

Post-Convention Dominion Executive Council Meeting

MINUTES

16 AUGUST 2021

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.



DOMINION EXECUTIVE COUNCIL MINUTES POST-CONVENTION DEC 16 AUGUST 2021

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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
Mark Barham	-	Dominion Treasurer
Larry Murray	-	Dominion Grand President
Valerie MacGregor	-	BC/YT Command President
John Mahon	-	AB-NT Command President
Keith Andrews	-	SK Command President
Jerry Lava	-	MB & NWO Command President
Garry Pond	-	ON Command President
Kenneth Ouellet	-	QC Command President
Terry Campbell	-	NB Command President
Marion Fryday-Cook	-	NS/NU Command President
Duane MacEwen	-	PE Command President
Nathan Lehr	-	NL Command President
Peter Merola	-	TVS Special Section President
Jill Carleton	-	OSI Special Section President
Andrea Siew	-	Chair D & S Committee
Dave Gordon	-	Chair C&L Committee
Craig Thompson	-	BC/YT Command First Vice President
Rosalind LaRose	-	AB-NT Command First Vice President
Carol Pederson	-	SK Command First Vice President
Ernie Tester	-	MB & NWO Command First Vice President

- Derek Moore - ON Command First Vice President
- Daryl Alward - NB Command First Vice President
- Donna McRury - NS/NU Command First Vice President
- Gerald Budden - NL Command First Vice President
- Gordon Coburn - TVS Special Section First Vice President

STAFF IN ATTENDANCE

- Steven Clark - National Executive Director
- Danny Martin - Director Corporate Service
- Raymond McInnis - Director Veterans Services
- Randy Hayley - Deputy Director Member Services
- Joan Elliott - Deputy Director Supply
- Dion Edmonds - Deputy Director Marketing & Communications
- Oksana Gorelova - Comptroller
- Jennifer Morse - General Manager CANVET
- Angela Keeling Colkitt - Executive Assistant

ANNEXES

- Annex A - Grand President's Remarks
- Annex B - Dominion President's Remarks
- Annex C - Future Meetings and DEC Administration
- Annex D - Meetings and Invitations

ITEM 1: OPENING

The meeting of the Dominion Executive Council opened at 1000 hours on Monday, 16 August 2021.

ITEM 2: SEATING OF NEW MEMBERS

The Dominion Chair welcomed all members of Dominion Executive Council and introduced the newly elected officers as follows:

- a. Newly Elected Senior Elected Officers
- b. Grand President
- c. Command Presidents and First Vice Presidents

ITEM 3: GRAND PRESIDENT'S REMARKS

The Grand President's remarks are at Annex A.

ITEM 4: DOMINION PRESIDENT'S REMARKS

The Dominion President offered words of welcome to all, attached at Annex B.

ITEM 5: APPROVAL OF SIGNING OFFICERS/APPROVAL OF BANKING

Approval is required for the ratification of the signing officers of The Royal Canadian Legion together with the banking arrangements.

MOTION: That those officers elected at the 2021 Convention be approved as signing authorities.

CARRIED

MOTION: That the following Dominion Command staff be approved as signing authorities.

- a) National Executive Director
- b) Director Corporate Services
- c) Director Veterans' Services
- d) Deputy Director Supply Chain Management
- e) Comptroller
- f) Deputy Director Member Services

CARRIED

MOTION: That Dominion Command be authorized to maintain its existing banking arrangements with the Bank of Montreal.

CARRIED

NOTE: The correct reference, Bank of Montreal vs BMO, will be clarified as a housekeeping item.

ITEM 6: DOMINION CONVENTION ARRANGEMENTS - REVIEW

Feedback in regards to the Virtual Dominion Convention were noted for information as follows:

Ken Oulette (QC Command): Most of the complaints coming from Quebec were in regards to the French translation. Many of the videos were not translated, no live translator was available, French questions that were sent via chat were

never responded to or shown on screen and there was nothing on the new Veterans, only First World War and Second World War vets.

It was also mentioned that the French translation that was available was not up to par. It was suggested to have professional translators and the availability of live translators at the Dominion Conventions moving forward.

Valerie MacGregor (BC/YT Command). BC/YT Command had very positive feedback and the consensus is that it was extremely well done, particularly considering the circumstances and the numbers of delegates. She passed along her thanks to everyone who put so much work into doing this because it was a very positive experience.

Keith Andrews (SK Command). Felt that that was a very well done convention, and SK Command was quite in favour of the way it was done, and congratulated the staff of Dominion Command and Impact AV who put a lot of effort into making the virtual convention work.

Marion Fryday-Cook & Donna McRury (NS/NU Command): Comments from the NS/NU delegates were that it was wonderfully done, and impressed that members could still get together virtually and carry on the business of the Royal Canadian Legion. Thank you to Comrade Bill for doing a magnificent job keeping the Dominion Convention rolling and making sure everyone stayed calm during the polling problems and technical issue.

Nathan Lehr (NL Command): Other than some minor glitches, he thought it went very well.

The Dominion Chair wanted to leave the members of DEC with a comment in regard to the Dominion Convention, that being the sheer number of correspondence received in regards to questions and/or comments on motions, resolutions, etc. For example, just on Sunday alone, there were almost 1500 pieces of correspondence. It seems that in hosting a virtual convention, delegates are more engaged/willing to submit questions or comments via email or chat as opposed to a live convention whereas they may not be willing to go to the microphone to present their question to a live audience.

The Dominion Chair does wish for the Dominion Executive Council to talk to their delegates at their next opportunity and to let them know that with the short amount of time at convention, there was absolutely no way possible to address each and every question and comment that came forward. There was no mis-intent or no slight on anyone's behalf. It was just due to the sheer volume of incoming correspondence.

ITEM 7: FUTURE MEETINGS AND DEC ADMINISTRATION

This was provided as an information item only and is attached at Annex C.

ITEM 8: MEETINGS AND INVITATIONS

This was provided as an information item only and is attached at Annex D.

The fall DEC meeting is tentatively scheduled as an in-person meeting to be held at Legion House on Saturday, November 27, 2021.

ITEM 9: OTHER BUSINESS

a. Dominion Command Standing Committees

The Dominion President discussed some of the new Standing Committee Chair appointments as follows:

Bruce Julian – Veterans, Services and Seniors Committee Chair
Owen Parkhouse – Membership Committee Chair
Berkley Lawrence – Poppy & Remembrance Committee Chair
Brian Weaver – Sports Committee Chair
Sharon McKeown – Public Relations Committee Chair
Dave Gordon - Constitution & Laws Committee Chair

The rest of the Dominion Command Standing Committees have not been confirmed yet. The intent is to remove most of the Past Presidents that have been serving for three years on Dominion Standing Committees and bring on all the Dominion First Vice Presidents in order for them to get some committee experience.

- b. Article III Complaints. John Mahon (AB-NT Command) asked that the Constitution and Laws Committee review re-instituting Article III proceedings and timelines.
- b. Quebec Vaccination Passport. Kenneth Ouellet (QC Command) wanted some clarification on who can/can not attend Legion activities, attend Legion halls.
- c. Virtual Presentation to Tom Irvine. The Dominion President presented Tom Irvine with his Dominion President's ring.

ITEM 10: ADJOURNMENT

The meeting of the Dominion Executive Council was adjourned on Monday, 16 August 2021 at 10:38 am

Dominion Chair



National Executive Director

GRAND PRESIDENT'S REMARKS

Thanks very much Comrade Chair.

Good morning Comrades, it's a privilege to participate in this important initial meeting of the new Dominion Executive Council of the Royal Canadian Legion.

The 48th Dominion Convention was unique, because it was the first virtual convention in the nearly hundred year history of the Legion.

Notwithstanding initial problems with the voting system, the Convention focused on core priority requirements and issues in a very effective manner and took maximum advantage of the time available, including on Saturday, notwithstanding the technical problems.

I would like to pass on a big bravo Zulu and my personal thanks to our former Dominion President Comrade Tom and to our Dominion Chair Comrade Bill for their great work in that regard.

I would like to express similar praise and sincere appreciation to Comrade Stephen Comrade Danny and the entire Dominion Command staff team, for their superb dedication in a central contribution to the planning, preparation and execution of this very important and uniquely demanding virtual Convention.

I would also like to express heartfelt congratulations, as well as my very best wishes to Comrade Bruce as he takes the helm of this great national institution, sincere congratulations, as well the Comrades Berkley, Sharon and Brian as you also take on new and important roles on the senior leadership team of the Legion and Comrades Bill and Mark on the votes of confidence you received to continue as Dominion Chair and Dominion Treasurer.

I very much look forward to working with Comrade Bruce and the rest of you in the coming months and years.

As we all know, there's much to do as the Royal Canadian Legion as Canada continues to emerge from the grip and to overcome the impacts of the COVID-19 pandemic.

When I look at the talent, dedication, and experience on this Dominion Executive Council, I know that the Royal Canadian Legion is in very good hands to effectively take on whatever existing and new challenges may confront us going forward. It is real honor to serve with all of you.

That concludes my opening comments, thank very much Comrades.

DOMINION PRESIDENT'S REMARKS

My congratulations to Comrade Bill on the superb job that he did over the last two days.

A virtual convention was a new concept to all of us and although there were some hiccups on the technology side, nothing really that wasn't expected.

The staff at Legion House was fantastic on trying to make things work as smoothly as possible. From Comrade Danny, through to Comrade Steven and his support staff. I also think we need to congratulate Impact AV Solutions. Although they did encounter problems, they worked through them and ultimately gave us what we needed and what they had promised. Overall, they did deliver, and I do thank them for that.

Comrades, we have some issues moving forward and it will come as no surprise to you that these are the same issues that we've always had, and we will move forward with them.

The concept that I want to really follow during my term of office, is that we discuss things and fully come to agreement. It is now time to put proper policies and procedures in place and making sure our time on the Dominion Executive Council is well spent. No more "jumping at shadows."

This is the way we're going to operate moving forward. If a problem is identified, we will discuss it, fix it and move forward.

Thank you Comrades. Looking forward to working with you during my term as Dominion President.

ITEM 7: FUTURE MEETINGS AND DEC ADMINISTRATION

The date for the next meeting of DEC is scheduled for 27 November 2021. Depending on COVID-19 pandemic and local health restrictions, if the meeting is confirmed to be held in person, it is intended that the members will be accommodated at the Holiday Inn Select Hotel & Suites, 101 Kanata Avenue, Kanata, Ontario, K2T 1E6.

The Command Presidents are asked to provide reports on their Command activities at the spring DEC meeting. These reports will be provided as information only and will not be read, however, any item that requires a DEC decision will be raised and addressed. It is requested that these reports be forwarded to Dominion Command six (6) weeks in advance of the DEC meeting so that they may be printed and included in the DEC agenda book. Additionally, suggestions for agenda items should be forwarded well in advance of the meeting. It is essential that members review the Meeting Book material in advance and those presenting reports limit their focus to actionable items only.

The DEC Agenda with critical items requiring early review will be forwarded electronically to DEC members at least one week prior to the meeting.

All meeting material is provided electronically and will not be reproduced in paper format.

Members will also be advised shortly of the membership listing of the various Standing Committees and dates for the next Committee meetings.

Detailed travel and accommodation instructions will be provided prior to each SEO/DEC meeting and any authorized in-person Standing Committee meeting. Attached please find Chapter 35 of the Organization, Policy and Procedures Manual which provides the policy on travel and accommodation arrangements. However, if there are any questions, the Committee member is requested to contact the appropriate Committee Coordinator, the Comptroller, or the National Executive Director.

Attachment: Chapter – Organization, Policy and Procedures Manual

CHAPTER 35 - TRAVEL REGULATIONS - DOMINION COMMAND

35.1 GENERAL

These travel regulations apply to members of the Dominion Executive Council, Dominion Command committees, Dominion Command staff and to any other person who is authorized to travel on Dominion Command business.

Authorized travel costs include transportation, accommodations and per diem as detailed in this chapter.

35.2 AIR TRANSPORTATION - GENERAL

- a. **Carrier**: DEC members are encouraged to arrange their travel through the carrier which offers the best rate. However, for comparison purposes, the baseline for the best available and lowest fare option will be Air Canada's Economy Tango rate.
- b. **Class of Travel**: DEC members, committee members and staff shall travel using best available, Economy Class rate.

When authorized to travel on Legion business, the Dominion President and Grand President may fly Executive Class depending on the nature of the trip. The Dominion President may authorize others to use Executive Class as the situation warrants but Economy Class travel will be selected as the first option.

- c. **Travel Arrangements**: Travel arrangements are the responsibility of the member and flight reservations must be paid by the member. Bills forwarded to Dominion Command by a travel agency on behalf of a member will not be accepted.
- d. **Travel Advance**: If a member requires an advance of funds to pay for the flight reservations, this can be arranged by contacting the Comptroller.

35.3 AIR TRANSPORTATION - STAFF

All staff travel must be approved by the National Executive Director.

All staff travelling on Legion business shall use best available, Economy Class rates. All staff travel arrangements are to be made through the Central Registry Travel Clerk. Direct reservations may be made in the event of urgent travel.

The Travel Clerk will obtain an Economy Class fare or, in cases where the Economy Class fare is not available, a member is entitled to claim a higher Economy Class (Flex or Comfort) fare. At their choice, staff members may be accompanied on business travel by a family member; however, all such costs must be borne by the staff member.

35.4 TRANSPORTATION - OTHER

Travel by rail, bus rental car or private motor vehicle (PMV) may be used. Car rental may be authorized where it is the most economical or efficient mode of travel and is in the best interests of the Legion. Car rental may be used in lieu of, or in conjunction with, the other authorized modes of travel.

- a. Private Motor Vehicle (PMV): In certain circumstances, it may be more practical to use a PMV if air travel is not readily available or practical; full mileage rate and per diem may be authorized.

In cases where an individual elects to travel by PMV for their own convenience, the amount claimed may not exceed that which would have been paid for Economy Tango Class fare air travel and related per diem as computed on the date of the meeting notification.

Dominion Command staff may be authorized use of PMV or car rental in those cases where, in the opinion of the National Executive Director, it is in the best interests of the Legion.

Whenever PMV is used, prior approval is required through the Committee Coordinator to the National Executive Director.

35.5 TRAVEL INSURANCE

All Committee members and staff are covered under the Dominion Command travel insurance policy while on approved Dominion Command business travel. Any additional travel insurance purchased will be at the discretion of the traveler and will not be reimbursed.

35.6 PER DIEM

Per diem is the daily allowance provided to cover living and incidental expenses.

Per diem is paid for each full 24-hour period of absence from the time of departure from a claimant's residence until the claimant returns to that residence, subject to the following conditions:

- a. arrival at the place of meeting shall not be more than one day prior to the date on which the meeting takes place;
- b. after the first 24 hours the full authorized daily rate will be paid for any period in excess of 12 hours, with half rate payable for periods of 6 to 12 hours. If, however, 6 to 12 hours involves paying for an additional night's accommodation, the full per diem shall be paid;
- c. while on Legion business, a claimant may extend their trip for personal reasons, such as vacation, but per diem will only be paid for the period of Legion duty; and
- d. Per Diem Allowance for travel less than 24 hours is:
 - i. **Staff:** Staff traveling out of town on a normal working day will be reimbursed actual expenses supported by receipts;
 - ii. **Others:** The full authorized daily rate will be paid for any period in excess of 12 hours, with half-rate payable up to 12 hours.

In those instances where a claimant from outside Ottawa is required to attend successive meetings, per diem may be authorized for the interim period, provided the cost of per diem does not exceed the cost of transportation of the second return trip.

35.7 LOCAL AREA TRAVEL

- a. **Elected Officers and Committee Members:** Ottawa area members on Legion business in the Ottawa area are authorized to receive the half day per diem, transportation and incidental costs. Hotels will not normally be authorized for persons living within 50 kms of the meeting location.
- b. **Staff:** Staff required to attend meetings or work on weekends or holidays will be compensated in accordance with the Employment Regulations and Benefits:

35.8 INCIDENTAL COSTS

Incidental costs which may be claimed include:

- a. necessary long distance telephone calls while on Legion business;
- b. PMV mileage, taxi, bus or limousine fares between the claimant's residence and the point of departure and similar fares between the claimant's point of arrival and his accommodation at the place of meeting, as well as taxi fare to and from the place of meeting and the place of accommodation; and
- c. Parking.

35.9 HOTEL ACCOMMODATION

For meetings held at Dominion Command and hotel accommodation is required, rooms are reserved "GUARANTEED LATE ARRIVAL" meaning that the room(s) will be available if the guest arrives after 1800 hours.

If the guest is a "NO SHOW" on the date of the reservation, the room must still be paid for. Members who will not arrive on the date of reservation must advise Dominion Command through the Executive Assistant to the National Executive Director, of the change in status in order that cancellation or an amendment can be made to the hotel reservation to prevent the financial penalty.(See attached Annex A).

35.10 TRANSPORTATION RATES

- a. actual cost of air, rail, bus fares or car rental and gas;
- b. PMV mileage rate is 57.5 cents per kilometer. Mileage usage will be calculated/confirmed using Google maps;
- c. When travel costs and other expenses are paid by a third party (e.g., VAC.), the claimant shall receive:
 - i. 50% of the entitled per diem less the accommodation portion for outside Canada travel; and
 - ii. Full entitled per diem less the accommodation portion for in-Canada travel.

35.11 PER DIEM RATES

- a. **Rate – in-Canada**: the daily per diem rate to cover meals is \$104.00.
- b. **Rate – Outside Canada**: any claimant traveling outside Canada on Legion business, including the Dominion President, shall be paid per diem of \$215 or shall be reimbursed actual and reasonable expenses supported by receipts, whichever is the fairest.
- c. **Accommodation Costs**: Commercial accommodation expenses must be supported by receipts. Non – commercial accommodation expenses will be reimbursed at a rate of \$50.00 per night.

35.12 CLAIMS

Travel expense claims are to be submitted to Dominion Command promptly after a trip has been completed. Claims must be signed by the claimant before payment will be made. The claim should clearly show the claimant's name, address (including postal code), purpose of trip, location traveled to, particulars of transportation costs, airline/rail ticket number and amount, and whether the transportation was pre-paid by Dominion Command. Where actual and reasonable costs are being claimed, the relevant receipts must be attached to the claim. If the trip was extended for personal travel, the dates of the actual times of Legion business must be stated.

Per diem will be calculated by the Financial Services staff, based on the information provided by the claimant in the box at the top right-hand corner of the claim - figures must be accurate.

Financial Services staff will list on the cheque stub a breakdown of the total amount under the headings Per Diem, Transportation, and Miscellaneous Expenses. Cheques will be mailed by the Financial Services Department.

35.16 CREDIT CARDS

All Senior Elected Officers will be provided with a corporate credit card by Dominion Command.

35.17 ATTACHMENTS

Annex A: Travel and Accommodation Arrangements

DOMINION COMMAND COMMITTEE TRAVEL AND ACCOMMODATION ARRANGEMENTS

The following information is provided to ensure that Dominion Command Committee members are aware of accommodation arrangements, travel regulations and other pertinent details.

35A.1 ACCOMMODATION

Reservations are made for committee members by Dominion Command at the Holiday Inn Select Hotel & Suites, 101 Kanata Avenue, Kanata, Ontario K2T 1E6, for the evening prior to the meeting and for the evening of the meeting. Depending on the meeting agenda, attendees may be able to depart the day of the meeting. In that case, they should cancel the final night of the hotel upon arrival, or as soon as their return travel arrangements have been made. Hotel reservations are guaranteed late arrival which ensures accommodation if arrival is after 1800 hrs. If you are unable to attend the meeting, please advise the EA to the NED to cancel the reservation before 1800 hrs of the arrival date. Failure to do so will result in a charge for the hotel room. Should any member require different accommodation arrangements than the above, the Committee Coordinator should be contacted.

35A.2 AIR TRAVEL

The air travel industry has undergone significant changes in the past several years – particularly with the growth of the internet. Unless travel arrangements are so complex as to warrant the assistance of a travel agent (for a fee), most in-Canada flight reservations can easily be completed at home through the airline website;

Committee and DEC members are requested to make their own flight reservations through the internet. This saves a significant expense on travel agent fees. The reservation format also allows the member to insert his/her Aeroplan number to ensure that AEROPLAN miles are credited for the flights. Economy Class rates are to be used at all times. These are the Air Canada Economy fares which will be used as the maximum allowable to be claimed. An E-ticket will be produced immediately upon making the internet reservation. Committee and DEC meeting schedules are published well in advance to permit early reservations and easy access to these fares.

In summary, all members traveling to scheduled meetings at Dominion Command are requested to complete their reservations individually on the internet with Air Canada or an alternate air carrier. E-tickets will immediately be made available to the member.

Members without access to a computer/printer or the Provincial Command office may choose to book reservations through a travel agent.

Members travelling to Dominion Command for meetings other than DEC or Convention are therefore free to use Air Canada or another airline as long as Economy Class rates equivalent to those of Air Canada are used.

Travel arrangements are the responsibility of the member and flight reservations must be paid by the member. Bills forwarded to Dominion Command by a travel agency on behalf of a member will not be accepted. If the member requires an advance of funds to pay for the flight reservations, this can be arranged by calling the Comptroller at (613)5913335 or by e-mail to expensereports@legion.ca

In summary, members are now free to choose the airline which best suits their needs and where the fare is the same or less than Air Canada's fare saver rates when travelling on Legion business.

35A.3 USE OF PRIVATE MOTOR VEHICLE

In certain circumstances it may be more practical to use a private motor vehicle (PMV) if air travel is not readily available or practical. In such a case full mileage rate and per diem is authorized. Prior approval is required through the Committee Coordinator to the National Executive Director.

In cases where an individual elects to travel by PMV for their own convenience, the amount claimed may not exceed that which would have been paid for Economy Class fare air travel and related per diem as computed on the date of the meeting notification.

35A.4 TAXI REQUIREMENT - CAR RENTALS

You are authorized to make arrangements to rent a car instead of taking a taxi (taxi fare: approximately \$65 one way) to and from the Holiday Inn Select Hotel when arriving for meetings at Dominion Command. The only criterion is that you will be restricted to a maximum claim of \$150 with a car rental receipt including gas, insurance, etc.

This option should provide some flexibility for many. It also offers the option for cost savings by sharing a rental car for those travelling together from a Command. (In this instance, to assist the processing by the Financial Services Department, it is requested that only one individual should pay and claim for the car and indicate the name of the sharing passenger.)

35A.5 SMOKING POLICY

Effective 1 August 2001, a City of Ottawa By-Law restricting the use of tobacco products came into effect. The By-Law is very restrictive and bans the use of flammable tobacco products in any office building, restaurant or indoor facility within the City of Ottawa. Therefore, the use of tobacco products within Legion House is prohibited.

2021

27 Aug – 2 Sep	American Legion Convention, Phoenix, AZ
17-19 Sept	NB Command Convention, Miramichi, NC
1 Oct (TBD)	Pay Committee Meeting
2 Oct (TBD)	SEO/Budget Committee Meeting
9-11 October	NS/NU Command Convention, Truro, NS
26 November	RCEL Committee, Memorial Boardroom (7:30 am ET)
26 November	CANVET Board, Memorial Boardroom (9:00 am ET)
26 November	Dominion President's Christmas Luncheon Reception, Victory Brdm (2 pm -4 pm)
27 November	DEC Meeting, Victory Boardroom

2022

22-25 April	Dominion Cribbage, BR 02-015, Cochrane, AB
29 Apr – 2 May	Dominion Darts, BR 01-004, Chilliwack, BC
27 – 30 May	Dominion Eight Ball, BR 02-104, Innisfail, AB
17-19 June	MB & NWO Command Convention, Thunder Bay, ON
13-15 May	Royal British Legion Conference, London (Julian)
20-21 May	Legion Scotland Conference, Perth (Julian)
May TBD	AB-NT Command Convention, Stony Plain, AB
May TBD	ON Command Convention, North Bay, ON
21-22 May	QC Command Convention, Quebec City, QC
3-5 June	BC-YT Command Convention, Nanaimo, (Vancouver Island) BC
TBD	PE Command Convention, TBD
3-9 August	2022 Legion National Track & Field, Sherbrooke, QC (Competition dates: 5-7 Aug)
Sept TBD	RCEL Centenary Conference, London, UK
26 Sept	RCL-VAC Bilateral Meeting, Charlottetown, PE
27-29 Sept	Service Officer Professional Development (SOPD), Charlottetown, PE
17-19 October	CIMVHR Forum 2022, Halifax, NS
21-23 October	SK Command Convention, Melfort, SK