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NEWS 2
Moose is here



FEATURE 8-9
A focused career



PHOTO ESSAY 12
Base Construction Engineering at work



Car Story 4
In The News 5
Classifieds 14-15



Ed Dixon, Base Imaging Services
Above: Santa makes his rounds handing out candy canes during the Annual Junior Ranks Christmas Dinner in Nelles Block Galley Dec. 2. As part of the annual tradition, senior non-commissioned officers and officers served Christmas dinner to the Junior Ranks members.

Left: Ordinary Seaman for the day [Capt(N)] Marcel Hallé (left) and Base Commander, Capt(N) for the day (Ordinary Seaman) Mathieu Savard take time to talk with Santa. As part of the traditional Junior Ranks Christmas dinner festivities, the youngest members of the base assumes the rank of the Base Commander for the day.

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Shelley Lipke, Lookout

Last of the training vessels delivered to the navy

Shelley Lipke
Staff writer

The eighth and final Orca class training vessel was delivered to the navy on Nov. 27 with much fanfare and celebration.

As two tugboats nudged the grey hull from Victoria Shipyards across the harbour, ships' horns blared in chorus and fireboat CFAV Firebrand shot streams of water into the air to ceremonially welcome the newly built Patrol Craft Training (PCT) 62 Moose into the Canadian Navy.

In total, eight training vessels have been designed and built by Victoria Shipyards, and workers lined the jetty to mark the end of the \$90.7 million contract.

Now alongside B jetty, Moose will under-

go final fittings and provisions before joining the other Orcas in training junior naval officers, regular and reserve force sailors and Royal Canadian Sea Cadets in various seamanship skills.

Orcas replace the 50-year-old wooden hull YAGS. They are three times the size, have more living space for those on board, and are equipped with modern bridge facilities that match the navy's larger ships.

Ship names were carefully selected, with Orca being the first ship of its class. Raven, the second ship, was named to give respect to Aboriginals on the West Coast. Caribou, Renard (French for Grey Fox), Wolf, Grizzly, Cougar and Moose were all named after Second World War armed yachts.



Duncan Ayre, NPAO

Top Left: Lt(N) Liza Sprang from Maritime Operations Group Four signed the paperwork to release the vessel from Victoria Shipyards so it could be tugged back to CFB Esquimalt on Nov 27. Dent Harrison, project manager for the new Orca ships, witnessed the hand over.

Below and Left: CFAV Firebrand performed a ceremonial salute with water to mark the delivery of the last Orca.

Bottom Left: Tugs nudged Moose across the harbour to B jetty.



Shelley Lipke, Lookout



Duncan Ayre, NPAO



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Five decades of service acknowledged

Shelley Lipke
Staff writer

After a 37-year career with the Canadian Navy, and 16 more years in his current role as Honorary Captain (Navy), Bill Wilson was recognized with a very uncommon award – a Canadian Forces Decoration fourth clasp.

Unbeknownst to the 84-year-old sailor of what was about to come, he was whisked into the Admiral's Operations Brief last Tuesday, and presented the decoration by Commodore Kelly Williams, Assistant Chief of Maritime Staff.

"What an amazing legacy and contribution to our navy. For well over half a century, Bill has been amazing us with his dedication and commitment to service, and he is a remarkable example to everyone in the navy," said Cmdre Williams.

In addition to Maritime Forces Pacific staff, a group of seven Honorary Captains, in town for a special symposium, witnessed the event.

To receive a forth clasp is very rare, and only five people have been awarded it in the past four years.

The initial decoration is given to officers and non-

commissioned members of the Canadian Forces, Canadian Rangers, and holders of honorary appointments, for 12 years of service. A clasp is awarded for each additional 10-year period.

For HCapt(N) Wilson, it acknowledged 52 years of service to his country.

"I knew it was due of course, but it was a sort of a surprise, and I didn't know it would be presented by the Commodore in front of the West Coast navy. I thought I'd get it the mail," said HCapt(N) Wilson with a smile.

His career and list of accomplishments is as long as his 52 years of service. In 1942, at age 18, he joined the Royal Canadian Naval Volunteer Reserve serving for the duration of the Second World War as a gunner.

At the end of the War he continued in the Naval Reserve in Winnipeg, Montreal, and Toronto, rising to the position of commanding officer. He retired in 1979 as a naval Captain.

During his military service, he was also employed by Canadian Pacific Railway for 40 years as director of industrial engineering and corporate research department.



Shelley Lipke, Lookout

Honorary Capt(N) Bill Wilson received a fourth clasp for his Canadian Forces Decoration to mark 52 years of service. The award was presented by Cmdre Kelly Williams on behalf of the Admiral.

In 1976, he moved to Calgary and his involvement with the military community continued. He was appointed Honorary Captain in February 1992.

"Being an honorary captain has given me an opportunity to pay back what the navy has done for me. During the three years of war, I left the boundaries of my province, found myself serving with

people from all over Canada. Out of the 16 nations that took part, Canada was the only nation that operated solely on volunteers. The contribution that Canada and the forces made has done a lot for my development," he says. "I hope to be an honorary captain as long as I feel I can make a contribution and as long as the navy can put up with me."

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Bill Sherk "The Old Car Detective"

Bob Cartlidge practises law today in his hometown of Leamington, ON. In December 1969, he decided to give the west coast a try and joined a law firm in Vancouver. He found lodgings in the east end of the city but public transit was unreliable. For the first time in his life, he needed to buy a car.

A neighbour had a very weather-beaten old clunker he was willing to sell for "only \$250." And so, in April 1970, Bob became the dubious owner of a Volkswagen convertible that was, as he recalls, "at least 15 years old." That would date it back to around 1955, making it perhaps the first VW convertible in British Columbia, if not all of Canada.

"It was khaki green with a convertible top that resembled army surplus canvas. The rear window was yellow and cracked and I had to use my rear view mirror to change lanes. The 4-speed

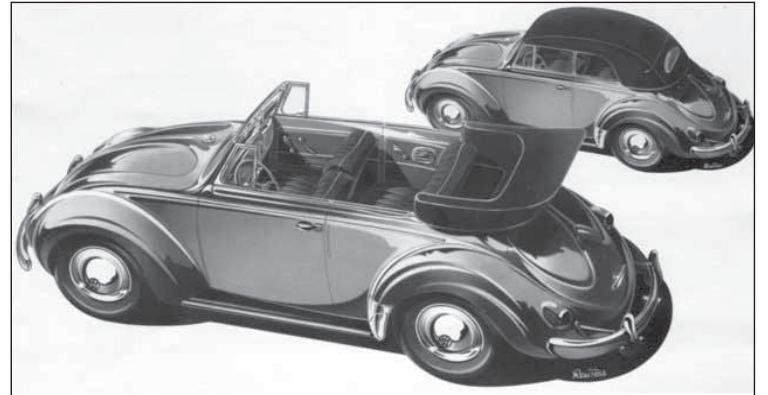
transmission had a floor-mounted shift lever, but the lever and transmission did not always work as a team. It had no radio and barely had a heater," Bob recalls with a shiver. "The car had a musty smell whether the top was up or down, and in heavy rains I should have opened an umbrella inside the car."

Bob's VW had no gas gauge but did come with a factory-installed wooden dipstick. The gas went in at the front under the hood (engine in the rear!) but Bob cannot recall ever putting the gas in by himself. This was in the days before self-serve, when a cheerful attendant put in your gas, cleaned your windshield, and checked your oil.

During the summer of 1970, Bob moved to the north shore where driving up and down steep hills put an added strain on the old Volkswagen.

While heading home from work one day, he slowly chugged to the crest of the Lions Gate Bridge. Just after reaching the

The long gone VW Convertible



top, he applied the brakes for the downward descent. No brakes! The pedal went right to the floor with horror-stricken Bob rapidly gaining speed. He yanked up the emergency brake and stopped only inches from the car in front.

He slowly crept off the bridge in first gear and turned into the first car dealership he saw. They sold British sports cars and put Bob behind the wheel of a brand new MGB convertible for "only \$3000." Without even a backward glance at his first car, Bob

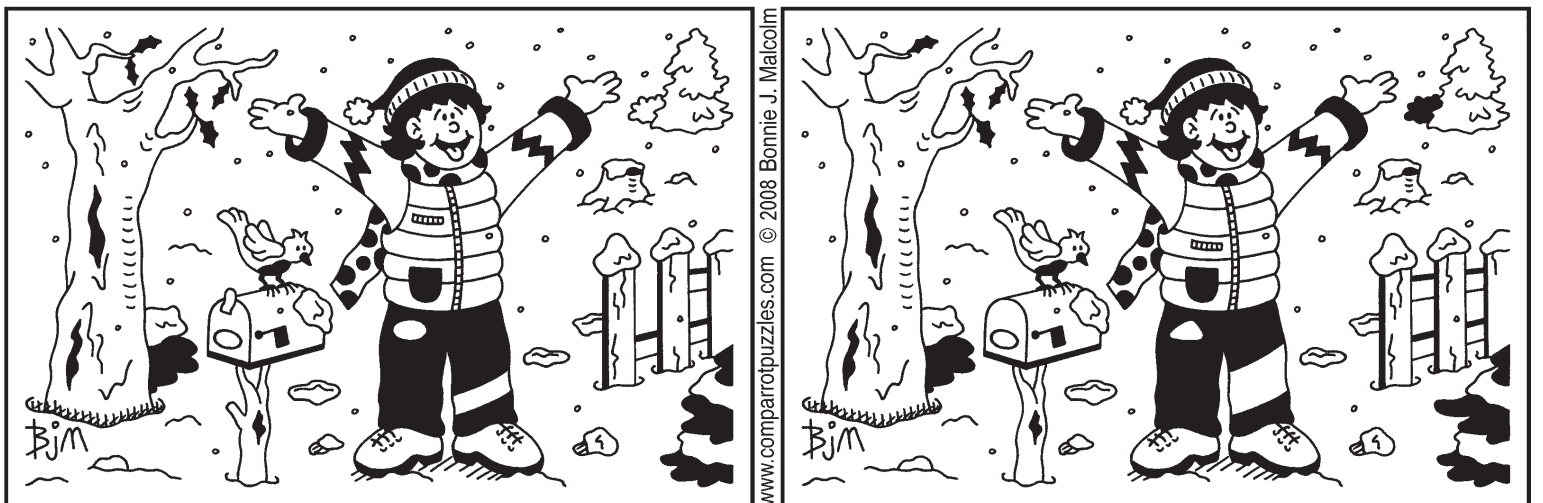
put the MGB in gear and stepped on the gas. It turned out to be not as good as it looked, but that's another story.

As a thank you, if your story is published in this column you will receive a copy of Bill Sherk's book "60 Years Behind the Wheel: The Cars We Drove in Canada 1900-1960". To share your stories or photos e-mail billtshe@sympatico.ca or write Bill Sherk, 25 John St., P.O. Box 255, Leamington, ON N8H 3W2.

ComParrot

by Bonnie J. Malcolm

Can you spot 12 differences between these pictures?



Solution: 1. Leaf on tree is missing. 2. Latch on mailbox is missing. 3. Fence is different. 4. Branch on tree beside fence is longer. 5. Bush in background is colored in. 6. Snow by mailbox has moved. 7. Zipper on vest has moved. 8. Snow under large tree has moved. 9. Stripe on pants is wider. 10. Branch on tree is shorter. 11. Branch on tree beside fence is longer. 12. Crest on pants is different.

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IN THE NEWS

China and the Global Financial Crisis

This month's *In the News* examines elements of the global economic downturn, and the possible domestic and international ramifications on China.

Brett Witthoeft
MARPAC HQ

At this point, most people are aware the financial crisis, which started with subprime mortgages in the United States, is affecting the entire world.

When these mortgages caused American investment firms to fail, banks in the U.S. and Europe, which held these bad debts, seized up. This caused stock markets from Toronto to New York to London to Shanghai to Tokyo to drop. China was also hit hard by the crisis.

Americans reacted to their financial troubles by reducing spending. Much of what the U.S. buys comes from China, and now Beijing must deal with the problem of its export-oriented economy being without its main customer.

As the Harvard historian Niall Ferguson and Berlin's Free University's Moritz Schularick explain, the U.S. and China have been two parts of the world's economic engine: the U.S. consumes what China produces, and everyone, including nations that supply resources, prosper from the deal.

Now that the American half of the world's economic engine has stalled, China and everyone else involved in the chain are suffering.

All Good Things Come to an End

The United States imported USD \$321.5 billion worth of goods from China in 2007, a number that has grown by leaps and bounds for the past decade and kept China's economy growing in double-digits for the past 30 years.

However, the U.S. economic slowdown has resulted in decreased orders for Chinese goods; orders of Chinese goods for Christmas, traditionally the busiest retail time of the year, are down 20 per cent.

This lessened American demand has resulted in 10,000 companies in southern Guangdong province - long the manufacturing centre of China and the country's richest province - to close their doors this year, with an additional 20,000 more projected to go bust by year's end.

China's economic growth has been slowing for the past five quarters, dropping from 12.6 per cent in the spring of 2007 to nine per cent in autumn of this year, and some economists predict growth as low as 5.8 per cent at the end of 2008.

The pessimistic estimate of almost six per cent growth would normally be welcome in any country - GDP in Canada and the U.S. grew 2.7 and two per cent, respectively, in 2007. But the commonly-held belief is that China's economy must grow by at least eight per cent annually to make jobs for new workers entering the work force; any less will result in rising unemployment and social unrest.

However, as The Economist points out, the golden rule of eight per cent growth developed in the mid-1990s when state-owned enterprises were being brutally restructured and mass migration from the countryside to coastal cities was expected. With China's long-standing one-child policy, there are fewer youth the economy needs to absorb, and rising rural incomes, along with limited social support for rural migrants to cities, means that fewer people than expected are leaving their farms.

However, Beijing continues to believe eight per cent growth is important, even if the closure of tens of thousands of factories is part of the normal ups and downs of the economy. China's economy is export-oriented and the U.S. slowdown will inevitably result in lost Chinese jobs.

As a result, the ruling Communist Party will be under pressure to keep their part of the unspoken bargain they have with the Chinese people: the Communists rule in exchange for strong economic growth. At the beginning of October, 7,000 workers in the Pearl River Delta protested in the streets for several days after their factory closed, until the government paid them six weeks' back pay. Unfortunately, Beijing's pockets are not deep enough to aid everyone who will lose their job.

Ripples in the Pond

The sound of Chinese factories' doors closing will echo across the world. On the economic side, as fewer Americans and Canadians buy Chinese-made shoes and mp3 players, the demand for resources to make these goods, such as Canadian copper, oil, and wood pulp, Australian iron ore, and Thai rubber, will go down. This, in turn, will result in falling commodity prices and layoffs as North American companies try to balance their books. This will mean less disposable income for North Americans to buy Chinese-made goods, and so on.

The cycle of less American consumer consumption and Chinese manufacturing could result in hundreds of thousands, or even millions, of Chinese out of work. Beijing's usual method of avoiding criticism of its policies is to encourage nationalism, usually against neighbors that have wronged it in the past, such as Japan, or potential future threats, such as the U.S. If the Communist Party were to draw from the nationalism well again, it may cause reactions that would get in the way of international cooperation necessary to ease the global financial crisis.

The pro-China rallies that responded to pro-

Tibet demonstrations in the lead-up to the Olympic Games this summer could be turned outwards, and politicians in Washington would find it difficult to work with Chinese leaders if TV networks are showing anti-Western demonstrations.

A Ray of Light, Maybe

The bad news is China faces an uphill battle in building domestic markets in order to reduce the need for revenue from exports.

The first issue is that manufacturing contributes more to China's economy than the domestically-oriented service sector does: industry's contribution to GDP in 2007 was 48.6 per cent, as compared to the service sector's 40.1 per cent.

Secondly, manufacturing aimed at the domestic market, such as real estate construction in the boom areas of east and southeast China is down.

The new middle class has been ravaged by downturns in the Chinese markets, with Hong Kong's stock market having lost 50 per cent of its value over last year, and the Shanghai market is also down 67 per cent. This means that those hundreds of thousands of Chinese who used to have money to spend will be more likely to save.

Finally, domestic consumer spending as a percentage of the overall economy already dropped from 60 per cent in 2002 to 35 per cent in 2008, showing the trend, even before the financial crisis, has been to save, not spend.

The good news is China followed the United States and European Union's lead on Nov. 10 and announced a \$586 billion stimulus package, which will be spent on infrastructure, social programs, and environmental protection over two years. Certain details of the package, such as what new projects it actually pays for and how to distribute it at the local level are not

clear. However, Beijing is seriously looking to change the focus of the economy from its mainly exports to a greater domestic market, which indicates those in power are taking the global financial crisis seriously with steps to ease the downturn.

In addition, Beijing has also relaxed certain restrictions, such as cutting the minimum mortgage deposit from 30 per cent to 20 per cent, and passed a new labour law that increased basic wages by 30 per cent.

The next six to 12 months are very important for the Chinese portion of the world's economic engine. The Chinese economy must be re-organized to weather the current storm. The West could gain from access to better quality goods. Canadians, as suppliers of resources to China and buyers of Chinese goods, would benefit if China is successful in their efforts.

Otherwise, Canadians may lose their jobs due to lessened Chinese demand for resources. Indeed, the world should hope China navigates these treacherous waters smoothly, because the next century could be uneasy if it ends this decade with mass anti-Beijing protests, or a population scared and angry at the rest of the world.

Brett Witthoeft is a Research Officer in the Office of the Asia-Pacific Advisor at Maritime Forces Pacific Headquarters (MARPAC HQ). The comments provided herein are exclusively the author's editorial views, and do not represent the official policy of the Canadian Forces or Department of National Defence.





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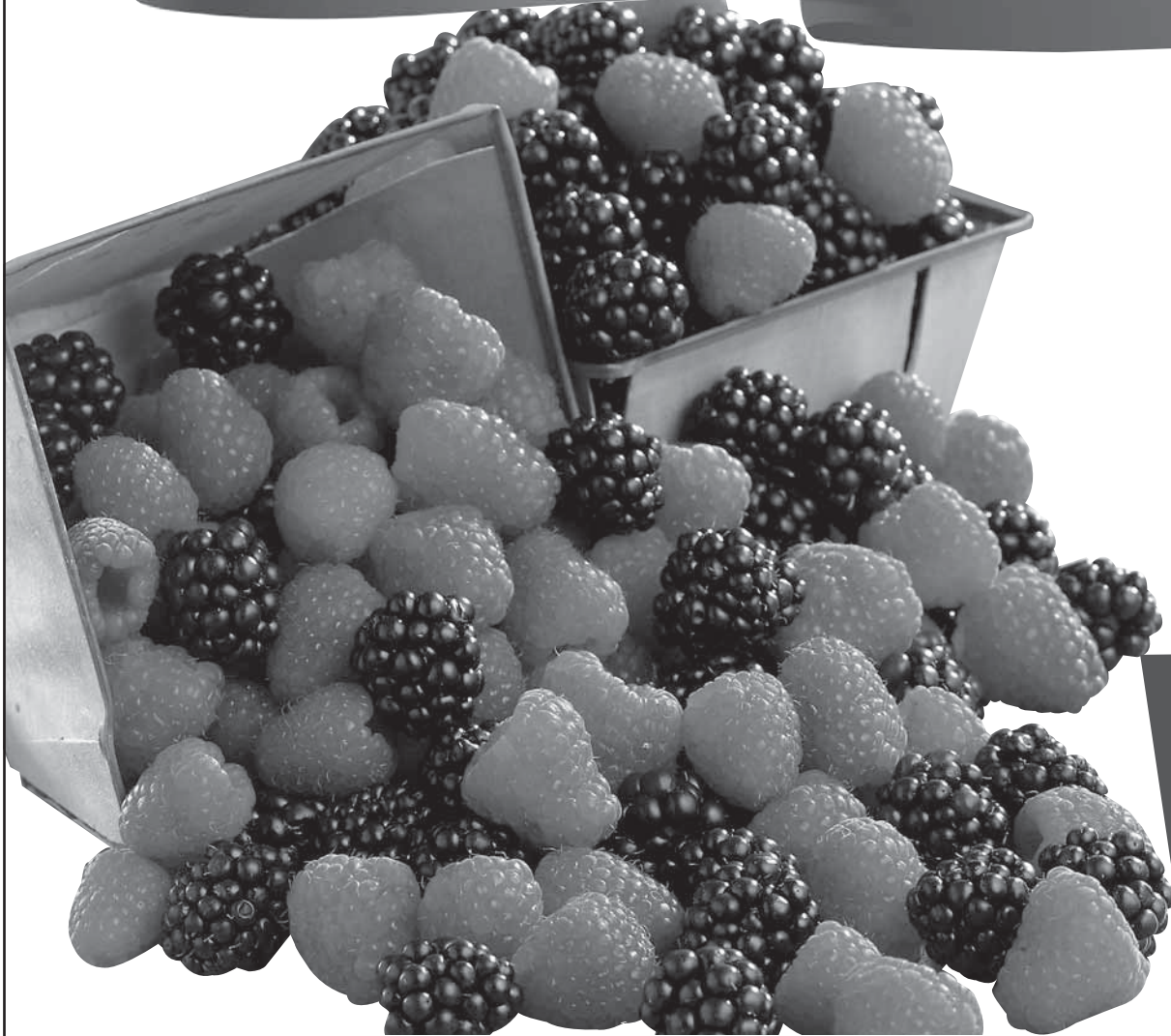
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Special evening at Sears

Mary Ellen Green
Staff writer

Members of the DND community looking for an evening of holiday festivities, food and family fun should make their way to Sears at Hillside Mall Tuesday, Dec. 9 for Canadian Forces Appreciation Night.

Starting at 6 p.m., Sears' doors will open to CF members and their families for an evening of shopping with special discounts throughout the whole store and timed specials every

half hour.

There will be food and beverages served and door prizes raffled off throughout the evening.

Children can enjoy activities and contests, visit Santa and hear Christmas carolers as they wander the halls of the store.

"We really wanted to do this in celebration and recognition of the Forces, who do so much for our community," said store manager, Doug Ouellette. "It's an expression of appreciation and acknowledgement of

their sacrifice."

Invitations with special discounts have been sent out to the Military Family Resource Centre and Lookout, and will also be available at the door.

"We are so impressed with the presence of the Forces and in recognition of the important job they do serving our country, we want to give them the opportunity to take advantage of some great offers and have a great night with their friends and families," says Ouellette.

Check out the new dockyard lab

Rachel Blacklock
HPRD

The Human Performance Research and Development Laboratory (HPRD) at CFB Esquimalt is officially opening Dec. 9 at the dockyard gym (D22). Lab staff is inviting the defence community to join the celebration.

The open house is from 10:45 a.m. to noon featuring demonstrations of assessment capabilities and light refreshments. Don't miss the opportunity to enter your name in the draw for one of three maximal aerobic power (VO2 max) tests.

The lab is outfitted with state-of-the-art equipment allowing the research team to assess demands of various Canadian Forces tasks both in the field and in the lab. This information will better guide the development of specific occupational fitness standards and training programs.

Currently, the primary focus of the lab is project standards of occupational fitness for navy requirements (SONR).

HPRD hopes this event serves to better acquaint the defence team with their capabilities and introduce the Human Performance staff. It will also provide a glimpse into their projected evolution. As Project SONR progresses, HPRD staff will call on navy personnel to get involved in a variety of ways.



Website helps reservists find work

Mary Ellen Green
Staff writer

A new website, created by a reservist for reservists, is helping Canadian Forces part-time members find reserve-friendly civilian employers.

www.civiside.com is the brainchild of 2Lt Ken Seville, a logistics officer with 23 Service Battalion in Hamilton, ON.

He saw a need for reserve-friendly employers, after seeing members of his, and other units, leave the military due to unsupportive bosses.

Civi-Side deems employers willing to give reservists at least two weeks off annually for training "reserve friendly." Seville said many employers refuse time off or force their employees to use their vacation time for training, which can lead to serious burnout and their possible departure from the Forces.

"A naval reservist might need the whole summer off for training, and it could be a serious challenge finding an employer who not only recognizes the

benefits of hiring reservists, but also offers enough flexibility for the reservists to maintain their commitment to the Canadian Forces," Seville said.

The soldier hopes to reduce attrition.

"I realized that if we could connect our young reservists graduating from college and university (around 3,000 annually) with reserve-friendly employers, we could largely eliminate our reserve attrition problem inside of five years."

The website works like other popular employment websites; it's free for reservists to post their resume, and employers pay a fee once they make a hire.

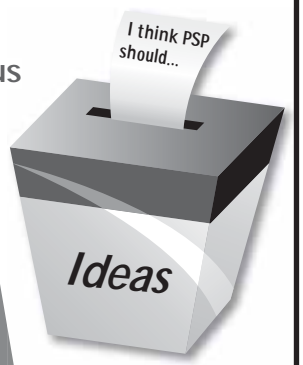
Though the service is in its infancy, Seville said, "The response has been positive from both reservists and employers. Reservists see the value of finding a reserve-friendly employer right out of the starting gate, and employers like the idea of sourcing young graduates who are hardworking team-players."

For more information, visit www.civiside.com.

PSP is looking for your ideas. Your suggestions are important in helping us meet the morale and welfare needs of the MARPAC Defence Team.



Please contact Dave Molinari, PSP Manager at 363-7061 or e-mail Molinari.DU@forces.gc.ca with your confidential input. Suggestion boxes are also available in the Naden Athletic Centre and Colwood Pacific Activity Centre.



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An aptitude for aperture



Paris Patheiger
Contributor

Aperture, shutter speed, depth of field and composition, all calculated and selected in a moment. It's second nature for Ed Dixon, a seasoned military photographer.

He started his career 38 years ago carrying a light automatic rifle in the army with 3 Princess Patricia's Canadian Light Infantry (PPCLI), but now prefers shooting a Nikon D3, a digital single lens reflex camera.

The image trade "is the best trade in the military," Dixon proclaims, and he doesn't regret a minute spent behind a camera.

Originally, he had intended to spend five years in the army, based out of Victoria at the time. With a simple point and shoot camera, he documented his experience. His superiors noticed his aptitude for photography and assigned him to be the official battalion photographer. He took a photography course by correspondence and before he knew it he was hooked.

After six years with the PPCLI, he decided to leave the army. But he didn't want to return to his hometown of Sault

Saint Marie and work in the steel mill like most people in that community.

So he took his hobby to the next level, and transferred trades to become a full-time Image Technician, which is military speak for photographer.

His photographic career began at the air force base in Cold Lake, AB, where he covered air weapons testing and high-speed photography of bomb and rocket testing as part of the aerospace engineering testing establishment. He joined the base photo section five years later. His duties ranged from the standard portraiture, to the documentation of aircraft crash sites and recovery, to riding backseat during various aircraft flights.

Although travel and moving cross country were some of the draws to the military for Dixon, the lifestyle was challenging for his family. While wife Kim Dixon knew what she was getting into when she married Ed, because her father was in the navy for 21 years, she opted to stay in Cold Lake with their three children when Ed was posted to Ottawa. Military housing was limited in the capital city, explains Dixon.

They have moved four times

over the course of his career, but in 1988, the Dixon family moved for the final time, back to Victoria.

For nine years he worked for Combat Camera, mainly as a shooter covering regional and national public interest stories, until he retired from the Regular Force. In that time, he amassed many memorable assignments.

He spent five days on the Comox Glacier photographing the Air Force Search and Rescue Technicians (SAR Tech), who were providing support for a group of impressionist artists who went there to paint. He did airborne surveillance when the Pope visited Canada. In 1990 he spent six weeks in Honduras and Nicaragua taking video and photos as part of the UN-led operation. In 1991 he spent three months covering the Gulf War. In 1992-1993 he accompanied the Airborne Regiment to Somalia for six months, and in 2005 completed a tour in Bosnia.

As a military photographer Dixon still carried a weapon in combat zones.

"Being in the Image trade is like being able to try every flavor in an ice cream parlor," he says. "It allows you to potentially experience virtually everything

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the military has to offer, go on patrol with the army, take a backseat ride in a jet and sail in submarines."

The recent deaths of fellow photographers, Sergeant Charles 'Chuck' Senecal in the Snowbird crash and Master Corporal Darrell Jason Priede in a helicopter crash in Afghanistan last year, are reminders of the risk of the job at home and abroad.

While covering the Gulf War in 1991, the threat of chemical weapons had him donning a gas mask and protective gear whenever the siren sounded.

"It just becomes part of life," he explains.

Dixon's fondest memories of travelling on assignment as a photographer are capturing

"the faces of kids." Children selling bananas on the side of the road in Honduras or the young Somalian girl who approached a Canadian soldier with a grenade in her hand as she knew they were looking for explosives. These images have stayed with Dixon.

"You can't change a lot in six months, but you change a little bit," he says. "Each tour makes a difference, no matter how small; if it makes the quality of life even a little bit better, it's worth it."

Dixon continues to work at Base Imaging at CFB Esquimalt as a civilian photographer, and on weekends as a photographer with the Army Reserve covering training exercises, events and parades.



Opposite page: Ed Dixon in the back of a Grizzly armoured vehicle while on patrol in Somalia in 1993.

Top: Getting a shot of a Royal Air Force explosive ordnance device technician as he places plastic explosives around ordnance that was recovered during a village sweep.

Above: Dixon in the front seat of glider while covering the annual summer Royal Canadian Air Cadet Corps glider training camp.

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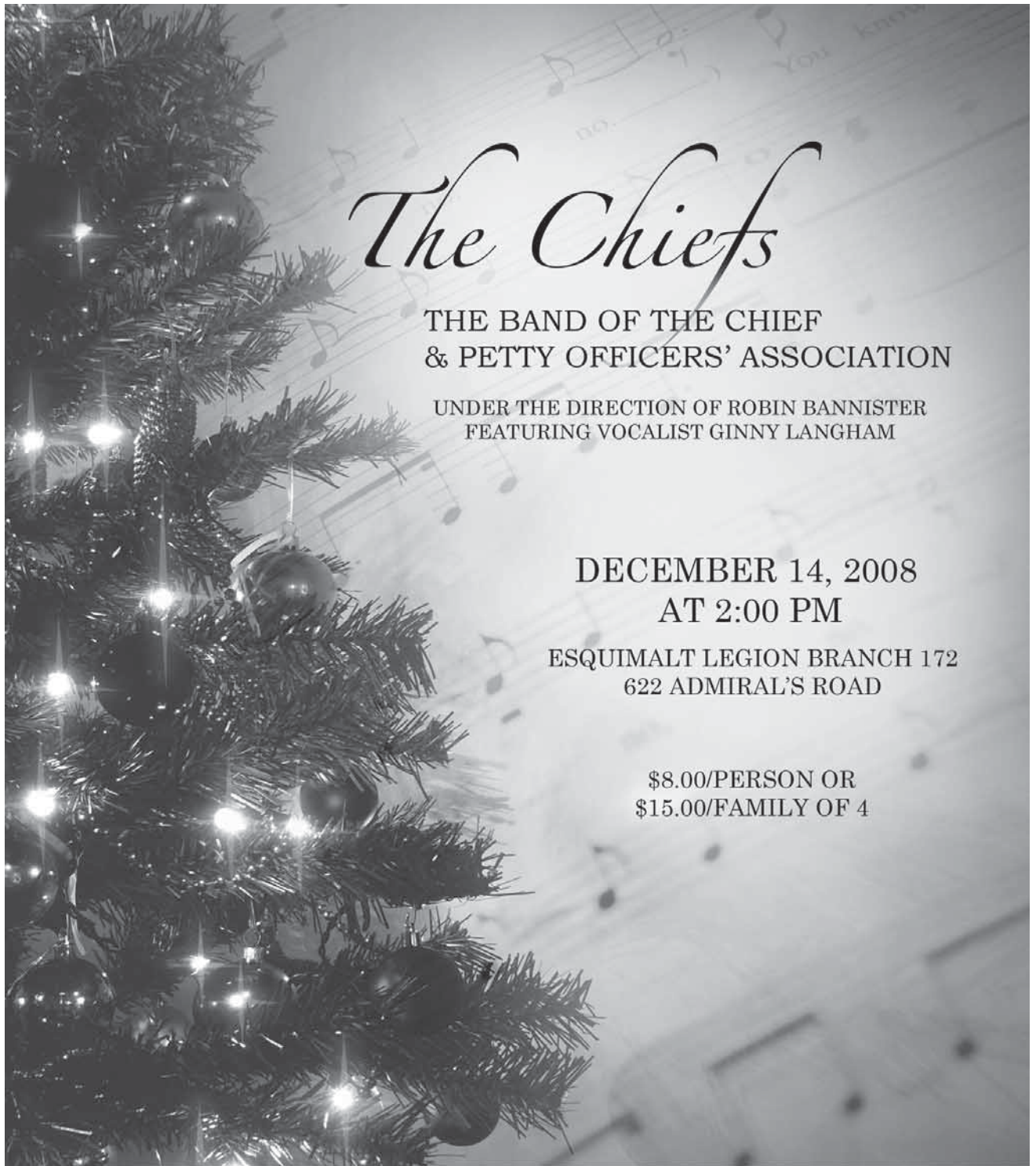
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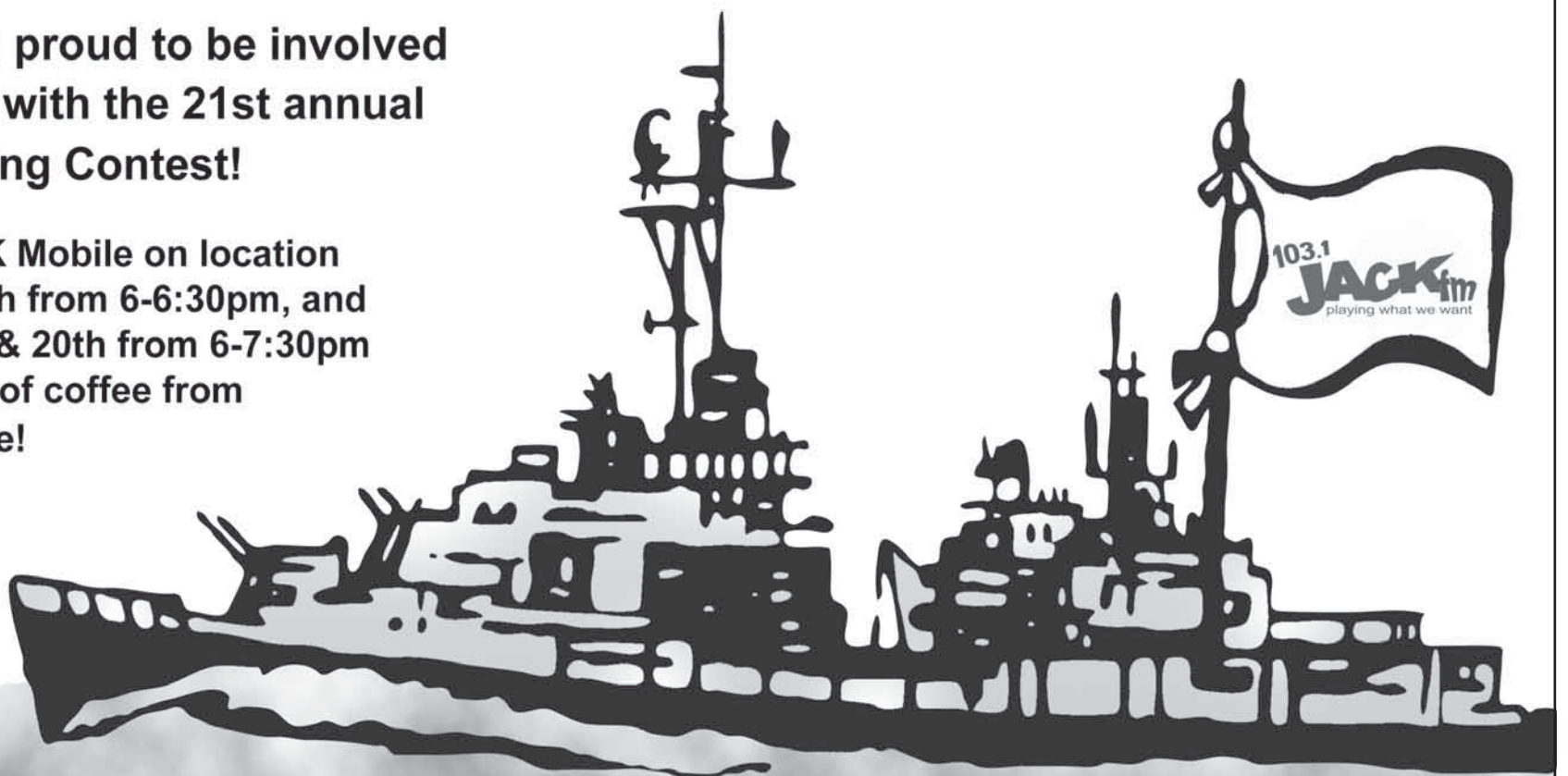
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Shelley Lipke, Lookout
 Brothers CPO2 Chris Preston and LS Jeremy Preston had their heads shaved on board HMCS Yellowknife Nov. 28 as a Cops for Cancer fundraiser for the Canadian Cancer Society. The brothers raised over \$200 to date and will continue to raise money for this cause until the end of December. Both heads were artistically shaved by base barber Joy Hamilton.

Website aids deployment issues

Mary Ellen Green
 Staff writer

When a military member is deployed to a war zone, they often leave behind children who must deal with having a mother or father in combat.

To help parents ease their children's stress and explain the complexities of war is "When Mom or Dad Goes to War", an online TV show dedicated to the multifaceted topic.

Filmed at CFB Petawawa in

October, the show is an in-depth look at what children face when either of their parents is deployed in a war-torn country, and risks their life everyday.

Host Cheryl Jackson speaks with military children, parents, psychologists and teachers. Guests include Charmaine Tedford, a single mother who lost her husband in Afghanistan; Michelle Belec, a children's deployment support program coordinator at the CFB Petawawa Military Family Resource Centre, and Veletia

Richards, a teacher at Pinecrest Public School at CFB Petawawa.

The show is available online at www.tvoparents.com/yourvoice. There are other resources available on the page, including polls, bios and helpful tips for children dealing with stress. There's also a forum where parents can discuss the topic amongst themselves.

Your Voice is an online parenting program by TVOParents, Ontario's public educational media organization.



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CFB Esquimalt strategic planning – first waypoint

Capt (N) Marcel Hallé
Base Commander

We are currently six weeks into the CFB Esquimalt strategic planning process that I have initiated in order to particularize and validate the Base's mission, vision, strategies and goals.

The end purpose of this process is to produce a strategic plan that will clearly articulate what, as an organization, we wish to become by 2012.

This practice of periodic review provides the opportunity to ensure that, as the nature of maritime and CF operations evolve and while the Navy transforms and modernizes, we at CFB Esquimalt are able to anticipate those changes and adjust our activities in order to effectively meet the requirements of those we support.

It will guide our capability plan, shape how we allocate

resources and ultimately touch the working lives of all Base personnel.

A one-day working retreat was held on Nov. 27 at the Venture Gun Room. This was a very positive and productive session. Leadership from major external stakeholders, such as Fleet Maintenance Facility Cape Breton, Fleet and Formation Headquarters met with representatives from Base branches and union leadership to discuss the foundation elements of the strategic plan and provide their individual perspectives.

Those inputs have been incorporated into the following key constituents of the plan:

Mission Statement

CFB Esquimalt contributes to operational capability and provides services, support and people to Maritime and Canadian Forces Operations.

The purpose of the mission statement is, in a few sentences, to capture the essence of our organization. It defines who we are, what we do and who we are doing it for.

Vision Statement

CFB Esquimalt will be leaders in...

- delivering coordinated customer service,
- sustaining a healthy, dedicated and highly capable workforce,
- providing functional and modernized infrastructure, and
- responsible stewardship of our resources with continued commitment to environmental best practices

...to support the changing face and modernization of the Navy and the Canadian Forces.

The goal of this vision statement is to describe where it is we want to be, in essence, our

preferred future state. It identifies what we at the Base, our stakeholders and those we support see as essential to achieving our continued success.

As I stated in my first communiqué (*Lookout* Nov. 24, 2008: 11) personnel working within CFB Esquimalt will continue to be engaged in this process as we embark on the next phase of defining our values and goals.

The Base leadership team will communicate and solicit this input by listening to the members of our team, our stakeholders and clients.

We will establish a common understanding of the purpose of our individual and collective labours in support of operations. When one asks "Where is the base going and how will my efforts contribute to that?" the answer ought to be discernable in a strategic plan that is relevant and reflective of the concerns of

those who will both implement and be affected by it.

The Base has existed for a long time and our core function has changed little over the years. We continue to support the Fleet and CF operations. However, the way we provide services, our interaction with stakeholders, the way we motivate, provide training for and look after our people and surroundings continues to evolve. The strategic plan will help guide us in better shaping our destiny.

We have the responsibility as good stewards of the resources afforded us to strive to ensure that we have the necessary processes and culture, as well as the people required to deliver the future success of our organization. I look forward to continuing this journey with you in the New Year with reinvigorated spirit from the holiday respite.



BCEO keeping the base in shape



Shelley Lipke, Lookout

Left: A Base Construction Engineering worker jackhammers cement outside Venture at Work Point.

Above: Jessica Cunningham works at putting together new tool kits while sharing a laugh with a fellow employee in the tool crib.

Right: Lyall Husak, a graphic artist at Base Construction, uses a router machine to make 3D etching on name plates.





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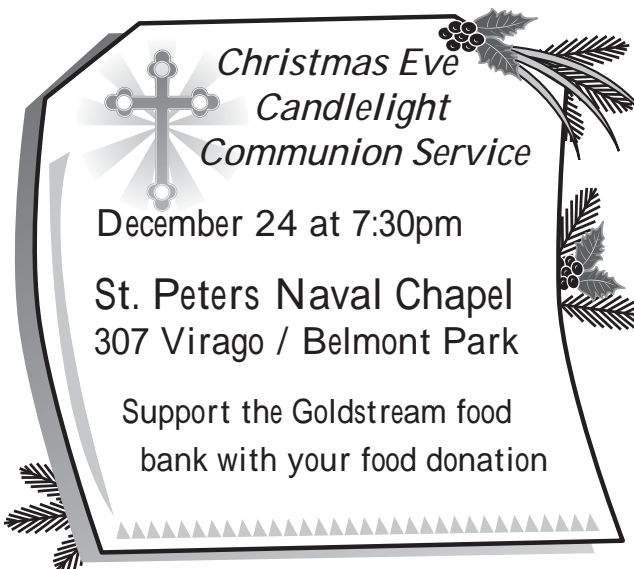
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3) Pitaraq		Graham Heath
Division III		
1) Canada Goose	David Deeks	
2) Dreamer	Neil Porter	
3) Kiskadee		Danna Gorang



Maj Yvon Savoie and Capt(N) Marcel Hallé promote Maj Linda Hildebrandt. Maj Hildebrandt will succeed Maj Savoie next month as Commanding Officer Regional Cadet Instructor School (Pacific) located at the Albert Head Training area. Maj Savoie retires from the CF after 45 years of service.

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IN BRIEF

Cock of the Walk is under way

The 2008-09 Cock of the Walk tournament officially started Nov. 24 with volleyball and basketball tournaments. Cmdre Nigel Greenwood was on hand to say a few words to the competing teams and served the first ball. After some competitive play in the single round robin tournaments, *HMCS Calgary* took home first in the volleyball; *HMCS Regina* came second. *HMCS Algonquin* won basketball, with *HMCS Calgary* taking second spot.

The curling and soccer events run this week at the Archie Browning Sports Centre and Colville Field, respectively. For more information and the playing schedule contact Les Alexander at 250-363-7813.

Traffic changes in Esquimalt
 In September, the City of Esquimalt changed the intersection at Lyall Street and MacAulay Road into a four-way stop to slow traffic flow in front of MacAulay School. It has been noted that vehicles travelling along Lyall have been failing to stop, and travelling through at high speed. This has caused close calls for vehicles turning off MacAulay Road. Drivers should be aware of this new intersection when travelling between NOTC and Dockyard, as the potential for accident is high,

especially at the start and end of school when the volume of traffic increases.

Illegal parking – you're warned

DND employees using the two hour limited street parking and the identified "residential only" street parking can expect a ticket from the Esquimalt Bylaw Enforcement Officer. The municipality is clamping down following numerous calls from residents in the west end of Esquimalt complaining about DND personnel parking on municipal streets.

Christmas Wreath Workshops

The Maritime Museum is offering nautical wreath making workshops on Dec. 9 from 6-8 p.m.; Dec. 13 from 2-4 p.m. or Dec. 17 from 2-4 p.m.

Workshops cost \$20 + GST, which includes one wreath. Extra wreaths costs \$10. Children under 12 must have an adult with them to help. Participants are encouraged to pre-register, but they can pay on the day of the workshop. Phone 385-4222 ext 111, or email kamala@mmbc.bc.ca

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Naden Athletic Centre December 22, 2008 - January 5, 2009						
MON	TUE	WED	THU	FRI	SAT	SUN
22 Dec 08 Normal Routine 6am - 10pm Pool 6am - 9pm	23 Dec 08 Normal Routine 6am - 10pm Pool 6am - 9pm	24 Dec 08 Open 6am - 1pm Pool 6am - 1pm	25 Dec 08 Christmas Day CLOSED 	26 Dec 08 Boxing Day CLOSED 	27 Dec 08 Normal Routine 9am - 8pm Pool 12pm - 6pm	28 Dec 08 Normal Routine 9am - 8pm Pool 12pm - 6pm
29 Dec 08 Normal Routine 6am - 10pm Pool 6am - 9pm	30 Dec 08 Normal Routine 6am - 10pm Pool 6am - 9pm	31 Dec 08 Open 6am - 1pm Pool 6am - 1pm	1 Jan 09 New Years Day CLOSED 	2 Jan 09 Normal Routine 6am - 10pm Pool 9am - 5pm	3 Jan 09 Normal Routine 9am - 8pm Pool 9am - 8pm	4 Jan 09 Normal Routine 9am - 8pm Pool 9am - 8pm
5 Jan 09 Normal Routine 6am - 10pm Pool 6am - 10pm	Please be advised - "Fleet Fitness and Wellnes Centre" Dockyard CLOSED December 20th, 2008 until January 4th, 2009 Inclusive 					

Wurtele Arena December 22, 2008 - January 4, 2009						
MON	TUE	WED	THU	FRI	SAT	SUN
22 Dec 08 Maintenance 7:30am - 11:30am Shinny 11:30 am - 1pm Maintenance 2:30pm - 8:30pm Roadsense 8:30 - 10pm Hockey 101 10pm - 11:30pm	23 Dec 08 Maintenance 7:30am - 11:30am Casual 11:30 am - 1pm Paramedics 1pm - 2:30pm Maintenance 2:30pm - 10pm Mauraders 10pm - 11:30pm	24 Dec 08 Maintenance 7:30am - 11:30am Shinny 11:30 am - 1pm	25 Dec 08 Christmas Day CLOSED 	26 Dec 08 Boxing Day CLOSED 	27 Dec 08 Maintenance 7:30am - 1pm Casual Skate 1pm - 2:30pm Sticks & Pucks 2:30pm - 4pm	28 Dec 08 Maintenance 7:30am - 1pm Casual Skate 1pm - 2:30pm Sticks & Pucks 2:30pm - 4pm
29 Dec 08 Maintenance 7:30am - 11:30am Shinny 11:30am - 1pm Maintenance 2:30pm - 4pm	30 Dec 08 Maintenance 7:30am - 11:30am Casual 11:30 am - 1pm Paramedics 1pm - 2:30pm Maintenance 2:30pm - 10pm Mauraders 10pm - 11:30pm	31 Dec 08 Maintenance 7:30am - 11:30am Shinny 11:30 am - 1pm	1 Jan 09 New Years Day CLOSED 	2 Jan 09 Maintenance 7:30am - 11:30am Shinny 11:30 am - 1pm Maintenance 2:30pm - 5:30pm Hockey 101 5:30 - 8pm VHL 8:30pm - 10pm Hockey 101 10pm - 11:30pm	3 Jan 09 JDF Minor Hockey 7am - 1pm Casual 1pm - 2:30pm Sticks & Pucks 2:30pm - 4pm JDF Minor Hockey 4pm - 7pm Lady Tritons 7pm - 8:30pm Hockey 101 8:30pm - 11:30pm	4 Jan 09 JDF Minor Hockey 7am - 1pm Casual 1pm - 2:30pm Sticks & Pucks 2:30pm - 4pm Maintenance 4pm - 8:30pm Blue Liners 8:30pm - 10pm Hockey 101 10pm - 11:30pm



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