

DOMINION EXECUTIVE COUNCIL MINUTES

29-30 April 2023

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.



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29-30 April 2023

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ATTENDEES:

Bruce Julian	-	Dominion President
Owen Parkhouse	-	Dominion First Vice President
Tom Irvine	-	Immediate Past Dominion President
Berkley Lawrence	-	Dominion Vice President
Sharon McKeown	-	Dominion Vice President
Brian Weaver	-	Dominion Vice President
Bill Chafe	-	Dominion Chair
Rick Bennett	-	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
Luc Fortier	-	QC Command Vice President
Daryl Alward	-	NB Command President
Donna McRury	-	NS/NU Command President
Jack MacIsaac	-	PE Command President
Gerald Budden	-	NL Command President
Peter Merola	-	TVS Special Section President
Trevor Jenvenne	-	OSI Special Section President
Blaine Kiley	-	Chair R & A Committee
Dave Gordon	-	Chair C & L Committee
Andrea Siew	-	Chair D & S Committee
Veronica Brown	-	BC/YT Executive Director
Tammy Wheeler	-	AB/NT Executive Director
Chad Wagner	-	SK Provincial Executive Director
Dawn Golding	-	MB & NWO Executive Director
Pamela Sweeny	-	ON Provincial Executive Director
Paulette Cook	-	QC Provincial Executive Director
Jack Clayton	-	NB Provincial Executive Director
Brenda McMillan	-	PE Provincial Executive Director
Paul Hillier	-	NL Provincial Executive Director
Michelle Courtney	-	BC/YT Manager, Administration

STAFF IN ATTENDANCE:

Steven Clark	-	National Executive Director
Randy Hayley	-	Director Corporate Service and Strategic Planning
Freeman Chute	-	Director Poppy & Remembrance Division
Carolyn Hughes	-	Director Veterans Services
Joan Elliott	-	Director Supply

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Dion Edmonds	-	Director Marketing & Communications
Oksana Gorelova	-	Director Financial Services
Jason Duprau	-	General Manager Canvet
Kelly Therien	-	Executive Assistant
Aaron Kylie	-	Canvet Reporter

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	-	Dominion Treasurer's Report
Annex G	-	Transportation Cost
Annex H	-	Veterans, Service & Seniors Committee Report
Annex I	-	Poppy & Remembrance Committee Report
Annex J	-	Membership Committee Report
Annex K	-	Sports Committee Report
Annex L	-	Public Relations 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	-	OP Harmony 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
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	-	OP Harmony EDI Strategic Plan

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- Annex JJ - Senior Officers Report
- Annex KK - Legion National Foundation Report
- Annex LL - The Burns Way
- Annex MM - Dominion Command Branches Report
- Annex NN - Charters Issued and Cancelled
- Annex OO - Requests for Support
- Annex PP - Meetings and Invitations
- Annex QQ - Correspondence

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ITEM 1: OPENING

The meeting of the Dominion Executive Council opened at 0830 hours on Saturday, 29 April 2023.

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 Carol Pedersen, President of SK Provincial Command, as a new member of DEC.

ITEM 5: ADMINISTRATIVE ARRANGEMENTS

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

ITEM 6: SPECIAL PRESENTATION

VAdm (ret'd) Larry Murray received the Queen Elizabeth II Platinum Jubilee medal on behalf of the Lieutenant Governor of Nova Scotia, The Honourable Arthur J. LeBlanc, ONS, KC. This medal was created by the Province of Nova Scotia to mark her 70th anniversary to the accension to the throne as Queen of Canada.

ITEM 7: APPROVAL OF MINUTES / ELECTRONIC DECISIONS

DEC last met on 26 November 2022. The minutes were distributed electronically.

MOTION: THAT the DEC minutes of 26 November 2022 be approved.

CARRIED

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

ITEM 8: DEPUTY MINISTER VAC

Mr. Paul Ledwell, Deputy Minister VAC, gave a presentation to DEC on issues and government initiatives impacting the veteran community. A Q&A session followed.

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ITEM 9: NATIONAL EXECUTIVE DIRECTOR'S REPORT

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

MOTION: THAT the Poppy Centre pin also be sold through the Poppy Store.

CARRIED

MOTION: THAT the "WE REMEMBER" lapel pin also be sold through the Poppy store.

CARRIED

ITEM 10: REMOVAL OF SIGNING AUTHORITY

Effective 7 December 2022, Comrade Ray McInnis was removed as signing authority.

Effective 29 March 2023, Comrade Danny Martin was removed as signing authority.

ITEM 11: DOMINION TREASURER'S REPORT

The Dominion Treasurer presented his report, at Annex F. The audited financial statements are being finalized, with presentation to and acceptance by DEC to follow by electronic vote.

ITEM 12: TRANSPORTATION COST

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

MOTION: THAT the mileage rate for the use of privately owned vehicles on authorized Legion business be set at 68.0 cents/km, effective 3 May 2023.

CARRIED

MOTION: THAT the per diem rate for in-Canada travel be set at \$123.00 effective 3 May 2023.

CARRIED

MOTION: THAT the per diem rate for outside Canada travel (including USA) be set at \$242.00 CAD effective 3 May 2023.

CARRIED

MOTION: THAT the rental car allowance in lieu of taxi fare from the Ottawa airport when arriving for Legion meetings at Legion House be set at \$170.00.

CARRIED

ITEM 13: COMMITTEE REPORTS AND RECOMMENDATIONS

a. Veterans, Service and Seniors Committee

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

MOTION: THAT the partnership with the SK First Nations Veterans Association in support of the Talking Stick initiative be approved in theory, to be reviewed and finalized once funding has been received from VAC.

CARRIED

MOTION: THAT an additional \$5,000 be provided to host and lead the SPEC event at CIMVHR 2023, to be funded from the Request for Support budget line item.

CARRIED

b. Poppy & Remembrance Committee

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

MOTION: THAT \$75K be provided from the Dominion Command Poppy Trust Fund to the Concussion Legacy Foundation of Canada to fund the second phase of Operation Brain Health.

CARRIED

MOTION: THAT \$199,900 be provided from the Dominion Command Poppy Trust Fund to HiMARC in 2023 as per the previously approved funding request, fulfilling the third and last installment of this funding request.

CARRIED

MOTION: THAT \$100,000 be provided from the Dominion Command Poppy Trust Fund to CIMVHR to fund the development of 12 early childhood storybooks designed to build children's resilience and understanding about military family life and remembrance.

CARRIED

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MOTION: THAT a one-time donation of \$100,000 be provided from the Dominion Command Poppy Trust Fund to the Juno Beach Centre to help facilitate the research, design, fabrication, and installation of the *Faces of Canada Today* gallery. An annual contribution to Juno Beach Centre is not supported at this time.

CARRIED

MOTION: THAT paragraphs in Section 401 of the Poppy Manual be identified as 401 a to e.

CARRIED

MOTION: THAT the note in section 401 of the Poppy Manual be deleted.

CARRIED

MOTION: THAT the definitions of Affiliate and Associate Members be deleted from the Poppy Manual as they are not referenced in this manual.

CARRIED

MOTION: THAT paragraph “b” be added to section 402.ii.b of the Poppy Manual and read as follows: “up to 50% of the cost of a bugler and/or piper to a maximum of \$100.00 during the Remembrance Day ceremony only”.

CARRIED

MOTION: THAT adding assistance for the purchase of cellphones, with no fixed plans attached, that can be reloaded with minutes, i.e.: burner phones, be added to section 402.iii.f of the Poppy Manual as it would assist homeless or near-homeless Veterans to maintain contact with the various organizations such as the Legion, VAC, etc. while trying to help leave the streets.

CARRIED

MOTION: THAT section 402.iii.f of the Poppy Manual be amended as follows: “emergency assistance, which is defined as shelter, food, fuel, clothing, prescription medicine, medical devices /equipment, prepaid cellphones, and necessary transportation. Assistance cannot be continued over an extended period but may be offered more than once to an individual.”

CARRIED

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MOTION: THAT Section 402.vi.c of the Poppy Manual be changed to: 402.vi.c - distribution of Poppy and Remembrance material, to be used in schools.

CARRIED

MOTION: THAT sections 403.i.a and b of the Poppy Manual be changed to the following:
Section 403.i.a Prior to funds being utilized for “special uses”, the Branch Poppy Trust Fund Committee must obtain approval for the proposed expenditure at a general meeting or Executive Meetings of the Branch. And,

Section 403.i.b. The request for funds should include – the amount, the intended recipient(s), the current balance of funds held in trust at the time the request is made, the purpose of the request and the date of the General Meeting or Executive Meetings at which the decision to request approval was given.

CARRIED

MOTION: THAT acquisition of the Cadet Medal of Excellence expenses be included in Paragraph 403.ii g of the Poppy Manual.

WITHDRAWN

MOTION: THAT the following paragraphs be added to section 403.ii.l of the Poppy Manual:

1. Donations to BSO-OSI Veteran’s Initiatives at the branch level, (i.e., Op VetBuild, Buddy Check Coffee).
2. Donations to BSO-OSI Command Veteran’s Initiative Programs and, for the research, development and evolution of these programs and projects.

CARRIED

MOTION: THAT Section 403.ii of the Poppy Manual be amended to add item (p) Custom-Made Adaptable Sports Equipment & Recreational Gear: (prior Provincial Command approval is required) up to 25% of the current balance towards the purchase of adaptable sports equipment or recreation gear for Veterans diagnosed with an OSI, injury, or permanent disability.

CARRIED

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MOTION: THAT the wording in the bracket of Section 501.iv.c. of the Poppy Manual be changed to: “Forward the request to the Provincial Command Service Officer to determine if other benefits may be available through the Veterans Independence Program (VIP)”.

CARRIED

MOTION: THAT Section 501.iv.c of the Poppy Manual be changed to the following: home care, housekeeping services or grounds keeping such as grass cutting, leaf raking, snow removal, etc. (Forward the request to the Provincial Command Service Officer, to determine if other benefits may be available through the Veterans Independence Program (VIP)).

CARRIED

MOTION: THAT section 402.i.c of the Poppy Manual be amended, and section 402.i.d be created to reflect the following: 402.i.c reasonable local administrative costs associated with the Poppy Campaign. These local costs are those directly related to the campaign such as telephone charges, coin wrappers, postage, stationary, advertising, bank charges and transaction fees for fees associated with Poppy related transactions. No expense related to the rental or purchase of a POS machine is allowed as these are not expenses that would be exclusive to the Poppy campaign.

402.i.d. refreshments and light lunches for canvassers and/or volunteers (defined as coffee, juice, soup, sandwiches or donuts). Other administrative costs of a similar nature may be considered. Receipts are required. Alcoholic beverages are not authorized.

CARRIED

MOTION: THAT Section 403.ii.g of the Poppy Manual be changed to the following: (prior Provincial Command approval is required) Up to 20 percent of the balance, to support and encourage Cadet Units that have assisted the Branch with the Poppy Campaign or other Remembrance activities.

CARRIED

MOTION: THAT the fund allocation in Section 403.ii.h of the Poppy Manual be increased from \$25 to \$35.

CARRIED

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MOTION: THAT Section 403.ii.h of the Poppy Manual be amended to the following: (prior Provincial Command approval is required) Up to \$35.00 per meal, per Veteran/spouse, to provide a biannual visit to Branches and/or when not feasible due to the age/condition of the Veterans, to also host in a convenient location both for the Veterans and a spouse/ caregiver who is accompanying a Veteran, or a Veteran's surviving spouse accompanied by a caregiver to offer a meal and camaraderie.

CARRIED

c. Membership Committee

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

d. Sports Committee

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

MOTION: THAT Section 205 of the Dominion Sports Guide be deleted in its entirety.

CARRIED

MOTION: THAT the travel cap of \$700 for participants travelling to national member sports championships be removed.

WITHDRAWN

e. Public Relations Committee

The Public Relations Committee report was presented, attached at Annex L.

f. Ritual and Awards Committee

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

MOTION: THAT The Ukrainian Flag may be displayed at a Legion Branch if a separate single flag pole is available to/at a Branch for use for any other flags than the Canadian Maple Leaf and those listed in Chapter 9 of the RAP manual. The decision along with responsibility for/from that decision rests with the Branch and theirs only to take.

CARRIED

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MOTION: THAT Section 114 of the RAP Manual be amended to read “Undress Service ribbons may be worn on Legion Dress; they are the common way of showing awards without the ceremony of medals. Undress Service ribbons should be worn above the left breast pocket of the Legion Dress.”

DEFEATED

g. Constitution and Laws Committee

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

MOTION: THAT the following definition to Article 301 of the GBLs be added, to read; “Harassment or Sexual Harassment: You should be guided by the Human Rights definition within your province or territory.”

CARRIED

MOTION: THAT Article 304.c.i. of the GBLs be amended to read: “Where a complaint alleges theft or misappropriation of Poppy funds or Legion funds or property it must be lodged within 30 days from the time the complainant has knowledge of sufficient facts of the offence to constitute a valid complaint, regardless of when the alleged offence occurred.”

CARRIED

h. RCEL Committee

The RCEL Committee report was presented, attached at Annex O.

MOTION: THAT the Royal Canadian Legion host the 2025 Triennial Conference of the RCEL in Ottawa in June/July 2025.

CARRIED

MOTION: THAT \$250K be authorized from the Dominion Command Centennial Fund to support the Legion’s hosting of the 2025 RCEL Triennial Conference.

CARRIED

i. Dominion Convention Committee

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

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MOTION: THAT the 2024 Dominion Convention Registration Fees be established at \$70.00 per Delegate and \$30.00 for each Observer.

CARRIED

j. Defence And Security Committee

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

MOTION: THAT The Royal Canadian Legion encourage the Minister of Veterans Affairs to immediately action the Veterans Ombud recommendations and end the unfair practice of disability pension reductions for Merlo Davidson claimants.

CARRIED

k. 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. Op Harmony Committee

The Op Harmony Committee report was presented, attached at Annex T.

MOTION: THAT the draft Strategic Plan for Equity, Diversity and Inclusion implementation within the Legion be approved.

CARRIED

n. Centenary Committee

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

MOTION: THAT DEC provides any further direction and confirms the Strategic Plan to be the official plan for the Centenary Committee to define its strategy and direction moving forward.

CARRIED

ITEM 14: CANVET PUBLICATIONS LTD

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

ITEM 15: PRESENTATION: VETERANS OMBUD

Colonel (ret'd) Nishika Jardine, Veterans Ombud, provided an update on the Office of the Veterans Ombud, their work and outreach activities.

ITEM 16: COMMAND/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 17: ADDRESS BY CHIEF OF THE DEFENCE STAFF

General Wayne Eyre was installed as an Honourary Vice President of Dominion Command; he provided an update on current CAF initiatives.

ITEM 18: PRESENTATION: CONCUSSION LEGACY FOUNDATION

The Concussion Legacy Foundation made a presentation on traumatic brain injury and research in that area.

ITEM 19: PRESENTATION: LEGION'S EDI STRATEGIC PLAN

The Op Harmony Committee's work on EDI and draft Strategic Plan for the Legion was presented for approval, attached at Annex II.

ITEM 20: SENIOR OFFICER REPORTS

Senior Officers report(s) were presented as information only, attached at Annex JJ.

ITEM 21: LEGION NATIONAL FOUNDATION REPORT

Sam Laprade, Director Development presented the Legion National Foundation report as information only, attached at Annex KK.

ITEM 22: PRESENTATION: THE BURNS WAY

John MacBeth of TryCycle Data Systems made a presentation on The Burns Way, a new initiative designed to help Indigenous Veterans receive mental health and wellness services by connecting with peers through an app, attached at Annex LL.

ITEM 23: DOMINION COMMAND BRANCHES

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

ITEM 24: CHARTERS ISSUED AND CANCELLED

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

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ITEM 25: REQUESTS FOR SUPPORT

An update on the Canadian Battlefields Foundation is attached at Annex OO.

MOTION: THAT the Legion provide \$20K from the Dominion Command Poppy Trust Fund to support two university students to participate in the 2023 Canadian Battlefields Foundation educational tour.

CARRIED

In November 2022, DEC agreed to support the Witness to History program by donating \$100K, to be given as \$50K a year over two years.

MOTION: THAT the previously supported donation of \$50K from the Dominion Command Poppy Trust Funds to the Canadian War Museum's Witness to History program in 2023 be approved.

CARRIED

ITEM 26: MEETINGS AND INVITATIONS

This summary is presented as information only, attached at Annex PP.

ITEM 27: OTHER/NEW BUSINESS

Proposed land acknowledgement:

“Comrades, we would like to begin by acknowledging that the land on which we gather is the traditional unceded territory of the Algonquin Anishnaabeg People. The Algonquin peoples have lived on this land since time immemorial. We are grateful to have the opportunity to be present in this territory.”

MOTION: THAT the proposed Indigenous Land Acknowledgment be included as part of the opening ceremonies for all Dominion Command meetings held at Legion House located in Ottawa, Ontario.

CARRIED

MOTION: THAT the appropriate Indigenous Land Acknowledgment be included as part of the opening ceremonies for all Dominion Command Conventions based on the location and the territory where the Convention is being held.

CARRIED

MOTION: THAT the Ritual, Awards and Protocols Committee create a generic Indigenous Land Acknowledgment for use by Commands and Branches, that can be modified to identify the

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territory where the meeting, convention or commemorative ceremony is being hosted. This Acknowledgment is to be included in the Ritual, Awards and Protocol Manual.

CARRIED

ITEM 28: CORRESPONDENCE

The letter(s) are provided as information only, attached at Annex QQ.

ITEM 29: ADJOURNMENT

The meeting of the Dominion Executive Council was adjourned on Sunday 30 April 2023 at 2:00 pm

Dominion Chair



National Executive Director

GRAND PRESIDENT'S OPENING REMARKS TO DEC, 29 APRIL, 2023

THANK YOU, COMRADE CHAIR.

GOOD MORNING COMRADES. IT IS A PRIVILEGE FOR ME TO BE WITH ALL OF YOU FOR THIS IMPORTANT MEETING.

THE PRIMARY FOCUS OF MY OPENING REMARKS TODAY WILL BE ON CONGRATULATING AND THANKING A NUMBER OF DESERVING COMRADES, AND ON HIGHLIGHTING A FEW OUTSTANDING EVENTS AND ACTIVITIES THAT I HAVE HAD THE HONOUR OF PARTICIPATING IN SINCE WE LAST MET.

I WOULD LIKE TO BEGIN BY EXPRESSING MY PERSONAL CONGRATULATIONS TO COMRADE CAROL PEDERSON ON HER INSTALLATION TODAY AS A MEMBER OF THE DOMINION EXECUTIVE COUNCIL.

I KNOW THAT YOU HAVE MANY YEARS OF DEDICATED SERVICE WITH THE ROYAL CANADIAN LEGION AND THAT YOU BRING A GREAT DEAL OF EXPERIENCE, WISDOM AND VALUABLE INSIGHT TO THE SENIOR LEADERSHIP COUNCIL OF THIS GREAT NATIONAL INSTITUTION.

I LOOK FORWARD TO WORKING WITH YOU, COMRADE CAROL, AND TO GETTING TO KNOW YOU BETTER.

AS SOMEONE WHO HAD THE GOOD FORTUNE TO WORK WITH HIM WHILE HE WAS SERVING IN A NUMBER OF DIFFERENT ROLES, I WOULD ALSO LIKE TO EXPRESS MY PERSONAL CONGRATULATIONS, HEARTFELT THANKS AND A BIG BRAVO ZULU TO COMRADE DANNY MARTIN ON THE EVE OF HIS RETIREMENT FROM THE ROYAL CANADIAN LEGION.

DANNY IS A STRONG AND CARING LEADER AND A LIVING EXAMPLE OF AN OLD NAVAL EXPRESSION, "SERVICE BEFORE SELF".

THAT WONDERFUL ATTRIBUTE TENDS TO BE MOST EVIDENT IN TRYING AND DIFFICULT TIMES.

IN DANNY'S CASE IT CERTAINLY SHONE THROUGH A NUMBER OF TIMES DURING HIS MANY YEARS ON LEGION HOUSE STAFF AND PROBABLY NEVER MORE CLEARLY THAN THROUGHOUT THE PANDEMIC IN HIS CHALLENGING POSITION AS DIRECTOR OF ADMINISTRATION, WHICH INCLUDED SUCCESSFULLY ORGANIZING AND EXECUTING THE FIRST VIRTUAL DOMINION CONVENTION IN LEGION HISTORY.

ALTHOUGH DANNY WILL BE SADLY MISSED, HIS LEGACY OF CHEERFUL, UNFLAPPABLE LEADERSHIP, INTEGRITY, FORTHRIGHT COUNSEL AND PERSONAL HUMILITY WILL ENDURE IN THE COUNTLESS LIVES HE TOUCHED THROUGHOUT THE LEGION AND IN THE BROADER VETERANS COMMUNITY BY HIS EXCELLENT EXAMPLE OF SELFLESS SERVICE THROUGHOUT THE PAST 18 YEARS.

I KNOW THAT ALL OF YOU JOIN ME IN WISHING DANNY, PAM AND THEIR FAMILY ALL THE VERY BEST FOR A FUTURE BLESSED "WITH FAIR WINDS AND FOLOWING SEAS" WHEREVER LIFE MAY LEAD.

AS YOU ALL KNOW, DANNY HAS BEEN REPLACED BY COMRADE RANDY HAYLEY AS DIRECTOR CORPORATE SERVICES AND STRATEGIC PLANNING AND I WOULD LIKE TO ALSO PASS ON MY PERSONAL CONGRATULATIONS TO RANDY ON THIS WELL DESERVED PROMOTON AND APPOINTMENT.

I KNOW THAT RANDY'S EXCEPTIONAL TALENT AND EXPERTISE, DEMONSTRATED LEADERSHIP SKILL AND SUPERB PERFORMANCE IN HIS CURRENT ROLE AS DIRECTOR MEMBER SERVICES MAKE HIM AN INSPIRED CHOICE FOR HIS NEW ROLE AND THAT HE WILL EXCEL IN IT.

AS A BIT OF AN ASIDE, BUT A VERY IMPORTANT ASIDE, I WOULD LIKE TO REMIND EVERYONE THAT OUR 2022 YEAR-END MEMBERSHIP RESULTS INCLUDED AN INCREASE OF OVER 9,000 MEMBERS OR + 3.8 PERCENT YEAR OVER YEAR, OUR FIRST MEMBERSHIP GROWTH IN OVER 3 DECADES.

RANDY WAS AN ESSENTIAL PLAYER IN HELPING TO ACHIEVE THOSE RESULTS.

HOWEVER MEMBERSHIP GROWTH IS A TEAM SPORT AND THE REST OF YOU ALSO PLAYED EXTREMELY IMPORTANT LEADERSHIP ROLES SO I WILL PAUSE MY INDIVIDUAL CONGRATULATIONS AND PASS ON A HUGE BRAVO ZULU AND MY PERSONAL CONGRATULATIONS AND THANKS TO DEC, TO ALL THE INVOLVED STAFF AND TO LEGIONNAIRES AT ALL LEVELS ACROSS THE COUNTRY FOR ACCOMPLISHING THIS HISTORIC MILESTONE....NOW WE SIMPLY NEED TO MAINTAIN THE MOMENTUM TO REACH THE GOAL OF 300,000.....AND POSSIBLY BEYOND.

MOVING BACK TO INDIVIDUAL CUDOES AND DANNY'S REPLACEMENT, I WOULD ALSO LIKE TO PASS ON MY PERSONAL CONGRATULATIONS AND DEEP APPRECIATION TO COMRADE FREEMAN CHUTE FOR AGREEING TO TAKE ON THE DEMANDING ADDITIONAL RESPONSIBILITY FOR ORGANIZING AND DIRECTING CANADA'S EXTREMELY IMPORTANT NATIONAL REMEMBRANCE DAY CEREMONY.

YOUR OUTSTANDING TALENT, EXPERTISE AND LEADERSHIP SKILLS MAKE YOU AN INSPIRED CHOICE FOR THIS CRITICAL ROLE, FREEMAN, AND I KNOW THAT YOU WILL EXCEL IN IT.

FINALLY I WOULD LIKE TO PASS ON MY PERSONAL CONGRATULATIONS TO COMRADE CAROLYN HUGHES ON HER WELL DESERVED APPOINTMENT TO THE IMPORTANT POSITION OF DIRECTOR VETERANS SERVICES, AN EXTREMELY CHALLENGING ROLE IN WHICH SHE IS ALREADY EXCELLING.

ONE OF THE MOST ENJOYABLE ASPECTS OF BEING GRAND PRESIDENT IS THAT I FREQUENTLY GET TO REPRESENT THE DOMINION PRESIDENT AT VARIOUS SIGNIFICANT CEREMONIES AND EVENTS IN OTTAWA AND ACROSS THE COUNTRY.

SOMETIMES THE EVENTS ARE PARTICULARLY OUTSTANDING AND MEMORABLE AND THAT WAS THE CASE LAST FEBRUARY WHEN I REPRESENTED COMRADE BRUCE AT THE GRAND OPENING CEREMONY OF BC/YUKON COMMAND'S LEGION VETERANS VILLAGE AT WHALLEY LEGION BRANCH 229 IN SURREY, BRITISH COLUMBIA.

I AM SURE THAT COMRADE CRAIG WILL HAVE MORE TO SAY AND I DON'T WANT TO PREMPT HIS REMARKS.

HOWEVER I DID WANT TO SAY THAT I WAS DEEPLY MOVED AND MUCH IMPRESSED BY THE CEREMONY AND MORE IMPORTANTLY BY THE LEGION VETERANS VILLAGE PROJECT ITSELF, AS WELL AS BY THE SUPERB EFFORTS OF BC/YUKON COMMAND AND WHALLEY LEGION BRANCH 229 IN MAKING IT A REALITY OVER THE PAST 8 YEARS.

IN MY VIEW THIS MULTI PURPOSE MODEL INCORPORATING A CENTRE OF CLINICAL EXCELLENCE IN MEDICAL AND HEALTHCARE, INCLUDING PTSD AND MENTAL HEALTH, COUPLED WITH AFFORDABLE HOUSING FOR VETERANS , FIRST RESPONDERS AND THEIR FAMILIES AND CO-LOCATED WITH A LARGE,

ATTRACTIVE, WELL EQUIPPED AND WELL SITUATED LEGION BRANCH COULD AND SHOULD BE REPLICATED AT 3 OR 4 OTHER MAJOR URBAN CENTRES ACROSS THE COUNTRY, WHERE SIMILAR OPPORTUNITIES MAY EXIST. IN ADDITION TO PROVIDING VETERANS WITH THE CARE AND ACCOMODATION THEY DESERVE, THE CONCEPT HAS THE POTENTIAL TO BE TRANSFORMATIONAL FOR THE ROYAL CANADIAN LEGION.

SPEAKING OF TRANSFORMATIONAL, OR AT LEAST POTENTIALLY TRANSFORMATIONAL, MY COMRADES ON THE OPERATION HARMONY COMMITTEE AND I HAVE SPENT A GOOD DEAL OF TIME SINCE WE LAST MET WORKING ON A DRAFT EQUITY, DIVERSITY AND INCLUSION STRATEGIC PLAN FOR YOUR CONSIDERATION DURING THIS DEC.

HOWEVER, I KNOW THAT WE HAVE TIME ON THE AGENDA TO DISCUSS THE DRAFT PLAN THIS AFTERNOON AND I HAVE ALREADY GONE ON LONG ENOUGH.

THAT CONCLUDES MY OPENING REMARKS, COMRADES. THANKS FOR YOUR ATTENTION AND HAVE A GREAT DEC.

Dominion President's Opening Remarks

Good Morning Comrades,

Welcome, how good it is to see everybody. I don't know if it is a function of passing through the Pandemic where we couldn't do this but every time, we meet I enjoy it more and more. No matter what the discussion or the outcomes. It is the fact of being able to get together and doing the business of The Royal Canadian Legion. I want to talk about the business we have had over the past few days. It is a little different this time. And that isn't just by accident. There was a concerted effort to bring everybody together, to bring them in a little bit earlier so we could discuss some of the important items that are before us. I think through those discussions we've gained some clarity on that. Hopefully we have changed some opinions but there still are questions that need to be answered and we will do that. We wanted to bring people in early to do that. We also wanted to bring in more of a social aspect back to this. And hence the visit to the Canadian War Museum which was very well attended and very much appreciated and enjoyed by everybody. It is a team building effort.

Comrades we don't get to see others very often in your various positions and any chance you can get together with other Provincial Presidents and talk about common concerns and just be with each other it helps the organization as a whole.

I want to talk about the process of these meetings. Anybody who's been around a long time and some of us have noticed the changes we have made over the last couple of terms. Starting in Tom's term and continuing and accelerating through mine. Nobody in this room hates being in a room more than myself where we just sit and have somebody give reports. It is counterproductive, your eyes start to glaze over after awhile and it is not just good for the organization. Through our Executive Director, Steven Clark when he came on board in through Tom and then myself we have tried to change that. We don't just have reports that are given verbatim, and we move on to the next one. Reports are important, they are in the Agenda, you may read them at your leisure. But what is more important is that we discuss the results of those reports and any recommendations going forward. So that is what we try to do now. You will also notice that over the next couple of days that we will have a number of guests and speakers in. I think that is an opportunity when we are together to take advantage of. We don't want to just listen to ourselves but others who are looking who are looking at us for direction, help and support. So that is why we have a number of guests coming in and that will be our continue of practice.

I also bring your attention to the Provincial Executive Directors across the back of the room. It is great to have them here again. It happened in the past before the Pandemic. We are trying to bring that back in again. Comrade Steven, our National Executive Director has frequent Zoom meetings with the Provincial Executive Directors.

We all have the same problems. We all have solutions for those problems. The Provincial Executive Directors are where the rubber meets the road. Anything we discuss here, any decisions we come up with here will actual funnel down through them to make sure that change happens and everyone is clear with what is going on and welcome. I know it is always a function of finance whether we can afford to do this. But I think the benefits do outweigh the cost and we will continue to try and to do this. It probably won't be every DEC but once a term we will see how things look and whether we can afford to or not and try to make this happen. Your input is greatly appreciated, it has been appreciated over the last couple of days. I think you gain something listening to what is going on around this table the next couple of days. Ask questions when we break, I am not sure if there will be a timeframe set up with that. It is great to have you here and thank you very much for being here.

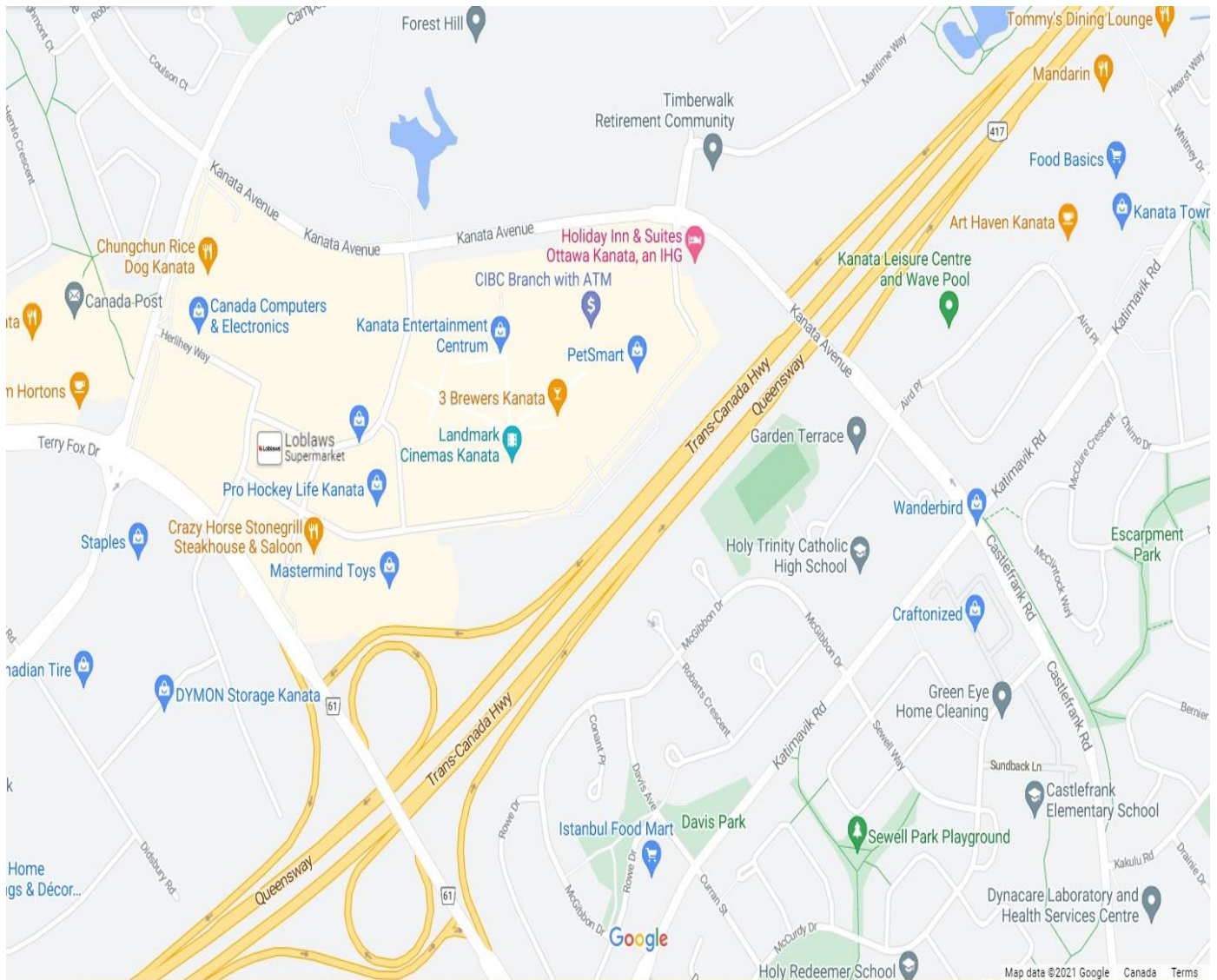
On a more personal note I would like to thank everyone. I few days ago I spent a little time in the hospital for a minor issue that followed a day surgery. I missed out on some of the events that I was supposed to be here for. I would like to thank Larry and Steven for stepping up and representing me at those events. It is greatly appreciated. I thank them for that and a BRAVO ZULU if I may borrow your term to both of you. That is one of the perks and advantages of being the President, we can always turn to someone else to pick up that slack when it is there.

In conclusion, this is your meeting, participate in this meeting, we want to hear the benefit of your expertise and experience. You are here representing the membership of The Royal Canadian Legion within your Provincial Commands. Be part of the decision-making process. Let's get at it, let's get it done and let's have some fun doing it.

Thank you

ITEM 5: ADMINISTRATIVE ARRANGEMENTS

- a. Schedule – Saturday, 29 April 2023 and Sunday, 30 April 2023
 - 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

Electronic Votes/Decisions

7 March 2023

THAT DEC approve Legion sponsorship for the Army Cadet League of Canada's 2023 Professional Development Conference and Annual General Meeting at the Chief Warrant Officer level (\$2500), to be sourced from the Dominion Command Request for Support budget.

CARRIED

**REPORT OF THE NATIONAL EXECUTIVE DIRECTOR
TO THE DOMINION EXECUTIVE COUNCIL
29-30 APRIL 2023**

NATIONAL EXECUTIVE DIRECTOR'S REPORT

1. National Headquarters Staffing

<u>Category</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Permanent	37	35	42	45	42
Long-term Contract	12	7	4	4	1
Short-term Contract	0	0	3	1	1
Temp/Casual	1	1	0	0	0
Total	50	43	49	50	44

a. Notes:

- Permanent personnel:
 - Two vacancies: Corporate Services, Member Services
 - Two on maternity leave: Financial Services, P&R Division
- Long-term contract personnel:
 - One in Financial Services
- Short-term contract personnel:
 - One in Financial Services

b. **Significant Staff Anniversaries in 2023:**

- Carol Caron, Supply, 10 years
- Charls Gendron, Veterans Services, 10 years
- Leah O'Neill, Marketing & Communications, 10 years

c. **Summer Hours:** Summer hours at Legion House start Monday, 1 May and end Labour Day: core hours will be 8:30 am-4:00 pm.

2. Legal

The legal situation regarding an individual who was the supplier of the Poppy Puppy is ongoing.

A Statement of Claim was issued against Dominion Command, a Provincial Command and individual Branch Executive Committee members from a member claiming defamation.

3. **Legion House**

- a. Legion House Maintenance Plan, 2022 – 2024. The Legion House Maintenance Plan, 2022 – 2024 outlines how Dominion Command will pro-actively and cost effectively maintain our infrastructure to ensure that our assets provide an exceptional and sustainable work environment that positively contributes to the goals of the RCL.

All maintenance projects at Legion House are completed and recorded in accordance with the direction outlined in the Maintenance Plan. The Maintenance Plan aims to achieve a preventative to corrective maintenance ratio of 6:1. Since November 2022, Legion House has completed 6 preventative or planned maintenance projects and 3 corrective maintenance projects; we did not achieve the desired ratio for this reporting period. This was due to the installation of new desks and the requirement to complete projects to accommodate the new furniture. The costs for these 2 projects will remain within budget but they are not outlined in the maintenance plan (therefore they are unplanned).

The Legion House Maintenance Plan will be updated to include line items for general electrical work and construction projects, within the current budget, so that these will be captured as planned projects in the future.

- b. Emergency Lighting. Replacing all the emergency lighting and battery packs in Legion House was also a large expense. The original plan was to spread this expense out over the three years of the Maintenance Plan. However, we were able to acquire the hardware at a reduced cost when purchased all at once. Although the work was completed during the last reporting period, we made an agreement with the contractor to pay half the costs in 2022 and the remaining half in 2023. For this reason, the project is still listed during this reporting period.
- c. Legion House Project List. The below list outlines maintenance projects that were completed, or are in progress, since the last DEC meeting.

TITLE	DESCRIPTION	COST / ESTIMATE	STATUS
Front Entrance Intercom System	Planned: Install intercom system in the front entry way between the first set and second set of entry doors.	\$31,257	Completed

TITLE	DESCRIPTION	COST / ESTIMATE	STATUS
Emergency Lighting/Exit Signs	<p>Preventative/Planned: Replaced emergency LED lights for fire alarm safety. Additionally, replaced all exit signs in building. NOTE: Costs are remaining half of invoice.</p>	\$14,000	Completed
Electrical Projects	<p>Corrective:</p> <ul style="list-style-type: none"> • Elevator electrical repair (require new 600V switch) 	TBD	Completed
Door Maintenance	<p>Preventative</p> <ul style="list-style-type: none"> • Repair Veterans Services door • Install roof door protection springs 	\$1011	Completed
HVAC Repair	<p>Preventative/Planned:</p> <ul style="list-style-type: none"> • New boiler fan bearings • Repair leaking boiler seal (costs not yet captured) 	\$1,531	Completed
Installation of new desks	<p>Corrective/Unplanned</p> <ul style="list-style-type: none"> • Electrical towers for Members Services were required with installation of new desks. Required as electrical outlets in floor presented a safety hazard. • Privacy wall extension in Corporate Services completed with installation of new desks. Required to provide separation between workstations. 	\$8,498 (quotes)	In progress

Note: Preventative/Planned projects include those that have been identified in the Legion House Maintenance Plan and have been allocated funds.

- d. Legion House Future Major Projects. The below list outlines major projects that are planned for the year 2023.

TITLE	DESCRIPTION	COST / ESTIMATE	STATUS
Air Conditioning Unit Replacement	The government has phased out Freon gas air conditioning units. Our roof A/C units must be replaced in the future. This is a large project which must be done if any major problems occur with the system. Therefore, the unit will be replaced proactively.	\$120,000+	Planned for Fall 2023
Backflow Prevention Program	The City of Ottawa is conducting a review of our building's (and surrounding buildings) backflow prevention systems. A survey has been completed and we are waiting on a report from the city. Likely to be a major project if the report finds that work must be done.	\$10,000 +	Waiting for report from City of Ottawa
Electrical Panels	The electrical panels should be inspected and re-torqued where required. This will be completed at the same time as the A/C replacement to save on costs.	\$6,000	Planned for Fall 2023
Front Landscaping Project	Replace all dead junipers / dogwoods in the 2 large garden beds at front of building. Re-soil, re-mulch, and re-plant.	\$14,000	Planned for 2023. Potentially move to 2024.

4. Supply

Sales as of the end of March 2023 are:

	2020	2021	2022	2023
JANUARY	122,916	91,288	84,406	128,218
FEBRUARY	162,142	84,834	99,299	147,935
MARCH	123,693	114,830	169,073	227,715
			352,778	503,868 (+43%)
APRIL	29,648	140,054	164,223	
MAY	78,473	126,255	194,847	
JUNE	161,327	142,272	193,236	
JULY	191,372	190,924	122,392	
AUGUST	175,208	195,464	152,550	
SEPTEMBER	361,608	375,110	317,162	
OCTOBER	1,077,888	659,387	596,039	
NOVEMBER	1,301,189	724,252	574,155	
DECEMBER	227,360	172,793	160,152	
TOTAL	4,012,824 (+56%)	3,017,463 (-25%)	2,827,534 (-6%)	

2020 includes the sale of the face mask: \$1,565,467

- a. 2023 has started off well with an increase in both Branch and Poppystore orders. 3-month period January-March comparison:

Branch:

- 2022: 1,328 orders generating \$192,947
- 2023: 2,215 orders generating \$327,927 (+32%)

Poppystore:

- 2022 1,938 orders generated \$109,740
- 2023 2,269 orders generated \$113,191 (+3%)

- b. 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.
- c. Things seem to be improving on procurement of products; all is not yet back to pre-covid as we are still experiencing delays with stock and delivery but everything is moving in the right direction. Freight cost are down and delivery times have improved.

- d. The department is always creating and developing new products to help increase revenue generated through the Supply Department. This year, we will see new golf shirts, ballcap, commemorative pins, lawn ornament and door decor just to name a few.
- e. Supply continues to support committee activities and initiatives.
- f. The introduction of the Poppy centre pin was approved by DEC in 2017. It is currently an optional resale item available to branches through Commands only and is not available to the public through the Poppy store.

Legion Supply receives many inquiries each year from the public who wish to purchase this item as it is not offered by their local branch. Adding this item to the Poppy store inventory would enable supporters of the Poppy Campaign to order one online if their local branch does not have it available. Sales revenue would be included in the 5% of gross margin that is shared with Commands.

Recommendation: THAT the Poppy Centre pin also be sold through the Poppy store.

Similarly, the same background information and suggestion applies to the “WE REMEMBER” lapel pin.

Recommendation: THAT the “WE REMEMBER” lapel pin also be sold through the Poppy store.

5. **Marketing and Communications**

a. **Communications**

The department created a comprehensive public “year in review” article to share an overview of the Legion’s work in 2022 and produced Public Relations Officer reports to inform staff and Branches of notable communications updates from across the country and National Headquarters – all designed to help ensure internal and external audiences remain well-informed.

Additionally, articles drafted in support of provincial projects were shared with media, raising awareness of Ontario Command’s financial contributions to several Veteran support projects and BC/YT Command’s launch of Legion Veteran Village, giving each a National profile. We supported the OSI’s Buddy Check Coffee program as well with an article that was distributed through all our channels. Finally, we issued a statement in support of the CAF housing reform – directly related to our advocacy on the issue.

b. Direct Mail Marketing

The annual renewal marketing campaign was launched in January. Thus far, three Direct Mail pieces have been issued, reaching a total of 42K unrenewed members encouraging them to renew.

c. Email Marketing

Three email renewal reminders (over 130K emails) were sent to members with an email on file. Branch and member newsletters are also distributed via email each month. Our email distributions are proving to be quite successful: the industry average for nonprofit emails show a 40% open rate and 2% click rate vs ours, which have a 51% open rate 8.4% click rate. This further reinforces the need for email collection at all levels of the organization

d. Branch Support

Two new initiatives were launched to support Branches with one more set to launch in April.

- Entegra: procurement services – savings on food and other business-related items launched in January
- Moneris: payment processing – savings on payment processing and POS terminals launched in January
- MailChimp: email marketing services – free and easy to use email templates to allow branches to effectively communicate with their members. (April launch).

e. Social Media

A significant portion of the department's annual budget is directed to Social Media advertising to drive membership acquisition as well as Poppy Store Sales. This complements our organic posts that are designed to raise awareness.

In February, our social join campaign ads generated nearly 500 new members at a cost to acquire under \$35.

The social campaign is also driving significant traffic to legion.ca in key areas. See below Year-over-Year increases in site traffic.

Pageviews YOY (Jan 1 – March 21) 2023 vs 2022:

Overall page views	up 43.77 %
Legion.ca	up 72.60 %
Find a Branch	up 87.96 %
Join Us	up 14.59 %
MemberPerks	up 80.46 %
Contact Us	up 10.25 %
Renewal	up 41.10 %
Support for Veterans	up 44.17 %

f. **Broadcast Marketing**

New TV and Radio spots have been finalized and work has begun to pitch national broadcasters to air the ads from April through the end of the year.

6. **IT**

a. **Restructuring IT:**

The contract with our external Managed Service Provider was ended in February and we have brought IT back in house with the hiring of one additional staff member. This also means that we need to implement new solutions for the services that they were providing.

b. **New Technologies:**

This year, Legion HQ is implementing more cost-effective solutions for: Anti-virus, Backups, Wi-Fi, Patch Management, and Staff Cybersecurity Training.

c. **Systems Upgrades:**

Upgrading Citrix and our integrations between the Finance and Membership systems will occur in 2023; we plan to upgrade all other systems next year.

DOMINION EXECUTIVE COUNCIL
April 29, 2022

DOMINION TREASURER'S REPORT

OVERVIEW OF 2022 YEAR

REVENUES

The post-pandemic economy continued to impact our day to day lives in different ways throughout the year; inflation and rapidly rising interest rates, along with negative returns in the bond markets that really stole the headlines in 2022. It was difficult to find any positive news throughout most of 2022 and most investors weren't surprised to see stock markets all around the world finish the year in the red. Bonds are usually a safe option for investors when the stock markets are rocky, but this was not the case in 2022. Governments around the world hiked interest rates to try and control rising inflation causing bonds to struggle.

For the second year in a row, we saw the bond markets posting negative returns: dropping -2.54% in 2021 and -11.69% in 2022, a historic low. It wasn't only the Canadian markets that lost ground in 2022. The US market had its worst year since the financial crisis of 2008, finishing 2022 with a -19.21% loss. However, due to the weaker Canadian dollar, Canadian investors only saw a drop of -13.34%. Across the US markets, the biggest losers in 2022 were Tech and Growth companies which posted a -23.99% loss in 2022.

It was a difficult year for Legion as well; unrealized loss this year amounted to \$1.6M. Dividends and interest earned were down by 5%. As you all know, the Legion relies heavily on investment earning throughout the year. Considering the above, Net revenue is negative for the year 2022. Please note, part of the change in investment returns was compounded by the drawing down of reserve funds of \$3,000,000 for the purpose of providing branch assistance due to Covid in 2020. It should be no one's surprise, that 2022 will go down in history as a tough year for investors.

On a positive note, Membership revenue has been steadily climbing for the past two years now. The membership revenue was \$5,668,132, above last year's numbers by \$328,521. The actual number of memberships processed in 2022 was 242,612, up by 3,534 members or 6% year over year.

The Supply Department had a strong year and finished 2022 with \$2,811,833 in sales, although it was under budget expectation by 6% (last year sales of \$3M). As anticipated, the cost of sales went up 9% due to numerous economical constraints, that contributed to the overall net revenue reduction for this year. Looking at risks to global economic growth over the next 12 months, geopolitical conflicts remain the top-cited risk for the year 2023, while inflation continues to be the second-most-cited global threat and the top concern domestically.

In 2022, the Legion received supplementary income in the form of a bequest in amount of \$33,293 and other miscellaneous income of \$149,340.

EXPENSES

BY DEPARTMENT

- Member Services – increase of \$80,872: Major increases were due to credit card processing fees and telephone. There is an increase in those budgets due to over 69% of members being processed online last year; this digital shift creates more business online which increases credit cards and phone costs. With the emphasis on membership retention and growth as one of the core objectives of the organization, approved budget excess for the membership department exceeded budget due in a large part to increased cost of permanent card pack-outs, customer service standards improvements with longer hours of operation, credit card processing fee increases, and mail processing fee increases.
- Supply Chain Management – With the total sales being under budget, the cost of goods sold was \$1,218,980. Personnel costs increased slightly due to a combination of the warehouse assistance and costs related to a staff departure/arrival.

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

- Information Technology- \$66,130 over budget, the main area of increase being Maintenance, Contracts and Support. Additional support was subcontracted through Intega consulting company which replaced Legion IT personnel.
- Legion House – increased this year by \$347,688, due to building repairs that were planned for the past two years. All expenses recovered through building reserve.
- Marketing & Communications – over budget by \$41,586. Most of the increase in that budget primarily is due to social media cost increases. The free membership program cost amounted to \$32,720.

COMMITTEES

Committees have come in over budget by \$5,802.

SIGNIFICANT FINANCIAL IMPACTS

The unrealized loss for 2022 is \$1.6M, due to negative global market performance.

Planned major building repairs in 2022 total \$347,688.

INVESTMENT RESERVES

As a snapshot taken at year-end, the investments by account were:

General Fund	\$15,651,771
Poppy Fund	\$ 8,712,911
Centennial Fund	\$ 2,500,638
RCEL Fund	\$ 921,758

Many Canadians are faced with real affordability challenges and are feeling the effects of higher grocery prices and housing costs. While inflation has fallen in Canada for eight straight months, it remains elevated – both in Canada and around the world. For many advanced economies, interest rates have risen to their highest levels in more than 15 years. This is resulting in slowing economic growth globally. The rapid rise in interest rates has also led to turmoil in some parts of the global banking system and volatility in global financial markets, highlighting the considerable uncertainty about how economic conditions will evolve going forward.

IMPENDING CHANGES TO METHOD OF PAYMENT

We are continuing to experience significant delays in payments for membership with online and renewals when paid by cheque. Looking forward, it maybe become necessary to not allow online payments by cheques, meaning that ALL online payments may only be made by debit or credit card. This shift will require technical, logistical, and procedural changes. We are continuing to work on implementation of online payment processes.

ITEM 12: TRANSPORTATION COST

Mileage and per diem rates are reviewed annually to ensure Legion rates are in line with other established guidelines. The reference used is the reasonable per-kilometre allowance prescribed by CRA. CRA determines this rate by considering the average cost of operating a vehicle.

Mileage Rates

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

	<u>CRA</u>	<u>LEGION</u>
2015	55.0	55.5
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

As of February 2023, Statistics Canada reported the national average fuel cost as 148.5 cents/litre, with a low of 123.0 in Alberta to a high of 183.3 in BC.

Canada Revenue Agency (CRA) establishes a “reasonable per-kilometre allowance” as a comparator to determine if the mileage allowance paid to individuals is reasonable. For 2023, CRA has set that rate at 68.0 cents/km, 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 68.0 cents/km, effective 3 May 2023.

Per Diem Rates

Per diem rates are reviewed regularly in conjunction with mileage rates and with reference to the National Joint Council (NJC). The NJC, which includes Treasury Board, develops the travel directive for government employees travelling on government business.

The current Legion per diem in-Canada rate is \$115.00 while outside of Canada (including USA) is \$215.00.

As of 1 April 2023, the per diem rate established by the NJC for in-Canada travel is \$123.40. Rates vary for international countries; the average of the various countries that the Legion visits is \$242.87 CAD.

RECOMMENDATION: THAT the per diem rate for authorized Legion in-Canada travel be set at \$123.00 effective 3 May 2022.

RECOMMENDATION: THAT the per diem rate for authorized Legion outside Canada travel (including USA) be set at \$242.00 CAD effective 3 May 2023.

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 is currently \$150.00; this rate has remained unchanged for five years.

RECOMMENDATION: THAT the rental car allowance in lieu of taxi fare from the Ottawa airport when arriving for Legion meetings at Legion House be set at \$170.00.

**REPORT OF THE DOMINION COMMAND
VETERANS, SERVICE AND SENIORS COMMITTEE TO THE
DOMINION EXECUTIVE COUNCIL
29 April 2023**

File: 65-1

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

DATE OF LAST MEETING: 23 March 2023

DATE OF NEXT MEETING: 23 May 2023

ACTION ITEMS FOR DECISION

1. There are no action items for decision.

THE WAY AHEAD: COMMITTEE PLANS / GOALS

2. LEGION ADVOCACY

We continue to request updates from the government on important issues affecting our Veterans and their families; specifically, the backlog of disability claims which has made some positive progress, details on the Veterans Survivor Fund, the mandated priority "Elimination of the Marriage Over 60 Clause", the promulgation of the National Homeless Veterans Strategy, the departmental guidelines and policies for psychiatric service dogs and equine therapy.

We continue to advocate regarding the state of Long-Term Care in Canada and for better quality of health care being delivered to Veterans and seniors in long-term residential care in Canada. This also includes advocating for action to help seniors stay in their homes longer and to implement a Seniors Independence Program, like the Veterans Independence Program that is being delivered under the Veterans Health Care Regulations by Veterans Affairs Canada.

Under Comrade Dave Gordon's guidance, the Committee and with Veterans Services at Dominion Command, continue to roll out the Homeless Veterans Program across the country. With written consent, Veterans Services has the

ability to verify Veteran’s service, often within a few hours, but no later than 72 hours if request occurs over the weekend.

Congratulations to Comrade Trevor and his executive as they have been elected to another term of office for the next three years. Buddy Check Coffee and OpVetbuild are moving along successfully. We are concerned that the RCMP continues to lag behind the CAF in terms of Mental Health programs. The Committee will be monitoring very closely as well as pursuing opportunities to inform RCMP Members and Veterans how Veterans Services can help.

Over the past several decades VAC benefits have come under the purview of the *Pension Act*, the *New Veterans Charter* and now the *Well-Being Act*. This has resulted in multiple different and overlapping benefits and programs depending upon when a Veteran applies for a disability benefit. Recommendations for fairness for all Veterans from the Minister’s Advisory Groups have largely been ignored. The Committee is exploring what would be the best way to advocate, such as a Royal Commission, Commission of Inquiry, or similar avenues.

A letter of support for The Burns Way initiative, a peer support program for Indigenous Veterans, was sent to the Minister of VAC. We continue to review how best to support.

INFORMATION ONLY ITEMS

3. VETERANS SERVICES – STATISTICS

	2019	2020	2021	2022	+ / -
First Applications	3478	2819	2394	2678	12%
Departmental Reviews	601	310	247	151	-39%
Entitlement Reviews	161	219	204	141	-31%
Entitlement Appeals/RfRs	143	99	83	97	17%

The number of First Applications (FAs) coming in is increasing as restrictions from the Pandemic are lifted and Veterans can see their family doctors in person again. A doctor shortage continues to make it difficult for Veterans who do not have family doctors to assist in the completion of Medical Questionnaires for VAC.

It is believed that Departmental Reviews (DRs) have decreased as more unfavorable First Applications are referred for Entitlement Reviews (ERs) with the Veterans Review and Appeal Board (VRAB). ERs have decreased due to the trickling backlog from VAC to the Bureau of Pension Advocates and the Veterans Review and Appeal Board. It is hoped that the recent Budget announcement will also address shortages in these areas in addition to those with VAC.

Service Officer Professional Development training was held in Charlottetown from 28 to 30 March 2023. It was beneficial to have the in-person training and to meet new Command Service Officers (CSOs) from across the country. Training on new policies and programs as well as collaboration and team building is essential to ensure Veterans from across the country receive our best assistance.

Dominion Command Service Officers continue to support several Commands where needed with Veteran files.

4. OUTREACH AND VISITATION INITIATIVE (OVI)

Public Services and Procurement Canada (PSPC) has postponed the contract and no word has yet been heard about a renewal. Although the Pandemic has elated, many LTC places are still closed for visitors with the exception of family.

6. VAC - VOCATIONAL REHABILITATION CONTRACT

Partners in Canadian Veterans Rehabilitation Services was awarded the contract for Vocational Rehabilitation. It is a joint venture between WCG International and Lifemark Health Group to provide medical, psycho-social, vocational, and vocational assistance services to Veterans and their families. Command Service Officers have received no complaints and are closely monitoring the new contract roll-out to ensure Veterans and their families continue to receive the programs and benefits they deserve.

7. FUNDING REQUESTS

a. Concussion Legacy Foundation (CLF) - Last year DEC approved \$75,000 for Operation Brain Health. The primary aims of this project are to increase concussion recognition and improve the daily lives of those within the Veteran community who are navigating the effects of concussion. The secondary aim is to increase accessibility to research initiatives seeking to address the long-term effects of brain injury in Veterans in order to accelerate the development of diagnosis and treatment methods. A new Application was received to support \$75,000 for 2023, was approved by the Committee, and forwarded to Poppy and Remembrance, for furtherance to DEC.

b. Heroes Mending on the Fly - A new Application for a therapeutic fly-fishing program that aids those in physical and emotional rehabilitation, was received for \$35,000 for 2023. It was approved by the Committee and forwarded to Poppy and Remembrance, for furtherance to DEC.

c. Veteran Support Partnership Program Application- Can Praxis- Equine Therapy - The Committee reviewed the request for funds and has decided not to

support this request. The unsupported application was forwarded to P&R for consideration and a regret letter was sent to Can Praxis by the P&R Committee.

**ADDENDUM TO THE
REPORT OF THE DOMINION COMMAND
VETERANS, SERVICE AND SENIORS COMMITTEE TO THE
DOMINION EXECUTIVE COUNCIL**

29 April 2023

File: 65-1

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

GENERAL

The Veterans, Service and Seniors Committee met via Zoom on 13 and 24 April 2023.

THE BURN'S WAY (TBW)

A letter of support for the initiative was sent to the Minister of VAC and the Chief Medical Officer, Dr. Cyd Courshesne. Conversation continued in the recent Zoom meetings, and we received a verbal update and also an amended Partnership document which addresses many of our concerns regarding liability, our level of support, etc... This document remains to be a bit premature as no funding has been received from VAC, however the Committee supports Legion involvement in the Partnership. The document is attached and there will be a presentation at DEC from the project managers from TryCycle. Following the presentation, the concept of TBW and subsequent recommendation and promotion to VAC for funding will follow. Final support and approval would need to be formally addressed after funding has been secured and a final Partnership document drafted for consideration at DEC.

RECOMMENDATION: THAT the Partnership be approved in theory, to be reviewed and finalized once funding has been received from VAC.

CIMVHR DOCTORATE SCHOLARSHIP

DEC approved funding for a Master's Research Scholarship specializing in Military and Veteran Health Research and to date 10 students have benefited from our support. Support of this initiative demonstrates the Legion's history of supporting Veterans

research while also building interest and momentum for the next generation of researchers.

CIMVHR has reached out requesting support for a Doctorial Research Scholarship for 2024 of \$25,000. Their current funder has advised CIMVHR they will no longer be able to do so.

This research results in evidence-informed practices, policies and programs that will benefit military and Veteran health and well-being and we would be instrumental in ensuring continued study in the area of Military and Veterans Health Research in Canada.

This funding would be contingent upon confirmation by 1 June of the designated year that a Master's student has been identified, meets the necessary academic criteria and is continuing to study in the area of Military and Veterans Health Research.

The VSS Committee will forward it to the Poppy and Remembrance Committee for concurrence and onward transmission to DEC for approval in the coming months as necessary.

CIMVHR CONFERENCE SPONSORSHIP OPPORTUNITY

The Legion has sponsored the annual event with \$15,000 for about a decade and have been recently offered the opportunity to increase this to \$20,000. This would give The Legion the opportunity to host/lead the Student and Postdoctoral Engagement Committee (SPEC) event and provide great visibility as to our support of research on military and Veteran health and well-being.

RECOMMENDATION: THAT with support from the VSS Committee, an additional \$5,000 be provided to host/lead the SPEC event and request for additional funding from the Request for Support line item.

ROYAL COMMISSION/COMMISSION OF INQUIRY ON VETERANS' ISSUES

As mentioned in the previous minutes, over the past several decades VAC benefits have come under the purview of the *Pension Act* to the *New Veterans Charter* and now fall under the *Well-Being Act*. This has resulted in multiple different and overlapping benefits and programs depending upon when a Veteran applies for a disability benefit.

Since the last VSS minutes, the Committee received a briefing from Comrade Andrea Siew. It was recently provided electronically and we are exploring various options as a means to advocate.

As not all Committee Members could be present, we will discuss at our next meeting and with other Veterans organization at the fall Veterans Consultation Assembly in October 2023.

**REPORT OF THE DOMINION COMMAND
POPPY AND REMEMBRANCE COMMITTEE TO THE
DOMINION EXECUTIVE COUNCIL
29-30 April 2023**

File: 35-1

Berkley Lawrence - Chair
Derek Moore - Vice-Chair
Peter Merola - Member
Carol Pedersen - Member
Daryl Alward - Member
Ernie Tester - Member
Freeman Chute - Committee Coordinator
Nicole Thomas - Assistant Committee Coordinator

DATE OF LAST MEETING: 21 March 2023

DATE OF NEXT MEETING: TBC

ACTION ITEMS FOR DECISION

1. **CONCUSSION LEGACY FOUNDATION CANADA FUNDING REQUEST**

Attachment:

- Annex A – CLF Final Activity Report 2022

Background: As a second phase to *Project Enlist*, The Concussion Legacy Foundation Canada is requesting support for *Operation Brain Health*, which encourages Veterans to exercise, sleep properly, eat well, and build cognitive reserve to improve their brain health and performance. The aim:

1. Improve daily lives of those within the Veteran community who are navigating the effects of traumatic brain injury (TBI);
2. Increased awareness about concussions and related long-term health conditions among Veterans; and
3. Increase accessibility to research initiatives seeking to address these long-term effects in Veterans.

DISCUSSION: The Concussion Legacy Foundation Canada is requesting 75K to help fund this portion of their study. The project outcome measures will include:

1. Engage directly with an additional 1,000 Veterans in their Support Networks such as direct peer support, brain pledge enrollment, Support Line, and in-person events;
2. Engage 25,000 Veterans in Operation Brain Health recovery & performance programming;
3. Recruit 500 additional Veteran and Veteran family brain pledges; and
4. Reach the remaining 350,000 Veterans and their families through earned

media, social media, and PSAs on concussion recognition, research initiatives, and other education and awareness content.

RECOMMENDATION: That 75K be provided to fund the second phase of the project.

2. RESILIENT PARENTS ... RESILIENT COMMUNITIES (RPRC): INTERVENTIONS TO ENHANCE RESILIENCE AMONG VETERANS & THEIR FAMILIES

Background: HiMARC (Heroes in Mind Advocacy and research Consortium) at the University of Alberta applied in 2021 to request funding for a national project that will support and enhance resilience in families of Veterans. It was presented to the Dominion Executive Council (DEC) on 24 April 2021 and the request for funding in the amount of \$599,700 over a three-year period, thus \$199,900 installments each year, commencing in 2021, was approved and subsequently approved again in 2022. For the approved funds of \$199,900 to be released in 2023, the following recommendation is presented for consideration.

RECOMMENDATION: That \$199,900 be provided to HiMARC in 2023 as per the previously approved funding request, fulfilling the third and last installment of this funding request.

3. ADAPTATION OF CHILDREN'S BOOKS FOR MILITARY KIDS

Attachment:

- Annex B – Application for the Legion CIMVHR Children's Books
- Annex C – Profile of ECD Children's Books for Military Kids

Background: Canadian Institute for Military and Veteran Health Research (CIMVHR) is looking for funding to adapt early childhood storybooks, that are research-based books, created in Australia by Dr. Marg Rogers and a team of researchers from the University of New England, in Armidale, Australia.

The books are written using a strengths-based, resilience-based approach. They are designed to build resilience and to support children's understanding about:

- parents working away (in any family)
- military family life
- parents who have given their health in service (e.g., veteran's children's resources).

DISCUSSION: CIMVHR has committed funding to adapt, print and distribute 3 of the 12 books for military families. They are seeking a project partner(s) to help fund the

adaptation, printing, and distribution of the remaining books for Canadian Military Families, with a commitment to adapt those outlined by Military families in Canada as most relevant and necessary. They are seeking \$72,300 – \$100,000 to fund this project.

RECOMMENDATION: That \$100,000 be provided to fund the development of all the 12 books.

4. **FACES OF CANADA TODAY PERMANENT EXHIBITION RENEWAL AT THE JUNO BEACH CENTRE IN COURSEULLES-SUR-MER, FRANCE**

Attachment:

- Annex D – RCL DC Cover Letter from JBCA
- Annex E – Faces of Canada Today - RCL Dominion Command - Proposal

BACKGROUND: The Juno Beach Centre opened to the public in 2003, and the current *Faces of Canada Today* exhibition was created based on research and data collected in the late 1990s. It is now outdated and missing many important aspects of Canada in the 20 years since the museum's opening, including the War in Afghanistan. As visitors interact with outdated content, the strength of the JBC's original imprint becomes less relevant and meaningful. There are six points to make concerning the rationale for renewing Faces of Canada Today:

- I. For the 80th anniversary of D-Day and the Battle of Normandy in 2024, we want to renew this space as a place where modern Veteran legacies stand alongside the legacy left by the Second World War generation.
- II. We take pride in delivering a meaningful experience to all visitors of the JBC. Without the stories of our most recent generation of Veterans and the evolution of Canada over the past 80 years, we will not be adequately delivering our promised visitor experience.
- III. It will allow the JBC to be even more attractive to school groups and families. This will create, maintain, and grow the loyalty and participation of this important segment of our audience, generating visitors and revenues towards self-sustainability.
- IV. It will allow the JBC to continue to stand apart from all the other museums in the Normandy region that focus primarily on some aspect of the Battle of Normandy. By offering this diversified content, the JBC retains a distinctive place in this highly competitive sector.
- V. By providing a more complete, relevant global visitor experience, this project will enhance the fundamental site experience at the JBC (It is important to keep in mind that Canadian visitors will always be in the minority – perhaps 25 to 30

percent at the highest levels). Digital contents will be updatable over time, prolonging the life and relevance of this permanent exhibition.

- VI. French and European tourism funds have already provided the JBC with a significant part (nearly 65%) of the financial support for this renewal project

DISCUSSION: The Juno Beach Centre has been approved to use the Poppy for their Poppy Art Installation. The Poppy Trademark will be front-and-centre in the exhibition. As per the RCL's Poppy Trademark guidelines, the registered trademark statement will appear in the credits for the exhibition (this would occur even without your financial commitment).

DISCUSSION: The Juno Beach Centre Association is the Canadian charity that owns and operates the private, non-profit Juno Beach Centre. We are seeking your generous gift of \$100,000 or an amount deemed appropriate to help facilitate the research, design, fabrication, and installation of a \$1,252,000 (\$800,000 raised) renewal of the *Faces of Canada Today* gallery at the Juno Beach Centre. This project will revitalize the museum in time for the 80th commemorative anniversary of D-Day on June 6, 2024.

DISCUSSION: The Juno Beach Centre Association Would also like the RCL to consider stepping up to become a significant sponsor over the next several years.

RECOMMENDATION: One time donation of \$100,000 to help facilitate the research, design, fabrication, and installation of the *Faces of Canada Today* gallery. We do not recommend yearly contributions to Juno Beach Centre at this time.

5. PROPOSED POPPY MANUAL AMENDMENTS – POPPY MANUAL 401-Eligibility

DISCUSSION: The use of subsections under 401 would allow for more clarity on how Poppy Funds should be spent. This is probably one of the most important sections as it is the foundation as to how donations are made. Each of the six paragraphs should be identified as 401 (a) then 401 (b) etc.

RECOMMENDATION: Paragraphs in Section 401 should be identified as 401 a to e.

6. PROPOSED POPPY MANUAL AMENDMENTS – POPPY MANUAL 401-Note

DISCUSSION: Membership status has no bearing on the eligibility of the Poppy Trust Fund program expenditures. It is clearly identified in section 401 para 3 that "*The basic purpose and obligations of the Poppy Trust Fund are to assist Veterans as defined in Subsection 101.d of the General By-Laws and their families. In this regard any use of*

Poppy Funds must focus on directly supporting Veterans and their families.” Veterans and their families can benefit from any of the approved uses of Poppy Trust Funds even if they are not members of the Legion.

RECOMMENDATION: Delete the note in section 401

7. PROPOSED POPPY MANUAL AMENDMENTS – POPPY MANUAL Glossary

DISCUSSION: Since someone’s Membership status with the branch/Legion has no bearing on the eligibility of the Poppy Trust Fund program expenditures, the following definitions in the Glossary should be deleted.

- *Affiliate Members* - Persons who are Affiliate Members are not eligible to receive Poppy Trust Fund assistance.
- *Associate Members* - Persons who are Associate Members are not eligible to receive Poppy Trust Fund assistance. The only exception is those persons who are residing with their parents, who are wholly dependent upon them for support and are not receiving welfare assistance, a pension from any government source, or funds from employment insurance, employment training or similar government program. There are few, if any, Associate Members who meet this criterion.

RECOMMENDATION: The following definitions should be deleted as they are not referenced in this manual.

8. PROPOSED POPPY MANUAL AMENDMENTS – POPPY MANUAL 402.ii

DISCUSSION: Small communities often have difficulty finding a local person capable of playing the bugle or great highland bagpipes to enhance the dignity of their Remembrance service. They either use recorded music and associated amplifier systems or compensate someone from outside their community to come to their Remembrance ceremony and play. Compensation is now being made using branch funds.

RECOMMENDATION: That paragraph “b” be added to section 402.ii.b and read the following “up to 50% of the cost of a bugler and/or piper to a maximum of \$100.00 during the Remembrance Day ceremony only”.

9. PROPOSED POPPY MANUAL AMENDMENTS – POPPY MANUAL 402.iii.f

DISCUSSION: Cell phones are becoming a necessity for daily life, especially in navigating appointments, access to crisis lines, mental health supports, and addiction supports. Further it helps to combat isolationism for those Veterans, who do not have

access to social supports. For homeless Veterans that the Legion is trying to assist, this would be essential.

RECOMMENDATION: Adding the assistance for purchasing cellphones, with no fixed plans attached, that can be reloaded with minutes, i.e.: burner phones, would assist homeless or near-homeless Veterans to maintain contact with the various organizations such as the Legion, VAC, etc. while trying to help leave the streets.

RECOMMENDATION: That section 402.iii.f be amended to the following: emergency assistance, which is defined as shelter, food, fuel, clothing, prescription medicine, medical devices /equipment, prepaid cellphones, and necessary transportation. Assistance cannot be continued over an extended period but may be offered more than once to an individual.

10. PROPOSED POPPY MANUAL AMENDMENTS – POPPY MANUAL 402.vi.c

DISCUSSION: Legion Branches should be able to purchase Books/Material that is age appropriate for teachers to use to teach students why they should remember. (NOTE: the authorized Dominion Command material does not work in all cases, it is not one size fit all.). Materials, when possible, should be provided in the language of the school.

RECOMMENDATION: That Section 402.vi.c be changed to: 402.vi.c - *distribution of Poppy and Remembrance material, to be used in schools.*

11. PROPOSED POPPY MANUAL AMENDMENTS – POPPY MANUAL 403.i.a and 403.i.b

DISCUSSION: It is suggested that both these sections be amended to include special use expenditure could be approved at an Executive Meeting and not only during a General Meeting. This would accommodate small branches that only hold one General meeting per year.

RECOMMENDATION: That section 403.i.a and b be changed to the following:
Section 403.i.a *Prior to funds being utilized for “special uses”, the Branch Poppy Trust Fund Committee must obtain approval for the proposed*

expenditure at a general meeting or Executive Meetings of the Branch. And section 403.i.b. The request for funds should include – the amount, the intended recipient(s), the current balance of funds held in trust at the time the request is made, the purpose of the request and the date of the General Meeting or Executive Meetings at which the decision to request approval was given.

12. PROPOSED POPPY MANUAL AMENDMENTS – POPPY MANUAL 403.ii.g

DISCUSSION: It would be nice to be able to purchase Cadet Medal of Excellence through this funding initiative (Poppy Funds).

RECOMMENDATION: That acquisition of the Cadet Medal of Excellence expenses be included in Paragraph 403.ii g.

13. PROPOSED POPPY MANUAL AMENDMENTS – POPPY MANUAL 403.ii.l

DISCUSSION: Section 403.ii.l *Transition Programs for Veterans: (prior Provincial Command approval is required) Up to 25 percent of the current balance for the purpose of funding transition 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.*

DISCUSSION: Add 2 sub sentences to decrease confusion as to where poppy funds will be used for veteran transition programs.

RECOMMENDATION: That the following paragraphs be added to section 403.ii.l

1. Donations to BSO-OSI Veteran's Initiatives at the branch level, (i.e., Op VetBuild, Buddy Check Coffee).
2. Donations to BSO-OSI Command Veteran's Initiative Programs and, for the research, development and evolution of these programs and projects.

14. PROPOSED POPPY MANUAL AMENDMENTS – POPPY MANUAL 403.ii

WHEREAS the current list of Special Uses for Poppy Funds does not include custom-made, adaptable sports equipment or recreational gear for Veterans diagnosed with an OSI, injury, or permanent disability.

WHEREAS custom-made, adaptive sports equipment promotes safe mobility for injured or disabled Veterans. A custom-fit is imperative when participating in action sports such as wheelchair basketball, tennis, or rugby.

WHEREAS custom-made sports equipment can have a significant monetary value. Disabled Veterans on a limited income should not be denied physical and mental recovery because of their financial restraints.

WHEREAS sports and recreational activities improve a Veteran's mental health and promotes life-long rehabilitation.

WHEREAS a Veteran can feel isolated after an illness or injury. Sports and recreational activities promote camaraderie and self-confidence in a healthy, supportive environment.

RECOMMENDATION: That Section 403.ii, be amended to add item (p) Custom-Made Adaptable Sports Equipment & Recreational Gear: (prior Provincial Command approval is required) up to 25% of the current balance towards the purchase of adaptable sports equipment or recreation gear for Veterans diagnosed with an OSI, injury, or permanent disability.

15. PROPOSED POPPY MANUAL AMENDMENTS – POPPY MANUAL 501.iv.c

DISCUSSION: A Branch Service Officer (BSO) should refer to the Provincial Command Service Officer (PSO) to see if any other assistance or benefits would apply to the Veteran or surviving spouse. There are specific criteria to receive VIP services which sometimes only become known once a PSO has complete access to the Veteran's VAC file.

RECOMMENDATION: It is recommended that the wording in the bracket be changed to "Forward the request to the Provincial Command Service Officer, to determine if other benefits may be available through the Veterans Independence Program (VIP)".

RECOMMENDATION: That Section 501.iv.c be changed to the following: home care, housekeeping services or grounds keeping such as grass cutting, leaf raking, snow

removal, etc. (Forward the request to the Provincial Command Service Officer, to determine if other benefits may be available through the Veterans Independence Program (VIP))

16. PROPOSED POPPY MANUAL AMENDMENTS – POPPY MANUAL 402.i.d and 402.i.d

DISCUSSION: Canadians are becoming a cashless society as evidenced by the popularity of the Tap to Donate boxes arranged through Dominion Command. Many branches now use Point of Sales (POS) machines that allow comrades to pay dues, make purchases from the branch or to make donations using their credit or debit card.

Companies who provide POS machines, charge the branch a rental fee and either a flat per transaction fee for debit or a percentage of the charge when a credit card is used. These transaction fees are deducted automatically from the money paid to the branch for each transaction. Branches accept these conditions as it is a cost of doing business and the ease of use means more income for the branch.

I recall reading that while HSBC underwrote the cost of the Pay to Tap boxes (POS machine), the fee for each transaction, made through a Tap to Donate box, would be taken from the branch share of the donation.

If this is correct, then there should be no reason why the merchant fee charged to the branch for Poppy Fund donations and sale of Poppy merchandise such as wreaths, made through the branch POS machine could not be reimbursed to the branch from the Poppy Fund.

RECOMMENDATION: That section 402.i.c be amended, and section 402.i.d be created to reflect the following: 402.i.c reasonable local administrative costs associated with the Poppy Campaign. These local costs are those directly related to the campaign such as telephone charges, coin wrappers, postage, stationary, advertising, bank charges and transaction fees for fees associated with Poppy related transactions. No expense related to the rental or purchase of a POS machine is allowed as these are not expenses that would be exclusive to the Poppy campaign.

17. PROPOSED POPPY MANUAL AMENDMENTS – POPPY MANUAL 403.ii.g

DISCUSSION: Since the reporting year for the Poppy Trust Fund account is no longer 1 October to 30 September but 1 January to 31 December, a discussion was had around

eliminating the restriction of using the balance of the Poppy Trust fund account on 30 September to calculate the up to 20% of funds for the support of Cadet units. This is the only Special Use Expenditure that specifies what balance should be use.

RECOMMENDATION: That Section 403.ii.g be changed to the following:
(prior Provincial Command approval is required)
Up to 20 percent of the balance, to support and encourage Cadet Units that have assisted the Branch with the Poppy Campaign or other Remembrance activities.

18. PROPOSED POPPY MANUAL AMENDMENTS – POPPY MANUAL 403.ii.h

DISCUSSION: Currently, the Annual Veterans Visits allows up to \$25 per meal per Veteran/spouse. \$25 is not enough and it should be increased and is strictly for food.

RECOMMENDATION: That the fund allocation in Section 403.ii.h be increased from \$25 to \$35.

DISCUSSION: Contact with veterans, offering them a meal and camaraderie should be made available to veterans more than once a year. Legion Branches should have the option to organise meals or visits out to veterans who cannot make it to the legion at least twice a year should they have the staff and funds available to do so.

RECOMMENDATION: That Section 403.ii.h be amended to the following:
(prior Provincial Command approval is required)
Up to \$25.00 per meal, per Veteran/spouse, to provide a biannual visit to Branches and/or when not feasible due to the age/condition of the Veterans, to also host in a convenient location both for the Veterans and a spouse/ caregiver who is accompanying a Veteran, or a Veteran's surviving spouse accompanied by a caregiver to offer a meal and camaraderie.

**REPORT OF THE DOMINION COMMAND
MEMBERSHIP COMMITTEE TO THE
DOMINION EXECUTIVE COUNCIL
29-30 April 2023**

File 23:1

Owen Parkhouse	-	Chair
Valerie MacGregor	-	Vice-Chair
Terry Campbell	-	Member
Marion Fryday-Cook	-	Member
Rosalind Larose	-	Member
Duane MacEwen	-	Member
Garry Pond	-	Member
Randy Hayley	-	Committee Coordinator
Amanda Black	-	Assistant Committee Coordinator

DATE OF LAST MEETING: March 29, 2023

DATE OF NEXT MEETING: TBD

ACTION ITEMS FOR DECISION

No action items for consideration.

THE WAY AHEAD: COMMITTEE PLANS / GOALS

1. CONSISTENT MEMBERSHIP GROWTH AND NEW DIGITAL CARD

Legion Membership continues to show growth for the first quarter of 2023. The Digital Membership card launched October 14, 2022, continuing the modernization of the Legion membership experience, and currently has over 15,000 members who have opted in to receive the card.

2. FRIENDS OF THE LEGION

The Friends of the Legion program will begin development later this Fall and the Committee may approach DEC then for funding approval to assist with implementation.

3. COMMITTEE TARGET REPORT

The Membership Committee Target Report below is as of March 28, 2023

2023 Membership Committee Targets

Command	Renewals	Branch Rates	Member Emails	Branch Portal Processing	Auto Renewals
01 RCL BC/YUKON COMMAND	75.9%	100.0%	62.0%	86.5%	14.3%
02 RCL ALBERTA/NWT COMMAND	77.8%	97.0%	56.8%	72.9%	14.1%
03 RCL SASKATCHEWAN COMMAND	83.1%	99.4%	48.9%	56.0%	9.3%
04 RCL MANITOBA/NWO COMMAND	80.7%	100.0%	45.4%	64.6%	10.9%
05 RCL ONTARIO COMMAND	82.0%	99.2%	54.4%	81.3%	12.3%
06 RCL QUEBEC COMMAND	80.0%	87.5%	56.5%	66.3%	11.9%
07 RCL NEW BRUNSWICK COMMAND	80.0%	100.0%	43.1%	62.9%	8.7%
08 RCL NOVA SCOTIA/NUNAVUT COMMAND	77.4%	100.0%	45.1%	84.5%	10.3%
09 RCL PEI COMMAND	83.5%	94.7%	40.3%	68.4%	9.1%
10 RCL NFLD/LABRADOR COMMAND	79.7%	89.1%	60.0%	63.0%	14.5%
Total	79.7%	97.9%	54.4%	73.4%	12.5%
2023 Membership Committee Targets	89%	100%	70%	80%	15%

**REPORT OF THE DOMINION COMMAND
SPORTS COMMITTEE TO THE
DOMINION EXECUTIVE COUNCIL
29 April 2023**

File: 42-2

Brian Weaver	-	Chair
Jerry Lava	-	Vice-Chair
Nathan Lehr	-	Member
Keith Andrews	-	Member
Serge Thibaudeau		Member
Steven Van Muyen	-	Committee Coordinator
Kelly Therien	-	Assistant Committee Coordinator

DATE OF LAST MEETING(S): January 2023

DATE OF NEXT MEETING: May 2023

ACTION ITEMS FOR DECISION

1. **PROPOSED DOMINION SPORTS GUIDE AMENDMENT – SECTION 205**

A required amendment to the Dominion Sports Guide was approved by the Dominion Sports Committee in January 2023. The amendment is a complete deletion as the information is no longer relevant. The proposed amendment (deletion) is as follows:

SECTION 205: “To be eligible to participate in an any Senior Championship, the member must be 50 years of age prior to January 1st of the year in which the championship is being held.”

The Dominion Sports Program no longer runs any Senior Championships. Therefore, section 205 has become irrelevant and should be removed from the Dominion Sports Guide.

RECOMMENDATION: It is recommended that Section 205 of the Dominion Sports Guide be deleted in its entirety.

THE WAY AHEAD: COMMITTEE PLANS / GOALS

2. **DOMINION MEMBER SPORTS CHAMPIONSHIPS**

The year 2023 marks the return of the Dominion Member Sports Championships which has created much excitement across the country for our members. The 2023 Dominion Cribbage Championships have already occurred (21 – 24 April 2023) and the Dominion Darts and Eight Ball Championships are under way or will be occurring in the near future. Specifically, the details for both the 2023 and 2024

Dominion Member Sports Championships are as follows:

2023 Dominion Member Sports Championships

Cribbage: 21 – 24 April 2023

Host: Branch #02-015 Men of Vision

PO Box 183 Stn Main, Cochrane, AB T4C 1A5

Dominion Sports Representative: Comrade Brian Weaver

Darts: 28 April – 1 May 2023

Host: Branch #01-265, Aldergrove, BC

26607 Fraser Hwy, Aldergrove, BC V4W 3L1

Dominion Sports Representative: Comrade Norman Scott

Eight ball: 26 – 29 May 2023

Host: Branch #02-104 Innisfail

1-5108 49 Ave, Innisfail, AB T4G 1R1

Dominion Sports Representative: Comrade Keith Andrews

2024 Dominion Member Sports Championships

Eight Ball: 24 – 27 May 2024

Host: Branch #10-051 Happy Valley-Goose Bay

PO Box 335 Stn B, Hpy-Vly-Goose, NL A0P 1E0

Cribbage: 26 – 29 April 2024

Host: Branch #07-033, Shediac, NB

386 Main Street, Shediac, NB, E4P 2G1

Darts: 3 – 6 May 2024

Host: Branch #06-251, Laval, QC

2000 Boul Cure-Labelle, Laval, QC, H7T 1L3

2025 Dominion Member Sports Championships Bid Process

The Host Branch Call for Applications process for the 2025 Dominion Member Sports Championships began in February 2023. A call for applications was communicated to all Provincial Commands, as part of the February all-branch, and on the members website. Applications are due to Provincial Commands in July 2023 and Dominion Command in August 2023.

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

2023 Legion National Youth Track and Field Championships

The 2023 Legion Nationals will take place in Sherbrooke, Quebec from 9 – 15 August. The competition will occur at the Université de Sherbrooke. The Remembrance theme for the 2023 Legion Nationals will be the 75th Anniversary of Peacekeeping. The Legion Teams will be housed at Bishops University. This change from the 2022 Legion Nationals occurred as a result of lessons learned from 2022 (accommodations and food services were inadequate at UdeS).

Future Legion Nationals

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

- A. August 9 – 15, 2023. Sherbrooke, QC.
- B. August 7 – 13, 2024. Calgary, AB
- C. August 6 – 12, 2025. Calgary, AB

2026/2027 Legion Nationals Bid Process

Dominion Command is looking for a host city for the 2026 and 2027 Legion National Youth Track and Field Championships. The bidding process began in February of 2023. The closure of the bidding period will be near the end of July 2023. The host for the 2026 and 2027 Legion Nationals will be selected in the October/November 2023 timeframe.

It must be mentioned that there is significant interest in hosting our event for 2026/2027 and beyond. The dedication and hard work put into the event by the Royal Canadian Legion has resulted in the event growing into a nationally recognized and desirable event to host. For the 2026/2027 Legion Nationals, the Sports Committee has received 10 expressions of interest to host the event. It was encouraging to see the amount of interest in our event and the significant positive reputation it holds within both the Canadian sport community and Canadian tourism industry. With the event having grown in national awareness, coupled with the growth of the Canadian sport industry, the Legion Nationals provides a significant leverage opportunity for the furtherance of the Royal Canadian Legion's strategic objectives. Therefore, the Dominion Sports Committee will put every effort into leveraging the program to further the values and goals of the RCL and showcase our organizations commitment to Canada's youth.

**REPORT OF THE DOMINION COMMAND
PUBLIC RELATIONS COMMITTEE TO THE
DOMINION EXECUTIVE COUNCIL
APRIL 2023]**

File:

Sharon McKeown	-	Chair
Donna McRury	-	Vice-Chair
Paulette Cook	-	Member (QC)
Jack Clayton	-	Member (NB)
Nathan Hoffmeister	-	Member (SK)
Dale Johnston	-	Member (BC/Y)
Rosalind LaRose	-	Member (AB/NWT)
Carolyn McCaul	-	Member (ON)
Law Power	-	Member (NL & L)
Ernie Tester	-	Member (MB/NWO)
John Yeo	-	Member (PEI)
Tom Young		Member (NS/NU)

Nujma Bond	Committee Coordinator
Leah O'Neill	Assistant Committee Coordinator
Dion Edmonds	Assistant Committee Coordinator

DATE OF LAST MEETING(S): April, 2023

DATE OF NEXT MEETING: June, 2023

ACTION ITEMS FOR DISCUSSION OR IMPLEMENTATION

For discussion:

- There have been recent cases of distasteful Branch ads and bookings. The Committee is discussing a plan of action to help ensure information about what's acceptable and what is not, is being shared by regional representatives and read by those who need it.
- National Legion Week needs to be *recognized* as a National event by all, and committee members are currently sharing ideas to promote it. We will need engagement and help from all levels of the organization to make it a successful and cohesive national event across the country.
- Members recently heard a 2022 story of a Branch in BC (Penticton) whereby over \$100,000 was raised by a small community of 3,000 in a single day for flood relief. We invite all Branches and Commands to remember to share such stories beyond their Branches and communities, including with National Headquarters

for further dissemination. It is a chance to make the public aware of wonderful work.

For implementation: *(of the national concept, the details would then need to be confirmed and approved).*

- A 102-year-old Veteran in ON suggested that poppies be planted at cenotaphs. This could be endorsed as a national initiative where possible, if Commands are on board and seeds can be easily obtained.
- BC Command is working on an initiative whereby Branches with large parking lots can host overnight RV parking spots, with a free night for Legion members. It would be great for members and great PR to share news of this as a national “program” if all Commands are on board with endorsing something similar in their regions – understanding that it can only take place where feasible.

**REPORT OF THE DOMINION COMMAND
RITUAL, AWARDS AND PROTOCOL COMMITTEE
TO THE
DOMINION EXECUTIVE COUNCIL
29-30April 2023**

Blaine Kiley - Chair
Mary-Ann Latimer - Vice-Chair
Dom McCumber - Member
Jack Porter - Member
John Cher - Member
Antony Chevalier - Member
Charls Gendron - Committee Coordinator

DATE OF LAST MEETING: 30th March 2023

DATE OF NEXT MEETING: TBD

ACTION ITEMS

The Committee will be tabling the following recommendation to the DEC:

RECOMMENDATION: “The Ukrainian Flag may be displayed at a Legion Branch, if a separate single flag pole, is available for use for any other flags than the Canadian Maple Leaf and those listed in Chapter 9 of the RAP manual, is available to/at a Branch. The decision along with responsibility for/from that decision rests with the Branch and theirs only to take. “

Award submissions since last report of Nov 2022:

COMMAND	MSM	Palm to MSM	MSA	Palm to MSA
Alberta-NWT	1			
BC/Yukon	1			
Man & NW Ont				
New Brunswick	3			
NL & Labrador	1			
NS/ Nunavut	1	1		
Ontario	5			
PEI				
Quebec	1			
Saskatchewan				
Intl USA Zone		1		

**REPORT OF THE DOMINION COMMAND
CONSTITUTION AND LAWS COMMITTEE TO
DOMINION EXECUTIVE COUNCIL
29-30 APRIL 2023**

File: 17-2

Dave Gordon	-	Chair
David Eaton	-	Vice Chair
George O'Dair	-	Member
Bill Chafe	-	Member
Craig Thomson	-	Member
Gerald Budden	-	Member
Randy Hayley	-	Committee Coordinator
Ty Backer	-	Assistant Committee Coordinator

GENERAL

Members continue to review and respond to Constitution and Laws questions by email and telephone as necessary.

PROVINCIAL COMMAND BY-LAW AMENDMENTS

Since the last meeting, the committee reviewed amendments to the By-Laws for NS/NU, SK and ON Commands.

HARASSMENT AND SEXUAL HARASSMENT DEFINITIONS

As harassment and sexual harassment are listed as offences under article 304 of the General By-Laws (GBLs) the committee was asked to consider providing definitions for clarification purposes. Upon review of the official definitions across the country it was felt that as a member focused organization any definition should reference the Human Rights definition vice the workplace definition. Additionally as the Human Rights definitions are provincially regulated and vary slightly between provinces any reference within the GBLs should take this into consideration. Therefore based on this analysis and a general agreement that some guidance was needed the following recommendation is made:

RECOMMENDATION: Add the following definition to article 301 of the GBLs be added, to read: "Harassment or Sexual Harassment: You should be guided by the Human Rights definition within your province or territory."

EXTENDING THE TIMELINE FOR COMPLAINTS UNDER ARTICLE 304.c.i.

Currently article 304.c.i. reads: “To properly lodge a complaint: i. Where a complaint alleges theft or misappropriation of Poppy funds or Legion funds or property it must be lodged within 15 days from the time the complainant has knowledge of sufficient facts of the offence to constitute a valid complaint, regardless of when the alleged offence occurred.”

The committee was asked to consider extending the 15 day timeline as in practice and by definition such criminal behaviour takes time to determine the facts of an incident leaving members aware of the crime but hesitant to lodge a complaint until some clarity is achieved. The need for clarity was recognized as a genuine concern but there was also a concern for ensuring such serious crimes do not linger without some action being taken by the branch - specifically under the article III complaint process. Therefore it was determined that to meet these two requirements a modification to the article 304.c.i. timeline from 15 days to 30 days would be appropriate.

RECOMMENDATION: That Article 304.c.i. be modified to read:

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

**REPORT OF THE DOMINION COMMAND
RCEL COMMITTEE TO THE
DOMINION EXECUTIVE COUNCIL
29-30 APRIL 2023**

File: 26-2-4

**B. Julian - Chair
T. Irvine - Vice Chair
O. Parkhouse - Member
S. Clark - Committee Coordinator
C. Racine - Assistant Committee Coordinator**

DATE OF LAST MEETING: 24 November 2022

DATE OF NEXT MEETING: 26 April 2023

ACTION ITEMS FOR DECISION

As verbally reported at the November DEC, Canada was one of two countries being considered to host the RCEL's 2025 Triennial Conference, the other being South Africa. It is anticipated that this will be the last conference the RCEL conducts.

In February, the RCEL Executive Committee in the UK voted to support Canada as the host location. This was concurred by delegates attending the RCEL's AGM held on 29 March in London.

Canada last hosted the conference in 2005. The hosting of this Commonwealth Conference would bring significant worldwide attention to the Royal Canadian Legion. A potential itinerary is:

Saturday, 28 June	Delegates arrive in Ottawa
Sunday, 29 June	Remembrance ceremony and wreath laying at the National War Memorial
Monday, 30 June	Conference business
Tuesday, 1 July	Attend Canada Day celebration and cultural events
Wednesday, 2 July	Conference business and close of conference
Thursday, 3 July	Delegates depart

The host hotel would be the Chateau Laurier. Our Legion RCEL Committee would develop the itinerary but preliminary discussions with the Senate of Canada (Usher of the Black Rod) have already seen an offer to host a reception in the Senate and arrangements for special seating for the national Canada Day celebration. Plans also call for a luncheon at Government House hosted by Her Excellency.

The hosting budget in 2005 was \$160K and funds would need to be budgeted in 2024 and 2025. There is currently \$42K in a RCEL conference fund; some events would be eligible for Poppy Trust Fund expenditure.

RECOMMENDATION: THAT The Royal Canadian Legion host the 2025 Triennial Conference of the RCEL in Ottawa in June/July 2025.

THE WAY AHEAD: COMMITTEE PLANS / GOALS

1. The Legion provides direct benevolent assistance to Veterans and widows in Antigua (this is a non-FCDO country). In January, the committee approved financial support to provide for a printer and air conditioning for the branch, totaling \$3000 CAD. Substantiation for this request was vetted by Maj Johanna Lewin, the RCEL Caribbean Project Officer. This support was funded through the balance in a RCEL SCOWP fund, thereby not adding to the RCEL support budget approved in November.

In addition, an Administrative Grant of \$3500 CAD was approved to Antigua; this was provided annually by RCEL HQ in the UK through FCDO funds but with Antigua's removal from FCDO eligibility, it is now funded by the Legion.

2. In February, the committee approved financial support to provide computer equipment to Dominica (\$1500 CAD), as well as office furniture, computer equipment and an air conditioning unit for Jamaica (\$9000). Substantiation for these requests was vetted by Maj Johanna Lewin, the RCEL Caribbean Project Officer. This computer equipment will assist with the reporting requirements to RCEL HQ and the Legion.
3. In March, RCEL HQ in the UK approached the Legion seeking additional financial support for Jamaica on an on-going basis.

Jamaica has 27 beneficiaries: 20 Veterans and 7 widows. Currently, FCDO funds cover 78% of the support, with the Legion and RCEL HQ sharing the remainder (11% each). FCDO recently amended their funding envelope for Jamaica, reducing their support to 67% starting in 2023; this left a gap in support. Rather than see a reduction to each beneficiary, the Legion agreed to cost share this funding gap with RCEL HQ. With the amount already allocated and approved for Jamaica, this action required and received approval for an additional \$2154 CAD>

4. The 2024 President's Cruise, 11-22 February, includes stops on islands where the Legion financially supports Veterans and widows and/or provides Poppy material annually: St. Lucia, Tobago, Grenada, and Antigua. Special shore excursions will be offered to Legion attendees at each of these ports.

**REPORT OF THE DOMINION COMMAND
DOMINION CONVENTION COMMITTEE TO THE
DOMINION EXECUTIVE COUNCIL
29-30 April 2023**

File: 19-1

**B. Julian - Chair
O. Parkhouse - Member
B. Chafe - Member
R. Hayley - Committee Coordinator
T. Backer - Assistant Coordinator
S. Clark - Ex Officio**

ACTION ITEMS FOR DECISION

RECOMMENDATION: That the 2024 Dominion Convention Registration Fees be established at \$70.00 per Delegate and \$30.00 for Observers.

2024 DOMINION CONVENTION

The 2024 Convention is scheduled for 24-28 August 2024 in Saint John, NB. Contractual agreements are in place. A confirmation site visit is scheduled for the fall of 2023.

2026 DOMINION CONVENTION

The 2026 Convention is scheduled for 22-26 August 2026 in Winnipeg, MB. Contractual agreements are finalized.

2028 DOMINION CONVENTION

The 2028 Convention is scheduled for 17-24 August 2028 in Saskatoon, SK.

2030/32 DOMINION CONVENTION

A site search is being conducted with a view to host the 2030 convention in London, ON. For 2032 BC is being considered as a location but specific sites are still in the early stages of research.

**REPORT OF THE DOMINION COMMAND
DEFENCE AND SECURITY COMMITTEE TO THE
DOMINION EXECUTIVE COUNCIL
30 April 2023**

File: 82-27

Andrea Siew	-	Chair
Brendan Heffernan	-	Vice Chair
Mindy Pearson	-	Member
Brian Sauvé	-	Member
Dean Young	-	Coordinator
Michael Smith	-	Assistant Coordinator
Carolyn Hughes	-	Observer

DATE OF LAST MEETING(S): 6 April 2023
30 January 2023

DATE OF NEXT MEETING: TBC

ACTION ITEMS FOR DECISION

The Defence and Security (D&S) Committee has one action item for decision. The Background material, the Veterans Ombud letter, is at the appended link. <https://ombudsman-veterans.gc.ca/en/publications/reports-reviews/Merlo-Davidson-Settlement-Compensation>

1. VAC Disability Pension Reductions due to Merlo Davidson Settlement Compensation

In a December 5, 2022 letter to the Minister of Veterans Affairs the Veterans Ombud identified issues of unfairness in the manner in which the VAC is reducing, or clawing back, compensation amounts from VAC disability pensions from RCMP Members who had received compensation from the Merlo Davidson Class Action Settlement related gender and/or sexual orientation-based harassment and discrimination while working in the RCMP. Over 2,300 women received compensation under the settlement, which compensated claimants under one of six “levels” according to the severity of the harassment/discrimination and its effects.

In order to rectify this unfairness in the administration of psychological or psychiatric disability pensions for Merlo Davidson claimants, the Ombud made two recommendations to the Minister of Veterans Affairs:

Recommendation One: that VAC immediately cease disability pension reductions for Merlo Davidson Levels 1 and 2 claimants and issue corrective payments to the women from whom pension amounts have been clawed back.

Recommendation Two: that VAC publish its methodology for determining whether and in what amount Merlo Davidson compensation comprises compensation for a pensioned disability under the *Pension Act*, and barring same, immediately cease disability pension reductions for Merlo Davidson claimants at Levels 3 to 6 and issue corrective payments to the women from whom pension amounts have been clawed back.

Recommendation: It is recommended that The Royal Canadian Legion encourage the Minister of Veterans Affairs to immediately action the Veterans Ombud recommendations and end this unfair practice.

ADVOCACY ACTIONS

2. Definition of a Veteran

The Minister of Veterans Affairs responded in November to the Legion's request to formally add RCMP Members to the definition of a Veteran for commemoration purposes. The Minister stated that they would continue to provide the RCMP with informal recognition. The President sent a follow-up letter on February 7, 2023 to the Minister of Veterans Affairs. The Committee will continue to monitor.

3. Housing Affordability for CAF and RCMP Members

The Legion received a response from the RCMP stating that the issue is important but there was no commitment to address the high cost of housing. However, the CAF announced on March 22, 2023 the CAF Housing Differential Policy replacing the Post Living Differential. This new benefit is based on salary and place of duty. It's aim is to ensure that CAF members will only pay 25% of gross monthly salary for housing. Additionally, CAF announced the construction of new on-base housing units and other measures to mitigate the high cost of housing for junior members undergoing training. The Dominion President released a statement on the new benefit. The Committee continues to monitor the implementation of these new CAF initiatives and will continue to advocate for RCMP Members.

4. Mass Casualty Commission Report

The Mass Casualty Commission released it's final report on March 30th, 2023. The report, containing 130 recommendations, provides a comprehensive and transformative roadmap for sweeping changes to ensure a safer country. The Committee will monitor the implementation of the recommendations.

5. Op Harmony Initiative – CAF Indigenous Youth Programs (5) and the RCMP Indigenous Pre-Cadet Training Program

The Legion Comradeship Awards Program for the RCMP Indigenous Youth programs have been implemented. The committee will continue to reach out to CAF Indigenous Youth Program directors to establish an awards program.

6. Chief Justice Louise Arbour Report on Sexual Misconduct in the CAF – What's next?

The Committee continues to monitor the implementation of the recommendations in the Report and awaits the first report of the Independent Advisor to Parliament on the status of the recommendations and road to implementation which is due in April.

7. Budget 2023

The Government's Budget 2023 was announced on March 28, 2023. There was very little in the Budget to support the much needed recapitalizing of Defence which may be related to the pending release of Defence Policy Update. However, to address the increasing concerns with foreign interference, Budget 2023 proposes \$49 million over three years to the RCMP to protect Canadians from harassment and intimidation by foreign governments. It also provides \$13.5 million over five years starting in 2023-24 and \$3.1 million ongoing to Public Safety Canada to create a National Counter-Foreign Interference Office.

COMMITTEE ACTIVITIES

8. Women in Defence and Security (WiDS)

The Committee attended the WiDS annual breakfast and scholarship award event on 2 March. The event was attended by over 1,000 women from the CAF, RCMP and the defence sector.

9. Conference of Defence Association (CDA)

The Committee Chair and Coordinator attended the CDA Annual General Meeting on 8 March and the CDA Security and Defence Conference 9-10 March. Of note, The Royal Canadian Legion will continue to participate on the CDA Executive for one more year.

THE WAY AHEAD: COMMITTEE PLANS / GOALS

Future plans and actions have been reported in recent Committee minutes and the key highlights are summarized below.

10. CAF Personnel Shortages

Personnel shortages (over 10,000) combined with a changing demographic and expectations of the general workforce have challenged the strength and operational readiness of the CAF. The pandemic and pre-existing shortfalls have also severely impacted the capability to deliver training. These strains are concerning given the force size, experience, and expertise needed for operations.

A recently developed Retention Strategy and CDS Directive for CAF Reconstitution has been developed by the CAF and will be closely monitored for the implementation and results of the efforts.

11. Commissioner of the RCMP

The Commissioner of the RCMP announced her retirement effective 17 March 2023. The Federal Government announced Deputy Commissioner Michael Duheme as the interim Commissioner.

12. CDS and RCMP Commissioner Meetings

In 2022 meetings were held with the Acting Chief of Military Personal and RCMP Commissioner. The Committee was unable to organize a meeting with the CAF Chief of the Defence Staff due to his schedule.

13. 2023 Advocacy Priorities

The Committee's 2023 advocacy priorities will focus on:

- Security related recommendations from the Mass Casualty Commission report
- Operational capabilities and modernization of the CAF
- The Defence Policy Update
- CAF Cultural Change and Op Reconstitution
- RCMP Cultural Change

14. 2023 Visits and Engagement

The Committee is pursuing the following Legion visits/engagement for 2023:

- CAF Chief of the Defence Staff – General Eyre
- Chief Operations Officer - CAF Morale and Welfare Services – MGen (Ret'd) Ian Poulter
- CAF Chief Military Personnel – MGen Lise Bourgon
- RCMP Commissioner - TBC
- RCMP Chief Human Resource Officer – Nadine Higgins
-

15. Collaboration

The D&S Committee will collaborate with Dominion Command and other Legion Committees on initiatives to recognize the 150th anniversary of the RCMP in 2023 and the 100th anniversary of the Airforce in 2024.

**REPORT OF THE DOMINION COMMAND
VETERANS CONSULTATION ASSEMBLY
TO THE DOMINION EXECUTIVE COUNCIL
29-30 APRIL 2023**

File: 10-2

L. Murray - Chair
B. Julian - Vice Chair
S. Clark - Coordinator
C. Hughes - Assistant Coordinator

DATE OF LAST MEETING(S): 23 April 2022
DATE OF NEXT MEETING: Fall 2023 (TBD)

ACTION ITEMS FOR DECISION

The committee has no action items at this time.

THE WAY AHEAD: COMMITTEE PLANS / GOALS

The next meeting of the Veterans Consultation Assembly is tentatively planned for Fall 2023. The format will see presentations delivered in the morning session, with general discussion on areas of interest and common concern to Veterans and organizations completing the afternoon session.

**REPORT OF THE DOMINION COMMAND
GOING FORWARD COMMITTEE TO THE
DOMINION EXECUTIVE COUNCIL
29-30 April 2023**

File: 10-1-1

**B. Julian - Chair
B. Chafe - Member
T. Irvine - Member
B. Lawrence - Member
S. McKeown - Member
L. Murray - Member
O. Parkhouse - Member
B. Weaver - Member
D. Gordon - Advisor
S. Clark - Coordinator
R. Hayley - Assistant Coordinator**

DATE OF LAST MEETING: 27 July 2022

DATE OF NEXT MEETING: TBC

ACTION ITEMS FOR DECISION

No action items for decision.

THE WAY AHEAD: COMMITTEE PLANS / GOALS

The Committee will consider the Draft Action Plan to be proposed by the Op Harmony Committee in developing next steps for EDI within the organization.

**REPORT OF THE DOMINION COMMAND
OP HARMONY COMMITTEE TO THE
DOMINION EXECUTIVE COUNCIL
29-30 APRIL 2023**

File: 10-1-1

L. Murray	- Chair
M. Emery	- Member
M. Fryday-Cook	- Member
B. Lawrence	- Member
J. Mahon	- Member
V. McGregor	- Member
A. Siew	- Member
T. Ross	- Special Advisor, Rainbow Veterans of Canada
R. Thibeau	- Special Advisor, Aboriginal Veterans Autochtones
Rabbi I. Scher	- Special Advisor, Congregation Machzikei Hadas
S. Clark	- Coordinator

DATE OF LAST MEETING: 21 March 2023

DATE OF NEXT MEETING: April 2023

ACTION ITEMS FOR DECISION

Since the Strategy Corp report and recommendations were presented to DEC in November 2022, the Op Harmony Committee has met four times to develop the Legion's EDI Strategic Plan. The attached draft plan builds on the six themes of approach and strategic objectives identified by Strategy Corp and establishes key goals for each one.

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

Following the EDI discussion, and incorporating any resulting amendments into the proposed EDI Strategic Plan, it will be presented for approval.

RECOMMENDATION: THAT the draft Strategic Plan for Equity, Diversity and Inclusion implementation within the Legion be approved.

THE WAY AHEAD: COMMITTEE PLANS / GOALS

Once the Strategic Plan is approved, the Op Harmony Committee will meet to develop a Draft Action Plan; this development will also include the involvement and input of the Special Advisors. The Draft Action Plan will then be presented to the Going Forward Committee for implementation; with that, the task assigned to the Op Harmony Committee will be complete and it will be stood down.

**REPORT OF THE DOMINION COMMAND
CENTENARY COMMITTEE TO THE
DOMINION EXECUTIVE COUNCIL
30 April-1 May 2022**

File: 48-20

Owen Parkhouse	-	Chair
Valerie MacGregor	-	Member
Marion Fryday-Cook	-	Member
Duane MacEwen	-	Member
John Mahon	-	Member
Carol Pedersen	-	Member
Garry Pond	-	Member
Chris Richardson	-	Member
Jean St-Laurent	-	Member
Philip Wood	-	Member
Gail Conrad Davey	-	Member
Thea McEvoy	-	Member
Kandys Merola	-	Member
Larry Murray	-	Ex-Officio
Steven Clark	-	Ex-Officio
Ty Backer	-	Committee Coordinator
Kelly Therien	-	Assistant Coordinator

DATE OF LAST MEETING: 22 March 2023

DATE OF NEXT MEETING: TBD

GENERAL

The Centenary Committee continues to meet periodically to discuss preliminary ideas, planning, and strategies going forward.

ACTION ITEMS FOR DECISION

NATIONAL STRATEGIC PLAN

A strategic plan was developed in order to help ensure that the Centenary Committee can achieve its goals planning for 2026. The document helps formulate an outline to successfully celebrate the 100-year anniversary of the Royal Canadian Legion. A drafted outline was presented to the Centenary Committee and the current version of the plan awaits further direction from DEC.

RECOMMENDATION:

That DEC provides any further direction and confirms the Strategic Plan to be the official plan for the Centenary Committee to define its strategy and direction moving forward. The strategic plan for consideration is attached as an Addendum to the DEC agenda.

**REPORT OF CANVET PUBLICATIONS LTD.
TO
DOMINION EXECUTIVE COUNCIL
29 - 30 April 2023**

O. Parkhouse	-	Board Chair
B. Julian	-	Board Vice-Chair
B. Chafe	-	Secretary
T. Bursey	-	Director
S. Clark	-	Director
T. Irvine	-	Director
B. Lawrence	-	Director
S. McKeown	-	Director
L. Tardif	-	Director
B. Weaver	-	Director
I. Weiser	-	Director

DATE OF LAST MEETING(S): April 30, 2022
DATE OF NEXT MEETING: November 2023

INTRODUCTION

In 2022, Canvet had a slightly better year than forecasted. With the effects of COVID-19 calming, the publishing industry has begun to stabilize and the outlook for 2023 remains positive.

SUBSIDY REVENUE

In 2022, Canvet was the recipient of two subsidies.

The Canada Periodical Fund (CPF) for *Legion Magazine* and *Canada's Ultimate Story (CUS)* totaled \$1,020,896, a 7.5% increase over 2021.

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 2022 and 2023.

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

Canvet also received the remaining amount of \$30,000 from Ontario Creates for the 2022 *CUS* and *Legion Magazine* direct mail campaign. The Ontario Creates awards were allocated over two years, ending in 2021 and 2022 respectively.

At the 2012 convention, Canvet made a commitment to keep the subscription price for *Legion Magazine* at \$9.49 for eight years. Not only did Canvet fulfill that promise in 2020, but it will also extend this obligation for an additional four years. The next convention will be held in August 2024. At that time, Canvet will need a subscription fee increase which will take effect in 2025.

EDITORIAL

Legion Magazine is the leading voice on Canada's military history and veteran's issues. Publishing dozens of articles, including: Our First Force, a look back at the Permanent Active Militia; Building Bridges, Highlighting the engineering corps that repaired river crossings; Night Fighter, how pilot Gordon Learmouth Raphael commanded the Dawn Patrol Squadron; and Faces of Peace, an exclusive photo essay of Canadian peacekeepers.

Future articles in 2023 includes stories on: The Forgotten War, Canada's contribution to the Korean War (May/June); Behind Enemy Lines, the story of how a Canadian recon soldier was critical in the Allied campaign in Italy (July/August); Operation Medak Pocket, considered one of the most severe battles of the Korean War (September/October); The Happy Bomber, the story of a Second World War bomber crew that beat the odds to survive the war.

For the 2023 *CUS* special issue series we have published *1943, The Allies Gain The Advantage* (Winter); *Korea, The War Without End* (Spring); and for the rest of 2023, *The Invasion Of Sicily* (Summer); and finally, *O Canada, 150 Of The Most Canadian Things* (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 2023, 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 207,000 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 Services

Inc., Canadian Safe Step Walk-in Tub Co., HomeEquity Bank, HearingLife Canada, Pocket Pills - Canada's Online Pharmacy, Belairdirect Home and Auto Insurance, Blowes and Stewart Travel Group, MBNA Canada Inc., Ultramatic Adjustable Beds and Mattresses and Pearl Automotive Repair Logistics. 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 gold in the Best Investigative Article category at the Canadian Online Publishing Awards. The article is at <https://legionmagazine.com/en/a-way-forward/>

In March, Canvet staff writer Sharon Adams was awarded the coveted 2022 Ross Munro Award for outstanding reporting on Canadian defence matters. Sharon is the third member of the Canvet team to receive this award with Adam Day and Stephen J. Thorne as past recipients.

Canvet's Award total to date now stands at 37.

CONCLUSION

This report is for information only.

**REPORT OF BC YUKON COMMAND
TO DOMINION EXECUTIVE COUNCIL
29-30 April 2023**

BC Yukon Command is recovering well from COVID-19, thanks, in part, to the financial support of Dominion Command, the Government of Canada and the Province of British Columbia. The donations from all of these entities have allowed Branches to pay monthly expenses without the benefit of Branch operations.

Our Command financial position has taken a hit due to the downward trends in investments. We do see slight improvement over the past few weeks, and hope this trend continues. Having said that, our Command is in a good financial position overall.

Government relations:

- Government outreach is ongoing. Topics of discussion with the Provincial government have been in relation to housing, reduction of government fees for certain services and better share of gaming returns.
- Our Command team has met with members of the government and the official opposition on the above points, with more meetings to come in the near future.

Military engagement:

- Command reps met with the Commanders of both Canadian Forces bases in the Province, those being CFB Comox (Air Force) and CFB Esquimalt (Navy). Discussions centered around Legion programs available to the military, including Veterans Transition Program, Military Skills Conversion Program, PTSD dog programs, as well as Legion membership opportunities.
- We have a good relationship with CFB Esquimalt and one of our branches is conducting branch meetings at a facility on base on a temporary basis while they are redeveloping.

Veterans and senior services:

- We continue to work with local communities in assisting Veterans and seniors with supports and housing.
- 2023 is a Point in Time Homeless Count year, and many branches have reached out to assist in the counts, or have provided information to the canvassers should they come across homeless veterans or RCMP members. We believe there could be over 100 homeless veterans in the Province, however, most seem reluctant to identify themselves.
- We are expanding programs in an attempt to locate, identify and meet with homeless Veterans.

Branch Operations:

- Most branches in the Command are operating in good form.

- There are a number of branches under the oversight of the Branch Advisory Committee. The committee is assisting with governance issues, Executive issues, by-laws etc.
- We have seen a number of Branches struggling to fill Executive positions, and sometimes those positions are filled with people that have a lack of Legion knowledge. We are attempting to work with these branches, and providing training materials.
- We are seeing a lot more Article III complaints come forward as a result of bullying and harassment. These complaints are far more complex than the regular complaints we traditionally have seen. Our Command supports a review of Article III with the hope we can give more guidance and supports to branches as they navigate through these tough complaints.
- Command staff developed materials for new Executive members, and a package is sent to all branch executive members when they register their new executives after elections. This package includes all the information they need to run their branch. i.e. Branch Bylaws, Worksafe information, Liquor Licence requirements etc.

Branch development:

- We are very proud that the Legion Veteran's Village, located in Surrey, is open and operating. This project took over 8 years to complete. The Command, along with Whalley Branch 229 and our many partners we have been able to provide a beautiful new branch for the Whalley branch membership, 91 units of affordable housing with priority given to Veterans, First Responders and their families and a first of its kind Centre of Excellence for PTSD and health care for Veterans, First Responders and their families. The grand opening celebration was held on February 8th and we were happy that Grand President Larry Murray, Carolyn Hughes and Dion Edmonds were able to join us. Comrade Larry agreed to say a few words at the opening and we thank him and Dominion Command for your support of this amazing project. A new charity was formed to support the work of the Centre of Excellence and we are happy to report that BC/Yukon Command was one of the first donors supporting the work with a \$1 million donation to the Legion Veteran's Village Research Foundation.
- We have several other branches currently in different stages of development. Notably:
 - o Branch 254 – Whitehorse is currently in discussions to own 10 units in a seniors building that will be exclusively for Veterans.
 - o Branch 026 – Kelowna, is currently in talks with the University of British Columbia to amalgamate its property into a new University development.

Going forward:

- As we are seeing with national trends, membership is slowly climbing in our Command. Much of the thanks for this trend should be given to Dominion Command for your initiatives to recruit new members.
- We are training members of our Command with the vision of succession planning. We are offering branches support and training to ensure their operations run smoothly and our PEC and staff receiving leadership and conflict resolution training.

Conclusion:

Our Command, the second largest in the country, is working smoothly. Our Command staff, under the leadership of our Executive Director, are doing an amazing job assisting branches with every type of issue you can think of, with as few people as we can. Our Executive Director is keeping our staffing and administrative costs as low as possible, and has been successful in recruiting people with great skills, while keeping a fun and relaxing working environment within the office.

Respectfully submitted,

Craig Thomson
President
BC Yukon Command

**Report of the AB-NWT Provincial Command
To the Dominion Command Executive Council
29 – 30 April 2023**

I bring greetings Comrade Chair and Committee Chairs, from my Provincial Executive Council.

Provincial Convention was held in the City of Red Deer on May 6 -8th, 2022. It was very a successful event. The business of the training sessions and meetings were well attended with members taking a great amount of knowledge back to their branches. I was unable to attend 2022 Convention due to personal circumstances, my Installation as AB-NWT Command President was held later.

We are seeing the effects as Post Covid is becoming reality for Legions. Branches managed through the pandemic and are slowly returning to activities and normality; however, finances and lack of executive body and volunteer members is evident as we move forward. Insurance costs, extreme utility costs and goods in all categories have hit Branches very hard. We are excited to welcome Entegra to our branches.

I was able to attend the 2022 Provincial Ladies Auxiliary Convention in Fort Saskatchewan, AB. The business of the meeting included how to bring in new Members and discussion of holding a Membership Drive. Assistance, Communication and Support between Legion Branches and their LAs was of great importance as the members in attendance voiced concerns of branches shunning or not wanting the LA involved within branch activities. The ladies are very focused on carrying their Command into the future.

Constitution & Laws Committee has been very successful in upgrading all Branch Bylaws. Many branches had bylaws dating back more than three years, deadlines were given to branches in three scheduling's, to comply with updating their bylaws prior to the conclusion of the 2022 year.

Membership has seen a substantial decline throughout the closure of branches. We are gradually climbing in numbers and are seeing a different movement. Younger members are joining our legions, I account a portion of this movement to Dominion Commands marketing tools. The consistent messaging has been very effective throughout the pandemic and to current, that "The Legion is Alive". We did not fade away. Thank you to the Marketing Department.

Poppy Campaigns in our province showed a decline at many branches, I account a portion of this to the lack of bodies to cover all areas of the campaign. Branches were excited to once again, have indoor Remembrance Day Services. The enthusiasm shown by everyone in attendance reminded me of the excitement when our Veterans returned at the end of conflict. Communities became reunited.

Our council has been active throughout the year in keeping our members connected through regular newsletters sent via email. Branches have the opportunity of highlighting events and milestones, along with honoring Veteran's, Special Birthdays and Awards. Connection with our branches and members is a direction we are taking very seriously in our Command.

Ritual & Awards has seen a decline in award applications to honor members that are deserving, hopefully this will increase now that branches are active.

Members have been extremely excited that the Sports Programs are back in operation for 2022/2023 season. Weekly branch sports contribute highly to income received to support monthly expenses. Events were supported tremendously at District and Provincial levels. Teams from branches in the NWT attended cribbage and dart tournaments. Our Command is excited to be hosting two Dominion level events, Legion 8 Ball @ Innisfail, AB and Legion Cribbage @ Cochrane, AB.

It is exciting that Calgary, AB is the chosen location for the hosting of Legion Track & Field in 2024 and 2025. We are in the planning stages, reaching out for volunteers to assist with the event. Our athletes will be proud to compete in their home province.

Training is an ongoing portfolio in our command. We are seeing many new and unknowledgeable members enthusiastic towards legion branch survival; therefore, it is our job to provide the training necessary for branches to prosper. We have just completed a Service Officer and Poppy Training seminar for three districts in our command and will be taking this to other districts soon.

Veteran & Senior Services is highly important for our PEC and branches. Our Service Bureaus work diligently to assist Veteran's with every aspect of their needs. In 2022 a total of \$18,385,212.13 was received by Veterans due to claims submitted by our Command Service Officers. It is often found that there is much more needed for these Veterans than Emergency Funding. Often the assistance transpires into a complete beneficial life change for the Veteran and their success stories shared with us later are heartbreaking, we are so thankful to have helped each of them. Homeless Veteran's is a priority throughout the province. Successfully, the Grande Prairie Branch has located and assisted three homeless veterans recently. Sadly, these individuals do not wish to make themselves known, so this makes our duty much more necessary as they do not find us – we must find them.

In closing, I wish to extend a sincere Thank You to all Provincial Command Executive's, Provincial Staff, Dominion Command Council and Dominion Staff for your commitment and time to continue to assist and grow our organization.

Saskatchewan Provincial Command
Report to Dominion Executive Council
April 29 2023

Comrades,

It gives me great pleasure to bring greetings from Saskatchewan Command and provide you with our report.

Veterans Services and Seniors

Over the past couple of years, this committee's focus has been putting a stronger emphasis on direct supports to Veterans and their families. Our Provincial Service Officers have seen an increase in RCMP claims and funding requests. This is partially due to the relationship that has been developed with the local SOSI co-ordinator. A lot of what we hear is RCMP are completely unaware that we can help them.

Recently there was a round table discussion held in Moose Jaw. We were able to hear some of the concerns from Veterans and care givers. First one being that the VAC offices are still not fully open. This is disappointing as many of these veterans want to be seen face to face. The inability to do so, causes them to stay in their homes and not seek support. Length of time is always an issue. There was a brief discussion on Bill 225 relating to ending Veterans Homelessness. Some felt there wasn't being enough done about this in order to achieve targets. Although for mental health treatment benefits are being provided upon application, some still feel that it could be expanded for all significant claims where treatment up front will have a more positive outcome if treated right away vs waiting until a decision is made.

When it was announced that there was a billion dollars unused, and the minister stated there isn't enough veterans asking for benefits, the attendees were in disbelief as the back log is so large right now. It isn't about the number of claims being asked for, it's about their inability to adjudicate claims in a timely manner.

We continue to spend time on advocacy. Last year we were able to convince SGI to modify Veterans License plate eligibility to include all RCMP. We are now in line with Alberta's eligibility. We also reviewed the Social Services Benefits Manual to determine that anyone on the SIS (Saskatchewan Income supplement) program receive exemptions for pain and suffering benefits from VAC. This program is essentially social services. This, however, wasn't necessarily being followed. At the same time the SAID (Saskatchewan Assured Income for Disabilities) did not have the same exemptions. The Ministry of Social Services agreed with us and made the change in September. Although they didn't notify us until the new year, we still take that as a win. Our next task is to request the province implement a rent increase limit for landlords. Although this will be for all citizens of the province, we are using a specific case of a Veteran in Regina who's rent is set to go up by 33% in the next 6 months.

Our PSO's are working on developing Branch Service Officer training. Hopefully we can have that all completed by end of summer.

Poppy and Remembrance

During Covid we had a few issues with our Poppy Campaign. Much like rest of the country, some areas saw a drop in donations. Although we did see some areas improve, for the most part we saw a decrease. Many businesses have their plastic barricades up. This reduces space and ability to have a tray out. The tap and pay concept could be a solution. However, the majority of our branches are in rural settings with internet connections that are very weak. Some branches felt they could leave the boxes out, much like traditional trays. It became evident that you generate more donations when you have a Legion member present. Many branches may not have the volunteer ability to make this happen.

We are communicating with Federated Co-op to see about having their retail locations set up for taking donations via their POS terminal. We will be working with the Dominion Poppy team with this. Co-ops are an integral part of the prairies. They have locations for fuel, agro, groceries, liquor, pharmacies, and even hardware. We are hopeful that we can get this running for this year's campaign.

Membership

I am very concerned with non renewals and declining membership within Saskatchewan Command. Our membership Committee has been tasked to run a membership drive. This is still being worked on, so there isn't much to share in terms of what it looks like, but the goal is to raise awareness of the Legion and to increase membership and volunteerism. We have discussed a number of options and ideas. It will ultimately come down to the Committee to determine the best course of action.

Public Relations

We have introduced a quarterly newsletter that anyone and everyone can sign up for. We ran our first edition in February. Our goal is for it to be quarterly, but that will adjust based on readership and content. The goal is to also ensure there is content related to Veterans issues. We are still working on the balance as it is still new. Nonetheless, we encourage you to sign up. Just go to our webpage www.sasklegion.ca and fill in the subscribe form.

We recently had some negative and defamatory social media posts which we have had to deal with. We retained a lawyer for guidance. We cannot gauge the impact of these posts. We are working towards repairing the damage that was done. We will be following the lead of Dominion public relations team on this matter.

In 2021 we partnered with FP Genetics to name varieties of seed after veterans. Mainly they produce cereal grains such as wheat, barley, oats etc. However, they also have a few lines of peas. Recently Douglas Schrader was named after a durum. This particular grain will be 50% of the durum market. Durum is commonly used in the making of pasta. You most likely have consumed food containing their products as they are shipped around the world. This is unique way to honour veterans and a genuine story on how they still provide for us today, even for those that are no longer with us.

Youth

We will once again be hosting our provincial track and field camp in July. Before Covid we had seen the highest number of attendees in nearly 20 years. Last year, being the first year back we didn't get the numbers we were hoping for, but were still sufficient. We expect that it may take a couple years to rebuild it back.

Team Saskatchewan's experience in getting to the Nationals last year was not very positive. The travel to Montreal took 2 days with some really awful service from the airline. 4 of our team members did not receive their luggage until they left Montreal to come home. Overall, it was an experience that you take and hope it never happens again. I would like to thank Steven Van Muyen for his patience and assistance to our team.

Saskatchewan Branches continue to be very supportive to Cadet Squadrons. Their presence and assistance at our parades and events is very much appreciated.

Saskatchewan Command is very pleased to have a candidate preparing to participate in the 2023 Pilgrimage of Remembrance.

Sports

Our sports program is once again up and running. We hold provincial events in Curling, Darts, Cribbage, 8-ball, bowling and golf. We are looking into adding shuffleboard to the program as well. Participation has dropped significantly in all events. It is hard to say why. The Sports committee is asking for the thoughts and opinions of past and present participants to gain insight into the reasons and solutions to this problem.

Leadership and Development

In 2020 before the pandemic, we were able to deliver leadership seminars in each of our 4 Districts. They were well received. However, that is now 3 years ago. So much has changed in our world. Many of the branch officers have changed since then. The leadership committee is working toward providing some in class sessions. We have applied for a grant to help cover the cost of setting up e-learning as an option. This will make the seminars more accessible, year-round and open to anyone wanting to learn. For those members who want to be more active but cannot commit a weekend, they would then be able to do it from home. Until we hear about the grant this remains a general concept.

Conclusion:

Saskatchewan Command has a great deal of work to do and growth to achieve. Too many Veterans are hurting. It remains our mission to advocate for them and to work towards ensuring a more enriched life for them. We can only achieve this through reaching out to them and providing a hand up.

To sustain our presence and maintain our great work, we will need to engage with our branches, empower action and encourage interest and growth.

Respectfully submitted,

Carol Pedersen, President Saskatchewan Command

MBNWO Provincial Report

Comrade Chair and Comrades,

The past nine months have been extremely busy and a learning experience. This has truly been a pleasure.

On June 4th Charlyne and I had the pleasure of going to Roblin to a Rededication Ceremony of their Cenotaph. They had 7 Veterans whose names were not on the Cenotaph but they are having these names added on to it. The day was very emotional. The families of the Veterans spoke on each of the individuals and their commitment. A nice barbeque was served afterwards.

On June 25th we had the pleasure of attending the Fort Garry Branch Grand Opening. This was very well organized. A marvelous job was done on the renovating of this building. We loved the idea of all the windows as this made it very bright inside the Branch. As always hospitality and Comradeship were excellent. After the speeches and ribbon cutting a nice lunch was served.

July 22nd had us going to the Belgium Club for a Rededication of the Belgium War Monument. They have a smaller Branch but they have some very dedicated members who did a lot of work to organize this event. Again we had a lovely lunch after the speeches.

From August 20th to August 23th we had the privilege of going to Pleasantville, Newfoundland. It was their 67th Provincial Convention. Their Convention is on a much smaller scale than ours. There were no elections. All Comrades who let their names stand were acclaimed. I have never seen that happen before. We were very well looked after. We took a cab to the Legion to register and after that we had a wonderful couple drive us back and forth to the Legion. They also went out of their way and after our suppers they took us to see some of the attractions. The food and hospitality were fantastic.

On September 13th we were invited to the Neepawa Ladies Auxiliary 90th Anniversary. As we all know without the Ladies the Legions would be in trouble. This is quite a milestone and they deserve a lot of credit. A light lunch was served after the speeches.

September 17th had us heading to Birtle for a Dedication service in honour of Lieutenant-Colonel Lockhart CM, DSO, ED. He joined the 12th Manitoba Dragoons at the age of 16. During the Second World War he transferred to the 1st Battalion, Royal Winnipeg Rifles. He was one of the few Canadian soldiers to be chosen for special training in battle drills at the elite British Army School of Infantry at Barnard Castle. He was promoted to acting Major in February 1944. At age 27 he was promoted to Lieutenant-Colonel. He was awarded the Distinguished Service Order. He described the landing on D-Day and the defence of Putot-en-Bessin as the worst days of the war. After the War ended he returned to Birtle. He passed away on October 21st at the age of 88. There was a wonderful turnout for the unveiling of the Memorial. After the Ceremony everyone was invited back to the farmstead where one of his family members still lives. She put on a fabulous lunch for all of us.

We were off to Selkirk on September 18th to attend The Dufferin Gang Memorial Dedication Services. The dedication was for 31 men and women who lived on the same block on Dufferin Ave. who all volunteered for service during World War II. This is believed to be the highest concentration of military services personnel from one block. After the unveiling of the Memorial lunch was served in the Branch.

Monday September 19th there was a service of Thanksgiving for Her Late Majesty Elizabeth The Second which was held at Cathedral Church of St. John. The service was very multicultural. The Vice Regal Party led by Cathedral Wardens and Pipe Major Dan Locke, The Queen's own Cameron Highlanders of Canada. There was a welcome from the Dean. The Chief Glenn Hudson spoke. Following this the Spirits Welcoming Song offered by Warrant Officer Robert-Falcon Ouellette and sung by Warriors of the Royal Winnipeg Rifles which are the only Indigenous drum group in the Canadian Armed Forces. The Psalm was sang in Hebrew by Tracy Kasner. Her Honour Janice C. Filmon

read the first lesson. The Honourable Heather Stefanson read the second lesson. The Most Reverend Albert LeGatt of St. Boniface offered Prayers. The Right Reverend Geoffrey Woodcraft Bishop of Rupert's Land gave the Sermon. This was a privilege to attend a service of this magnitude.

September 24th we attended the Lac Du Bonnet Veterans supper. We enjoyed a beautiful Roast Beef supper.

On October 1st I attended District 4 Council Meeting in Carmen. There was a nice turnout. Some good discussions and feedback were heard. It was nice to attend another District's meeting.

On October 27th I presented the first Poppy to the Lieutenant Governor of Manitoba Anita Neville.

November 5th had Charlyne and I were off to attend a Veterans Dinner at the Stonewall Branch. The Ladies Auxiliary gave them a \$10,000 donation.

November 11th CTV did an interview at the Fort Garry Legion with 4 of us speaking about Remembrance Day and the importance of the Poppy. Then I attend the Remembrance Day Service at the Convention Centre in Winnipeg. At the Service I laid a wreath for the Royal Canadian Legion. Comrade Roland Fisette escorted me to lay this wreath.

I attended 2 Zoom meetings for Poppy and Remebrance whih were on October 13th and March 21st. Many items were discussed and all were very important. One item that stood out was the allowance for Veterans increased from \$25 to \$35.

The Public Relations also had 2 Zoom meetings which were held on February 2nd and April 6th.

We had 2 interviews with Global and one interview wasn't great as there were things in it that I had not said. The second interview was much better. They also did an interview at the West Kildonan Branch which went very well. The main topic in the interview was about getting the young Veterans more involved by showing them respect and making them feel welcome in the Legions. Also thanks to the Past President Ronn for his interview about getting the City of Winnipeg on board for free parking for the Veterans.

I attended District 2 meeting at Virden on March 26th and District 4 meeting at Fort Garry Branch on April 1st.

I would like to Thank Dawn and all the Council for all the support. I am very fortunate to have a team of your calibre.

Respectfully

Ernie Tester

President **MBNWO**

Ontario Command
Provincial Presidents
DEC Report
April. 29-30th. 2023

Comrades All.

Since our DEC Meeting last October this last 6 month period has seen an avalanche of BOT's and BFA's having to be installed in far too many of our Ontario Command Branches, glad to say though that many proved successful and garnered the results we were hoping for. This along with a very slow response in sending in their annual Branch Inspection Reports to the Command Office, which was repeated again in the sending in of their Annual Poppy Reports. No real explanation for either other than more than likely a lack of experience with many of the Branch Executive Committees and Poppy Chairs which shows us just how desperately training is needed for many of our members and which also might encourage others to step-up. Definitely a work in progress.

On another rather disturbing note was the number of Art. III complaints that we are receiving, or should I say, attempts at Art. III complaints. The majority we are getting are refused for Not Being Properly Lodged and Not Valid in Accordance with Art. III. This is something we need to take a serious look at, which I'm glad to see we are. More emphasis in my opinion needs to be put on attempting mediation before filling out an Art. III. In many cases the issues are just personality conflicts that can be resolved just by sitting around a table and talking and finding a solution that way. The end result is usually longer lasting, an Art. III just seem to stir up the anger even more between the two parties. Maybe that's just my opinion but I'm sticking to it.

Now on the bright side it is good to see our Branches once again fully open and doing business once again after that lengthy covid lockdown. Unfortunately for some it has been a struggle to return to the same levels of business that they were achieving before covid struck but hopefully time will help to correct that problem, if they can hang in long enough. This quiet spell also gave many Branches the time to renovate their facilities or some to move altogether to a smaller building somewhere else. There were a few positives that came out of this pandemic.

I can't say enough about our Leave the Street Behind Program, I constantly remind our members that they need to stand proud for being a part of such a successful initiative which keeps growing and expanding on an almost daily basis. New partners coming onboard help to increase our capability of what we are doing as regards to keeping our

veterans off the streets. As of yesterday we have assisted over 1082 veterans who were homeless or near homeless, in 194 different communities across Ontario, and 122 of those are women. Remarkable numbers but there is still a lots of work to do. We are trying to have a reliable contact in as many urban centres throughout Ontario as we possibly can so we react quicker and get the help they need sooner rather than later.

I realise that Zoom and Teams have become a very important part of our lives as regards to having meetings and discussions, the cost savings alone speak volumes but, there's always a but, you still can't beat that face to face get together especially when you are talking results and positive ideas. Unfortunately there are too many distractions around, it is too easy to just get up in the middle of a discussion and do something else thus missing maybe some vital information. Regardless they are around to stay and will play a vital role in our future.

Currently I have 9 Branches that we are waiting on to see how their elections turn out, hoping that they may elect some competent members to run their branches and an executive that we can work with. Succession Planning is something we need to work on, at all levels, if we are to continue as a successful, viable organization, well into the future.

Looking forward to a productive weekend.

In comradeship

Derek Moore
Ontario Command
Provincial President

La Légion royale canadienne
Direction provinciale du Québec
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ANNEX BB TO
DEC MINUTES
29-30 APRIL 2023
The Royal Canadian Legion
Quebec Provincial Command
105-2727 rue St. Patrick
Montréal QC H3K 0A8

☎ 514 866-6303

Royal Canadian Legion Quebec Command
Report to DEC
April 29-30, 2023

Comrades,

You would figure that after 20 years at DEC that it would be time to retire, but nooooo, I'm back!

Please accept my report as follows:

It has probably been reported already but I am so proud of my new Executive that I would like to give you their names once again.

As of the Quebec 2022 Provincial Convention they are.

President	Thomas D. Irvine CD
1 st VP	William Howe CD
VP	Mary-Ann Latimer
VP	Luc Fortier CD
VP	Terrance Deslage
Chairman	Susan Donnelly
Treasurer	Norman Shelton
IPP	Kenneth Ouellet CD

I am proud of the senior elected officers of Quebec Command. We have a solid mix of veterans and civilians that are working well together with both our civilian and veteran communities.

Quebec Command in 2023 is doing well. Not as well as we could be but better than we have been. Committees are doing well and we have even created 2 new committees that are doing outstanding work. They are the Arbitrator and Stolen Valor.

The arbitrator was created as an intermediary when a branch is in trouble with petty in- fighting and squabbling. Their job is to go into a branch, sent by the provincial

president, to regulate the problems and report back to the provincial president. Usually, the arbitrator sorts the problem, and no further action is required. So far, this position is battling a thousand, 3 branches with problems, 3 problems solved.

The Stolen Valor committee has been created and it is enthusiastically chaired by a veteran. The committee has already been investigating a few minor points through-out the province.

As I stated earlier, all committees are working well and we have already had a sub-executive meeting and a PEC meeting is scheduled for May. My goal has been and will continue to be, to teach the sub-executive members and their district commanders and I would probably say all the leaders in Quebec Command, how to do their jobs properly and to return the Legion's good name back into the communities as it once was, with proper Leadership.

My Team and I are looking forward to the up-coming challenges. We have the right people in the right places, and we are united.

I so move my report,

A handwritten signature in blue ink, appearing to read 'Thomas D. Irvine', written over a horizontal line.

Comrade
Thomas D. Irvine CD
President Quebec
Command April 10, 2023

Head Table, DEC Members and Directors.

3 years ago 11 March we were confronted with COVID. Hopefully it is gone and never return. It brought the world to a stand still and over 30,000 Canadians have died from this. Global pandemic has played a great part on our branches, veterans and members.

It has been fairly busy since our last DEC meeting 26 Nov. 2022. I was involved in an appeal hearing of another command. I was also involved in a couple of P&R zoom meetings with the P&R committee.

We are entering our Dominion sports competition with the cost of increased air fare for 2023. Dominion command has agreed to pay a cost for flight of up to \$ 700.00. I am unsure when this agreement was made.

Since the Pandemic everything has increased in cost. I am hoping that there can be negotiations for 2024 competitions that there be no cap put on air fare cost for Dominion sports competition.

This will be my last DEC meeting as our Provincial Convention is in Sept. I have met some great people here at Dominion house and from our other provinces. Thanks for all the great memories .

I wish all future leaders great success Provincial or Dominion.

Stay Safe

Lest We Forget

Respectfully Submitted

Daryl K Alward

Provincial President

RCL N.B. Command

Nova Scotia/ Nunavut Command
Dominion Command Council Report

Comrades,

It has been an honour and privilege to serve as representative of Nova Scotia/ Nunavut Command on Dominion Command level. I would like to take the opportunity to thank everyone at Dominion Command for their kindness and support extended to me as NS/NU Command's representative. I have gathered valuable information, experience and developed noble friendships throughout my term. I want to extend many thanks to Dominion Command, staff as well as the Executive Director Comrade Steven for extending support to NS/NU Command this past term.

We are in the financial stages of the planning for our convention. Unfortunately, there has been some bumps in the road as we continue to put the final preparations in place. Due to issues beyond our control, the hosting Branch could not accommodate the convention at their building, thankfully a neighboring branch was incredibly supportive with the host Branch and has offered their building. That speaks to the friendship established over the years.

As President of NS/NU Command have acknowledged the mission statement at each function that I attend, as well as acknowledged all Veterans in attendance, I also expressed great thanks to the Veterans on behalf of NS/NU Command, Executive Council, staff, and members. To the Branches that I had to visit due to conflicts, the "Mission Statement" was stressed to all. I believe that it is extremely important that when we get the chance that we need to make sure to thank the family for supporting our members as they continue the hard work for our Veterans. It is the family; without their continued support we may not be as productive.

We continued to meet via Zoom with most of our committee meetings as a cost saving measure. This avenue has proven itself to be successful during covid, which enabled us to conduct the business of command and for that reason we continued to join in that form.

Another great aspect of Zoom, the Sub Executive have been able to visit each District meeting throughout the year. The reason for doing so, was to put a face to a name for members who attended the District meetings. We feel this is a wonderful opportunity for members to meet the Sub Executive also, what role we have within Nova Scotia/ Nunavut Command. At these meetings, the membership could ask questions or make suggestions that they feel need to be addressed. We held round table discussion with the District Commanders and the Zone Commanders throughout this term so that we can have discussions on agenda items and concerns raised.

These meetings are valuable so that all levels are on the same page and receiving the same information that must be discussed. At these meetings we were able to discuss for instance the Standardized Bylaws and the Policy book so that if the membership had questions, we could address them together. While this is a new venue, we will continue to promote this round table discussion so that if there are areas of concerns, we can all support each other.

Great thanks go out to the Leadership and Development Committee for continuing to create videos for the purpose of training. There continues to be a need for training, and we encourage the membership, if they want specific training in an area, reach out and it will be facilitated. The training will be provided via Zoom in every Branch that has Wi- Fi.

The monthly financial reports have improved, we are thankful to the District and Zone Commanders for reaching out to the Branches. We continue to support the Branches if they are struggling with completing these reports, they reach out to their Zone Commanders. If the Zone Commanders and District Commanders cannot answer the questions, the Treasurer of NS/NU Command is always available to assist.

We have been truly fortunate with the grants again this term. With great thanks to our Executive Director, Comrade Valerie Mitchell-Veinotte who continues to monitor grants that would be beneficial to us. The most recent grant was the CFAL grant which is intended to improve access, affordability, and literacy as it relates for food. The LCAP grant for our Branches as well this term was released for those Branches that need assistance. If any Branch requires assistance filling out the forms for grants, we have members who are available to assist.

We have compiled a spreadsheet of all Branch Charters and dates where on the anniversary of the 25,50,75 and 100 will be recognized by NS/NU Command. We congratulate those Branches that have celebrated these milestones and thank them for keeping their doors open for our Veterans and members.

This term we have the pleasure of welcoming new employees to our Command. While we have had challenges, we have worked through them as a team, each helping whenever and however we could. Our Executive Director Comrade Valerie Mitchell- Veinotte was able to help us as we navigated through this challenge. Also, the staff have worked extremely hard this past term assisting Veterans and members when they could. The staff is under the supervision of our Executive Director Comrade Valerie Mitchell-Veinotte and from all accounts, the command office is working very well together.

As the restrictions of covid has eased, the complaints have been moving forward. The Complaint committee has been busy dealing with the issues. With our "new world" there seems to be more issues however we are thankful that with mediation in some cases, the resolve is positive, and we move forward on a positive note.

NS/NU Command has formed a Centenary Committee with IPP Comrade Marion Fryday Cook as the Chairman and I as Co-chairman. Each District has put forward 2 members to sit on that Committee. We will be meeting and forming a plan in conjunction with Dominion Command's Centenary Committee. The work that will be done by this committee will be extensive with having each District moving forward with the same projects.

Comrade Laurin, District G Commander presented our Executive Council with a coin that he designed and commissioned to commemorate the 20th Anniversary of the amalgamation of Nova Scotia and Nunavut Commands. As President of NS/NU Command I presented the meeting a Command plaque that displays the names of the Immediate Past Presidents who have served under the title of Nova Scotia/Nunavut Command since its memorandum of agreement.

As some of you may know, our Executive Director, Comrade Valerie Mitchell- Veinotte had submitted her resignation letter August 16th, 2022. Comrade Valerie will be retiring in September, NS/NU Command will certainly miss her and her supportive ways.
Comrade

Valerie will be leaving the role as Executive Director and will take on the full time roll as Nana to a beautiful little girl who just wants to dance all the time. We certainly cannot compete with that level of happiness.

Comrade, as this is my final report as President of Nova Scotia Nunavut Command, I have leave you with this thought as we move forward. As new members come on board, learn all that we must learn, form strong connections with the expectations of holding firm with the theme of our convention which is:

“Honour and Remembrance Today and Everyday Forward”

Yours In Comradeship,

Donna Mc Pury

President

Nova Scotia/Nunavut Command

The Royal Canadian Legion

Royal Canadian Legion – PEI Command
Provincial Presidents report
May 2022 to Nov 2022

Comrade Chairman, Comrades,

The past 6 months has certainly been a steep learning curve. Thanks to the help of past President Duane Things went smoother than maybe they should have, As you know our convention voted to discontinue support of National track and field starting in 2023. I spoke with comrade Steve van Muyen and committed to working together over the next 3 years to develop a plan to present at our next convention that will make this issue more acceptable to our membership.

The full council meetings that were held since the convention were quite positive with a team attitude prevailing. We have some work to accomplish over the term and this council is willing to do the work.

With Covid 19 pretty much behind us, our branches are doing ok. The next big hurdle is the insurance premiums double or tripling for our branches. This will be a hardship for sure and will put some branches on the brink of failing. The question we must ask is if there is anything that can be done at the national level?

Remembrance activities;

- All branches received their orders in a timely fashion.
- Some complaints received of wreath quality.
- Attended numerous remembrance activities including a wreath laying ceremony hosted by our indigenous community.
- Presented the Lt. Governor with the first poppy of the season at PEI Government house.
- Attended Remembrance ceremony at Stratford .

Other activities.

- Attended the Ladies Aux convention. Installed the officers.
- Presented students with National prizes for poems.
- Presented Prince County hospital with a \$3000.00 donation
- Presented an award at the Atlantic Police Academy grad dinner.
- Presented the Poppy seminar at Summerside Legion.

At our Convention we passed a By-law for a Command Sgt at Arms. This position has been filled and we are working on a training program for our branch Sgt at

Arms. We are hoping to have a central pool of comrades for a colour party to ensure our comrades have a proper attendance at funerals and parades. Lots of work to be done.

We have just had the housing project initiated by Comrade Duane approved by all our branches. We are now moving forward with the study.

There has been a request from our Miscouche Legion to have one of their members selected as the Silver Cross mother for 2023. Kathleen Bulger's son Nicholas was killed in action in Afghanistan July 3rd 2009. The application was submitted in Feb.

Recently I was approached by a veteran who had questions about service dogs. I asked some questions on this with no success. Is there support for this program? Is there a MOU regarding our relationship with VAC concerning our Command Service Officers? It seems we are taking on more of their workload and expenses with regards to office supplies and milage. I would like to discuss.

We certainly have lots of challenges ahead of us at PEI command and we have the team in place to accomplish them.

J.L. Maclsaac
President
RCL
PEI Command

**REPORT OF NEWFOUNDLAND AND LABRADOR COMMAND
DOMINION EXECUTIVE COUNCIL
APRIL 2023**

General

Newfoundland Labrador Command has continued normal operations during 2022. We held face to face PEC meetings throughout the 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.

Branches

We have 44 Branches in our Command and approximately 4,000 members. Branches struggled through the pandemic, however, seem to be back on track for the most part. Through the past year we did lose one Branch due to membership and financial issues.

Provincial Convention

The Provincial Convention was held August 20th to 24th, 2022 at Branch 56, Pleasantville, in St. John's. The next Provincial Convention is scheduled for 2025, location and dated are TBD.

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.

Provincial Command Service Officer

Data for 2022:

1. First Applications completed (23)
2. Departmental Reviews (2)
3. VRAB Reviews (0)
4. VRAB Appeals and RFRs (Dominion Command) (2)
5. Number of Veterans counselled out/claims withdrawn (4)
6. Information and SCAN Seminars conducted (0)
7. Field visits to Branches (number of branches) (3)
8. VIP Applications submitted or WI for VIP (5)
9. The Central Poppy Trust Fund held by NL Command provided assistance in 2022 to the sum of \$35,243.

Branch Service Officer training has been a huge success over recent years; however the training did not take place in 2022. This training will start up again in 2023.

2022 Provincial Command Pilgrimage to Europe

Planning for the July 2022 Pilgrimage / Tour of the Trail of the Caribou was considered, however with the safety of the participants at the forefront, it had to be canceled because COVID-19 made it risky and dangerous to travel safely. The 2023 Pilgrimage is presently in the planning stages and scheduled for June 27th – July 5th, 2023.

Youth Track & Field

Unfortunately, in 2022 due to COVID-19, the Provincial Track & Field event was canceled and NL Command opted to not participate in the National Track & Field event. This program is full steam ahead for 2023 and we look forward to send our youth Track & Field team to the Nationals.

Poppy and Remembrance Committee Report

The Poppy Campaign was started again this year with the presentation of the first poppy to Lieutenant Governor, Judy Foote at Government House. We then proceeded to Confederation Building and held our first Fly the Flag of Remembrance ceremony in the past 3 years. It was a success and we will be continuing this event in 2023.

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. In total NL Command has 564 entries.

Education Committee

This committee consists of Philip Wood and Leslie Forward. The Committee is responsible for reviewing all applications for the Provincial Bursaries and to select the recipients in each category. Newfoundland and Labrador Provincial Command gives 2 bursaries of \$1000 to first year students and 2 bursaries of \$1000 to second and subsequent year students. The criteria for each bursary is basically the same, the student must be the son/daughter, grandson/granddaughter or great grandson/great granddaughter of a Veteran. They must be enrolled in a university or college program and they must provide their last year's marks, letter of acceptance in a program and financial status.

Centennial Committee

A special committee was established by Provincial Command who are meeting regularly with the Government of NL as well as other groups concerning the restoration of our National War Memorial. They are also working towards the development of proper protocols and logistical requirements regarding the return of our Unknown Warrior from France. The efforts of this committee will come to fruition on July 1st, 2024, for the 100th anniversary of our National War Memorial ceremony.

Remembrance Day

The Remembrance Day ceremony was back to normal at the National War Memorial in 2022, with a parade, a huge crowd and several participants laying wreaths. The National War Memorial will be under construction for several months this year in preparations for the 100th Anniversary in 2024. Due to this, Remembrance ceremonies will be held at an alternate location as required.

Veterans Service Recognition Book

We have published Volume 22 in our series of Veterans Service Recognition books. This project was once again successful from both a financial and community perspective. We continue to get support from Veterans and their families regarding the submissions of photos and information to go with them. We are currently seeking photos to be published in the next edition.

Social Media / Email Management

We currently have a web site, twitter and Facebook accounts for NL Command and publish information on them from time to time for our Branches and the general public. Our web site has recently been updated and is still in the process of being finalized.

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. These are changing times and I feel confident with the people and support around me in Newfoundland and Labrador Command.

Gerald Budden
President
The Royal Canadian Legion
Newfoundland Labrador Command

TVS Report DEC meeting April 2023

TVS BRANCHES

DR Harold Anderson Branch #78 TVS, Saskatoon, Saskatchewan
Marguerite Wolfe, President

Hugh Farthing Memorial Branch #52 TVS, Calgary, Alberta
Marilyn Bushell, President

TVS Branch #44, Vancouver, British Columbia
Heddy Bing, President

Shalom Branch TVS #58, Vancouver, British Columbia
Danny Redden, President

Post Pandemic

TVS Branch's are again fully operational and conducting business as usual per pre pandemic and all Branches are now holding regular meetings and activities.

Due to the adverse impact of the pandemic, all Legion Branch's membership numbers fell victim to branch closures. All of TVS are striving to renew their connectivity to current and lapsed members and striving to increase membership numbers to pre pandemic levels and beyond.

Though membership numbers have impacted the various Branch's, the goals and objectives of TVS remain the same, namely to provide resources to aid those Veterans and families as well as to the community at large afflicted with respiratory illness.

TVS does so in the following manner

Respiratory research

Tuberculosis research

Respiratory Therapist education awards

Support for existing TB Units across the country

Through the TB Vets Charitable Foundation and it's Key Tag program, established by Legion Branch 44 Veterans of the WWII in Vancouver, one million dollars annually is provided to hospitals for much needed respiratory equipment as well as resources for the objectives listed above.

It should be noted that TVS not only provides funding for the community in which it resides but also for the Province as a whole in which they serve.

Never has the need for the resources that TVS provides been more evident than during the course of the Pandemic where respiratory ailments and treatment became paramount.

TVS is currently in the process of documenting and archiving its over 100-year-old history, having been established in 1917. Much of that process has been the recovery of original documents delineating TVS' relationship within the RCL beginning in 1926. It is the hope of TVS to aid in clarifying the ongoing relationship TVS has within Royal Canadian Legion.

Yours in Comradeship,
Peter Merola
National TVS President

BSO Legion OSI Special Section Report

April 2023 report to DEC

Comrades I am very pleased to update you all on the comings and goings of the BSO Legion OSI since my last report in April of last year.

Our elections were delayed but were held in December of 2022. There were no elections held, and all previous Executive Members were acclaimed. As no one came forward to run for the Secretary position, the executive appointed a member to the position. Our Executive now consists of:

President: Comrade Trevor Jenvenne

Immediate Past President: Comrade Jill Carleton

Chair: Comrade Crystal Cook

1st Vice President: Comrade Darren Reid

2nd Vice President Comrade Michel Bonenfant

Treasurer: Comrade Sheila Clayton

Secretary: Comrade James Le Roy

This term will run for a three year period to get back to the normal election schedule.

The new executive has committed to a good governance and “Getting Back to Basics” approach. All aspects of the operation of the Special Section will be studied, and codified. We will be redoing our Section By-Laws, to ensure they are not only consistent to the General By-Laws, but also address some of the issues that could arise due to the needs of the membership. We are going to ensure that our programs are being operated effectively and efficiently, and that the funds donated for those programs is handled according to the applicable manuals.

We will continue to seek out new and innovative mental health programming, while improving service delivery and operation of programs we already administer.

Buddy Check Coffee is growing at a rapid rate. This simple program is taking off across the country, with new locations coming online weekly. Operation Vetbuild, is still in operation, and showing positive growth as well. Going forward we will be looking at both of these programs being administered under one umbrella which will be named Veterans Initiatives. This will ensure that proper allocation of resources, and training across the country for our hosts. Speaking of training, we are currently working on a power point which all of our hosts will need to complete to host our programs. This will

include education on the applicable Legion Manuals, and the proper use of Poppy Trust Funds. Hosts will also need to agree to take Mental Health Support Programs once identified, and submit to a Criminal Record, and Vulnerable Sector Check.

In the near future, the Command Executive Directors may be hearing from Deb Turner, who represents the Mood Disorders Society of Canada (MDSC). MDSC is currently running a program called "Improving Veterans Mental Wellness. One aspect of this program is a free peer support program for Veterans, and supporters of Veterans. I have completed this training, and it was very beneficial. I highly recommend it for paid staff, as well as Branch Level Service Officers.

Finally I would like to touch on a very important program that the OSI Special Section has fully endorsed. Named after Earl Burns, a PPCLI Veteran, who died tragically protecting his family at the James Smith Cree Nation in September of 2022. The Burns Way is a mental health program that is designed to bridge the gap between when a Veteran realizes that they need mental health support until they are able to get into active treatment. As we will be hearing more on this program this weekend, I will refrain from going into too much detail in this report. I will simply say this. The Legion needs to support this initiative, because it is the right thing to do.

It is my honour to continue to represent the OSI Special Section in the coming term of office. I look forward to working with all of you in the future.

In Comradeship,

Trevor L. Jenvenne

President

BSO Legion OSI



THE ROYAL CANADIAN LEGION

STRATEGIC PLAN FOR

EQUITY, DIVERSITY AND INCLUSION (EDI)

2023-2028

SECTION 1 - INTRODUCTION

1.1 **FOREWORD**

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

1.2 **BACKGROUND**

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

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

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

1.3 **KEY TERMS**

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

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

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

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SECTION 2 – THE APPROACH

2.1 THE ROYAL CANADIAN LEGION MISSION STATEMENT

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

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

2.2 THE ROYAL CANADIAN LEGION VISION STATEMENT

“To be the most highly respected Veteran and Community Service organization”.²

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

2.3 THE ROYAL CANADIAN LEGION CORE VALUES

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

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

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

² The Royal Canadian Legion Focus on the Future Committee, February 2012.

³ The Royal Canadian Legion Strategic Plan 2018 – 2026.

2.4 **THE GUIDING PRINCIPLES**

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

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

2.5 **THE THEMES OF APPROACH**

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

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

2.6 STRATEGIC OBJECTIVES AND KEY GOALS

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

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



Key Goals:

- Finalize organization wide strategies and plans for EDI;
 - Establish an EDI evaluation framework;
 - Gather EDI performance assessments reports on an ongoing basis
 - Allocate an annual budget for EDI initiatives and programs; and
 - Implement land acknowledgements as a general practice and implement their use across all levels of the organization.
- **Strategic Objective #2: Address cultural and traditional gaps and invest in training.**

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



Key Goals:

- Develop and communicate the Royal Canadian Legion's EDI statement to demonstrate a firm commitment to reduce inequality and promote diversity and inclusion;
 - Provide training to all leadership and employees regarding accommodation, cultural and diverse community sensitivity, unconscious bias, cultural awareness and belonging; and
 - Establish regular posts through external and internal (Legion Magazine) media platforms to highlight diverse veterans' and member's stories and experience.
- **Strategic Objective #3: Formalize policies and procedures to create a common EDI standard.**

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



Key Goals:

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

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

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



Key Goals:

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

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

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



Key Goals:

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

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

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



Key Goals:

- Develop a community engagement strategy including guidelines, tools and approaches which will ensure a consistent approach at all levels of the Legion;
 - Collaborate with other veterans' organizations and government agencies to better understand the needs of equity-deserving groups thereby offering enhanced services and programs;
 - Develop a communication plan as a guide for all levels of the Legion to celebrate equity-deserving groups' and related accomplishments during key milestones (i.e. Black History Month, Women's History Month, Indigenous History Month, 2SLGBTQ+ Month, etc); and
 - Review Legion policies and programs to ensure they are inclusive of all members of the Legion.
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SECTION 3 - CONCLUSION

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

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

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

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

I travelled to Surrey, BC on 7 February, 2023 to represent the Dominion President and Dominion Command at the Grand Opening Ceremony of the Legion Veterans Village. I was accompanied by Comrades Dion Edmonds and Carolyn Hughes.

We received a very warm welcome and excellent support and hospitality from BC/Yukon Command and Whalley Legion Branch 229 throughout our stay. We greatly appreciated that Veronica Brown, Executive Director, BC/Yukon Command and Michelle Courtney, Manager of Administration, BC/Yukon Command, travelled to our hotel on Tuesday afternoon to welcome us and to provide an informal briefing on the Opening Ceremony as well as on the new facility itself.

We arrived at Legion Veterans Village prior to the Ceremony and had a brief informal tour of this impressive facility prior to the Opening Ceremony.

The Grand Opening Ceremony and Reception and Tour which followed were outstanding. I have enclosed a copy of the Remarks that I provided during the Ceremony on behalf of the Dominion President. It was a real honour to participate in the moving Opening Ceremony for this unique and innovative, multi purpose facility for Veterans, First Responders and their families. I have also enclosed a copy of the "BRAVO ZULU and Thank You" email that I sent to the President, Alberta/NWT Command, Comrade Craig Thomson, following the event.

The successful completion of this complex and extremely important project over the past several years, is a remarkable achievement by BC/Yukon Command, Whalley Legion Branch 229, the Lark Group and their other partners. As noted in my attached BRAVO ZULU message, I believe this innovative, multipurpose model incorporating a Centre of Clinical Excellence in medical support and health care, including PTSD and mental health, coupled with affordable housing for Veterans, First Responders and their families and co-located with a large, attractive and well situated Legion Branch should be replicated in three or four other major urban centres across the country, where further study indicates similar opportunities exist. In addition to providing Veterans with the care they deserve, the concept has the potential to be transformational for the Royal Canadian Legion.

I am grateful to the Dominion President, Comrade Bruce, for having been provided me with the opportunity to participate in this very special event and on behalf of Carolyn, Dion and myself, I would like to express our sincere appreciation to BC/Yukon Command and Whalley Legion Branch 229 for their warm hospitality and excellent arrangements on our behalf. I would also like to once again extend my personal congratulations and a big BRAVO ZULU to the Command and Branch for their stellar leadership, selfless dedication and impressive teamwork in successfully completing this daunting and incredibly important major project. I wish everybody involved every continued success in this worthy endeavour as it moves forward.

All the best,
Larry

**REPORT OF THE
LEGION NATIONAL FOUNDATION
TO THE DOMINION EXECUTIVE COUNCIL
April 2023**

File: 10-18

BOARD OF DIRECTORS

D. Flannigan	-	Chair
T. Irvine	-	Vice-Chair
B. Burnham	-	Director
L. Murray	-	Director
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A. Siew	-	Director
S. Clark	-	Executive Director
S. Laprade	-	Director of Development
R. Hayley	-	Secretary

GENERAL

This report is provided for the information of the Dominion Executive Council. The Foundation's Board of Directors last met on 8 December 2022.

FUNDRAISING

Donations to the LNF include those received from individuals, foundations and corporations. The main sources of donations include the Legion magazine appeal cards, online donations, legacy gifts, monthly donations and the Digital Poppy campaign.

DISBURSEMENTS

The Board confirmed two disbursements totalling \$75,000.

A \$50,000 gift was made to the Perley Health Centre for their frailty program and research. A \$25,000 gift was donated to the Canadian War Museum for a program called "In Their Own Voices" which chronicles the first-hand stories of Veterans.

Bursaries to cadets including \$2,500 to a Navy League cadet was disbursed as well.

The Legion National Foundation Board of Directors is scheduled to meet in April 2023.

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

**“THE BURNS WAY”
ENHANCING PATHWAYS TO MENTAL HEALTH SUPPORT FOR
INDIGENOUS, NON-INDIGENOUS, AND MINORITY VETERANS**

A PARTNERSHIP BETWEEN

SASKATCHEWAN FIRST NATIONS VETERAN'S ASSOCIATION
ABORIGINAL VETERANS AUTOCHTONES
THE ROYAL CANADIAN LEGION

And

TRYCYCLE DATA SYSTEMS

Herein referred to collectively as

“THE BURNS WAY COOPERATIVE, INC.”

April 24, 2023

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1 INTRODUCTION

1.1 PROBLEM STATEMENT

Access to critical mental health and wellness services has been an ongoing challenge for Veterans in Canada (VAC). Although entry points to apply for and access care are commonly recognized, the availability of health professionals (both for occupational stress injuries and more broadly, for mental health treatment) is constrained by the overwhelming and growing demand for services.

The traditional pathway to care (Appendix 1) is by application to Veterans Affairs Canada through its online portals or in-person access points. Once applications are reviewed and assessed, it is most often the case that prospective recipients are placed in a queue to wait for their turn to receive a referral to an Occupational Stress Injury (OSI) clinic. This waiting period can extend into several months, and there are limited support services available to those awaiting admission to active care. Further, for those who complete their active care and are discharged, aftercare services are not widely available, leaving Veterans feeling abandoned and, consequently vulnerable.

At the front end, many Veterans are apprehensive to seek services, in spite of realizing that they are in need. Several factors contribute to this reluctance, including fear, shame, hopelessness, discrimination, and systemic barriers. As a result, Veterans are relegated to suffering in silence or suffering from behavioural health crises, such as self-harm, aggression towards others, substance use/abuse, social anxiety and withdrawal, family problems, and suicidal behaviour.

The Burns Way is a novel approach that will augment the current pathway to clinical care, by adding layers of support (service) and not levels of bureaucracy to a healthcare system struggling to meet demands. **The program aims to facilitate and promote safe and supportive connections between Veterans in need and trained peer advocates.**

Connecting with other veterans (peers who have experienced similar traumas) can lead to significant improvements in mental health outcomes for Veterans, including reduced symptoms of PTSD, anxiety, and depression. Because Veterans often struggle with feelings of isolation, shame, and stigma, they may have difficulty opening up to family members or mental health professionals, feeling misunderstood or that they are a burden to others. The Burns Way aims to enhance the quality of life and social support for Indigenous, Non-Indigenous, and Minority Veterans by introducing culturally-safe technology paired with trusted peer connections.

Note: References to "Veterans" are understood to include families, caregivers, and others involved in the veteran's life. Veterans Affairs Canada defines "Veterans" as active and former members of the Canadian Armed Forces, and active and former members of the Royal Canadian Mounted Police.



(*proposed logo concept for the program; not approved)

1.2 EXECUTIVE SUMMARY

The Burns Way aims to enhance access to care, promote care continuity, prioritize, and refer veterans in urgent need of occupational stress injury (OSI) care, and instill trust in the availability of services while on waiting lists and post-discharge.

The Royal Canadian Legion and the Saskatchewan First Nations Veterans Association have signed a Memorandum of Understanding (See Appendix 3 "Memorandum of Understanding") agreeing to cooperate, support, and promote The Burns Way – a joint approach to improve mental health for all Veterans. Of particular interest is a shared goal to create barrier-free, culturally competent access to services for Indigenous (First Nations, Métis, and Inuit) and Minority (racialized, LGBT2S+, etc.) Veterans, who have historically been excluded from traditional care opportunities.

In Memory of Earl Burns: The Burns Way is named in remembrance and in honour of Earl Burns, a proud Veteran (Princess Patricia's Canadian Light Infantry), a residential school survivor, and a member of the James Smith Cree Nation who died protecting his family and his community on September 4, 2022. Earl ultimately gave his life to save others. He was honoured posthumously with the Silver Cross, in recognition of his sacrifice and bravery.

2 STRUCTURE

The structure described below is the preferred approach to the implementation of The Burns Way. The creation of a not-for-profit entity to receive and manage funds for the project is the best way to ensure engagement of partners, transparency, and facilitation of flow of funding for administration and operations. This structure will be created in order to mitigate risks for all partners while establishing the pathway for an Advanced Contract Award Notice (ACAN), allowing the Government of Canada to fund The Burns Way without going to a request for proposals process. The premise is that The Burns Way is unique, necessary, and cannot be replicated by another potential bidder.

Should the ACAN be deemed unviable, alternatives will be sought with input from partners.

2.1 THE BURNS WAY COOPERATIVE

To facilitate the creation of a procurement vehicle for the funder(s) and to formalize and ensure transparency among the partner organizations, The Burns Way Cooperative (BWC) has been incorporated.

The Burns Way is the result of a commitment made between the [Saskatchewan First Nations Veterans Association](#) (SFNVA), the [Aboriginal Veterans Autochtones](#) (AVA), and the [Royal Canadian Legion](#) (RCL) to work together to improve Veterans' mental health by way of developing and creating enhanced services for all veterans.

A Mentor's Advisory Group comprising of a team of esteemed subject matter (veteran) experts has been established. This group will serve as a resource for the project, offering valuable insights and guidance throughout the entire process. Their involvement in the initiative will ensure that The Burns Way model and approach, benefit from their collective wisdom and experience.

[TryCycle Data Systems](#) has accepted the role of Project Manager for The Burns Way, responsible for driving all operational tasks associated with the development and delivery of this program.

The BWC will be guided by Board of directors, representing stakeholders of the project, as follows:

- Saskatchewan First Nations Veteran's Association – one seat
- Aboriginal Veterans Autochtones – one seat
- Royal Canadian Legion – one seat

- The Burns Way Mentor’s Group – one seat
- TryCycle Data Systems – one seat
- Others as determined necessary or desirable by the Board of Directors

The Board may include ex-officio members for the purposes of providing administrative support or other information deemed relevant.

BWC shall:

- Act as the contractor with VAC for The Burns Way
- Receive funds from VAC to implement TBW
- Upon receipt of funds, issue administration fees to partner organizations, as prescribed in the Statement of Work
- Transferred remaining funds to TryCycle Data Systems for the delivery of TBW, as prescribed in the Statement of Work
- Monitor disbursement of funds and receive quarterly financial reports, to be presented to the Board by TryCycle Data Systems
 - TryCycle Data Systems will report program data to BWC quarterly, and will manage reporting to the funder, as required in the funding agreement

2.2 GOVERNANCE

The BWC Board shall meet at least quarterly and shall receive current financial and service data pertaining to the program’s progress and challenges. The Committee shall provide advice, guidance, and, if necessary, direction to the Project Manager to ensure The Burns Way is successful.

2.3 ROLES & RESPONSIBILITIES

All partners will be required to act as ambassadors of the program, assist in training development, and allow use of organization’s brand. Further roles and responsibilities are outlined in the table below.

Partner	Accountable for:
Royal Canadian Legion (RCL)	<ul style="list-style-type: none"> • Representing the interests, voices, and perspectives of non-Indigenous veterans and national veteran’s organizations • Assisting in the recruitment of Peer Advocates • Promoting The Burns Way to All Veterans across Canada (leveraging the RCL member database, partner network, and other resources) • Occupying a voting seat on the Board of The Burns Way Cooperative
Saskatchewan First Nations Veterans Association (SFNVA)	<ul style="list-style-type: none"> • Representing the interests, voices, and perspectives of First Nations Veterans • Assisting in the recruitment of First Nations Peer Advocates • Promoting The Burns Way within First Nations Veterans Associations across Canada (leveraging the SFNVA member database, partner network, and other resources) • Occupying a voting seat on the Board of The Burns Way Cooperative

<p>Aboriginal Veterans Autochtones (AVA)</p>	<ul style="list-style-type: none"> • Representing the interests, voices, and perspectives of Aboriginal, Métis and Minority Veterans • Assisting in the recruitment of Aboriginal, Métis and Minority Peer Advocates • Promoting The Burns Way to Aboriginal, Métis, and Minority Veterans across Canada (leveraging the AVA member database, partner network, and other resources) • Occupying a voting seat on the Board of The Burns Way Cooperative
<p>TryCycle Data Systems (TDS)</p>	<ul style="list-style-type: none"> • All software design, development, testing, maintenance, and data governance (privacy, security, storage) associated with the licensing of TDS technologies, both Talking Stick and TetherAll • Accepting the exclusive role of Project Manager of the Burns Way, including: <ul style="list-style-type: none"> • Providing all Human Resource services and support to recruit, onboard, train, and compensate Peer Advocates, Support Leaders, Regional Managers, and other resources/staffing • Ensuring all Partners are held to account for their roles and responsibilities. • Marketing and Communications • All other operational considerations as necessary, to successfully roll out the program. • Coordination and project management/administration of The Burns Way Cooperative • Ensuring appropriate liability insurances are secured for the Board, as well as for the operational delivery of The Burns Way • Occupying a voting seat on the Board of The Burns Way Cooperative, Inc.
<p>Mentors Advisory Group</p>	<ul style="list-style-type: none"> • Providing advice and guidance to The Burns Way Cooperative, Inc., based on lived experience and knowledge of the veteran’s community. • Appointing a member to accept a voting seat on the Board of The Burns Way Cooperative, Inc.

3 PROGRAM DEFINITION

3.1 PROGRAM PILLARS

The program pillars represent the foundational beliefs and core values that will direct the design and execution of The Burns Way initiative. The program will be underpinned by four essential pillars that will be vital in securing the success and efficacy of the program.

- **Shame Reduction:** This pillar aims to address the negative stigma and shame associated with seeking support and services. Shame reduction aims to address these issues by promoting a safe, non-judgmental, and inclusive environment that encourages veterans to seek help without shame or stigma. This pillar may include several components, such as education and awareness campaigns to address negative attitudes and beliefs surrounding mental health.
- **Cultural Safety:** In the context of mental health support for veterans, cultural safety refers to the creation of environment(s) that are respectful, non-judgmental, and free from discrimination, where individuals feel comfortable expressing their cultural identity and

receiving support and care that is responsive to their cultural needs. A culturally safe environment can help to reduce the stigma associated with mental health issues and encourage veterans to seek support, which can lead to improved mental health outcomes.

- **Peer Support:** By incorporating peer support as a program pillar, mental health services can better meet the needs of veterans, particularly those who may feel isolated or reluctant to seek help. Peer support aims to provide veterans with access to trained peer resources who can provide emotional support, guidance, and practical advice on navigating mental health challenges. Peer resources will be veterans themselves and will undergo specific training to provide safe and supportive environments to veterans.
- **Technology as an Enabler:** Digital tools like Talking Stick and TetherAll promote digital inclusion, innovation, and accessibility. Technologies will be promoted to enable access to peer support services for Veterans, in particular to those who may live in remote or rural areas, or who may have difficulty accessing care due to physical disabilities. Technology is a powerful enabler in supporting the mental health needs of veterans, reducing barriers to care, and increasing social support.

3.2 PROGRAM TIMELINE

The program will run for a period of three fiscal years, with the intention to renew and extend the program annually, subject to long-term sustainable funding.

Start Date	End Date
April 1, 2024	March 31, 2027

3.3 SCOPE

Using proven digital health technologies and platforms created by TryCycle Data Systems, The Burns Way will provide a safe destination for support and access to trained peer support resources.

- A) The Burns Way will provide an anonymous pathway for those seeking comfort and understanding, while Veterans and families are on waitlists or are transitioning through their healthcare journey. Further, the peer support network provided via The Burns Way would extend beyond active care and into post-care discharge, to minimize the risk of relapse and recurrence of symptoms.
- B) The Burns Way will establish a model for a human-powered (peer-to-peer) digital support model – across the country - that is designed to augment, and not replace elements of the current care pathway for Veterans in three ways:

Anonymous Support Option	Non-Anonymous “Tethered” Support Option (Waitlist)	Non-Anonymous “Tethered” Support Option (Aftercare)
<ul style="list-style-type: none"> • For Veterans and families who have yet to seek formal support, anonymous access to trained Veteran Peers is available via the <u>Talking Stick App</u> • Veteran Peers can provide information, assist in applications, and where indicated make referrals to services that use the TetherAll platform. 	<ul style="list-style-type: none"> • Where appropriate, Veterans may be referred by Peers to a Burns Way Support Leader using the <u>TetherAll platform</u>. • This tethered (digital) connection can be the extent of support/care or can provide a bridge to active care in services, such as Occupational Stress Injury (OSI) clinics. 	<ul style="list-style-type: none"> • When Veterans are discharged from active care in the current service pathway, they can be offered the opportunity to remain “in connection” to support services through the <u>TetherAll platform</u>.

At any point / as needed	Waitlist or Prior to Treatment or While Seeking Care	Post-Discharge/Aftercare
---------------------------------	-------------------------------------------------------------	---------------------------------

3.4 PROGRAM DELIVERABLES AND RESPONSIBILITIES

Digital Platform Development	TryCycle will provide a user-friendly, secure, culturally safe, and accessible digital platform that facilitates virtual peer support for veterans in need.
Software Licenses	<p>Under this proposal, the Burns Way will acquire 25,000 “concurrent” licenses for the anonymous chat platform, representing the maximum number permitted without expanding storage capacity. Due to the anonymous nature of the app, there is no way to issue individual licenses to users.</p> <p>Under this proposal, up to 2,000 unique licenses for TetherAll will be issued.</p>
Peer Advocate Recruitment and Training	TryCycle will recruit a team of 250 x trained (part-time) peer advocates will provide cultural, social, and emotional support, and guidance to Veterans as they navigate their mental health journey. Peers will be trained by TryCycle to refer “At-Risk” individuals to higher levels of support/care (i.e., moving from Anonymous to “Tethered” client)
Service Leaders	A team of 10 Service Leaders will be recruited by TryCycle and then trained and employed by the Burns Way. The role of the Service Leader will be to provide “Tethered” (non-anonymous) support to at-risk Veterans, as identified by Peers in the Talking Stick App.
“Tethered” Services	The nature of the tethered services will be fully described in the Statement of Work. The Burns Way is designed to connect the guest to support, and not to deliver care, directly. There will be no referrals without the availability of a qualified clinician. The Burns Way does not have a relationship with clinical services such as OSI, OSIS, or ATLAS; there is no current plan to “hand off” the patient to care as no model has been established. Should the OSI Clinic wish to assume that role, a separate SOW Agreement will be required.
Culturally appropriate peer support services	Peer support services that are tailored to the unique needs and experiences of Indigenous and Minority Veterans and incorporate traditional healing practices and ceremonies.
Comprehensive evaluation plan	TryCycle will deliver a plan that measures the effectiveness and impact of the program over time, including quantitative and qualitative measures such as the number of veterans served, satisfaction rates, adoption, engagement, utilization, and other patterns (time of day, day of week, location, etc.)
Outreach and engagement plan	TryCycle will develop a plan that outlines strategies for reaching and engaging veterans in need of mental health services, including outreach to Indigenous and Minority communities and leaders.

Training and education resources	TryCycle will leverage existing resources and materials and develop new veterans-specific content to support the ongoing training and education of peer advocates to ensure that they are equipped to provide high-quality and culturally appropriate mental health resources to veterans in need. Training will be developed by TryCycle with the input of BWC members, and TryCycle will oversee delivery.
Program Analytics	Using its previous work as a baseline, TryCycle will create a program dashboard that provides on-demand access to program metrics and analytics will be a valuable deliverable for the three-year project. It will help to ensure transparency and accountability in program operations, facilitate program monitoring and evaluation, and provide stakeholders with the data they need to make informed decisions about the program's future direction and sustainability.
Data	Program data will be owned by the BWC. TryCycle will be responsible for the collection, storage (in Canada), security, access, and use of data. All data is subject to applicable legislation, codes, and regulations related to privacy, consent, and protections. TryCycle will own metadata and it will be used to monitor the project and to track progress and performance. As most interactions with The Burns Way will be anonymous, there will be no personal information shared by guests.
Sustainability plan	TryCycle will work with partner organizations and VAC to create a plan that outlines strategies for ensuring the long-term sustainability of the program, including securing funding and resources to continue the program beyond the three-year period.

These deliverables will form the backbone of the program, providing a comprehensive approach to supporting the needs of Indigenous, Non-Indigenous and Minority veterans, leveraging TryCycle's experience using technology and peer support to provide accessible, effective, and culturally appropriate support over a three-year period.

3.5 PROJECT GOALS

Within 90 days of the Program Start Date, the BWC shall agree upon a written list of success criteria that are reasonable, measurable, and achievable. Proposed below are examples and initial assumptions with respect to success criteria that may be measured for this Program.

- A. To recruit, train, and employ up to 250 Veteran Peer Advocates (Indigenous, Non-Indigenous and Minority Veterans), in each province, to support their struggling comrades.
- B. To ensure that veterans are in connection to support services from the time of application until after discharge from active care.
- C. Provide access (licensing) of Talking Stick to 25,000 Veterans in anonymous peer-to-peer chats per quarter.
- D. Provide access (licensing) of TetherAll to 2,000 Veterans in a non-anonymous "Support Leader" designated engagement.
- E. Demonstrate progress via program metrics which may include:
 - Adoption (of technologies, i.e., downloads)
 - Engagement / Utilization (time of day, day of week)
 - Retention and Usage Patterns (how long, frequency)
 - Nature of chats
 - Location of chats

- Unique users
- Referrals (to higher levels of care)

DRAFT

3.6 PROJECT SCHEDULE

Phase 1: Month 0-6	Planning and Ramp-Up
	<ul style="list-style-type: none"> Technology Readiness: Talking Stick Anonymous Chat App (IOS, Android and Browser-based platform); TetherAll App for clinical support, including mobile and desktop components; App Store Distribution for both apps.
	<ul style="list-style-type: none"> Program Dashboard and Metrics: Establishment of data elements to be captured for reporting and evaluation purposes
	<ul style="list-style-type: none"> Recruitment of Project Staff: Job Descriptions, Compensation Structure, Hiring for Full-Time roles (Program Manager, Support Leaders)
	<ul style="list-style-type: none"> Develop Peer Support Training curriculum
	<ul style="list-style-type: none"> Recruitment and Training: Veterans Peer Advocates
	<ul style="list-style-type: none"> Develop Marketing & Communication Strategies
	<ul style="list-style-type: none"> Work with BWC partners to establish roles and responsibilities to promote the project and support recruitment of Peers Create promotional materials for use in print and social media campaigns, web page
Phase 1: Month 7-12	Implementation
	<ul style="list-style-type: none"> Work with existing service providers, including Occupational Stress Injury care providers, advocacy groups, and points of referral to educate and formulate ground rules for integration of The Burns Way into existing pathways.
	<ul style="list-style-type: none"> Promotion of The Burns Way to Indigenous Veterans and families
	<ul style="list-style-type: none"> Monitor use and assess need to ramp up promotions
	<ul style="list-style-type: none"> Evaluate early uptake from guests, clients, peers, and clinicians – assess progress and success; continue to explore pathway enhancements
	<ul style="list-style-type: none"> Recruit and train additional cohorts of peers, based on data
	<ul style="list-style-type: none"> Liaison with OSI Clinics to monitor use, relationships, uptake, and quality improvement
	<ul style="list-style-type: none"> Creation of media/communications strategy: Key messages, Media champions, liaise with VAC communications, partner organizations, link to appropriate web sites (e.g. Atlas Institute, Wounded Warriors)
Phase 1: Month 13-35	Scaling and Sustainability
	<ul style="list-style-type: none"> Continue to expand access to include Minority and Non-Indigenous veterans
	<ul style="list-style-type: none"> Calibrate needs regarding Peer Advocates – adjust efforts and numbers as indicated
	<ul style="list-style-type: none"> Continue to evaluate and modify the program in response to outcomes
	<ul style="list-style-type: none"> Continue to work with service partners to seek efficiencies and opportunities as The Burns Way matures
	<ul style="list-style-type: none"> Prepare for transition to ongoing maintenance of program: Determine which organization will assume the operational responsibilities for The Burns Way, going forward

3.7 OUT OF SCOPE

- **Integrations:** any technical integration(s) with other software systems (including EMR/EHR) or other clinical systems, database(s) or third-party software(s) outside of TRYCYCLE is considered out of scope and not covered or included under this Proposal.
- **Other languages:** the Talking Stick mobile apps shall be available in English, French, and a range of Indigenous languages; the TetherAll app and the web-based clinician platform will be developed and implemented in English only. No additional languages will be included in the Project.
- **End User Licenses:** beyond the term of this Proposal.
- **Other devices and/or tablets:** TRYCYCLE's Mobile App will be available as a free download for Apple (iOS) and Android phones; a customized design will not be available for tablets, or any other mobile devices not mentioned.
- Any research or reporting beyond what is normally associated with a VAC-funded project.

4 TECHNOLOGY

4.1 SOLUTIONS

[Talking Stick](#) and [TetherAll](#) are solutions developed and licensed by TryCycle Data Systems. Both digital platforms have been accepted as the preferred technology solutions to be applied to The Burns Way. Both are established and market-tested, with data supporting their effectiveness and adaptability to accommodate the requirements of Veterans and families in this context.

4.2 DATA ENCRYPTION, STORAGE, TRANSMISSION AND OWNERSHIP

- TRYCYCLE shall exercise a degree of care appropriate to the industry to prevent and avoid the unauthorized disclosure, access, or use of any data. TRYCYCLE shall provide secure encryption of all data in its possession, including any data stored on the cloud or on any patient's mobile device, both at rest and in transit, using Advanced Encryption Standard 256-bit encryption and all such data shall be transmitted using the same encryption protocol.
- TRYCYCLE shall be entitled to utilize all Data and metadata for the purposes of its analytics, calibration of algorithms, and data modelling.
- Location of the PHI: All Data will be stored and maintained in a secure cloud infrastructure in North America.

4.3 DATA STORAGE AND TRANSMISSION

All data gathered via The Burns Way will be stored in a secure cloud infrastructure located in North America. TryCycle Data Systems takes all necessary measures in providing secure transmission of personal information before it is transferred across the Internet from your personal computer or devices to our servers and in securing such personal information stored on our systems.

All authorized/licensed users of TryCycle's "Talking Stick" and/or "TetherAll" technologies and digital platforms, should be aware of possible risks involved in transmitting information over the Internet as no data transmission can be guaranteed to be 100% secure; there is always a potential for risk that others could find a way to thwart our security systems.

As a result, TryCycle will strive to protect your personal information, however, we cannot ensure or warrant the security and privacy of the personal information you transmit to us, and you do so at your own risk.

4.4 AUTHENTICATION / ACCESS

- Access to TRYCYCLE's Talking Stick and TetherAll dashboards will be protected by authentication protocols which require unique and valid login credentials for any/all users.

- Authentication protocols for both clients and health professionals are delivered via a cloud-based authentication service, which includes a traditional username and password approach to logging in/out users and provides security for TRYCYCLE via industry-standard approaches that are well-proven in medical environments.
- Users of TRYCYCLE Software are responsible for maintaining the confidentiality of their password and account information.
- TRYCYCLE Software is in no way responsible for any loss that you may incur as a result of any unauthorized use of accounts and passwords.

5 INTELLECTUAL PROPERTY

In the case of The Burns Way program developed by TryCycle Data Systems, they retain all ownership of the idea, framework, training, recruitment strategies, communications, and all software design/technologies utilized in the program.

This means that TryCycle Data Systems has exclusive rights to use, sell, and license the program, and any associated intellectual property, to others. This ownership also grants TryCycle Data Systems the ability to protect its program and associated intellectual property from infringement or unauthorized use. By retaining ownership of the program and associated intellectual property, TryCycle Data Systems can maintain control over the development, implementation, and distribution of the program. This can help to ensure that the program remains consistent with its vision and mission, and that it continues to provide effective and sustainable solutions to the mental health needs of veterans.

Overall, the ownership of intellectual property can have significant implications for the development and distribution of a program, and it is important for stakeholders to carefully consider their intellectual property rights and protections as part of any program development process.

6 PRICING AND PAYMENT TERMS

6.1 PROGRAM COST / BREAKDOWN

	FY 2024	FY 2025	FY 2026
Revenues to BWC			
Funding from Veterans Affairs Canada	8,712,500	8,712,500	8,712,500
Expense Breakdown			
Partners Administration	1,500,000	1,500,000	1,500,000
Peer Advocates	4,500,000	4,500,000	4,500,000
Support Leaders	1,250,000	1,250,000	1,250,000
Software Licenses:			
Anonymous Chat App (@25,000/year)	912,500	912,500	912,500
TetherAll App (@2,000/year)	650,000	650,000	650,000
Human Resources Management	400,000	400,000	400,000
Total Price	9,212,500	9,212,500	9,212,500

6.2 ANNUAL PAYMENT SCHEDULE 1 – Burns Way Cooperative

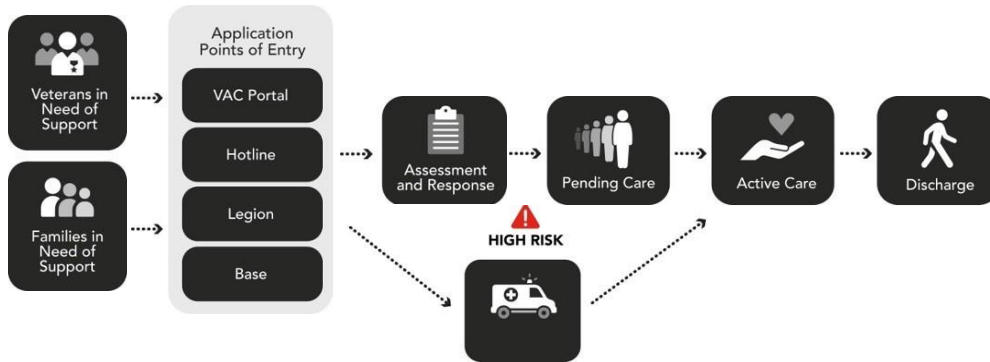
	Amounts to be Paid
TOTAL FUNDING (ANNUAL)	\$9,212,500
Administration Fees to Partners	
From BWC to SFNVA – 100% Due on Receipt of VAC Funding	\$750,000
From BWC to AVA – 100% Due on Receipt of VAC Funding	\$250,000
From BWC to RCL – 100% Due on Receipt of VAC funding	\$500,000
Total Annual Administration Fees	\$1,500,000
Operating Expenses to TryCycle Data Systems *	
From BWC to TryCycle Data Systems:	
Upon Signing (Month 0) – 50%	\$3,856,250
Progress Payment – 1 st of Month 2 – 12.5%	\$1,151,563
Progress Payment – 1 st of Month 5 – 12.5%	\$1,151,563
Progress Payment – 1 st of Month 8 – 12.5%	\$1,151,563
Progress Payment – 1 st of Month 11 – 12.5%	\$1,151,563
Total Annual Payments to TryCycle Data Data Systems	\$8,462,500
* Peer Advocates, Support Leaders, Human Resources management, Training, Insurance, Software Licenses, Development Costs, Data Management Costs, overhead costs	

7 APPENDICES

7.1 APPENDIX 1 – CURRENT PATHWAY TO CARE

Graphic articulation of the current pathway to care for Veterans and Families.

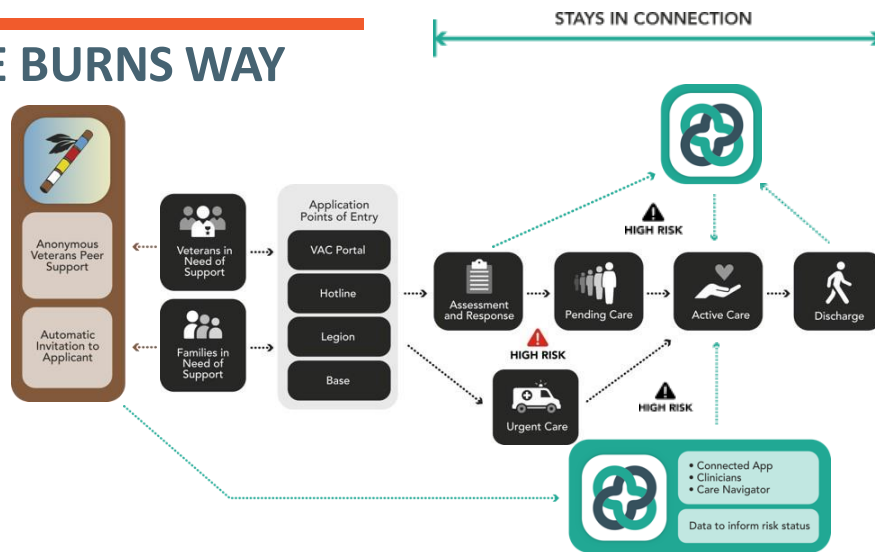
CURRENT STATUS



7.2 APPENDIX 2 – PATHWAY TO CARE UNDER THE BURNS WAY

Graphic articulation of the pathway to care for Veterans under The Burns Way.

THE BURNS WAY



7.3 APPENDIX 3 – SIGNED MEMORANDUM OF UNDERSTANDING




**ROYAL CANADIAN LEGION & THE
SASKATCHEWAN FIRST NATION VETERAN’S
ASSOCIATION**

**MEMORANDUM OF UNDERSTANDING TO CO-DEVELOP THE
“BURNS WAY” – A JOINT INDIGENOUS AND NON-INDIGENOUS
APPROACH TO IMPROVE VETERANS’ MENTAL HEALTH**

The Burns Way is a novel and innovative digital health approach, designed to rapidly introduce net new human resources to the front lines of Veteran’s Mental Health.

In Good faith, The Saskatchewan First Nations Veterans Association (“SFNVA”) and the Royal Canadian Legion (“Legion”) agree to engage in mutual best efforts as we work together to build a joint “Burns Way” Statement of Work that will be presented to Veterans Affairs Canada for funding in the immediate future.

			
Bruce Julian	Steven Clark	David Gamble	E. Dutch Lerat
President	National Executive Director	Grand Chief	2 nd Vice Chief
The Royal Canadian Legion	The Royal Canadian Legion	Saskatchewan First Nations Veterans Association	Federation of Sovereign Indigenous Nations



DOMINION COMMAND BRANCHES

The following is the membership status of the Dominion Command branches as of 31, January 2023 as these online branches accounted for 10,887 Legion members.

a. Dominion Ottawa Branch 13-013

Category	2021	2022
Life	8	8
Ordinary	2653	4039
Associate	2212	2116
Affiliate Voting	697	745
Affiliate Non-Voting	117	119
Total	5687	7027

Branch 13-013 remains the largest Legion branch in terms of membership as online membership grew 24% year over year and continues to expand thanks to the added awareness of the Legion, increased cost-effective retention efforts (email reminders, automated renewal calls etc.) and the continued growth of our auto renewal program.

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

	2021	2022
Total Members	2023	1044
New Members	2008	981

Our Veterans Welcome Program results dipped during 2022 but remained consistent with our Marketing 3-step direct email campaign to encourage these new members to transfer and participate at the local branch level continued. The success of this program has contributed to over 60% of these members renewing their membership for their renewal year.

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

	2021	2022
Total Members	3506	2415

This Dominion branch was created in 2019 to allow a member who had joined as part of the Veterans Welcome Program and received a one-year free membership (through branch 16-015) and who had not transferred to a local branch the opportunity to convert to a paying member and remain a Dominion branch member. These members are offered a discounted rate of \$34.99 for their renewing membership year and can transfer at any time to a local branch.

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

	2021	2022
Total Members	325	395

This relatively new online Dominion Branch was created late 2021 to complement the existing Veterans Welcome Program by recognizing the commitment of immediate Family members to the ongoing support of our Veterans. We will continue to promote this offer as unrealized potential remains to attract new members.

All Dominion Command branch members receive multiple renewal email reminders, automated renewal calling reminders and multiple direct mail pieces during the year to encourage the continuance of their membership. All members are encouraged to transfer their memberships to a traditional branch to improve member organizational participation and retention rates. Since the Fall of 2020, new members can now join any local branch online and beginning in 2022 all these new Dominion members were defaulted to receive the digital membership card.

Charters Issued and Cancelled

The tables below represent the number of branches and Ladies' Auxiliaries which surrendered their charter in 2022.

The Royal Canadian Legion Cancelled Charters 2022				
Command	Closed Branch #	Destination Branch	Date of Cancellation	Surrendered or Revoked
Alberta-NWT	224		15 Dec. 2021	R
MAN & NWO	160		22 Jan. 2022	S
	247		8 Oct. 2021	S
	223		31 Oct. 2022	S
Ontario	364		1 Mar. 2021	S
	51		17 Feb. 2022	S
Quebec	116		27 Jun. 2022	S
New Brunswick	64		27 Oct. 2022	S
NFLD/LAB	53		6 Jun.2022	S

The Royal Canadian Legion New Charters 2022		
Command	Branch Number	DATE

For comparison to 2021:

Year	Surrendered	Revoked	New	Reinstated
2021	2	1	0	0
2022	6	0	0	0

The Royal Canadian Legion Amalgamated Charters 2022		
Command	Branch Number	DATE
Ontario	012 & 143	1 March 2022

Ladies' Auxiliary Cancelled Charters 2022				
Command	Closed Branch #	Destination Branch #	Date of Cancellation	Surrendered or Revoked
BC/Yukon	22		2 Nov. 2022	S
ALTA-NWT	35		3 Feb. 2022	S
	264		3 Feb. 2022	S
	224		15 Dec. 2021	R
MAN & NWO	140		30 Mar. 2022	S
	160		22 Jan. 2022	S
	35		9 May 2022	S
	62		28 Sep. 2022	S
	127		27 Oct. 2022	S
Ontario	75		31 May. 2017	S
	103		31 May. 2017	S
	127		27 Jul. 2018	S
	156		23 Aug, 2021	S
	177		23 Oct. 2020	S
	625		28 May. 2018	S
Quebec	116		27 Jun. 2022 (notice)	S

The Royal Canadian Legion Amalgamated Ladies Auxiliary Charters 2022		
Command	Branch Number	DATE

For comparison to 2021:

Year	Surrendered	Revoked	New	Reinstated
2021	4	0	0	0
2022	9	1	0	0

Canadian Battlefields Foundation

Founded in 1992, the Canadian Battlefields Foundation (CBF) is an educational foundation that undertakes programmes to commemorate and promote public awareness of Canada's role in the First and Second World Wars. This is achieved through its battlefields study tours, educational activities and commemorative events. Each year, 12 university students at the graduate or undergraduate levels earn the opportunity to participate in a life-broadening experience to discover firsthand the role Canadians played in the battlefields of France and Belgium during the World Wars.

The Legion has traditionally contributed financial assistance from Poppy Trust Funds to fund the participation of one university student in the CBF programme. In 2006, \$10K was provided; funding was reduced to \$5K in 2013 but the amount was returned to its original level of \$10K in 2019.

Because of the pandemic, no tours have been conducted since the 2019 tour and no Legion funding has been provided since then.

RECOMMENDATION: THAT the Legion provide \$10K from the Dominion Command Poppy Trust Fund to support the 2023 Canadian Battlefields Foundation educational tour.

2023

17 April	Monthly PED Meeting, Zoom
23 April	The Battle of Kapyong Ceremony, Ottawa, ON (Julian)
25 April	ANZAC Day Commemorative Service, 0930 hours, CWM (Julian)
27 April	PED Meeting, Legion House
27 April	Canadian War Museum Tour, 1300 -1630 hrs
28 April	Centenary Presentation, 0830 – 1000 hrs, Legion House
28 April	Track & Field Discussion, 1030 – 1200 hrs, Legion House
28 April	Media Training, 1300-1630 hrs, Legion House
29 April	DEC Meeting, 0830-1630 hrs, Legion House
30 April	DEC Meeting, 0830-1630 hrs, Legion House
15 May	Monthly PED Meeting, Zoom
19-21 May	RBL Conference, Torquay, UK (Julian)
19-22 May	NS/NU Command Convention, Whitney Pier, Cape Breton (McKeown)
20 May	Polish Combatants Association 39 th Convention, London, ON (Chafe)
26-27 May	Legion Scotland Conference, Perth, Scotland
19 June	Monthly PED Meeting, Zoom
17 July	Monthly PED Meeting, Zoom
19 August	Warrior's Day Parade, Toronto, ON (Julian)
21 August	Monthly PED Meeting, Zoom
25-31 August	American Legion Convention, Charlotte, NC (Julian)
9-10 September	NB Command Convention, Oromocto, NB
18 September	Monthly PED Meeting, Zoom
29 September	Pay Committee House, Legion House
29 September	Pension Committee Meeting, Legion House
29 September	Investment Committee Meeting, Legion House
30 September	SEO/Budget Meeting, Legion House
14 October	Veterans Consultation Assembly Meeting, Legion House
16 October	Monthly PED Meeting, Zoom
16-18 October	CIMVHR, Lac Leamy, Gatineau, QC (Julian)
20 November	Monthly PED Meeting, Zoom
24 November	Dominion President's Christmas Reception, Legion House
25 November	DEC Meeting, Legion House
25 Decmber-1 Jan.	Legion House Closed for Christmas/New Years



RECEIVED
DOMINION COMMAND
FEB 21 2023

Major - General (retired) Denis Thompson, CMM, MSC, CD
Colonel of The Regiment
The Royal Canadian Regiment

Regimental Headquarters
Victoria Barracks
PO Box 9999, Station Main
Petawawa, ON K8H 2X3

16 February 2023

Bruce Julian
Dominion President, the Royal Canadian Legion
National Headquarters
86 Aird Place
Ottawa, ON K2L 0A1

Dear *Bruce*:

The Royal Canadian Regiment will observe 140 years of military service to Canada this year. To that end, we will be commemorating this milestone at a three-day Regimental Reunion in London, Ontario, scheduled for Friday, 4 August, to Sunday, 6 August.

We anticipate that between four and five hundred serving and former-serving members of the Regiment will attend. We would be honoured if you and your wife, Darlene, would join us for the evening dinner on Saturday, 5 August.

Further details will be provided if your schedule permits you to attend. As an aside, a request for a donation of \$21,000 (to offset the costs of the reunion) from Dominion Command's Poppy Fund has been submitted.

The Regiment looks forward to seeing you at the Reunion to share the company of many loyal members of the Royal Canadian Legion.

Pro Patria,

Denis Thompson, CMM, MSC, CD
Major-General (Retired)