



ANAVETS

Issue 2/03

Dominion Command Newsletter, Ottawa, Ontario

May 2003

Special Points:

- VAC Addresses Most Urgent Needs of Veterans
- Speech - VAC Minister
- New DM at VAC
- Holding Better Meetings

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Federal Government to Boost Benefits and Services to Veterans

Ottawa – The Honourable Dr. Rey D. Pagtakhan, Minister of Veterans Affairs, announced in the House of Commons 12 May 03 his intention to bring forward legislation in the near future to address the most urgent needs of Canada's Veterans as identified by the national Veterans' organizations.

All of these urgent needs were supported by ANAVETS and passed as Resolutions at past Dominion Conventions. On your behalf, Dominion President Bob Cassels and Secretary-Treasurer Jack Arseneault have been meeting with VAC officials for the past 18 months.

"The proposed legislative changes offer Canada an opportunity to further express our nation's unending gratitude to our Veterans," said Minister Pagtakhan. "These changes also recognize the value of lifelong caregiving that has been provided to Veterans with disabilities by their spouses. By working hand in hand with the three major Veterans' organizations, we will be able to make very soon a further meaningful difference in the daily lives of our Veterans and their spouses."

More specifically, the proposed legislation would:

- extend the period of continua-

tion of the Veterans Independence Program's grounds maintenance and housekeeping services for surviving spouses of Veterans to a lifetime.

- extend compensation for former prisoners of war, for both shorter and longer periods of incarceration.
- extend health programs to war Veterans with a pensioned disability greater than 47 per cent, regardless of whether their health needs are related to their military service.
- provide Veterans Independence Program and health care benefits to Overseas Service Veterans at home when there is a wait list for a priority access bed.
- provide long-term care and health care benefits to Allied Veterans with 10 years' post-war residence in Canada.
- establish an Education Assistance Program for the children of deceased Canadian Forces Veterans.
- clarify legislation to establish that a "member of the Forces" must have enlisted to be eligible for benefits.

Allan Parks, Dominion President, The Royal Canadian Legion, was pleased with the announcement. "The Royal Canadian Legion welcomes this positive development in ensuring

Govt to Boost Benefits and Services (Cont'd)

that the sacrifices of Canadian Veterans will not be forgotten. In catering to the needs of Prisoners of War, surviving spouses and the long-term care of Veterans, Canada remains at the forefront of support to its Veterans.”

Dominion President Robert R. (Bob) Cassels of the Army, Navy and Air Force Veterans in Canada Association (ANAVETS) stated, “I am very pleased with the Minister of Veterans Affairs’ announcement that he will be introducing proposed program changes to meet today’s most urgent needs of Canada’s war Veterans. For about 18 months, my staff and I, in concert with members of the Legion and the National Council of Veteran Associations, have worked closely with the Minister of Veterans Affairs and his officials to develop this package of enhancements. We were fully consulted at every step of the process. I have been satisfied with the process to date that has led to these proposed improved and refined benefits and services for the Veterans and their families.”

President Cassels further said, “The Army, Navy and Air Force Veterans in Canada Association completely supports these program changes. We are confident that the necessary legislation, regulation and policy changes will be implemented with due speed by the Government of Canada. On behalf of all Veterans and their families, I would like to thank the Honourable Dr. Rey Pagtakhan, Minister of Veterans Affairs, for his personal leadership and positive attitude towards dealing with the pressing needs of Canada’s Veterans. These proposals provide Canada with an opportunity to further repay a debt of gratitude to its Veterans and their

families.”

VAC will fund these proposals through internal reallocation by modifying the Attendance Allowance program.

H. Clifford Chadderton of the National Council of Veteran Associations (NCVA) added: “Attendance Allowance was initiated in 1919 to provide financial assistance for a totally disabled Veteran who could be cared for in his home, rather than in an expensive hospital. A more generous definition of ‘disabled’ than was intended in the law fell into use. It is reasonable now that a return to the original intent is practical. Firstly, the Veterans Independence Program will provide benefits formerly available under the Attendance Allowance provision. Secondly the money saved will be used to increase legitimate benefits for former POWs, including Veterans of the Dieppe Raid, RCAF crews shot down over enemy territory or those taken prisoner while in the Merchant Navy. We are pleased as well that the government will extend benefits to widows of seriously disabled Veterans where, when they were alive, the spouse acted as a full time caregiver.” said Chairman Chadderton.

These proposals will contribute to Canada’s support of our war Veterans in their later years when they need care the most. As well, one of the most urgent family needs of Veterans will be addressed.

A backgrounder on the proposed legislation is available at pages 6 & 7 and also on the VAC Departmental Web site, at www.vac-acc.gc.ca.

The Minister hopes to have these proposals through Parliament before it adjourns for the summer.

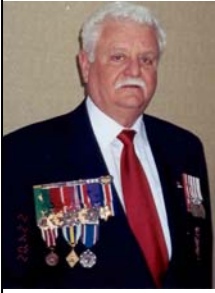
Membership — Why It Needs To Remain ANAVETS # 1 Priority

Membership in “traditional” Veterans’ organizations has been falling steadily over the years as one would expect given the age of many of our veterans.

Veterans Affairs report that there are about **700,000** veterans of all types in Canada. Given that approximately 35% of our members are veterans, that means that ANAVETS’ “**market penetration**” is just **over 1 %** of all available veterans. This tells us that they are veterans out there for ANAVETS to recruit.

Our main “competition”, the RCL are opening up to more and more non-traditional veterans and have launched a “Unity” Program to entice some Veterans organizations to join together with them. The offer was extended to ANAVETS, but we politely declined their offer to amalgamate. The Legion has made the strategic decision to become more of an organization “in support of veterans” rather than a “Veterans’ organization”. Whether their decision will be (cont’d next page)

PRESIDENT'S MESSAGE



To all the members of ANAVETS this will bring you up-to-date on the seven issues with veterans affairs.

Over the past eighteen (18) months we have been meeting with the Minister of Veterans Affairs, along with the Royal Canadian Legion and the National Council of

Veterans. We are pleased to report to all members that on May 12th, 2003, the minister announced in the House of Commons that the seven issues that have been put forward will be put to the House of Commons for approval in the near future (see articles on pages 1-2 and 6-7 on these issues).

We are also pleased to pass on the changes to both the special duty area and special duty operations. These were all part of the resolutions from our last convention. We have had many meetings over

this past year and half that the Dominion Secretary and I have attended on behalf of the Army, Navy & Air Force Veterans in Canada and I would like to thank Jack for all of his help in bringing these matters to the attention of VAC and DND with me.

A lot of the Commands have had their Provincial Conventions over the past few months. To the new Provincial Presidents and those re-elected, congratulations! We are starting to see a turn around in membership. Some Commands are working very hard and the results are starting to show. Keep up the good work, as this is the most important part of "ANAVETS". We are all going to see changes in the near future and we should be ready to move forward and accept change for the better to keep "ANAVETS" as the great association it has been for the past one hundred and sixty-three (163) years.

I look forward to this challenge along with you.

R.R. Cassels, President

Membership (Continued)

successful is yet to be seen, but it is clear that they are not prepared to be mired in the past like Eaton's and do nothing to adopt to today's realities. The three major non-traditional "Peacekeeper" organizations are continuing to grow and show no interest in giving up their organizations to join another.

Therefore, ANAVETS must keep membership as its number one priority if we are to survive. We have to be very creative, open to new ideas and changes to succeed in the future. Here are some recruitment and retention thoughts for you to ponder....

Don't be fooled. No one will join our Association unless there is a clear benefit – unless you are speaking their language – unless you are responding to their specific needs – unless you are relevant to their trade, profession or their special interest. Thus, running an association recruitment and retention program is no longer just an art form. It is a science, and one that evolves as quickly as the speed of light. The magic is in delivering personalized 'perceived' and 'real' value through one-on-one marketing. The tools required to achieve this end are sound research, clear objectives, realistic goals and a measurement score-card.

Recruitment Research: Most of us make the mistake of simply surveying members and a sampling of non-members to find out (a) are they happy?, (b) do they want anything else?, (c) why are they not members and what would make them join?. Truth be known, most of them don't know and don't always care. They expect you to figure it out. Targeting your audience is only part of the marketing/communication strategy. Knowing how to communicate through the right vehicles (mail/fax/e-mail/web) and with the right message style is of great importance.

So what does this have to do with recruitment and retention? Everything! You've got to be top of mind, you've got to speak their language, you've got to reach the right person, you've got to be relevant, you've got to be dynamic. And last but not least, you've got to be paranoid and continually measure your progress.

In closing, to recruit and retain members an association must know what members value most, it must know how to communicate and deliver on its core competencies, and, it must measure its performance against a score card to ensure focus and continuous improvement. While it keeps you up at night, it's better than not knowing where you're going – it's well worth the effort!

In Memoriam



WE SHALL
NOT FORGET

It is with deep sadness that I inform you of the passing of the following members of ANAVETS:

Douglas H. Waithman (December 2002)

Assiniboia Unit 283

Emmerson Davidson (March 2003)

Steveston Unit 284

Len Greenhow (29 Mar 2003)

Penticton Unit 97

Edward Willox (2003) Assiniboia Unit 283

Prime Minister Announces Changes to Senior Ranks of Public Service

Prime Minister Jean Chrétien announced on April 11, 2003 changes in the senior ranks of the Public Service. Two of those changes affected VAC and thus, a direct impact on veterans:

Larry Murray, former Deputy Minister of Veterans Affairs, became Deputy Minister of Fisheries and Oceans, effective April 22, 2003. ANAVETS enjoyed the close relationship it had with Mr Murray and wishes him all the best in his new portfolio. He will be missed.

Jack Stagg, former Executive Director and Deputy Head of the Office of Indian Residential Schools Resolution of Canada, became Deputy Minister of Veterans Affairs, effective April 22, 2003. Mr Stagg is highly recommended by Larry Murray. **Both of his parents are WW II veterans.**

ANAVETS welcomes Jack Stagg to the world of veterans and looks forward to working closely with him for the benefit of all veterans and their families.

You can read his biography and see his picture in the next column.



Jack Stagg's Biography

Mr. Stagg joined the federal public service in 1974 after two years with Prentice-Hall of Canada. During the past 27 years, he has held progressively senior positions with the federal service primarily with the Department of Indian and Northern Affairs. In 1992, Mr. Stagg negotiated the Political Accord which framed the creation of the new Territory of Nunavut. In 1995, he was responsible for developing the Canadian policy on the Inherent Right to Self Government for Canada's aboriginal peoples. In 1996, he became Assistant Secretary to the Cabinet for Economic and Regional Development Policy. He acted as Secretary to the Cabinet Committee for the Economic Union and provided advice, via the Clerk and Cabinet Deputy Secretary, to the Prime Minister on domestic and international matters of economic importance to Canada. In 1999 he was appointed Associate Deputy Minister of Fisheries and Oceans. Mr. Stagg assisted the Deputy Minister in the overall management of the Department and had particular responsibility for several Human Resources initiatives, the Department's Audit and Review function, Aquaculture development, and a number of aboriginal fishing related issues, including DFO's response to the supreme court Marshall judgement. In June 2001, Mr. Stagg was appointed to as Deputy Minister of Indian Residential Schools Resolution Canada.

Mr. Stagg has a Ph.D. in Modern History, Cambridge University (England) and a B.A. and Masters in History from McMaster University (Hamilton). He is a life member of the Cambridge Debating Union.

Mr. Stagg is married and has two daughters, Amary and Wallis.



Troops of 'B' Company, 2nd Battalion, Princess Patricia's Canadian Light Infantry, crossing the log bridge, North Korea, ca. February 1951. (VAC PA 115034)

Year-Long Commemoration of the 50th Anniversary of the Korean War Begins

Winnipeg, 12 March - The Korean Veterans Association, Manitoba Unit #17, together with the Honourable Dr. Rey D. Pagtakhan, Minister of Veterans Affairs and Secretary of State (Science, Research and Development), and the Honourable Peter Liba, Lieutenant Governor of Manitoba, unveiled and dedicated a stained glass window at Deer Lodge Centre today. Provincial President Ron Smith represented ANAVETS. This unveiling launched a year of remembrance to be called Canada Remembers the Korean War.

I am pleased to announce that we in Veterans Affairs Canada is committed to making 2003 a special year for Korea Veterans. A series of activities to commemorate Canada's achievements and sacrifice in Korea will be planned throughout the year, including national ceremonies in Brampton and Ottawa, as well as a pilgrimage to Korea this summer to participate in international ceremonies of remembrance.

ANAVETS' President Bob Cassels will participate in the pilgrimage to Korea.

Headed by the Honourable Dr. Rey D. Pagtakhan, Minister of Veterans Affairs, the pilgrimage delegation will include more than 30 Veterans of the Korean War, as well as youth representatives, Parliamentarians and a Canadian Forces ceremonial contingent. On July 27 they will attend the unveiling of a

Republic of Korea monument in Seoul as well as a ceremony in Panmunjom conducted by the United Nations Command Coalition to mark the signing of the armistice. On the 29th, they will participate in ceremonies at the Commonwealth Memorial in Gapyong and the Canadian Memorial at Naechon. Their final event will be a major ceremony July 31 at the United Nations Memorial Cemetery in Busan at the new "Monument to Canadian Fallen". They return to Canada on August 1, arriving in their home towns on the 2nd.

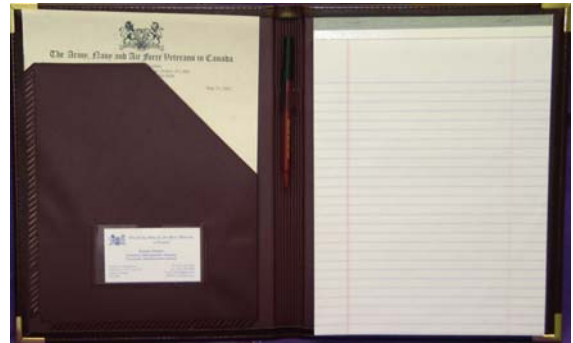
More than 26,000 Canadians participated in the Korean War, which began June 25, 1950 and effectively ended in a ceasefire following the signing of the armistice agreement July 27, 1953. Another 7,000 Canadians served in the theatre from the beginning of the ceasefire to the end of 1955, and Canadian representation in the United Nations Command Military Armistice Commission continues today. More than 1,200 Canadians were wounded in the Korean War and the names of 516 war dead are inscribed in Canada's Korean War Book of Remembrance, on the Korea Veterans National Wall of Remembrance in Brampton, Ontario and on the Monument to Canadian Fallen.



Regalia News



Have you seen our very attractive Pad Portfolios ? They have the ANAVETS crest in gold foil. They are a rich brown in colour and will hold an 8 1/2 by 11 inch pad of paper (which comes with it). They are very popular and sell for a mere \$25.00. Get your orders in and carry one of these to your meetings. It sure makes you look important!!!



Yes, we do have the 60 year pins in stock. Get your orders in! Only \$4.00.



We now have in stock the “gold star clasp” for the summer uniform Award of Merit ribbon to differentiate the Award of Merit from the Life Membership ribbon. Cost \$4.00



For only a mere \$4.00 we have a wonderful item for sale that can serve more than one purpose. The medallion on the left can be used as a commemorative or souvenir coin to be given to special people; it would make an excellent golf ball marker; it can be use on name tags; can be used to make a local medal to be given to winners of sporting events; it can be used for small plaques

(note: we also have a larger medallion (3” in diameter) that would be even more ideal for plaques at a price of \$10.00



The Baker’s Dozen promotion finished at end of May, but Aero Mode still offers a fine jacket and sweater with a crest with “Army, Navy & Air Force” and your Unit Number.

Be a proud owner of such fine clothing while at the same time, advertise our Association.



Don’t forget that our Preferred Clothing Supplier, Aero Mode, continues to provide quality clothing to ANAVETS’ members at reasonable and affordable prices. Orders are filled in a timely manner to the satisfaction of all customers. Orders are made direct to Aero Mode and shipped directly back to the unit, eliminating any middle-person. See the advertisements in the attachments for further details.

Distinguished Canadians & ANAVETS Members Recognized

Vancouver 23 May– The Honourable Dr. Rey D. Pagtakhan, Minister of Veterans Affairs, paid special tribute today to a group of outstanding Canadians for their service to the country and their fellow citizens, during a ceremony held in their honour. "I am immensely honoured to be presenting on behalf of a grateful nation the *Minister of Veterans Affairs Commendation* to an outstanding group of Veterans for their dedicated service and remarkable achievements." Two of the eight individuals honoured included two members of ANAVETS: Mr. Howe Y. Lee, CD, M.S.C. of Burnaby, and Mr. Roy Mah, of Vancouver, B.C. All members of ANAVETS congratulate you on being recognized as outstanding Canadians who represent ANAVETS so very well. We are so very proud of you!

Minister of Veterans Affairs Commendation



Howe Y. Lee, CD, M.S.C.
Burnaby,
British Columbia

Mr. Lee is the founder and President of the Chinese Canadian Military Museum which tells the history of Chinese-Canadian Veterans in both the First and Second World Wars. As director of the Chinese Cultural Centre of Greater Vancouver, Mr. Lee promotes the contributions of the Veterans in the Chinese community and in the community at large. Mr. Lee also promotes the cause of Veterans at the Asian Heritage Month Society, by inviting speakers and for organizing panel discussions. Mr. Lee helps with the coordination of cadet programs, promotes Veterans' Week and Remembrance Day in public schools and plans and participates in the local Remembrance Day Ceremony. Mr. Lee has provided key assistance to the organizers of the revitalization project of the Vancouver Cenotaph in Victory Square.



Roy Mah
Vancouver, British Columbia

A decorated Veteran, Mr. Mah led the first Chinese-Canadian contingent to fight the Japanese Army in the Malaysia-Singapore battle during the Second World War. A founding member of the Army, Navy, and Air Force Veterans Association (ANAVETS) in Canada, Pacific Unit 280, Mr. Mah wrote a special commemorative book on the history of the Pacific Unit 280, telling the story of Chinese-Canadian Veterans during the Second World War. Mr. Mah was among the first Board members of the Chinese-Canadian Military Museum Society, which opened the only museum of its kind in Canada, displaying the sacrifice and contributions made by local Chinese-Canadian Veterans during the Second World War. Mr. Mah has appeared in several documentary films and has been active in preserving and promoting the memory of the achievements and sacrifice of Chinese-Canadian Veterans.

Backgrounder

Proposed legislative changes to address most urgent needs of Canada's Veterans

Introduction

The mission of Veterans Affairs Canada (VAC) is to provide Veterans, qualified civilians and their families with the benefits and services to which they are entitled; to promote their well-being and self-sufficiency as participating members of their communities; and to keep the memory of their achievements and sacrifices alive for all Canadians.

Veterans are using services and benefits more intensively as they cope with deteriorating health and increasingly complex care needs. VAC has a proud tradition of evolving to meet the changing needs of Veterans. As war Veterans are now at an average age of 80 years, this need for change has become urgent. The proposed legislative changes, as outlined below, would address the priorities outlined by Veterans' organizations on behalf of their members and all Veterans.

Specific proposed legislative changes

1. Extend the period of continuation of grounds maintenance and housekeeping for surviving spouses of Veterans to a lifetime.

Qualified surviving spouses would receive Veterans Independence Program (VIP) housekeeping and grounds maintenance services for their lifetime when these services are required to remain self-sufficient at home. Currently, surviving spouses continue to receive VIP housekeeping and grounds maintenance services for a period of one year following the death of the Veteran, as long as the Veteran was in receipt of these services at the time of death.

2. Enhance compensation for former prisoners of war (POWs), for both shorter and longer periods of incarceration.

This proposal will do two things: it will modify the current POW compensation scale to benefit both shorter-term and longer-term POWs and it will provide Veterans who are only in receipt of POW compensation with access to VIP services and health care benefits based on need, in situations in which the required services and benefits are not available to them from a provincial program.

3. Extend health programs to war Veterans with a pensioned disability greater than 47 per cent.

This proposal would remove the requirement for Veterans assessed between 48 per cent and 77 per cent disability level to relate their health care needs to their pensioned condition. In other words, VAC would cover all their health needs, *to the extent that other jurisdictions do not*, regardless of whether the health need is related to their military service. This provision currently applies to Veterans assessed at greater than 77%.

4. Provide Veterans Independence Program and health care benefits to Overseas Service Veterans at home when there is a wait list for a priority access bed.

This proposal will allow VAC to formalize a pilot project, initiated in July 1999, whereby VIP services and health care benefits are provided to Overseas Service Veterans at home when they are unable to access a priority access bed due to a wait list. Feedback from participants and Veterans' organizations has been very positive.

Backgrounder (Continued)

5. Provide long-term care and health care benefits to Allied Veterans with 10 years' post-war residence in Canada.

This proposal would extend access in the critical area of long-term care -- namely, the stock of available priority access beds in community facilities -- to those Allied Veterans who have 10 years post-war residence in Canada. This would include care in a traditional priority access bed site where the Allied Veteran needs palliative care, or is suffering from dementia or another condition, and cannot be adequately cared for in a community facility. Both situations would include health care benefits while in the priority access bed.

6. Establish an Education Assistance Program for the children of deceased CF Veterans.

The Education Assistance Program provides post-secondary education assistance to surviving children of CF members and Veterans who die/died as a result of military service or who are/were pensioned at 48% or greater disability level at the time of death. This proposal ensures that surviving children are provided similar reasonable educational assistance opportunities, on a comparable basis as their post-wartime counterparts.

7. Clarify legislation to establish that a "member of the Forces" must have enlisted to be eligible for benefits.

Currently, there is ambiguity with respect to the definition of a member of the Canadian Forces for the purposes of the *War Veterans Allowance Act*. VAC is proposing legislative amendments that will establish that a "member of the Forces" must have enlisted to be eligible for benefits under this program.

Funding the proposals

VAC is reallocating funds internally to address these high-profile priorities to those Veterans and other clients in greatest need. This funding mechanism will involve changes to the Attendance Allowance (AA) program eligibility criteria to bring it more in line with its intended target. AA, in place since 1919, is a monthly amount which may be awarded to an individual who is receiving a disability pension and/or prisoner of war compensation. The individual must also be totally disabled and in need of attendance due to his or her physical or mental disability. Over time, the eligibility has expanded to include significant numbers of Veterans who do not strictly meet these criteria. This program policy change will provide a better way of meeting the urgent needs of Veterans through the use of more appropriate tools and a broader scope, while maintaining the AA program itself. These changes will only apply to future applicants of the program. Existing clients will be grandfathered and will continue to be assessed in accordance with current grade scale criteria.

Some Humour—"OLD SEX"

On hearing that her elderly grandfather had suddenly passed away, Susan went straight to her grandparents' house to visit her 95 year-old Grandmother and comfort her. When she asked how her grandfather had died, her grandmother replied, "He had a heart attack while we were making love on Sunday morning. "Horrified, Susan told her grandmother that 2 people nearly 100 years old having sex would surely be asking for trouble. "Oh no, my dear," replied granny. "Many years ago, realizing our advanced age, we figured out the best time to do it was when the church bells would start to ring. It was just the right rhythm. Nice and slow and even. Nothing too strenuous, simply in on the Ding, and out on the Dong." She paused, wiped away a tear and then continued, "and if that damned ice cream truck hadn't come along, he'd still be alive today!"

CF Families



See the complete story on THE CENTRE in the attachments. THE CENTRE's Mission is to: The DND-VAC Centre for the Support of Injured Members and their Families will support and serve, with dignity and respect, injured and retired members of the Canadian Forces and their families.

What is "THE CENTRE"?

Need help? THE CENTRE is designed to bring the joint efforts of both the [Department of National Defence \(DND\)](#) and [Veterans Affairs Canada \(VAC\)](#) together in providing information and services to injured and retired military members and their families.

THE CENTRE is an initial contact point and referral service. **All calls are confidential** and in addition to the original consultation and referral, follow-up calls are made to ensure that an individual's concerns or issues have been resolved and they have received all of the assistance to which they are entitled. To speak with a representative call:

1-800-883-6094



TO THE MEN AND WOMEN
OF CANADA'S ARMED FORCES
WHO HAVE SERVED THEIR NATION
WITH DISTINCTION
IN WAR AND IN PEACE



Interment in the National Military Cemetery of the Canadian Forces

The National Military Cemetery (NMC) of the Canadian Forces is located in the heart of Beechwood Cemetery in Ottawa.

Canadian veterans of the World Wars and Korea (including Merchant Seamen) may also apply to be buried in the NMC. In addition, former CF members who have been honourably discharged and one family member may be interred in the NMC.

This is our cemetery, a place for all members of the CF, both Regular and Reserve Force. People wishing to be buried in the NMC should register their names as soon as they can. Eligibility criteria will be verified and approval granted as quickly as possible to avoid delays for bereaved families. Plots will not be pre-selected or allocated by rank, service or regiment. Burial, cremation and headstone expenses for all serving Regular Force members and reservists who die in service will be paid by DND.

All inquiries related to applications for burial in the NMC should be directed to the Director Casualty Support Administration, National Military Cemetery Clerk, toll-free in Canada at 1-800-883-6094, or local and outside Canada, (613) 995-1457 or fax (613) 996-1493.

VAC-CF ADVISORY COUNCIL

This is a high level advisory Council to the Minister of Veterans Affairs. It is comprised of highly educated people from the academic world, professionals such as lawyers, doctors, and representatives from many Veterans Associations including ANAVETS, The RCL, NCVA, two Peacekeeping Associations, and the Gulf War Association. ANAVETS' President Bob Cassels is our representative and Chairs the Council's Communication Committee. See a summary of the latest meeting held in Ottawa on 23-25 April in the attachments.

IMPORTANT !

Next year is the 60th Anniversary of the D-Day Landings on Juno Beach in Normandy, France. The Government of Canada will be hosting a huge Ceremony on Juno Beach on 6 June 2004. As well, it is Veterans Affairs intention to also hold ceremonies across Canada and in the nation's capital of Ottawa.

The Minister has appointed a D-Day Advisory Committee and the ANAVETS' representative is your Dominion Secretary-Treasurer Jack Arseneault. In addition to advising the Minister, the Committee is also aiming to identify as many surviving D-Day and Battle of Normandy Veterans as possible. In the interim, **Veterans are encouraged to fax their name, address, phone/ fax number and their Unit to fax number (902) 566-8501, send an e-mail to communications@vac-acc.gc.ca or call toll-free 1-800-387-0930.** Please self identify!

60th Anniversary of Battle of Atlantic

May 2003 marked the 60th Anniversary of Canada's longest running military engagement of the 20th Century.....the Battle of the Atlantic. Ceremonies of Remembrance were held across Canada and in Liverpool, England. Key locations in Canada were Halifax and Ottawa as the Navy and Merchant Navy Veterans spent the weekend participating in commemorative events and ceremonies. President Bob Cassels represented ANAVETS in Halifax as a special guest of the Minister of Veteran's Affairs. Also in Halifax, members of ANAVETS Nova Scotia Units laid wreaths during one of the ceremonies spread over three days. Comrades Charlie Carrol of Dartmouth Unit 349 and Earle King of Citadel Unit 373 laid the wreaths.

The so-called 'Lifeline to Victory' boasted 25,343 merchant ship voyages from North American to British ports under the escort of the Canadian Forces, delivering approximately 165 million tons of cargo to sustain the United Kingdom and making possible the liberation of Europe.

24/7 Coverage for Deployed Canadian Forces, RCMP

The Government of Canada is taking an important initiative that would provide members of the Canadian Forces and Royal Canadian Mounted Police, who are deployed to service in areas and operations involving exposure to elevated risk, with access to more comprehensive and timely coverage for Veterans Affairs Canada benefits.

The legislation, introduced in the House of Commons on April 10, would provide CF and RCMP members with around-the-clock disability pension and health care coverage from the moment they are deployed to any part of the world, including Canada, that exposes them to conditions where there is elevated risk.

To give deploying members and their families greater piece of mind, the amendments would give:CF and RCMP members 24/7 coverage beginning the day they are deployed. It would include training for the deployment, travel to and from the designated area or operation of elevated risk, and authorized leave. Deployed members eligibility to receive a pension and health coverage for any disability they suffer while deployed to a designated area or operation of elevated risk. The disability does not have to be caused by their service.

In addition, the proposed legislation would:

Streamline the approval process that is required under the *Pension Act* for the Government of Canada to declare an area of elevated risk as a Special Duty Area (SDA). An SDA refers to a specific geographic area outside Canada in which members are exposed to heightened risk. This means that serving members would know they have 24/7 coverage before they are deployed.

Create a new type of service called a Special Duty Operation (SDO). SDOs could occur anywhere -- at home, or abroad. They do not have geographic boundaries and they cover all those who are involved in an operation of elevated risk, regardless of their location. The ability to declare SDOs means the Government of Canada can better support CF and RCMP members who may be engaged in the campaign against terrorism, at home or abroad, as well as other operations which are characterized by conditions of heightened risk but that are not always easy to pinpoint in geographic terms.

Guide To Better Meetings

Many of you out there have recently or are about to select new leaders. You will recall that the last newsletter contained articles on leadership. We learned that the **Skills** necessary for a leader included: interpersonal, conceptual, & technical know-how. The leader must be able to **Influence** (communicate, decision-making, motivate), **Operate** (plan, execute, & assess), and **Improve** (develop, build & learn). Leaders chair many meetings and it is in these meetings where the leader, at all levels, can best influence, operate, and improve his Unit, Command or Association. Therefore, this newsletter will focus on providing some guidance on holding productive and meaningful meetings.

To make a meeting successful, you need an **affirmative vision** of success and a set of indicators with which to measure it. Let's look at 10 indicators:

Clarity— First the **mandate** of the group must be clear and prominent, with all efforts directed towards advancing it. Second, the **purpose** of the meeting must be defined: What benefits will the meeting yield? Third, the **issues**: What questions must be answered and what decisions need to be made? Do the members also know precisely what they are debating or voting on? Finally, **the procedure**: Do the members understand the basic rules of order and how they should be used to facilitate progress and collective decision-making?

Order and Decorum— One member only should speak at a time (after being recognized by the Chair, and not by being the first off the mark to raise his or her voice). Members speak without interruption (as long as they stay on track and observe time limits). They remain courteous, use appropriate language, keep their comments to the issues and avoid personalities.

Productivity— Time is allocated to issues in accordance with their significance and the projected benefit of their discussion. (Time is money). Members leave meetings with a sense of accomplishment and renewed enthusiasm and commitment.

Flexibility and Creative Thinking— Formal meeting structures (agenda, time limits, rules of order) are used to facilitate progress and not impede or stifle creative thinking. When circumstances permit it, formal structures can be relaxed. Fewer rules and less structure for smaller and more harmonious groups. Members are

(Meetings Continued)

encouraged to be creative and to question conventional wisdom.

Quality Decisions— The group's decisions are wise and responsible, and reflect due diligence. Prior to a meeting, members review all relevant documents. Solutions address real problems, not surface issues or "symptoms" and are bound to withstand long term scrutiny.

Openness and Collaboration— Members come to meetings with an open mind, ready to listen others before forming an opinion. There are no hidden agendas and no pre-determined outcomes. Adversity (you against me) is replaced by collaboration (you and me against the problem). Ideas are not dismissed or trivialized and the benefit of the doubt is given to everyone.

Balance— Every member has the same opportunity to speak and influence the decision-making. Dominated discussions (90% of the time consumed by 10% of the people) are discouraged. "The tyranny of the minority" (outspoken members dictating the outcomes) is avoided, and true democracy (shared decision-making) prevails.

Shared Responsibility— Every member contributes to the success of the meeting, avoids finger-pointing, and does not automatically defer to the Chair or experienced members. For example, members feel free to question whether an agenda item is related to a group's mandate, to complain about dominated discussions or to share an unusual idea, even if experienced members might oppose it.

Variety— Meetings are varied, engaging, interesting and fun. Predictability and monotony, the greatest enemies of creative thinking, are avoided.

Logistical Support— Everything is there exactly when and where you need it. The room setup is just right. The room temperature is comfortable. The ventilation and lighting work. The room is quiet and distraction free.

Well there you have 10 performance indicators to measure the appropriate balance between efficiency and principled, inclusive debate. Why not do a collective evaluation of your meetings to see what is working and what might need some reinforcing. Good luck!

Chairing A Meeting For Performance

Whether you are new to chairing a meeting or an old hand at it, the following **principles** may be of value to you to ensure you bring your best skills possible to the table.

The person chairing a meeting is in a position to significantly affect its productivity. The chair's challenge is to create an appropriate balance between three main entities: **people, issues, and time**. If one entity receives more attention than another, problems are likely to surface. For example, if the chair tries too hard to accommodate people, progress will be slow, and minorities may control the meeting. If the Chair is too forceful and focuses on closure (issues) and efficiency (time), members may be left behind, frustrated, resentful and disengaged.

To create the appropriate balance between people, issues, and time, the Chair's primary skills are listening and facilitation. This means that the Chair does **less talking and more listening**, and that he or she **facilitates decision-making, and does not impose decisions** on the group. The Chair's greatest enemy is the word "I", which perpetuates autocratic decision-making.

In order to address imperfections in meetings (e.g. digressions from the agenda or domination by outspoken members), the Chair should use carefully crafted interventions, which are both **soft** (on the people) and **hard** (on the issues and principles). For example: *"In fairness, there are members who are waiting to speak for the first time. We need to give them priority."*

An effective Chair avoids power struggles with individual members. Instead, he or she always seeks to **ascertain the wishes of the members** (collectively), so that **democracy** (majority-based decision-making prevails, and **not anarchy** (every members gets what he or she wants) **nor monarchy** (the almighty Chair makes all the decisions).

The collective wishes of the members can be ascertained **informally** or by a **formal vote**. A formal vote can be taken **with** or **without** a motion being introduced as long as the proposed action being voted on has been clearly articulated.

CHAIR'S ROLES

The Chair has the following duties during meetings:

Deciding who speaks next: Going by those who raise their hands first, and not by those who raise voices first (establishing a speaker's line-up if needed); intervening if members "barge in" without permission to speak, or if they interrupt one another.

Establishing decorum: Encouraging civility and mutual respect; intervening if members use offensive or improper language, if they discuss personalities, or if they speculate on

the motives of individuals ("Can we speak about the issues and not the people?")

Keeping the meeting on track: Reminding the members of what is currently on the agenda; intervening if there are digressions.

Educating and advising: Offering procedural options to achieve certain results; suggesting that instead of rushing a motion through, the members amend it, postpone it, or refer it to committee; helping members craft motions and substantive amendments, and suggesting that "nit-picking" amendments be avoided.

Creating balance: Asking dominant members to give priority to those who have not spoken; creating opportunities for quieter members to enter the discussion.

Ensuring clarity: Explaining the overall purpose at the start of the meeting; opening each agenda item by briefing explaining it's nature and how it is set to unfold; repeating motions before they are voted on.

Encouraging listening: minimizing back and forth arguments and encouraging members to hear one another prior to forming a rebuttal.

Questioning: Listening for ambiguities, missed points, generalizations and misunderstandings, and raising appropriate questions.

Re-directing: Shifting the discussion from complaints and accusations to constructive channels; encouraging those members who **oppose** something to **propose** an alternative.

Summarizing: From time to time, briefing repeating key points and concerns raised, and highlighting apparent areas of agreement and disagreement.

Facilitating closure and follow-up: Articulating the proposal being voted on, ensuring that it is understood, and then taking a vote on it; facilitating the assignment of follow-up duties (not to the first volunteer, but to the most qualified person, or perhaps to a new member); confirming that the secretary is able to record the decisions made.

CHAIR'S RIGHTS

Contrary to popular beliefs, the Chair is usually not precluded from speaking on issues, provided that he or she does so on the same basis as other members, and does not dominate.

Contrary to popular beliefs, the Chair is usually not limited to voting only in the event of a tie.

Command and Unit News — “Making a Difference”

Thank you once again to those who have shared their news with the Association. See attached the clippings that we have received about the wonderful things you great people are doing out there to “make a difference” and to make your communities a better place to live. Thank you also to those many units who sent us their latest copy of their newsletter, particularly Assiniboia Unit 283, Penticton Unit 97, and Steveston Unit 284...three excellent newsletters. It is so great to for us at Dominion Command to have an understanding at what is going on out in the “field” at our units. A huge thank you from Deanna and me.

Since we have a scanner and computer it would be appreciated if you send in copies of the original photos. It makes for much better reproduction. Many did, thanks!

Our people do so much to make a difference. Please let us know of their outstanding work so we can share it with the whole Association. They deserve recognition.

Great News From Alberta

Dominion Command has received a Unit Charter application from Alberta Command for a new Unit to be known as the Strathcona Unit, # 99. The location and Headquarters of the Unit will be at Sherwood Park (Edmonton), Alberta.

Neil McKinnon—Two Major Awards !

ANAVETS’ Barrie Unit 365 President, Neil McKinnon was honoured recently for his ongoing commitment and dedication to the Barrie Community and the more than 30 charities his Unit supports. As Unit executive member of the past 35 years and President for the past 28, Neil was recently honoured with the RCL’s **Citizen of the Year Award**. He was presented the WH Wright Memorial Trophy.

The 79 year-old veteran, who holds the Canadian record in service years as President of a veterans club, said he wouldn’t know what to do if he wasn’t serving on the many committees and clubs of which he is part. (See the complete write-up in the attachments)

Neil was also furthered honoured when he was appointed on 2 April 2003 by the Governor General, on behalf of Her Majesty the Queen of Canada, to the **Order of St John** as a serving member.

He will be formally presented with his medal in June by the Lieutenant– Governor of Ontario. Congratulations Neil!

** Ontario Provincial Command L. A. Secretary Joanne McFarlane wrote in to tell us they will be holding their **“Hank Ford Annual Golf Tournament”** in Belleville in June. We look forward to some “interesting” pictures and an article for the next newsletter.

Don Mann emailed the following good news from B.C.:

Very happy to report from B.C. that the Sidney Museum Unit #302, British Columbia have member Cmd, **Gorden ARMSTRONG & his wife Cathryne ARMSTRONG, CM., BA.** recommended and selected to attend the Juno Beach Centre Celebrations. Gord served in Canada, the UK, Belgium and Holland with the 15th General Hospital Corps and later was the Postal Officer for the 1st. Div.

Mrs C. ARMSTRONG, CM, BA a retired business executive served with the Canadian Women's Army Corps seeing service in Canada, the UK and Europe.& is the recipient of the; 1939 - 45 Star; France & Germany Star; War medal; Defence medal; CVSM & clasp. Then in 1977 received the Queen's Silver Jubilee medal, 1982 The Order of Canada CM. During 1992 the 125th Anniversary of the Confederation of Canada & in 2002 The Queens Golden Jubilee Anniversary Medal.

Unit 97 President Robert Horkoff also reports that member **Roland W. Williams, MM** will be attending the opening of the Juno Beach Centre in Normandy, France.

Steveston Unit No. 284 Bill Bleackley and his wife Doreen. They, too, are both veterans, and Bill is a veteran of D Day. They will be at Juno Beach for opening.

Hey ! Where Are Ya?

What are you doing out there? Let’s tell the members of the Association what you are doing...we haven’t heard from some parts of the Association for awhile. Perhaps the publicity people in Nova Scotia, Quebec, Manitoba & NW ON, and Saskatchewan could get busy and send us some pictures and articles Sure would appreciate it! Thanks.

It has been suggested that our Dominion Committee Chairs should take advantage of our Newsletters to publish information to our members on what they are undertaking and achieving. I think this is a great idea and encourage the Committee Chairs to submit a short report to this office for publication in our future Newsletters. Let our members know about the great work you are doing.

See Dominion Vice President Sam Crowshaw’s report of the Constitution Committee on the last page.

It would also be a super if Provincial Commands would send in a snapshot of what is going on in their Commands.

Provincial Convention News — “Making a Difference”



Don Mann was elected Provincial President of British Columbia at their Convention in late April 2003. Well done Don and best of fortune running our largest Command.



Gord Marsh, after two years as Provincial President of BC, was elected to represent British Columbia to the Dominion Executive. Gord has been assigned Chair of the Priorities & Planning Committee and is busy working on the “Strategic” or Long Term Plan for ANAVETS. Welcome to the Dominion Executive Gord.



Syd Young of Calgary was elected Provincial President of Alberta at the Alberta Provincial Convention in Grand Prairie in May 2003. Well done Syd and good luck during your tenure.



Thomas McKnight, seen here with the Lieutenant Governor of Alberta, became the Past Provincial President of Alberta in May. We'll all remember the great hosting you and your Command did last Sept.



Sam Crowshaw remains the Dominion Executive Officer from Alberta. See his report of By-Laws elsewhere.

Saskatchewan Provincial Command will be holding its Provincial Convention in Regina on 13-14 June 2003



Provincial President Ron Smith was re-elected as President at the Manitoba & NW ON Provincial Convention held in early May 2003. Well done Ron and continued success in your challenging role.



John Thompson remains as Dominion Vice President for Manitoba & NW ON



In Ontario, the Provincial Convention is being held in Brantford on 13-14 June. Ron Edison, the Provincial President for the past 20 years, has announced that he will be stepping down. Ron has been a major part of ANAVETS history and we all wish him well in his future endeavours.



Quebec Provincial President Cedric Cormier was re-elected on 24 May 03 in Quebec City at their Provincial Convention.



Ken Henderson remains as the Dominion Vice President from Quebec and Chair of Dominion Membership Committee



Noel Hillier was elected Provincial President of Nova Scotia in October 2002 at the Nova Scotia Convention.



Frank Leslie was elected as the Dominion Vice President from Nova Scotia at their Provincial Convention in October 2002.

ANAVETS' Position on The War in Iraq

The following guidance was forwarded to each Provincial Command and all Dominion Executive Officers:

The President does not expect ANAVETS' members representing the Association to seek out the media on the question of Canada's support or lack thereof. If asked by the media for a comment however, ANAVETS' official position is as follows:

ANAVETS regrets the decision of the Canadian Government not to support our staunch friends and Allies, Great Britain and the USA. We believe that the Canadian Government should have supported them from the beginning even if we could not have provided combat troops. Canadian Forces personnel could be assisting in the looking after of POWs or distributing aid. We do have Canadian troops on exchange and fighting with our Allies in Iraq. We very much support them and we have full confidence in their courage and abilities. We too have Forces in harm's way in the Persian Gulf fighting terrorism and enforcing the UN embargo on Iraq. They too have our full support and confidence.

The following emails were exchanged with our American Comrades:

Ronald F. Conley
National Commander
The American Legion
Sir:

The President, Executive and all members of The Army, Navy and Air Force Veterans in Canada (ANAVETS) want to express our regrets with the decision of the Canadian Government not to support our staunch friends and Allies, the USA and Great Britain in its war with Saddam's regime. ANAVETS supports our American friends in the war with Saddam. We believe that the Canadian Government should have supported you from the beginning as we did in Afghanistan.

It should be noted that we do have Canadian troops on exchange with our Allies in Iraq standing "Shoulder to Shoulder" in the fight. We very much support them and we have full confidence in their courage and abilities. We also have 700 Canadian Forces' personnel, the majority of whom are on board our three frigates, in harm's way in the Persian Gulf fighting terrorism and enforcing the UN em-

bargo on Iraq. They too have our full support and confidence.

There are millions of Canadians who love the United States and what it stands for. On this issue, Prime Minister Jean Chrétien certainly doesn't speak for our Association or many of our friends and neighbours.

God bless America.

Jack Arseneault
Dominion Secretary-Treasurer
Army, Navy, and Air Force Veterans in Canada
(ANAVETS) (613)744-0222

From: Spanogle, Robert W.
Sent: April 3, 2003 11:59 AM
To: 'Jack Arseneault'; National Commander
Cc: NSFR; Spanogle, Robert W.; Conley, Ronald F.
Subject: RE: Canadian Support for Its Allies in Iraq

Jack we never doubted the friendship of Anavets or of our American neighbors in Canada. Even down here, from time to time, we elect people, who do not represent the viewpoint of the majority.

We veterans of Canada and the US have fought in too many wars of liberation, shoulder to shoulder, to question our neighbors.

The Canadians on exchange and in the Persian Gulf, with our forces and the coalition are reinforcing that bond at this very moment. It is an unbreakable bond.

Our best to you. I am also copying our National Commander on his lap top as he is on travel.

Robert W. Spanogle
National Adjutant

From: NatCmdr@aol.com [mailto:NatCmdr@aol.com]
Sent: April 4, 2003 7:04 AM
To: anavets@storm.ca
Subject: Fwd: Canadian Support for Its Allies in Iraq

Jack
I agree with Bob. Thank You for your kindness
Ron Conley
National Commander
American Legion

For Your Information

Veterans Affairs Canada Helps Releasing Canadian Forces Members Make the Transition to Civilian Life

The Honourable Dr. Rey D. Pagtakhan, Minister of Veterans Affairs, announced 30 April an initiative to assist Canadian Forces (CF) members who are making the transition from military to civilian life. Veterans Affairs Canada (VAC) staff will provide on-site service at 17 major CF locations across Canada. CF members can now access VAC services and benefits on-site at a number of CF locations at any time during their career and especially during the transition from military to civilian life.

The new on-site VAC "Client Service Team" includes one or more of the following VAC staff: Pension Officer, Area Counsellor, Client Service Agent, Pension Assistant, health professionals, and other staff members with expertise on benefits available for transitioning members.

The team will:

- Provide information on VAC services and benefits;
- Conduct transition interviews to determine where and how VAC can help;
- Assist with VAC disability pension applications;
- Through a VAC Area Counsellor, help identify and address needs;
- Liaise with CF Case Managers on cases involving medically-releasing members;
- Offer referrals to other DND programs and other service providers as appropriate.

Each CF member's or Veteran's relationship with the team will be different. Some members may simply want to obtain information on VAC's programs and services, while others may require assistance with a pension application or may want to access more specialized services, such as professional counselling or medical treatment.

Members of the VAC Client Service Team also provide information sessions to CF personnel during career days, at Second Career Assistance Network (SCAN) seminars, through pre- and post-deployment briefings, and at other times upon request.

Client Service Teams are currently in place at Halifax (+ outreach to Greenwood), Gagetown, Montréal/St. Jean, Valcartier (+ outreach to Bagotville), Ottawa, Petawawa, Kingston, Trenton, Toronto, Borden, Winnipeg, Edmonton (+ outreach to Cold Lake), and Esquimalt (+ outreach to Comox).

Recognition & Publicity

There are so many wonderful things ANAVETS Units and members do for others and their communities. Unfortunately, many of these marvelous deeds go unnoticed outside the community in which they took place. Seldom do they get reported through to Provincial Command and Dominion Command. Thus, I believe we miss out on an excellent opportunity to be recognized as an Association for the support we provide at the community level, provincially, and nationally.

Wouldn't it be great if each Unit would provide to their Provincial Command a list of their major activities and support to their communities. Then if each Command would roll the figures up and submit a provincial list to Dominion Command so that we can compile a national list of our accomplishments. It would help get people's attention for example, if we were able to demonstrate that ANAVETS provides \$3 to \$5 million a year to Canadian charities and community groups. But today, these figures do not exist at the Dominion level. Again, we have no idea how many cadet corps we support, how many veterans homes we support, how many hospitals we support. Tell us.....we want to know so that we can let others know of your great deeds.

Take a look at the contributions and donations made by one of our most successful Units, Barrie Unit 365, which you can find in the attachments.

National Day of Remembrance of the Battle of Vimy Ridge

Ottawa – This year, for the first time, April 9th is a National Day of Remembrance marking the anniversary of the Battle of Vimy Ridge. The Battle of Vimy Ridge took place in 1917 and was the first time all four divisions of the Canadian Corps went into battle together. A wreath laying ceremony marked the day at the Canadian National Vimy Memorial in France today. At Vimy Ridge, the Canadians did what other allied forces could not, they took Vimy Ridge. The Canadian success earned Canada a separate signature on the Versailles Peace treaty. The Canadian victory at Vimy Ridge carried a heavy cost. Canada suffered more than 10,000 casualties, of which 3,598 were fatal.

The Federal Government has decreed by an Act of Parliament that 9 April will be known as Vimy Ridge Day. The flag on the Peace Tower will be flown at half mast in honour of those who made the ultimate sacrifice at this momentous battle.

It is expected after the Board meeting in September, the President will authorized flags at ANAVETS' Units to be flown at half mast from sunrise to sunset on 9 April "Vimy Ridge Day" each year. Dominion Command will notify all Commands and Units to amend their copy of the Ritual Book to include this change.

Newsletter Editor
Secretary-Treasurer Jack Arseneault

**THE ARMY NAVY & AIR FORCE VETERANS IN
CANADA ASSOCIATION**

2-6 Beechwood Ave
Vanier, Ontario
K1L 8B4

Phone: 613-744-0222
Fax: 613-744-0208
Email: anavets@storm.ca



ANAVETS



ANAVETS' WEB SITE — www.anavets.ca —

Visit us....

We continue to try to provide an informative and interesting site for ANAVETS members and potential members. To date, there has been over 11,000 hits on our web site. We have received inquiries from potential members thinking of joining ANAVETS. We send them information on how to contact the unit in their vicinity and a few, not near any of our units, have joined as Members-at-large. Other individuals, particularly from United States, England and Australia, contact us as a result of finding about on the web site to seek information about their veteran family members or to obtain information on a family member who served in the military. We do what we can to help them all.

Included in the site are news & views which contains a link to our newsletters, purpose, history, organization, membership with reasons why one should join ANAVETS, links to veteran related sites, a kitshop page complete with a listing of regalia store items and current prices, and a printable form for ordering regalia. Use it as a publicity tool by viewing it or sending potential customers to see who we are and what we are all about.

I want to continue to urge all Commands and Units to get on the net, create a web site and make maximum use of email. President Cassels has become a big user of email....so can you !

ANAVICUS NEWS

President Bob Cassels and his wife Lise will travel to St Louis, Missouri for the 85th Annual National Convention of The American Legion being held 22-28 August, 2003.

Each year a selected group of American Legionnaires receive an ANAVETS Honorary Life Membership and it is considered a very prestigious award. In a breakfast ceremony to be held at the Convention in Missouri, ANAVICUS President Jake Comer will assist President Bob Cassels in inducting new members into ANAVICUS. To date, over 900 members have been so inducted, including President Bush's father, former United States President George Bush.

These awards mean so much to the recipients because of our nation's shared history and camaraderie in the wars our veterans fought "Shoulder to Shoulder" to protect the freedoms we enjoy today. The Cassels expect to once again meet long time ANAVETS friends Mr James & Stella Valentine from Indiana.

COMMITTEE CHAIR REPORT:

BY-LAWS RE-WRITE

By Dominion Vice President Sam Crowshaw

The Constitution Committee is busy re-organizing the Constitution and By-Laws into a more user friendly format, at the same time we are reviewing all items for any required additions, deletions, or changes, to maintain them current and relevant. These will be presented to the Dominion Board meeting in Sept. for further consideration and Resolution compilation for the Next Dominion Convention.

If anyone has any comments on the Constitution and By-Laws, I would like to hear from you. Please forward any comments through Dominion Office. I wish you all a good summer, play and drive safe.

Sam Crowshaw: Constitution Committee Chair