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Base takes a stand against bullying

Carmel Ecker
Staff Writer

CFB Esquimalt will join thousands of schools, workplaces and organizations this year when it officially participates in International STAND UP to Bullying Day next month.

The driving force behind the event, MCpl Kyle Mitchell, hopes to see a sea of pink shirts on Friday, Feb. 22, which is "dress with a difference" day, as military members and civilians show support for the cause.

"I'd hope for everyone to be wearing pink shirts, but because this is the first time, I'm just happy the base has authorized it," he says.

Inspired by his two children who are actively involved in anti-bullying programs in their school, MCpl Mitchell decided to take action to make people on base more aware of bullying, its effects and programs that address it.

"I know we in CFB Esquimalt have systems in place to assist our members and families, but I was surprised to find out that my own wife was unaware of them," he says.

The Military Family Resource Centre, the padres, the divisional system, the Employee Assistance Program, the Canadian Forces Members Assistance Program and CF Mental Health Services all offer assistance to people experiencing bullying. Several of these programs are available to families as well as DND employees.

MCpl Mitchell knew the opportunity to take his own action against bullying had arrived during a luncheon with Commander Maritime Forces Pacific, RAdm Bill Truelove early last year.


Continued on page 2



Maritime Forces Pacific (MARPAC) Fleet Chief Petty Officer, CPO1 Paul Helston; MARPAC Chief of Staff, Capt(N) Mike Knippel; and Commander MARPAC, RAdm Bill Truelove sport pink t-shirts in support of International STAND UP to Bullying Day on Friday, Feb. 22.

Cpl Charles A. Stephen, MARPAC Imaging Services

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T-shirts a simple way to say no to bullying

From page 1

"He challenged all of us present to take a look at ourselves, at the base, and see if there is anything that we are doing that we can do better, or anything that we are doing that others don't know we're doing here."

When MCpl Mitchell proposed pink shirt day, the Admiral jumped on board.

"I think bullying touches everyone's life to a degree," says RAdm Truelove. "So I think anything we can do to stop bullying in any form is the right thing to do."

"My message would be to everyone out there: Be aware of bullying. Do what you can to stop it so that we all live in an environment that's void of this type of behaviour," he adds.

The pink shirt campaign started five years ago when a Nova Scotia boy was bullied for wearing a pink shirt to school. On hearing of the incident, senior students Travis Price and David Shepherd decided to do something about it.

They bought every pink tank top they could find at the local department store and used Facebook to encourage all the seniors in the school to wear pink the next day. So many students supported their action they had to go buy more shirts.

The story was picked up by major news outlets in Canada and the U.S. and the Premier of Nova Scotia declared a special day for schools to honour their stand against bullying.

Now, millions of people around the world don pink shirts and stand with them for International STAND UP to Bullying Day.

"The fact it was a

Canadian movement really inspired me as a Canadian," says event organizer Nora Johnson of the Employee Assistance Program. "This is really a powerful thing that these two boys did, and it was such a simple, non-aggressive way to say it is not okay for people to make other people feel bad and humiliated for being who they are."

Johnson encourages units to challenge each other to "out pink" each other and have some fun with the event. She also asks units or individual participants to let her know via phone (250-363-7968) or email (nora.johnson@forces.gc.ca) that they are taking part.

Official shirts can be bulk ordered from shop.pinkshirtday.ca for \$6 each until Jan. 30. After that, the price goes up to \$9.80 each. Proceeds support Boys and Girls Clubs.

The shirts are also available from London Drugs or people can wear their own pink shirts.

Johnson hopes that, in addition to participating in the event, people will make themselves aware of what bullying looks like. It isn't always as obvious as insulting someone to their face, she says.

Bullying can take the form of excluding people, rumours, sarcasm, or jokes that poke fun at things such as sexual orientation, religion, and gender.

"Sometimes they're intended to be funny, but they may be right on the verge and make people feel uncomfortable," she says.

In addition to International STAND UP to Bullying Day, Canada has its own Pink Shirt Day on Wednesday, Feb. 27 and civilians on base are encouraged to par-

ticipate in that day too. Though military members can't wear the pink shirts with their uniform,

she suggests they wear it with their civvies on the way to work as a show of support.



What to do if you feel you are being bullied

- Tell the person that his or her behaviour is not acceptable and ask them to stop
- Ask your supervisor or union to be with you when you approach the person
- Keep a record of incidents and talk with:
 - The Dispute Resolution Centre: 250-363-5508
 - Good Working Relations: 250-363-5513

Resources for employees needing counselling and support:

- Civilian Employee Assistance Program (EAP): Peer referral line 250-363-7968, <http://esquimalt.mil.ca/eap/index.htm>
- Health Canada Employee Assistance Services: 1-800-268-7708 (24 hours) (open to families as well as individual employees)
- Canadian Forces Members Assistance Program (CFMAP): 1-800-268-7708 (24 hrs)
- Chaplains: 250-363-4030 (24hrs)
- CF Mental Health Services: 250-363-4411
- Military Family Resource Centre: 250-363-2640 or 1-800-353-3329 (24 hr)
- Vancouver Island Crisis Line: 1-888-494-3888 (24 hr)
- Distress Line: 1-800-suicide(784-2433) (24hr)

Bullying awareness websites:

- www.bullyingawarenessweek.org
- www.standupday.com
- www.stopabully.ca

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Shawn O'Hara, Lookout

Canadian Forces volunteers including CPO1 Dan Ferguson (centre) gather to deconstruct the home of Rishi Sharma (left) and family.

Military members help deconstruct home

Shawn O'Hara
Staff Writer

Crowbars were hefted and sledgehammers swung when Canadian Forces members lent a helping hand deconstructing a home for Habitat for Humanity.

On Jan. 13 a crew consisting of a CF members, homeowners, and Habitat for Humanity employees aided in stripping a Saanich house to the studs. The goal: to recover all salvageable materials so they can be recycled by Habitat for Humanity's ReStore.

"We've worked with Habitat for Humanity before, so when they called us it was a no brainer," says CPO1 Derek Ferguson, who headed up the team of CF volunteers. "We've helped them at their store before, but we've never helped them tear down a house."

We've helped them at their store before, but we've never helped them tear down a house.

-CPO1 Dan Ferguson

The house, which was already slated for destruction, was set upon by the crew and stripped of all valuable building materials; everything from cabinets and doors to light fixtures and door knobs was torn out and taken away to Habitat for Humanity's ReStore.

"The homeowner wanted to make sure his house was being dealt with in the most environmentally conscious way," says CPO1 Ferguson. "He was involved in many steps of the process to ensure that everything that could be done was being done."

Deconstruction involved

plenty of smashing and crushing, something that CPO1 Ferguson and the crew were elated to be a part of.

"It was great fun. It's not something that you get to do every day," he says. "The homeowner even came in and helped with some of it. Everyone had a great time."

At the end of the day, the team filled two moving trucks with salvageable materials.

"The materials that we gathered will be kept out of the landfills and hopefully be used to build or renovate some homes," says CPO1 Ferguson. "A lot of the time houses are torn down like this and everything goes right to the dump. The truth is the planet just can't sustain that. It's important to find other ways."

CPO1 Ferguson believes it's important for the CF to engage in activities like this to maintain a healthy relationship with the community.

"Our work is so closely tied to the people of the community," he says. "We lend a helping hand and it lets them know that we care."

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OBITUARY

The Commander Maritime Forces Pacific, RAdm Bill Truelove, regrets to announce the death of Donald Spall, who died unexpectedly on Wednesday Jan. 16.

Donald Spall was employed in FMF Cape Breton as a 114 work centre sheet metal mechanic. He has been a member of the defence community for more than seven years.

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Published each Monday, under the authority of Capt(N) Bob Auchterlonie, Base Commander.

Le LOOKOUT est publié tous les lundis, sous l'égide du Capt(N) Bob Auchterlonie, Commandant de la Base.

The editor reserves the right to edit, abridge or reject copy or advertising to adhere to policy as outlined in CFAO 57.5. Views and opinions expressed are not necessarily those of the Department of National Defence.

Le Rédacteur se réserve le droit de modifier, de condenser ou de rejeter les articles, photographiques, ou annonces publicitaires pour adhérer à l'0AFC57.5. Les opinions et annonces exprimées dans le journal ne reflètent pas nécessairement le point de vue du MDN.



Circulation - 4,500

One year subscription - \$37.⁶⁷

Six month subscription - \$18.⁸⁴

Three month subscription - \$12.⁵⁶

Prices include tax.

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People Talk

Lookout asked this question:

If you could only eat one kind of food for the rest of your life what food would it be and why?



Red meat. That's what I love the most; I just can't get enough of it.

LS Daniel Polousse



Coconut crème pie. I love desserts and that's my favourite one.

Debby Mims



Chicken strips. They're quick, easy, and delicious!

AB Matt Silburn



I'm going to go with sandwiches. You can put whatever you want on a sandwich. It's all you need.

SLt Adam Thomson



Pizza. It's always delicious. If you want you can get some vegetables on there, too. That way it's kind of healthy.

OS John Eldridge

HOROSCOPES

ARIES - Mar 21-Apr 20

Aries, you have been living life in the fast lane, but this week you may need to apply the brakes. If you're not careful, you could miss out on some exciting stuff.

TAURUS - Apr 21-May 21

Taurus, someone you know may feel like he or she deserves something that you have. Do not validate any jealousy and take the higher road by not engaging the situation.

GEMINI - May 22-Jun 21

Gemini, provide a steady and strong hand to keep someone you love on the right track. It may not be easy to be so supportive, but do what's necessary to help a loved one.

CANCER - Jun 22-Jul 22

Cancer, although you are very persuasive this week, you should focus all of your attention on selling yourself to others in the workplace. This can make promotion imminent.

LEO - Jul 23-Aug 23

Leo, you might sense that something isn't quite right this week with a couple of people you know. Don't be shy about asking questions to get to the bottom of the situation.

VIRGO - Aug 24-Sept 22

Virgo, it can be difficult to believe the truth sometimes, especially when the news is not what you want to hear. Don't let disagreements cloud common sense.

LIBRA - Sept 23-Oct 23

Libra, mixing business and pleasure is not the right approach this week. Avoid starting new romantic relationships with someone in the office and focus on work.

SCORPIO - Oct 24-Nov 22

Scorpio, remember that risk may ultimately bring reward when considering an investment opportunity. With this in mind, you may want to go out on a limb this week.

SAGITTARIUS - Nov 23-Dec 21

Sagittarius, you are on a roll and you probably have no plans to slow down for anyone. Try to slow down and help others if you find yourself with some free time.

CAPRICORN - Dec 22-Jan 20

Capricorn, honesty is the best policy but you do not always have to be so forthcoming with your opinions. Employ tact if you are asked for your opinions on certain issues.

AQUARIUS - Jan 21-Feb 18

Even a minor disagreement could have you licking your wounds, Aquarius. Don't use this week for sulking. Get back on the horse and dust yourself off.

PISCES - Feb 19-Mar 20

Pisces, avoid potentially sticky situations this week. It is better to defer to an expert even if it means making a financial investment.

SUDOKU PUZZLE

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			8	9	6		3	
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ANSWERS ON PAGE 15

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Recognition leads to new award

Corporate Internal
Communications

Leadership, collaboration and excellence are traits that will move the Defence Team forward through this period of change and transition. To recognize the valuable contributions of Defence Team members who do this daily a new Corporate Award has been created.

The Deputy Minister Award for Excellence was created to celebrate the amazing achievements civilians make as part of the Defence Team. It recognizes individuals who have made exceptional contributions to the way the Department manages its business as well as its support functions.

"We wanted to create a specific award to recognize those who are successful at leading, collaborating and aligning with Departmental objectives as part of the Defence Team," says Deputy Minister, Robert Fonberg.

The Deputy Minister Award for Excellence recognizes success in the following four areas:

- **Excellence** in Leadership: Demonstrating individual excellence in the ability to advance both the organizational goals and complex issues of importance for the Defence Team and ultimately to Canadians
- **Collaboration**: Exemplifying collaboration across the department and/or interdepartmentally to achieve our Defence Team strategic objectives
- **Alignment** with

The aim of the award is to acknowledge the great work being done across the Department but also to encourage all employees to perform their duties with confidence, enthusiasm and innovation.

Departmental Objectives: Making exceptional contributions to the Department's strategic objectives through professional excellence and outstanding performance

- **Sustained Achievement**: Performing in an outstanding manner for a significant period of time. The achievement will be at or near a stage of completion, so that its impact and degree of success can be fully appreciated.

"The aim of the award is to acknowledge the great work being done across the Department but also to encourage all employees to perform their duties with confidence, enthusiasm and innovation, inspiring others to achieve excellence now and in the future," says Mr. Fonberg.

Recognition is key to good management Corporate Awards are the formal recognition awards bestowed annually by the Deputy Minister and the

Chief of the Defence Staff to recognize the efforts of military and civilians working together to deliver on defence priorities as one Defence Team.

Both formal recognition, through nominating a colleague for an award and informal recognition, through simply telling a colleague that they are appreciated can have a positive impact for the whole organization. Employees respond to appreciation expressed through recognition because it confirms their work is valued. When employees feel that they, and their work, are valued, their satisfaction and productivity rises, and they are motivated to maintain or improve their good work. The Awards and Recognition program is a wonderful opportunity to remind us of the importance of recognition.

"Talented people and innovative thinking will be just as important in the future as they are today," says Mr. Fonberg. "Our Defence Team has years of experience – the kind of experience that is the foundation for achieving excellence and will continue to support the organization as we move forward."

For more information on how to nominate a deserving individual or on the Corporate Award and Recognition Program visit the Awards and Recognition page on the Defence Team site.

Nomination deadline for the Deputy Minister Award for Excellence is Feb. 8, 2013.

Calling all Marchers



The Nijmegen International March will take place in the Netherlands July 16-19.

A Joint Task Force Pacific contingent of 11 military volunteers will be assembled to reflect a diversity of units, ranks, trades, environments and gender.

Teams must complete the four day 160-km (4 x 40 km) march in CADPAT carrying a minimum rucksack load of 10 kg.

Interested volunteers are encouraged to attend an information brief at 11 a.m., Feb. 8 in the Rutherford Theatre at CFFS(E), building N92. Team training will start Feb. 25.

For further information contact CPO2 Chris Koblun, 250-370-4556, DND@camo-sun.bc.ca.

**Nijmegen Briefing
Feb. 8 at 11 a.m.**



Children of military families needed for a study

We are looking for parents interested in having their children be part of a focus group with other children to discuss their perspectives on issues related to deployment, relocation, and well-being.

*The focus groups will be conducted by a qualified researcher with a PhD, and a social worker will be present at all times.

THE STUDY

Children in Military Families: The Impact of Military Life on Family Well-Being

The Chief Military Personnel and the Chief of Defence Staff have made the well-being of military families a top priority. Thus, this research study looks at the impact of military life from the children's perspective. We would like to understand children's experiences of military life, so we can make policy/program recommendations that will improve the quality of life and well-being of Canadian Forces families.

It's an opportunity for children to have their voices heard on issues that affect military families.

OUTLINE

- Focus Groups are planned for Feb. 27 & 28, 2013, at 6 pm Colwood Pacific Activity Centre (CPAC), 2610 Rosebank Rd, Colwood, V9C 4J7
- 30 to 40 minutes long.
- Children grouped by age (8 to 10 and 11 to 13).
- Questions related to their experiences of parental deployment, family relocation, and well-being.
- Responses will remain confidential and anonymous.
- During the focus groups, parents will be asked to remain in the waiting room nearby.

You and your child can meet the researcher conducting the focus group and ask any questions prior to your child's participation. You will be asked to sign consent forms, but please note that your child's participation in the focus groups is completely voluntary and he or she may leave at any time.

QUESTIONS

If you have any additional questions regarding this research, please contact :

**Dr. Alla Skomorovsky 613-992-8739 /
Alla.Skomorovsky@forces.gc.ca**

INFORMATION AND REGISTRATION

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This research study was approved by the SSRRB in accordance with CANFORGEN 198/08, approval # 1134-12F.

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Get fit and eat well with DFit.ca

'Tis the season for New Year's resolutions, and for many of us, a healthier diet and regular exercise are at the top of the list.

While major lifestyle changes can be daunting, this year Canadian Forces members have some extra support to kickoff their healthy-living plans, and keep motivated all year long. DFit.ca, the Canadian Forces' new online fitness resource, provides effective workout plans at your fingertips, and now offers a growing suite of nutrition resources.

Launched in October 2012, DFit.ca is unique online tool that's designed to move with you, so that whether you have access to a gym full of equipment on a base or just a pair of sneakers and your own backyard, you can use DFit.ca to customize your workouts to meet your goals. The site also provides an interactive forum for you to post questions, comments, and receive feedback from PSP fitness professionals.

Since its launch, DFit.ca continues to evolve. The PSP Fitness team has

received lots of positive feedback and helpful suggestions about the site, and are using that feedback to improve the site's communication tools and printable plans.

DFit.ca's new nutrition resources include a Meal Plan tool and Eating Out Smart, a guide to choosing healthier options at restaurants.

The Meal Plan is a great way to ensure balanced

What CF members are saying about DFit.ca:

"This is a great way to track my fitness."

"Nice that we now have something specific for military that is easily accessed from DND computers."

"I think this is an excellent program to assist and help members of the CF to program and target their personal training."

"Excellent site. Now I guess there are no more excuses!"


nutrition from the grocery store to the table. Healthy, well-balanced meal plans are generated for the week, with downloadable grocery lists that you can take right to the store. The planner even lets you substitute ingredients to customize meals to accommodate preferences and food allergies.

The Eating Out Smart guide is designed to support you when life gets hectic, and fast food is on the menu. It provides meal suggestions from nine of Canada's most popular restaurants to help you stay on track even when you're on the go.

All of the nutrition resources have been developed with the health promotion experts at Strengthening the Forces, and new resources will continue to be added in the coming months. Information about nutrition essentials, foods for training and recovery and sports supplements are all in development, and coming soon.

Visit www.DFit.ca today, and start planning your fit and healthy 2013.

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Shawn O'Hara, Lookout
 Franks Woods (left) and Hervey Simard (right) are hoping to start a Soccer Academy for the student body of L'Ecole Victor-Brodeur.

Free soccer program needs equipment

Shawn O'Hara
 Staff Writer

Hervey Simard is an IT Supervisor for the Victoria Police Department by trade and ex-military member, but in his free time he coaches soccer for the Victoria Highlanders, Prospect Lake Soccer Club and school teams at L'école Victor-Brodeur, a French Language school in Esquimalt.

When the most recent school soccer season wrapped up, he was approached by a large number of students interested in playing.

"I'd have kids coming up while I was coaching asking if they could play," says Simard. "I thought there must be a way I can get something going for kids that aren't already on a team."

Simard then pitched an idea, which he talked about over the summer with fellow Highlander coach Frank Woods, to the staff of Victor-Brodeur: a free soccer program, open to everyone, that would take place during the lunch hour.

The program was given the green light, with the school even offering to cover basic costs.

"We talked over the summer on creating such an academy at Victor-Brodeur. With many students having international background it made sense," says Woods.

Simard and Woods will coach the program during the school's lunch hour to give youth that are busy after school a chance to play.

"Many of these kids come from military families, so their parents sometimes keep very busy schedules," says Simard.

The program starts Feb. 4 and takes place twice weekly. The Monday session is for kids in Grades five, six, and seven, while Thursdays are for Grades eight, nine, and 10.

"It's a great way to stay fit and make friends," says Simard. "We want to promote healthy lifestyle, but more importantly how to be honest and respectful on and off the field."

While the

basic costs of the program are being covered, the program still lacks equipment.

"The school was very upfront about covering our basic costs, but Victor-Brodeur is a small school. They simply don't have the resources to buy equipment," says Simard.

Simard is hoping for a little help from the community. An email account has been set up so prospective donators can contact Simard directly. Messages can be sent to vbssocceracademy@gmail.com to figure out the best way to lend a hand.

"Anything helps. We can work directly to figure out what works best for them," says Simard.

Everything from balls to shirts to transportation will eventually be needed, so donations of any kind are welcome.

"Some of the kids might not have proper shoes, or shorts, or things like that. We want them to be able to come out to play without having to worry about that stuff," says Simard.



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Ottawa study looks at the lives of military children

Shawn O'Hara
 Staff Writer

The Chief of Military Personnel (CMP) and the Chief of Defence Staff have made the well-being of military families a top priority. A CMP research study that will measure the impacts of military life on children is seeking the participation of Victoria-area military families.

Dr. Alla Skomorovsky, an Ottawa Defence Scientist with Defence Research and Development Canada's (DRDC) Director General Military Personnel Research and Analysis (DGMRA), which also reports to CMP, is heading up the study that will have a different focus than previous family studies.

"Literature suggests there's a relationship between the stress of military life and its effects on family members, but a considerable portion of that research has been conducted on parents," says Dr. Skomorovsky. "This is the first time that

we've tried to study the effect it has on military children."

The study aims to give children of Canadian Forces members an opportunity to offer their experiences and opinions.

"It will allow us to understand how children cope with military life—the kind of strategies they use and the kind of support they rely on," says Dr. Skomorovsky. "With that information, changes can be made to support programs offered by organizations such as the Military Family Resource Centre."

The study will be conducted through focus groups. Children between eight and 13 years old from CF bases across Canada, including CFB Esquimalt, will be invited to participate in the focus groups.

The study will take place Feb. 27 and Feb. 28 at the Colwood Pacific Activity Centre in Victoria. Sessions will last about 30 minutes and include questions related to the children's expe-

riences of their parents being deployed, their families being relocated, and about their general well-being.

"The answers and opinions the children provide will be used only for the purposes of the study," she says. "We want to provide a safe, confidential environment to allow the children to speak freely." Anonymity and confidentiality are taken very seriously by the researchers.

In the end, the purpose of the study is to improve the support that military families receive during the trying times of military deployment.

"The goal of the CMP is to support, honour, and recognize military members and their families," says Dr. Skomorovsky. "By ensuring the well-being of military children, we can help CF members remain focused and mentally ready to serve."

Parents wanting to volunteer their children for the focus groups should contact Pauline Sibbald at 260-363-2640.

See the ad on page 7.

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Last push before heading home



Photos by Cpl Rick Ayer, Formation Imaging Services, Halifax
HMCS Regina is in the Arabian Sea on Operation Artemis, the Canadian Forces participation in maritime security and counter-terrorism operations as part of multinational Combined Task Force (CTF) 150.

Top: Members of Regina's Naval Boarding Party board a dhow for inspection.

Above: Commanding Officer Cdr Jason Boyd briefs the Naval Boarding Party prior to disembarking the ship to investigate a dhow.

Right: Marine Engineer PO2 Chris Johnson works on one of the ship's engines.

Below: PO2 Morris Wadge repairs a pump.



Military spouse gives back to the community

■ Fay Maddison's children's book project to benefit military family support program

Shawn O'Hara
Staff Writer

The stress felt by military families is a reality at all levels of the chain of command, from the newly enlisted sailor to the Commander of the Royal Canadian Navy.

Fay Maddison, wife of VAdm Paul Maddison, says her life alongside the navy's most senior leader has been challenging, surprising and rewarding.

During the early years of their marriage, her husband was often away at sea, sometimes for up to a year.

"I didn't have any family in Canada at the time, so I was often alone," says Fay. "It can get tough when you don't have any support structure in place for yourself."

During each of her two pregnancies, Fay would often find herself alone dealing with not only the stress of living in a new location and not knowing anyone, but also dealing with a very difficult pregnancy.

We may not wear a uniform but military spouses pay their dues – that's for sure!

-Fay Maddison
Wife of VAdm Paul Maddison

"You deal with it. Many military families go through this kind of life stuff," says Fay. "We may not wear a uniform but military spouses pay their dues – that's for sure!"

Fay says it was tough 25 years ago, but things are getting better for military families today.

"When I was first married there wasn't really any kind of solidified Military Family Resource Centres (MFRC)," she says. "Now, so many opportunities for building a network or a buddy system fall under the MFRC umbrella; it's getting easier for military spouses to get the kind of help they deserve."

Fay met VAdm Maddison on a blind date in Hong Kong in 1984.

"I'd moved there to do some acting and modelling and a mutual friend set us up," says Fay. "The date itself was amazing. We had dinner together and then went out on the town."

The two hit it off and saw each other the next day. After their second date, however, VAdm Maddison sailed out of Hong Kong. It would be a year before they met again.

"Email didn't exist back then and phone calls were something like \$5 a minute," she says. "We sent each other letters as often

as we could. It was a wonderfully romantic – we both still have those collections of letters today. They are precious."

The two were reunited a year later in Ottawa, and soon after they married.

There was no way Fay could know that one day her husband would be leading the navy.

"I didn't marry an admiral. I married a lieutenant," she says. "It never occurred to me that he could become admiral someday. It just wasn't something that went through my mind."

She says the role of a military wife is one that took some getting used to.

"Even now I'm not great at it," she says, laughing. "I'm Australian so I've always been very independent. I have my own aspirations and dreams. Paul has always been very supportive of them."

One such aspiration is the Natasha's Wood project. The first fundraiser is an early reader picture book art contest. Children and parent can read the story – "Twiglet's First Birthday"© on her Facebook page, and submit art to go along with the narrative. The art collection will then be viewed by a board of community leaders and the most fabulous art will be printed in the books. "Your child's art will then become part of the Natasha's Wood legacy," says Fay.

All sales of these books with the children's artwork in them, after printing costs, will be gifted to the Canadian Forces Personnel and Family Support Services (CFPFSS).

"I want parents to be reassured that when they buy my books that a good amount of that money is going directly to support families just like theirs," says Fay.

There is also a larger trilogy of novels that Fay is discussing with a publisher. These children's books are an adaptation of a feature film screenplay that Fay has written. But a percentage of the sales of all products or books from the Natasha's Wood project will always stream back to the CFPFSS to distribute to families with children that deserve support in mental health/ quality of life areas. Please see www.natashaswoodfoundation.com.

"Our very wonderful website patron is Shaw and we will launch the website in the near future. For now, you can venture into our fun Facebook story page, share picture and art with us and read some of the excerpts from the novels," says Fay.

She thanks her Natasha's Wood Foundation-to-be board

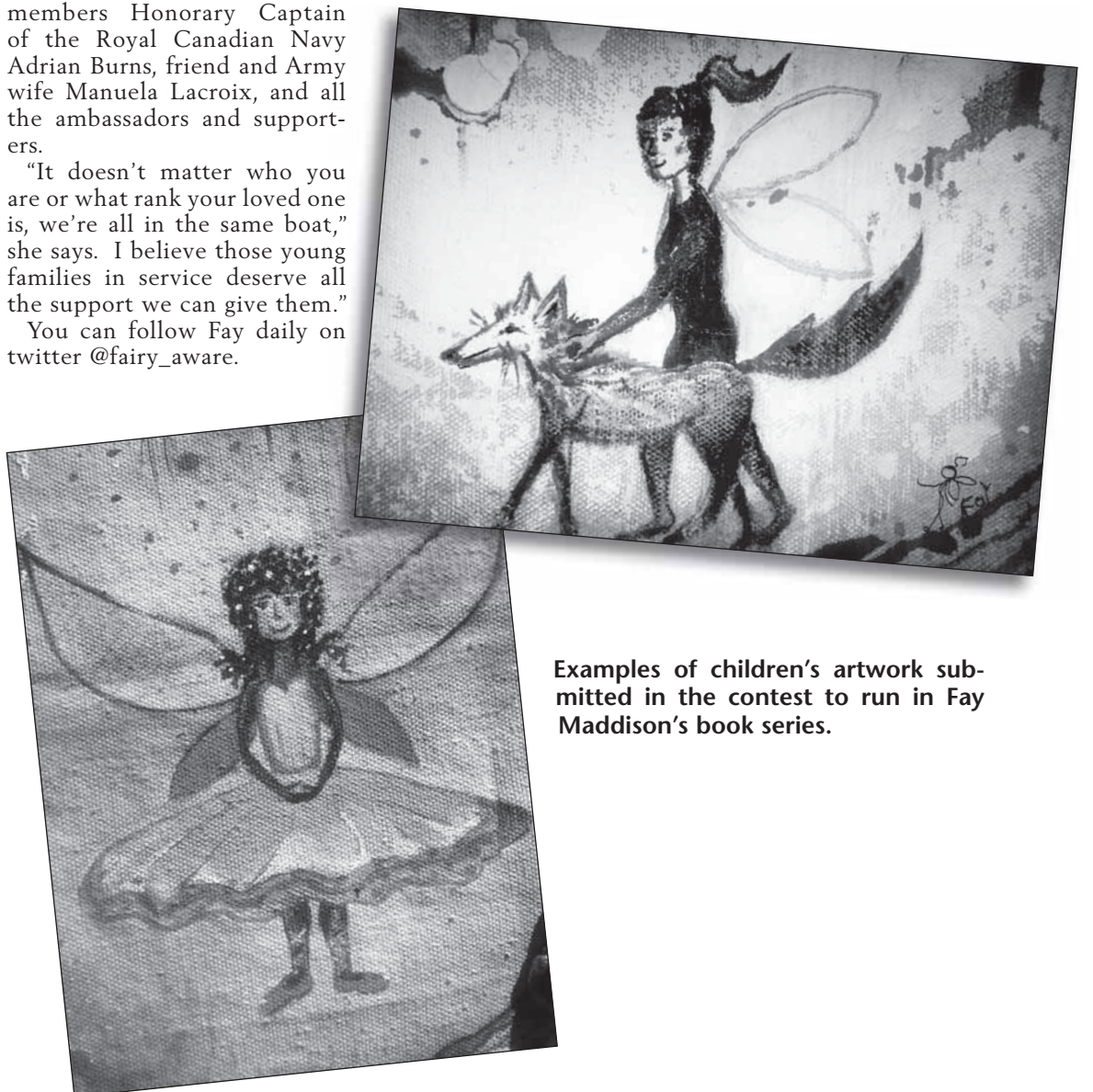


VAdm Paul Maddison and wife Fay pose in their very best for a family portrait.

members Honorary Captain of the Royal Canadian Navy Adrian Burns, friend and Army wife Manuela Lacroix, and all the ambassadors and supporters.

"It doesn't matter who you are or what rank your loved one is, we're all in the same boat," she says. "I believe those young families in service deserve all the support we can give them."

You can follow Fay daily on twitter @fairy_aware.



Examples of children's artwork submitted in the contest to run in Fay Maddison's book series.

Preparing youth for the future

■ Defence Youth Network

Corporate Internal Communications

Looking at the Defence Youth Network (DYN) today, it may be hard to believe they have only been stood up for little over a year.

Prior to their launch in the summer of 2011, DND was the only major department or agency that did not have a young professionals network in place, despite being the largest and most complex federal government department.

One year after its official launch, the DYN already boasts one of the largest memberships of any federal government organization for young professionals, currently sitting at just under 500 members and growing every day.

To help support and mentor the network into the future, the Vice Chief of the Defence Staff, Vice-Admiral Bruce Donaldson, recently agreed to champion the DYN.

"I've been watching the youth network since it stood up and I've been able to watch it flourish, so I was flattered and excited to be given an opportunity to interact with the people in the network and encourage others to join," Vice-Admiral Donaldson says.

The benefits of a youth network at Defence Vice-Admiral Donaldson says that it can be intimidating for new personnel coming into an unfamiliar environment like Defence for the first time. Joining the network, he says, can help young, new Defence Team members not only learn about what the Department has to offer, but to get excited about the opportunities it can provide.

The DYN offers huge opportunities for the whole Defence Team to be involved through participation, mentorship and

awareness. The VCDS says that managers are encouraged to support their staff who join the DYN.

Youth are the future. As members from older Defence Team generations move toward retirement, knowledge management has become increasingly important.

"The youth in Defence are the future," says the Vice-Admiral. "The more we invest in our future, the more we are setting ourselves up to continue the work that we've spent our entire careers trying to establish."

However, he cautions not to mistake simply telling people what to do for mentorship and having the misconception that successful knowledge transfer means that people will continue to carry out work responsibilities in the same manner.

"While knowledge management is important, it goes beyond issues and files, and extends to ensuring that the principles and history that built the organization are carried on as well, he says," he says.

Looking to the past and the future

Since its official launch on June 22, 2011, the network has been steadily increasing both its membership and its collaboration with other interdepartmental networks.

As well, it has successfully executed many activities, including: the Mentoring Connections Event which linked members from the National Defence Managers Network (NDMN) with Defence Youth Network members to form possible mentoring matches; the National Defence Workplace Charitable Campaign Job Shadowing Auction, which not only raised money for the NDWC Campaign, but also auctioned off opportunities to job-shadow senior leaders in Defence,

including the Deputy Minister and the Associate Deputy Minister; and participation in the Career Boot Camp, a day-long event that consisted of workshops and speakers discussing career development for young professionals.

The network has achieved a lot in this past year, however, it is still working to meet new goals and continue to grow.

Their primary goals for the near future are to increase the number of military DYN members, integrate new technologies into network activities by launching various social media platforms, and to continue executing networking and professional development events.

Unique Defence Team culture

The DYN is open to both civilian and military members. One of the network's primary goals is to break down the barriers between these two cultures and take advantage of the organization's unique structure, which sees civilian and CF personnel working side-by-side. The DYN aims to create an awareness of the complex workings of the Public Service for CF members, and an appreciation of CF culture, in return, for its civilian membership.

Vice-Admiral Donaldson agrees that while there may be different ways of doing things and different ways of thinking between the two sides of the Defence Team, there is also huge richness to the mutually respectful and enthusiastic sharing of ideas, perspectives and ways of doing business.

"There are all sorts of different skill sets that come together in the Defence Team that make it an amazing environment," he says. "It is that difference between the military and the civilian sides that make it such a powerful institution."

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OBITUARY

Richard "Rags" Ragosnig

The Commander Maritime Forces Pacific, RAdm Bill Truelove, regrets to announce the death of Richard "Rags" Ragosnig, who died unexpectedly on Monday, Jan. 21.

In honour of his 30 years of military service, primarily with the Pacific Fleet, and six years as a DND employee, a celebration of life for Richard Ragosnig will be held from 11:30 a.m. to 1:30 p.m. on Monday Jan. 28 at the Chief and Petty

Officers' Mess at CFB Esquimalt. Dress for military personnel will be N1A.

In lieu of flowers, donations are being collected by Lt(N) Antony Carter or CPO2 George Morris. Alternatively, donations can be made directly to the Heart And Stroke Foundation of Canada.

For further information, please contact Lt(N) Antony Carter at Antony.Carter@forces.gc.ca or 250-363-5317.

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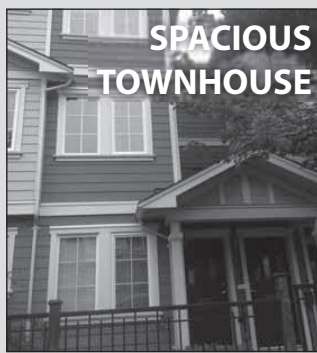
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4	9	1	2	8	3	5	6	7
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