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LOOKOUT

MARPAC NEWS CFB Esquimalt, Victoria, B.C.

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Base fire truck sporting the **MOVEMBER 'DO**

Firefighters from CFB Esquimalt's Fire and Rescue Services gathered in front of their Engine 1 on Nov. 1 after refitting its front bumper with a giant stick-on Movember moustache. Their efforts are part of the annual men's cancer awareness campaign that encourages the growth of beards and moustaches throughout November to promote prostate cancer awareness, and the importance of early screening and detection. Flanking the fire truck's newly fitted moustache are moustache-sporting firefighters Matt Arnsdorf (right) and Keith Kershaw.

Photo by Peter Mallett, Lookout

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Aussi!

Victoria Royals roll out the red carpet for

MISS MOXXII

Peter Mallett
Staff Writer

Trotting down the red carpet to centre ice at this year's Nov. 15 Victoria Royals Defence Appreciation Night hockey game will be nine-year-old German Shepard Miss Moxxii Mayhem.

With owner Angela Lavergne by her side, Miss Moxxii will carry the ceremonial puck to centre ice ahead of the Royals' game against the Lethbridge Hurricanes game.

She will give the puck to Capt(N) Sam Sader, Base Commander, who will perform the ceremonial puck drop between the two team captains.

"I am certain she will handle her moment in the spotlight on the arena floor in a cool and collected manner as she has had experience in front of large crowds," said Lavergne, who works at Regional Cadet Support Unit (Pacific).

Lavergne and Miss

Moxxii, a trained cadaver dog, have been volunteering their services to the base's Urban Search and Rescue team for the past nine years. She says the ceremonial puck drop is a great way to acknowledge Miss Moxxii's career with the Canadian Armed Forces (CAF) as she approaches retirement.

"We have little doubt Miss Moxxii's appearance on the ice will create a positive stir amongst the crowd at the game," said Matt Carlson, Defence Appreciation Event Coordinator with Base Public Affairs. "The game will also be a great way for the public to interact with military members and DND civilian employees manning displays from a variety of Canadian Armed Forces units."

Outside on the arena steps there will be five displays: an emergency service vehicle from CFB Esquimalt Fire and Rescue; a howitzer from 5 (BC) Field Regiment, a bomb disposal truck from Fleet Diving Unit (Pacific), a 42-foot Urban Search and Rescue trailer; and a manned Rigid

Hull Inflatable Boat from Naval Fleet School (Pacific).

Inside the arena there will be interactive displays and information booths from the Naval Security Team, 443 Maritime Helicopter Squadron, Formation Safety and Environment, a small arms table display by 5 (BC) Field Regiment, and a hammer head target boat from Maritime Forces Pacific. This year's 50-50 draw will benefit the Esquimalt Military Family Resource Centre.

Discounted rates of \$5 per seat and free tickets have been made available to military personnel and DND civilian employees at the base and can be obtained by contacting the unit chiefs.

For more information, promotions and updates about the game follow the CFB Esquimalt Facebook page.

Special discounted ticket rates are also offered for the upcoming Friday Nov. 22 Royals game against the Edmonton Oil Kings.



Nine-year-old German Shepard Miss Moxxii and her handler Angela Lavergne show off the special commemorative puck they will use in the ceremonial opening puck drop for the Victoria Royals Defence Appreciation Night at the Save On Foods Memorial Centre on Nov. 15.

Photo by Peter Mallett/Lookout

We Salute Our Fleet

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Quick response saves canoeists

Peter Mallett
Staff Writer

Two canoeists are grateful for the life-saving efforts of three Queen's Harbour Master Detachment employees attached to Canadian Forces Maritime Experimental Test Range (CFMETR) at Nanoose Bay. The adult male and female had paddled a kilometre offshore on Oct. 29 when they encountered choppy seas and high winds that resulted in their canoe capsizing. The pair were not wearing life jackets. After a few minutes in the cold water, both began to suffer from hypothermia.

A witness spotted the pair struggling in the water and called 9-1-1. A may-day call was issued by the Canadian Coast Guard over radio channels monitored by Queen's Harbour Master at CFMETR.

That's when Petty Officer First Class (Retired) Steve White, Derrick Viggers, and Nathan Reed, all civilian employees of Port Operations and Emergency Services Branch, sprang into action.

White and Viggers jumped aboard Sea Truck YFU-101, a landing craft, and raced towards the canoeists, while Reed set up a command post and provided communications between the coast guard and emergency health services.

"We immediately saw the capsized canoe in the water but were uncertain if they had made it to shore safely," said White. "We raced in their direction and then learned from the coast guard radio and Nathan's dispatches the pair had made it out of the water and were on a nearby beach."

White, a former Boatswain in the Royal Canadian Navy, says he recognized the signs of hypothermia in the two victims when he arrived onshore, and that both would need immediate medical attention.

White said the male was suffering from more severe hypothermia symptoms than his female counterpart, who he had managed to hoist out of the water and on to the top of the canoe; but she was still showing signs of hypothermia including

shivering and slurred speech likely because of the exertion, said White.

The male canoeist was suffering from more serious signs of hypothermia including a lack of mobility and speech functioning and was losing his ability to shiver.

"Without immediate medical attention I don't want to think about what the outcome might have been," said White. "I am certain my past medical training in the military I received throughout my career with the Department of National Defence played a huge role in a happy ending to this story."

The canoeists were wrapped in blankets by White and Viggers and then transported across the har-

bour in the sea truck. There they were treated by paramedics and then rushed to a local hospital.

In reacting to the handling of the incident by his staff, Captain Edward Dahlgren, Detachment Superintendent with QHM Nanoose Bay, praised his employees for their "quick thinking."

"I was both pleased and proud our team responded in a timely professional manner to a short-notice emergency as it truly represented the best tradition of sea farers," said Capt Dahlgren. "We have a tradition in our profession that we proceed with all the speed and diligence to assist those in peril, and their efforts fully embodied this."

We have a tradition in our profession that we proceed with all the speed and diligence to assist those in peril and their efforts fully embodied this.

Captain Edward Dahlgren
Detachment Superintendent, QHM Nanoose Bay

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Holiday card contest for children

DND

Deputy Minister Jody Thomas and Chief of the Defence Staff General Jonathan Vance are calling upon the children of Defence Team members to design their 2019 holiday greeting card.

The contest is open to children of the military and civilian Defence Team members, aged four to 12.

The task? Come up with some creative holiday artwork around the chosen theme, and follow the guidelines below to submit to the contest.

The contest closes on Nov. 20 and shortly thereafter, the Deputy Minister and Gen Vance will pick and announce a winning design.

Submission Guidelines:

All artwork must be completed on the template found https://ml-fd.caf-fac.ca/wp-content/uploads/2019/11/dgm-11119-pz7_2019-dm-cds-holiday-card_contest-form.pdf.

Artwork should be themed

around "How our Defence Team members make a difference"; for example, our military performing search and rescue, or our scientists developing new and innovative ways to keep Canada safe.

There should be no text within the picture itself – all text is to be included in the description section of the template.

Artwork will need to be submitted by the Defence Team member and include a description of the

artwork (in the artist's words), and include the name and age of the child.

Artwork should be scanned at a high resolution and emailed to Internal_Communications_internes@forces.gc.ca.

By providing a submission, you are allowing for the reproduction and use of the artwork for the holiday greeting card and for use on the Defence Team intranet, The Maple Leaf, and on various social media platforms.



2018 contest winner - Isabel Broadbent (age 11): Military hospital and personnel spreading Christmas joy to children in Ukraine and delivering gifts. They are also helping decorate a Christmas tree.

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WHO WE ARE

MANAGING EDITOR

Melissa Atkinson 250-363-3372
melissa.atkinson@forces.gc.ca

STAFF WRITERS

Peter Mallett 250-363-3130
peter.mallett@forces.gc.ca

PRODUCTION

Teresa Laird 250-363-8033
production@lookoutnewspaper.com
Bill Cochran 250-363-8033
workstation3@lookoutnewspaper.com

ACCOUNTS/CLASSIFIEDS/RECEPTION

Jennifer Barker 250-363-3127

SALES REPRESENTATIVES

Ivan Groth 250-363-3133
ivan.groth@forces.gc.ca

Joshua Buck 250-363-8602

joshua.buck@forces.gc.ca

EDITORIAL ADVISORS

Capt Jenn Jackson 250-363-4006
Katelyn Moores 250-363-7060

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WHAT SAY YOU

OTTAWA SAILOR SNAPSHOTS



LT(N) THOMAS GRAY, NAVIGATING OFFICER

Regular Force: 5.5 years

Career Highlight: Deploying in Ottawa for Operations Projection and Neon, as well as my first Operation Caribbe with HMCS Brandon.

Deployment must have: My smartphone and lots of music.

"Wishing my friends and family in Victoria and Ontario all the best and I will see you at Christmas!"



CPL MARC-ANDRÉ BERTRAND-BIGRAS, MEDICAL TECHNICIAN

Regular Force: 10 years

Career Highlight: Doing the land portion of RIMPAC 2018. Providing medical support to CJOC HQ on the ground in Hawaii.

Deployment must have: Updated Spotify playlists and a bunch of David's Tea.

"Big shout out to my beautiful spouse Tina for taking care of our little family at home. None of this would be possible without your indescribable support."



AB JAXSON BOYD, NAVAL COMMUNICATOR

Naval Reserve (HMCS Cabot): 3 years

Career Highlight: Participating in operations that make a difference such as Operation Neon and Operation Lentus.

Deployment must have: My computer full of movies and games to keep me busy on my off-watch.

"Thanks for all the love and support from family and friends. If I thanked everybody individually, I'd be able to fill a page of the Lookout myself!"



PO1 CATHERINE PENGELLY, HUMAN RESOURCES MANAGER

Regular Force: 28 + years (which is unfathomable since I am "just" over 28-years-old)

Career Highlight: Absolutely this deployment with the best ship's office crew ever!! Pte Abeabe and AB Ralph make walking into the office a delight every day.

Deployment must have: Photos of my family, Bits 'n Bites, music and Netflix.

"Can't wait to give lots of hugs and smooches to my children Tiggi, Andrew, Elizabeth and Alex, and of course Alex's wife Erin and my granddaughter Clara, and to the best cat ever Bug (Elizabeth's BF Alex is taking good care of her) and of course to the bestest hussy ever Bill Grady."



IN REMEMBRANCE

Mia Larsen



Captain Peter Fuerbringer Public Affairs Officer, CFB Esquimalt

OUR BASE FAMILY sadly lost a familiar face with the recent passing of Mia Larsen.

Known for her friendly demeanor, quick smile, generous heart, and renowned skillset, Mia had been tailoring clothes for nearly six decades. From newly minted sailors to flag officers and retired members, Mia was known, respected and will be missed.

Five decades ago, 30-year-old Mia apprenticed with master tailor Margaret West at her shop in Work Point. She bought West's business 13 years later when her mentor retired. Eventually, the store moved to its current CANEX location, and slowly it grew to fill the demand.

In 2013, Mia was presented with the Queen's Diamond Jubilee Medal from then Premier Christy Clarke as further testament to her character and contribution.

"We wanted to nominate Mia because she has been doing this so long and has mounted so many medals," said Donna Bird, one of three employees who nominated Mia at the time for the award. "We thought wouldn't it be nice to see her issued one herself."

Mia is survived by her daughter Ivy and step-son Rob. She was a loving Nana to her grandchildren Levi, Justin, Tara, Brienne, Kyle, Talina, and Sebastian and great-grandchildren Sawyer, Mia, Hadley and Hunter.

Her legacy will live on in the hearts and minds of everyone she interacted with here at CFB Esquimalt. She was part of our defence community, and we will miss her greatly.

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Cadet Hannah Tiemer from 100 RCSCC in Duncan charts a course aboard PCT Raven during the biannual Cadet Seamanship Deployments.

Left: Cadet Travis Jakins secures the RHIB to the Orca after a man-overboard drill. Cadets take on every task while at sea, from launching and driving the RHIB to navigation and even cooking.

Photos by Capt Jordan Holmes



Capt Jordan Holmes RCSU(P)

Sixty-four cadets from across Canada spent a week sailing in Patrol Craft Training vessels *Orca* and *Raven*.

Cadets filled a variety of roles including navigator, helmsmen, boatswain, and cook, all while learning general seamanship and small boat handling skills.

The two vessels were staffed by eight Cadet Instructors Cadre (CIC) Reserve officers and nine Regular Force members from the Patrol Craft Training Unit (PCTU). Among the staff in

Orca was SLt Deryn Hotel, from Victoria. This was her third round instructing the biannual seamanship deployments.

"I was a cadet my first time on a PCT; there was so much to learn every day. I really thrived in the consistency and rhythm. It's an opportunity unique to the Cadet Program for youth, and it's so empowering. How many other teenagers get to experience a taste of life in the Royal Canadian Navy?" said SLt Hotel.

She has been a CIC officer for three years and fills a variety of roles in the Cadet Program. She is an instructor with 100 Royal Canadian Sea Cadet Corps

Admiral Mainguy in Duncan and teaches at the South Island Sailing Centre, where hundreds of cadets learn the basics of sailing every year.

"Much of what happens at the Corps is in a classroom, whereas the seamanship deployments are practical and hands-on. I think it pushes cadets out of their comfort zone. They have to spend a lot of time building the trust of the Regular Force officers and NCMs (non commissioned members) on the ship, to show they are capable of running each exercise or performing a role, and they do. By the end of the week they know their ship, and

are able to jump into any situation asked of them. They really love being on the ships and we are grateful we get to do this training."

SLt Hotel is spending a week in November sitting in on the Fleet Navigation Officer Course to better assist future Cadet seamanship deployments.

"Staffing these deployments has given me a specialist skill set within the CIC, and we have such a positive relationship with PCTU. There is so much more to learn, but hopefully getting to audit this course will give me that much more knowledge to pass on to our staff and cadets."

There are more than 7,400 cadets in 139 corps and squadrons across B.C., led by more than 1,100 adult Cadet Organizations Administration and Training Service (COATS) staff and volunteers. COATS comprises CIC Officers and former Regular Forces and Primary Reserve members with a particular interest in supporting the Canadian Armed Forces' youth program; there are ongoing opportunities for adult staff throughout the province. Visit www.cadets.ca for more information about the Cadet Program and adult leadership opportunities.



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Top left: Janice Lee, a guest with the Defence Women's Advisory Organization (DWAOW), practices flood and fire skills at Damage Control Training Facility (DCTF) Galiano in Colwood.

Bottom left: A participant from the DWAOW practices shoring up a leaking pipe.

Right: Guests of the DWAOW pose for group photo in front of the outside fire trainer.

Photos by Leading Seaman Brendan Gibson, MARPAC Imaging Services

Women-only day showcases defence workforce

A/SLt Michelle Scott
MARPAC Public Affairs

Damage Control Galiano's flood gates were opened and their fire trainer lit for a group of women interested in learning about the facility.

Twenty-nine women from the defence community and Greater Victoria businesses donned bunker gear on Oct. 29 and tried their hand at tackling flood and fire situations in the flood trainer, fixing pipe breaks, using the

fire extinguisher and hoses, and learning about the five stages of fire.

The women-only event, the first of its kind at Damage Control Division, was hosted by the Defence Women's Advisory Organization (DWAOW).

"The purpose of the morning was to have them go through a new experience and allow them to dig a little deeper for the afternoon discussion groups," explained Lieutenant (Navy) Melanie Weaver, DWAOW military co-chair.

The women shared their experiences in the afternoon talks and provided support and advice to each other.

"I was impressed with the comfort level the women had during the discussions," said Nicole Schaaf, DWAOW civilian co-chair. "It is difficult to talk about diversity issues in the workplace. This amazing experience brought the group together and fostered a level of comfort that led to open, honest conversations."

The DWAOW will take the concerns raised at the meeting and

pass them to senior leadership for further discussion. This is a mandate of the group – to address systemic issues facing women in the DND/CAF and provide a voice for those who may not feel as though they have one.

Four influential female leaders from the local business community including Mandy Farmer, Honorary Captain (Navy) of CFB Esquimalt and CEO of Accent Inns and Hotel Zed, also participated in the event.

Farmer, who had never been to Damage Control Division before

was thrilled by her experience.

"It's impactful to talk about women, how far we've progressed and show how far we have to go," she said. "I feel a desire to encourage women to step up into leadership positions. The more female leadership we have in the military, the better our military will be."

The DWAOW hosts meetings and events each month. For more information on meetings and events check out the MARPAC Notice Board. The group is open to both men and women.



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NAVAL FLEET SCHOOL TRAINING TOOL BOX MODERNIZED

Peter Mallett
Staff writer

A new tool in the training box of Naval Fleet School is currently being developed.

Contracted by Naval Training Development Center Pacific (NTDC (P)), Race Rocks 3D is creating a fully functioning virtual reality version of the ship's power generation and distribution system. It will include a series of instructional videos to be used in tandem with the virtual task trainer.

By utilizing this technology, NTDC(P) hopes to enable naval trainees to hone their practical skills before placing them in real-world scenarios. This will also help propel current naval training into the future, and fulfill the vision of the Future Naval Training Strategy – to produce a world-class training system that fosters excellence at sea.

Currently, phase two of the development shows trainees how to:

- Sync a generator at the switchboard;
- Parallel a generator with shore power at the switch-

board; and

- Reset a load shed condition.

Created by the Program Support Services section of the Learning Support Center division of the NTDC(P), and Race Rocks 3D, this technology can be facilitated in-class or remotely, allowing trainees to learn at their own pace at any time via the Defence Learning Network (DLN). The program can be accessed at the convenience of the trainees via a tablet or computer onboard the ship, or remotely from their own devices.

In the program, trainees or current sailors who need a refresher can decide what level of instruction they need while looking at an interactive, exact replica of a Halifax-class frigate switchboard. Trainees can watch videos that walk them through tasks step-by-step; they can choose to be walked through each step via a series of on-screen instructions; or they can test themselves by completing the tasks without assistance. If they make an error, the program will show them where they went wrong, and what steps they can take to correct it.

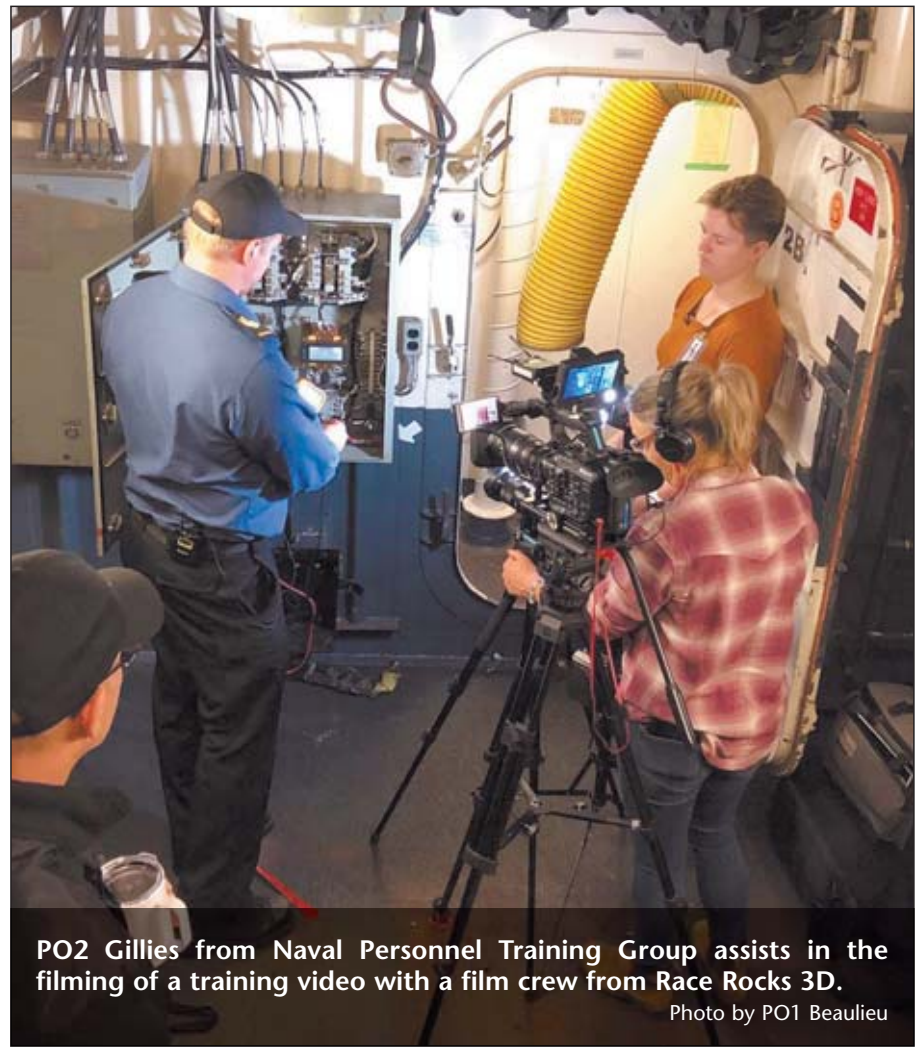
Training includes losing power on a warship, which is critical and can have catastrophic effects. This type of skill-development is essential in creating sailors who have competency with confidence in extreme pressure situations – the kind of situation naval trainees may have to face.

Since this kind of training cannot be duplicated ashore in a traditional classroom setting, this program offers a green and sustainable solution that can be updated whenever necessary.

In addition, there are limited opportunities for ships that can facilitate this training due to a significant number of them being on missions, and those alongside often lack functioning equipment due to maintenance.

Furthermore, with ships understaffed, this program can save time for personnel who have a multitude of tasks to complete in a day, in addition to facilitating training for others.

The videos and virtual reality version of the ship's power generation and distribution system trainer are set to be released in 2020.



PO2 Gillies from Naval Personnel Training Group assists in the filming of a training video with a film crew from Race Rocks 3D.

Photo by PO1 Beaulieu



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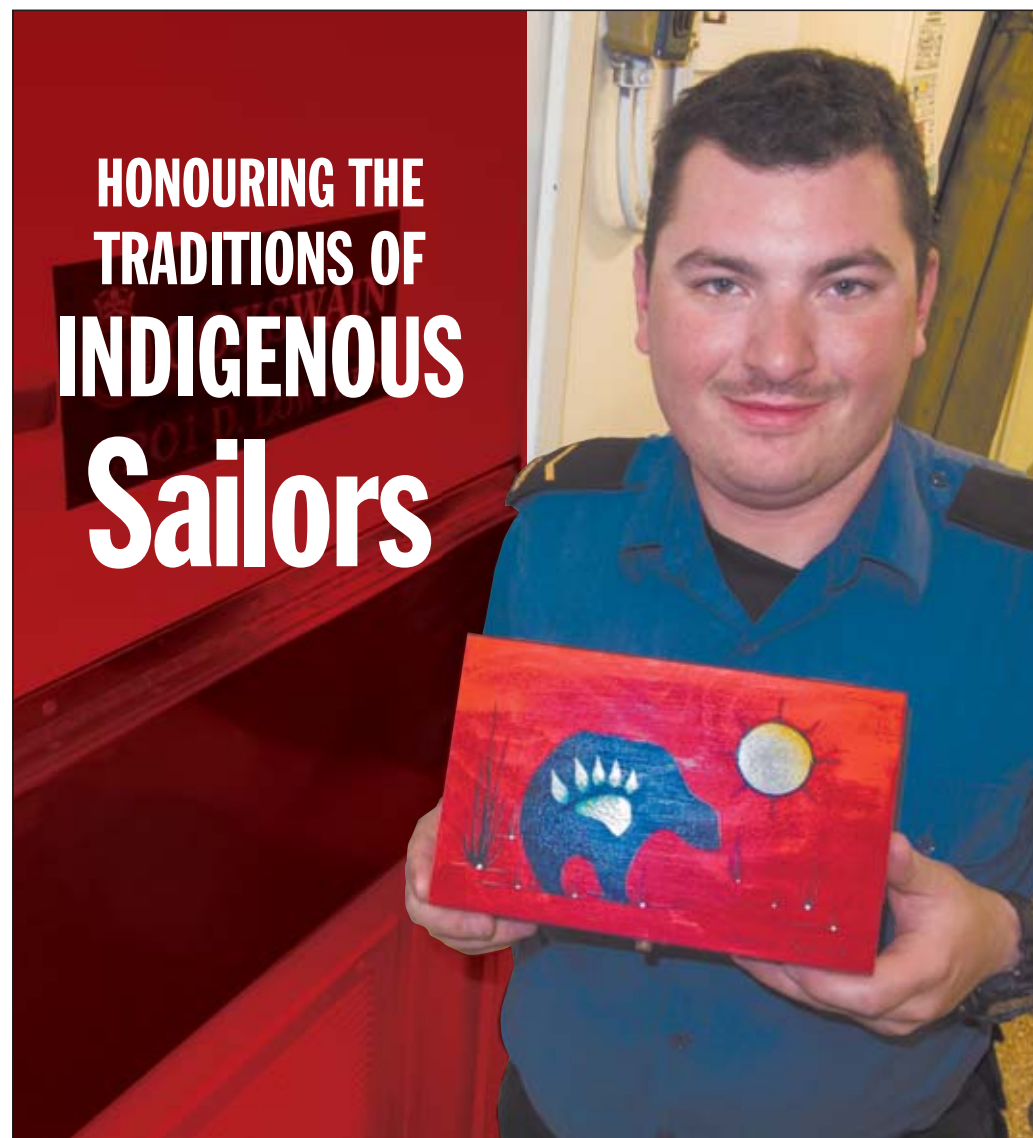
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Capt Jenn Jackson
 HMCS Ottawa PAO

In the spirit of Remembrance Day, *HMCS Ottawa's* commemorations consisted of three separate ceremonies – a traditional Remembrance Day ceremony held at sea on the flight deck, a Committal of Ashes to Sea presided over by Padre Andrew Klinger, and a smudging performed by Able Seaman Kyle Edwards, a member of the Algonquin Nation and a boatswain.

The ceremony was made possible through the provision of a Smudge Kit provided by the Defence Aboriginal Advisory Group (DAAG), who also assist with maintaining the kits with replenishment of supplies through the Padre's office. Ships have been provided kits and they are generally held in the Coxswain's office. Where possible, an Indigenous member of the crew is appointed custodian of the kit.

"When I was first approached at the beginning of the sail about performing a smudging, I felt extremely honoured," said AB Edwards. "This ceremony recognized the traditions and beliefs of Indigenous sailors aboard *Ottawa*, and recognized the sacrifice made by all Indigenous members, veterans, and fallen."

Each smudge kit comes with instructions from the DAAG that includes a list of supplies, how to properly use the kit, and how to maintain it. Any member of the crew may request to use the kit as part of their traditions.



Captain Jenn Jackson
 HMCS Ottawa PAO
 With information from www.readyyaready.com

Tattoos in general have a long and rich history. But once-upon-a-time in Europe and North America only sailors were seen to have them – a tradition believed to originate from the discovery of exotic places and the desire to preserve the memory of the visit.

Lt(N) Gill Herlinger, Deck Officer

Number of tattoos: nine and counting

Her age when she got her first tattoo: 18

Most recent tattoo: June 2019 - a swallow for her time at sea in.

Advice to others: Do research and look at the artist's portfolio. Listen to the artist – they know from experience what looks good, and what doesn't.

"The Anchor"

Lt(N) Herlinger's anchor tattoo is a cautionary tale.

In 1997, while in her first foreign port with the Royal Canadian Navy, she decided to get a tattoo to commem-

orate the occasion. Looking back, she admits it was probably not the best idea, given the standards of cleanliness at the time, and that AIDS was only beginning to emerge as a tattoo concern.

The true gravity of how wrong it could have gone was highlighted three years later during a doctor's appointment for a new pregnancy. The doctor immediately ordered an HIV test upon hearing where the tattoo was from. All turned out to be good, but it was a stark reminder of the importance of ensuring the parlor is clean, and follows strict hygienic protocols including new needles and fresh ink.

Caution aside, being spur-

of-the-moment, Lt(N) Herlinger decided on an anchor as it seemed fitting for her first tattoo.

"The Flying Fish"

Prior to joining the navy, Lt(N) Herlinger thought flying fish were mythical creatures, like unicorns. This quickly changed when she observed flying fish over the side of the vessel on her first sail.

Twenty years later, she is still in the military and still watching flying fish. When she and her daughter decided to get symbiotic tattoos, the flying fish came to mind.

They travelled to Gibsons, B.C., to work with a specific artist.



LS Alyssa Henry, Naval Combat Information Operator

Number of tattoos: Seven and counting

Her age when she got her first tattoo: 18

Most recent tattoo: a skateboard in 2018

Advice to others: It's not as painful as it seems, but it does depend on where you get it.

"Stay Away From Strange Dogs"

When LS Henry was 18 her father passed away. Together, she and her family decided to get tattoos in his honour to keep his memory with them wherever they go.

As she was growing up, any time LS Henry or her siblings left the house her father would call out "Bye, love you, stay away from strange dogs!", and this led to her unique tattoo. Below the expression, is a copy of her father's signature the family found on the inside of the family scrabble box just after his passing.

"YCBMD"

Keeping with the tradition of honouring family in her tattoos, LS Henry's most recent tattoo is of a skateboard with the letters "YCBMD" written above it. The letters stand for "You Can't Bring Me Down" and represents the motto of the uncle who taught her how to skateboard when she was young, a pastime LS Henry still enjoys to this day. Below the skateboard is the year 1971, the year her uncle was born.



Fast-forward to today and tattoos are much more mainstream in society, with people from all walks of life choosing to get "inked" for many reasons, sailors or not.

There is often personal significance beneath the surface of a tattoo and four members currently deployed in *HMCS Ottawa* recently shared the stories behind their tattoos.



AB Jaxon Boyd, Naval Communicator

Number of tattoos: two and counting

His age when he got his first tattoo: 16

Most recent tattoo: September 2019 – a golden dragon.

Advice to others: Check cleanliness policies and look for fresh ink, new needles, and plastic. Check the artist's portfolio. Do it! But don't get addicted – make sure it has meaning for you.

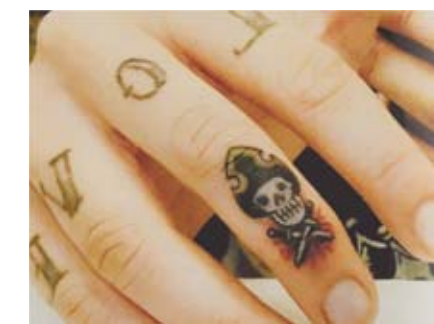
"The Golden Dragon"

AB Boyd wants to wear his career in the Royal Canadian Navy on his body. Sailor tattooing traditions include specific tattoos for specific milestones and AB Boyd hopes to earn as many as possible.

The golden dragon is a tattoo earned by a sailor who has sailed across the International Dateline – a milestone completed by AB Boyd earlier in the deployment during Operations Projection and Neon.

After doing research in three ports, he finally found an artist and parlour in Thailand that was exactly what he was looking for. His intent is to get his tattoos in foreign ports as they will serve not only as an earned badge, but also as a memory of the places he has visited.

He hopes to earn a golden shellback tattoo one day for crossing both the International Dateline and Equator at the same time during a sail.



MS Sherrie Newhouse, Boatswain

Number of tattoos: Two full sleeves, many others and counting

Her age when she got her first tattoo: 14

Most recent tattoo: September 2019 - a pirate.

Advice to others: Look into the tattoo regulations before you get your tattoo and make sure it is acceptable.

"Pirate"

MS Newhouse decided to get a pirate on one finger while alongside in Thailand during this deployment on Operations Projection and Neon. For her, the pirate symbolizes her trade of boatswain and also represents her career in the Royal Canadian Navy.

"Poppy"

Five years ago on Remembrance Day, MS Newhouse got a poppy tattoo to honour all fallen comrades and the sacrifice the poppy symbolizes.

"RCN Lady"

One of MS Newhouse's most personally symbolic tattoos is her pin-up, blonde-haired, torpedo riding Royal Canadian Navy lady that was designed to represent MS Newhouse herself. The pin-up tattoo pays homage to the military tradition of painting pin-ups on the side of vessels and aircraft, particularly during the Second World War.

Organizational culture - it's everyone's responsibility

Contributed by the MARPAC Health and Wellness Committee

Last month, Base Commander Capt(N) Sam Sader launched the NOW Campaign (Nurturing Organizational Wellness) and the movement to enhance wellness in the workplaces at CFB Esquimalt.

There are 13 healthy workplace indicators, including organizational culture.

When asked, employees at CFB Esquimalt had a mixed bag of comments about their workplace: challenging, collaborative and relaxed, demanding, rigid, and toxic were some of them. It highlighted how different individual experiences are, and that while culture is invisible, it is felt. When a workplace is healthy, it feels great, but when it's not, it can make going to work an unpleasant experience.

Optimal organizational wellness is characterized by a culture of

trust, honesty and fairness. Some people think creating a healthy culture is the sole responsibility of those at the top.

Culture change can't be achieved through top-down directives. Supervisors and leaders can demand compliance, but they can't dictate trust, honesty and fairness. This is something all employees need to take ownership of and do their part.

Organizational wellness is everyone's responsibility.

Tips for supervisors:

- Lead the way and demonstrate the values of trust, honesty, and fairness.
- Respond in a timely and effective manner when challenging interpersonal issues arise in the workplace.
- Provide training to all staff on effective communication and conflict management.

Tips for employees:

- Be respectful, honest, and tolerant when interacting with others

in the workplace.

- Communicate face to face with colleagues, especially about potentially difficult issues.
- Participate in training and development opportunities.

For more information on this topic, check out these resources:

For supervisors:
www.guardingmindsatwork.ca
<https://bit.ly/33qqnog>

For employees:
<https://bit.ly/2NUdT1C>

People Talk

Employees at CFB Esquimalt were asked:

What does organizational wellness mean to you?



Organizational wellness means being part of an organization that supports its members and actively tries to promote a healthy life in all aspects. It would pursue that goal as a priority, understanding that without healthy members and families our mission will suffer.

PO2 Daniel Robinson,
 Naval Security Team



Organizational wellness means employees and managers respect and support each other, creating an environment where everyone is motivated and excited about their job.

Cassidy Hughes,
 Learning and Career Centre



Organizational wellness means a workplace that employees are happy to work in. It is a collaborative space free of judgement and full of support. A workplace that encourages both mental and physical wellbeing.

Shannon Black,
 Naval Personnel Training Group



It means an organization caring about the health and wellness of its people. If employees are healthy they can work longer and if people are happy they work harder.

LS Shaun Reilly,
 Base Information Services



When I think about organizational wellness, I think of these quotes, "A healthy workplace is one where everyone works together and has each other's backs" and "Team work makes the dream work!"

Cpl Emily Burtch,
 443 Maritime Helicopter Squadron

Thank you for keeping our land glorious and free.

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NDWCC profile: Search and Recovery Dog Association

SLt M.X. Déry
MARPAC PA Office

For five years the non-profit Search and Recovery Dog Association of Victoria (SARDAV) has trained handlers and dogs to assist search organizations in finding human remains.

In the same way that specializations exist in Canadian Armed Forces trades, canines can be trained to search for different things; some dogs detect explosives or narcotics, others track living people, while others find human remains.

When it becomes unlikely that someone will be found alive, human remain detection dogs are a tool authorities can use to recovery bodies.

"I believe everyone should come home," said head trainer Angela Lavergne, who works at Regional Cadet Support Unit Pacific by day, and volunteers at SARDAV on her off time.

At the start, training focusses on obedience and responding to verbal commands to prepare both dog and owner to move up the training ladder.

The association meets each Sunday at various locations on the lower island, with CFB Esquimalt's Urban Search and Rescue (USAR) training site located in Work Point as one of the locations. The USAR site is ideal as it contains various types of terrain, from natural paths and wooded areas to industrial and urban disaster areas.

After basic obedience training, handlers learn search and recovery theory, and a dog's ability to suss out remains is developed. Human remains are placed at the training site; human hair, teeth, blood and even placenta are sealed in a plastic bag and great care is taken not to contaminate the remains with other objects or scents as this could confuse the dog.

"If you walk straight to a location and drop the article, the dog will just follow your scent to the spot," explains Richard Pattee, SARDAV President. "So, I walk all around the search area to prevent them tracking me."

Handlers, with leash in hand and copious amounts of treats, begin the next phase of their dog's search training.

"It takes approximately 18 months of weekly training to reach active status or being able to be on the deployable list for SARDAV," said Lavergne. "We have over 20 dogs working on certification to deploy within B.C. now."

SARDAV is one of many charities available for directed donations through the National Defence Workplace Charitable Campaign. To get involved with the Association visit sardav.ca, or email sardavinfo@gmail.com.



Lt(N) Sully Heraud from HMCS Vancouver trains his miniature Husky Juneau to search for human remains at the USAR site at Work Point during a Sunday training session. *Upper left: A clump of donated human hair hidden in a stack of wood for the dogs to search out.* Photos by SLt M.X. Déry

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Saturday 07 December

Race starts at 0900

FDU(P) is hosting a charity 5km trail run!

As part of their annual NDWCC campaign, ALL PROCEEDS are going towards the Goldstream Food Bank. The goal is to raise enough money to feed over 700 needy families in the community this holiday season.

Thetis Lake Regional Park
Main Beach

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Participants can register at this link:
<https://ultrasignup.com/register.aspx?eid=8301>
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Any questions, contact matt.walsh@forces.gc.ca

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Secrets of magic revealed in author's latest book

Peter Mallett
Staff Writer

A civilian employee from the base is at it again, telling his stories and fairy tales in his second book.

James Southern, 76, a power engineer for CFB Esquimalt's central heating plant, has self-published his latest book *Once Again Once Upon*, a vividly descriptive tangled web of tales that involves spiders, aphids, ants, and a sprinkling of fairies.

He describes it as bedtime stories geared towards teenagers and young adults "inducing a minimum of nightmares."

His latest literary offering is more comedic than frightening and includes a reworking of the 18 stories told in his first self-published offering *Once Upon: Fairly Tall Fairy Tales*, and 12 new stories.

"I do my writing to escape the stress of my daily routine. For me, it is quite satisfying to finish one of my stories. There is no sense in keeping it to myself if others will enjoy it."

He gears his stories to young people who lead fast-paced lives and have limited time or attention span to read novels.

"I have a more vivid imagination than most people, so every story I tell is different," says Southern. "I tell short stories because I have too many thoughts racing through my mind at any one time to stick to a long and drawn-out plot."

His influence is legendary Danish author and playwright Hans Christian Andersen. Similar to Andersen, Southern begins his fairy tales with the phrase *Once upon a time*. Most stories are set in Scandinavia in the late medieval period.

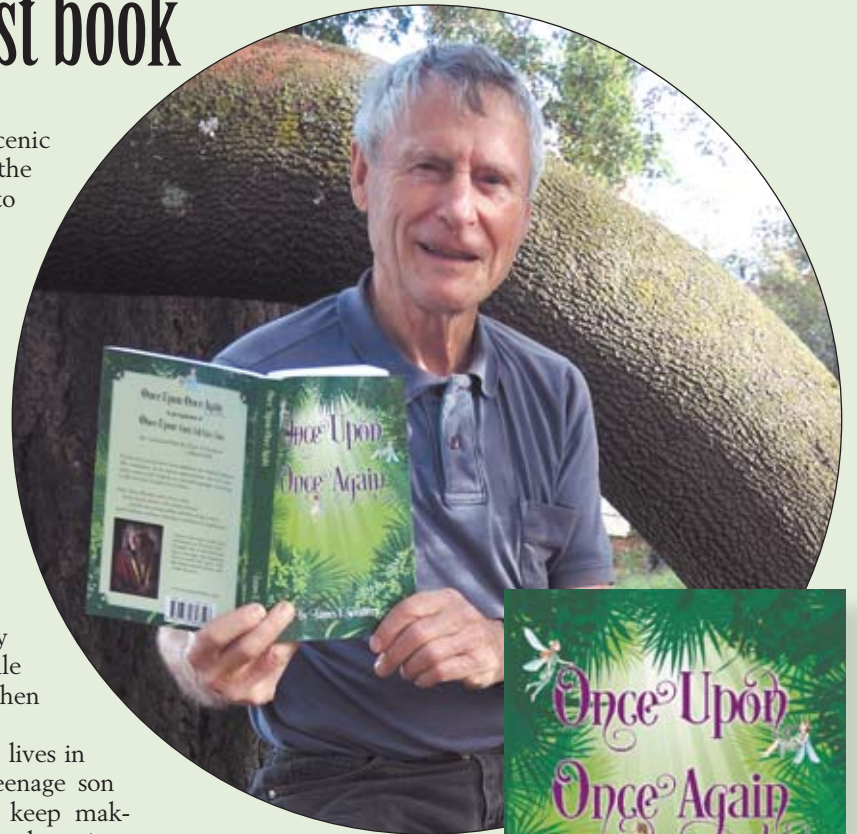
He developed his love for writing during a time of loss, war, and a transcontinental move for him and his family. He never knew his father, Kenneth Southern, a Lieutenant Colonel who fought for Canada in the Second World War and was killed on the battlefield in Italy. He was two years old and living in Port Arthur, Ontario, when his father died.

At the end of the war, his mother Beryl moved the family back to England, albeit briefly. In England she met an Englishman who owned a sheep ranch in Chile. For the next few years James and his family resided on that ranch located on the southern tip of

the continent, in scenic Patagonia. Foreseeing the political upheaval to come, his stepfather sold the ranch and moved to Canada in the early 1950s.

"On the farm in Scandia in southern Alberta we had no television and only one radio, so what do you do to entertain yourself and the family? I chose to make up fairy tales and other stories to tell my younger brother while doing the chores or when we were bored."

Southern is married, lives in Victoria, and has a teenage son who inspired him to keep making up stories and get them into print. Copies of *Once Again Once Upon* are available online through his website www.jamesesouthern.com or his Facebook page entitled Southern Fantasies. His book will soon be in stock at local bookstores Munro's Books, Bolen Books and Coles Books at the Tillicum Centre.



Author James Southern displays a copy of his book *Once Upon Once Again*.

Photo by Peter Mallett



At nearly 100 years of age, retired Major Murray Edwards is an avid reader and writer who enjoys living at Veterans Memorial Lodge.

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JOGGLER TACKLES WORLD MILITARY GAMES

DND

Jogging is the competitive sport of juggling while running. It's actually a thing. You can look it up on YouTube.

That's what Lieutenant (Navy) Michael-Lucien Bergeron did five years ago. He now holds two juggling Guinness World Records.

Lt(N) Bergeron learned juggling at a circus camp as a teen and later got into competitive running. In 2014, a friend pointed him to videos of jugglers on the internet and it invigorated him to try the unique sport, and start getting serious about running in general.

He started juggling balls, but now he'll sometimes run while tossing machetes or even fiery torches in the air.

In 2018, Lt(N) Bergeron achieved two men's world records in the sport of juggling – Half Marathon Jogging, three objects with a time of 1:17:10 hours, and 10 km Jogging, three objects with a time of 35:36 minutes.

Setting world records isn't easy. Lt(N) Bergeron runs and juggles around 120 kilometres a week, a distance made up by several smaller runs and one big weekly 30-36 km run. Regular runners sometimes get jealous when they see him running, especially in official competitions.

"You're always going to get a few people that are frustrated when they've been training for years and I run faster than them while juggling," he said. "However, most people are quite impressed."

Lt(N) Bergeron is not just a fast juggler, he's an incredibly fast runner. He has won competitive races while juggling the whole time.

Last year, when not juggling, Lt(N) Bergeron won the Canadian Armed Forces

Running Championship marathon in Ottawa with a time of 2:40:43. This made him the national leader. In October, he represented Canada at the CISM Military World Games in Wuhan, China.

CISM is the International Military Sports Council and it hosts military world games every four years, always one year before the Olympic Summer Games.

He didn't juggle in that competition, but he used the perfect upright posture he's honed throughout the unique sport.

"Except my arms weren't as a goofy," he said.

He finished 75th in a time of 2:50:55.

"My personal performance was not the best of my running career; however, I am still pleased with the effort. Running in an elite race on the world stage was the highlight of my CAF Career and I will remember this adventure for a long time."



Lieutenant (Navy) Michael-Lucien Bergeron receives a certificate after setting a juggling Guinness World Record with his 1:17:9 time in a half-marathon while juggling three balls in the Scotiabank Toronto Waterfront Marathon in Toronto, Ontario, on Oct. 21, 2018.

Photos courtesy of Canada Running Series

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Navy vessels among paintings on display

Peter Mallett
Staff Writer

A new art show featuring a cross-section of art work from the Maritime Museum of B.C. has opened at Victoria's Government House over the weekend.

The collection of over 500 art works from the museum made their debut at the official residence of the Lieutenant Governor of British Columbia on Nov. 8 and will be available for viewing until the fall of 2020.

"The art show highlights paintings of life along our coast over the past several hundred years," says David Leverton, Maritime Museum of B.C. Executive Director. "Important to this theme is artwork representing the protection of

our coastline by the Royal Canadian Navy (RCN)."

This is portrayed in the work of John M. Mulders, including his painting of former RCN supply vessel HMCS Provider. Provider was the largest ship ever built for the RCN during the Cold-War era and was assigned to CFB Esquimalt from 1969 until it was paid off in 1998.

Edward Goodall's portrayal of former RCN Flower-class corvette HMCS Sudbury and the rescue of S.S. Glafkos in Barkley Sound during the 1960s is another painting featured in the art show.

Other works of art include early European discovery of B.C., the whaling industry, and vessels of the Canadian Coast Guard, tugboats and ferries.



HMCS Provider by John M. Mulders. Provider was a support ship and the first in the fleet, as well as the largest ship ever built in Canada for the Canadian Navy during its time. It was commissioned in 1963 and was built to carry fuel, ammunition, supplies, dry and refrigerated provisions, and replacement helicopters among other necessary freight to aid its naval fleet.

Photo credit: Maritime Museum of BC

The art show highlights paintings of life along our coast over the past several hundred years. Important to this theme is artwork representing the protection of our coastline by the Royal Canadian Navy.

David Leverton, Maritime Museum of BC Executive Director



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Master Seaman Corey Bliss receives his certificate.

Bravo ZULU

Communications Information Systems and Network Supervisor Certificate presentations

Commander Annick Fortin, Commandant of Naval Fleet School (Pacific), presented course certificates to sailors who successfully completed the Communication Information Systems and Network Supervisor Course serial 0007.

Photos by Corporal Jay Naples, MARPAC Imaging Services



Master Seaman John Christian receives his certificate.



Master Seaman Carey Ho receives his certificate.



Master Seaman Rosalie Houle-Carriere receives her certificate.



Master Seaman Tynan D'Kugener receives his certificate.



Master Seaman Alexandre Kelly receives his certificate.



Master Seaman Ryan Lasaga receives his certificate.



Master Seaman Andrew Drake receives his certificate.



Master Seaman Timothy Lyons receives his certificate.



Master Seaman James Nauss receives his certificate.



Master Seaman Edward Gates receives his certificate.



Master Seaman John Proctor receives his certificate.



Master Seaman Averi Saygnavong receives his certificate.

Bravo ZULU

HMCS Vancouver



Maritime Forces Pacific medals and promotions

Rear Admiral Bob Auchterlonie, Commander of Maritime Forces Pacific, presented medals and promotions on Nov. 1 at D100.

Photos by Corporal Jay Naples, MARPAC Imaging Services.



Leading Seaman W. Kelly is promoted to his current rank by his mother PO1 Nena Dahlgren and Capt(N) Scott Robinson.



Lieutenant (Navy) Josee Belcourt receives the Canadian Forces' Decoration in recognition of 12 years service.



Warrant Officer Benoit Simard receives the Canadian Forces' Decoration first clasp in recognition of 22 years of service.



LCdr R.T. Hooper receives his Special Service Medal NATO Bar (Operation Active Endeavour) from Capt(N) Scott Robinson.



Master Corporal Carbe Orellana receives the Special Service Medal-Expedition.



Leading Seaman Noemy Comeau receives the Special Service Medal-Expedition.



Lt(N) M.M. Yao receives his Canadian Forces' Decoration from Capt(N) Scott Robinson.



Master Corporal Andre Maillet receives the General Service Medal First Rotation Bar.



Chief Petty Officer Second Class David Willmore is promoted to Chief Petty Officer First Class.

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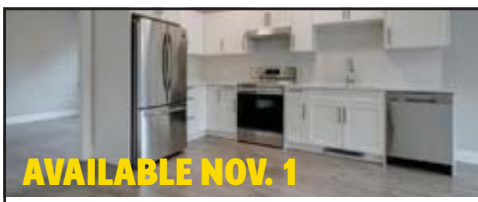
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OVARIAN CANCER: WOULD YOU KNOW IF YOU HAD IT?

SYMPTOMS

- Abdominal discomfort
- Pelvic pain/backache
- Bloating/gas/swollen stomache
- Vaginal bleeding/painful intercourse
- Urinary urgency
- Ongoing fatigue
- Indigestion
- Weight loss/gain
- Change in bowel habits

If you have been feeling a combination of these symptoms for longer than three weeks, visit your doctor and ask for a Ca125 blood test.



Mark's
STOREWIDE
SALE

FRIDAY, NOVEMBER 15
SATURDAY, NOVEMBER 16

UP TO
70% OFF*
STOREWIDE

DOOR CRASHER PRICES AS MARKED

*No regular price. Excludes the purchase of gift cards.

Mark's
COMMERCIAL
PREFERRED CUSTOMERS

Get a jump on the savings
by shopping early!

THURSDAY, NOVEMBER 14

To Receive Your Preferred Client Discount
You Must Present
**Your Company ID and/or
Company Program Document**
at the till at time of purchase throughout the event.

TO THE EMPLOYEES OF



National Défense
Defence nationale

As a true partner of Mark's Commercial we thank you for your continued support and loyalty. We want to send our true appreciation to your company and all your employees.

As a sign of our appreciation, beat the crowd and
Shop one day early on Thursday, November 14.

To receive your preferred client discount
you must present your company ID, program document
or bring in this letter to receive the discount.

Mark's Commercial thanks you for your continued support.

Thank you.



5th Annual Tree Decorating Contest

**Showcase your unit's creativity
and holiday spirit! Register now,
it's free!Trees are going fast!**

Sixteen artificial trees will be set up at the Naden Athletic Centre and Wurtele Arena ready to be decorated by base units who have registered to participate.

Decorating is between November 25 and December 6. Trees must be completed by end of day Friday, December 6.

Units provide their own decorations. Trees will be judged by Skate and Swim Santa attendees on December 7. Winning teams will be notified by email.

Prizes will be awarded in three categories:

- **Most Festive Design**
- **Best Griswold Design** (for the most outlandish tree)
- **Best Charlie Brown** (for most valiant effort)

To register for a tree contact:

Christine Farrington at
christine.farrington@forces.gc.ca
or at 3-2648 to reserve a tree

