



Exclusive Home & Auto Rates for the Canadian Forces

With savings of up to 60%, discover the difference your group advantage could make.
Get a quote today!

MYGROUP.CA/CAF or **1-844-999-7687**

182406

Monday, March 23, 2020



Volume 54, Issue 06

www.tridentnewspaper.com

TRIDENT

THE NEWSPAPER OF MARITIME FORCES ATLANTIC SINCE 1966 • LE JOURNAL DES FORCES MARITIMES DE L'ATLANTIQUE DEPUIS 1966



HMCS *Fredericton* on patrol

SLt Kyle Barber (right) practices his firing skills under the supervision of a Naval Tactical Operation Group mentor aboard HMCS Fredericton during Operation REASSURANCE, 2020.

CPL SIMON ARCAND, CAF



NBP course evolves
Pg. 3



Sailor of the Year
Pg. 5



Posting season
Pgs 11-14



MEGA Curling
Pg. 20



THE CHARLES

Choose the lifestyle you'll



Stylish apartments with spectacular views
Call 902 802 2592 or email thecharles@universalgroup.ca



230 Larry Uteck Blvd | Bedford | thecharlesapartments.ca

182596

Take care! - are you high voltage aware?

By SLt Joe Cheng,
Naval Warfare Officer,
HMCS Harry DeWolf

As you drive over the Macdonald or the MacKay Bridge, one can't help but notice the two new Arctic and Offshore Patrol Vessels (AOPV) alongside Irving Shipbuilding Industries just North of HMC Dockyard in Halifax. The future HMCS *Harry DeWolf* (HDW) and HMCS *Margaret Brooke* will soon be delivered to the Royal Canadian Navy (RCN). They are the first of six HDW Class AOPVs that will soon join the RCN Fleets; two more have been ordered by the government to augment the Canadian Coast Guard.

These very modern vessels have a host of capabilities that will allow them to perform their multi-faceted roles, in the most extreme of climates and remote conditions. The operational capabilities range from Sovereignty and Fishery patrols, to Maritime Domain Awareness, Support to Joint Forces and Law Enforcement, Search and Rescue, Humanitarian Assistance and Disaster Relief, and as Ready Duty Ship.

The HDW Class utilizes an Integrated Electrical Power and Propulsion (IEPP) plant to not only supply power to its main propulsion motors but also all other power consumers onboard.

Obviously with a 6500 tonne ship of this size, you can imagine the amount of electrical power that would be required, up to 13.2 mega watts, to be exact! Electrical voltages range from the standard 24V DC, to 440V AC for most systems, to upwards of 6,600 V (for main propulsion). In a Marine environment, any working voltage that exceeds 1000V AC or 1500V DC between any two circuit connectors (or 600V AC / 900V DC between a circuit connector and ground) is defined by NATO Standards as High Voltage (HV). The voltage employed by HDW Class vessels is much higher than what we currently use across the fleet and has its own inherent risks and safety protocols.

However, do not fret! The new ships are extremely safe and built to modern Lloyd's Register's Standard Rules and Regulations for compliance with International Maritime Organization (IMO) Standards; as well as a myriad strict National and International



AOPV HV Identification Signage will be similar to that seen in the hierarchy of trained personnel pyramid. Note the yellow and black markings. No person other than a certified CP or higher shall enter HV compartments unless such person is accompanied by at least a CP or is in receipt of a Limitation of Access (available from the APC).

SUBMITTED

Codes that oversee everything from discharge, to ergonomics, to operations, to equipment tolerances and to specific materials used. The operation of HV onboard RCN vessels is mandated by NAVORD 11100-1, Qualifications and Access Requirements for High Voltage (HV) Ships and HDW Class Safety and Environmental Management Systems (SEMS) Standard Operating Procedure #13 (SOP) S13 -- High Voltage Switching Program.

What does that mean for you as a visitor or fellow sailor coming and going on to one of the new AOPV ships? It will mean that in certain circumstances you may not be allowed onboard and / or in certain compartments. The ship may be in one of two ship-wide states – HV LIVE or HV DEAD. At the brow there will be a state board (fig.1) that indicates the current HV State and displays the name of the Authorized Person in Control (APC) and the special markings to identify HV spaces. The APC is the person responsible for the status of HV systems on board and all work related to it.

When the ship is 'HV DEAD' anyone can come onboard; all sources of HV supply are disconnected, isolated and earthed for safety. The ship is no longer capable of generating HV. However, when the ship is 'HV LIVE', it is capable of generating HV. Anyone on board who has not received the HV AWARE brief will need an escort from the ship's company in order to be onboard or else they must be landed from the ship. There is a High Voltage hierarchy of trained personnel onboard as described in NAVORD 11100-1 and replicated in the figures 2a & 2b.



HV hierarchy role descriptions

SUBMITTED

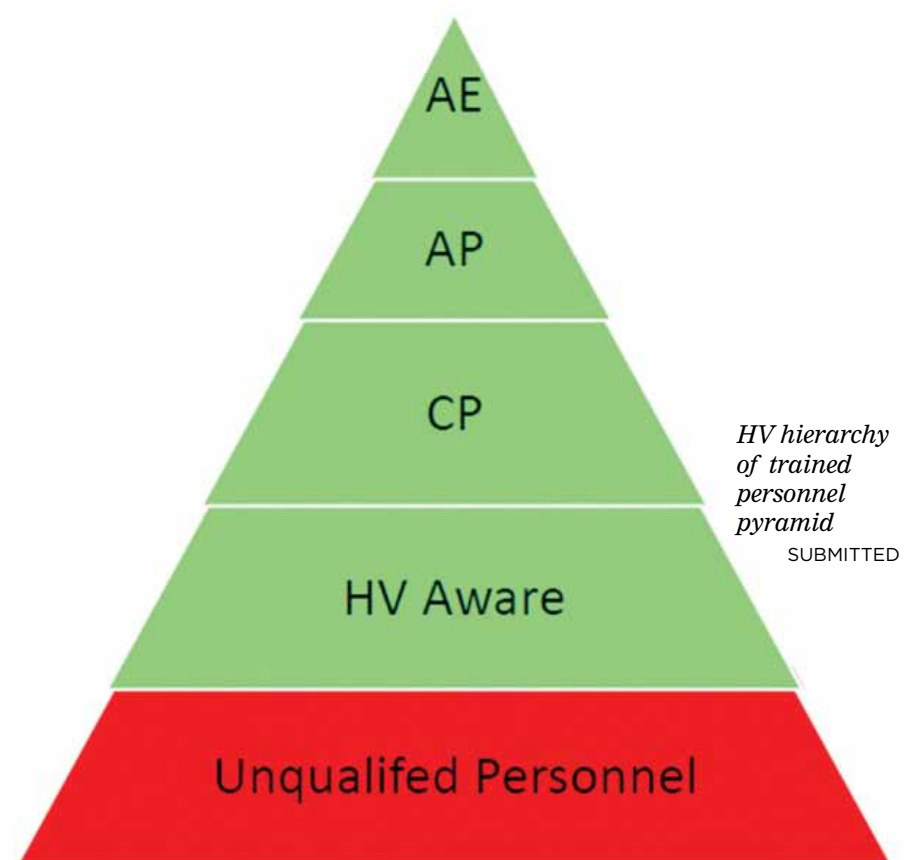


Figure 3b - HV Hierarchy of Trained Personnel pyramid

Authorizing Engineer (AE)

- Naval Technical Officer
- Snr Electrical Propulsion Manager

Authorized Person (AP)

- Leading Seaman and above Marine Technicians - Electrician

Competent Person (CP)

- All members of the Naval Technical Department, and other personnel where appropriate may also hold this qualification

HV Aware

- Entire ship's company, DND employees, regular contractors, and routine visitors

Unqualified Personnel

- All other visitors / workers

Figure 2a - HV Hierarchy Role Descriptions

HV safety info and stateboard

SUBMITTED

The HV AWARE brief can be given by qualified Authorizing Engineers, typically from HDW staff or the Fleet Technical Authority (FTA), and the Lock Out – Tag Out (LOTO) Coordinator.

These rules are important to keep everyone safe, the HDW quarter master and brow staff will be extremely strict, enforcing 100% compliance. Therefore if your work requires you

to come onboard HDW, you will need to plan accordingly and observe HV States. Additionally, when coming onboard to perform work in an HV compartment or on HV equipment, not only must you prove the necessary level of enhanced training required, but you shall report to the APC before any work starts. Safety begins with you and our due diligence and vigilance. -- Ready, Aye, Ready!

Naval Boarding Parties: A tactical revolution

By MS Matt Swain

A sea change is underway for the Royal Canadian Navy as it force generates Naval Boarding Parties to prepare for operations. To meet the demands of an ever-evolving global security environment, and ensure interoperability with its own capability, the Naval Tactical Operations Group (NTOG) has been tasked with updating and delivering the training for the RCN's Naval Boarding Parties (NBP) via the NBP Basic and Supervisor courses, as well as Team Training.

Over the last five months, with the successful completion of three NBP Basic courses (two in the west, one in the east), both the east and west coast fleets have transitioned to NTOG instructed NBP courses. Following a fully updated instruction program delivered by staff that have the background and experience teaching these skills throughout the world, this fast-paced, physically demanding, six-week course teaches students a wide variety of skills including, legal considerations, searching techniques, personnel control skills, tactical shooting, comprehensive close quarter battle (CQB), and Combat First Aid.

Each phase of the course ends with a challenging exam that students must pass in order to progress. If the student is unsuccessful, they are returned to their respective units and, depending on the nature of the failure, may be given the option to reattempt. The course ends with an exciting and realistic final exercise designed to test all aspects of the course. As the Senior Instructor, PO1 Chris Nowlan is tasked to ensure that the course provides tactical realism and a challenge that leaves successful students with a sense of accomplishment from their hard work.

Earning the new NBP badge is not a free pass. Each badge is earned by achieving progressively more challenging course milestones that ensure students have the right attitude and motivation, regardless of rank. For AS Saif Morsy (WENG TECH), after completing the course on 20 February 2020 in Halifax, this was just the case.

"What set the tone for me at the start of the course was how [the Staff] made a point to say that they wanted to give us a product that we could be proud of, and that was evident throughout the entire course," he said.

In addressing the manner of instruction, Morsy stated "Safety and respect were at the forefront of every lesson and there was never a point where I felt (the course) compromised either of them. Training was scaled to the ability of the students, which gave people who had less experience more time and confidence to hone skills for assessments. It genuinely felt like an environment that students could grow in, whether it was through a leadership role or devel-



Sixteen sailors graduated from a Naval Boarding Party course in Halifax on February 20. This was the first course taught by Naval Tactical Operations group instructors on the east coast.

LS JOHN IGLESIAS, FIS

oping assertiveness through team focused skills."

In keeping with NTOG's culture of invested Small Team Leadership, officers are expected to both lead the team and, by creating a positive training atmosphere, mentor junior sailors to overcome any challenge they may encounter. For SLt Tori Brown (NWO), one of two women who successfully passed and were badged upon graduating the course, the NBP Basic course delivered challenges and exposure to the tactical aspect of the RCN.

"When I heard I was going to be on the first NBP Basic Course taught by NTOG, I was a little intimidated."

In terms of meeting her expectations, she stated, "I knew that the NBP course was challenging, but I wondered what was to come now that NTOG was taking over. This was the most challenging course I've done in my career, but it was also the most rewarding. I take a lot of pride in myself and everyone who graduated the course. The instructors had high expectations but were 100% invested in everyone's success and worked hard to ensure all students reached their full potential."

NBP training is an exciting and rewarding opportunity for motivated, fit and adventurous RCN personnel looking for a challenge. If this sounds like an interesting pursuit, there are some simple guidelines to ensure a successful application. First and foremost, express interest to your immediate supervisor. They will ensure your chain-of-command contacts the correct people to register you on the next available course. You must be current in weapons handling with passing grades on C8/Sig Sauer refresher training within the past 24 months. Furthermore, you must be comfortable (i.e. not phobic) at



The physically demanding course includes training in searching techniques, tactical shooting, comprehensive close quarter battle, and more.

LS JOHN IGLESIAS, FIS

heights or in confined space. Finally, an NETP qualification (including the OJT mod), and currency in standard first aid are also prerequisites. It should also be noted that, while there is no minimum physical fitness standard, past graduates would concede that potential applicants who arrive for the course prepared for a physical

and mental challenge will enjoy the challenge far greater than those who struggle on day one.

For any further information, please contact the Senior Instructor, PO1 Chris Nowlan or Lt(N) Jacob Killawee.

Parati Enim Tempestas – Ready for the Storm

SELL HERE
↑
BUY THERE

SIMPLIFY YOUR TRANSFER

FOR DETAILS, CALL 902-266-6100

JULIA JOHNSON, REALTOR®

TOP DOLLAR | ON TIME | ULTIMATE SERVICE

JULIA@SUPERCITYREALTY.COM
COLDWELL BANKER SUPERCITY REALTY

AN INDEPENDENTLY OWNED AND OPERATED BROKERAGE WITH COLDWELL BANKER CANADA LLC

SERVICE AUSSI
EN FRANÇAIS



Publication Schedule for 2020

January 13 — MFRC & Battle of the Atlantic 75th
January 27 — Money Matters
February 10 — MFRC
February 24
March 9 — MFRC
March 23 — Posting Season
April 6 — MFRC & Spring Automotive
April 20 — Battle of the Atlantic
May 4 — MFRC & Spring Home & Garden
May 19
June 1 — MFRC & Family Days
June 15
June 29 — MFRC
July 13
July 27 — MFRC
August 10 — Back to School
August 24 — MFRC
September 8
September 21 — MFRC & DEFSEC Atlantic
October 5 — Fall Home Improvement
October 19 — MFRC & Fall Automotive
November 2 — Remembrance Day
November 16 — MFRC & Holiday Shopping
November 30 — Last Minute Gift Guide
December 14 — MFRC & Year End Review

Editor: **Virginia Beaton**
editor@tridentnews.ca
(902) 427-4235
Journalist: **Ryan Melanson**
reporter@tridentnews.ca
(902) 427-4231
Editorial Advisor: **Margaret Conway**
margaret.conway@forces.gc.ca
902-721-0560
www.tridentnewspaper.com



Advertising Sales
Dave MacNeil
902-209-0570
davemacneil@advocatemediainc.com

Trident is an authorized military publication distributed across Canada and throughout the world every second Monday, and is published with the permission of Rear Admiral Craig Baines, Commander, Joint Task Force Atlantic. The Editor reserves the right to edit, condense or reject copy, photographs or advertising to achieve the aims of a service newspaper as defined by the Interim Canadian Forces Newspapers Policy dated April 11, 2005. Deadline for copy and advertising is 10 a.m., 11 business days prior to the publication date. Material must be accompanied by the contributor's name, address and phone number. Opinions and advertisements printed in Trident are those of the individual contributor or advertiser and do not necessarily reflect the opinions or endorsements of the DND, the Editor or the Publisher.

Le Trident est une publication militaire autorisée par le contre-amiral Craig Baines, Commandant la force opérationnelle interarmées de l'Atlantique, qui est distribuée partout au Canada et outremers les lundis toutes les quinze semaines. Le rédacteur en chef se réserve le droit de modifier, de condenser ou de rejeter les articles, photographies ou annonces publicitaires jugées contraires aux objectifs d'un journal militaire selon la définition donnée à politique temporaire des journaux des forces canadiennes. L'heure de tombée des annonces publicitaires ou des articles est fixée à 1000 le jeudi précédant la semaine de publication. Les textes peuvent être soumis en français ou en anglais; ils doivent indiquer le nom, l'adresse et le numéro de téléphone du collaborateur. Les opinions et les annonces publicitaires imprimées par le Trident sont celles des collaborateurs et agents publicitaires et non nécessairement celles de la rédaction, du MDN ou de l'éditeur.

- Annual Subscription (25 issues):**
- NS: \$37.38 (\$32.50 + 15 % HST)
 - ON, NB & NFLD: \$36.73 (\$32.50 + 13% HST)
 - BC: \$36.40 (\$32.50 + 12% HST)
 - Remainder of Canada: \$34.13 (\$32.50 + GST)
 - United States: \$45 US
 - Abroad: \$65 US

Courier address:
2740 Barrington Street,
Halifax, N.S.
B3K 5X5

Publication Mail Agreement No.
40023785

Return undelivered Canadian address to:
Trident Newspaper Bldg, S-93
PO Box 99000
Station Forces, Halifax, NS B3K 5X5
Return Postage Guaranteed
ISN 0025-3413

Circulation: Minimum 8,500



Community Calendar

Reunion and event notices must be submitted by email.
editor@tridentnews.ca include the sender's name and phone number.
A notice will not be published if the event is to happen more than one year from publication date. Submissions may be edited.

Editor's note:
Because of the rapidly changing status of the COVID-19 coronavirus, many, if not all, public events are being cancelled or postponed. Whenever possible, call in advance to check the status of an event.
COVID-19 information is available online at the Province of Nova Scotia website, the Government of Canada website, and through the World Health Organization website. Most website are frequently updated as the situation continues to evolve.

Naval Bursary Applications
Applications are being accepted for a naval bursary offered to Nova Scotia students with a naval connection, to pursue training at a recognized secondary educational institution. The bursary is provided by the Nova Scotia Naval Association of Canada (NSNAC). Contact www.navalassoc.ca/branches/halifax to download the bursary application form, or email infoNSNAC@gmail.com. Deadline for applications is April 15, 2020.

Ship's Diver Courses
Interested in becoming a Ship's Team Diver? Courses in 2020 will run

from March 30 - May 11, from August 24 - October 02, and from October 19 - November 27. Prerequisites include request forms through your Chain of Command, successful Force Evaluation completion, dive dental screening and an initial dive medical. For more information, contact Fleet Diving Unit (Atlantic) at 902-720-1775 or on the DWAN at +FDU(A)Training@FDU(Atlantic)Training@Shearwater.

Book event: The Mystery Ships of Nova Scotia
Time: 7 p.m.
Date: Tuesday, April 14
Location: Maritime Museum of the Atlantic

Historian John N. Grant tells the long-buried story of Nova Scotia's Mystery Fleet, which was based in Sydney, NS, and St. John's, NL. They bravely performed their secret duty, and then sailed into anonymity. Grant has gathered the evidence, with many of their names, and produced a brisk, readable and respectful telling of this rare tale, titled The Mystery Ships of Nova Scotia in the First World War. Grant has published articles and books on African-Nova Scotian history, the history of academic costume in Nova Scotia's universities, the history of education,

and local history.

Battle of the Atlantic Memorial Concert
Time: 2 - 3:30 p.m.
Date: Sunday, April 26
Location: Halifax Central Library
Join the Stadacona Band of the Royal Canadian Navy, famous for its musical excellence spanning 80 years, for an afternoon of contemporary and wartime music. Presented in partnership with the Canadian Naval Memorial Trust.

Stories of Sable Island
Time: 6:30 - 8 p.m.
Date: Tuesday, April 28
Location: Halifax Central Library

Known as "the Graveyard of the Atlantic," Sable Island was once a source of fear for mariners, but is now renowned for its beauty, isolation, and wild horses. For over 13 years, Debbie Brekelmans has been landing her aircraft on Sable, bringing supplies, station personnel, researchers, filmmakers, and tourists to this amazing and unique place. She will be sharing photos, artifacts, and stories from her time flying to and from Sable Island - a place whose only constant is change.

War Amps key tags protect your keys and help child amputees



Deji is a member of The War Amps Child Amputee (CHAMP) Program

By the War Amps

When you attach a War Amps key tag to your key ring, you're not only protecting your keys, you're helping child amputees, like five-year-old Deji Disu. Deji was born a left arm amputee and, as a member of The War Amps Child Amputee (CHAMP) Program, is eligible for financial assistance for the cost of artificial limbs and recreational devices. He also attends regional CHAMP seminars where "Champs" and their parents learn about the latest in artificial limbs, dealing with teasing and bullying, and parenting an amputee child. Deji was recently fitted with a myoelectric arm that can sense muscle impulses, allowing him to open and close the hand by simply flexing his muscles. He was also fitted with a recreational arm that he can use for activities like hockey, biking and swinging on the monkey bars. "These artificial limbs allow Deji to be independent and do whatever he sets his mind to," says mom, Sara.

"But beyond the financial assistance for artificial limbs, which has lifted a burden off our shoulders, The War Amps also offers invaluable emotional support and encouragement to my Champ and to me as a mother. We attended our fourth seminar this past year, which gives Deji the opportunity to meet other kids who are just like him." The War Amps was started in 1918 by amputee veterans returning from the First World War to help each other in adapting to their new reality as amputees. They then welcomed amputee veterans following the Second World War, sharing all that they had learned. The War Amps Key Tag Service was launched in 1946 so that returning war amputee veterans could not only work for competitive wages, but also provide a service to Canadians. The Key Tag Service continues to employ amputees and people with disabilities and to date has returned more than 1.5 million sets of lost keys to their owners.

Continued on page 5

SUBMITTED

A new dimension in naval training

By Peter Mallett,
The Lookout Staff

The 3D printer is fast becoming the progressive instructor's secret weapon.

At Naval Training Development Centre (Pacific) (NTDC(P)), this emerging technology has become a new resource for instructors at Naval Fleet School (Pacific) to help students learn the particulars of a frigate.

One-dimensional warship drawings from past curriculum will, over time, become lifelike three-dimensional printed figurines of frigates or ship parts.

Once printed, 3D warships are magnetized and placed on grids where naval communicator students can practice creating formations and tactical operations at sea, like the game Battleship.

Other trades, such as Marine Systems Engineers, could also use the technology to learn about equipment, ship layout, and location of departments within it.

School instructors are supported by the NTDC(P) Learning Support Centre, who develop training aids. Their higher resolution 3D printer - a Sigma R19 manufactured by BCN 3D of Spain - is housed in the Nixon Building in Work Point. MS Anne Marie Aird and AB Torrey Francis are the printing technicians.

"I think there is a great deal of potential for 3D printing in everyday naval use. It has an infinite number of uses for the navy beyond just training aids, which is what we are currently using the technology for," says MS Aird.

3D printer technology is also used at Fleet Maintenance Facility Cape Breton for manufacturing purposes. The Army also use in-house 3D technology to create models for battlefield tactics.

"I think this technology will increase a sailor's self-confidence when they are asked to do a real-life tasks," said MS Aird. "If you have seen it before and were able to play around with it, this helps you make the connection between your brain, your body, and the physical world."

Feedback from students has been positive with many indicating they



MS Anne Marie Aird (left) and AB Torrey Francis are the printing technicians for the 3D printer at the NTDC(P) Learning Support Centre.

SUBMITTED

prefer to use these lifelike models as learning tools that enhance traditional learning methods such as textbooks, online resources, or verbal instruction, as they add a physical and visual representation.

"Most people seem to be genuinely excited about this technology and its capabilities because of its limitless applications," said AB Francis.

About Learning and Support Centre Pacific and NTDC(P)

The NTDC(P) was established in 2016 during the launch of the Royal Canadian Navy's new training system strategy that saw the delineation of training development from the schools and created a dedicated unit on each coast, with all naval curriculum development responsibilities divided between them. NTDC(P) is now the Navy's Centre of Excellence for engineering, damage control, command, leadership and professional curriculum and courseware development. The NTDC(P) continuously reviews, updates and improves RCN training in order to support Canadian sailors.

The Learning Support Centre Pacific enhances training for both instructors and students by providing training tools such as online course development, course-specific videos, and wide-format printing. To learn more about what the LSC has to offer, email +NTDC(P)LearningSupportRequest@NTDC(P)@Esquimalt.

War Amps key tags protect your keys and help child amputees

Continued from page 4

Each key tag has a confidentially coded number. If you lose your keys, the finder can call the toll-free number on the back of the tag or place them in any mailbox, and The War Amps will return them to you by courier, free of charge.

Although The War Amps has provided more than 100 years of innovative programs, there is still much to do to ensure amputees across Canada, like

Deji, have the artificial limbs or devices they need. "The War Amps receives no government grants, but with the public's continued support of the Key Tag and Address Label Service, our vital programs for amputees will carry on long into the future," says Danita Chisholm, Executive Director of the CHAMP Program.

For more information, or to order key tags or address labels, call 1 800 250-3030 or visit waramps.ca.

HMCS Kingston Bos'n named Sailor of the Year

By Ryan Melanson,
Trident Staff

MS James Milbury has been a member of HMCS Kingston for less than a year, but he's made a major impact on the ship during that time, acting above his rank and serving as a mentor and leader to his shipmates.

"He's stepped up and become an exceptional leader for this vessel and the whole fleet, and he's shows dedication to his crewmates and to his trade," said Cmdre Richard Feltham, Commander CANFLTANT, who presented MS Milbury with the Atlantic Fleet's Sailor of the Year award on March 11. The presentation was made during a small ceremony on the bridge of HMCS Summerside, with the Commodore, along with Fleet Chief CPO1 Tom Lizotte, joining MS Milbury's command team for the occasion.

The award is presented annually to a member of the fleet who consistently goes above and beyond their regular duties. When MS Milbury joined the crew of Kingston in June of 2019, he immediately filled the role of Chief Bos'n Mate, normally held by a PO2, and began working long hours, including weekends, to ensure the ship was ready for its deployment to Op NANOOK-TUUGAA-LIK 19. During that deployment, he was again credited for helping the ship through a number of challenges while working with DRDC and Environment Canada, including the launch and recovery of sensitive scientific equipment.

"We were helping those other government organizations get a better picture of what's going on in our Arctic waters, and we were happy to do it," MS Milbury said.

He's also taken on the responsibility of senior ship RPO within the MCDV fleet, setting the duty watch rotation for the entire nest in addition to the usual rotation within his own unit. Most recently, he's taken the lead on the hull transfer between



MS James Milbury, left, receives his Sailor of the Year plaque from Cmdre Richard Feltham, Commander CANFLTANT. MS Milbury was named the fleet's Sailor of the Year during a ceremony held aboard HMCS Summerside on March 11.

MONA GHIZ, MARLANT PA

Kingston and Summerside, and his organizational skills have been praised as he manages work parties carrying out the de-storing of Kingston and the storing of Summerside.

MS Milbury's nomination form for the award states that "he represents the uniform which he has been so proud to wear by demonstrating a high level of professionalism, devotion, compassion, care and excellence in his craft."

It was also noted that his hard work and dedication goes beyond the RCN and into his community, where he's been a long-serving volunteer firefighter.

"There's no doubt in my mind that we've chosen the right guy," Cmdre Feltham said.

MS Milbury himself said that he was pleased to receive the award, but even more pleased that he's been able to be an asset to his ship and his fellow sailors, specifically his fellow bos'ns who have benefited from his leadership and training as they progress through their trade.

"I'm very happy. It's nice to be recognized for the work you do, but the big thing for me is all the people who were behind me and who supported me. They're the ones that deserve the biggest recognition in my eyes," he said.

COME TO WORSHIP

at
CF CHAPELS

Chapel Services de la Chapelle • Sunday/dimanche

STADACONA

Protestant - please call
902-721-8660 for info

SHEARWATER

10h00 - Roman Catholic
- Bilingual/bilingue

Visit: www.rcmilord.com for more information/pour les renseignements
BAPTISM, MATRIMONY & OTHER SACRAMENTS - BY APPOINTMENT/REQUEST

"In the beginning was the Word, and the Word was with God, and the Word was God"

- Gospel according to John

182115

Submariners receive medals for 2018 European deployment

By Ryan Melanson,
Trident Staff

Prior to entering its current period of maintenance and repair, HMCS *Windsor* spent nearly four years as a workhorse for the Royal Canadian Navy's submarine fleet, culminating in a 133-day deployment to Op PROJECTION Euro-Atlantic through the spring of 2018.

Windsor was officially recognized for its success during that deployment on March 3, with the Commander of the Canadian Submarine Force, Capt(N) Stéphane Ouellet, visiting Halifax to present OSM-Expedition medals to each member of the submarine's crew.

"These medals are to recognize their hard work, dedication and sacrifices, as well as the sacrifices made by families and the hard work they also did to maintain the homefront," Capt(N) Ouellet said.

The OSM-Expedition medals are awarded to personnel who serve in or provide support to overseas operations, with ribbons that acknowledge the specific theatre or task. The submariners from *Windsor* were awarded for their work during NATO Operation SEA GUARDIAN, which focused on developing a maritime situational awareness picture and combating terrorism, as well as Exercise DYNAMIC MANTA, during which they worked alongside Standing Nato Maritime Group 2 in anti-submarine warfare exercises off the coast of Italy. This was also the first ever deployment to the Mediterranean for a Victoria-class submarine.

"This was also the third time we had sent *Windsor* to Europe since 2014, so that was a very high op tempo for the submarine, which is impressive," Capt(N) Ouellet added.

Along with Cdr Peter Chu, the CO of Submarine Sea Training, Capt(N) Ouellet presented a medal to each individual member of the crew. One was also presented to Cdr Chu, who was the CO of *Windsor* at the time of the deploy-



HMCS Windsor returned to Halifax on June 20, 2018 after more than five months deployed in the Baltic and Mediterranean alongside NATO allies.

MONA GHIZ, MARLANT PA

ment. There was also one promotion during the ceremony, with LS Mike Benjamin, a MARTECH aboard *Windsor*, being promoted to Acting Master Seaman.

This type of ceremony isn't held often for members of the submarine fleet, and Capt(N) Ouelett said he was thrilled to be able to present the awards in person.

"The work we do is often under a bit of a veil of secrecy, which makes it so nice to actually be able to get together with friends and family to celebrate some of our achievements." The extended docking work period for the submarine is expected to end this summer, when *Windsor* is set to head back to sea for trials with a new torpedo system.



Capt(N) Stéphane Ouellet, Commander of the Canadian Submarine Force, presented OSM-Expedition medals to members of HMCS Windsor during a ceremony at HMCS Scotian on March 3.

RYAN MELANSON, TRIDENT STAFF

Panago Pizza delivers

By Peter Mallett,
The Lookout Staff

When Esquimalt Panago Pizza store owner Jason Gray wants to let DND employees know they are appreciated his solution is simple, he delivers free pizza.

Last Wednesday, he made the largest delivery of his career. Just before lunch hour, he and two employees loaded up their vehicles and delivered 150 pizzas to the more than 1,000 military personnel and civilian employees at Fleet

Maintenance Facility Cape Breton.

Another 15 pies were delivered to workers on the afternoon shift to raise their spirits.

He did a similar gesture for the crew of HMC Ships Nanaimo and Whitehorse before the warships headed out on Op CARIBBE.

"I wanted to show my continued support of CFB Esquimalt and its military members and civilian employees who live and work in the community," said Gray. "This latest event was a lot of fun and it was awesome to see how

much the pizza was enjoyed by the workforce at FMF Cape Breton."

Gray says he turned his pizza parlour into a factory at 8 a.m. in order deliver to a factory. He estimates they used more than 180 lbs of dough, 5,000 slices of ham, pepperoni, salami and Italian sausage, 80 lbs of cheese and 40 lbs of tomato sauce – a total donation of \$3,000.

A line of ship repair staff extended throughout the hallway of the 35,000 square metre facility in Dockyard to grab a slice or two. CPO1 David Morse

and members of the unit's Health and Wellness Committee set up and distributed the pizza. He says Pizza Day is something the committee does a couple of times a year to offer the team an opportunity to get away from their daily work and join together for a laugh and a smile.

"However, word quickly spread about Jason Gray's generosity, and the fact that he would provide pizzas for no other reason than to say thank you to the defence team in his community."

New HMCS *Halifax* Coxn looks to maintain culture of success

By Ryan Melanson,
Trident Staff

After a busy two year period consisting of multiple deployments and hundreds of days at sea, HMCS *Halifax* bid farewell to its senior non-commissioned member on March 4, with outgoing Coxn CPO1 Trent Mahoney stepping aside, and his successor, CPO1 Matthew Boniface, taking the reins.

A Change of Appointment ceremony was held in the ship's hangar to mark the occasion – it's part of a new initiative in the fleet to properly recognize this significant career milestone for non-commissioned sailors. Along with current and former members of *Halifax* who served under CPO1 Mahoney, senior chiefs and officers from across MARLANT were also in attendance.

As the Commanding Officer of *Halifax* for the majority of CPO1 Mahoney's appointment, Cdr Scott Nelson, now CO of Sea Training Atlantic, spoke at the ceremony and had nothing but praise for his former Coxn. CPO1 Mahoney's leadership was said to be crucial to *Halifax*'s recent success as the Flagship of Standing Nato Maritime Group 2 during the ship's six-month Op REASSURANCE deployment.

"Successfully deploying a ship for seven months is a challenge that not a lot of crews and command teams have to go through. It's the strongest test of a command team. You have to keep the crew motivated, and you have to



From left, incoming HMCS *Halifax* Coxn CPO1 Matthew Boniface, *Halifax* CO Cdr Chris Rochon, and outgoing Coxn CPO1 Trent Mahoney sign the paperwork formalizing the change of appointment during a ceremony held in the ship's hangar on March 4.

CPL IAN THOMPSON, FIS

keep them committed to the mission, while also maintaining morale," Cdr Nelson said.

"He was able to achieve a very difficult balance between being an advisor to me, the ship's captain, while also being a great advocate for the crew, but still enforcing the commander's intent once the final decision was made."

The outgoing Coxn himself left most of the talking to others at the

ceremony, but shared a few brief words to thank the entire crew of *Halifax* and his wife Lynn for the support, and to wish his successor the best of luck during his appointment.

"It's going to be extremely busy, but it's also going to be the best two years of your life," he said.

CPO1 Boniface comes to *Halifax* after having most recently worked as an Unmanned Aerial Systems project director for Director, Naval Require-

ments. He also brings deployment experience from time on a number of HMC ships, including a deployment to Op REASSURANCE with HMCS *Charlottetown* as the ship's Combat Systems Engineering Chief.

He had a number of people to thank as he spoke to his new crew as Coxn for the first time, including Fleet Chief CPO1 Tom Lizotte and other former colleagues for their mentorship, and CPO1 Mahoney himself, for his role in setting *Halifax*'s new command team up for success.

This sentiment was echoed by Cdr Chris Rochon, *Halifax*'s new CO, who assumed command of the ship less than two months ago.

"We have the benefit of inheriting a ship that's in great shape, with a feeling of family that's clear all throughout the ship. The evidence of CPO1 Mahoney's leadership is everywhere, and our goal is to continue on that path moving forward," Cdr Rochon said.

CPO1 Boniface also thanked his wife Michelle, who surprised him by arriving unannounced to the ceremony along with their two young sons.

"She's supported me through all the trips, all the deployments around the world, looking after our house and home and our family, never once showing any reservation," he said.

The new Coxn added he's looking forward to ensuring the culture of success continues in *Halifax*, and that the vessel continues to live up to its title of First in Class.

When volunteering means more

By Ashley Evans,
Fleet Maintenance Facility Cape Breton

Two years ago, LS Marie-Eve Long attended a Big Brothers Big Sisters of Victoria orientation session about mentoring opportunities.

She went with a friend, but she ultimately applied to be a big sister.

Having grown up with a father who struggled with alcohol addiction, LS Long could identify with less advantaged children.

"Some kids need that added support growing up. Someone to look up to, an added perspective," she says.

It was a two-month process to be matched with her "Little," as she affectionately calls her, after she started the application process. This included a criminal record check, screening, and a shared skills and interest questionnaire to find the right match. From there, a social worker became involved, sharing informa-

tion between the two and the child's family to ensure a good fit.

LS Long then made a one-year commitment, which has extended to another year and a second Little Sister. She meets with her "Little", now 17 years old, biweekly, and her second "Little" who is 10 years old, weekly.

"The kids and youth are learning a lot of healthy life skills from their mentors," says Rhonda Brown, Executive Director of Big Brothers Big Sisters Victoria. "Overall mental health, self-esteem, self-confidence, healthy social skills, and problem-solving skills. They are watching and learning from their mentors."

Brown has worked with Big Brothers Big Sisters for 14 years. Her passion comes from a belief that quality time spent together can change the trajectory of a person's life. She sees mentoring as a preventative factor in child and youth development.

"Children aren't given up on, and it is awesome to be a part of that," said Brown.

Mentors are well supported by the organization. A case worker conducts monthly check-ins, offers referrals to other support services, answers to questions regarding best supports for youth, offers group activities for matched youth and mentors to attend together, complimentary passes for local attractions and activities, and exposes them to opportunities they might not otherwise experience.

LS Long says she has learned patience through her experience as a mentor.

"How I speak impacts kids," she adds. "And when I spend time with them, I forget about my problems, I always smile, I feel happier, more energized."

Big Brothers Big Sisters Victoria serves approximately 600 families a year. Their goal for 2020 is to serve



From left to right: MS Dany Nadeau, LS Long's "Little," and LS Marie-Eve Long.

SUBMITTED

185 new families; over 100 kids and youth are currently on the wait list to be matched with a mentor.

For anyone looking to become involved in Big Brothers Big Sisters Victoria visit Victoria.bigbrothers-bigsisters.com.

100-year-old veteran reunites with an old friend

By LCol Barry Pitcher,
Commanding Officer,
Princess Louise Fusiliers

Fred Arsenault turned 100 years old on March 6, 2020 and his request for 100 birthday cards went viral last month. He has received numerous visits, gifts, phone calls and thousands of cards from around the world since that time. The Halifax-based Princess Louise Fusiliers (PLF) Army Reserve infantry unit thought to do something different.

As Commanding Officer of the PLF, I had originally intended to hand deliver a birthday card to Fred on behalf of the unit. Fred, originally from PEI, served in the Cape Breton Highlanders during the Second World War and has a special connection to the Maritimes. I had to change plans when our unit discovered that Fred had carried a Bren gun during his time in Europe between 1940 and 1945. He has however not touched this type of machine gun since the end of the war.

The PLF then set about finding an inert Bren Gun and lo and behold, a Petty Officer in the unit (also a military collector) actually had one in his possession. The plan was then quickly put in place for me to not only pop in with a birthday card, but arrange to bring a Bren Gun with him! The gun itself was shipped to the CF Recruiting Station in Toronto, from where picked it up.

Ron Arsenault, Fred's son, then kindly arranged for me and a professional photographer (Trevor Godhino) to visit and do a special black and white portrait of Fred with the gun he carried in battle some 75 years ago.

The moment was amazing. Fred cried when he saw the gun and kissed it gently. When asked if he remembered it, he said: "I sure do!"

The Canadian Armed Forces celebrates its history and heritage in many forms, this was a small gesture in remembering and promoting our military family. Fred is a living testament to all those who served #LestWeForget.



LCol Barry Pitcher (left), Commanding Officer of the Princess Louise Fusiliers, shows a Bren gun to veteran Fred Arsenault. The gun is the same kind that Arsenault, who just turned 100 years old, used during his Army service during the Second World War.

TREVOR GODHINO ([HTTPS://TREVORGODINHO.COM](https://trevorgodinho.com))

Un ancien combattant centenaire retrouve une vieille amie

Par LCol Barry Pitcher

Fred Arsenault célébrera son centième anniversaire le 6 mars 2020 et sa demande de recevoir cent cartes d'anniversaire est devenue virale le mois dernier. Depuis, il a reçu de nombreuses visites, des cadeaux, des appels téléphoniques et des milliers de cartes de partout dans le monde. Les membres du régiment The Princess Louise Fusiliers (PLF), une unité d'infanterie de la Réserve de l'Armée basée à Halifax, ont pensé faire quelque chose de différent pour lui.

Le lieutenant-colonel (Lcol) Barry Pitcher, commandant du PLF, avait initialement prévu aller remettre en personne une carte d'anniversaire à Fred au nom des membres de l'unité. Fred, originaire de l'Î.-P. É., a servi dans le régiment The Cape Breton Highlanders lors de la Deuxième Guerre mondiale et a un lien particulier avec les Maritimes. Le Lcol Pitcher a dû changer ses plans lorsque les membres de son unité ont découvert que Fred avait porté une mitrailleuse Bren durant son affectation en Europe, entre 1940 et 1945. Il n'avait toutefois pas touché à ce type de mitrailleuse depuis la fin de la guerre.

Les membres du PLF se sont mis à la recherche d'une mitrailleuse Bren inerte et, contre toute attente, ils ont découvert qu'un maître

de l'unité (qui est également collectionneur d'objets militaires) en avait une en sa possession. On s'est rapidement organisé pour faire en sorte que non seulement le Lcol Pitcher se présente avec une carte d'anniversaire, mais qu'il apporte la mitrailleuse Bren avec lui! La mitrailleuse elle-même a été envoyée à un centre de recrutement des Forces armées canadiennes de Toronto, où le Lcol Pitcher est allé la récupérer.

Ron Arsenault, le fils de Fred, a aimablement pris les dispositions nécessaires pour permettre au Lcol Pitcher et à un photographe professionnel (Trevor Godhino) de rendre visite à Fred afin de prendre une photo noir et blanc de lui avec la mitrailleuse qu'il avait portée quelque 75 années plus tôt.

Ce fut un moment incroyable. Fred a pleuré lorsqu'il a vu la mitrailleuse et il l'a même embrassée doucement. Lorsqu'on lui a demandé s'il s'en souvenait, il a répondu : « Mais bien sûr! ».

Les Forces armées canadiennes célèbrent leur histoire et leur patrimoine de nombreuses façons; cette fois il s'agissait d'un petit geste pour rendre hommage à l'un des nôtres et l'occasion de faire la promotion de la famille militaire. Pour tous ceux qui ont servi, Fred est un témoignage vivant de tout cela. #NoublionsJamais.



Military dog Vimy retires

After 12 years of dedicated service and attentive work sniffing out narcotics, locating missing people and protecting the Base, military dog Vimy is now ready to retire from the Military Police Unit Halifax/Canadian Armed Forces. At the height of his career, it wasn't uncommon for Vimy to respond to 130 calls per year. Today, he is the biggest, cuddliest teddy bear you'll come across and is finally prepared to trade in his regular duties for much playtime. His big retirement plans consist of sleeping, eating and enjoying time off with his handler WO Justin Caron. CFB Halifax wishes Vimy a relaxing, fun-filled retirement!

SYDNEY MCLEOD, BASE PA INTERN



Lt(N) Julia Davidson-Arnott leads a group of young guests on a tour of the bridge.
CPL CHERYL CLARK, FIS



In a bit of role reversal, members of St. John's prepared cookies for the Girl Guide visitors to decorate and eat during a break from the tour.
CPL CHERYL CLARK, FIS

HMCS St. John's welcomes visitors from Girl Guides of Canada

By Ryan Melanson,
Trident Staff

Members of HMCS St. John's hosted a special group of visitors on the evening of March 4, just days ahead of International Women's Day. The ship welcomed 28 members of the 2nd Bedford Girl Guides of Canada Unit, along with their Guide leaders, for an opportunity to tour an RCN warship, meet with sailors, and learn about some of the careers available to women in Canada's Navy.

The girls toured areas of the ship including the bridge and operations room, took in presentations on weapons and damage control gear, experienced a smoke maze exercise, and had an opportunity to sit down and chat with a number of female sailors across different ranks and trades who volunteered to take part in the event.

"This would be a great activity any-time, but especially with International Women's Day taking place, we thought it would be a nice way to have some young women from the community come learn about the work we do," said PO2 Pierre Gagnon, who played a role in organizing the tour.

Lt(N) Julia Davidson-Arnott, a deck officer with St. John's, gave the girls a quick safety brief in the hangar and answered a few questions before taking them below decks. She said her and her colleagues were looking forward to having the Girl Guides on board.

"We work hard but our jobs are also a lot of fun and we're excited to show everybody that," she said.

Special credit went to those who volunteered for the evening, including Lt(N) Davidson-Arnott, Lt(N) Murray,





Members of the 2nd Bedford Girl Guide unit visited HMCS St. John's on March 4, ahead of International Women's Day, to tour the ship and learn about opportunities for women in the Royal Canadian Navy and CAF.

CPL CHERYL CLARK, FIS

Lt(N) Morgan, Lt(N) Whittaker, SLt McCafferty, SLt O'Reilly, SLt Plumb, PO1 Lillington, MS Kelly, LS Houston, LS Beaupre (HMCS Toronto), LS Shering, OS Angel, and OS Wu.

DND and family members can enjoy free banking and employee pricing on mortgage rates at BMO.



BMO  **Bank of Montreal**

Mervin Quinlan
Email: mervin.quinlan@bmo.com
Phone: 902 448 8224
Web: www.bmo.com/ms/mervinquinlan

See what other customers are saying; search "Merv The Mortgage Man" on Google today!

182409



HMCS *Victoria* undergoes crucial dive testing

By Peter Mallett,
The Lookout Staff

HMCS *Victoria* and crew have completed a critical step in the submarine's work-ups in preparation for 2020 submarine operations.

The submarine conducted a camber dive at the F Jetty location, where it submerged to verify the integrity of water tightness, as well as the functionality of several key submarine systems.

In order to ensure fitness before returning to operational service, a submarine must be certified following the successful completion of harbour acceptance and sea trials. Once certified, the submarine must be manned with a qualified and experienced crew and be deemed safe to sail, enabling her to conduct trials, and execute operations.

Throughout a combined 20-hour period, *Victoria's* 48-person crew successfully completed three dives to depths of 11 metres.

"It was the fourth camber dive in which I have participated throughout my career, and I can say from my experience that the submarine and most importantly her crew performed outstandingly well throughout the whole evolution," said LCdr Eric Isabelle, *Victoria's* Commanding Officer. "A variety of systems were tested to



HMCS *Victoria* recently conducted a camber dive at CFB Esquimalt's F Jetty location

ensure the submarine is safe to operate in dived condition."

Subject matter experts from Fleet Maintenance Facility Cape Breton and NDHQ Director Maritime Equipment Programs Management Submarines were part of an 11-person rider crew who recorded data and analytics in support of all submarine testing functions.

Among the systems evaluated during the camber dive were the submarine's trim and ballast systems.

The ballast system enables the submarine to dive or surface through tanks that store the proper proportion of air or water via main blows, emergency blows and low pressure blower. Meanwhile, the trim system compensates for depth changes when

the submarine is dived. This process, known as trim and incline, is a highly sensitive testing process, where even the slightest movements on board could have a dramatic impact on the recording of data. Precision and care is crucial to ensure the accuracy of the test, as the slightest movement of personnel in the submarine causes a sufficient disturbance, resulting in changing the submarine's attitude.

"Any sort of movement can have a noticeable impact on the submarine's trim, and in this case, the ordered movement of five people from the centre line of the vessel to the engine room was sufficient to deliberately change the position of the submarine by 2.5 degrees, despite not using any water compensation to do so," said LCdr Isabelle.

Victoria and crew are preparing to participate in the multinational RIMPAC (Rim of the Pacific) exercise this summer off the coasts of Hawaii.

"RIMPAC is expected to be in *Victoria's* future; with my crew's immediate priority being to successfully conduct workups and sea trials to ensure *Victoria* can be employed to the best of her newly upgraded capabilities, as required both at home and abroad" said LCdr Isabelle.

SUBMITTED

March is Nutrition Month

By PSP Health Promotion Staff

This year's theme for Nutrition Month is "More than Food". Healthy eating is about so much more than just calories and nutrients, it about how we cook, what we cook, how we eat, and who we eat with...and all are of equal importance.

Below are some tips from Canada's Food Guide on how you can improve your nutrition experience when you eat.

Cook more often

Cooking your food at home can have a positive impact on your health. You will develop healthy eating habits, and rely less on highly processed foods. Cooking also allows you to have control over what you eat, so you can be sure you'll enjoy it.

Eat meals with others

Eating healthy meals with family or friends allows you to connect with others, and makes eating more enjoyable. It can also be a great opportunity

to try new foods and share recipes or traditions.

Be mindful of your eating habits

Notice when you are hungry and when you are full. Take note of how, when, what, where, and why you eat. By becoming aware of your eating habits, you can make healthier choices more often, trust your internal hunger and fullness cues, and learn to enjoy the process of eating.

Enjoy your food

Enjoying your food is something that often gets forgotten in our busy lives. Take time to acknowledge the taste of your food, and try to minimize how often you eat on the go, or while distracted (e.g. watching TV).

If you would like to further expand your nutrition knowledge, we encourage you to sign up for one of Health Promotions Nutrition Courses. We have everything from beginner cooking classes to courses for elite athletes wanting fuel up for Top Performance. For more information on these courses check out cafconnection.ca/Halifax/HP.



CAF members participate in the PSP Health Promotion Cooking class held at the Royal Artillery Park on January 30, 2020.

AVIATOR RENZO RUIZ HAAS, FIS HALIFAX



ADVERTISING FEATURE POSTING SEASON



Should you buy or sell first when moving?

(NC) You're close to retiring, but you're in a home that's too big and too expensive. So, you decide to find a new home that better suits your needs. But, do you buy that new home first or sell your old home before you buy? It's important to think carefully about your needs and tolerance for financial risk before you commit either way.

The pros and cons of buying first

If finding the perfect home is your priority, buying first means you can spend as much time as you need in your search. You won't have the pressure of an impending closing deadline, which could force you to buy a less-than-ideal home, or to move into a

temporary home while you search. However, if you buy first you'll have to find the money for a deposit and down payment, which could be difficult if all of your equity is tied up in your current home. That's one reason land-lease homeownership is growing in popularity with retirees: it can require less money up front, since you are only purchasing the home and not the land it's on. A potential downside of buying first is that you may need bridge financing and could find yourself owning two homes at once until you are able to sell your current home. This may mean paying for insurance, property taxes and utilities for both homes at

the same time. These financial pressures may force you to take a lower offer on your original home than you would have if you'd sold it first. If you're particular about the location or the type of housing you wish to purchase, buying first may be the way to go.

The pros and cons of selling first

Selling your home first can give you better control of your sale price and alleviate pressure to accept the first offer that comes your way. Then, after you've sold your home, you'll have a better idea of what you can afford to buy. However, as soon as you accept the buyer's offer, the clock starts ticking towards the closing date. Since you'll need to find a new home soon, that puts pressure on you to find your perfect home on a deadline. You might feel you have to make an



offer on a home that doesn't exactly fit your lifestyle, or look at a temporary rental, which would mean moving your furniture and personal belongings twice. Regardless of what you decide, make sure you have a backup plan. Access to financing and temporary accommodations will take some pressure off should problems arise during the buying and selling process. Find more information on land-lease homeownership at www.park-bridge.com. www.newscanada.com



Sylvia Large
Sales Representative
CENTURY 21
Trident Realty Ltd.

**27 Years
Experience
with Military
Moves!**

Cell: 902-497-4074
Sylvia.Large@Century21.ca



182671



MILITARY & RCMP MOM!

HALIFAX, Nova Scotia www.ihomeshalifax.com

ROSE BRINE, REALTOR®
SPECIALIZING IN MILITARY & RCMP RELOCATIONS
23 YEARS OF AWARD WINNING SERVICE

RE/MAX nova 6363 Lady Hammond Road, Halifax, Nova Scotia
902-471-2934
rosebrinerealtor@gmail.com

182417



POSTED?
GET PRE-APPROVED
BEFORE YOUR HHT

WE OFFER:

- Military clause for some mortgages
- A six-month mortgage protection plan, paid by us
- Instant pre-approvals
- A one-year home system warranty

SPECIAL DND OFFERS AVAILABLE. CALL TODAY!
Use the "Support Our Troops" Promo code for a .10 rate cashback on your approved rate. OAC.

1.800.991.7993 • MORTGAGEFORCES.CA

182588



I understand the processes and stress of being posted! Military Relocation Specialist On the List for 30+ Years
Expert marketer and negotiator HHT specialist

**Specializing in
Dartmouth,
Eastern Passage
Cole Harbour
and outskirts to
Porter's Lake**

CENTURY 21
Trident Realty Ltd.

rozprince.com

902-456-6375
rozprince@eastlink.ca

182411

ADVERTISING FEATURE

POSTING SEASON



Homeowners in the HRM say yes to discount real estate

When the first Assist 2 Sell office opened in Dartmouth in 2001, "discount real estate" was unheard of. Home sellers expected to pay a high commission that was a percentage of their home's sale price. Assist 2 Sell "rocked the boat" with its unique flat-fee business model. Sellers now recognize that Assist 2 Sell's flat-fee model makes sense and they are abandoning "traditional" real estate companies to give discount real estate a try.

Over the last 30 years, Assist-2-Sell has grown from one office in Reno to more than 600 franchise offices throughout the United States and Canada. Local REALTORS® Michael

and Lisa Doyle FRI CRES ABR® purchased an Assist 2 Sell franchise 19 years ago and opened Assist 2 Sell HomeWorks Realty Ltd. Today, they run a very successful real estate brokerage.

"Unprecedented appreciation over the last few years has caused sellers to question traditional high percentage-based commissions more than ever," said Michael Doyle. "Assist 2 Sell allows them to keep more of their home's equity, without sacrificing any of the services they want and need from a real estate broker."

Assist 2 Sell's unique "Full Service with \$avings!"® program is what

to appeals to most of its customers. Home sellers receive all of the services they might expect to receive from a "traditional" real estate company, but for a low, flat fee. In HRM home sellers pay a reasonable Flat Fee as low as \$2995 that varies slightly as homes increase in price. That adds up to substantial savings. Nationwide, Assist-2-Sell is approaching the one billion dollar mark in commission savings for home sellers. For our local office we have just reached the 18.3 Million Dollar mark in commissions savings. This savings is based on a comparison between paying Assist 2 Sell's low commission versus paying

six percent.

"We talk to a lot of people who think we're too good to be true," continued Michael Doyle. "I've been a REALTOR® for over 30 years and there's nothing as gratifying as showing my customers that it is true. We recently saved a customer more than \$26,000.00. They obviously liked saving all that money, but they went out of their way to thank us for the quality of our service."

Homeowners who would like more information about Assist 2 Sell can call 902 446-3113 or e-mail HRMOffice@assist2sell.com. They also have a Web site: www.AsLowAs2995.com

DO YOU WANT CASH AT CLOSING?

FREE MONEY?

We will sell your home for one **LOW FLAT FEE** (Paid at closing.) We will give a **CASH BACK** on closing on any commission amount paid by the Military over and above our regular fee.

CALL FOR DETAILS!



We have saved metro home sellers over 18 Million Dollars in commissions since opening in 2001. We call this **FULL SERVICE** with **\$AVINGS!**

Assist 2 Sell

902-446-3113
www.AsLowAs2995.com



ADVERTISING FEATURE POSTING SEASON



Important safety tips while renovating

(NC) Renovations and DIY projects are great ways to turn your living space into a home. In fact, whether you rent or own, there are many things you can do to make your space your own. Whether you are undertaking major renovations or small touch-ups, it's important to be aware of any potential risks to your health through exposure to chemicals and pollutants. By following a few easy safety tips, you can keep you and your family safe while giving your home a new look. Here are some examples:

Follow instructions carefully. Read and follow all safety, usage and disposal instructions every time you use a household chemical product. Look for hazard symbols on the front of the product.

Wear protective gear. Protective gear may include gloves, a proper breathing mask and safety glasses. Product labels will provide more detailed information on any additional safety equipment you should wear.

Let in fresh, clean air. Keep your work areas well ventilated. Open windows and doors, run your exhaust fans, and work outside whenever possible.

Take care with composite wood products. Products such as plywood and particleboard are made of wood pieces or fibres glued together, which can contain formaldehyde. If you're buying something made of composite wood, such as furniture, cabinets, countertops or flooring, check the label for more information about the health risks associated with formaldehyde emissions. Ask retailers, vendors, and manufacturers to help.

Use low-emission products. Paint and varnish often have a noticeable smell. The odour comes from emissions that contain volatile organic compounds (VOCs). Some household chemical products that are labelled as "low emission" give off fewer VOCs. Read the label and choose products that are low in VOCs. Prevent exposure to asbestos. Asbestos can be found in older insulation, cement, plaster, floor and ceiling tiles, house siding and automobile parts. Before doing any renovations, have a professional test for asbestos. If found, hire a qualified asbestos removal specialist to address the situation. Do not disturb an area containing asbestos, and never try to remove it yourself.

Check for lead-based paint.

If your home was built before 1991, it may contain lead-based paint. If you want to find out if it does, you can send paint chip samples to a lab for analysis or hire a contractor who has the proper x-ray equipment to detect lead on painted surfaces.

Keep vulnerable people away. Children, pregnant women, those with pre-existing health conditions and seniors may be at greater risk to the health effects of exposure to chemicals. When renovating, it is recommended that these



people stay clear of project areas.

Find more safety tips at canada.ca/healthy-home.

POSTED TO OTTAWA?



Tessier
Real Estate Team

Luc Bilodeau

Sales Representative / Agent Immobilier



t 613.443.4300 | c 613.816.2561

luc@tessierteam.ca LucBilodeau.com

182589



Buying, Selling or Relocating
Are you buying a good investment?
What is your property worth?

We are experts in Real Estate Valuation, providing accurate
Estimates of Value, serving military families for 26 years.

Greg Lockyer, CRA

Chris Flick, AACI

Steve Horswill, AACI

o: 902-466-2000 f: 902-466-2732 w: alderneyappraisals.com

182404

POSTED? BUYING OR SELLING A HOME?

*We understand the needs
of our military clients!*

Chris Young, CD 902-877-0945

Susan Young 902-830-7865

email: info@youngrealestate.ca



KW SELECT REALTY
KELLER WILLIAMS

YOUNG REAL ESTATE
TEAM

182597



**Jim &
Jackie Pitt**

CENTURY 21

Trident Realty Ltd.

With 38 years of combined real estate business, 34 years in the military, and first-hand relocation experience, we can assist you throughout the IRP process and all other real estate needs.

In response to the growing concerns of the COVID-19 outbreak, Jim and I would like to take this time to encourage social distancing. When we are all in the clear, let us help you with your home sale or purchase, but in the meantime if you have any questions or concerns feel free to call or email.

Cell: 902.489.2525 • Fax: 902.434.9764
jackie.pitt@century21.ca • century21.ca/jackiepitt

182410



ADVERTISING FEATURE POSTING SEASON



How to create the perfect home hideaway for any personality

(NC) Creating the perfect hideaway is about designing a space that truly reflects your personality and interests. Here are three ideas for turning a simple space into a supreme sanctuary:

For the gamer. The TV is obviously the centrepiece of this room, with oversized armchairs facing it. The entertainment control unit hosts all the top gaming consoles. Neon lighting, posters or even an old-school lava lamp are perfect finishing touches to bring any gaming lair to life. A surround sound system blocks out the world for an immersive experience, creating the perfect escape for video game enthusiasts.

For the bookworm. For book lovers and day dreamers, all the humble bookworm needs is comfort and tranquillity – the only requirements

being a soft chair and silence. These secret rooms can be found tucked away in garden sheds, in the attic or even under the stairs. Any little corner can be easily converted to the ideal nook complete with reading light, plenty of pillows and the latest work by a favourite author.

For the socialite. A modern retreat for Saturday evening drinks with friends is the socialite suite. The main feature of this room is undoubtedly the bar, stocked for any occasion. Adding a bar sink is easy with a system like the Saniflo Sanivite drain pump which links to any existing plumbing system. A hi-tech stereo system, connected to your phone with the tap of a button and sociable seating for anything from cocktail hour to poker nights, complete the space.

DIY home improvements

(NC) Whether you're getting ready to sell or just looking to refresh your home, you don't need a huge budget to give a noticeable boost to how your home looks and feels. With a modest investment, some DIY skills and a little bit of elbow grease, you can tackle these budget-friendly home renovations in as little as one weekend.

Repaint the exterior and update the front door.

A quick and easy way to instantly enhance your home's curb appeal is to refresh the exterior trim colour. You can also simply change the colour of your front door to make a huge difference to your home's façade, or try adding new house numbers or a new mailbox, some planters or updated landscaping.

Turn a closet into a powder room.

An inexpensive way to create a new bathroom in your home is to renovate an under-used closet into a powder room. This is easier than you think if you use a self-contained macerating toilet system such as the Sanicompact system from Saniflo. The compact toilet is installed on top of your exist-

ing floor and can accommodate a sink connection as well. If you're handy and have some basic plumbing experience, you don't even need to call a plumber. All you need is an electrical outlet, some basic tools and access to a water line.

Add removable wallpaper.

Unlike hanging wallpaper in the past, which we can all agree was a frustrating experience, today's removable wallpaper is now much easier to work with. Since it can be easily removed when you are ready for a change, it is a great way to try a new colour or pattern with little commitment.

Refresh your kitchen.

If your cabinet doors are still in good condition you can always sand them down and repaint them. Then, swap out the old hardware with fresh pulls and knobs to make your cabinets look like new. An easy fix for updating the backsplash is to pick up some peel-and-stick tiles from your favourite hardware store, which are surprisingly affordable and super easy to use.

www.newscanada.com

**ANTOVIC
REAL PROPERTY
APPRAISALS INC.**

NEED YOUR HOME APPRAISED?

Are you relocating? Call us!
Friendly, Reliable, Accurate, Timely

Servicing: Sackville, Bedford, Halifax/Dartmouth & Outlying Areas
Tel: (902)441-4434 • Fax: (902) 406-5525 • www.antovicappraisals.com • Email: jantovic@eastlink.ca
We look forward to speaking with you!

Posted to CFB Esquimalt? We can help!

south island
HOME TEAM

ROYAL LEPAGE
Helping you is what we do.

**Contact us to schedule your
House Hunting Trip**

250-474-4800 southislandhometeam.com

Registered with Brookfield Global Relocation Services

**Have a Navy veteran help you
sell or find your home!**

Matthew Berry
Exit Realty Metro
mberry@exitmetro.ca
902-880-0809

Check out my website:
www.matthewberryrealestate.ca

Or text **“theberrylink”** to **85377**

EXIT REALTY METRO
Independent Member Broker

MULTIPLE LISTING SERVICE



A message from the CFB Halifax Base Commander regarding COVID-19

On Friday, March 13, the Chief of the Defence Staff and deputy Minister of National Defence issued direction that will posture the CAF and Department of National Defence to respond effectively to the current COVID-19 pandemic. CFB Halifax is responding in accordance with that direction to ensure we minimize any impact to the capability

of our force, and to maintain a healthy, safe environment for our local military and civilian Defence Team personnel supporting or executing critical and essential roles. Effective Monday, March 16, 2020, CFB Halifax will follow the national direction and **revert to essential services** only within Base branches.

These essential services personnel have been identified. All other Defence Team personnel, both military and civilian, are to conduct work from home, where possible. This measure will continue for **three weeks** for military and civilian members of Base Executive Services, Base Administration, Base Information

Services, Base Logistics and Port Operations and Emergency Services. Military and civilian Defence Team personnel working in units on CFB Halifax property that do not fall under the Base Commander's Chain of Command should defer to instruction from their respective supervisors and leadership teams.

HMC Ships *Glace Bay* and *Shawinigan* on Op PROJECTION West Africa

HMC Ships *Glace Bay* and *Shawinigan* are on Op PROJECTION West Africa and their crews recently participated in community relations activities in Porto Grande, Cape Verde. Op PROJECTION West Africa represents Canada's commitment to maritime security around the world. While deployed, the ships will participate in two cooperative

deployments focused on capacity building, conduct security patrols and build and maintain relationships with regional partners. During the deployment, the crewmembers maintain capacities with drills such as lifesaving drills, and life onboard includes events such as church services presented by the padre.



LS Nicole Winsor, a Marine Technician from HMCS *Glace Bay*, jumps in recovery position for the man overboard during the rescue swimmers training serial in the Gulf of Guinea.

CPL YONGKU KANG, CAF

Crewmembers of HMCS *Glace Bay* lower the Zodiac to conduct a Personnel Transfer.



CPL YONGKU KANG, CAF



Padre Capt Peter Vere prepares for a religious service in HMCS *Shawinigan*.

CPL YONGKU KANG, CAF

A Zodiac from HMCS *Glace Bay* approaches HMCS *Shawinigan*.

LifeSpeak - Your virtual library for total wellbeing

By the Employee Assistance Program

LifeSpeak is part of the Department of National Defence's (DND) Employee Assistance Program (EAP) and is available to Defence Team employees and their families, free of charge.

This web-based service offers anonymous access to hundreds of short videos. To learn more, check out an animated video that further explains the benefits of the platform.

Whether you're someone who craves a more balanced life, wants to improve mental health, or increase or maintain physical fitness, the LifeSpeak platform is available wherever an internet connection can be found.

This month's featured LifeSpeak video, "Rethinking the Language: Diversity, Inclusion, Equity, and Accommodation by Michael Bach, looks at how to create a diverse and inclusive workplace.

The app gives you expert-led content, along with brand-new features:

- Download videos for offline viewing;
- Stream podcasts; no need to download them;
- Participate in Ask the Expert web chats right from your phone;
- Manage your account from the app;
- Earn points and badges for any activities you engage in watching videos, reading tip sheets, etc.; and
- Join leaderboard (anonymously) to measure your activity against your peers.

How do I access LifeSpeak?

You can access LifeSpeak in several ways:

- Go to the LifeSpeak website:

canada.lifespeak.com or

- Download the app (Apple App Store or Google Play)

When logging into the App, for:

- client name input canada
- client password input Canada Clients must then:
- scroll down to accept terms and conditions
- Then select Canadian Armed Forces or Department of National Defence - Civilian and input corporate ID: canada.
- Then click Access through group account

LifeSpeak is only one feature of DND's EAP.

A number of tools and services are available to Defence Team members to help them make the most of the holiday season, including:

Referral Agents (RAs)—DND employees provide confidential active-listening skills and resources to employees in need and can be contacted during regular working hours.

Health Canada – Employee Assistance Services (EAS)—provides short-term professional counselling services. This service is available 24/7, 365 days a year, by calling 1-800-268-7708 or 1-800-567-5803 (hearing impaired).

Mental Health Resources: Employee Assistance Program – Intranet page

Health Canada Employee Assistance Services (24 Hours)

Military Mental Health Services – Intranet page

CMP Health Services – Intranet page

Mental Health and Well Being – Intranet page

Be the first to know. Contact the EAP Corporate Office to be added to the EAP distribution list for health related newsletters, special events and more.

LifeSpeak : Votre bibliothèque virtuelle axée sur le bien-être total

Par le Programme d'aide aux employés

LifeSpeak relève du Programme d'aide aux employés (PAE) du ministère de la Défense nationale (MDN) et est accessible gratuitement aux membres de l'Équipe de la Défense, ainsi qu'à leurs familles. Cette plateforme Web offre un accès confidentiel à des centaines de courtes vidéos. Pour en apprendre plus à ce sujet, regardez un dessin animé qui explique davantage les avantages liés à la plateforme.

Que vous souhaitiez mener une vie plus équilibrée, améliorer votre santé mentale ou encore, améliorer ou préserver votre condition physique, la plateforme LifeSpeak est à votre disposition où que vous soyez, il suffit d'avoir accès à Internet.

Ce mois-ci, la vidéo LifeSpeak est "Définir et comprendre la diversité, l'inclusion et la discrimination de Brigitte Lavallée et discute de la façon dont la diversité et l'inclusion dans la culture d'entreprise ne sont plus seulement une bonne pratique. C'est un avantage commercial indéniable qui peut vous donner un véritable coup de pouce.

L'application vous présente du contenu produit par des experts, ainsi que de toutes nouvelles fonctionnalités :

- Téléchargez des vidéos afin que vous puissiez les regarder hors ligne;
- Écoutez des balados en continu, sans avoir à les télécharger;
- Prenez part aux séances de clavardage « Demandez à expert » à l'aide de votre téléphone;
- Gérez votre compte à partir de l'application;
- Accumulez des points et gagnez des écussons en réalisant des activités, par exemple, visionnement de vidéos, lecture de fiches-conseils, etc.;
- Figurez au classement (de façon anonyme) et comparez votre niveau d'activité à celui de vos pairs.

Comment puis-je accéder à LifeSpeak?

Vous pouvez accéder à LifeSpeak de plusieurs façons :

- Visitez le site Web LifeSpeak : canada.lifespeak.com, ou
- Téléchargez l'application (App Store d'Apple ou Google Play).

Pour ouvrir une séance dans l'application, inscrivez :

- ID d'organisation : canada;
- mot de passe : canada.

Ensuite, les clients doivent :

- faire défiler pour accepter les conditions;
- choisir Forces armées canadiennes ou Ministère de la Défense nationale (Civils), et saisir l'ID d'organisation canada;
- cliquer Accédez avec votre compte de groupe.

LifeSpeak n'est qu'une des composantes du PAE du MDN!

Les membres de l'Équipe de la Défense ont à leur disposition un certain nombre d'outils et de services qui les aideront à tirer pleinement parti du temps des Fêtes, entre autres :

Agents d'orientation (AO) : Employés du MDN qui offrent aux membres du personnel dans le besoin des services d'écoute active confidentiels et des ressources. Les AO sont à la disposition du personnel pendant les heures normales de travail.

Services d'aide aux employés (SAE) de Santé Canada : Services de counselling professionnel à court terme accessible 24 heures sur 24, 7 jours sur 7, 365 jours sur 365, en composant le 1-800-268-7708 ou le 1-800-567-5803 (malentendants).

Soyez les premiers à l'apprendre. Communiquez avec le bureau ministériel du PAE pour faire ajouter votre nom à la liste de diffusion du PAE et recevoir des bulletins en matière de santé, de l'information sur les activités spéciales et bien plus encore.

VAC celebrates God's Acre expansion, upgrades

By Peter Mallett, The Lookout Staff

Minister of Veterans Affairs Lawrence MacAulay made a special visit to Veterans Cemetery in Esquimalt last Wednesday to recognize the historic site's recent expansion.

At the iconic cemetery, more commonly known as God's Acre, MacAulay was joined by Base Commander, Capt(N) Sam Sader and other dignitaries to celebrate the renovations and an expansion at the site for 1,400 new internment spaces.

MacAulay, who is also the Associ-



The Veterans' Cemetery in Esquimalt is one of two cemeteries operated by Veterans Affairs Canada. The other is Fort Massey Cemetery in Halifax.

PETER MALLET, THE LOOKOUT STAFF

ate Minister of National Defence, not only reflected on the universal feeling of appreciation for the soldiers, sail-

ors, and aviators buried there, but also the countless individuals who have worked to maintain and preserve God's Acre since its founding over 151 years ago.

"Years of hard work and dedication has led to the incredible transformation of God's Acre – a reflection of Canada's pride and respect for veterans," said Minister MacAulay. "As future generations walk through these rows and read the inscriptions on the grave markers, I hope they will understand what Canadians have achieved and

sacrificed in the cause of peace and freedom."

To further that effort, in the past five years Veteran's Affairs Canada (VAC) has invested \$4 million for the expansion, renovations and upgrades to the cemetery.

Approximately \$1.9 million of those funds were used to construct granite columbariums that contain the ashes of the dead, and in-ground internments.

Capt(N) Sader congratulated Jennifer McFarlane, Chair of the God's Acre Candlelight Committee, for helping preserve the cemetery. Every year on the last Thursday of May, a candlelight tribute is held to honour

Continued on page 17



DND Profile: Ashley Campbell

Rank: CIV
Current role: Control Systems Engineer
Hometown: Dartmouth, Nova Scotia
Years of Service: 6
Home Unit: Fleet Maintenance Facility Cape Scott

What was the best thing that happened in your life over this past year?

The single best thing that has happened in my life over this past year was getting engaged to my boyfriend of nine years. He has always supported me in both my personal and professional journey, encouraging me along the way to pursue any opportunity that presents itself.

Was there an unexpected obstacle? How was it overcome?

With only six years of service, on a day-to-day basis there are many small obstacles I need to overcome. It can be anything from not knowing all of the government processes, learning about a system I haven't worked on before, or teaching myself about new technologies that are being implemented. I overcome these obstacles by asking questions, requesting further training, and taking the time to understand the problems at hand.

What is the most enjoyable part of your work?

The most enjoyable part of my work is knowing that I am doing my part to help support the Navy in protecting Canadians.



Ashley Campbell is a Control Systems Engineer at Fleet Maintenance Facility Cape Scott in Halifax.

MONA GHIZ, MARLANT PA

What was the most challenging part of your work?

The most challenging part of my work would be the variety of personalities I encounter on a daily basis. I have to be able to adapt my approach to certain tasks depending on whom I am dealing with.

What was the biggest thing you learned this past year professionally?

The biggest thing that I learned this past year professionally would be to take any opportunity that presents itself – even if you fail. It's always worth trying something different, even if it scares you. You can learn

something from any experience you have – good or bad.

What would you like to accomplish in 2020?

In 2020, I would like to be able to take on more responsibility professionally and develop my managerial skills through shadowing my current supervisor in his day-to-day role.

How would you describe the availability of opportunities for Women at Fleet Maintenance Facility Cape Scott (FMFCS)?

I would describe the availability of opportunities for Women at FMFCS to be the same as they are for anyone

else. Opportunities are what you make of them; you need to be a go-getter and be willing to try new things. For example, after working three years in my engineering section I was wanting to gain more experience with project management and supervisory roles. I approached my supervisor and manager about my aspirations and they provided various options for me to gain experience. I was able to spend four months shadowing a ship's Project Leader and four months acting for another engineering section. This provided me with the experience required to apply for higher level jobs.

What advice would you give new female engineers?

I would advise new female engineers to be self-confident in your skills, don't be afraid to go after what you want, and do your best – that's all anyone can ask of you!

What would you say to someone that is considering an engineering career in the RCN?

For someone considering an engineering career in the RCN/DND, I would tell them to go for it! The work is challenging, interesting, and provides you with opportunity to continue learning and travel.

What is the most unique thing about yourself, outside of your job?

The most unique thing about myself is that besides having a BSc in Electrical Engineering from Dalhousie University, I also have a BSc Honors Mathematics/Honors Physics from Saint Mary's University. I also enjoy staying active, travelling, and spending time with family and friends.

Face of Base HFX series: LCdr Natalie Hiscock

LCdr Hiscock is the Base Comptroller at CFB Halifax where she and her team direct financial training, budget and risk management, among other financial services. LCdr Hiscock is all about building community and connections across different teams. "I'm from Newfoundland, so being a people person is very much one of my strengths. I love our people and I think they're the greatest resource our organization has. Nobody does it all on their own, and I know if we support people and give them the opportunity, they'll do amazing things." After a busy year in her leadership position, LCdr Hiscock will be leaving Nova Scotia to return to Newfoundland this spring. Thank you for your leadership, LCdr Hiscock! Fair winds and following seas <https://www.instagram.com/explore/tags/readytollead/>

SYDNEY MCLEOD, BASE PA INTERN



VAC celebrates God's Acre expansion, upgrades

Continued from page 16

those who have served and continue to serve their country.

"For every flag, grave, march and trumpet there is a face, a name, a story that can be shared and experienced again and again by future generations," said Capt(N) Sader. "So, while God's Acre may hold those who have passed, its purpose and presence are very much alive."

Following their introductory remarks, those attending were given a tour of the graveyard and new columbariums. MacAulay stopped to place a Canadian flag at the foot of a soldier's grave.

Other dignitaries attending the ceremony included Gen (Ret'd) Walter Natynczyk, Deputy Minister, Veterans Affairs Canada, and CAF Senior Advisor to VAC, LGen Ste-

phen Bowes.

Veterans Cemetery was established in 1868 by the Royal Navy after RAdm George Folwer Hastings purchased an acre of turnip field from the Puget Sound Agricultural Company and converted it to a cemetery for sailors of the British Royal Navy at a cost of \$250. Today the cemetery is nestled between the 12th and 17th holes of Esquimalt's Gorge Vale Golf Club and occupies approximately 2.7 acres. In March 2016 VAC purchased a .62 acre parcel of land from the golf club to allow for the expansion and columbariums.

The cemetery also features a chapel containing several Royal Canadian Navy and Royal Navy artifacts and a Cross of Sacrifice. It is one of two cemeteries operated by VAC. The other is Fort Massey Cemetery in Halifax.

CPO1 / CWO Corps: the heartbeat of the CAF

By CPO1 André Aubry,
SEM Team Project Manager, and
CWO (ret'd) Miles Barham,
Project Analyst, and
CWO (ret'd) Graham James,
former Project Manager

January 17, 2020 marked a historic occasion regarding the evolution and modernization of the CAF, specifically for the CPO1 and CWO rank. CPO1/CWOs are the most senior leaders of the Non-Commissioned Members (NCM) Corps; they navigate from tactical to strategic levels across the Department of National Defence (DND)/CAF, acting as change agents, influencing the day-to-day life of CAF personnel and the organization within which they operate. Their limited numbers (671 CPO1/CWOs - 449 Regular Force [Reg F] & 222 Reserve Force [Res F]) across a force of 86,517 NCMs make them a very small select group of senior leaders that only 0.7% of the NCM population will attain (MCS, December 16, 2019).

In August 2014, CAF Chief Warrant Officer Kevin West articulated to senior leadership the vision of one occupation for CPO1/CWOs, and the need to formalize the concepts and recommendations discussed in the 2011 document *Beyond Transformation: The CPO1/CWO Strategic Employment Model (SEM)*. CWO West's proposal was accepted by senior CAF leadership, and thus began the journey of the SEM Project in August 2014. The project came to fruition for the CPO1/CWO occupation on June 15, 2018, and was finalized January 17, 2020. All Reg F/Res F CPO1/CWOs are now under one strategic occupation called the "CPO1/CWO CORPS (Military Occupation Structure Identification 00381)."

The culmination of the CPO1/CWO occupation that was led, driven, and supported by senior NCM leaders, such as former CAF CWOs Dan Gilbert, Robert Clérout (CPO1), Kevin West, and current CAF CWO Alain Guimond, enabled the Chiefs Corps to become a reality. Those senior leaders believed it was extremely important to the CAF

and future NCMs, that members at the rank of CPO1/CWO must have the right competencies, experience, knowledge, education and training required to further enhance the skillsets and roles of Chiefs in key tactical to strategic leadership positions. This innovative project was embraced by the entire senior leadership, and the SEM Project became a top priority for both the CDS as the Project Sponsor (Champion), and the CAF CWO as the Project Director. What followed was truly amazing. The CPO1/CWOs Corps was tasked and given a project which was also completed by CPO1/CWOs encapsulating an in-depth analysis of all Reg F/Res F CPO1/CWOs in the CAF. This analysis encompassed items such as:

- Systems of succession planning and management;
- The formalization of roles and positional requirements;
- Preferred paths of education and modernized training;
- In-depth scientific analysis of the numerous roles, scope of responsibility, and sphere of influence of a CPO1/CWO throughout the DND and Whole of Government;
- Development of Leader Profiles by Director General Military Personnel Research and Analysis for all CPO1/CWO positions, allowing NCMs at all levels to see exactly what competencies are required, relative to specific positions;
- Positions identified as not meeting the CPO1/CWO model were re-assigned within the organization to the Officer Corps and as Chief Petty Officer 2nd Class/Master Warrant Officer NCM levels accordingly;
- CAF policies and doctrines;
- Military Employment Structure Implementation Plan (MESIP); and
- The alignment of Reg F/Res F CPO1/CWOs.

Subsequently, direction was given to the SEM Team to define and validate the roles and responsibilities of all CPO1/CWOs. The future CPO1/CWOs now assume positions along a critical path which sees them as part of Senior

Leadership Teams, or in some cases as Senior Level Advisors. The ripple effect of a project of this nature has meant that several CAF policies were affected and in need of review/amendment, such as the Special Requirements Commissioning Plan, which remains a vital program in utilizing and retaining CPO1/CWOs in the organization as Officers because of their vast experiences and competencies.

Furthermore, with the CPO1/CWO Corps becoming a formally defined occupation, two of the critical action items are:

The addition of a sub-function to the occupation identifying six tier levels of progression within the CPO1/CWO Corps; and an in-depth review of compensation, benefits, and recognition for CPO1/CWOs.

The SEM Project, along with countless other affiliated agencies and key stakeholders, have shaped how the present and future CPO1/CWOs are developed, managed, and employed in order to generate effective strategic leaders who meet the full spectrum of CAF operational and institutional requirements. The work has been arduous and the rewards for the institution critical. The time has now come for implementation of the recommendations and action items of the MESIP, and the alignment of the concepts and principles that define CPO1/CWOs across the CAF.

Integrity, credibility and professionalism are attributes at the very core to which the CPO1/CWO Corps needs to be held accountable. While the composition of Leadership Teams are flexible, the relationship between a CPO1/CWO and an Officer holding Command, is unique. Part of the primary role of CPO1/CWOs is that of "trusted advisors who provide knowledgeable advice, grounded in critical thinking, supported by ethical reasoning, and cultured in practical experience" (SEM Final Report, July 2017). The culmination of this project has established concrete guiding principles and a bright future for the institution. The CAF must continue to emphasize



The coat of arms worn by the most senior non-commissioned ranks as a badge of rank.

SUBMITTED

the support and requirement of these strategic influencers, managers, and institutional leaders who represent Canada's interest as co-stewards of the Profession of Arms. It can be said that CPO1/CWOs are the pulse of the people and the heartbeat of the CAF.

References:

Chief of Force Development (2011). *Beyond Transformation: The CPO1/CWO Strategic Employment Model*, retrieved from <https://www.canada.ca/en/departement-national-defence/corporate/reports-publications/beyond-transformation-the-cpo1-cwo-strategic-employment-model.html>

Forces. C (16 Dec 2019). *MCS Personnel Dashboard*, retrieved from <http://mcs-lcm.forces.mil.ca/MCSPersonnel/occupations.aspx#!13633>

Forces. C (2017). *CPO1 & CWO STRATEGIC EMPLOYMENT MODEL PROJECT - Final Report and Recommendations*, 14 Jul 2017.



Discover the Base video series: CFB High School Co-op Program

Did you know that each fall, the Base welcomes local high school students to explore the many military and civilian career opportunities available within DND and CAF? Check out the newest CFB Halifax video from the "Discover the Base" series to know more about how 12 students from across HRM created unforgettable experiences with the help of our incredible Defence community during their 2019-2020 CFB Halifax High School Co-op Program. See the CFB Halifax Facebook Page (@BaseHalifax) for more details. Special thank you to the Formation Imaging Services team!

MAX MURPHY, FIS

Corps des PM1 et des adjudants-chefs: Au cœur des FAC

Par le PM 1 André Aubry,
gestionnaire de projet de l'équipe MSE,
l'Adjudant (à la retraite) Miles
Barham,

ancien analyste de projet et
l'Adjudant (à la retraite) Graham
James,
ancien gestionnaire de projet

Le 17 Janvier 2020, on a souligné un jalon historique sur le plan de l'évolution et de la modernisation des FAC, plus précisément en ce qui concerne les grades de pm 1 et d'adjudant. Les pm 1/adjudant sont les plus hauts dirigeants du Corps des militaires du rang (MR); ils passent de postes de niveau tactique à des postes de niveau stratégique à l'échelle du ministère de la Défense nationale (MDN) et des FAC. Ces agents de changement influent sur la vie quotidienne du personnel des FAC et sur l'organisation au sein de laquelle ils travaillent. Étant donné qu'ils ne représentent qu'une petite proportion (671 pm 1/adjudant, dont 449 dans la Force régulière [F rég] et 222 dans la Force de réserve [F rés]) des 86 517 MR des FAC, ils constituent un groupe très restreint de hauts dirigeants et occupent des postes auxquels seul 0,7 % de la population de MR accéderait (CLMC, 16 Décembre 2019).

En août 2014, l'Adjudant FAC, Kevin West, a exprimé à la haute direction la vision de la création d'un seul groupe professionnel militaire pour les pm 1/adjudant, et la nécessité d'officialiser les concepts et recommandations discutés dans le document de 2011 Au-delà de la transformation: Modèle stratégique d'emploi (MSE) des pm 1/adjudant. La proposition de l'adjudant West a été acceptée par la haute direction des FAC et a donc commencé le trajet du projet MES en août 2014. Le projet s'est concrétisé pour le groupe professionnel militaire des pm 1/adjudant le 15 juin 2018, puis elle a été mise au point le 17 Janvier 2020. L'ensemble des pm 1/adjudant de la F rég et de la F rés font désormais partie intégrante d'un seul groupe professionnel stratégique nommé Corps des pm 1/adjudant (identification de la structure des groupes professionnels militaires 00381).

Le point culminant de l'occupation des pm 1/adjudant était dirigé et soutenu par les hauts dirigeants des MR, comme les anciens adjudants des FAC Dan Gilbert, Robert Cléroux (pm 1), Kevin West, et l'adjudant actuel des FAC, Alain Guimond, a permis au Corps des chefs de devenir une réalité. Ces hauts dirigeants croyaient que c'était extrêmement important pour les FAC et futurs MR, que les militaires des grades de pm 1/d'adjudant aient les compétences, l'expérience, les connaissances, les études et l'instruction appropriées, de sorte à améliorer davantage les compétences et les rôles des Chefs occupant des postes clés de leaders tactiques et stratégiques. Ce projet innovateur a été appuyé par la haute direction dans son ensemble, et le projet MSE a été adopté comme priorité absolue du CEMD en tant que



Armoiries qui servent d'insigne de grade pour les militaires du rang supérieurs.

promoteur de projet (champion), et de l'adjudant FAC en tant que directeur de projet. Ce qui a suivi était véritablement extraordinaire. Le Corps des pm 1/adjudant a été chargé de réaliser un projet qui a également été achevé par les pm 1/adjudant, encapsulant une analyse approfondie de tous les pm 1/adjudant de la F rég et de la F rés des FAC. Cette analyse a visé des éléments tels que:

- les systèmes de planification de la relève et de gestion;
- l'officialisation des rôles et des exigences liés aux postes;
- les programmes d'études privilégiés et les instructions modernisées;
- une analyse scientifique approfondie des nombreux rôles, de la portée de responsabilité et de la sphère d'influence d'un pm 1/adjudant à l'échelle du MDN et du gouvernement;
- l'élaboration de profils de leaders par le Directeur général – Recherche et analyse (Personnel militaire) pour l'ensemble des postes de pm 1/d'adjudant, ce qui permet aux MR à tous les échelons de voir exactement les compétences requises pour exercer des fonctions précises;
- la détermination des postes dans l'organisation qui ne satisfont pas au modèle stratégique d'emploi des pm 1/adjudant, lesquels ont ensuite été assignés en conséquence au sein du corps des officiers, ou en tant que MR du grade de premier maître de 2e classe et d'adjudant-maître;
- les politiques et les doctrines des FAC;
- le Plan de mise en œuvre de la structure des emplois militaires; et
- l'harmonisation des pm 1/adjudant de la F rég et de la F rés.

Par la suite, l'équipe du MSE s'est vue confier la tâche de définir et de valider les rôles et les responsabilités de tous les pm 1/adjudant. Les futurs pm 1/adjudant occupent désormais des postes suivant un chemin critique qui leur permettent d'être membres d'équipes de haute direction, ou dans certains cas, des conseillers de niveau supérieur. Un projet de ce genre produit des

effets en chaîne: plusieurs politiques des FAC ont été touchées et ont dû être passées en revue ou modifiées, par exemple le Programme de nominations spéciales au cadre d'officiers, lequel constitue toujours un programme essentiel à l'utilisation et au maintien en poste des pm 1/adjudant de l'organisation en tant qu'officiers, en raison de leurs vastes expériences et compétences.

De plus, le Corps des pm 1/adjudant devenant une profession officiellement définie, deux des mesures de suivi essentielles sont:

ajout d'une sous-fonction du groupe professionnel, laquelle cerne six niveaux de progression au sein du Corps des pm 1/adjudant; Un examen approfondi de la rémunération, des avantages et de la reconnaissance des pm 1/adjudant.

Le projet MSE, de même que d'innombrables organismes affiliés et intervenants clés, ont façonné le perfectionnement, la gestion et l'emploi des pm 1/adjudant actuels et futurs, dans le but de produire des afin de générer des leaders stratégiques efficace qui répondent à l'ensemble des besoins opérationnels et institutionnels des FAC. La tâche a été ardue et les avantages pour l'organisation ont été essentiels. Le temps est venu de mettre en œuvre les recommandations et les mesures de suivi du Plan de mise en

œuvre de la structure des emplois militaires et de veiller à l'harmonisation des concepts et des principes qui définissent les pm 1/adjudant à l'échelle des FAC.

Intégrité, crédibilité et professionnalisme sont des qualités fondamentales que les membres du Corps des pm 1/adjudant doivent posséder. Bien que la composition des équipes de direction puisse varier, la relation entre un pm 1/adjudant et un officier à la tête d'un commandement est unique. La principale fonction d'un pm 1/adjudant consiste, en partie, à agir comme « conseiller de confiance qui donne des conseils réfléchis ancrés dans la pensée critique, appuyés par un raisonnement éthique, et une expérience pratique » (rapport final du MSE, juillet 2017). Le point culminant du projet a été la mise sur pied de principes directeurs concrets et le façonnement d'un avenir prometteur pour l'organisation. Les FAC doivent continuer de mettre l'accent sur le soutien et les besoins de ces personnes d'influence sur le plan stratégique, de ces gestionnaires et de ces dirigeants de l'organisation qui représentent l'intérêt du Canada en tant que coreponsables de la profession des armes. On peut dire que les pm 1/adjudant tiennent le pouls des gens et sont au cœur des FAC.

Références:

Chef – Développement des Forces (2011). Au-delà de la transformation : Modèle stratégique d'emploi des pm 1/des adjudant, tiré du site <https://www.canada.ca/fr/ministere-defense-nationale/organisation/rapports-publications/au-dela-de-la-transformation-modele-strategique-demploi-des-pm-1-des-adjudant.html>

Forces. C (16 Décembre 2019). Tableau de bord du personnel LCM, tiré du site <http://mcs-lcm.forces.mil.ca/MCSPersonnel/occupations.aspx#!F!3633>

Forces. C (2017). PROJET DU MODÈLE STRATÉGIQUE D'EMPLOI DES PM 1 ET DES ADJUC – Rapport final et recommandations, 14 juillet 2017.

LAWYERS - AVOCATS

English/Francais

CRIMINAL LAW
www.singleton.ns.ca

FAMILY LAW
www.singletonfamilylaw.ca

902.492.7000 902.483.3080
(AFTER HOURS)

TOM SINGLETON
LEORA LAWSON
MEAGHAN JOHNSTON

1809 BARRINGTON STREET, SUITE 1100, HALIFAX, NS B3J 3K8

TRIDENT Sports

What's the score with local sports in your community? Send write-ups, photos, and results to editor@tridentnews.ca

Campus Atlantic takes MEGA Curling 2020 trophy

By Ryan Melanson,
Trident Staff

PSP Halifax hosted the 2020 MEGA Curling Championship at the CFB Halifax Curling Club from March 2-6, with 12 teams taking part, representing 11 different units from across Formation Halifax.

Teams included HMC ships *Charlottetown*, *Toronto*, and *St. John's*, along with Trinity, Campus Atlantic, Formation Chaplains, the Stadacona Band, FMF Cape Scott (two teams), BIS, 406 Squadron, and Fleet Diving Unit (Atlantic).

The semi final matches were held on March 5, with Campus Atlantic defeating the Stadacona Band 6-4, and FMF Cape Scott taking a 12-7 victory over BIS. The finals took place the next morning, with Campus Atlantic securing the trophy after a 4-3 win over FMF. The championship team consisted of CPO2 Denny Wilson, CPO2 Helene Coggins, LS Blaine Richard, OS Kyle McGrath, and Lt(N) Alex Jean. The team also went undefeated through the earlier portion of the tournament, with wins over FMF (6-2), *Charlottetown* (9-3), Trinity (3-0), *Toronto* (12-0), and Formation Chaplains (11-2).

Next up for the CFB Halifax Curling Club will be the CAF Atlantic Regional Championship, set for April 14-17.



The team from NFS(A), representing Campus Atlantic, took the trophy at the 2020 MEGA Curling Championship, held from March 2-6. Pictured from left, CPO2 Denny Wilson, CPO2 Helene Coggins, LS Blaine Richard, OS Kyle McGrath. Not pictured is team member Lt(N) Alex Jean.

RYAN MELANSON, TRIDENT STAFF

Campus Atlantic came away with a 4-3 victory over FMF Cape Scott in the Championship game.

RYAN MELANSON, TRIDENT STAFF



RCN Sports history: Curling champions

By Ryan Melanson,
Trident Staff

Curling has been a staple of the CAF sports programs for decades, and the Trident and Crow's Nest archives are full of trophy-winning rinks from years past. One of those is the women's team from the former Canadian Forces Station Shelburne, led by skip Sgt Cis Pittman, who came out on top at the Atlantic Region Servicewomen's Curling Championship three years in a row, winning in 1984, 1985, and 1986. The '86 Championship was hosted in March by CFB Summerside, and saw the Shelburne team defeat Summerside 10-6 in the final game.

This month in RCN sports history:
1944 - The HMCS *Stadacona* Paybobs, led by a former NHLer, emerged as a nearly unbeatable team in the Halifax Navy Officers' Hockey League. Most noted among their stars was Captain Duke McCurry of Toronto, a former NHL stalwart in the early 1920s, along with RAdm L.W. Murray, Commander Canadian Northwest Atlantic. The Ad-



CFS Shelburne took the top prize at the Atlantic Region Servicewomen's Curling Championship in March of 1986. From left, lead PO2 Heather White, second PO2 Vivian Ross, CFB Summerside Base Commander Col Johnsrude, skip Sgt Cis Pittman, and third PO1 Bonnie Russell.

NELSON LEVESQUE/TRIDENT ARCHIVES

miral was known for demanding a high level of fitness from his sailors, and his strong performance all season showed that he practiced what he preached.
1962 - CPO Albert Trepanier of HMCS *Cornwallis* was made honorary life president of the Nova Scotia Amateur Swimming Association. The

NSASA was formed in 1947 and for 15 years Chief Trepanier had given the association his leadership, guidance, and countless hours of volunteer support. For his services as the NSASA's founder and for his inspiring leadership and devotion to swimming competition in the Maritimes, the association voted

unanimously to confer upon Chief Trepanier the title of honorary life president.
1982 - CFB Cornwallis hosted the Atlantic Regional Hockey Championships, and for the first time since 1975, the gold medal was not won by a team from the Halifax/Dartmouth area. The local teams were all knocked out by the end of the semi final round, with Greenwood downing the Shearwater squad by a score of 7-2, and Gagetown taking out the *Stadacona* Sailors, also by a score of 7-2. The championship game proved to be an exciting one, with Greenwood squeaking out a 4-3 win after a back-and-forth 60 minutes of action.
2001 - PO1 Bud Sullivan didn't play many sports growing up in northern New Brunswick, but his exposure to sports during his CAF career led to a passion for officiating, specifically in hockey and volleyball, and his efforts were rewarded when he was named the Maritime Forces Atlantic official of the year for 2001. That year saw him holding roles as the Chief hockey referee for CFB Halifax, for the Eastern Shore Minor Hockey Association, and the Eastern Shore Gentlemen's Hockey League, on top of his day job as a Combat Training Instructor at the former CFNOS.

Sports trivia: don't show them the money

By Stephen Stone

Sometimes, when we see the huge contracts that athletes sign, we wonder what we would do with all that money. This edition is about those who went bust. This is just a small sample of the athletes who mismanaged their wealth.

Questions

- 1. Who beat the Greatest of all time, lost the rematch, lost all his dough and ended up as a janitor at a Columbus YMCA?
- 2. Who is the former MLB All-Star for the Philadelphia Phillies who spent three years in jail for car theft, filed for bankruptcy in 2009 owing over \$31 million with \$500,000 in assets and had to sell the house he bought from Wayne Gretzky?
- 3. After all was said and done, this Hall of Fame quarterback for the Baltimore Colts filed for bankruptcy in 1991 and was left in financial ruin after being sued by the banks for over \$3 million.
- 4. Which MLB Hall of Famer pitcher lost his stable of Arabian horses when the bank sold them for five thousand bucks to help pay his debts?
- 5. One of the most decorated heavy-weights of all time made millions. He was forced to sell everything he owned in an attempt to pay off his debts. When all was done he still owed twice what he paid.
- 6. This former star quarterback for

- the Tennessee Titans was bust only seven years after signing a \$26-million contract as a rookie.
- 7. Probably the most feared heavyweight ever, he won millions but was destitute by 2003. He was married to a former Miss USA.
- 8. He scored the Hand of God goal in 1986 to give Argentina the World Cup. He owed over \$54 million in back taxes. Needless to say, he is broke.
- 9. He was one of the most recognised golfers of his day and one of the highest earners. His problem was gambling. He stated he lost more money than many golfers earn in a lifetime: almost \$98 million.
- 10. She won Olympic gold in 1978, was a star in the Ice Capades, and was broke by 1991.
- 11. Who was the former face of the WNBA who, along with poor financial representation, bad investments, as well as being the author of her own misfortune, had to sell her Olympic medals and her Naismith trophy to satisfy her creditors after earning over \$50 million?
- 12. He had a net worth of \$11 million, was exonerated in the murder of his wife, but was found responsible in a civil suit and ordered to pay her family over \$35 million and was once jailed as a result of a scam involving his sports memorabilia?
- 13. He made over \$50 million playing for the New York Jets. He owed \$25 million with assets of only \$5 million, five of his nine Whataburger

- franchises went belly-up, and poor investments led to his collapse.
- 14. This Wimbledon, Australian Open, French Open, U.S Open, Davis Cup and 1992 Olympic champion had career earnings of over \$120 million and was bankrupt by 2016.
- 15. Which pitching ace, World Series champ and TV commentator filed for insolvency when he couldn't pay back a \$75-million loan to start a video game company?
- And now on a more positive note, here are five athletes living well below their earnings
- 16. At 18, he signed a contract with the Detroit Tigers giving him a signing bonus of \$2 million. He drives a \$10,000 VW camper he converted into a tiny home in which he lives in the offseason. His advisors deposit \$800 into his chequing account each month. "Just because you have lots of money doesn't mean you have to have nicer things than you had before."
- 17. This multi-millionaire for the Washington football club drives a dented Savanna van he bought from his grandmother for \$5,000 and lives in the basement of his parents' home.
- 18. He signed a \$57.5-million contract with the Washington football club in 2015 and shares an apartment with a childhood friend. He drives a Chevy Tahoe and cooks his own meals. If he splurges on dining out, he goes to a takeout joint

- 19. Drafted in 2012 by the Detroit Lions, he lives on \$60,000 a year even though he earns over \$500,000. He stashes his money in investments and a retirement fund. "I don't have cable. I use Apple TV and Netflix. My wife and I don't go out to eat a lot, and I make sure I pay off my credit cards every month."
- 20. This Lions' safety earns an average of \$6.5 million a year, has been saving 70 per cent of his take-home pay since he was drafted in 2009. He said his plan has always been to "save as much money as I can and spend as little as I can in the time that I have in the league so that I can maximize my future."

Answers on page 23

Answers

Super Crossword

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82</																		



Injured allies reach new heights at Whistler

By Peter Mallett,
The Lookout Staff

Amidst Whistler’s towering mountain peaks and crisp fallen snow, former and current ill or injured military members carved a path to recovery through winter sports.

Recently, Soldier On hosted a camp at Whistler Blackcomb for a group of Canadians, Americans, Australians and Brits to help them heal both physically and mentally through five activities: Nordic skiing, Alpine skiing, bobsledding, snowboarding, sledge hockey and ziplining.

LCdr Raymond Trotter, 38, says it was an experience he will never forget.

“It was a high-point in my life because I truly believe it was life-altering. Everyone involved was supportive and non-judgemental, and in a short period of eight days many of us formed friendships I am certain will last a lifetime.”

There was a competitive edge to the events, but the real win was the good medicine that comes from sports.

“There was an incredibly therapeutic atmosphere doing these sports with people in similar circumstances as you,” said LCdr Trotter. “Barriers came down quickly even though



Soldier On recently hosted a camp at Whistler Blackcomb for a group of Canadians, Americans, Australians and Brits to help them heal both physically and mentally through winter sports.

SUBMITTED

we were all strangers heading into this. We are all soldiers, sailors and aviators so we understood each other from the get-go.”

Many participants did tours in Afghanistan or Iraq and shared a

common experience even though their injuries are different. For LCdr Trotter, he suffered a spinal injury during preparations to deploy to Afghanistan in 2008. He has endured chronic pain over 12 years finding some relief through a pain clinic, physiotherapy, and acupuncture. Sports, he says, is one of his most vital recovery tools as it quickly reminds him of his strengths and weak areas.

Soldier On national manager Jay Feyko, a retired infantry man, is a believer in the power sports to heal.

“Not only does the camp demon-

strate the power of sport, it brings ill and injured members together from across our allied nations to world-class fitness facilities. It drives home that these members are not alone, that our program is able to support their challenges, and that their recoveries have no boundaries.”

In a show of support, Minister of National Defence Harjit Sajjan joined a sledge hockey game, learning how to maneuver on a sled through the use of special hockey sticks with metal teeth on the tips to navigate the ice.



HELP US BUILD OUR TEAM

We support military and police communities by hiring serving members, veterans and their families.

Join us today at commissionaires.ns.ca



182413



Sledge hockey was among the sports offered to the participants.

SUBMITTED



Super Crossword

"CAN'T YOU SEE I'M DIZZY?!"

ACROSS

- 1 Bar mitzvah language
- 7 Its capital is Montgomery
- 14 Old jazz buff
- 20 Henry II player Peter
- 21 Horse feed supporter
- 22 106-Down on Cal Ripken's cap
- 23 Amaze a Sherlock Holmes portrayer?
- 25 - acid (corrosive liquid)
- 26 - -mo
- 27 Brighton brew
- 28 12-month famine?
- 30 Trendy berry in juices
- 33 Shire of film
- 34 Goddess of the dawn
- 35 Singer Brown got dressed?
- 42 Gridiron gains: Abbr.
- 43 Pen giant
- 45 Make reparations
- 46 Cosa - (Mafia's kin)
- 48 Areas of expertise
- 51 Provides party platters
- 53 Determine which team scored?
- 57 Supper scrap
- 58 "Egypt - up like a flood": Jeremiah 46:8
- 60 "NO TURN -" (traffic sign)
- 61 Octa- plus one
- 62 Relative of a résumé
- 64 Judge on the bench, e.g.
- 65 Bee creation
- 66 Fact about a consolidation loan?
- 71 Two-spot
- 74 University in Atlanta
- 75 In - (owing)
- 79 Old science magazine
- 80 Balance pan
- 81 Pittsburgh's Carnegie - University

- 84 Instructors' org.
- 85 Sub-shop blaze?
- 88 Relative key of B minor
- 90 Michelangelo work
- 91 California wine region
- 93 Old Greek market
- 94 Erwin of old films
- 95 "The Tell-Tale Heart" taleteller
- 98 Moola earned by a love god?
- 100 Blocks from the freezer
- 102 Is up against
- 104 School in Berkshire
- 105 Road named after singer Deanna?
- 110 Seeded loaf
- 112 - Alamitos, California
- 115 Thinking the world of
- 116 What to do to socks that tear every 24 hours?
- 120 Appear
- 121 Asinine
- 122 Late actress Brennan
- 123 Hot- - (drag racer)
- 124 Turn from a straight line
- 125 Say "no" to

DOWN

- 1 Mortar trays
- 2 List-ending abbr.
- 3 TV clown
- 4 "Frasier" woman
- 5 Jazz singer Fitzgerald
- 6 Li'l fellow
- 7 Gasteyer of "Mean Girls"
- 8 Truckload
- 9 Deadly pale
- 10 Neuwirth of "Frasier"
- 11 "If I Had -" (Lyle Lovett song)
- 12 American avant-garde artist

- 13 Antediluvian
- 14 Toyota rival
- 15 Iroquois foe
- 16 Falafel bread
- 17 Amendment
- 18 Samuel of justice
- 19 PC whizzes
- 24 Intel mission
- 29 Hi- - (stereos)
- 31 Positive pole
- 32 Atlas feature
- 35 Son of Isaac
- 36 Video game name
- 37 Catchphrase
- 38 Phenyl ender
- 39 Saw-toothed
- 40 Ingrain
- 41 Soft & -
- 43 Jazz genre
- 44 Limonite, e.g.
- 47 Worship
- 48 Nursed, say
- 49 Kin of -ess
- 50 Don't depart
- 52 Uses a stool
- 54 Writer Blyton
- 55 Grove plant
- 56 Kind of tea
- 59 - Field (Mariners' stadium)
- 63 Most chancy
- 64 "- will be done"
- 65 Very irate
- 67 Arabian Sea country
- 68 Actor's part
- 69 Long lock of hair
- 70 Stomped
- 71 Tip, as a hat
- 72 Arab bigwig
- 73 Frank and open
- 76 Pear variety
- 77 Corp. shuffling
- 78 Mother of Isaac
- 80 - -cone

- 81 List of dishes
- 82 Get hitched on the fly
- 83 Maximum
- 86 Post-OR area
- 87 OR worker
- 89 Before now
- 92 Prettify
- 95 "NerdTV" network
- 96 Bested

- 97 Online investing site
- 99 Tom of "Tomorrow"
- 100 Slacking sort
- 101 Pataki's predecessor Mario
- 102 Make furious
- 103 Font flourish
- 106 Nest builder
- 107 "Picnic" dramatist William
- 108 Organic compound

- 109 Head, to Gigi
- 111 Falco with four Emmys
- 112 In - of (rather than)
- 113 Jai-alai cries
- 114 "Auld Lang -"
- 117 Amp plug-in
- 118 Masquerade
- 119 Furry TV alien

1	2	3	4	5	6		7	8	9	10	11	12	13		14	15	16	17	18	19
20							21								22					
23							24								25					
26					27				28					29						
					30		31	32		33							34			
35	36	37	38	39					40	41		42				43	44			
45						46					47				48				49	50
51					52		53					54	55	56						
57				58		59					60						61			
62			63							64						65				
			66					67	68	69					70					
71	72	73				74								75				76	77	78
79					80						81	82	83					84		
85					86						87					88		89		
90										91					92		93			
		94				95	96	97		98					99					
100	101				102					103			104							
105			106	107						108	109			110		111		112	113	114
115												117	118				119			
120																122				
123																125				

©2020 King Features Syndicate, Inc. All rights reserved.

Keeping fit when you can't get to the gym

By Carol-ann Laforge,
PSP Fitness & Sports Staff,
12 Wing Shearwater Sports,
Fitness and Recreation Centre

With Shearwater Fitness and Sports Centre now being closed for a minimum of three weeks, here is a great activity you can do with your family to keep moving and stay healthy: Go hiking!

Other than working out from home, hiking is a safe activity to do these days. There are plenty of hiking trails in Nova Scotia and some of them have amazing scenery!

Below is a link to all the hiking trails in Nova Scotia.

English version:
<https://www.alltrails.com/canada/nova-scotia>

French version:
<https://www.alltrails.com/fr/canada/nova-scotia>

You can sign up for free on this website and keep track of all the hiking trails you would like to explore.

All of the trails are sorted by difficulty. (easy – moderate – hard) You can search hiking trails by difficulty, length, elevation gain, route type, etc.

There is information on every trail. If you click on one, you will find a description with reviews and photos. It also tells you if it's dog friendly, accessible for wheelchairs and strollers, and more...

This is a great website for people who love to hike. Also, if you are not able to travel to any of these locations, there is the Shearwater Flyer Trail that starts

right next to the Shearwater Fitness, Sports and Recreation Centre and is open year-round.

It's a 17.1 km long trail that connects to the Salt Marsh Trail for another 19.5 km. You can either walk, run, or bike it.

The Shearwater Flyer Trail is dog friendly but make sure you pick up after your dog. There are several garbage along the trail as well.

Please watch for poison ivy (there will be signs to tell you where it is) and ticks, as they are already active at this time of the year.

Be sure to dress accordingly and also don't forget to bring water as it is always important to stay hydrated. Go out, get some fresh air and vitamin D. Stay healthy!

Sports trivia: don't show them the money

- Questions on page 21
- Answers**
- 1. Leon Spinks
 - 2. Lenny Dykstra
 - 3. Johnny Unitas
 - 4. Rollie Fingers
 - 5. Evander Holyfield
 - 6. Vince Young
 - 7. Mike Tyson
 - 8. Diego Maradona
 - 9. John Daly
 - 10. Dorothy Hamill
 - 11. Sheryl Swoopes
 - 12. O.J. Simpson
 - 13. Mark Brunell
 - 14. Boris Becker
 - 15. Curt Schilling
 - 16. Daniel Norris
 - 17. Kirk Cousins
 - 18. Ryan Kerrigan
 - 19. Ryan Boyles
 - 20. Glover Quin



At O'Regan's Kia,
We support
military families

ASK US ABOUT
OUR MILITARY REBATE



2020 **SOUL**

STARTING AT

\$139 +TAX/BI-WEEKLY
84 MONTHS

5 YEARS / 100,000 KM WARRANTY
/ UNLIMITED KM ROADSIDE ASSISTANCE*

- COMPREHENSIVE POWERTRAIN 100% TRANSFERABLE
- ROADSIDE ASSISTANCE ANYWHERE IN NORTH AMERICA



The Power to Surprise



KIA
HALIFAX
DARTMOUTH

HALIFAX
3330 KEMPT RD
902-453-3477

OREGANSKIA.COM

DARTMOUTH
402 WINDMILL RD
902-466-9550

BDC@OREGANS.COM