The Director and Service Officers are actively sought after for presentations to the Veterans Review and Appeal Board, various Minister Advisory Groups, and for participation at the DND/VAC Transition Centre Expos.

Work continues with the Expos, and we are requesting the opportunity to present again. The Director of Veterans Services has concerns that some parties may not fully understand the extent of our services to still serving members, veterans and their families.

For more information on the activities of the VSS Committee, please refer to past minutes.

### **CONCLUSION**

This is my report, and I move for its adoption.

**REPORT OF THE DOMINION COMMAND  
POPPY AND REMEMBRANCE COMMITTEE TO THE  
DOMINION EXECUTIVE COUNCIL  
26-27 April 2025**

**File: 35-1**

<b>S. McKeown</b>	<b>- Chair</b>
<b>D. Moore</b>	<b>- Vice Chair</b>
<b>D. Velichko</b>	<b>- Member</b>
<b>D. Doucette</b>	<b>- Member</b>
<b>C. Thomson</b>	<b>- Member</b>
<b>L. Fortier</b>	<b>- Member</b>
<b>L. Taha Cheng</b>	<b>- Coordinator</b>
<b>S. Sutherland</b>	<b>- A/Coordinator</b>

**DATE OF LAST MEETING: 26 March 2025**

**DATE OF NEXT MEETING: Spring 2025 (Committee of the Whole meeting)**

**ACTION ITEMS FOR DECISION**

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**1. Request For Funding – The A.T.H.E.N.A. Program**

The mandate of the A.T.H.E.N.A. Program is to improve the mental health, physical health, and well-being of women Canadian Armed Forces Veterans through exercise, education, and community. It is an online program which is accessible to anyone across the country. With personalized coaching and support from their healthcare team, the program guides each participant in their pursuit to mitigate long term health issues, chronic pain, as well as mental health concerns such as isolation and depression, all the while being in a safe space with other Veteran women.

The A.T.H.E.N.A. Program has requested \$26,300 to primarily cover the costs of an additional coach which would allow them to grow their capacity to offer their 12-week program to 100 Veteran women this year. The funding would also cover specialist (nutritionist and sport psychologist) professional fees, participant welcome packages, marketing and promotional materials, and online programming software.

The application was reviewed by the Veterans, Service and Seniors (VSS) Committee who advised the Poppy and Remembrance Committee that they supported this funding request. The Poppy and Remembrance Committee concurred with this recommendation.

**RECOMMENDATION:** That the Veteran Support Partnership Program funding request of \$26,300 from the Dominion

Command Poppy Trust Fund for the A.T.H.E.N.A.  
Program be approved for 2025.

## **2. Request For Funding – Advancing Veteran Communities**

Mood Disorders Society of Canada's (MDSC) mission is to improve the quality of life of Canadians impacted by mental illness so they can live the most fulfilling life possible. Their Advancing Veteran Communities initiative builds on existing MDSC Veteran and Veteran family member programming, and offers two streams of engagement for Veterans and their family members to support their wellness, reduce isolation and loneliness, and lead to improved mental health, social engagement, and quality of life:

- 1) Peer Support Workshops: to equip participants to deliver effective Peer Support within their own networks; and
- 2) Mental Health Webinars: to provide targeted information and guidance to large audiences.

MDSC has requested \$93,056 to cover all expenses related to the Advancing Veteran Communities project.

The application was reviewed by the VSS Committee who advised the Poppy and Remembrance Committee that they supported this funding request. The Poppy and Remembrance Committee concurred with this recommendation.

**RECOMMENDATION:** That the Veteran Support Partnership Program funding request of \$93,056 from the Dominion Command Poppy Trust Fund for the Mood Disorders Society of Canada's Advancing Veteran Communities project be approved for 2025.

## **3. Request For Funding – Hero Lodge**

Hero Lodge offers 5-day fishing and/or duck hunting packages for Veterans to unwind in a natural, peaceful, and non-judgmental environment. The fishing experience on Great Slave Lake, Northwest Territories, aims to restore a calm and serene state of mind. Isolation, camaraderie, dialogue, support, and time in nature accompanies each of the participants.

Hero Lodge has requested \$5,000 to cover the cost of groceries for the participants.

The application was reviewed by the VSS Committee who advised the Poppy and Remembrance Committee that they supported this funding request. The Poppy and Remembrance Committee concurred with this recommendation.



**RECOMMENDATION:** That the Veteran Support Partnership Program funding request of \$5,000 from the Dominion Command Poppy Trust Fund for Hero Lodge be approved for 2025.

#### **4. Proposed Poppy Manual Amendment – Section 808d(iii)**

The intention of section 808d(iii) of the Poppy Manual is to allow non-Legion related sources to use the Poppy image on street blades/signs in order to have the opportunity to honour **all** Veterans. Therefore, the intent of the following amendment is to remove the word “wartime”.

**RECOMMENDATION:** That section 808d(iii) of the Poppy Manual be amended to read: “street blades/signs named in honour of individual Veterans. Proposals must include authenticated background information on each Veteran to be honoured, including service and date of death; and”

#### **5. Proposed Poppy Manual Amendment – Section 808d(iv)**

The intention of section 808d of the Poppy Manual is to allow non-Legion related sources to use the Poppy image on street blades/signs in order to honour Veterans and commemorate memorial events. There are instances where the rank, military unit, regiment, or elemental affiliation cannot be included on the street blade/sign due to local policies. Therefore, the intent of the following amendment is to allow some flexibility by replacing “must” with “should” and adding “if possible” at the end of the sentence.

**RECOMMENDATION:** That section 808d(iv) of the Poppy Manual be amended to read: “Veterans named on street blades/signs *should* be easily identifiable as such by preceding the name with their rank or following it with their military unit, regiment or elemental affiliation (abbreviations acceptable) *if possible*.”

#### **6. Proposed Poppy Manual Amendments – Section 815a**

The intention of section 815a(ii)3 is to ensure that text is never written across the Poppy image in any instance, not only when it is included on a memorial. Therefore, the intent of the following amendment is to move “any placement that could have text written across the Poppy image” to 815a(ii) under the General Use section.

**RECOMMENDATION:** That section 815a(ii)3 under “Memorials” be amended to read: “a watermark on walls of recognition.” and section 815a(ii) under “General

Use” be added to read: “Any placement that could have text written across the Poppy image”.

The intention of section 815a(iii) is to ensure that the Poppy is never placed in an area where it could be walked upon or stepped on. This section is redundant as it is already clearly stated in section 815a(i): “General Use: Any area that could result in the Poppy being trod upon”. Therefore, the intent of the following amendment is to remove section 815a(iii) and update all subsection numbering to reflect the change.

**RECOMMENDATION:** That section 815a(iii) be removed and that all subsection numbering be updated to reflect the change.

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

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### **1. Cardboard Poppy Boxes**

To continue to reduce the Legion’s environmental footprint, cardboard Poppy boxes have been developed to replace the plastic Poppy boxes. Prototypes of these boxes were shared at the 2024 Dominion Convention and feedback was provided by the delegates. The suggestions have been taken into consideration and the box design has been modified. To ensure that all Branches have the opportunity to provide their feedback, each Branch will be given one box this fall to use during the Poppy Campaign. Feedback will then be requested on the box design and any additional modifications will be made prior to fully launching the cardboard Poppy boxes in 2026.

### **2. Poppy Trust Fund Branch Status Report**

The Poppy and Remembrance Committee is working on updating the Poppy Trust Fund Branch Status Report in order to collect more detailed data. The updated format will allow for more standardized and consistent reporting, making it easier to identify trends, make informed decisions, and align with the needs of Veterans and their families.

### **3. Poppy Campaign**

The Poppy and Remembrance Committee will continue to evolve the Poppy Campaign through modernization and increased data collection to help maintain its significance, to raise funds in support of Veterans and their families, and to continue to expand the reach of Remembrance. The Amazon collaboration, which provides both modernization and enhanced data collection, has been secured for the 2025 Poppy Campaign allowing the Legion to increase our footprint and our ability to distribute as many Poppies as possible. The Committee is still working on securing a partner for the Pay Tribute program and is in the process of redesigning the tap-enabled Poppy boxes.

I move approval of this report.

**ADDENDUM TO THE REPORT OF THE DOMINION COMMAND  
POPPY AND REMEMBRANCE COMMITTEE TO THE  
DOMINION EXECUTIVE COUNCIL  
26-27 April 2025**

**File: 35-1**

<b>S. McKeown</b>	<b>- Chair</b>
<b>D. Moore</b>	<b>- Vice Chair</b>
<b>D. Velichko</b>	<b>- Member</b>
<b>D. Doucette</b>	<b>- Member</b>
<b>C. Thomson</b>	<b>- Member</b>
<b>L. Fortier</b>	<b>- Member</b>
<b>L. Taha Cheng</b>	<b>- Coordinator</b>
<b>N. Thomas</b>	<b>- A/Coordinator</b>

**ADDITIONAL ACTION ITEMS FOR DECISION**

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**1. Request For Funding – Ways to Wellbeing**

Ways to Wellbeing is focused on excellence in mental health with the goal of providing information, support, and therapeutic services for people of all ages. They are working on a documentary titled: Healing Trauma. The goals of this documentary are to understand how serving in the military or as a first responder changes someone and to better understand the lived experience of people who have been diagnosed with post-traumatic stress disorder. The documentary will focus on what helps and what is needed for things to get better and will share people's journeys of healing and messages of hope and inspiration.

Ways to Wellbeing has requested \$12,000 to edit, produce, and promote the Healing Trauma documentary. Ways to Wellbeing previously received \$15,000 in 2021 to film the documentary.

The application was reviewed by the Veterans, Service and Seniors (VSS) Committee who advised the Poppy and Remembrance Committee that they supported this funding request. The Poppy and Remembrance Committee concurred with this recommendation.

**RECOMMENDATION:** That the Veteran Support Partnership Program funding request of \$12,000 from the Dominion Command Poppy Trust Fund for Ways to Wellbeing be approved for 2025.

**2. Proposed Poppy Manual Amendment – Section 403ii(I)**

The intention of section 403ii(I) of the Poppy Manual is to fund transition programs

related to the training, education, and support needs of Veterans. It has been brought forward that the current language may be too restrictive, as it solely references transition programs. There are numerous other critical support programs that play a vital role in helping Veterans and providing much-needed services to them. Therefore, the intent of the following amendment is to add support programs to section 403ii(l).

**RECOMMENDATION:** That section 403ii(l) of the Poppy Manual be amended to read: Transition *and Support* Programs for Veterans: (prior Provincial Command approval is required) Up to 25 percent of the current balance for the purpose of funding transition *and support* programs related to the training, education and support needs of Veterans. Provincial Commands will be responsible to maintain a list of qualifying programs within their respective commands.

**REPORT OF THE DOMINION COMMAND  
MEMBERSHIP COMMITTEE TO THE  
DOMINION EXECUTIVE COUNCIL  
26-27 April 2025**

**File: 23-1**

**S. McKeown - Chair  
R. LaRose - Vice Chair  
D. McCumber - Member  
L. McLellan - Member  
R. Cutbush - Member  
R. Taylor - Member  
D. Redden - Member  
J. MacIsaac - Member  
A. Black - Committee Coordinator  
R. Hayley - Assistant Coordinator**

**DATE OF LAST MEETING: March 5, 2025  
DATE OF NEXT MEETING: TBD**

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**ACTION ITEMS FOR DECISION:**

**1) RECOMMENDATION TO DEC**

**Tracking Centennial Members:**

To introduce an identifier for all free memberships in 2026, ensuring that members who join under this initiative are designated as "Centennial Members." This classification is not a distinct membership category but will serve as a tracking tool to help branches appropriately categorize these members once they join online and select a branch.

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**2) RECOMMENDATION TO DEC**

**Membership Application Updates & Privacy Considerations:**

To remove service numbers from all membership application forms to ensure privacy compliance and alignment with modern data protection standards.

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

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### **1) 2025 MEMBERSHIP NUMBERS**

- As of March 17, 2025, membership has reached 229,900, constituting 85.3% of the total members from 2024.
- A total of 17,662 new or renewing members have joined.
- Member Services handled 10,000 calls in the first three months of 2025, an increase from 9,000 calls during the same period last year.

### **2) Automated Telemarketing and Direct Mail Campaign for Membership Renewal**

The Automated Telemarketing Renewal Calling Campaign is proactively engaging with approximately 30,000 members who have not yet renewed through telephone communications.

During the campaign's initial two weeks, we have either left messages for or directly connected with 1,800 members, encouraging them to renew their membership for 2025.

The call campaign will pause in April while the direct mail renewal reminder is sent out to approximately 40,000 non-renewed members and will resume in May and June to ensure all members are reminded to renew.

### **3) COMMITTEE TARGET REPORT**

Below is the Membership Committee Target Report for the end of 2024.  
The committee has set the goals for 2024, as detailed below.

## 2024 Membership Committee Targets

Command	Renewals	Branch Rates	Member Emails	Branch Portal Processing	Auto Renewals
01 RCL BC/YUKON COMMAND	83.4%	100.0%	71.4%	91.9%	74.8%
02 RCL ALBERTA/NWT COMMAND	85.8%	96.9%	62.8%	79.1%	71.3%
03 RCL SASKATCHEWAN COMMAND	91.7%	99.4%	55.8%	62.2%	70.7%
04 RCL MANITOBA/NWO COMMAND	88.0%	100.0%	49.5%	70.6%	67.2%
05 RCL ONTARIO COMMAND	88.9%	99.2%	63.1%	91.3%	90.3%
06 RCL QUEBEC COMMAND	85.4%	90.3%	62.8%	72.8%	72.5%
07 RCL NEW BRUNSWICK COMMAND	87.8%	100.0%	51.5%	72.1%	60.8%
08 RCL NOVA SCOTIA/NUNAVUT COMMAND	86.3%	100.0%	53.5%	90.3%	63.8%
09 RCL PEI COMMAND	87.8%	94.7%	43.8%	68.4%	48.6%
10 RCL NFLD/LABRADOR COMMAND	88.0%	91.3%	64.0%	69.6%	95.7%
<b>Total</b>	<b>87.0%</b>	<b>98.2%</b>	<b>62.6%</b>	<b>80.7%</b>	<b>77.7%</b>
<b>2024 Membership Committee Targets</b>	<b>90%</b>	<b>100%</b>	<b>70%</b>	<b>85%</b>	<b>20%</b>

### 4) Centenary Membership Year

We are in the process of finalizing our Centenary Membership Year initiative, with full details to be communicated by Dominion Command in the coming months. A formal announcement will be shared once everything is finalized.

I move approval of this report.

**REPORT OF THE DOMINION COMMAND  
SPORTS COMMITTEE TO THE  
DOMINION EXECUTIVE COUNCIL  
26-27 April 2025**

**File: 42-2**

**T. Jenvenne - Chair**  
**K. Andrews - Vice-Chair**  
**B. Underhill - Member**  
**H. Defazio - Member**  
**S. Thibaudeau - Technical Advisor**  
**E. Gent - Coordinator**  
**K. Therien - Assistant Coordinator**

**DATE OF LAST MEETING(S):** 16 January 2025

**DATE OF NEXT MEETING:** June 2025

**ACTION ITEMS FOR DECISION**

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The Sports Committee currently has no action items for DEC decision.

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

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**2. DOMINION MEMBER SPORTS CHAMPIONSHIPS**

The Sports Committee has distributed the host instructions for all 2025 Dominion Sports Championships and detailed planning has commenced. The details for the 2025 Dominion Championships are as follows:

**2025 Dominion Member Sports Championships**

**Eight Ball:** 23 - 26 May 2025

**Host:** Branch #07-004 Fredericton  
199 Queen Street, Fredericton, NB

**Cribbage:** 25 - 28 April 2025

**Host:** Branch #05-112 Whitby  
117 Byron St. S, Whitby, ON, L1N 4P5

**Darts:** 2 - 5 May 2025

**Host:** Branch #05-410 Port Stanley  
310 George St, Port Stanley N5L 1C9

**Future Dominion Member Sports Championships**

The dates for the 2026 member Sports Championships are as follows:



**Eight Ball:** 22 – 25 May 2026  
**Host:** Branch 04-043 Norwood  
134 Marion St. Winnipeg, MB R2H 0T4

**Cribbage:** 24 – 27 April 2026  
**Host:** Branch 08-009 Windsor  
P.O. Box 28, Windsor, NS B0N 2T0

**Darts:** 1 – 4 May 2026  
**Host:** Branch 02-015 Cochrane  
P.O. Box 183, Cochrane, AB T4C 1L6

### 3. **LEGION NATIONAL YOUTH TRACK AND FIELD CHAMPIONSHIPS**

The 2025 Legion National Youth Track and Field Championships will take place once again in Calgary, AB from 6-12 August. The competition will occur at Foothills Athletic Park. The Legion Teams will be housed at the University of Calgary. The Sports Committee selected the theme: 80 Years – Liberation of the Netherlands. Planning is well underway with a spring site visit happening 1-4 May.

#### **Future Legion Nationals**

The dates for all upcoming scheduled Legion Nationals are as follows:

- A. August 6 - 12, 2025. Calgary, AB
- B. August 5 - 11, 2026. Regina, SK
- C. August 4 – 10, 2027. Regina, SK

#### **2028/2029 Legion Nationals Bid Process**

The sports committee will be running a bid period for the 2028/2029 Legion Nationals in the Spring / Summer of 2025. The bid handbook for a Legion Nationals, including the bid selection criteria and analysis process, was updated for the last bid proposal. The new bid process was extremely efficient and allowed the sports committee to conduct a fair and objective bid analysis / selection. Therefore, this same process will be conducted for the 2028/2029 Legion Nationals Bid Process.

### 4. **COMMITTEE OF THE WHOLE**

The Sport Committee continues to maintain close liaison with Provincial Command sports representatives by encouraging a reciprocal flow of information and requesting feedback to enhance the Legion's Sports Program.

I move approval of this report.

**REPORT OF THE DOMINION COMMAND  
RITUAL, AWARDS AND PROTOCOL COMMITTEE  
TO THE DOMINION EXECUTIVE COUNCIL  
26 – 27 April 2025**

File: 51

**B. Kiley - Chair**  
**M.A. Latimer - Vice-Chair**  
**E. Tester - Member**  
**G. Budden - Member**  
**A. Chevalier - Member**  
**C. Gendron - Committee Coordinator**

**DATE OF LAST MEETING: 27 March 2025**

**DATE OF NEXT MEETING: TBD**

**ACTION ITEMS FOR DECISION**

The last few months have proved challenging regarding our relationship with our neighbour to the south where a national movement has risen with the feeling of patriotism rising in many circles. The Committee was approached to consider the wearing of a Canada Flag pin on Legion Dress.

**Recommendation**

The Ritual and Award Committee is unanimous in recommending to DEC the immediate approval of the wearing of a Canada Flag pin on Legion Dress for an initial period of two years in recognition of the RCL showing its full and intransigent pride in our Country and King. The pin would be worn on the outside of the Support our Troop pin and levelled to it.

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

No action items for consideration.

**Award submissions since last report of November 2024:**

COMMAND	MSM	Palm to MSM	MSA	Palm to MSA
Alberta-NWT	1			
BC/Yukon	2	4	1	
Man & NW Ont				
New Brunswick		1		

NL & Labrador	6	2		
NS/ Nunavut	3	1		
Ontario	3	2		
PEI				
Quebec				
Saskatchewan	1			
Intl USA Zone				

I would ask a voting member of DEC to move this report.

**REPORT OF THE DOMINION COMMAND  
CONSTITUTION AND LAWS COMMITTEE TO THE  
DOMINION EXECUTIVE COUNCIL  
26-27 APRIL 2025**

**File: 17-2**

D. Gordon	-	Chair
D. Eaton	-	Vice Chair
G. Della Valle	-	Member
B. Chafe	-	Member
C. Thomson	-	Member
J. Boone	-	Member
S. Van Muyen	-	Coordinator
T. Backer	-	A/Coordinator

**DATE OF LAST MEETING: 27 March 2025**

**DATE OF NEXT MEETING: TBD**

**ACTION ITEMS FOR DECISION**

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**1. ARTICLE III ARBITRATION**

Updates to the Article III process, to include mandatory arbitration and as approved at Dominion Convention, was completed and posted in January 2025. Requests to review the timelines of the arbitration process were received in response. The committee discussed including an addition in the General By-Laws which would ensure a shortened timeline is applied to the arbitration process.

The addition to the General By-Laws would be in Section 304.b.i. which currently reads:

*304.b.i. Complaints lodged under subsections i and ii 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.*

**RECOMMENDATION:** That GBL Section 304.b.i. be amended to read:

i. Complaints lodged under subsections i and ii 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. Unless the Arbitrator or Arbitration

Team is satisfied that there is good reason to extend the time period, **Arbitrations should be completed within 21 days from the time the Arbitrator or Arbitration Team receives the complaint. The Arbitrator or Arbitration Team may extend the time on their own or upon the requests of one of the parties.**

## **2. EMAIL NOTIFICATION FOR ARTICLE III**

As a result of the Canada Post strike this past Fall/Winter, the C&L Committee temporarily approved the use of email as a means of correspondence for Article III's. Following the temporary approval, the committee discussed amending the General By-Laws to allow for email as a means of communication in the service of correspondence related to an Article III complaint. Therefore, the committee recommends amending GBL 301.i.i. which currently reads:

*301.i. Serve or Service: The service of any document required to be served under this Article shall be effected:*

*i. On any member required to be served by:*

*(1) enclosing a copy of the document in an envelope addressed to the member at their last known address and forwarding same by certified or registered mail or prepaid courier; OR*

**RECOMMENDATION:** That GBL Section 301.i.i.(1) be amended to read:

**(1) last known email, OR,** enclosing a copy of the document in an envelope addressed to the member at their last known address and forwarding same by certified or registered mail or prepaid courier; OR

Additionally, the committee discussed amending GBL 418.b.ii. which currently reads:

*418.b.ii. An appeal under the above provision must be made in writing and served on the National Executive Director within 30 days of the notice of decision. Service must be made by registered mail or prepaid courier or personal delivery in the presence of a witness;*

**RECOMMENDATION:** That GBL Section 418.b.ii. be amended to read:

**418.b.ii.** An appeal under the above provision must be made in writing and served on the National Executive Director within 30 days of the

notice of decision. Service must be made **by email**, or registered mail or prepaid courier or personal delivery in the presence of a witness;

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

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### **3. PROVINCIAL COMMAND BY-LAW AMENDMENTS**

During this reporting period, the committee reviewed and approved all amendments to the ON Provincial Command General By-Laws. The committee will continue to review Provincial Command General By-Law amendments as required.

### **4. GENERAL**

The Committee continues to review and respond to Constitution and Laws questions by email and telephone as necessary.

I would ask a voting member to move approval of this report.

**REPORT OF THE DOMINION COMMAND  
RCEL COMMITTEE TO  
DOMINION EXECUTIVE COUNCIL  
26-27 April 2025**

**File: 26-2-2**

<b>B. Lawrence</b>	-	<b>Chair</b>
<b>B. Julian</b>	-	<b>Vice Chair</b>
<b>G. Pond</b>	-	<b>Member</b>
<b>S. McKeown</b>	-	<b>Member</b>
<b>V. MacGregor</b>	-	<b>Member</b>
<b>T. Jenvenne</b>	-	<b>Member</b>
<b>J. Carleton</b>	-	<b>Member</b>
<b>R. Hayley</b>	-	<b>Coordinator</b>
<b>C. Racine</b>	-	<b>A/Coordinator</b>

**DATE OF LAST MEETING: 21 November 2024**  
**DATE OF NEXT MEETING: 12 September 2025**

**ACTION ITEMS FOR DECISION**

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1. There are no action items at this time.

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

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2. As concurred at the RCEL's AGM held on 29 March 2023, Canada has been selected as the host country for the RCEL 2025 Triennial Conference to take place from Saturday June 28<sup>th</sup>, 2025, to Wednesday July 2<sup>nd</sup>, 2025. Delegates from over 35 Commonwealth countries representing member organizations will be in attendance. We are working in collaboration with RCEL UK on the planning to ensure all details and logistics are addressed to make this conference a memorable success. We will keep committee members informed as the agenda for the events is confirmed.

The Dominion Command organizing committee chaired by Steven Van Muyen, Director, Corporate Services has been established. Committee members are involved and coordinating with their peers where required.

The Legion continues to provide direct benevolent support to Veterans and widows in Antigua, the Bahamas, and Trinidad & Tobago. A total of 25 beneficiaries will receive direct assistance from the Legion. In comparison 33 beneficiaries received assistance in 2024. Due to the advanced age of our beneficiaries, the numbers are reducing significantly year over year. Verification on the adjudication and distribution of funds is conducted pre-disbursal and post-disbursal. In-person visits with the beneficiaries were

recently conducted in 2024. For the remaining countries, the assistant coordinator conducts the verification and adjudication by communicating with the representatives for each branch and country. We obtain information on the current health status of each beneficiary and request confirmation funds are distributed accordingly. Due to limited access to technology and the advanced age of the representatives and the beneficiaries, the verification process can be somewhat onerous. We are grateful that we can rely on Johanna Lewin, RCEL representative residing in Jamaica. Johanna is a key person in assisting the Legion to obtain and conduct the appropriate due diligence.

The Legion also provides a portion of the funding to beneficiaries in Jamaica. These funds are directed to RCEL UK for their distribution. Also, the Legion provides an annual grant of \$7500.00 directly to Curphey Home (retirement care home for Veterans). In 2024, a site visit was conducted by Bruce Julian and Steven Clark with Veterans and widows in Jamaica. A visit to Curphey Home was also conducted. Our funds are used to enhance the quality of life of the Veterans residing in the home.

As established in 1966, our commitment to the pre-independence Veterans and widows from the Caribbean will continue as long as there is a need. Understandably so, the number of beneficiaries is declining quite rapidly as the ones remaining are quite advanced in age. However, we are unable to speculate as to the number of years support to these veterans will be required.

The next President's Cruise will take place from 23 February to 4 March 2026. Ports included on this cruise are St. Maarten, Antigua, St. Lucia, Barbados, Dominica, and St. Kitts. To raise awareness and continue our commitment to Remembrance, official visits and wreath laying ceremonies will be organized and coordinated. As in previous Legion cruise visits, excursions will include a laying of the wreath ceremony on the islands, visits to Veteran cemeteries, luncheons and receptions with Governors General and government officials. These visits provide a global appreciation of the Caribbean countries' participation in WWII as well as help raise the awareness for continued Remembrance for all who served under the Commonwealth. It also provides an opportunity for camaraderie to be developed and cultivated between our Canadian Veterans and the remaining pre-independence Veterans on the islands.

As usual, if any unforeseen requests or emergencies arise requiring a committee decision which would fall outside of the approved budget from November 2024, we will communicate accordingly to inform the committee members and to address the cases as they arise.

I move approval of this report.



**REPORT OF THE DOMINION COMMAND  
CONVENTION COMMITTEE TO  
DOMINION EXECUTIVE COUNCIL  
26-27 APRIL 2025**

**File: 19-1**

**B. Lawrence - Chair**  
**S. McKeown - Member**  
**B. Chafe - Member**  
**S. Van Muyen - Committee Coordinator**  
**T. Backer - Assistant Coordinator**  
**R. Hayley - Ex Officio**

**ACTION ITEMS FOR DECISION**

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There are no action items for consideration.

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

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**2026 DOMINION CONVENTION**

The 2026 Convention is scheduled for 22 – 26 August 2026 in Winnipeg, MB. Contractual agreements have been finalized, and the second pre-convention site visit is scheduled for September 2025. With 2026 being our Centenary year, the 2026 Convention will include connections to our 100-year anniversary throughout the event.

**2028 DOMINION CONVENTION**

The 2028 Convention is scheduled for 17 – 24 August 2028 in Saskatoon, SK. Contractual agreements have been finalized.

**2030 DOMINION CONVENTION**

The 2030 Convention is scheduled for 16 – 21 August 2030 in London, ON. Initial contractual agreements have been finalized.

**2032 DOMINION CONVENTION**

The Convention Committee is in the process of researching sites for the 2032 Convention with the goal of selecting a site in 2025.

I move acceptance of my report.

**REPORT OF THE DOMINION COMMAND  
DEFENCE AND SECURITY COMMITTEE TO  
DOMINION EXECUTIVE COUNCIL  
26-27 April 2025**

**File: 82 - 27**

<b>A. Siew</b>	<b>-</b>	<b>Chair</b>
<b>B. Heffernan</b>	<b>-</b>	<b>Vice Chair</b>
<b>B. Sauvé</b>	<b>-</b>	<b>Member</b>
<b>M. Pearson</b>	<b>-</b>	<b>Member</b>
<b>J. McGowen</b>	<b>-</b>	<b>Member</b>
<b>D. Young</b>	<b>-</b>	<b>Committee Coordinator</b>

**DATE OF LAST MEETING: 4 February 2025**

**DATE OF NEXT MEETING: 14 May 2025**

**ACTION ITEMS FOR DECISION**

There are no action items.

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

It has been a very interesting last six months with the resignation of the Prime Minister, a federal election call on 23 March 2025 and election day on 28 April 2025. These events have impacted a government response to our CAF and RCMP advocacy agenda.

**Advocacy**

There have been no updates to the Legion's advocacy issues including:

- RCMP Cadet Training Allowance
- Requirement for a Canadian Public Safety Broadband Network
- ACVA – Experience of Women Veterans – Government Response
- RCMP Definition of Veteran for Commemoration Purposes
- CAF Sexual Misconduct and Cultural Change
- National Women Veterans Monument

Following the election we can expect a federal budget which may impact the CAF and RCMP including defence and security policy commitments, procurement initiatives, operational commitments, and support to personnel.

## **Sponsorship**

The Legion sponsored of the Women in Defence and Security Breakfast on 6 March. This was a large event, with over 1,500 people in attendance, recognizing the contribution of women in defence and security across the country. Alexa Pasha, a Dominion Command Service Officer, was recognized as an outstanding leader and passionate advocate for Veterans and their families.

I would ask a voting member of DEC to move approval of this report.

**REPORT OF THE DOMINION COMMAND  
VETERANS CONSULTATION ASSEMBLY  
TO THE DOMINION EXECUTIVE COUNCIL  
26-27 APRIL 2025**

**File: 10-2**

<b>L. Murray</b>	<b>- Chair</b>
<b>B. Lawrence</b>	<b>- Vice Chair</b>
<b>R. Hayley</b>	<b>- Coordinator</b>
<b>C. Hughes</b>	<b>- Assistant Coordinator</b>

**DATE OF LAST MEETING(S): 26 October 2024**  
**DATE OF NEXT MEETING: Fall 2025 (TBD)**

**ACTION ITEMS FOR DECISION**

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The committee has no action items at this time.

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

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On 26 October 2024, The Royal Canadian Legion hosted the annual Veterans Consultation Assembly (VCA), a forum that brought together representatives from 16 Veterans organizations.

The Assembly discussed a variety of Veteran-centric topics and areas of primary importance to the Veteran community. There was unanimous consensus by the VCA for the current and longstanding main priorities for government action, in summary:

- Adoption of Research on Traumatic Brain Injuries.
- Partial Entitlements: To conduct review of previous disability entitlements whereby less and four-fifths disability entitlement was granted and to immediately increase entitlement.
- Key financial deficiencies and discrepancies: To resolve the key financial discrepancies of the Canadian Forces Members and Veterans Compensation and Re-establishment Act and the Veterans Well-being Act in comparison to the Pension Act.
- To work on the elimination of the Marriage after 60 clause, recognizing this clause falls under the mandate of the Minister of National Defence under the CFSA, and that the Minister of Public Safety has responsibility for the RCMP/PSA.

A joint signed letter was sent to the Minister of Veterans Affairs summarizing the points above.

The Committee plans to meet again in the Fall of 2025.

**REPORT OF THE DOMINION COMMAND  
GOING FORWARD COMMITTEE TO THE  
DOMINION EXECUTIVE COUNCIL  
26-27 APRIL 2025**

**File: 10-1-1**

<b>B. Lawrence</b>	<b>-</b>	<b>Chair</b>
<b>G. Pond</b>	<b>-</b>	<b>Vice Chair</b>
<b>B. Julian</b>	<b>-</b>	<b>Member</b>
<b>S. McKeown</b>	<b>-</b>	<b>Member</b>
<b>V. MacGregor</b>	<b>-</b>	<b>Member</b>
<b>T, Jenvenne</b>	<b>-</b>	<b>Member</b>
<b>J. Carleton</b>	<b>-</b>	<b>Member</b>
<b>L. Murray</b>	<b>-</b>	<b>Member</b>
<b>B. Chafe</b>	<b>-</b>	<b>Member</b>
<b>D. Gordon</b>	<b>-</b>	<b>Advisor</b>
<b>R. Hayley</b>	<b>-</b>	<b>Coordinator</b>
<b>S. Van Muyen</b>	<b>-</b>	<b>Assistant Coordinator</b>

**DATE OF LAST MEETING: 27 July 2022**

**DATE OF NEXT MEETING: TBC**

**ACTION ITEMS FOR DECISION**

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No action items for decision.

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

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This Committee will meet as required.

I move approval of this report.

**REPORT OF THE DOMINION COMMAND  
EQUALITY, DIVERSITY, AND INCLUSION (EDI) COMMITTEE TO  
DOMINION EXECUTIVE COUNCIL  
26-27 APRIL 2025**

**File: 32**

<b>V. MacGregor</b>	<b>- Chair</b>
<b>M. Emery</b>	<b>- Vice Chair</b>
<b>B. Chafe</b>	<b>- Member</b>
<b>L. Murray</b>	<b>- Member</b>
<b>M. Fryday-Cook</b>	<b>- Member</b>
<b>A. Siew</b>	<b>- Member</b>
<b>E. Poissant</b>	<b>- Committee Coordinator</b>
<b>M. Ouellette</b>	<b>- Assistant Committee Coordinator</b>

**DATE OF LAST MEETING: 10 April 2025**

**DATE OF NEXT MEETING: TBD**

**ACTION ITEMS FOR DECISION**

1. Recommendation that DEC approve the Final version of the **REQUEST FOR PROPOSAL PROVISION OF TRAINING TO SUPPORT THE ROYAL CANADIAN LEGION'S EQUITY, DIVERSITY AND INCLUSION STRATEGY document**. The document contains all the details and requirements The Legion is looking for from contractor for EDI training.

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

1. The committee is investigating methods of delivering EDI training across the Legion organization; We have had two presentations from two organizations, EGALE & FEMINUTY. The plan is to review up to five proposals and select three which we feel will meet our needs. We will present a funding proposal at the Fall Budget meeting and a final recommendation to DEC, in November 2025.
2. Development of a strategy to implement the National EDI policy at Provincial, District/Zone and Branch levels in coordination with EDI Provincial Commands Representatives.
3. The committee will review all the action priorities, in order to update and confirm their prioritization.

4. The committee will continue to promote new EDI information and content on The Legion Portal, in order to inform the organization.

I move approval of this report

**Draft for Discussion**

XX 2025

File: 10-1-1

**REQUEST FOR PROPOSAL  
DOMINION COMMAND – THE ROYAL CANADIAN LEGION**

**PROVISION OF TRAINING TO SUPPORT THE ROYAL CANADIAN LEGION'S  
EQUITY, DIVERSITY AND INCLUSION STRATEGY**

The Royal Canadian Legion is seeking responses to this Request For Proposal (RFP) for the provision of training to its membership, elected leadership and employees to meet the objectives of the organization's Equity, Diversity and Inclusion (EDI) strategy.

**Background**

The Royal Canadian Legion is Canada's largest Veteran and community support organization. It comprises local 1350 branches and 270,000 members throughout Canada, the United States and Europe and is Canada's largest volunteer organization.

The Legion was formed in 1926 through a unity conference where Veterans' organizations originating out of the First World War came together to form a larger, united body to advocate on behalf of Veterans and their families.

The organization is based on a reversed hierarchal model with Branches chartered from the national body but autonomous for their own operations. Within the organizational structure, the Dominion Convention is the overall governing body. Dominion Command means the supreme authority of The Legion which includes the Dominion Convention and, when it is not in session, the Dominion Executive Council. There is a National HQ located in Ottawa with a staffing complement of approximately 50 personnel which supports the direction of Dominion Command and offers support to the Branches and Commands across the country.

There are 10 provincial Commands with three international zones and two Special Sections. Provincial Commands also have internal administrative bodies such as Districts and Zones. The guiding documents of the organization are the Act of Incorporation and The General By-Laws - <https://legion.ca/who-we-are/how-we-operate/by-laws-and-publications>.

The Legion's mission statement 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."

The mantra of The Legion is "A Veteran is a Veteran is a Veteran." All Veterans are treated equally for all support, benefits and Remembrance efforts through The Legion.

The Legion is a not for profit organization and does not receive government funding. The Legion's hierarchal structure is financed primarily by membership dues whereas the support for Veterans and promotion of Remembrance are primarily supported by the Poppy Trust Fund. The Poppy Trust Fund raises monies predominantly through the



## **Draft for Discussion**

annual Poppy Campaign, which occurs annually from the last Friday in October to 11 November. This campaign is primarily an effort by Legion Branches across the country, who collect and hold Poppy Funds from and for their local community which in turn supports local Veteran and Remembrance efforts.

Legion membership comprises three main categories: approx. 30% are Veterans, 50% are family members of a Veteran and 20% have no family military connection but support the aims and objectives of the organization.

### **THE LEGION'S EDI STRATEGY**

In 2021 The Royal Canadian Legion conducted a bottom to top organizational assessment of the equity, diversity, and inclusion (EDI) commitment of the organization, its membership and elected leadership.

This assessment was thorough and concluded that The Legion has clear strengths, but also unique challenges. Strengths include:

- The Legion's leadership, mission, and alignment around that mission, provides a strong foundation for action.
- The Legion's mission to support Canada's Veterans is universally understood, and the pursuit of that purpose is at the heart of the organization's DNA and member involvement.
- Core to that mission is a clear understanding that "a Veteran is a Veteran is a Veteran", and that all Veterans should be supported and served by The Legion and its services regardless of their backgrounds.

These strengths provide a strong basis for motivating and aligning members and stakeholders to address EDI gaps to ensure that The Legion understands, welcomes, and can meet the needs of Veterans and all Canadians from all backgrounds and experiences. However, The Legion must also contend with a unique set of challenges that will require focus, investment, and time including:

- Our membership base indicates that diversity is not widely integrated into the culture and leadership of the organization, which creates challenges in identifying needs and addressing challenges faced by the Veteran communities.
- Historical discriminatory practices and systemic barriers based on Federal government policy, previous experiences in The Royal Canadian Legion Branches, have contributed to misconceptions and negative perceptions among members and the public concerning The Legion's approach to EDI.
- While a minority, some members report an aversion to focusing on EDI – ranging from viewing it as a non-issue and distraction, to viewing it as politically motivated and ideologically opposed to their point of views.
- While formal discriminatory and exclusionary policies have largely been eliminated, there remains reports of discrimination, exclusion, or inaction, that range widely from Branch to Branch.

## **Draft for Discussion**

- The lack of a strong, centralized structure in a large volunteer organization will make driving organizational change more difficult and slower to achieve.

To address these challenges The Royal Canadian Legion has developed an EDI Strategic Plan, Action Plan and EDI Statement to guide the organization's implementation of 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. The EDI Statement is attached at Annex A.

## **EDI EDUCATION AND TRAINING PROGRAM**

Key to achieving our EDI goals and objectives is an EDI education and training program for our members, leadership and employees at all levels of The Legion – Branches, Provincial Commands, Special Sections and Dominion Command. This training program must include elements of EDI related to age, ethnicity, race, nationality, disability, economic status, gender identity, sex and sexual orientation.

### **EDI Education and Training Requirement and Key Tasks**

Deliver an interactive, cost effective, training program to meet the needs of:

- The Legion's leadership and management teams from the national and provincial levels including elected members and employees, approximately 100 persons. This training session should include the fundamentals of EDI as well as tools to lead diverse teams. This program should include two in-person sessions (for DEC members and Dominion Command Staff) and four virtual sessions (one virtual session in French).
- Providing a 30-minute interactive training Q&A and video with a goal of educating/training all 270,000 Legion members. This education/training video should introduce the basics of EDI and be available in English and French as it will be made readily available to all members allowing us to measure the reach of education and training.

Provide an implementation plan to deliver the training programs and reporting on the organizational completion rate of the training sessions.

Conduct a post training survey and provide a report with an analysis of the training with recommendations for future EDI training.

### **Training Scope**

The training should include the following key elements:

- **Builds Awareness**
  - Understand the importance of EDI in fostering a respectful and collaborative workplace.

## Draft for Discussion

- Recognize how unconscious bias, privilege, and systemic barriers impact individuals and groups differently.
- **Promotes Inclusion**
  - Equip employees with skills to create an inclusive environment where everyone feels valued, respected, and supported.
  - Learn strategies to actively include diverse voices in decision-making and workplace culture.
- **Encourages Equity**
  - Understand the distinction between equity and equality and why equitable practices are essential to fairness.
  - Identify ways to address systemic inequities and create opportunities for underrepresented groups.
- **Fosters Responsibility and Accountability**
  - Encourage every member, leader and employee to take ownership of promoting EDI in their actions and interactions.
  - Recognize the role of bystander intervention in preventing discrimination or exclusionary behaviour.

## Key Teaching Points

- **Foundational Concepts**
  - Define equality, equity, diversity, and inclusion with examples relevant to the workplace.
  - Discuss Canadian diversity laws (e.g., the Canadian Human Rights Act, Employment Equity Act) and their implications.
- **Unconscious Bias and Its Impacts**
  - Explore types of bias (e.g., affinity bias, confirmation bias) and how they manifest in hiring, promotions, and team dynamics.
  - Practice recognizing and mitigating bias through scenarios and activities.
- **Systemic Barriers and Privilege**
  - Examine how systemic barriers (e.g., racism, ableism, gender bias) impact workplace opportunities.
  - Discuss privilege as a lens to understand power dynamics, emphasizing allyship without guilt or blame.
- **Inclusive Communication**
  - Teach how to use inclusive language and avoid micro-aggressions.
  - Train on active listening and validating diverse perspectives.
- **Cultural Competency**

## **Draft for Discussion**

- Build awareness of diverse cultural norms, practices, and holidays (e.g., Indigenous Peoples' Day, Ramadan).
- Encourage intercultural collaboration and respect for differences.
- **Strategies for Equity and Inclusion**
  - Discuss tangible actions: mentorship programs, accommodations for disabilities, and equitable hiring practices.
  - Highlight the importance of diverse leadership and representation.
- **Handling Difficult Situations**
  - Teach how to address discrimination, harassment, or exclusion professionally and compassionately.
  - Role-play scenarios to practice handling conflicts or reporting incidents.

## **Proposed Project Timeline (dates to be completed when RFP approved)**

- a. RFP Distribution -
- b. Submission Deadline -
- c. Proposal Review -
- d. Selection Notification -
- e. Initial Meeting with Legion EDI Committee -
- f. Test Training Sessions -
- g. Feedback Test Training Sessions -
- h. Course Revisions -
- i. Finalize Training -
- j. Launch Training Program -
- k. Complete Training Program -
- l. Deliver after-action analysis of training -

## **RFP Response**

As a minimum, responses to this RFP must include:

- An introduction to the firm and team members and demonstration of the team's understanding of The Royal Canadian Legion, including its mission, structure and membership composition.
- An outline of the firm's experience with EDI education and training including a demonstrated experience with examples of at least five years delivering EDI training sessions in French and English to national organizations in Canada with more than 10,000 employees.

## **Draft for Discussion**

- Experience implementing EDI training in volunteer-based organizations.
- Detail on the approach to be undertaken to complete the scope of work to meet the training requirement for both in-person and virtual training including key tasks, content, proposed timeline and deliverables.
- A proposed project budget: budgetary considerations will be a factor in the selection of the firm to conduct this review.

All material collected in the conduct of this Request for Proposal shall be the property of Dominion Command of The Royal Canadian Legion and will not be disclosed to outside organizations/agencies without the expressed written permission of Dominion Command of The Royal Canadian Legion.

### **For more information contact:**

Randy Hayley  
National Executive Director Dominion Command  
The Royal Canadian Legion  
86 Aird Place  
Ottawa, ON K2L 0A1  
613.591.3335 Ext 245  
[rhaley@legion.ca](mailto:rhaley@legion.ca)

### **Attachments:**

Annex A – The Royal Canadian Legion - Equity, Diversity and Inclusion Statement

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## **Annex A - Together the Royal Canadian Legion is Committed to Equity, Diversity and Inclusion**

The Royal Canadian Legion strives to embed Equity, Diversity and Inclusion (EDI) into the culture at 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 Royal Canadian 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:

1. **Equity** – ensuring access, resources and opportunities for all, regardless of their identities.
2. **Diversity** – ensuring 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.
3. **Inclusion** – welcoming all people regardless of their background and integrating their perspectives and contributions into how our Branches operate.
4. **Human Rights** – ensuring the basic rights and freedoms that belong to everyone.

## Draft for Discussion

5. **Equality** – ensuring 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.
6. **Respect for reconciliation with Indigenous peoples** – extending The Legion's unreserved support, wherever possible and appropriate, and in collaboration with First Nations, Metis 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. As we know that Canada's Veteran population and the demographics of our membership has become increasingly diverse, 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, The Royal Canadian Legion

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## Draft for Discussion

Suggested organizations that conduct EDI training programs to Submit Request for Proposal:

**Canadian Centre for Diversity and Inclusion (CCDI):**

<https://ccdi.ca/>

**Empowered EDI:**

<https://www.livempowered.ca>

**EGALE:**

<https://egale.ca/about/>

**Feminuity:**

<https://www.feminuity.org>

**Canadian Equality:**

<https://canadianequality.ca>

**Strategy Corps:**

<https://strategycorp.com/>



**REPORT OF THE DOMINION COMMAND  
CENTENARY COMMITTEE TO  
DOMINION EXECUTIVE COUNCIL  
26 APRIL 2025**

**File: 48-20**

<b>V. MacGregor</b>	-	<b>Chair</b>
<b>M. Fryday-Cook</b>	-	<b>Vice-Chair</b>
<b>C. Thomson</b>	-	<b>BC-YK Representative</b>
<b>D. Bolduc</b>	-	<b>AB-NWT Representative</b>
<b>C. Pederson</b>	-	<b>SK Representative</b>
<b>G. Conrad Davey</b>	-	<b>MB-NWO Representative</b>
<b>Vacant</b>	-	<b>ON representative</b>
<b>J. St-Laurent</b>	-	<b>QC Representative</b>
<b>T. McEvoy</b>	-	<b>NB Representative</b>
<b>D. MacEwen</b>	-	<b>PEI Representative</b>
<b>B. Meadus</b>	-	<b>NL Representative</b>
<b>K. Merola</b>	-	<b>TVS Representative</b>
<b>C. Cook</b>	-	<b>OSI Representative</b>
<b>R. Hayley</b>	-	<b>Ex-Officio</b>
<b>L. Murray</b>	-	<b>Ex-Officio</b>
<b>B. Lawrence</b>	-	<b>Ex-Officio</b>
<b>T. Backer</b>	-	<b>Committee Coordinator</b>
<b>J. Ryan</b>	-	<b>Assistant Coordinator</b>

**DATE OF LAST MEETING: 25 March 2025**

**DATE OF NEXT MEETING: TBD Spring of 2025**

**ACTION ITEMS FOR DECISION**

No action items for consideration.

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

Dominion Command has formed a Centenary Task Force which has the primary objective of planning and executing projects for the centennial year. Many of the ideas and plans initiated by the Centenary Committee are now being further developed by staff at Dominion Command. More information will be shared collectively in the coming months as plans progress and are thoroughly developed.

The Centenary Committee continues to meet monthly to discuss updates, share information, and support the planning of RCL 100<sup>th</sup> anniversary initiatives.

I move approval of this report

**REPORT OF CANVET PUBLICATIONS LTD. TO  
DOMINION EXECUTIVE COUNCIL  
26-27 April 2025**

S. McKeown	-	Board Chair
B. Lawrence	-	Board Vice-Chair
B. Chafe	-	Secretary
S. Clark	-	Director
R. Hayley	-	Director
T. Jenvenne	-	Director
B. Julian	-	Director
V. MacGregor	-	Director
J. MacIsaac	-	Director

**DATE OF LAST MEETING(S): 23-24 November 2024**

**DATE OF NEXT MEETING: November 2025**

**INTRODUCTION**

In 2024, Canvet had a better year than forecasted. The publishing industry remains stable and the outlook for 2025 remains positive.

**SUBSIDY REVENUE**

In 2024, the Canada Periodical Fund (CPF) for *Legion Magazine* and *Canada's Ultimate Story (CUS)* totaled \$914,431, an 2.64% decrease over 2023.

The Department of Heritage requires all publications to apply annually and Canvet is hopeful the latest 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 funding is allocated over the government fiscal year, which will bridge 2024 and 2025.

Canvet's budgets are dependent on support from the federal government.

**EDITORIAL**

*Legion Magazine* is the leading voice on Canada's military history and veteran's issues. Publishing dozens of articles, including: **FIRST ACTION** Exploring the earliest days and horrors of Canada's Great War experience; **HEROES OF THE EMPIRE** The story of

how the Canadian men ended up being hailed as saviours of the Imperial force after the Battle of Paardeberg; **ZOMBIES ATTACK** Prime Minister Mackenzie King decides to send Canada's home-front "General Service" men—otherwise known derisively as zombies—to Europe.

Future articles in 2025 includes stories on: **VICTORY!** After five grinding years, Second World War would soon be over around the globe (May/June); **SPECIAL FORCE** Canada forms what will eventually be known as the 25th Canadian Infantry Brigade Group to serve in the Korean War (July/August); **ONE WOMEN'S WAR** Canadian journalist Gladys Arnold was the only Canadian correspondent in France at the outbreak of the Second World War (September/October); **CHRISTMAS AT WAR** Canadians experienced a range of yuletides during the Second World War (November/December).

For the 2025 CUS special issue series we have published ***Canada and the Liberation of the Netherlands*** (Winter); ***Victory! The end of the Second World War*** (Spring); and for the rest of 2025, ***Canada's Unheralded Battles*** (Summer); and finally, ***O Canada, War and Hockey*** (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 2025, 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 210,000 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) offers discounts for members through IRIS Eyewear, MEDIPAC Travel Insurance, Arbor Memorial, Canadian Safe Step Walk-In Tub Co., HomeEquity Bank, HearlingLife Advantage, belairdirect car and home insurance, Blowes & Stewart Travel Group Ltd., Ultramatic Inc., and Rogers/Red Wireless. Not only do the partners offer member discounts but they also contribute significant funding to Legion programs. Canvet offers the partners exclusive advertising rates, so they reach an exclusive market as an endorsed partner.

### **AWARDS**

In February, Canvet was awarded two awards—one gold and one silver—at the Canadian Online Publishing Awards:

Gold in the Best Photo Journalism category for *The Fortress* by Stephen J. Thorne  
<https://legionmagazine.com/the-fortress/>

Silver in the Best Blog Column/Videocast/Podcast category for the column *Frontlines* by Stephen J. Thorne  
<https://legionmagazine.com/category/defence-today/journal/>

Canvet's award total to date now stands at 42.

## **CONCLUSION**

This report is for information only.



**REPORT OF BC/YUKON COMMAND  
TO DOMINION EXECUTIVE COUNCIL  
26-27 April 2025**

On behalf of the Provincial Executive Council and Senior Elected Officers of BC/Yukon Command, please accept this report covering the period of April 2024 – March 2025.

**Command Office**

BC/Yukon Command moved into its new office space in September of 2024. The new office, located in the community of Cloverdale in Surrey was renovated and upgraded to be a modern, welcoming and inviting space for staff, members, and the public. A key feature of the new space is a warehouse to store all of our merchandise and poppy promotional products. I would like to extend my sincere thanks to Tony Rushworth, Branch Operations Advisor, BC/Yukon Command and Bob Underhill, 1<sup>st</sup> Vice President, BC/Yukon Command for their time and expertise which allowed us to control costs and bring a beautiful vision to life.

BC/Yukon Command expanded its staffing contingent, adding a third Service Officer and a Poppy Fund Coordinator to improve services to our Veterans and provide additional supports to our branches. Our office operates with 12 full time staff members.

**Key Events**

The Grey Cup was in Vancouver in November and Branch #01-176 Billy Bishop/Kerrisdale had the honour of hosting the Calgary Grey Cup Committee's pancake breakfast. The event was well attended and a great partnership between our organizations. Our 1<sup>st</sup> Vice President, Bob Underhill attended the event on behalf of BC/Yukon Command.

The Invictus Games were in Vancouver and Whistler from February 8-16, 2025. While the Legion did not provide an official sponsorship, we were invited to attend the opening ceremony and sporting events. Branches 01-277 Diamond Head and 01-201 Pemberton provided volunteers for the event and the CEO of Invictus hosted an online webinar for branch members to learn more about the event.

While in Vancouver, the Minister of Veterans Affairs, The Honourable Darren Fisher visited Legion Veterans Village and Branch 01-229 Whalley with the Veterans Affairs Minister of the Ukraine. The BC/Yukon Legion Foundation also had the pleasure of hosting Minister Fisher at their transitional housing facility, Veterans House Victoria.

BC/Yukon Command was honoured to receive 53 King's Coronation Medals for distribution. Command 1<sup>st</sup> Vice President Bob Underhill and myself had the honour of presenting the medals at three ceremonies across the Command. Congratulations to all of our deserving recipients.

**Collaborative Partnerships**

In 2024, BC/Yukon Command launched the Victory Square Banner Program to commemorate the 100<sup>th</sup> anniversary of the Victory Square Cenotaph in Vancouver. The program was organized by a committee of volunteers from BC/Yukon Command, ANAVETS, the Chinese Canadian Military Museum Society and the community. Businesses and individual donors generously gave \$96,913.00 towards the program. In the months of October and November, 450 banners were

on display in the City of Vancouver to pay tribute to those who fought for the freedoms we enjoy today. The committee is currently exploring bringing the program back for 2025.

In July, BC/Yukon Command hosted the President of the Korean Veterans Association on behalf of the Legion. Since this meeting, we have enjoyed a growing relationship of partnership and collaboration with the Western Canada Chapter of the association. The association takes great pride in caring for Veterans of the Korean War, in particular the Canadians who fought in this conflict.

In March, Ontario Command graciously hosted our Executive Director for a visit to learn more about their operations and to share ideas and best practices. The trip was extremely successful and I extend my sincere thanks to Ontario Command for welcoming our Executive Director and sharing your knowledge.

### **Branch Update**

BC/Yukon Command again posted strong membership numbers and reached an exciting milestone, surpassing 50,000 members in 2024. We ended 2024 with 50,691 members and year over year growth of 106.56%.

BC/Yukon Command continues to work closely with branches to ensure their success and viability with operations, governance and exploring redevelopment opportunities. We are in the process of developing a training program to address common issues we see amongst new and untrained branch executive members.

### **Future Outlook**

The BC/Yukon Command Convention will take place from June 6-8 in Kamloops, BC. The theme for this year is "Where the Rivers Meet - Reflect, Renew Rejuvenate". Our convention will take place over three days and include multiple training sessions, a tradeshow and our convention business. We hope to train delegates in key areas such as membership and branch operations and inspire our members as we approach our 100<sup>th</sup> anniversary.

Respectfully Submitted,

Craig Thomson  
President  
BC/Yukon Command

## ABNWT Provincial Command Report

### Dominion Executive Council

April 25, 2025

Rosalind LaRose, President

I bring greetings to Dominion Command President, Comrade Berkley Lawrence and all Dominion Executive Council members and staff and myself and my Provincial Command Executive and staff.

As we gather for the Spring 2025 DEC meeting, find it hard to believe that my three-year term as ABNWT President will conclude in May 2025.

Provincial Convention 2025 will be on May 1 - 3 at Stoney Plain, AB. We are excited to welcome our Dominion President Comrade Berkley Lawrence and his wife Sarah, to join us.

Our province consists of nine districts, eight in Alberta and one in the Territories. A District Commander and a Deputy District Commander oversee the districts.

Branches are continually active, and members are back with the support necessary to carry forward veteran's assistance and legion business. Branches are moving forward with plans for the 100<sup>th</sup> Anniversary celebrations of the RCL, in 2026.

Sadly, we retired the Charter of Branch No. 193 Vauxhall, with J. D. Calhoun, Foremost, is in the process of retiring. The decision is not financial restrictions but is due to the lack of members, willing to fill executive positions which leaves difficult steps forward for the membership.

Calgary AB hosted Legion Track & Field in 2024, a successful event and we will welcome the athletes and officials back in August of 2025. Thank you to all who worked hard to make the event successful.

Our command continues to support HIMARC (Heroes in Mind, Advocacy and Research Consortium) program through the University of Alberta. This is a Veteran program that aims to improve the health and quality of life of the Canadian Military, veterans, and PSP and their families through research, education, and service.

We have recently joined British Columbia developing the BC and Alberta Service Dogs program. We are excited to welcome this to our province, trusting that veterans will relate to their friend to bring comfort to the veteran.

Our command is excited to move forward with Veterans House Canada in the city of Edmonton, projected to begin in the spring of 2025.

The Constitution and Laws committee remains busy. Branch Bylaws are on a 3-year renewal schedule which consists of fifty plus branches per year. This rotation is successful and reminds branches to update regularly. Article III's remains ongoing, branch memberships and executives are often not working for the legion connectively, it is hopeful that the new Article 111 process will alleviate the bulk of this.

Membership continues to climb, as throughout other provinces. We are experiencing commitment and dedication from new members of our organization, whether joining the branch or through our

online process. This projects our legions moving onward and upward.

The Poppy and Remembrance committee is highly active, receiving exceptionally large numbers of requests monthly. The Poster and Literary contest remain well supported at branch level and upward. It is our opportunity to connect with our youth.

We ensure that our Public Relations information is delivered in a positive manner throughout AB/NWT, we lean on the expertise of an individual consultant when necessary. We remind branches to adhere to the positive deliverance within their communities and outlying areas when sharing information.

It is disappointing for our Ritual and Awards committee as branches are not honoring members who deserve recognition for their dedication and commitment. 2024 to current awards has consisted of: Palm Leaf-1, MSM -0, **MSA-1**, Life-15.

Sports are successful, thanks to members at Branch and District level, which leads to full participation at the Provincial level. Congratulations to the teams representing our command at the Dominion Sport Events.

Veteran Service and Seniors remains a commitment at branch level, however our Service Bureaus in Calgary and Edmonton experience tremendously high volumes of clients. We are so thankful to our staff at our city offices.

In closing, I am grateful for the opportunity to be a part of DEC, for the assistance and expertise of the Dominion Council and Staff and all Provincial Presidents.



Comrades,

I bring greetings on behalf of Saskatchewan Command. As with all commands we have many irons in the fire. Here are a few things we are working on.

We will be putting on monthly webinars for our Zone and District commanders. This will be via zoom. Hoping to do them monthly with the odd month being skipped to take a break. The cost of doing them in person is prohibitive. This at least lets us mentor and develop our next leaders within our command at little cost.

The provincial budget was just announced. With it, there is another year of funding for the Veteran's Service Club Grant. We will have access to \$1.5 million in funding to help Veteran's Service Clubs renovate and update their buildings. Our command will continue to do the administration of the program. The program started in 2019 with \$100,000 of funding and moved up to \$1.5 mil in 2021. All funding has been utilized during this timeframe. Small adjustments are made each year to ensure ease of access for recipients and compliance for the public.

We have been working with RUSI as a part of another committee in the development of an Indigenous Veterans Monument. At the time of this report it is scheduled to be unveiled May 3<sup>rd</sup>. This coincides with our Provincial Council Meeting. The monument will be erected in Regina in the same park as the cenotaph. The monument will display the word Honour in English, French and the many different indigenous languages of our province. There will also be verbiage about the important efforts of indigenous veterans within the military. The committee raised over \$100,000. Funds that exceed the cost of the monument will go towards a cultural day, gala and future scholarships for families of indigenous veterans. We will be handing out the Legion indigenous pin that was graciously provided to us. Thank you for that.

Mid last year we received funding through Infrastructure Canada for the Veterans Homeless Program. This has greatly enhanced our ability to support homeless veterans complimenting the Leave the Streets Behind Program. We have been able to use the funding to not only provide rent and rental subsidies, but just as important, wrap-around supports. The program keeps our service office busy.

One of the wrap-around supports is Traumatology. We have been able to access a trauma specialist who works with people of all ages and backgrounds with various mental health concerns. The impact we have seen with it is incredible. The feedback from veterans and spouses have only been positive. Most if not all say they can actually see the future. We continuously hear they got more in one session than years of talk therapy. Many have tried other forms of treatment including EMDR, Biofeedback, meds, therapy, you name it. Without being invasive, this program essentially teaches people how to handle trauma. It makes you understand trauma. Many of the clients are now able to be off meds or reduced them drastically. Much more to come on this initiative.

Our Service Office has seen an increase in clients. Part of this is the INFC program. That being said the work they do in there, is remarkable. Much like across the country. We do not thank these people enough. These are our boots on the ground providing supports to those in need.

We have some advocacy to do with the Ministry of Social Services. We are hoping to meet with minister and go over some concerns. This includes the monthly income exemption that people can earn before being restricted. This has impacted Veterans. It prevents some funding going their way. Technically even paying a utility bill for them could be included as income. It is a slippery slope but without action there is no change.

Our Member's sports program continues to adapt. The committee reviews data from surveys and feedback to make changes to each sport. The focus is to ensure a positive experience for our members at these events. Sometimes the changes are met with resistance, sometimes the changes do not work. But the end goal is to listen and adapt. There is a lot of detail that we can go into on this. Too much for a report. Feel free to have your sports chair reach out to ours and open up a discussion.

We continue to run a Track and Field Camp each year. Over the past 4 or 5 years the program has actually seen a sizeable increase in attendees. So much so, that we actually have to put in a cap of 200 athletes. This shows the importance of youth programs across the nation. We are very proud of the program.

We are working on hosting the National championships next year. Lots of work has to be done and it may seem overwhelming at times but we have a solid crew to work with and we look forward to hosting and showcasing our great province. And yes, Saskatchewan is much easier to draw than spell. Unless you are from here.

I respectfully submit this report.

Carol Pedersen  
Provincial President  
Saskatchewan Command



ANNEX Z  
TO THE DEC MINUTES  
26-27 APRIL 2025  
**Manitoba & Northwestern Ontario  
Provincial Command**  
563 St. Mary's Road, Winnipeg, Manitoba  
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## President's Report-April 2025

Good afternoon, Comrade Chair and Comrades,

The past three years have been a unique and valuable learning experience since serving on the PEC and DEC.

I had the privilege of speaking at Kent Road School on November 8th. I found this experience particularly interesting, as their school ranges from Kindergarten to Grade 6, and the students themselves managed the Remembrance program. Two Grade 6 students acted as emcees, and my granddaughter introduced me. I explained to the students that I was not a Veteran but had joined the Legion in 1975. I shared with them that my father and uncle served with the 12th Manitoba Dragoons and discussed the significance of the Poppy. It was wonderful to see that all the students were wearing Poppies.

After my presentation, a young girl approached me and asked if both my father and uncle had returned from service. I paused and then shared that my father returned, but my uncle was killed on March 5, 1945, and rests in the Canadian War Cemetery in Groesbeek, Holland. I was genuinely impressed by the maturity and thoughtfulness of these young students.

Also on November 8th, Vice President Gail attended the Indigenous Veterans Day Ceremony in Portage La Prairie and laid a wreath.

From January 3rd to January 5th, I attended the District 1 North Convention and Sports Weekend in Flin Flon. It was a wonderful weekend filled with great comradeship and hospitality. Special thanks to District Commander Bob Penner for organizing an outstanding event.

On March 23rd, the King's Coronation Medal Ceremony was held at Henderson Highway Branch #215, expertly coordinated by Comrade Shaun McIntosh, who did an exceptional job. The Honourable Anita R. Neville and Colonel Hanson from 17 Wing participated in presenting the medals. Port Arthur Branch #5 also hosted their ceremony on the same day. Thank you to Comrades Katrina Myllymaa and George Romick for their efforts in making their ceremony successful. Overall, 24 outstanding recipients were honoured, and approximately 175 guests, including family and friends, attended. Thank you to all the dignitaries for their participation in this remarkable event.

On March 29th, I will be attending the District 4 Convention in Morden and the District 2 Convention in Brandon.

In closing, I wish to extend my sincere thanks to the Legion staff at Legion House for their continued comradeship and hospitality. It has truly been a privilege to work alongside all members of the DEC.

Thank you very much.

I so move my report.

A handwritten signature in cursive script that reads "Ernie Tester". The ink is a dark purple or brown color. The signature is fluid and elegant, with the first name "Ernie" and last name "Tester" clearly distinguishable.

Ernie Tester  
President  
MBNWO Command

## Ontario Command

### Provincial President

#### Report to DEC April 25-28<sup>th</sup>. 2025

Comrades Ontario Command keeps on chugging along with still many of the same problems that existed just a few months ago. We are still plagued by member personality issues, people just not getting along and with most not even giving it a try. These conflicts account for the many Art. III complaints that we receive, it seems like, almost each and every day. I don't know whether "sadly" is the right word to use, but the majority of these Art. III's that are filed are usually Not Properly Lodged and Not Valid in Accordance with Art.III. Unfortunately the Art.III's that are filed properly in most cases go to Appeal at least once if not twice which, at this stage costs Ontario Command valuable time and money, an exact figure I do not have but I can reassure you it will be in the tens of thousands of dollars. I would like to see Ontario Command investigate and come-up with a better policy and procedure on how to handle, in most cases, just personality conflicts that occur in branches especially after a little alcohol has been consumed. I would like Ontario Command to form a committee to try to find a different, but effective way, of dealing with most disagreements that happen in our Legion Branches without the need of filing an Art.III which nine times out of ten turn out to be a waste of time. I know 47 years ago when I joined the Mount Forest Legion way back in 1978 scuffles would break-out, small disagreements between members happened, quite often swearing, shouting, disruptive behavior, they were told to stop by the bartender and usually by fellow members, if they didn't they were told to leave and not served again, and in the majority of cases they left without any further trouble but back in the next day as if nothing had happened?

What has happened, are people just too soft now, I don't know, but what I do know there has to be a cheaper and better way of dealing with these trouble makers. I truly would like to see us form a committee to look into this and the use of Art.III's to see if we cannot either eliminate them altogether or come up with an improved system on how to deal with members who insist on spoiling everyone else's visit to their local branch. There has to be a better way, comrades. Not always a bad thing but we have had to insert a BOT into 52 different branches in the last year. Most I'm glad to say had positive results.

Happy to see our membership numbers climbing but we in Ontario Command still struggle with finding volunteers, those numbers appear to be going in the opposite direction. Sadly not only affecting the lack of not being able to host social events but the difficulty in finding members that are willing to step-up and take on a position on the Branch Executive, or worse still a VP or Presidents position. This phenomenon is even spreading to our larger branches with 600 + members. Our current volunteers and Executive members are getting burnt out, what is the solution, so much for succession planning!!

Now on the bright side, "Operation Leave the Streets behind" Ontario Commands homeless veterans program, will very soon be reaching another milestone of **1300 Veterans Assisted**. To date: 1269 assisted, 146 Female, 78 families, involving 213 different communities. Now we have partnered with the Military Veterans Wellness Program, a program created with our assistance, has now expanded to involve 87 separate Police services across Ontario. This is a program that was created by two Metro Toronto Police Service officers, Aaron Dale and Jeremy Burns. Basically it's a program that teaches police officers how to recognize a veteran on the street. Through the clothes he/she might be wearing, any identifiable tattoos, maybe medals, certain comments and remarks, their personal belongings etc. Once identified how to talk to them, offer help and assistance. Lots more involved I'm sure but finally offering help and where to find it. All this info is passed along to either VAC or a Legion Service Bureau or Branch Service Officer. Ontario Command saw a huge increase in clients once MVWP came on-line. One interesting fact, the Ontario Command Service Bureau's handles about 1/3 of all VAC claims across Ontario, BRAVO. I would like to mention that comrade Dave Gordon, once an Ontario Command Executive Director, put this program together way back in 2009, and it has kept growing ever since, thank you comrade Dave. I could quite easily go into more detail, such as first and last month's rent, apartment kits, furniture. I am immensely proud to be involved with this program and we have a great staff that makes this whole program work.

Working with Wounded Warriors of Canada Our Service Dog Program is also a huge success with 88 veterans being paired with a dog so far with many pups still in continuous training. It takes upwards of two years to fully train a service dog with a cost of around \$30,000 each dog. So far Ontario Command branches and Ladies Auxiliaries have donated \$2.2 million dollars toward this program, money well spent in my book.

Comrades I know I am missing some of the other very successful programs we support be we are always on the look-out for something different we can help with that will benefit our veterans and their families. We already have a couple of projects in the wings that we are looking at, but that's all I can say right now, stay tuned.

That is my report and I move its adoption.

Derek Moore  
Provincial President, Ontario Command.

La Légion royale canadienne  
Direction provinciale du Québec  
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Quebec Provincial Command  
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☎ 514 866-6303

## QUEBEC COMMAND REPORT TO DEC 04/08/2025

I am pleased to report on the events of Quebec Command as of the 1<sup>st</sup> of April 2025. As stated, I am pleased to make a report but also it is a sad time after 21 years of reports to this body at all different levels.

In my 3 years as provincial president, I am more than pleased with my committee chairs and members. They have worked hard building this command with increased membership and proper leadership at all levels.

I will just touch on a few things that I feel are important:

- **Land Acknowledgements**

I have been told that many of our branches are now using the land acknowledgements in their opening ceremonies.

- **Membership**

As in all the other commands across the country, Quebec Commands' membership is up by 660 members, which may not mean a lot to the other commands, but it means a lot to our small command. I am also pleased with the committee for obtaining second place in the paid membership category at 105.8%

- **Arbitrator**

The new position under the direction of Norman Shelton has worked very well. In the past 3 years, Com. Shelton has visited 6 branches and all 6 have been dealt with satisfactorily. No Article III's have been laid from these branches as they are back on track with no in fighting.

- **Leadership**

Quebec Command has developed a brand-new Leadership seminar package which consists of 12 presentations. It has been a work in production for the past 2 years and is ready to go. I will make this available to any command who wishes to receive it, and I do suggest that everyone requests a copy as in my opinion it is that good.

- **C&L**

After 3 years, we have received 10 complaints at provincial command. After everything is said and done, only 1 was valid and in my way of thinking, that is a pretty good record. Only one branch charter was suspended.

- **Stolen Valor**

Since its creation, the committee has handled nearly a dozen cases involving suspected violations of the RCL's Stolen Valor policy. What stands out is that most of the individuals involved held key leadership roles within the organization. Branch presidents, 1<sup>st</sup> VP, Sgt-at-Arms etc. at both branch and district levels.

These findings highlight the crucial need for continuous vigilance, even at the highest levels, to preserve the integrity of our organization, and the trust of our members. Therefore, not only provides support in the event of an incident but also acts as an essential safeguard for the RCL's credibility

**Conclusion**

This is just a small sample of what we have been doing in Quebec Command for the past 3 years. There is so much more to report, but as the reporting policy now for DEC dictates that we keep the reports to what we are doing and not what we have done.

I move my report

In Comradeship



Thomas D Irvine, CD

President

Quebec Provincial Command



NB Command President's report to DEC

April 26<sup>th</sup>, 2025.

Comrades,

All is well at NB Command, except for the usual things.

Article III's, currently we have two pending resolutions. We have two Branches St. Leonard # 52 and St. Croix # 9. We also have two Branches under Trusteeship. These two Branches are slowly recovering from under bad leadership. Beside this like all of you I have kept busy with phone calls and emails.

I sit on the Ritual, Awards and Protocol committee, not too busy there.

Last October, Comrade Jack Clayton retired, and Comrade Kathy Cleveland took his place. Kathy is here this weekend and is well known at Command as she was Jack's Deputy.

Our Command Service Officer moved on to a new Job. And her assistant replaced her, however the job is too demanding, and she is now on stress leave. We will interview some prospects at the end of March 29<sup>th</sup>. As I write March 15<sup>th</sup>, the hiring has not happened yet.

On December 28<sup>th</sup> the Provincial VPs and I visited the Oromocto Funeral home where Comrade Jean-Luc (John) Ladouceur, Past Provincial president was resting in Peace, and I attended his funeral the Next day.

In February at Branch # 69 in Saint John, Wayne Long MP for Saint John and I, presented the King's Charles III's Coronation Medal to 11 deserving members of NB Command and also where I received my own Medal.

Lest We Forget.

Respectfully  
submitted.

A handwritten signature in black ink, appearing to read 'Tony Chevalier', followed by a vertical line.

Tony Chevalier  
President New Brunswick Commands



Nova Scotia/Nunavut Command  
The Royal Canadian Legion

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Dartmouth, Nova Scotia B3B 2Z3

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April 26, 2025

### DEC Report NS/NU Command

The 102 Legions of NS/NU Command continue to support the aims and objectives of the Royal Canadian Legion, especially in our mission to assist our Veterans. As President I have attended many Branch events as well as the presentations of the King Charles III Coronation Medals and several Branch Anniversary Certificates. A highlight was a visitation to Branch 168, Iqaluit, Nunavut in December which was truly a memorable experience. While meeting with the Commissioner of Nunavut, I came to realize that with only two Branches, there is a need to reach out to the remaining 23 Northern Communities to provide any needed assistance that we may be able to provide.

With regards to the Long-Term Care Bed issue, I am disappointed that our Provincial Government will not adopt our proposal to give preference to all of our Veterans when a bed becomes vacant in our Veterans' Long-Term Care facilities. These beds are being housed mainly by non-Veterans that the Provincial Government has been given the authority to do so. In a short period of time these units as we know will not exist. I have asked for a meeting with the Premier and or the Minister of LTC and no acceptance. A resolution to adopt our proposal was presented in the Nova Scotia legislature and was defeated prior to the election.

Another concern that I have received is that the N.S. Ministry of Education is revising their history curriculum, and I have been advised that it is going to be modernized and the possibility of losing much of our Canadian Military History. I have a letter which will be sent to the Minister with regards to our concerns.

I as well as other Command Officers have attended meetings with First Nation members. There has been interest shown in the formation of Branches within their communities. Discussions are ongoing.

Our Command is in the process of hiring staff and we intend to have all positions filled shortly. I thank Dominion Command for the assistance they are providing to our Veterans' Service Bureau.

As this will be my last report as NS/NU Command President, I wish to personally thank all members of DEC and staff for the opportunity to serve this great organization and

our Veterans in the spirit of Comradeship. It has been a truly rewarding and learning experience.

Yours in Comradeship

Don McCumber, President NS/NU Command  
The Royal Canadian Legion

20 January 2025

The Honourable Brendan O. Maguire  
Department of Education and Early Childhood Development  
4th Floor, Brunswick Place  
2021 Brunswick Street  
P.O. Box 578  
Halifax, Nova Scotia  
B3J 2S9

Dear Minister Maguire,

On behalf of the Royal Canadian Legion, Nova Scotia/ Nunavut Command we are writing to express our deep concern and disappointment regarding recent changes which have been brought to our attention, to the education curriculum in Nova Scotia, specifically the removal of content related to the significant conflicts of the 20th century, including the First World War, the Second World War, and the Korean War.

As an organization that represents veterans and their families, we believe that it is of utmost importance for our youth to understand the profound sacrifices made by the men and women who served in these wars. The freedoms we enjoy today are a direct result of their courage, determination, and willingness to put their lives on the line for the values we hold dear—values such as democracy, justice, and the protection of human rights.

The legacy of these conflicts, which shaped the world in which we live, should not be forgotten. It is critical that young Canadians learn about the sacrifices made by our soldiers, both on the battlefield and at home, to ensure that future generations never take these freedoms for granted.

By omitting these key historical events from the curriculum, we risk losing a crucial understanding of our nation's identity and the importance of preserving peace. The lessons learned from these wars—lessons in courage, sacrifice, and resilience—remain relevant today. They serve as a reminder of the costs of conflict and the value of working toward a peaceful world.

We urge you to reconsider the decision to remove these important chapters of history from the classroom. The Royal Canadian Legion stands ready to support educational initiatives and to collaborate with the Department of Education in any way that can help ensure that the history and sacrifices of our veterans continue to be taught and remembered.

Thank you for your time and consideration. We look forward to your response and to working together to preserve the memory of those who served and sacrificed for our freedoms.

Yours sincerely,

Don McCumber  
President  
NS/NU Command  
Royal Canadian Legion  
61 Gloria McCluskey Ave  
Dartmouth NS  
B3B 2Z3  
902-429-4090



THE ROYAL CANADIAN LEGION  
PRINCE EDWARD ISLAND COMMAND



LA LÉGION ROYALE CANADIENNE  
DIRECTION D'ÎLE-DU-PRINCE-ÉDOUARD

## ANNUAL REPORT FOR PEI COMMAND

The year for PEI command was quite successful. Our Branches are for the most part holding their own. We had only 1 Article III on a President which was handled successfully. All disputes at the Branches were resolved at that level.

Our service officer is busy. He is only part-time but has a steady stream of clients daily. He is the face of the Legion and does a wonderful job promoting us. Fortunately, homeless Veterans is not a major problem in our Province. We have helped several this past year with support and contact information to help them. Like everywhere it can be hard to get a handle on numbers.

We supported the Canso flight with a colour party and speeches. The crew were quite happy with our involvement.

The Sea Cow lighthouse re-opening was dedicated to NATO and female service Veterans. I spoke on NATO involvement in the 80's when serving in Europe. The event was well attended by all levels of government as well as the Lt. Governor. Great press for the Legion.

As a Command we are working with a group that has a lodge available for retreats. We will know more as the weather gets better and we can have a look at the facilities. We plan on contacting the Pepper Pod folks to see what we can arrange for PEI.

The Poppy campaign was successful this year. The public was very generous.

Hats off to the students this year. They won 5 awards for poster and poems at the Dominion level.

Things are winding down for this Provincial Ex Council as we have a May convention.

It has been a positive year for PEI/Mag Isle Command, and I look forward to turning the reins on to the next Executive.



J.L. MacIsaac  
President  
PEI/Mag Isle Command - RCL

**REPORT OF NEWFOUNDLAND AND LABRADOR COMMAND  
DOMINION EXECUTIVE COUNCIL  
APRIL 2025**

**General**

Newfoundland Labrador Command has continued normal operations during 2024. We hold face-to-face PEC meetings twice a year. The Newfoundland Labrador Command Headquarters staff continuously demonstrate excellent commitment and initiative. With only two staff, their knowledge of all Legion policies and procedures have made the operations of the office and our entire Command more efficient. Our provincial Command office moved to a new location in Mount Pearl in August of 2024 and is without doubt a benefit to the staff and Command Executive.

**Branches**

We have 44 Branches in our Command and approximately 4,000 members. There are two Branches who have recently displayed some financial concerns and the Provincial Executive Council are in the process of dealing with those Branches as necessary. We will be losing one Branch very soon due to a lack of membership. They are in the process of closing and are just wrapping up some final details regarding their building.

**Provincial Convention**

The next Provincial Convention is scheduled for August 24-27, 2025, in Happy Valley – Goose Bay.

**Membership**

Like many other Provinces across Canada, NL Command continues to seek ways to improve membership. All Branches within this Command are striving to increase their membership numbers by trying to recruit while strongly encouraging present members to renew. We will continue to move forward and try to find better ways to improve our membership by targeting experienced active and retired military personnel and others regardless of background, age or profession.

**VSS (Support to Veterans)**

A Legion Action Committee is operating effectively at all three VAC Long Term Care contracted facilities within the province, St John's, Botwood and Corner Brook. The well-being of Veterans is of the utmost importance. A very competent and caring staff ensures all requirements are met for each Veteran.

All Branches continue to support the Pavilion in their area by attending Remembrance ceremonies and visiting the Veterans throughout the year. They also serve on

committees at the respective Pavilions to assist the staff with the planning and coordination of events for the Veterans.

## **2024 Provincial Command Pilgrimage to Europe**

The 2024 Pilgrimage took place and was again a good experience for the participants. We are currently in the planning stages for the 2025 Pilgrimage which is scheduled for June 27<sup>th</sup> – July 7<sup>th</sup>, 2025. There is a much larger group this year as the Provincial Government is taking 100 youth participants, which the Legion is a part of.

## **Youth Track & Field**

Newfoundland Labrador Command held the Provincial Meet in July 2024. We participated in the 2024 National Track & Field, sending 17 athletes, 2 coaches, 2 chaperones and a provincial rep.

## **Poppy and Remembrance Committee Report**

**The Poppy Campaign** was started this year with the presentation of the first poppy to MHA Perry Trimper who was representing the Premier of NL. We then conducted a raising of the Poppy Flag at Government House after which we proceeded to Confederation Building and held the Fly the Flag of Remembrance ceremony. It was a successful day and we will be continuing these events in 2025.

**Poster and Literary Contest** We met in January to screen all the poster and literary contest submissions. All entries were then passed to the applicable judges and once the judging was completed, the first-place entries were mailed to Dominion Command for further judging.

## **Centennial Committee**

On Memorial Day, July 1<sup>st</sup>, 2024, an extremely meaningful ceremony was conducted at the National War Memorial in St. John's, NL to celebrate the 100<sup>th</sup> anniversary of the Memorial which included the repatriation of the Unknown Soldier. The ceremony was attended by many dignitaries from across the Province, Country and the world.

## **Veterans Service Recognition Book**

We have published Volume 24 in our series of Veterans Service Recognition books. This project was once again successful from both a financial and community perspective. Getting support from Veterans and their families regarding the submissions of photos is a challenge as we continually must seek out submissions and the required information to go with them. We are currently seeking photos to be published in the next edition and are hopeful that this will be a special edition as it will be the 25<sup>th</sup> book to be published for Newfoundland Labrador Command.



## **Conclusion – President NL Command**

I feel good about The Royal Canadian Legion NL Command, which is a professional team made up of our PEC, Provincial Chairs, Command Staff, and the 44 Branches throughout Newfoundland and Labrador.

Gerald Budden  
President  
The Royal Canadian Legion  
Newfoundland Labrador Command

## **Hugh Farthing Memorial TVS Branch No.52**

### **TVS 52 Report Update**

#### Springtime in Paris held 5 April 2025 at Centennial Calgary Branch No.285

It was a great success. 108 people were in attendance, and everyone enjoyed the evening and had many positive comments about the event. For pictures and more details look on Facebook under RCL 285 Calgary.

#### District 5 Rally held at Bowness Legion Branch 238 on Sunday 6 April 2025

TVS 52 had five members in attendance.

Comrade Chris Strong spoke on the upcoming Provincial Convention being held on 3-4 May 2025 at Heritage Park Pavilion Stony Plain Alberta. There has not been an increase in Provincial per capita in eleven years and Provincial Command will not be increasing it at this Convention. Workshops will be held on Friday 2 May 2025 later followed by the Parade & Wreath Laying and Opening Ceremony.

Sports were reviewed and assigned to all Legion Branches. Branch 285 & TVS 52 are hosting the following:

Branch 285	Cribbage Pairs	27 September 2025
Branch 285	Crib Legion	15 November 2025
TVS Branch 52	Euchre	28 February 2026 at Branch 285

Request for mini workshops on topics - Honors & Awards, Executive duties, Grants, Article III, Sgt-at-Arms, Poppy Bursary.

Nomination & Election for the position of District 5 Commander. Comrade Karen Bruens accepted the position and was Installed by Comrade Chris Strong.

District 5 Fall Rally will be 7 September 2025 at Turner Branch No. 78

Yours in Comradeship

Nancy Frayn  
AB/NWT TVS Representative

The Royal Canadian Legion  
Dr. Harold Anderson Memorial Branch  
#78TVS

Events for December were:

Children's Christmas Party( December 13, 2024). There were 31 children and 60 parents in attendance. Santa Claus gave the children a gift and a goodie bag. The children and parents had crafts to do and hot dogs for lunch. A great time was had by all.

The Adults had a Christmas Lunch. Everyone had a good time. There were baskets given away, a 50/50 draw won by the youngest member of our Branch.

Veterans Village: The Veterans had a KFC supper donated by the Branch. They also enjoyed cake and coffee for the Birthday Party in December.

Christ Church Outreach: Every month the Branch will sponsor coffee and desserts for the congregation of Christ Church. Christ Church is where the Branch has their events. The congregation likes the coffee and desserts.

Lung Association Donation was given by the branch for Christmas stamps.

Preparations are being made for Crib in February.

The Branch has a homemade afghan that is being raffled off. One of the members of the Branch made and donated the afghan as a fund raising project.

The cadets who we sponsor were busy with marksmanship shooting, They went to visit the Veterans in Sherbrooke Veterans Village.

There is an upcoming Service Officer training class. Included in the class is the Poppy Fund and Service Officer information.

Respectfully Yours  
Marguerite Wolfe,  
Past President  
Secretary for Branch #78 TVS.

## **Report March 25, 2025 meeting March 27, 2025**

### **TVS Branch 44**

Our recently elected and installed executive has hit the ground running. The new committee chairs are working on the poppy campaign, bylaw updates, re-connecting with cadets and a local baseball team for youth.

Our meetings are well attended, a delicious hot meal is available before the meeting and the meeting concludes with bingo. Almost 30 folks attend.

Recipients of our gaming grants have been attending meetings along with recipients of education awards.

We hired a social media consultant to increase our membership by helping the local community understand what the Legion does.

The Branch currently has 238 members; 178 regular and 80 dual members, with three additional memberships since the general meeting.

Our Zone reps, poppy reps and New Chelsea reps have been approved as have the convention delegates and an alternate.

Special events being considered this year include taking better iPhone pictures, emergency and earthquake prevention, social media training, movie night, pub crawl, lingerie event, bowling afternoon and a Christmas event.

We are very pleased to welcome our new past president, Comrade Valerie MacGregor to our executive. She brings unparalleled knowledge and expertise to our executive and branch.

We are also grateful for the support the branch has had from the BC Yukon staff dealing with some challenging issues.

Your comrade

Heddy Bing / President, TVS Branch 44 RCL



## **Shalom Branch 178**

2020 West 6<sup>th</sup> Avenue, Vancouver, BC V6J 1R9

Tel: 604-739-1571

E-mail: [rclshalom178@gmail.com](mailto:rclshalom178@gmail.com)

This branch has had a respectable year. In our meetings the branch always included a lunch or snacks. For a change this year the executive applied and received a permit to serve wine and beer at one of our lunches. We provided this free of charge with limitations.

The game of Bingo was also introduced to the branch which everyone really enjoyed.

A vote was taken to change the length of term of the President and Vice Presidents. The change was received with unanimous approval.

Over many years our branch has had numerous difficulties with Maple Crest Housing Society. Despite receiving a positive judgement from the Supreme Court of British Columbia the branch is still dealing with ongoing difficulties.

The Supreme Court of British Columbia ruling allowed the branch to remain in the hall that has been home to them since the seventies.

In July a letter was sent to Premier Eby and forwarded to other government officials concerning The Maple Crest Housing Society. No response was received from the Premier to this date.

During the year our hall was used by various organizations within the community including

The Pin Club of Vancouver on various occasions

Farm to Plate numerous times in the year

Passover Dinner for those individuals who celebrate the holiday with no place to go

There were a number of Garage Sales all were a two day event

Art Show a couple of times with artist participation from legion members as well the community

Panel Discussion on Housing in the Greater Vancouver area

There was also a Panel Discussion on the needs of Veterans in the Lower Mainland

Danny Redden  
President

## OSI report Spring 2025

As I write this report, I must reflect on the successes of the BSO-OSI Legion Special Section. What started out as a small group of veterans with an idea that the Royal Canadian Legion could take on a new section less than 10 yrs ago and make a difference and help to break the stigma of veteran mental health. It was a simple reason all of us embraced, there had to be a way to stop veteran and their families from suffering and prevent suicides. From personal experience nothing drives it home harder than hugging your best friend after a quick lunch out, with plans for Saturday, only to find out the very next morning he was gone. Another one lost to that battle they couldn't win, invisible wounds.

So what have we done? Well Comrades the answer is a lot. We began with simple initiatives like our Buddy Check Coffee and Operation Vetbuild. We have become an integrated voice with many veteran organizations and programs. Atlas, VAC, Mood Disorder Society, Tri-Cyle and many others are just some examples. These partnerships have brought a voice to veteran advocacy with Veterans Affairs, lived experience advisors on many of the resource materials with like the suicide prevention kit from Atlas, anonymous live peer support through The Burns Way. Mental Health First Aid Training, Peer Support and training for those working with veterans suffering from mental health injuries.

We are currently working on new programs and initiatives too. I'm proud to be able to say that over the past year, with the support the Carolyn Hughes Director of Veterans Services, the command team at 3 Canadian Rangers, Pam Sweeney again always there for advise, I have been able to build and we have in trail a partnership with the Canadian Rangers called "Operation Northern Vigilance", a partnership in wellness. With a little training and a bit of guidance the Ranger Patrol Instructors become a little more vested in the process than that of a Branch Service Officer. They get the paperwork back to service bureau staff to get the VAC claims started. Something that should be well known but isn't, that any reservist on CI A (part-time) or a contract for less than 180 days has coverage through VAC for mental health. That starts as soon as the claim is submitted and is there for 2 yrs, only ending "if" the condition is not service related. It is also affording them a conduit to get support with any other injuries or illness they may have suffered in their service.

A new trial initiative program is going to be launched in Ontario this spring with thanks especially going to the Military Service Recognition Book Committee for the seed funds. The trial will be offered locally to 2 small groups of veterans in the Meaford area this year. One group this spring and another in the fall. Veterans teaching veterans basic blacksmithing, the program "Metal for Mindfulness". I'm sure the feedback will only support its growth. The ability to take frustration and whatever else has built up in you beating on red-hot steel with a hammer, only to create something from it... maybe I should sign up?? We are working on a similar trial in Manitoba this year as well.

Our branch level Buddy Check Coffee and Op Vetbuilds are growing and more branches come forward regularly to start new ones. Statistically branches that have been hosting them for any length of time are all doing well, the branch service officer and the command service bureau get to know each other well, as they seem to reach many veterans that didn't even know they were entitled to benefits.

I'm still working on building and documenting the District OSI reps' terms of service and responsibilities list. I hope that the trail handover in District C (Ont) happens during this year. It's taking time to get it in place, but taking this time may save someone's life, we must get it right.

As I write this report, I am the President of the BSO-OSI Special section, something that I had told everyone I wouldn't do as a serving Canadian Forces Member. Yep, I was wrong. It's not that bad though, its for a great reason. Our former president Trevor Jenvenne is now a Dominion Vice President, a past president Jill Charlton is the Dominion Treasurer. In less than 10 yrs as a section it's awesome to see. That said our section will soon be holding their election too. Comrades after over 8yrs as a Vice President and now the President, I won't be seeking an elected position, I will let the succession run its course and become the immediate past president. I'm grateful to have had the opportunity to have been at this level of executive in such an important part of the Royal Canadian Legion.

Comrades I will finish with the same comment I use each time. Remember mental health isn't about what is wrong with you, it's about what has happened to you! If you need help reach out, healing and growth start with the ask. A wise man once said, "If you feel alone, touch another human, together we can all make a difference!"

Thank you, Comrades that is my report, and I so move its adoption.

Darren Reid  
BSO-OSI President

**REPORT OF THE LEGION NATIONAL FOUNDATION  
TO THE DOMINION EXECUTIVE COUNCIL  
April 2025**

**VOLUNTEER BOARD OF DIRECTORS**

<b>T. Irvine</b>	<b>- Chair</b>
<b>B. Julian</b>	<b>- Vice- Chair</b>
<b>L. Murray</b>	<b>- Director</b>
<b>A Siew</b>	<b>- Director</b>
<b>B. Burnham</b>	<b>- Director</b>
<b>L. Mercier</b>	<b>- Director</b>
<b>R. Hayley</b>	<b>- National Executive Director</b>
<b>S. Van Muyen</b>	<b>- National Coordinator</b>
<b>C. Ngarachu</b>	<b>- Director Development</b>

**GENERAL**

This report is provided for the information of the Dominion Executive Council. The Foundation's Board of Directors last met on 12 December 2024.

The Legion National Foundation welcomed Randy Hayley as the new National Executive Director, following the retirement of Steven Clark. Moreover, Steven Van Muyen was appointed as National Coordinator and Louise Mercier joined the Foundation's as a volunteer board member.

**FUNDRAISING**

The Legion National Foundation continues to gather support and raise funds through a variety of channels. This includes contributions from institutional partners, foundations, and corporations. Both one-time and recurring donations remain robust, with regular appeals and updates provided to donors to highlight the impact of their generosity.

Following the November postal strike, which disrupted the giving season, the Government of Canada extended the deadline for charitable contributions. Donations made up until February 28th now qualified for a 2024 receipt, instead of the usual December 31st cutoff. The Foundation leveraged this extension through focused donor communications promoting it as a unique giving opportunity, resulting in a significant rise in first-quarter donations.

The Pilgrimage Program has been expanded to introduce a new Highlight Tour. This 8-day journey will take participants through France and Belgium to honour the Fallen and deepen their understanding of Canada's contributions and sacrifice in both World Wars. Participants will cover their own travel expenses. As a fundraising initiative, the tour package includes a \$4,000 donation to The Legion National Foundation. The inaugural tour, scheduled to depart on May 17th, 2025, will welcome 15 participants and is



expected to become an annual fundraiser, generating unrestricted revenue for the Foundation.

### **DISBURSEMENTS**

Board approved disbursements include a \$200,000 donation to Veterans House Canada, split between \$100,000 for construction costs and \$100,000 for furnishings. In addition, the Board has approved a \$25,000 contribution to the Juno Beach Centre Association and a \$17,000 donation to King's University College.

The Legion National Foundation Board of Directors will convene next on April 22, 2025, to review grant applications submitted by veteran-centric organizations.

This report is presented for the information of the Dominion Executive Council.

## ITEM 22: DOMINION COMMAND BRANCHES

As of January 31, 2024, the online branches of Dominion Command had a total of 12,635 members.

### a. Dominion Ottawa Branch 13-013:

This is the largest branch in terms of membership. Membership increased by **10.75% year over year**, reflecting successful retention strategies and the expansion of the auto-renewal

Category	2023	2024
Life	8	8
Ordinary	4,086	4,418
Associate	2,160	2,500
Affiliate Voting	801	886
Affiliate non-voting	135	158
<b>Total</b>	<b>7,027</b>	<b>7,970</b>

### b. Veterans Welcome Program – One-year Free Membership Branch 16-015:

Membership in this branch was **2,035 in 2023** and stands at **1,417 in 2024**. While the total number has adjusted, the program continues to successfully engage veterans, with strong retention ensuring many remain connected to the Legion beyond their initial free year transferring out to local branches.

	2023	2024
<b>Total Paid Members</b>	2035	1417

### c. Veterans Welcome Program – Online Paying Membership – 15-015:

Established in 2019, this branch offers continued membership for those initially joining through the Veterans Welcome Program. Membership was **2,563 in 2023** and stands at **2,293 in 2024**. While the total has adjusted, the branch continues to provide a valuable pathway for veterans to remain engaged, with members benefiting from a **30% discounted renewal rate** and the option to transfer to a local branch.

	2023	2024
<b>Total Paid Members</b>	2563	2293

**d. Veterans Family Welcome Program – One-year Free Membership 16-016:**

Launched in late 2021, this branch complements the Veterans Welcome Program by including immediate family members of veterans. Membership was **1,076 in 2023** and stands at **955 in 2024**. While numbers have adjusted, the program continues to provide strong support for veteran families, ensuring they remain connected to the Legion community.

	<b>2023</b>	<b>2024</b>
<b>Total Members</b>	1,076	955

All Dominion Command branch members continue to benefit from **multiple renewal reminders and incentives** to encourage membership retention or transfer to a local branch. Since **2020**, new members have been able to join local branches online, and with the introduction of **digital membership cards in 2022**, the renewal process remains convenient and accessible. In **2023 and 2024**, these initiatives have helped sustain engagement and support membership growth.

## Charters Issued and Cancelled

The tables below represent the number of branches and Ladies' Auxiliaries which surrendered their charter in 2024.

The Royal Canadian Legion Cancelled Charters 2024				
Command	Closed Branch #	Destination Branch	Date of Cancellation	Surrendered or Revoked
BC/Yukon				
Alberta-NWT				
Saskatchewan				
MAN & NWO				
Ontario	414		29 Jan 2024	R
	307		1 Aug 2024	S
Quebec	98		7 Jun 2024	S
New Brunswick	52		30 Oct 2024	S
NFLD/LAB				

The Royal Canadian Legion New Charters 2024		
Command	Branch Number	DATE
05	645	15 Apr 2024
06	277	18 Jun 2024
06	278	16 Aug 2024

For comparison to 2023:

Year	Surrendered	Revoked	New	Reinstated
2023	8	0	0	0
2024	3	1	3	0

The Royal Canadian Legion Amalgamated Charters 2024		
Command	Branch Number	DATE

<b>Ladies' Auxiliary Cancelled Charters 2024</b>				
<b>Command</b>	<b>Closed Branch #</b>	<b>Destination Branch #</b>	<b>Date of Cancellation</b>	<b>Surrendered or Revoked</b>
BC/Yukon	107		28 May 2024	S
	263		29 Feb 2024	S
ALTA-NWT	53		1 Mar 2024	S
	10		1 Mar 2024	R
SASK	35		15 May 2024	S
MAN & NWO	245		6 Mar 2024	S
Ontario	462		2021	S
	031		11 Jun 2024	S
	237		13 Jul 2024	S
	23		30 May 2022	S
	164		3 Nov 2023	S
	208		31 May 2021	S
	017		9 Sep 2019	S
	167		15 May 2024	S
	194		31 May 2024	S
Quebec				
New Brunswick	53		4 Jan. 2024	S
	52		30 Oct 2024	S

<b>The Royal Canadian Legion Amalgamated Ladies Auxiliary Charters 2024</b>		
<b>Command</b>	<b>Branch Number</b>	<b>DATE</b>

<b>The Royal Canadian Legion New LA Charters 2024</b>		
<b>Command</b>	<b>Branch Number</b>	<b>DATE</b>
05	599	24 Jan 2024 (reinstated)

For comparison to 2023:

Year	Surrendered	Revoked	New	Reinstated
2023	36	1	0	0
2024	16	1	0	1

## MEETINGS AND INVITATIONS

### **2025**

23 Apr.	74 <sup>th</sup> Anniversary Battle of Kapyong, Ottawa, ON, Larry Murray
26-27 Apr.	DEC, Ottawa, ON, DEC Members
2-4 May	Alberta-NWT Command Convention, Stony Plain, AB- Berkley Lawrence
10-13 May	Ontario Provincial Convention, London, ON- Berkley Lawrence
16-18 May	Royal British Legion, Harrogate, UK- Berkley Lawrence
23-24 May	Scottish Legion, Banchory, Scotland - Berkley Lawrence
17-19 May	Quebec Provincial Convention, Quebec City, QC-Valerie MacGregor
17-19 May	NS/NU Command Convention, Antigonish, NS- Bill Chafe
23 May	RCMP Veterans' Legacy Pathway, Beechwood Cemetery, Larry Murray
23-25 May	PEI Provincial Command Convention, Wellington Station- Trevor Jenvenne
5-8 June	BC/Yukon Command Convention, Kamloops, BC- Sharon McKeown
13-15 June	MAN&NWO Command Convention, Winnipeg, MB- Bruce Julian
27 Jun-3 Jul	RCEL Conference, Ottawa, ON, Berkely Lawrence
6 -12 Aug.	Legion National T&F, Calgary, AB, Berkley Lawrence
16 Aug.	Warriors' Day Parade, Toronto, ON, Berkley Lawrence
22-28 Aug	American Legion Convention, Tampa Bay, FL-Berkley Lawrence
23-27 Aug.	NLFD/LAB Command Convention, Happy Valley-Goose Bay, NL-Jack MacIsaac
12-13 Sep.	SEO/Budget Meeting, Ottawa, ON, SEO Members
19-21 Sep.	NB Provincial Convention, Branch #58 Kennebecasis, Saint John- Jill Carleton
27-29 Sep.	Saskatchewan Provincial Convention, Saskatoon, SK- Trevor Jenvenne
20-22 Oct.	CIMVHR, Ottawa, ON, Berkley Lawrence
3-11 Nov.	Remembrance Period, Ottawa, ON, Berkley Lawrence
22 Nov.	DEC, Ottawa, ON DEC Members

Minister  
of Veterans Affairs



Ministre  
des Anciens Combattants

Ottawa, Canada K1A 0P4

January 14, 2025

Mr. Berkley Lawrence  
Dominion President  
The Royal Canadian Legion  
National Headquarters  
86 Aird Place  
Ottawa ON K2L 0A1

Dear Mr. Lawrence:

Thank you for your letter, addressed to my predecessor, providing the Royal Canadian Legion's endorsement of Heroes Mending on the Fly Canada's application for funding from the Veteran and Family Well-Being Fund.

I read your correspondence carefully, and I was interested to learn more about the programming Heroes Mending on the Fly offers to improve the quality of life of ill and injured former Canadian Armed Forces and RCMP members through fly-fishing activities. I note that the Legion has a positive ten-year relationship with the group.

All Canadians owe a debt of gratitude to our brave personnel in uniform for their tremendous contributions and sacrifices, and Veterans Affairs Canada is committed to ensuring that our nation fulfills its duty to care for those who selflessly served Canada. We do not stand alone in this work, and my Department has a deep appreciation for the ongoing support your organization provides to programs that support the health and well-being of Veterans.

As you are aware, through the Veteran and Family Well-Being Fund, non-profit and private organizations may receive grants and contributions to conduct research and implement innovative projects that make a real difference in the lives of Veterans and their families. I can confirm that applications for the 2024–2025 round of funding are currently being reviewed. Recipients will be announced in the coming months as funding agreements are completed.

.../2



- 2 -

For updates on the process, I invite representatives of Heroes Mending on the Fly Canada to join our mailing list and address any specific questions they may have to the Veteran and Family Well-Being Fund team at [veteraninnovation@veterans.gc.ca](mailto:veteraninnovation@veterans.gc.ca).

Again, thank you for writing, and for your dedicated service to our country and to your fellow Veterans. Please accept my best wishes.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Darren Fisher', with a large, stylized initial 'D'.

The Honourable Darren Fisher, P.C., M.P.



2025

# ANNUAL ACTIVITY REPORT



Gervais Jeffrey

Heroes Mending on the Fly Canada

04/03/2025



## ACTIVITY REPORT

**National report Director**

**Gervais Jeffrey**

### **VETERAN SUPPORT PARTNERSHIP PROGRAM FINAL ACTIVITY REPORT**

#### **GENERAL**

**The name of the Organization:**

Heroes Mending on the Fly Canada

**Type of Project:**

Therapeutic-meditative qualities of fly tying, fly fishing and outdoor activities with Canadian ill and injured Veterans.

**The location of the Project:**

Canada-Wide

**Date of the project:**

January 1<sup>st</sup> till December 31<sup>st</sup> 2024

#### **OUTREACH**

**In the case of an activity, indicate the total number of participants**

**Number of activities done in 2024:**

Location of the outing

**Newfoundland & Labrador;** One outing

**Nova Scotia;** Margaree River 2 outings

**New Brunswick;** 1 outing

**Quebec;** 3 outings plus some day outing, 1 family day

**Ontario;** 2 outing plus some day outing

**Alberta;** Did a few days outing on the Bow River

**British Columbia;** one outing

**Feedback/testimonials from participants.**

See attach document

**Project Outcomes/Results.**

Our project is dedicated to helping veterans overcome isolation, rebuild connections, and rediscover the freedom they once knew before their injury. The impact is most visible during our outings, where veterans immerse themselves in nature and engage in fly fishing with renewed enthusiasm. Many participants find these experiences profoundly therapeutic, aiding them in managing PTSD. In a non-clinical setting surrounded by fellow veterans who understand their journey, they find a supportive space to share their experiences, express themselves openly, and foster a sense of camaraderie.

**Project Expenditure:**

National budget doesn't include any of the provincial budget.

**Additional comments:**

The leadership of Heroes Mending on the Fly is deeply grateful for the National Poppy Fund's support in advancing our mission. We look forward to strengthening this partnership to reach even more injured veterans. Our program provides year-round engagement, combining regular meetings with seasonal fly-fishing outings. During the off-season, participants develop fly-tying and casting skills, learn to read rivers, study entomology, and explore other essential aspects of fly fishing. These activities offer veterans a continuous opportunity to break free from isolation, connect with peers who share similar experiences, and find support in a welcoming community.

**OUTREACH**

Number of participants

This includes fly tying classes and outing.

Veterans:



Newfoundland & Labrador 18

Nova Scotia: 34

New Brunswick: 24

Quebec: 95

Ontario: 78

Alberta: 12

BC: 10

Total of :271

#### Serving Member

Newfoundland & Labrador

Nova Scotia: 2

New Brunswick: 3

Quebec: 15

Ontario: 4

Alberta: 2

BC: 0

Total of 26

#### RCMP

Newfoundland & Labrador: 5

Nova Scotia: 2

New Brunswick: 4

Quebec: 3

Ontario: 4

Alberta: 3

BC 6

Total of; 27

#### First Responders:

Newfoundland & Labrador 2

Nova Scotia: 1

New Brunswick:2

Quebec:

Ontario: 2

Alberta: 4

BC 1

Total of 10



#### Dependants

Newfoundland & Labrador 4

Nova Scotia 1

New Brunswick 5

Quebec 38

Ontario 8

Alberta 2

BC

Total of 58

For a total of participants Canada wide:

Veterans: 271

Serving members including RCMP in service: 27

First Responders: 10

Family members: 58

#### Volunteers

Newfoundland & Labrador: 5

Nova Scotia: 6

New Brunswick: 3

Quebec: 20

Ontario: 12

Alberta: 2

BC: 2

Total of volunteers: 50

#### Feedback

I will be adding to this report all the testimonial received from all participants across Canada in separated report.

#### Program Outcomes/Results

Although the family outing lasts only a single day, it plays a crucial role in uniting families through shared activities. It offers an opportunity to reconnect, strengthen familial bonds, and create lasting memories within a supportive and enjoyable environment.

We extend our deepest gratitude to our dedicated volunteers, whose diligent efforts and unwavering commitment enable us to make such a significant impact. Their contributions continue to facilitate meaningful experiences and enduring positive changes for our participants.



### Outing Expenditure

With our regular outing season coming to an end, we have noticed an increase in expenditures across all provinces. Our provincial coordinators must adapt to the growing demand by planning additional outings to accommodate new participants. While our sponsors help reduce costs, we rely heavily on the support of Legion branches in each province to make these outings possible.

### Acknowledgement

We acknowledge and sincerely appreciate the financial support from Dominion Command, as well as the invaluable contributions from Legion branches across Canada. Their dedication has played a crucial role in supporting local provincial veterans in this endeavor.

Their support plays a crucial role in the success of our program and in the rehabilitation of veterans suffering from PTSD. Through their generosity, we can continue providing meaningful opportunities that promote healing, resilience, and a sense of community.

### Additional Comments

Shutting down our program would create a substantial void in support for veterans, first responders, and RCMP members who depend on our services for healing and rehabilitation. The termination of this program would result in a significant reduction in opportunities for participants to experience the therapeutic benefits of fly-tying and fly-fishing. These activities have proven to be crucial in aiding them in coping with PTSD and physical injuries. Without ongoing funding and sustained support, many individuals could lose access to a critical community that nurtures camaraderie, resilience, and recovery.

A handwritten signature in black ink, appearing to read "Gervais Jeffrey".

Name: Gervais Jeffrey  
National Director. Heroes Mending on the Fly Canada

Date: 4<sup>th</sup> March 2025





## TESTIMONIES FROM PARTICIPANTS\*\*

### Eli's group Testimonies

1. Sherry Stamp - I have been learning about the sport of fly fishing through HMOTF since Jan, so when I was asked if I wanted to go fly fishing for salmon back in May, I was excited. I was so nervous that I would look like a fool trying to cast my rod. That wasn't the case. The comradery there was something I was missing since I retired from the CAF. We hit rivers daily and although we didn't get any fish, the experience of being on a river with others and casting my line was truly amazing. The salmon were jumping all around us but I guess it wasn't my time to reel one in. That's okay. I was told that by day 3 my casting skills had improved quite a bit, so I'll take that and keep casting. Hopefully, some day soon I'll reel in my first salmon and enjoy a nice meal of it. Thank you to HMOTF for this amazing experience.
2. Rene Ozone - Our HMOTF trip was an uplifting experience which allowed for "Hero's" to simply be themselves and enjoy each one's company without judgement, great friendship was gained and a good time had by all!

Rich Wheeler - During the winter of 2024 I joined the local hero's mending on the fly group here in Pasadena . I'm a 29 year veteran of the Royal Newfoundland Constabulary retiring as Sgt in 2015. I was also the sole caregiver for my wife of 37 years who was diagnosed with Huntingtons Disease at the age of 42. She passed away in February of 2024. This group allowed me to associate with others and gave me a chance to forget my own struggles while allowing me to focus my attention on something constructive. Tying Flys every week was a great way to let go and meet new people. I was asked to participate in a recent fishing trip to Main Brook and stay at a first class fishing lodge called the Tuckamore. This was an awesome experience where I got to fish for Atlantic Salmon, meet other veterans and socialize in a safe environment. I would definitely recommend this to any and all veterans. You won't be disappointed

### Testimonies 2024

Hey Mike, just sending this along so you can send it up the chain, thanks for everything.

I just wanted to send a quick note about attending the Hero's Mending on The Fly program. I just finished this years course, which started in July with the art of fly tying then finished with a 3 day fishing trip to the Margaree river. I have never really fished in my life, but I have always been interested in the art of fly fishing. This course was totally out of my comfort zone, with no past experience I was a bit concerned if I would like it, and if I could get the hang of it. Mike and his team were outstanding, they took us from day one and brought us along on fly tying, then the staff was with us every step of the way when fishing. They really made me feel comfortable and for veterans it was a great setting, we were all working for the same goal as well as making new friends along the way. I would recommend this program to anybody that is interested in learning to fly fish and trying something new, I had an excellent experience.

Mark Gordon





After I retired from the service I spent quite a bit of time basically staring at the walls and staying home, covid did not help. My first activity after retirement was joining the Hero's on the Fly group. It was the perfect catalyst for me to get back out into the world of the general public, and classes were great. It has acted as a springboard for me to get back out there in the world and now I am even working a part time job. I would probably still be sitting at home without Heros on the fly.

I retired from the CF is June 2023 and shortly after noticed that my social circle of co-workers had dwindled slightly and I was becoming reclusive. I heard about the HMOF program and decided to give it a try.

I immediately felt comfortable as I was once again surrounded by my brothers in arms and personnel who shared many common goals.

The staff were very knowledgeable, patient and were more than happy to teach/ mentor and pass along their skills to us eagerly awaiting. We met regularly over the winter as we got to know each other and honed our fly tying skills as a group.

The grand finale was a 4 day trip to the Margaree River . We were housed at Normary lodge where we the food /staff , comradeship and lodgings were first rate .

The staff took us to the different fishing pools along the river where we got to put our flies and casting skills to the test. The evenings were spent around the fire pit / tv ( the hockey finals were on) conversing and getting to know our new found friends/ anglers .

I am so fortunate to have had the opportunity to been a part of this experience and highly recommend it to any/all service members. I now have a new hobby which gets me outside in the fresh air and get some well needed exercise

I wish to pass along my sincerest gratitude to the staff Ray, Justin , Richard and Mark for their time, effort and tutelage to a fellow serviceman .

Colin Hillier

PO1 NESOP retired

Sent from my iPhone

"I would like to take a few moments to thank Ray ,Michael and Brad and also Patty and their terrific organization Heroes mending on the Fly for Hosting us from Wednesday to Saturday ,we started with our great accommodation at the Normaway Inn and the food was great we couldn't of asked for better and the staff couldn't do enough, then we were split in 4 groups to go fishing on the river which was an experience in itself our guides were amazing and always hand on and helping us to try to get the best results, it was not the amount of fish we caught but the amazing friendships we form that are long-lasting. I can't say enough of our guides Brad and Corey and Ray And Patty, I can see our legion supporting this organization for a long time ,And a special thank to Andre Boudreau for taking the time to organization our fly tie from January on and to our instructors Corey Burke and Jim Grattan and mark Brophy.thank you all for your kindness it's a trip that I will cherish for a long time."

Ray

Thank you for letting the Wedgeport Legion participate in Heroes Mending on the Fly. What a great program for Veterans. We had 7 participants and 3 instructors.

This program supported by the legion is helping a lot of veterans. It like the Legions Op Vet Build is designed to get veterans together doing activities in a group setting.

Working in a supportive stress free environment alongside other veterans.



The added benefit is the group going fishing and meeting veterans who have learned the same skills and going out and meeting new friends and in some cases renewing old friendships.

What a great way for the Legion to show it supports veterans through the Poppy Fund. Like I mentioned before, too much Poppy Fund money is spent on non veteran organizations, for example giving money to local hospitals instead of supporting local veterans or legitimate veteran organizations.

Thanks again and thank you for supporting veterans and running Nova Scotia's Heroes Mending on the Fly Canada program.

Thank you to all your outstanding support staff

André

Hello Michael

As requested here is my testimonial:

I participated in the 2024 Mending on the Fly program. I thoroughly enjoyed it. Not only did I learn the art of fly tying, I got to interact with people who had similar life experiences. This created a great opportunity for me to talk about things that perhaps only veterans can truly understand. It helped with interacting on a social basis, rather than a mission basis! The instructors were amazing - they were extremely knowledgeable as well as patient. I was also grateful for the supplied equipment and the fantastic fishing trip at the end of the course. I have even been able to use these skills since finishing the course. A special shout out to Mike McKinnon for his leadership!

Thanks again,

Paul Veinot.

Mike I would like to thank you personally I loved our classes always looked forward to a new day. And yes I made mistakes and got frustrated. But you guys held my hand and we got through it. Some of the flies were very hard I never tied before. Brad did an awesome job guiding us and he was so patient and always full of laughter. Thank you from the bottom of my heart and my wife's. I will miss seeing you talk about fly fishing and tying flies.

Matthew Marsh

Hi Mike, hope your summer has gone well. Please find below the testimonial for both Karen and myself. Please know that we both really appreciated the course and that if you need any help for the next course we would be more than happy to help out. Thanks.



The HMOTF course itself: succinctly put, this course was outstanding. Both of us had never fished before, let alone tied flies. The instruction was excellent, the equipment provided was amazing, and most importantly, all of the staff were professional and fun to be around. The knowledge that they have, their excitement to share it with others was phenomenal, even as absolute rookies we felt at home immediately. The icing on the cake was the fishing trip itself; which like the course; was first rate, as was the help and direction that we received while we were on the river. The staff who put this course on, from all levels, could not have done a better job, and we wholeheartedly appreciated it.

What the course did for us: People always told us that when you retire it's like jumping off a cliff. The department keeps moving ahead like you were never there, which is good for the department, but difficult for those leaving it behind. Fortunately for us we retired together, but in reality there was still a feeling of loss. This course put us together with other veterans, all with different backgrounds, experiences, and reasons for the completion of their service. At first we were a little skeptical as we had never fished before, and fishing is something that is typically a male passtime, so we were curious how it would change the dynamic by adding a female into the mix. We needn't have been concerned, from the very start the atmosphere provided by the staff was one of inclusion, regardless of background, previous rank or gender. We immediately felt at ease, and more importantly felt once again like we were part of a group of military members. This course provided us with the feeling that we are not alone. As retired members, when you are back in the company of previously serving members, whether you served with them or not, we once again felt like part of something, and that our service mattered. Regardless of how you leave the service, or how long you served for, everyone leaves with scars of some kind, it was comforting to be with a group of people all with a common goal of getting together, learning something new while making new friends and ultimately supporting each other. I am not sure that we even knew what we were missing since we left the military, but being a part of HMOTF showed us the importance of what we did during our service, and that we are not alone. Bottom line is, courses such as these are very important, it gave us the opportunity not only to learn a new skill that we can further enjoy for the rest of our lives, but it helped us to be proud of the service that we gave. I hope that this course continues for a long time so that others can experience and benefit from this extraordinary opportunity. A special thanks to all those that worked so hard to put this together for veterans.

Russ & Karen Mullen

\*\* Testimonies have not been modified.