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 MORALE & WELFARE NEWS | CFB ESQUIMALT, VICTORIA, B.C.

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# UVic basketball teams launch partnership with CFB Esquimalt

**Peter Mallett**  
Staff Writer

The University of Victoria (UVic) Vikes basketball teams will welcome Canadian Armed Forces (CAF) members to center court in their inaugural Canadian Armed Forces (CAF) Appreciation Night on Feb. 2.

The UVic women's and men's varsity teams will play a doubleheader against the Brandon Bobcats at 6 p.m. and 8 p.m. at UVic's Centre for Athletics Recreation and Special Abilities.

Matt Carlson, Base Public Affairs Projects Officer, confirmed the Vikes' CAF Appreciation Night represents the start of a new partnership between the University and the Base.

"Many UVic students have chosen CFB Esquimalt as meaningful work placements for their Co-Operative Education program and we are pleased to build on our existing partnership with the University of Victoria through their sports program," said Carlson. "This event will strengthen our continued collaboration and community engagement with the University of Victoria."

Captain (Navy) Kevin Whiteside, Base Commander, and Chief Petty Officer First Class Susan Frisby, Base Chief, will partake in the opening ceremonies. The Naden

Band will perform the national anthem, and Esquimalt's Canada West champion men's basketball team members will also be introduced.

Acting Sub-Lieutenant (A/SLt) Brent Martindale of HMCS *Winnipeg*, a Centre on the Tritons basketball team, says he and his teammates look forward to attending the game.

"Many on the civilian side are unaware of the athletic programs and opportunities available to our CAF and CFB Esquimalt personnel," said A/SLt Martindale. "Growing that awareness and fostering a community around the city would be great."

Last year, he and his teammates captured the CAF Canada West Regional title and won silver at CAF Nationals as part of a banner 2023 season for Base sports teams. The Naval Warfare Officer says the CAF Appreciation Night at UVic is a great opportunity for the Royal Canadian Navy to showcase what it can offer professionally, academically, and athletically.

Another representative from the Base will include HMCS Malahat, a Naval Reserve Unit.

Military personnel and civilian employees of the Department of National Defence can purchase half-price tickets by visiting [GoVikes.Com/Tickets](http://GoVikes.Com/Tickets) and entering the code MilitaryBBall23.



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# RCN, USN artists design 2024 RIMPAC logo



**Peter Mallett**  
Staff Writer

A Leadership Conduct Instructor from Esquimalt is a co-winner of a logo contest for this year's Rim of the Pacific (RIMPAC) military exercises.

Lieutenant (Navy) (Lt(N)) Tristan Robertson of Naval Fleet School (Pacific) learned he won the contest on Dec. 5. He shares the spotlight with Lieutenant (Lt) Emily Paiz of the U.S. Navy.

"Using two designs from members of different partner nations symbolizes the spirit of collaboration and teamwork that is so important and representative of RIMPAC," Lt(N) Robertson said.

RIMPAC is the world's largest international maritime exercise intended to foster and sustain cooperative relationships, critical to ensuring the safety of sea lanes and security in support of a free and open Indo-Pacific region. This year, it will take place exclusively in and around the Hawaiian Islands.

The selection committee received 47 entries from military members around the world. The two winning designs were chosen by a panel of six military members of the U.S. 3<sup>rd</sup> Fleet. The winning artists received a challenge coin and a letter of congratulations.

RIMPAC coordinator Lieutenant-Commander (LCdr) Timothy Gill of the Royal Australian Navy says the submitted logos visually represent how individuals and nations envision RIMPAC.

"By facilitating a friendly contest and selecting a unifying logo, we hope we can foster esprit de corps among all exercise participants," LCdr Gill said.

The final RIMPAC 2024 logo includes elements from both submissions. Its theme is 'Partners: Integrated and Prepared'. The backdrop features a tropical landscape with a trident at the center, representing the warfighting capabilities of land, air and sea. Some of Lt(N) Robertson's original artwork included in the design are its octagonal shape and exterior border colour scheme of light blue and black. Lt Paiz's submission elements include the sienna colour scheme,

the rising sun, and the trident's style and placement. The logo will be part of exercise materials, including stationary, press releases, websites, coins and official RIMPAC merchandise such as shirts and hats.

## SELF-TAUGHT ARTIST

A Naval Warfare Officer by trade, Lt(N) Robertson took up art as a hobby to pass the time during the lockdown days of the COVID-19 pandemic, which he says made his win even more surprising. He submitted his piece after learning of a deadline extension last summer.

"My design is representative of the modern battlefield," he said. "It has a digital theme since my work these days focuses on information operations, and I see the cyber/digital sphere as a significant component of future operations, including RIMPAC."

Lt(N) Robertson has no formal art training and says he does most of his artwork on his iPad. He brought his iPad for a 2020 deployment aboard HMCS *Winnipeg* to pass free time and learned basic sketching and drawing techniques from online tutorials.

He says people have noticed his Illustrator abilities and he has been offered opportunities to design logos and crests for ships and units at the Base and sometimes further afield. Last year, he worked with the Nanaimo Clippers Junior 'A' hockey team to design a logo and specially-themed Remembrance Day jersey. He was floored after learning the jersey was selected to appear in an exhibit in Toronto's Hockey Hall of Fame (HHOF).

Lt(N) Robertson participated in three previous RIMPAC exercises: in 2020 with HMCS *Winnipeg*, in 2018 aboard HMCS *Ottawa*, and in 2014 as a member of HMCS *Calgary*. He describes the Officer of The Watch experience at RIMPAC as unique and eye-opening.

"It is one of the best training opportunities I have come across; there is so much to do and so many events to attend," he said. "Being at sea with over 30 other warships while conducting a wide variety of operations is pretty cool." Unfortunately, he says he won't likely be part of this year's RIMPAC.



Lieutenant (Navy) Tristan Robertson, a Divisional Commander of HMCS *Venture*. Photo: Peter Mallett, Lookout Newspaper

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# the LOOKOUT

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# Working with FRUSTRATION



Image by cookie\_studio on Freepik

## Thomas Goenczi

Lookout Contributor

Frustration manifests in a variety of ways. We can experience short but intense moments of irritation or live with a buzzing frustration in the background until it leads to an outburst.

Those short bursts of frustration feel like jolts of lightning. Body temperature rises, and control seemingly slips away. Some of us impulsively give in to this frustration and follow through. Most of the time, this is an unconscious reaction, a reflex. Such bursts of frustration often look like defensiveness against whatever caused the frustration, such as employers, time, partners, friends, or situations.

How we react in these short-term bouts of frustration ultimately dictates the psychological infrastructure we build for the long term. When we continuously act out in the same manner toward similar conditions, we create default reactions, an unconscious loop toward the circumstance, which becomes more difficult by the day to break.

An example of long-term frustration can be found in the workplace.

For instance, a new policy may bring up some inner tension for you. Confusion arises and you can't understand why. You get a little irritated and try to shove it down. However, this frustration lingers and grows. "Moreover, it makes you reflect on other moments when you've been slightly frustrated with your employer, and your emotions snowball. This may lead to increased sensitivity to banal requests at work, culminating in long-term frustration or an outburst.

Often, frustration is birthed out of confusion. We can't wrap our heads around why something is happening or not happening. When there is confusion, there is often misunderstanding or miscommunication. This disconnect can be highly frustrating, especially when there is no transparency that we need to move forward. However, sometimes life does not reveal the answer right away.

So, how do we deal with frustration?

We tune into our needs to restore our sense of clarity. Frustration is inevitable, but how we react to it determines how we use it. The point is to recognize why the frustration rises in the first place.

Sometimes, we can release frustration by looking for clarity; other times,

our autonomy is stifled by the world around us. It's always best to draw down the intensity of the frustration. When we come to the crossroads of deciding how to react and deal with it healthily, we build a better long-term relationship with the frustration. Going for a quick walk, taking a deep conscious breath, lying down for a minute, closing your eyes, stretching, and listening to music are all healthy ways to ground and centre.

Frustration is natural, and it has a profound effect on us. It isn't inherently 'bad' to be frustrated because it often indicates whether we are being wronged. Frustration provides an opportunity for a deeper understanding of others, a situation, and, most importantly, us. When we notice the underpinnings that cause frustration, we can seize the opportunity to control it.

*Thomas Goenczi is an RCN Veteran and MA Clinical Counsellor with Private Practice: Well Then Therapy.*

*The content is not intended to substitute professional advice, diagnosis, or treatment. Always seek the advice of your mental health professional or other qualified health provider with any questions regarding your condition.*

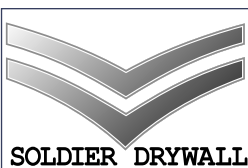
## CALL FOR NOMINATIONS



The Defence Indigenous Advisory Group (DIAG) is seeking nominations for the positions of local Civilian and Military Co-Chair.

Interested CAF and DND employees are encouraged to identify themselves for consideration.

Submit nominations, including a brief biography, to [vanessa.nicholson@forces.gc.ca](mailto:vanessa.nicholson@forces.gc.ca) by Feb. 1.



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# 'Ice man' wins 2023 Admirals Medal

**Peter Mallett**  
Staff Writer

A former officer of the Royal Canadian Navy (RCN), world-renowned for his efforts to establish international standards in polar ice navigation, is the latest recipient of the prestigious Admirals' Medal.

Victoria resident David 'Duke' Snider, Founder and President of Martech Polar Consultants, was selected for the Admirals' Medal by the Naval Association of Canada (NAC).

Bestowed upon individuals for the advancement of maritime affairs in Canada, the award recognizes Snider for his groundbreaking efforts to set standards in the shipping industry and for providing navigation specialists and qualified ice pilots for both commercial and government vessels.

"Our job at Martech Polar is 100 per cent about safety," said Snider. "We go on ships to provide guidance to Masters and Operators and to ensure their ships are not dented, damaged or in disaster."

## POLAR NAVIGATION

Martech Polar Consultants is an operational service provider for commercial and government vessels, pas-

senger, cruise ships and yachts transiting the world's oceans. It places highly experienced and certified ice navigators on ships in both polar regions.

Snider served as a Naval Warfare Officer in the RCN for three years in the late 1970s and retired as an Acting Sub-Lieutenant before embarking on a 33-year career in the Canadian Coast Guard, until retirement in 2013.

Snider was elected Fellow of The Nautical Institute in 2003 and is Past President now sitting on the Executive Board. He was also elected as a Fellow of the Royal Geographical Society in 2008, and is a recipient of the U.S. Antarctic Service Medal and the Canada-Finland Medal for his accomplishments and practice of ice-navigating standards. He was instrumental in the establishment of the Nautical Institute (NI) Ice Navigator Qualification and the incorporation of similar requirements in the International Maritime Organization (IMO) Polar Code, adopted in 2018.

His book *Polar Ship Operations* is now in its second edition and is a recognized textbook for ice-navigator training. He has previously made presentations on ice navigation to junior officers at HMCS *Venture* and regularly advises the United States Coast Guard on navigation issues.

## RAISING AWARENESS

Vice-Admiral (ret'd) Gary Garnett, member of the Admirals' Medal Selection Committee, said there was little debate in establishing Snider as a worthy candidate for the award.

"Captain Snider's expertise in ice navigation has contributed significantly to the safety of shipping in Canada's far north," Garnett said. "He ticks all the boxes for the Admirals' Award and is a remarkable man in the midst of a remarkable career."

Garnett is also a Member of the Naval Association of Canada Vancouver Island Branch, served 38 years with the RCN, retiring as a Commander, and enjoyed four years as Vice Chief of the Defence Staff from 1997 to 2001.

Snider hopes the notoriety of the award and being recognized will help raise awareness of the need for further polar ice safety standards and ice pilots in the maritime industry. He is keen to encourage others working in the maritime industry to follow in his footsteps.

The medal will officially be presented to Snider during a March 28 meeting at the Royal Victoria Yacht Club.



## The Admirals' Medal

The Admirals' Medal was established in 1985 by the RCN but transferred to the Naval Association in 2021. The Award is named for Vice-Admiral Rollo Mainguy and then Rear-Admirals' George Stephens and Nigel Brodeur, and is awarded by a NAC selection committee. For more information on the Admirals' Medal visit: [navalassoc.ca/the-admirals-medal/](http://navalassoc.ca/the-admirals-medal/)

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# CFB ESQUIMALT TRITONS

“We’ve been building a team and a system over the past few seasons, and we expect we can win at the Nationals.”

Petty Officer First Class Curtis Gillies

## Preview for CFB Esquimalt SPORTS SEASON

**Peter Mallett**  
Staff Writer

Athletes with CFB Esquimalt’s sports teams are preparing to defend their titles and repeat last year’s remarkable gold medal haul of 11 regional sports titles.

The Tritons’ overwhelming success at Canada West play in 2023 included gold medals in men’s and women’s hockey, volleyball, soccer and slo-pitch while our men’s basketball team, senior hockey team and Tritons Grappling team also won gold.

Our men’s hockey team will face their first test on Jan. 21 when Canada West tournament play begins at the Edmonton Garrison Twin Rinks. Petty Officer First Class (PO1) Curtis Gillies, Triton Assistant Captain and left-winger, says he and his teammates are confident they can successfully defend their Canada West crown and have better success at the Canadian Armed Forces (CAF) National Championship Tournament on March 3 in Shilo, Man.

“We’ve been building a team and a system over the past few seasons, and we expect we can win at the Nationals,” PO1 Gillies said. “We hope to put it all together this year before a few of our key players move on to other postings after this season.”

At last year’s Canada West tournament, Esquimalt started slow, with two opening-round losses. They then rebounded to defeat the tournament hosts with a 5-4 overtime victory. Their quest for the national gold medal was derailed

at the National Championship tournament in Wainwright, Alta., as Esquimalt suffered a 5-4 double overtime loss to Valcartier in the tournament semi-final.

PO1 Gillies says many familiar faces are returning to the team this year, including forwards Sailor First Class Derek Cheetham and MVP Sub-Lieutenant Noah Kenny. The Tritons lost one of its key players, forward Acting Sub-Lieutenant Darcy McHugh, to an offseason posting. However, they gained two new defences: Lieutenant (Navy) Braden Casper and Second Lieutenant Cole Noble.

In preparation for their title defence, the Tritons have been holding weekly practices at Wurtele Arena and playing two weekly games in the Victoria Hockey League.

Our senior men’s hockey team begins play at the Canada West Old Timers Hockey Tournament in Wainwright, Alta., on Jan. 28. They also struck gold and went undefeated in last season’s Canada West tournament in Cold Lake, Alta. Their dream for a national title was shattered after falling 2-1 in double overtime to eventual champions Ottawa at the CAF National Championship tournament hosted by Esquimalt last April.

Another big test for the Blue and Gold comes next month on the hardwood, when the Tritons men’s basketball team begins Canada West play in Moose Jaw, Sask., on Feb. 12. They settled for a silver medal at the CAF Basketball Championship with an 88-72 loss to Halifax in last May’s tournament final in Shearwater, N.S.. The Tritons qualified for the National Championship after compiling a perfect

5-0 record at the Canada West Regional tournament in Edmonton in February 2023. They compiled an impressive 8-2 overall record in tournament play last season.

### WOMEN’S TEAM GETTING READY

The Tritons women’s hockey team begins regional play at CFB Edmonton on Jan. 28.

Chief Petty Officer Second Class (CPO2) Dave Hillier, Tritons women’s coach, says his team can repeat as Canada West champions.

“Our team aims for continued success in regional play and earning a trip to the CAF Nationals to represent the Canada West region,” said CPO2 Hillier. He says a player shortage will likely see one of the team’s skaters converted to a goaltender.

The women have also been holding regular practices at Wurtele Arena and playing exhibition games to prepare. Last year, the Tritons dominated at Canada West playdowns, going undefeated and outscoring the opposition by a combined 42-4 scoreline over four games. The Tritons were eliminated in the semi-final round at Nationals by 8 Wing Trenton.

Our men’s and women’s volleyball teams will also hit the court next month when they compete in their Canada West tournament, Feb. 11 to 16 in Winnipeg.

For more information about Canada West Regional competitions and Nationals schedules, follow the CAF Sports Facebook Page.

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# The rise of Attitude of Gratitude at CFB Esquimalt



Danielle Yole and Ashley Evans of the MARPAC Health & Wellness Strategy Mental Social Wellness Working Group pose with the newly erected Gratitude Tree at Fleet Maintenance Facility Cape Breton.

**Ashley Evans**  
CFB Esquimalt Communications Officer

*"Acknowledging the good that you already have in your life is the foundation for all abundance."*

~Eckhart Tolle

**Gratitude (noun):** The quality of being thankful; readiness to show appreciation for and to return kindness.

The next time you are at the Naden Gym, Venture Galley, or Fleet Maintenance Facility Cape Breton, keep your eyes open for three new Gratitude Trees – freshly planted over the holiday season.

Brought to CFB Esquimalt by the MARPAC Health & Wellness Strategy Mental Social Wellness Working Group, these trees are kicking off an initiative intended to bring an attitude of gratitude to our workplaces.

Shown to strengthen the immune system, improve sleep patterns, and increase feelings of optimism, joy, and pleasure, experiencing gratitude, thankfulness, and appreciation contributes to one's overall well-being. The practice of gratitude creates an internal

boost of happiness, leading to elevated helpfulness, generosity, and feeling less isolated overall. These trees allow workforce members and visitors to CFB Esquimalt to actively promote gratitude in the workplace and their personal lives.

Workplace members and visitors are encouraged to express gratitude on the accessible sticky notes before finding a place for it on the tree. We encourage you not to limit yourself, as gratitude can show up in all moments when we feel awe and wonder, count blessings, feel fortunate, relish in positive moments, and recount the joys in life. While gratitude is an internal emotion beginning with one person, expressing it through words or actions can positively impact others, with no limit to how far it can spread.

## Gratitude Tree Notes:

"Enjoy the little things, for one day you may look back and realize they were the big things."

~Robert Brault, in Fleet Maintenance Facility Cape Breton

"I would maintain that thanks are the highest form of thought; and that gratitude is happiness doubled by wonder."

~G.K. Chesterton, in Naden Gym

"When eating fruit, remember the one who planted the tree."

~Vietnamese proverb in Venture Galley

# Proud to serve Esquimalt-Saanich-Sooke



## Randall Garrison, MP

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[www.RandallGarrison.ndp.ca](http://www.RandallGarrison.ndp.ca)





# RCN Digital Leadership Series: Sgt (ret'd) Jean-Michel Gagnon, CD

**Cdr Fraser Gransden**  
Director Naval Strategic Management

In this series, we showcase digital leadership across the RCN to illustrate how our enterprise solutions are successfully leveraged for the benefit of our teams.

In an appealing career transition, Sergeant (Retired) Jean-Michel 'JM' Gagnon, a distinguished veteran with 15 years of service in the Canadian Armed Forces (CAF), has emerged as a determined figure in the Royal Canadian Navy's (RCN) quest for digital transformation.

JM, whose military career spanned roles as a Combat Engineer and Resource Management Support clerk, retired in 2019 only to be transferred over to a public servant role in the RCN. Recognizing JM's exceptional administrative prowess, particularly in the Government of Canada and National Defence administration, his Chain of Command encouraged him to broaden his digital skill set. JM enthusiastically embraced the challenge, delving into the readily available training in data and digital

pathways offered by WithYouWithMe (WYWM).

This opportunity gave JM the necessary skills to transition and capitalize on a critical position within the Navy's Digital team. JM secured a position in the Digital Solutions section of the Director Naval Strategic Management as a Product Manager, where he oversees the Digital Navy Technology Portal, a place for sailors from coast to coast to submit Digital Service Requests (DSRs) for various digital initiatives.

JM's journey underscores the importance of adaptability and continuous learning in the digital era. As he navigates the evolution of digital work, JM emphasizes the need for tools that facilitate more efficient digital and data practice in day-to-day routines.

In a world that is becoming increasingly dependent on digital, he encourages all members to embrace change, learn new skills, and remodel their thinking as it relates to applications of digital work. JM knows there are numerous ways to become more digitally aware and offers a few options that helped in his journey:

- Check out the digital and data literacy options via Microsoft Certifications;
- Visit the Canadian School of Public Service;
- Explore the specialized training offered by WithYouWithMe.

"The talent you possess is already noteworthy. The real potential of digital power emerges when we harness this talent through understanding technology and the fusion of good data with human creativity," said Sgt (ret'd) Jean-Michel Gagnon.



FINANCIÈRE  
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FINANCIAL

Join the SISIP Financial Esquimalt team virtually for a series of presentations geared towards the various stages in your career. Every stage in our lives brings different challenges but having a strong foundation and a plan can help us navigate every stage with confidence.

Whether you are just starting your career, in the midst of it, or planning your retirement, come learn how you can set yourself up for a successful future. Contact the Esquimalt SISIP office at 250-363-3301 for more information and to receive the Microsoft Teams link for the event.

### FEB. 6 @ 10:30 A.M. – EARLY-MID CAREER

#### Early-Mid Career – Financial Foundations

- Financial Planning 101 – Starting to invest early to prepare for the future. Understanding different investment accounts, investment products, etc., and how to use them efficiently based on your goals.
- Tax-efficient investing and how to put more money in your pocket. How to plan to retire from the military comfortably.
- Financial Counselling – Learning to budget, understanding your paycheque, paying down debt, building emergency fund and financial literacy. Access to financial assistance through Support Our Troops.
- Life Insurance – Learn why life insurance is important and the types of insurance SISIP offers. How do life changes such as marriage, divorce and kids affect your needs for insurance and what changes do you need to make when these things happen.

### FEB. 7 @ 10:30 A.M. – LATE CAREER

#### Late Career – You built your wealth, now let it build you.

- Financial Planning – How your CAF pension, government pensions and investments come together to build your retirement picture. An investment in knowledge is the best interest.
- Financial Counseling – Improving to budget, paying down debt, how to plan for major purchases and how to adjust budget for life changes. How to ensure you are on track to retire debt-free.
- Life insurance and Legacy Creation – How does releasing from the CAF affect your needs for life insurance. What types of insurance does SISIP offer to CAF veterans and what needs to be done with your existing SISIP policies when you release. Learn how to minimize tax with proper life insurance structure.

### MARPAC HEALTH AND WELLNESS STRATEGY



**Dr. Taslim Alani-Verjee**  
**Thursday,**  
**January 25**  
**10:00 – 11:30 am PST**

*Please join the MARPAC Health & Wellness Strategy and the Defence Visible Minorities Advisory Group (DVMAG) as we explore Racism, Allyship and Mental Health.*

**Join on your computer, mobile app or room device**

**Meeting ID:**

**292 728 775 773**

**Passcode:**

**LboBR5**

**For more information, please contact:**

**Maryse Neilson – [Maryse.Neilson@forces.gc.ca](mailto:Maryse.Neilson@forces.gc.ca) – (250) 363-5680**





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# BRAVO ZULU

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Lieutenant-Commander Shook Presenting  
Canadian Forces Base Esquimalt – Dec. 13, 2023

Photos: Corporal William Gosse, MARPAC Imaging.



Master Sailor Marjorie Gauvin receiving a certificate for graduating.



Sailor First Class Svyatoslav Hlyva receiving a certificate for graduating.



Sailor First Class Logan Hunder receiving a certificate for graduating.



Sailor First Class Andrey Kozlov receiving a certificate for graduating.



Sailor First Class Nicholas Penney receiving a certificate for graduating.



Sailor First Class Michael Skira receiving a certificate for graduating.



Sailor First Class Shylo Wolf receiving a certificate for graduating.



Commander Darren Sleen, Commanding Officer of HMCS *Venture*, bestows the hard-earned rank of Lieutenant-Commander on to newly promoted Lieutenant-Commander Marc-Oliver Champagne on Dec. 15 at the Gunroom, Work Point.  
Bravo Zulu!





# Veteran Families have their own brand of courage.

It takes a special strength to keep the home fires burning as a Veteran Family member. And sometimes, Families need support too.

Join us for a virtual summit especially for Families of Canadian Armed Forces and RCMP Veterans. Featuring information, resources and inspirational insights about Veteran Family mental health and well-being – all at no cost.

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January 26-27, 2024

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