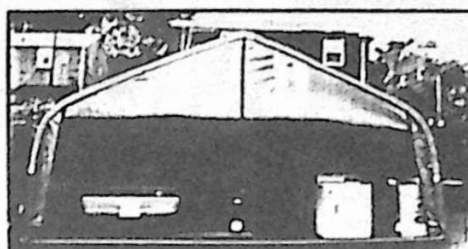




Farewell...
page 4



(not exactly as illustrated)

Heritage Aircraft
Committee
Temporary Hangar

... Page 14

The Comox Valley's Oldest Newspaper.



TOTEM TIMES



19 Wing CFB Comox B.C.

VOL 37 NO 16

THURSDAY 7 DECEMBER 1995

COST: PRICELESS



Colonel Brian B. MacLean

"We should take time to consider our friends...who are required to be on duty far from home"

It's hard to believe that another year has passed so quickly and that we are once again into the Christmas season. While it has certainly been a year of change for all of us, one thing should continue to remain a constant. That is, that each year at this time we pause to reflect upon our good fortune, accomplishments and successes both in our personal lives and in our work. We should take this time to share the enjoyment of this festive season with our friends and loved ones, count our blessings and look forward with hope to the New Year.

This past year has seen further downsizing of our Air Force, filling us all with doubt and uncertainty. Yet, throughout it all, the personnel at 19 Wing continue to put forth that good old "can do" spirit and successfully meet every challenge. Certainly our support to Ops in Sigonella, Haiti, the former Yugoslavia and Rwanda is an excellent example of this spirit. Closer to home, we showed how we could support a major operational exercise (MARCOT 2/95) and simultaneously very successfully complete an Operational Evaluation (OPEVAL). Your hard work and team effort made it all possible. Indeed, your dedica-

tion and professionalism resulted in our many successes, including the daily support to flight operations, significant contributions to other government departments to resolve national issues, support to Fighter Group CF-18 detachments, and most importantly, the SAR community's continuing contribution towards saving lives. Well done, folks.

For those of us fortunate enough to be able to celebrate the holidays with our families, we should take time to consider our friends from our section or around the Wing who are required to be on duty far from home. To our 51 personnel on duty in Haiti, the Middle East and Rwanda, we wish a speedy and safe return to their loved ones and also remind them and their families of our thankfulness for their vital contributions to our vigilance and to peace in our midst. May this peace be with you all in this time of rejoicing and throughout the New Year. As well, I would like to take this opportunity to thank all members of 19 Wing for your unfailing support and to extend from my family to yours a very Merry Christmas and a happy and prosperous New Year.



by
Padre Fraser Harvey
Chaplain, Canadian
Contingent,
UN Mission in Haiti

You are winding your way through a maze of buildings in the back streets of a town. The stone and mud buildings are crumbling because of neglect. Pigs and goats scurry past you looking for a meal amongst the garbage in the streets. As you breathe the smell of garbage and filth almost overpowers you. Finally, you come to a small shack where a young woman is giving birth. The conditions are less than ideal. The family shares their space with the animals. The child's chances of surviving to adulthood are slim. Disease and malnutrition frequently claim the lives of many young children. This child is being born into a life of poverty. Born in a country where dictators have ruled and persecuted the

A Peacekeeper's Message at Christmas

people for as long as they can remember. Into a country that waits and hungers for someone who will lift them up out of their oppression. Someone who will lead them to the promised land where their country will flourish and grow.

I have just described the conditions into which Jesus was born almost 2,000 years ago. Yet as I have travelled around Haiti, this could easily be a scene that is being played out in Port-au-Prince or any other place here. As Peacekeepers across the world can tell you, there are many places like this. Where poverty and poor living conditions abound. Places

that are awaiting the arrival of a saviour. Someone who will lift them up out of circumstances not of their own making that extinguishes the spark of life within them. Even in Canada, there are people who are looking for someone who will save them; save them from abusive relationships; save them from poverty; and to save them from loneliness. They wait and pray in the hope that some day their salvation will come.

When I look into the eyes of some people here in Haiti, I can

cont'd on Page 10
Peacekeeper's Xmas



**ST. MICHAEL & ALL ANGELS
PROTESTANT CHAPEL**


CHRISTMAS WORSHIP SERVICES

CHRISTMAS EVE
Sunday, 24 December 95

Service of Lessons & Carols 10:00 a.m.

Candlelight Service 7:30 p.m.

Holy Eucharist 11:30 p.m.

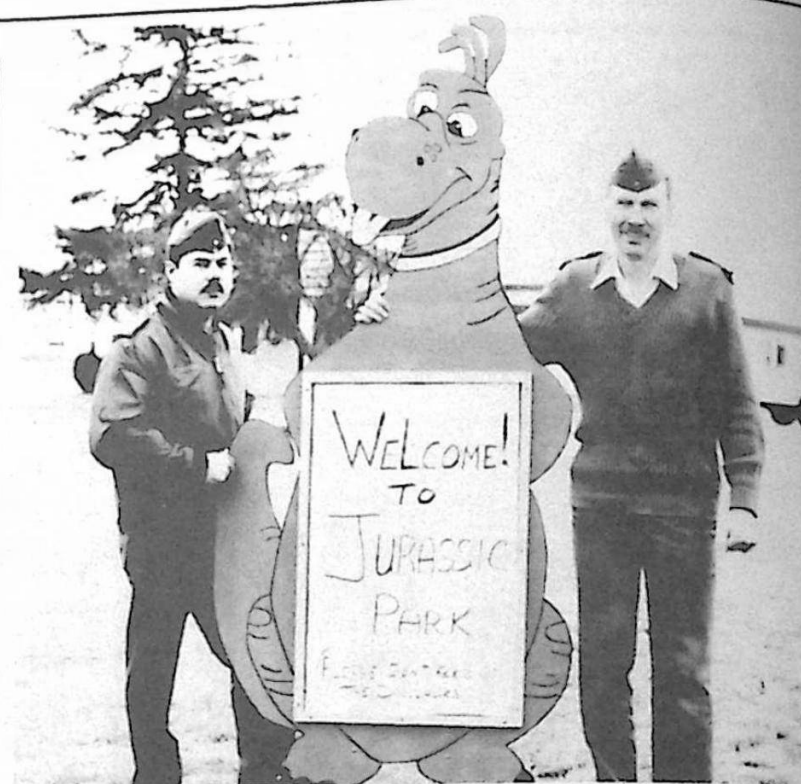


How to re-engineer yourself: A Book review

Respond to these statements with a "yes" or a "no."

- I believe I have the means to resolve my problems and change the things I want to change.
- I am not afraid of taking reasonable risks.
- I am not embarrassed to ask for help when I need it.
- I can laugh at the funny side of life and at myself.

According to the new book, *Reengineering Yourself: A Blueprint for Personnel Success in the New Corporate Culture*, you should answer "yes" to most of these statements. If you do, "you compare favourably with productive, successful, and high-energy business people."



WO Kalagian and Maj Clarkston are proud to introduce the Dinosaur "Bubba D" who will be placed around the base from time to time to point out areas of excellent and not so excellent effort on the renewal front. Bubba was built by WO Kalagian. "The idea just popped into my head as I was daydreaming during one of those meetings," he answered, when asked how he thought up such an interesting design.

PROJECT GLACIER

What we paid,

\$53.00



What we now pay,

\$2.00/100



Cost after machining

\$0.50



... it doesn't take a rocket scientist!

New Year's Day Levees

The New Year's Day Levees at the Officers' and Senior NCOs messes will begin at different times this year. The New Year's Day Levee at the Officers' Mess begins at 1000 hrs 1 Jan 96. The levee at the Warrant Officers and Sergeants' Mess begins at 1100 hrs, 1 Jan. Levee guests are invited to visit both messes.

PEACE **NOEL**

OUR LADY OF THE SACRED HEART(RC) CHAPEL

CHRISTMAS MASS SCHEDULE

Saturday, 23 December 95 Regular 5:00 p.m. Mass

Sunday, 24 December 95 **NO SUNDAY MASS AT 10:00 a.m.**

FAMILY CHRISTMAS MASS 7:00 p.m.

CAROLS FOLLOWED BY MIDNIGHT MASS 11:30 p.m.

Monday, 25 December 95

CHRISTMAS DAY MASS 10:00 a.m.

.....

NEW YEAR'S MASS SCHEDULE

Saturday, 30 December 95 Mass at 5:00 p.m.

Sunday, 31 December 95 Mass at 10:00 a.m.

Monday, 1 January 96 Mass at 10:00 a.m.

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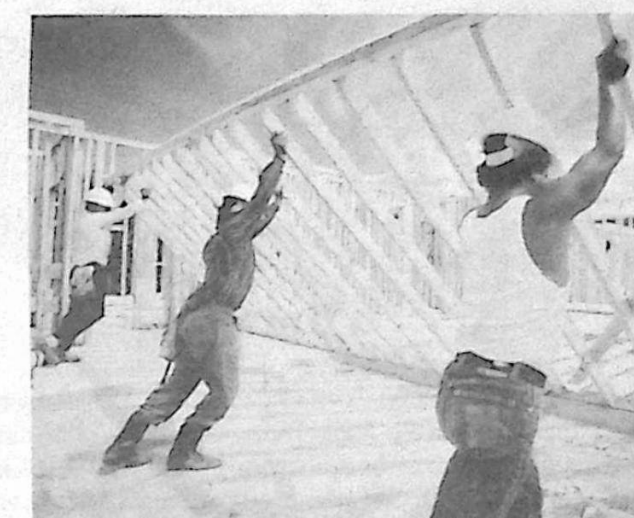
Tammy Hocquard • 339-1926

Watkins

BC BENEFITS RENEWING OUR SOCIAL SAFETY NET.

British Columbians want to work, and value the independence that a job brings. BC Benefits provides programs and financial support to give people a hand-up to jobs rather than a handout to welfare dependency.

BC Benefits replaces most of our outdated welfare system with Canada's most balanced and progressive set of social programs.



A FAIR SHARE FOR WORKING FAMILIES

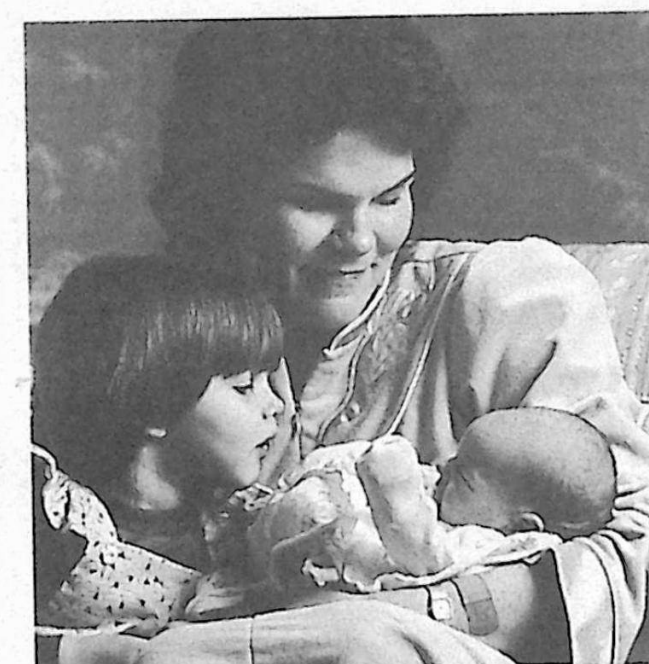
Two new benefits guarantee a fair share for all low income families with children—making work a better deal than welfare.

BC BENEFITS • FAMILY BONUS

A new monthly cheque of up to \$103 per child will help to support 168,000 low income families with children.

BC BENEFITS • HEALTHY KIDS

New basic dental and vision care benefits will be provided for children in all low income families not covered by a federal or employer-sponsored insurance plan.



HELPING PEOPLE MOVE FROM WELFARE TO WORK

BC BENEFITS • YOUTH WORKS

Any young person in need will get the support they require when they participate in job search and work preparation programs.

BC BENEFITS • WELFARE TO WORK

Welfare to Work provides adults 25 and over with the tools to achieve independence. New job search and training programs will help people get off welfare and into the work force.

SUPPORT FOR PEOPLE TO LIVE INDEPENDENTLY

BC BENEFITS • ACCESS TO INDEPENDENCE

Supporting those with disabilities and seniors is a priority. They will continue to receive the current levels of assistance and new benefit programs will be developed to improve services.

PROTECTING CHILDREN AT RISK

Children who have left home will no longer go on welfare. Instead, they will be provided with enhanced services under the new Child, Family and Community Service Act.

INVESTING IN PEOPLE

BC Benefits helps people move from dependence to independence. All savings from rate reductions—including those for employable adults—are being reinvested to double training and rehabilitation programs. For families with children, new child care programs make it easier to work outside the home.

FIGHTING FRAUD & ABUSE

Tough new measures such as early detection programs and expanded data matching will ensure that every cent goes to people in need by preventing fraud and abuse before it starts, and tracking it down where it's already happening.

BC BENEFITS

RENEWING OUR SOCIAL SAFETY NET

For more information, please phone:

1-800-784-0055

For internet access visit the BC Government home page at <http://www.gov.bc.ca/>



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A Farewell

On January 1, 1990, Base Commander Col J.E. McGee appointed me the first civilian Editor of the Totem Times. On day two of my first newspaper my wife Julie came into the newsroom, looked at all the blank pages, and decided I needed help. She started as proofreader and was soon handling many aspects of newsroom production. We've been a team ever since. Now, six years later with five more CCNA awards and a Base Commander's Commendation on the wall, this team is retiring and handing the Fishwrapper on to a new Editor.

We are proud to have served the military community - the regulars, reservists, retired and various Royal veteran and cadets organizations - and grateful for the support we have received. The support has taken many forms: first, our loyal readers, then our writers - there's where the newspaper's quality lies: Duke Warren, Jim Kirk, Lloyd Bailey, Gerry Gerow, Tet Walston, Bert Linder, Al Banky, Tom Procter, Frank Steven, the late Gordon Wagner, Bob Orrick, Norm Whitley, the various ladies who wrote our cookery section - these contributors and more gave the Fishwrapper its appeal. No other service newspaper carries so much original writing. The Totem Times has, in its time and ours featured some outstanding cartoonists: Scotty and McCaffery in the early editions, Teresa MacIsaac and Gord Hatch in our time. We were, in a couple of our CCNA awards, described as a newspaper with "Something for everyone." Life is not all military writing.

We made many friends, notably among our loyal advertisers and fellow members of the Comox Valley newspaper community. We're grateful for the support given us by the staff of the old Free Press, and, when the Free Press folded, for the folks at the Record, who arranged printing facilities for us. In the newsroom, it has been our privilege to work with an outstanding group of typesetters, all highly professional in their approach to some rather complex tasks - Judy Hooze, Sherry Snow, Dawna Dozzi, the ebullient Bonnie Cochrane and our present incumbent, Jenny Cooper, who types like a blizzard. Thank you ladies. And let's not forget the volunteers - Ron Fisher, Edith Cuerrier and Rick Franke being the latest in a long line of helpers. Edith is also with Base Photo, who have been our pictorial backbone over the years.

The new Editor is Joel Clarkston. We entrust a historic newspaper to his hands, and wish him every success in the future.

Merry Christmas all!



The New Editor

Well, the time has come for the Totem Times to undergo another trauma with the introduction of a new Editor. Norm and Julie Blondel, after six years of sterling service, have decided to move to Calgary and get reacquainted with the joys of snow in winter. They have definitely been the heart and soul of the Totem Times and the numerous awards the paper has received during their tenure attests to their dedication and skill. It is safe to say that the Fishwrapper will not be the same for quite some time.

In appointing me Editor of the Totem Times, Col MacLean made it clear to me that the paper must be relevant to the military community and it must be self-supporting. These are interesting times for the serving member and the lion's share of the information passed through the paper should contain information about the future of the Base, Air Force and the Armed Forces. Therefore, I will attempt to obtain and publish as much information as possible to confirm or deny rumours, as well as flesh out those areas of information that are not readily reaching the serving member by other means. That is not to say that I will abandon the historical perspective that has been a regular feature of the Totem Times. Instead, I intend to link the Comox Air Force Museum with our heritage authors to give them some positive link to the serving force. Their valued contributions will continue to be published under the sponsorship of the museum.

Starting in January 96, the Totem Times will again be publishing two issues per month. This will, of course, increase our costs and, in order to be self-supporting, the production will rely heavily on volunteer labour. The paper will continue to support the Wallace Gardens community and if any persons are interested in learning the newspaper business, then drop by and discuss how you may be able to help the Totem Times maintain its excellent community related columns.

In closing, I would like to thank Norm and Julie Blondel for their excellent stewardship and helpful advice in effecting this transition. I look forward to working for the Base community in the New Year and wish you all a Very Merry Christmas Season.

Joel Clarkston

CFB Comox takes safety award

by
Capt David Krayden,
WPAFFO

Military and civilian personnel at 19 Wing Comox should be feeling that much safer this week after the base's entry in the Canadian Occupational Health and Safety Week competition won in the best federal department category and placed second best overall. The contest is sponsored annually by Human Resources Development Canada and by several provincial agencies and institutions like the Workmen's Compensation Board and the B.C. Institute of Technology.

Safety is all about preventing accidents before they happen. That means anticipating and identifying potentially dangerous situations and educating the people who work within that environment about safety concerns. The Comox air base, with its round-the-clock aircraft activity, jet turbines, heavy machinery, engine maintenance and other challenges to safety, creates an environment where adherence to safety standards is absolutely essential to both maintaining personnel health and operational integrity. In order to meet the requirements of the contest, the Wing General Safety Officer, Mr. Ken Ilnitski, had to coordinate a comprehensive week-long safety plan that involved nearly every sector on the base, from the fire hall to the hangar floors of the various squadrons. Given the range and complexity of facilities on the base, that was no easy task.

Working with his unit general safety officers around the base, Ilnitski designed and implemented a week of special safety activities, designed to make the greatest number of base personnel aware of safety. From Jun 12 - 18, 1995 it was virtually impossible not to notice that CFB Comox was actively participating in National Safety Week. From the

announcement on the welcome sign inside the base main gate, to the various briefings and demonstrations going on around the Wing, every effort was made to emphasize the commitment to teaching safety. A safety exhibition was set up at the CANEX, articles printed in the base newspaper, Workers Compensation Board of B.C. information distributed, safety posters displayed, and tours conducted. Inspections of key base facilities were carried out and employees were encouraged to attend hangar floor sessions at which they could air their safety concerns. Another area of significant relevance to Comox, was earthquake preparedness and the necessary first-aid procedures to follow if such an event occurred.

Ilnitski and his unit safety coordinators went beyond the traditional notions of workplace safety. Increasingly, the parameters of safety and accident prevention are expanding to include activities which occur at home or outside the workplace. As such, presentations included information on how stress and violence can lead to accident at work. This latter topic is one which Safety Officer Ilnitski considers of prime importance.

"We have to consider the effect of the home life upon the workplace attitude of the employee. People do not operate in a vacuum. Accidents can happen because an individual has exchanged words with his wife or children. Employees may feel anxious about their financial situations, the unpaid bills, the mortgage payments; in a word, they may be dealing with stress. When stress from home is combined with stress at work, it can be a dangerous combination. Mistakes can be made when people don't pay complete attention to the task at hand," says Ilnitski.

The base will officially receive its safety week award today at an awards ceremony in Vancouver.



Mr. Alex Kozubal, of the Air Command General Safety Office joins the Wing General Safety Officer Ken Ilnitski for an inspection of Wing facilities during last June's Safety Week. Ilnitski's safety program has netted 19 Wing two awards from the Canadian Occupational Health and Safety Week competition.



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OFFICE HOURS

Thursday 0900 - 1600
Deadline Friday 0830 - 1600
Monday 0830 - 1600
Tuesday 0830 - 1200



Merry
Christmall
All

NEXT DEADLINE 5 JANUARY

NOON



LCol Hardy gets a letter

Dear Colonel Hardy:
Whilst on a recent holiday on Vancouver Island I decided to visit Comox, hoping that it might be possible to get news of two old members of your squadron (WO Al (Doc) Savage and Cpl Sonny Fulbrook) with whom I had last been in contact some 25 years ago. The purpose of this letter is to formally thank Dale Roubillard and the other members of 442 Sqn who made my wife and I so welcome.

My first contact with 442 Sqn was in 1969 when my squadron (B Sqn, 22 SAS Regiment) was carrying out joint exercises on Vancouver Island with the Canadian Airborne Regiment. As a member of 7 Troop (the free-fall element of the squadron) I had decided to make contact with the SAR Team to find out what I could about parachuting into trees. A technique which had ceased to be a part of our standard parachute training in the mid 1950's: the period when the SAS was involved in jungle operations in Malaya.

I must admit, though, that my enthusiasm for the project waned considerably about a month later when my Troop Commander (Staff Sgt Jimmy Daubney) and I found ourselves, along with Doc and Sonny, on "jump run" in an Albatross above the Bates Beach tree D.Z. I don't know if it was the expression on Jimmy's face, or the "eloquence of his phrasing," but I shall never forget the advice that he gave me a few seconds before exiting the aircraft with regard to any other "daft ideas" that I might have lined up! Needless to say, we survived; and

even got a mention in the Totem Times under the heading "Brits Bash B.C. Bush."

In the debrief which followed the jump, the possibility of returning with the remainder of 7 Troop (to free-fall into the trees) was discussed with Doc who, with typical generosity, agreed to support any formal request that we might make. He assured us that if we would bring the parachutes, 442 Sqn would provide everything else. We then suggested that the SAS might reciprocate by hosting a visit by the SAR Techs of 442 Sqn to our U.K. base in Hereford. An offer which Doc accepted happily on behalf of his team.

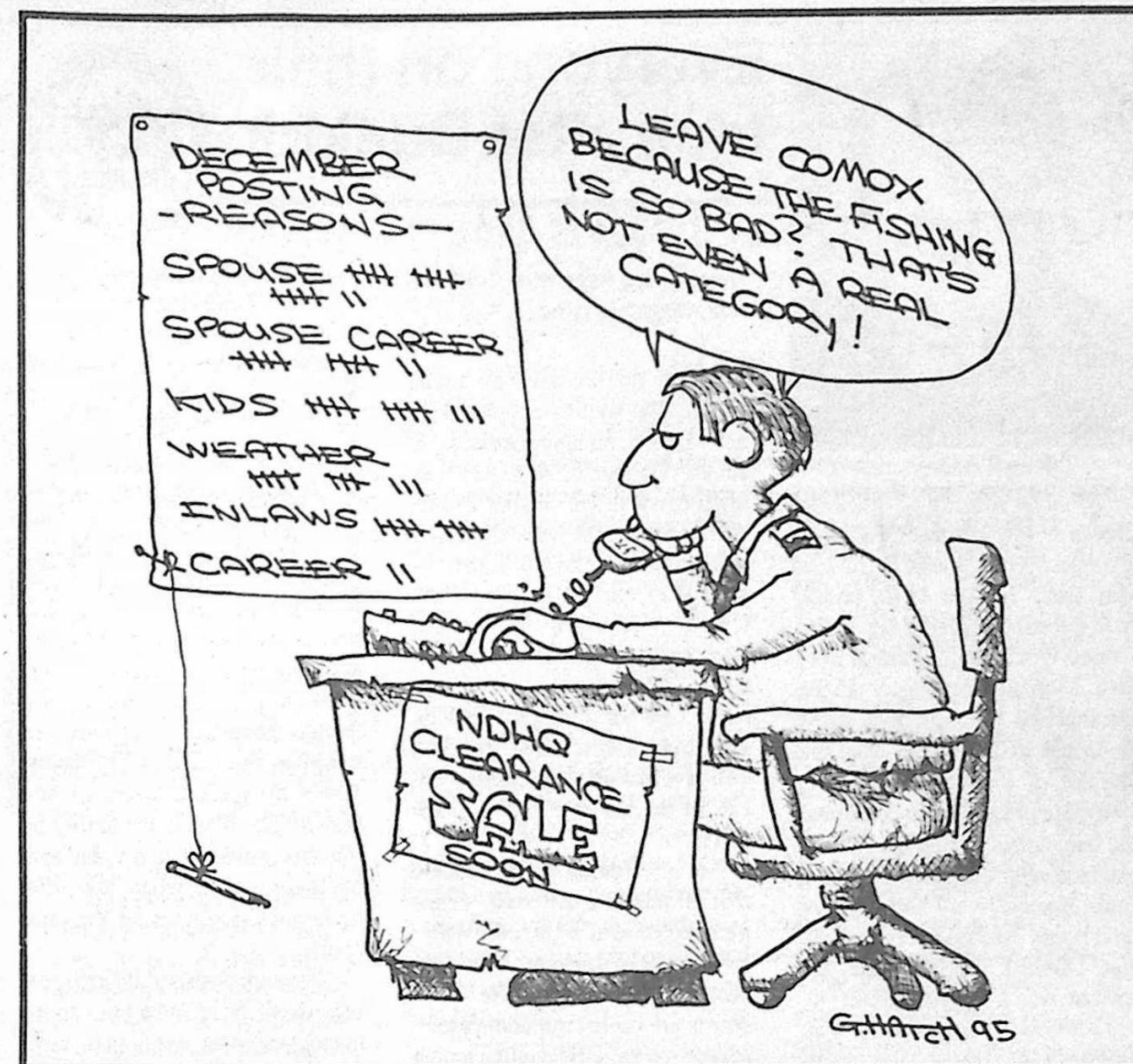
I am sure that you will be familiar with the complexities of trying to arrange an exercise of this kind. But after seemingly endless letter writing and telephone calls, permission was finally given. And, in the summer of 1970 the visits took place, with two separate teams from Hereford and two from Comox making the trips.

Looking back through my log book I see that my group returned to Comox at the end of June (Jimmy having taken the other group through earlier), and that our visit lasted for about a week. We did two free-fall jumps onto the airfield, wearing the additional tree descent equipment to find out how it affected our stability, and then completed a further four jumps into the trees at the Bates Beach D.Z. Doc Savage, having given up his place on the U.K. visit in order to look after the two teams from Hereford, worked tirelessly in his efforts to ensure

Brits bash B.C. bush



"Say, this is just like Peter Pan," says a British Special Air Services corporal during a practice bush jump with 442 Sqn. Leaving his 'chute in the tree tops he makes an easy let down via the Sky Genie Rapid Descent system. (A MacPhoto.)



that all exercise aims were achieved.

I must admit that, as I drove northwards from Nanaimo with my wife the other day, my hopes of success were not very high. For I had not phoned in advance of my visit, and the prospects seemed even bleaker when I arrived at the main gate in pouring rain and was told that (being late and Friday afternoon) only the "duty standby team" were present on the Base. However, I had failed to allow for Canadian hospitality.

This appeared in the form of Cpl Dale Roubillard who proceeded to fill the better part of the next two hours with an impressive presentation of 442 Sqn in the nineties. His enthusiasm for his work, his obvious pride in his squadron and his conviction of the importance of its role reminded me again of the professionalism that I had experienced with Doc Savage and his team all those years ago. Not only were we given a detailed presentation by Dale of the current equipment and

techniques, we were also shown the highly informative video about 442 Sqn which had been produced for commercial television. The VIP tour of the Buffalo and the Labrador came next, and this was followed by a "photographic session" for which Dale decided that I should once again put on a parachute (plus all the other equipment worn by today's SAR Tech for "tree descent") and "stand in the door" of the Buffalo. I must admit that I don't recall it having been quite so heavy in 1970; but perhaps I'm getting a little on the old side to be involved in such pursuits!

We finally said goodbye to Dale and the team and drove slowly back to the main gate. I noted with some pleasure that most of the old buildings of 25 years ago were still standing and in use. The accommodation blocks, the dining hall and the hangars remained. And apart from the new access control building at the main gate, the only change there seems to be is that the old cinema is now a very good

museum. Unlike the area outside the perimeter where so much development has taken place.

We completed our visit with a very enjoyable half hour in the museum and were most impressed with the variety, quality and presentation of the exhibits.

The staff there were again very kind in allowing us to look around at a time when the museum was supposed to have been closed to the public.

I am happy to report that the main purpose of this trip was also achieved. For before leaving I was given contact details for both Doc and Sonny, and I had a long and enjoyable chat with Doc the same evening. However, I'm afraid that my two attempts to make contact with Sonny were unsuccessful. But I now also have his address and he can be sure of receiving at least one extra card this Christmas.

Yours sincerely,
Steve Stephenson

Alt Service Delivery - A Movement

For years, the DND and the CF have relied on the private sector to provide a vast array of goods and services.

Under a new Alternative Service Delivery (ASD) policy developed by CMRS, in cooperation with Op Excelerate, it has become easier for managers to continue that practice and pursue the best value for the defence dollar in the delivery of non-core activities. The ASD policy follows government policy to commercialize government services that improve service delivery, while still protecting the public interest.

The impetus for the new policy was clear. When he brought down his federal budget last year, Finance Minister Paul Martin said it best, "If the government doesn't need to run something, it shouldn't. And in the future it won't."

Later, Defence Minister David

Collenette spelled it out in the Defence White Paper: "Where business-case evaluations demonstrate potential for increased cost-effectiveness, support activities currently conducted in-house will be transferred completely to Canadian industry or shared with private industry under various partnership arrangements."

The new ASD policy - adopting improved management practices to reduce overhead - advances the Department's program of renewal and will build a better balance between the operational and support aspects of the defence program. An important element of this strategy is to find the most cost-effective way of conducting non-core activities by examining alternative methods of delivering services. Options include: wholly in-house services, private sector contracts, and partnership with private industry.

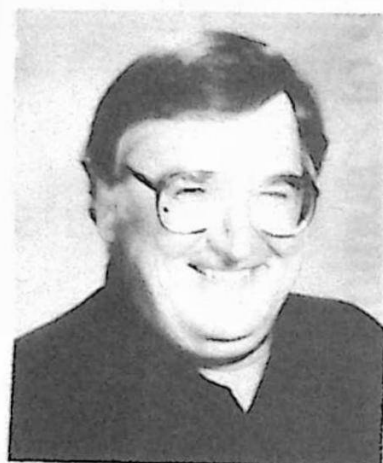
The Department has issued guidelines to help their managers consider and select the best means

of conducting non-core activities and delivering internal services.

The bottom line is that our senior managers can now pursue the best possible delivery options for our non-core support activities. The process provides an opportunity for internal bids and, in some cases, directed contracts to groups of employees.

The Department's new policy is modelled after similar successful policies in Great Britain and Australia. A number of ASD initiatives are now under way, and managers across DND and the CF are actively engaged in identifying further opportunities for commercialization.

For more information contact Kathryn Howard of CMRS at 613-996-9585.



Lloyd Bailey

The near tragedy of the withdrawal of the British Expeditionary Force from Dunkirk in late May, early June of 1940, brings up to question of leadership in the Second World War. General Bernard Montgomery, later Field Marshal and Viscount, evacuated the last British division from the beaches of Dunkirk on 1 June, 1940. He proceeded to command the only intact armed division in England after the glorious retreat from France in all those brave little boats. Montgomery insisted that, Dunkirk patches aside, the episode was a terrible defeat.

General Montgomery was probably the most successful commanding officer in the history of the British Army. His closest rival, the Duke of Wellington, victor over Napoleon in 1815, loved his troops but in an eccentric and aloof manner. For Monty, the men of his army were the essential raw material of success in the battle, not the commodities of iron, cotton, rubber or gasoline. I would ask the Field Marshall to speak for himself in the remainder of this article.

"Unlike steel, an army is a most sensitive instrument and can easily become damaged; its basic ingredient is men and, to handle an army well, it is essential to understand human nature. If the approach to the human factor is cold and impersonal, then you achieve nothing. But if you can gain the confidence and trust of your men, and they feel their best interests are safe in your hands, then you have in your possession a priceless asset and the greatest achievements become possible. The morale of the soldier is the greatest single factor in war and the best way to achieve a high morale in wartime is by success in battle. The good general is the one who wins his battles with the fewest possible casualties; but morale will remain high even after considerable losses, provided the battle has been won and the men know it was not wastefully conducted, and that every care has been taken of the wounded and

Everyone on their toes after Dunkirk



those killed have been collected and reverently buried.

"Men do not live by bread alone. The soldier has to be kept active, alert, and purposeful at all times. He leads a most unpleasant life in war. He will put up with this so long as he knows that you are living in relatively much the same way; and he likes to see the C in C regularly in the forward area, and be spoken to and noticed. He must know that you really care for him and will look after his interests, and that you will give him all the pleasures you can in the midst of his discomforts.

"It is essential to understand that all men are different. Some men are good at night; others prefer to fight in daylight. Some are best at the fluid and mobile battle; others are more temperamentally adapted to the solid combat match in close country. Therefore all divisions are different. Once I grasped this essential fact of difference, I used to match the troops to the job. I would employ in a battle those divisions whose men were best suited to those conditions.

"It is exactly the same with commanders, all are different. Some will handle a mobile battle well; others are best at the set-piece. Commanders must also be matched to the job. In fact, I spent a great deal of time in consideration of this human problem. I always used for each job in the master plan the commander and the troops best suited for that particular task. Probably a third of my working hours were spent in the consideration of personalities. Merit, leadership, and ability to do the job were the sole criteria. I made it my business to know all commanders and to insist on a high standard.

"Good commanders once chosen must be trusted and backed to the limit. If, having received the help he might normally expect, a commander fails, then he must go. When an officer gets a promotion, he needs help and advice in his new job and it was up to me to see that he got it. The judging of a man's ceiling in the higher ranks is one of the great problems which a general-commanding must solve, and it occupied much of my time. The same problem

must arise in civilian life.

"It is clear that my whole working creed was based on the fact that in war it is the man who matters. Commanders in all grades must have qualities of leadership, they must have initiative, they must have the drive to get things done, and they must have the character and ability which will inspire confidence in their subordinates. Above all, they must have that moral courage, that resolution, and that determination which will enable them to stand firm when the issue hangs in the balance. Probably one of the greatest assets a commander can have is the ability to radiate confidence in the plan and operations even when inwardly he is not too sure about the outcome.

"To work on this philosophy as regards all those under your command, you must watch your own morale carefully. A battle is, in effect, a contest between your will and that of the enemy. If your heart begins to fail you when the issue hangs in the balance, your opponent will probably win. I do not believe that today a commander can inspire great armies or single units, or even individual men, and lead them to achieve great victories, unless he has a proper sense of religious truth; he must be prepared to acknowledge it, and to lead his troops in the light of that truth. For all leadership, I believe, is based on the spiritual quality, the power to inspire others to follow; this spiritual quality may be for good or evil. But leadership which is evil, while it may temporarily succeed, always carries within itself the message of Proverbs 2, the seeds of its own destruction."

There can be little debate that the Second World War was won for the Allies by great American, British, Canadian and other generals commanding the finest, most dedicated and most courageous armies in the history of warfare. The citizen soldier emerged during the First World War. His terrible conditions remade the Allied armies of the second contest. But political inspiration aside, it was the kind of military leadership practised by General Montgomery for the British and General George Marshall for the Americans, that won the contest.

A Holiday Wish

To all my friends and customers at C.F.B. Comox and in the Comox Valley, a Merry Christmas and a Happy New Year. I look forward to serving you in 1996.



Bill Snow CDI

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14 Dec: Living In Christmas Party.

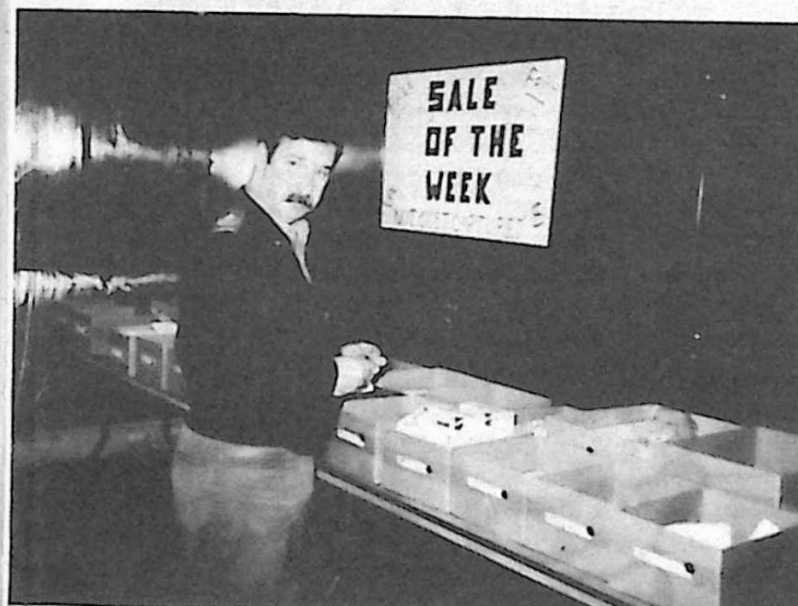
31 Dec: New Year's Eve. Advance tickets ONLY will be on sale at the Bar by acquaintance roll and at the office by cash or acquaintance roll from Mon 4 Dec to 22 Dec NOON. Tickets \$16.00 members, \$19.50 non-members. Roasted ham and turkey will be served. Dance tickets will be on sale at the door starting at 09:00 hrs - \$7.00 members, \$9.50 non-members - this includes the Levee 01 Jan starting at noon. Clam chowder and moose milk will be served.

Note: No movie on Sunday Night 24 and 31 Dec. Movies start again on 7 Jan 96.

W Log Awards



Cpl Larry Grant, Cpl William Barnes and Cpl Daniel Lawless were presented their Canadian Decoration (CD) by LCol Peter Abbot during a recent awards ceremony at Transportation Flight. All three members are vital members of the 19 Wing team employed in special vehicles support to air operations.



Supply resorts to garage sales!

A Busy Year for Supply

Supply Signals



by Tom J. Harrison

As we reach the end of another year Supply Techs all over will be contemplating such questions as "Should I take FRP?" "What can I do to help restructuring?" and "Will the Canucks ever be a legitimate Stanley Cup contender?" Putting all those serious issues aside, it's been a very busy year for Supply and will continue to be so in the months and years ahead.

All our new people and their families are now settled in to the valley and are enjoying their stay at CFB Wonderful.

To all of you out there from us at Wing Supply, have a Merry Christmas and a Happy New Year.

414 An awful lot going on

by Sgt Nicholls

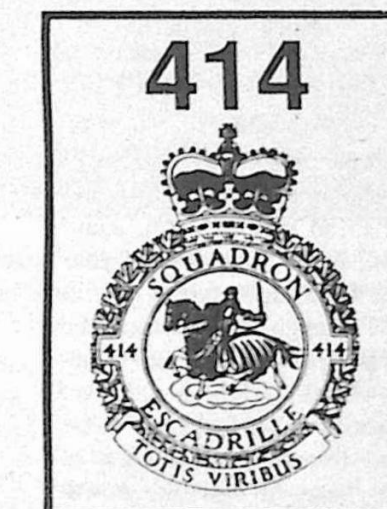
Greetings from the newly-appointed 414 ARO scribe. Normal traditions dictate that the following former 414 Sqn personnel and their families be accorded all the best wishes for the future, and many thanks for a job well done. So, to Maj J. Lavoie; Capt J. Haugen; Sgt R.R. Bodkin; Sgt R. Etches; MCpl E. McDonald; Cpl W. Cook and Mr. G. Caslake - all our very best wishes.

Following right along with tradition, 414 Sqn ARO would like to extend to our newest squadron members - Sgt R. Mackie, Sgt S. Nicholls; MCpl D. Ruckie; MCpl R. Bayliss; Cpl S. Couturier; Cpl R. Harrity; and Cpl D. Brisson - a hearty greeting to you and your families, and welcome to the Comox Valley.

As one of those newly arrived personnel, it didn't take me long to find out that there is an awful lot going on around here. The squadron "re-engineering" process is well under way, and with the upcoming amalgamation of the MOC 500 series trades just around the corner, there are certainly some very exciting and interesting times ahead for us all.

The results of the (very unofficial) office questionnaire and survey are now in and have been carefully and laboriously analysed. The results were ambiguous in some ways, and very surprising in others. The answers

ranged from a basic "because I can" to a very revealing "because it's sticky." Eww. For any further information or a more detailed analysis on this particular topic, see Katie.



Hunting season is now in full swing, and there have been some pretty interesting stories going around the various coffee tables. They mostly start with "there I was, just sitting there and..." and go on from there in exasperating and exquisite details. Of course, with each telling of the story, the buck gets bigger, has more points, was farther away, and required months of stealthy stalking and tracking... and I thought that fishermen were the only ones around here that told tall tales. In all honesty, congratulations to all the (so far) successful hunters in 414. So - when's the BBQ? Until next time - TOTIS VIRIBUS (WITH ALL OUR MIGHT)

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442 Sqn

Dining with the Snakes

by MCpl AI Banky, 442 SAR Tech
Where are we eating today?

It's been a hard day. You woke up wet, cold and miserable, covered in an inch of fresh, damp snow. Today's segment of your "hike from Hell" forced you to crawl through what seemed like several large forests of thorn-studded Devil's Club, across two streams, swollen to the size of the Fraser River and into a clump of slick, moss-covered old growth forest. The last few hundred meters of vertical terrain took two hours because of your inability to heft your waterlogged 100 pound rucksack and sleeping bag over the house sized, snow covered boulders. You've fallen down too many times to count and you can't feel your left foot because your boot's flooded and seems to have frozen. It's taken you 45 minutes to gather a minuscule pile of damp kindling for the pathetic excuse for a fire sputtering in front of you. To top things off, you're half starved and you've discovered that the only thing you've got left to eat is a package of ham omelette (aka boiled lung) and a half used tube of peanut butter. It just doesn't get any better than this, does it?

Despite previous articles about 442's taste for ritzy eateries, it ain't all sunshine (literally). As you might imagine, many Snake feasts are not as savoury as the meals cooked up in the Chateau Whistler or the Pan Pacific. SAR crews covered in sweat, spit,

fuel, bile, blood and mud are often relegated to eating soggy potato chips and Pepsi in the middle of the night, outside locked airport waiting rooms. Knee deep in melting slush, a meal often consists of little more than a handful of Oreos cookie crumbs, liberally mixed with bits of pocket lint. Ever survived for a full day on nothing but Tutti Fruitti flavoured Bubba Bubba?

What's cooking?

Have you ever finished the entire contents of a box lunch? Everything, right down to the plastic container of mayonnaise. It's been done. Three wet, cold, undernourished SAR Techs get into the back of a Labrador at the end of a five-day ordeal. There sitting on the floor are the remains of five half-eaten box lunches. They leap at the pile and in the space of three minutes, devour every scrap of food: rice pudding, discarded mystery meat, battered apple cores and even the three bean salad - everything disappeared. From all appearances it was the finest meal they'd ever eaten.

Working in the woods often gives rise to experimental cooking, the product of necessity, rather than desire to create a culinary masterpiece. Chili with peaches, grape crystal flavoured tea, pear and cracker mash, stewies and chocolate, coffee, sugar, whitener and lemon crystal surprise are all born of the need for an instant infusion of sugar and fat, anything to warm a frigid soul. Ever been tempted to wolf down one of those little packages

of desiccant marked "Do Not Eat?" How toxic could they really be?

How do you get to a Snake cookout?

Not surprisingly, every year hundreds of people get the chance to experience dining with the Snakes. The easiest way, although not at all practical, to get an invitation to dinner is to crash your plane, sink your boat or break your leg on the side of almost any hill in B.C. or the Yukon. They deliver. Those souls hearty enough to voluntarily venture out into the wilds with the Snakes can be guaranteed a good dose of pleasant dinner conversation and a variety of tasty meals. If you're travelling on foot, plan ahead and get there before the rations are divided up or you'll end up with a rucksack full of break-fasts.

If you're not brave enough to go into the wilds with the Snakes, it's fairly simple to simulate a meal "en bois." Cook up a pot of Kraft Dinner and ketchup; throw in a handful of dirt and bugs; let it sit until it's almost frozen; climb into a cold shower, fully dressed, and taste the fruits of your labour. Next time you're tucking into a big Porterhouse at your hotel in Vegas after a long flight in your T-bird or wolfing down another doughnut and cappuccino at the galley in the Aurora, take a second to think. There's a good chance that there's a Snake out in the woods gulping down his last bite of "boiled lung." The strange thing is that the Snake's probably enjoying the meal as much as you.

442 Training Flight Scoops a Mission

Flare Sighting: RSCU 452 Pt. Roberts, nothing found.

Mayday: A logging helicopter in the Kingcome River area thought that he heard a mayday call and relayed it to RCC Victoria. RSCU 312 and 452 tasked to search for a downed aircraft - nothing found, no reports of overdue aircraft.

Windsurfing: RSCU 452 tasked to Tofino to look for a missing windsurfer. A Coast Guard vessel located and rescued the man near Long Beach.

Downed Aircraft: RSCU 462 tasked to proceed to Kamloops after a light twin aircraft cancelled its IFR flight plan just prior to landing but never arrived. The crash site was located by the RCMP and emergency vehicles just off the airport and RSCU 462 was stood down. One person was killed and the other injured.

OTF Scoop! Frank Ross and Frank Soos along with their three students "Jimmy" Hendricks, "Buzz" Lapalm and Taylor, scooped the Lab, Buff and Aurora and the Coast Guard. Vancouver centre advised RCC that they had lost communication with a Cessna 172 near Galiano Island. SNAKE 462 was training in the area and quickly located the single engine aircraft still in flight. The Buffalo intercepted the Cessna which had suffered a complete electrical failure losing all radios and navigation equipment. 462 led him back to a safe landing

in Boundary Bay.

Big Sewage Problem in Victoria: While enroute to investigate an ELT near Discovery Island RSCU 452 was tasked to check out a submerged 20-foot "pleasure craft." The vessel turned out to be a derelict and the ELT a false signal from the inner harbour in Victoria.

442 Sqn



Sea King Scoop: RSCU 316 tasked to medevac a crewman with appendicitis from a Korean freighter 80 miles off the west coast of Vancouver Island. Lab 316 was forced to turn back near Campbell River due to weather (Chinook anyone?). A Sea King from HMCS Vancouver was in the area and transported the patient to Port Hardy, a Buffalo then medevaced him to Comox (shooting an IFR approach to mini-mums) and finally an ambulance ride to St. Joseph's Hospital completed the trip.

NEXT DEADLINE

5 JAN. NOON

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Demon Doins!

With the arrival of winter and the Christmas season, one overriding question is occupying the minds of all squadron members - how can I get out of holding standby during the Christmas party? The method of choice for this year seems to be to check the flying schedule to see who is airborne (and therefore defenseless) and scratching their names onto the standby list. Loyalty is one thing, but hey, we're talking door prizes and Santa Claus here.

On the operational side of the house, things seem to have let up a bit since the end of MARCOT, but there remains enough work to keep everyone busy right up until the holidays. Crews 1, 2 and 5 are taking turns participating in a major exercise in San Diego while Crews 4, 6 and 7 get in their semi-annual simulator sessions in Greenwood. Not much question as to who got the better end of that deal.

Crew 4 followed up their simulator session by representing the squadron at the O'Brien 95 competition in Greenwood. This annual event pits Canada's three operational Aurora squadrons against each other in a contest of anti-submarine warfare skills. The winner of this contest goes on

to represent our nation at the Fincastle competition with participants from Canada, the UK, New Zealand and Australia. The O'Brien competition was especially fierce this year as Fincastle is being held in New Zealand in the spring. Despite the best efforts of the Icemen and a great team of technicians, the crew from 405 Sqn located in Greenwood was able to eke out a very narrow victory. Congratulations on a job well done are in order for Capt Sullivan and his Icemen and Sgt Russo and his team of techs.

407 Sqn



Demon Doin's

In sporting news, the squadron's intersection hockey teams continue to post wins in both the A and B divisions. Reports from the rugby field state that new team

addition Vic Castelli may still be lacking in some of the finer nuances of this ballet on grass but he has the vocals down pat. The combination of Vic's size and unearthy yells have opponents running for their lives whenever he carries the ball.

Speaking of feats of athletic prowess, Maj Fred Bigelow has served himself up as a reminder to everyone of the importance of limbering up before attempting any challenging physical activity. A painful back injury resulting from rushing into a difficult shoe tying manoeuvre has denied him of a trip to Southern California as a det commander.

The ongoing contest to come up with a name for Gumbo's new hairstyle has yielded a few new submissions. According to the owner of this beautiful bouffant, Capt Lines, flat top gone wild is the leader to date but a definitive description is hard to come by since the overall appearance changes so drastically from day to day.

With that I'd like to wish all squadron members a happy holiday season and sign off with the usual...Nuff said.

Career Development Program under review

Numerous queries about the CF Career Development Program (CFCDP) are being made to NDHQ staff. It seems that many personnel and even unit HQ are under the impression that the new CFCDP has been approved and will be implemented shortly. However, CANFORGEN 060/95 CDS 124 19 OCT 95 clearly explained that OCPD and ORCDP were only being reviewed at this time, with the aim of addressing concerns about the length of careers and achieving greater transparency. We are currently in the proof of concept phase of the review. There is still a long way to go before an eventual implementation.



407 (MP) Squadron Presentations



Just happy to be the honorary colonel of 407 Sqn! LCol G.B. Lewis presents HonCol MacDonald with his Appointment Scroll.



Top row (L-R): Cpl R.W. McCulley, Cpl E. Tsagatakis, Cpl R.R. Kazimer, Cpl J.R. Mahovic. Bottom row (L-R): MCpl G. Gilfillan and Cpl C. Scora received their Canadian Forces Decorations from the CO 407 (MP) Sqn, LCol G.B. Lewis.

Heritage Committee active



The Heritage Restoration Committee continues to be very busy with two projects. One is the H-21 Piasecki helicopter and the other is the old RCAF field ambulance. The ambulance is seen here being trucked off to Vanier Secondary School for a complete restoration by the automotive class. The Restoration Committee continues to work closely with the Comox Valley community and draws much of its volunteer support from the local residents. The ambulance is expected to be ready early in the new year and will be a regular feature at airshows and parades around the valley.

"Take No Prisoners!" New film from War Amps

The War Amps of Canada have released a new film that it considers to be the last chapter in the World War II 50th anniversary commemorations.

Take No Prisoners: The Nazi SS in Normandy is the story of more than 130 young Canadians taken prisoner by the fanatical 12th SS Hitler Jugend in Normandy. They were marched behind German lines, interrogated and then brutally gunned down as they stood disarmed and helpless.

Cliff Chadderton, CEO of The War Amps and a member of the Royal Winnipeg Rifles, the regiment to whom some of the mur-

dered soldiers belonged, has been haunted by this story for 50 years. Recently, he unearthed a virtual storehouse of new information and has produced a 1-hour documentary in The War Amps NEVER AGAIN! series.

The War Amps are sending out this information in the hope that the true story, important facts, and the brave courage of these soldiers not be lost among the history books.

Anyone interested in obtaining a copy of **Take No Prisoners** can do so, on loan free of charge, by calling 1-800-268-8821 or by faxing 1-800-219-8988.



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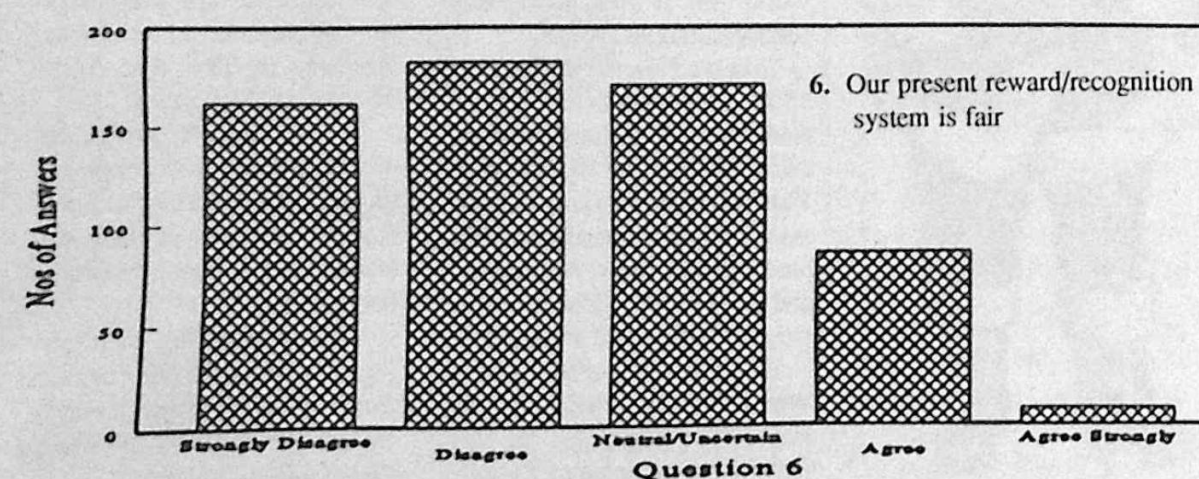
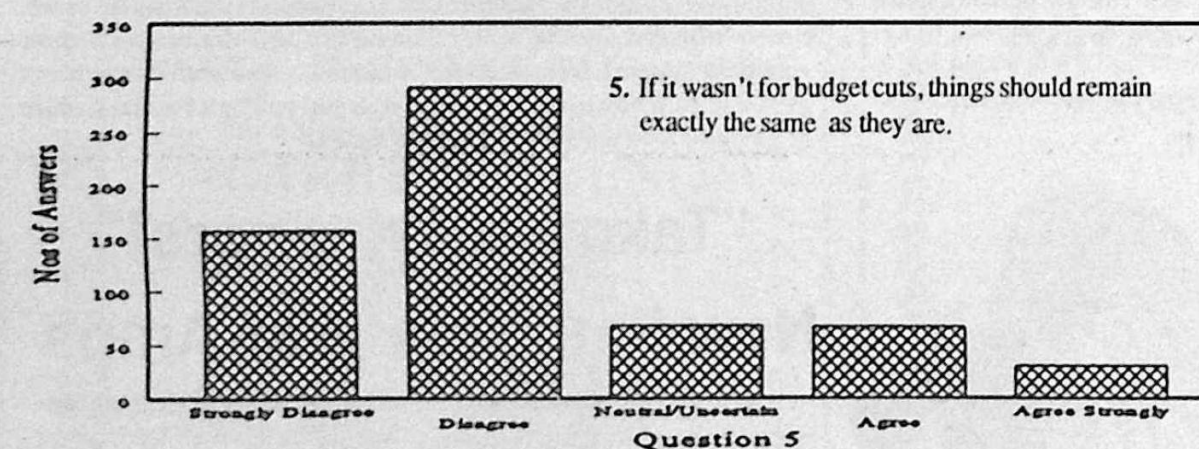
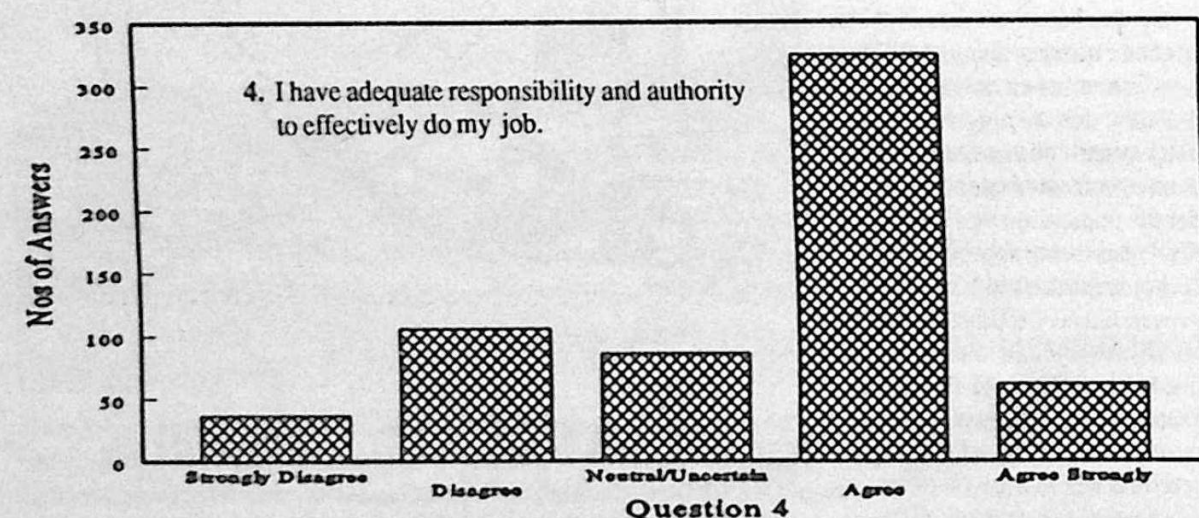
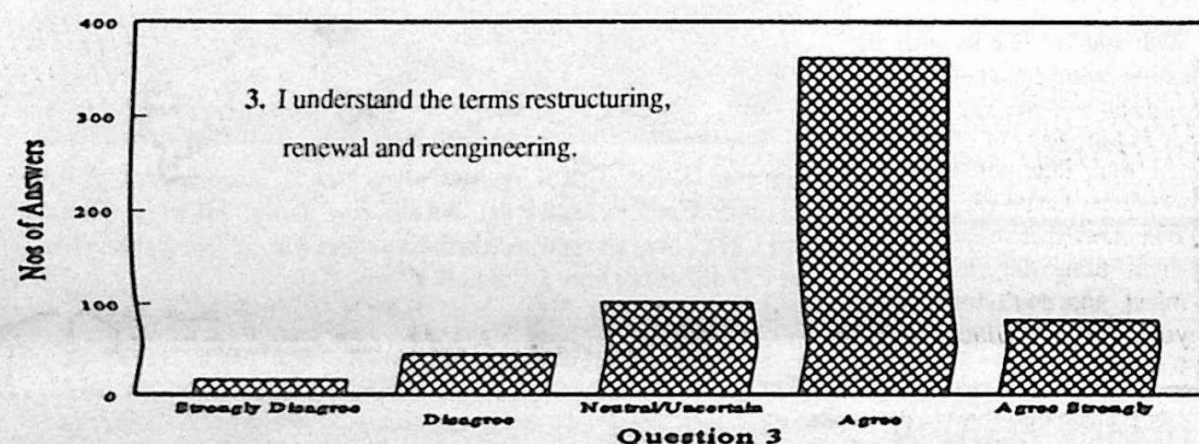
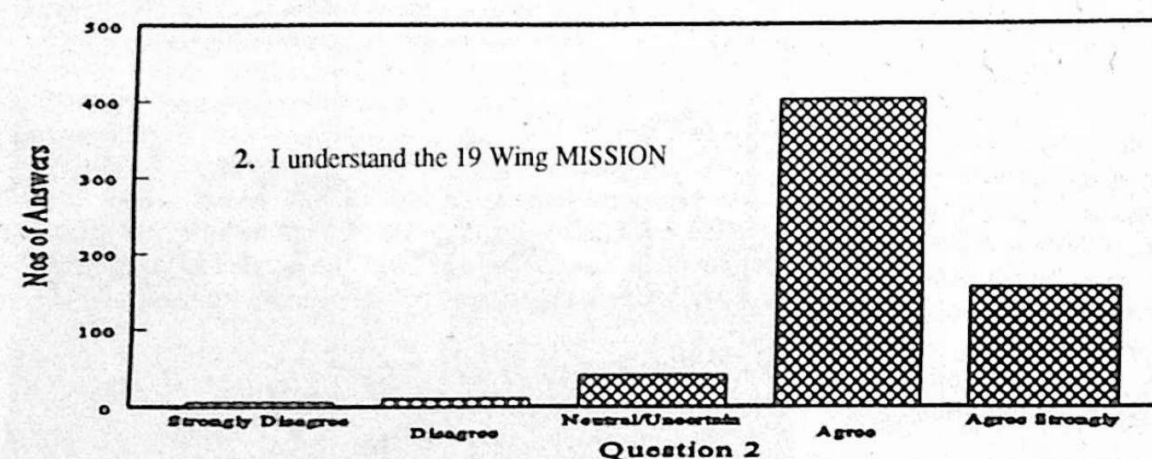
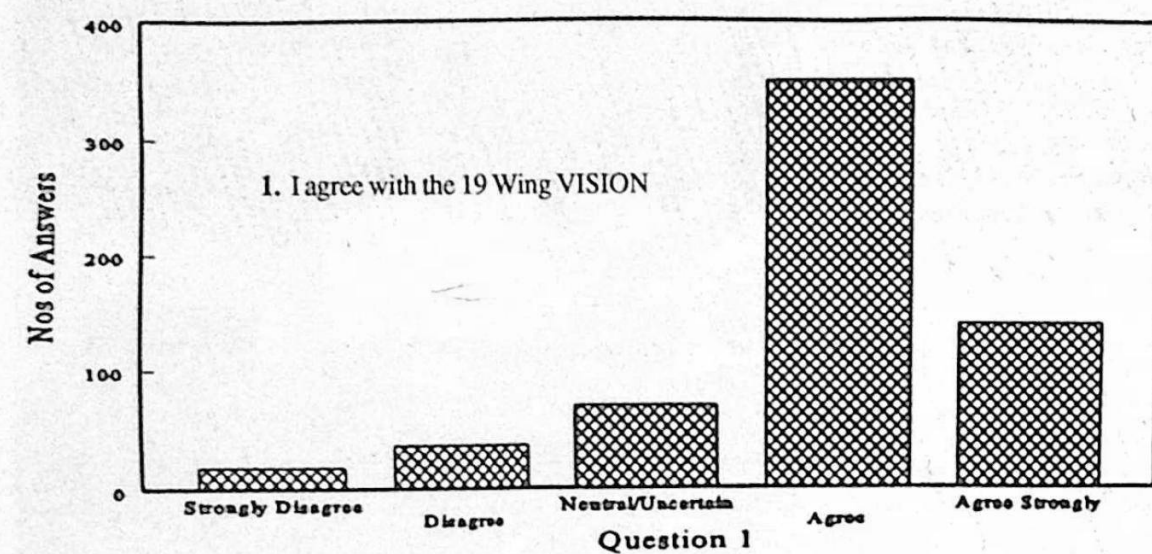


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19 Wing survey - early results



The Project Glacier Baseline Survey has now been completed and the analysis of the results is underway. Of the 1250 questionnaires distributed, 656 were returned, completed by the 17 November deadline. Much to the surprise of the Project Glacier staff, the written comments were very extensive and quite frank. As expected, there were a number of good ideas for areas to be examined on the effectiveness and efficiency front. Mr. Gerry Rose, the Wing Auditor has been brought onto the Project Glacier team to perform the analysis of the survey and interpret the results. Responses to the questions and some of the written comments will be published as they become available. They will also be displayed on the Canex bulletin board for those unfortunate enough not to have received a copy of the Fishwrapper.

USAF nearly paperless

The near-paperless environment for Air Force military personnel records is almost a reality. USAF's Military Personnel Centre digitized its last active-duty record on 29 August, after spending 248 work-days converting more than 450,000 records. More

than 100 employees, who split 16-hour days, digitized 13,152,358 microfiche images and 1,858,378 paper documents for transfer to optical disks, according to Air Force officials. Next up, the Guard and Reserve.

Peacekeeper Xmas

(cont'd from front page)

see that they are losing hope. The look in their eyes says, "Why should I care, no one cares any more." They are physically alive but there is no life in them. All hope for the future is gone. But all hope is not lost. The Israelites waited for centuries for their saviour. The Iron Curtain was lifted just within this decade. South Africa waited for decades to be freed from apartheid. And through the person of Jesus came salvation to the whole world. Bit by bit salvation is coming to Haiti. And once again it is coming through a person. Not just through one person but through the actions of many individuals.

Salvation is coming to Haiti in the form of Sister Donna, a Haitian nun, who runs an orphanage at Kenscoff for about 60 children. Sister Donna is giving these children a chance for life. Without her, many of these children would be left on the streets to either starve or be reduced to living off garbage. Salvation comes in the form of Richard, the kind missionary from Quebec who runs Barques de Pierre, a clinic for those who cannot afford the almost US\$200 to see a doctor. It also comes in the form of the Sis-

ters of Charity who care for the sickest of children. And salvation comes in the form of a Peacekeeper who through a smile and friendly "hello" shows compassion to a person who has only experienced selfishness and bitterness from other people.

In a country that has been ruled by dictators and tyrants, all people have known is that they must fend for themselves. In the minds of many it is every man, woman and child for themselves. But by the loving and caring actions of individuals, they are being shown what it means to be valued, to be treated as a human being. At this time of year it is easy to get caught up in oneself and to forget the impact we can have in the world. A smile, a cheerful "hello," a gesture of unselfishness can change a person's life more than we can ever know or imagine.

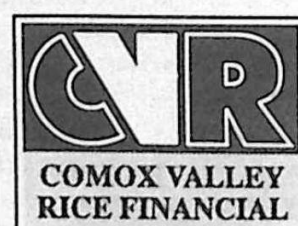
Almost 2,000 years ago a couple journeyed home for the birth of their first child. Once again people are making plans to get together and celebrate the birth of Jesus to Mary and Joseph. Peacekeepers around the world are reminded of their sacrifices in the service of peace. As we try to bring peace and justice to many parts of the world, we hope and pray that one day there will truly be Peace on Earth and Goodwill to All.

A Merry and Blessed Christmas to everyone.

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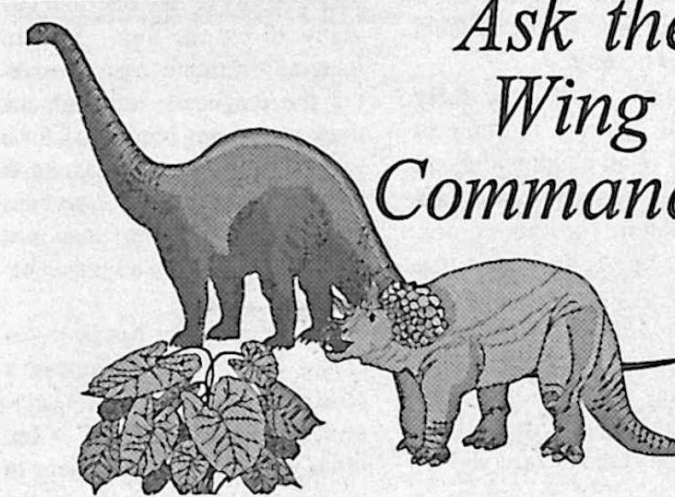
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PROJECT GLACIER



Ask the
Wing
Commander



19 Wing and change

by Col B.B. MacLean

Re-engineering - I suspect that all of you are as tired of hearing that word as I am. However, it is not going to go away and we have to get on with it. Indeed, we are getting on with it. Project Glacier, our local name for Wing re-engineering initiatives, is now under the direction of LCol Terry Burt and Maj Joel Clarkston has taken over as full time editor for the Totem Times.

The aim of Project Glacier is similar to the Air Force's Project Genesis and that is to maximize the efficiency and effectiveness of projecting 19 Wing core capabilities. I have asked LCol Burt and his team of Maj Clarkston, Maj Donaldson, Mr. Knox, Capt Angley, Mr. Rose, Mr. Arkesteijn, WO Kalagian, Bev Merchant, Karen Evans and LCol (ret'd) Brian Taylor to put a full court press on several initiatives, such as Op Phoenix (Medical core renewal), Hanger line maintenance, Military Policy services, Wing hours of operation, Hanger Line supply and provision of Admin and Pay services in order to get us off top dead centre. In this regard, design teams will be formed from the applicable process stake holders to investigate better ways of doing business. To aid them in these stake holders endeavours they will be facilitated by a Project Glacier team member.

To help stabilize the rate of change and stay the course, we are about to launch Flight Plan 97. This is Commander Air Command's direction for managing change within the Air Force. About 50 per cent of Wing personnel took in the briefing by Group Capt Sharpe from Air

Command Headquarters and while everyone enjoyed the messenger, I suspect that there was a healthy skepticism concerning the message. Personally, I believe very strongly in this initiative and perhaps that is due to the fact that I have already taken the ground school course with our Commander and other senior Air Force personnel and experienced first hand their commitment.

You too will get to complete this ground school training and I hope share my enthusiasm and commitment to FP 97. The ground school will be three days in length and every military and civilian person at 19 Wing will take the course. The initial cadre of instructors have already been chosen and include: Mr. Ladrache, Sgt Cahill, Cpl Grant, Lt Saunders, Sgt Humble, Capt Humphrey, WO Goble and Sgt Moon. As well, I have several other excellent volunteers waiting in the wings and I hope to get them on an instructors course early in the new year. The first group left for three weeks of intensive instructor training in Winnipeg on 27 November and, upon their return, they will start the training of Wing personnel as organized by Capt Angley. This training will hopefully commence 9 January 96 starting with myself (recourse) and all Branch Heads and Unit COs. It will then continue through the chain of command.

We expect to hold two courses of 15-20 personnel, from Tuesday to Thursday each week until we're done. A formidable task, but a necessary one if we are going to change our culture and bet-

Did you know?

The refuelling world came up with a simple, but very effective idea. When testing the purity of the fuel, (either doing a water check or conducting a DAND test) the small amount used from each truck was considered "contaminated." This portion of the gas was either returned as "unusable," or used in ground equipment. Someone suggested pouring the residue from each test into a single batch and then testing that. It turned out that there was nothing wrong with the gas. Now, it can be used as intended rather than being returned or used for ground equipment. Simple? Yes, but no one had done it. Two notable points:

(1) the idea came from the technician level and,
(2) it has the potential for significant savings.

If you have any ideas or suggestions that you believe will make the Air Force a better team, don't keep them to yourself. Pass them along the chain of command, and don't forget to keep your Project Glacier rep informed.

Meet the Project Glacier Team

Very chic in her husky dog shirt, Capt Lorraine Angly shows off that winning smile that means you're in real trouble. Lured away from a cushy job at NDHQ where she was a hired renewal gun with OP Excelerate, Capt Angly brings to the Project Glacier team the knowledge and energy that is needed to ensure success. Currently she is the top dog of the core Project Glacier team and is one of the most effective facilitators. Extremely busy is the way to describe her daily routine and



you'll be lucky if you can keep up with her as she charges off to fight the dinosaurs.

Merry Xmas from all the Glacier Bears



19 AMS are winners

19 AMS is this edition's winner of the coveted Dino Award. With 100% completion of the Wing survey, and a first to distribute and first to return attitude, they demonstrated a clear willingness to cooperate with the Project Glacier team. Spurred on by the gentle guidance of MWO B.J. Bradley, 19 AMS is currently involved in a number of working groups including flight line supply and flight line maintenance.



19 AMS receives Bubba D award for 100% completion of Wing Survey. First on the street, first to return. Thanks for the great cooperation. L-R: WO Mainville, WOMcKee, Bubba, Capt Ashcroft and MWO B.J. Bradley. (Courtesy Wing Photo.)

SAY "YES" TO RESPONSIBLE DRINKING

It might start with casual, social drinking. Then, ever so slowly, heavier drinking and even weekend "blow outs" become all too common.

The pattern develops for all sorts of reasons, and continues unchecked until it's as if a light snaps on in your head. Something triggers the ability — or the desire — to say, "This is wrong. It's got to stop."

Many CF members have overcome problems with their drinking and now live happier, healthier lives because of it. One member finally accepted that he was an alcoholic because drinking had caused all sorts of personal problems and ultimately led to the breakup of his marriage. He enrolled at a CF Addiction Rehabilitation Centre, completed the program, and became involved in Alcoholics Anonymous. Now, 10 years later, he is a different person because of it.

Another member came to a similar, abrupt realization. Partying and a real attitude problem led to difficulties in her job performance. A fellow member had the strength to confront the issue and ask her if she had a drinking problem. Fortunately, she had the strength to say, "Yes." And the turnaround began.

The great majority of CF members drink responsibly or don't drink alcohol at all. Health surveys now show that one CF member in twenty is a heavy drinker — down considerably from 1989 when the figure was one in ten.

From a personal health standpoint, heavy drinking is very troubling. Individuals who have several drinks a day or go on occasional binges risk real physical harm. Excessive drinking can cause ulcers, liver damage, neurological disorders, cancer (of the mouth, larynx, and esophagus), and malnutrition. (Alcohol can fill you up but it contains calories with little or no nutrients.)

What leads to irresponsible or problem drinking? One member says it was

partly the macho thing for him. "You're tough. You're tough. You're John Wayne," as he so aptly put it. Another member said long periods of separation from his family when his children were young was a factor. A third says cost and availability played a part. "With the price of alcohol on the base," he remembers, "a dollar could go a long way."

These members are all forever grateful for the help they received from the CF to tackle their problem. Whether through educational sessions organized under DAPP, an opportunity to talk individually with medical personnel, or the Addiction Rehabilitation Program, there's something for anyone who is concerned about his or her approach to alcohol and has a genuine desire to change it.

There are other ways to make sure little problems don't become big ones. "There's more to the military than the mess life," says one 25-year member who overcame problems with alcohol. "With sports, various crafts, and other activities, there are so many positive things you can do." At more and more social functions, soft drinks and non-alcoholic punches are available, making it easier to make the healthy choice. And as one member said, "If you're out socializing, you don't have to be the last one to go home."

To be part of the solution, all members can help by drinking responsibly, being careful not to drink and drive, and providing support to other members who need help.

Whether you have a serious problem requiring residential treatment or more modest concerns, all individuals must be ready to make — and stick to — changes. As one member put it, you have to get to the point where you say, "It's time to wake up and smell the coffee."

STRENGTHENING THE FORCES

Doctor Bob

Weather & Your Health

Weather and health. Are they related? The answer is yes, according to a recent article in the Canadian Medical Association Journal. Perhaps a qualified yes, as the number of relationships is limited, and in some cases is based on statistics and conjecture.

We are not talking here about the obvious. Frostbite, hypothermia, sunburn and heat stroke are explicit examples of diseases caused by weather. But what about the less clear — the arthritic patient's knee telling her that it is going to rain tomorrow, or the gloomy Gus who hibernates in November and doesn't smile again until the sun reappears in April?

The science is known as human biometeorology. It studies the effect of climate, in the larger sense, on human health. This is apparently taken much more seriously in Europe than in North America. Some doctors in Germany make use of daily weather data when advising certain patients who have certain diseases.

Often we are unaware of the reason certain weather phenomena affect health, but statistical evidence certainly suggests that it may be a factor. Dr. John Bart and Mr. Denis Bourque, authors of the CMAJ article, cite a number of examples. Among them:

Psychiatric admissions for mania tend to vary in association with the amount of sunshine during the previous month. The birth of triplets in the USA has been found to exhibit seasonal patterns. Surprisingly, to me at least, the authors found 10,000 references to weather and health in the medical literature.

The practical aspects of this knowledge are perhaps less clear. Or maybe we have just not been

trained to utilize what is known. Migraine attacks are more frequent and severe in warm, humid weather. This weather can often be predicted. Is this enough to warrant advising migraine patients to increase the dosage of their migraine-preventing drugs?

In Belgium, people with wood stoves are told to keep a window open during thermal inversions. Poisonous carbon monoxide does not disperse up the chimney well in such weather and the gas has been responsible for many deaths.

We cannot do much about the weather, but learning how and why it affects our health may have some practical value in the future.

Heart Murmur

Heart murmurs are frequently noticed when children's chests are examined. And many an adult patient has informed me that a previous doctor has told them about their murmur.

The stethoscope, carefully used, will detect a murmur in about half of all children that are examined. This may cause a bit of a problem for the doctor. While the physician knows that almost all of these murmurs are innocent and harmless, there is an acute awareness that the child's parents may be difficult to convince of this fact. The risk of inadvertently (and incorrectly) labelling the child as having a "heart problem" is a real one.

The stigma may lead to the child being kept out of sports, have difficulty getting insurance, or even a job if the parents take the word "murmur" too seriously.

The sounds of innocent murmurs in kids are quite specific, and a trained ear can usually tell when the hum is nothing to worry about. Just as important are the characteristic sounds of the murmurs that are associated with heart disease. They will lead the doctor to start other investiga-



tions and initiate treatment if required. Probably the most important time to determine whether a murmur is significant is in the delivery room. Early intervention may be critical in some cases of congenital heart disease.

About one per cent of children have congenital heart disease. Almost half will be diagnosed within the first week of life, the vast majority by age one, and virtually all by age four. Modern imaging techniques assist in making the diagnosis, although the track record has been good for a long time. Some of these children will need special care, perhaps even surgery. Others may just need monitoring on a regular basis.

Once a murmur has been declared innocent or harmless it need be followed on only an intermittent basis. Checking it too often will only cause anxiety in the parents and perhaps in the child, and accomplishes nothing. Sometimes an opinion from a pediatric cardiologist (children's heart specialist) is necessary to provide the parents with additional reassurance.

Heart disease in children is rare; murmurs are common. Unless the child develops shortness of breath, palpitations, or other illness, the murmur should be forgotten, at least until some other doctor rediscovers it. Then it is fair to say, "Yes doctor, I know. I've had it all my life."

To our readers, contributors, advertisers and our friends at the Record and Ladysmith Printing, Merry Christmas, from the staff of the "Fishwrapper."



On behalf of the Service Insurance Board of Directors and all support personnel, thank you for the privilege of allowing us to serve you during 1995.

Best wishes for peace, happiness and a prosperous and safe holiday season.

Au nom de tous les directeurs du conseil d'administration et de tout le personnel de soutien, merci de nous avoir accordé le privilège de vous avoir servi en 1995.

Nos meilleurs vœux de paix, de bonheur et de prospérité vous accompagnent. Soyez prudents.

FRP - Details

The Canadian Forces will offer for the fifth time a special incentive release program to accelerate the reduction of personnel in the Regular Force. The Force Reduction Program (FRP) is part of the process to achieve the target strength of 60,000 Regular Force members by 1999, a goal outlined in the 1994 Defence White Paper and reaffirmed in the 1995 federal budget. The effective strength of the Regular Force is 65,380.

The FRP is one of several mechanisms that are used to achieve the target reductions. Other personnel reduction initiatives include restraints on recruiting, career development plans, and normal attrition. This year's program will be offered to the military occupational groups and ranks shown in the attached charts.

The personnel strength in these groups and ranks exceeds current operational requirements. These members will therefore be released for economy and efficiency reasons under Queen's Regulations and Orders, Article 15.01 and the Canadian Forces Superannuation Act.

Members of the Forces will have until 12 Jan 96 to apply for the special release program and all personnel accepted will be released from the Forces or begin retirement leave between 1 April and 15 Aug 96.

The program, which was first introduced in 1992 to reduce the number of non-commissioned members in the Forces, is a combination of leave benefits, annuities, relocation benefits, and career assistance. This package is

comparable to similar programs offered to members of the public and private sectors.

Officer occupations eligible for FRP 96 are as follows:

Pilot, Aerospace Engineering, Electrical & Mechanical Engineering, Maritime Engineering, Airfield Engineer, Physical Education & Recreation, Chaplain Protestant, Air Traffic Control, Air Weapons Control, Flight Engineer, Personnel Administration, Logistics, Maritime Surface & Sub-Surface, Postal, Security.

NCM occupations eligible for FRP 96 are as follows:

Teletype Operator, Naval Electronic Tech (Systems), Communicator Research, Electrical Tech, Vehicle Tech, Weapons Tech Land, Materials Tech, Aero Engine Tech, Airframe Tech, Aviation Tech, Integral Systems Tech, Communication & Radar systems, Avionics Tech, Photographic Tech, Instrument Electrical Tech, Construction Engineering Tech, Structures Tech, Plumber Gas Fitter, Electrician, Construction & Maintenance Tech, Refrigeration and Mechanical Tech, Stationary Engineer, Construction Engineer Procedures Tech, Firefighter, Administrative Clerk, Finance Clerk, Physical Education & Recreation Instructor, Cook, Steward, Postal Clerk, Supply Tech, Traffic Tech.

Note: 1. Most occupations listed include restrictions pertaining to each rank and number of years of service.

Note: 2. FRP information on applicable medical and dental occupations will be released by separate message.



Military Police Support RCMP

In the past three weeks, the 19 Wing Military Police (MP) section has demonstrated the strong spirit of cooperation that exists between itself and the local detachment of the RCMP. Last week, the base made its unused runway available for an RCMP Level II Traffic Investigator's Course. The course trains police officers in the scientific analysis of highway evidence, such as what the size, shape and length of

a tire skid mark tells about the size, weight and speed of the vehicle which made the indentation. At the invitation of the RCMP, one Comox MP was also trained on the course, which involved some classroom work at the Courtenay police station.

Members of the RCMP have also recently used the base's firing range at Quadra to practise their proficiency with the 9mm pistols issued to the police force. The Canadian Forces are still using the 9mm Browning as its standard pistol. Capt John Pumphrey, 19 Wing security and military police officer, says the ongoing cooperation and cross-training has proven beneficial to both parties. "Military and civilian police forces rely on each other for assistance and information. It is a relationship that enhances our ability to operate effectively in the joint interest of the military and civilian communities."

LEADERS WANTED



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Base-Wide Xmas Cheer Campaign

The 19 Wing Air Maintenance Sqn (19 AMS) wants to include the entire base in its 1995 Christmas Cheer Campaign.

This year, 19 AMS will again be the Wing's supporting agency for the annual Salvation Army Christmas Cheer Campaign. The military has always had a close working relationship with the Salvation Army and for the past three years, base personnel have shown outstanding support or the Salvation Army's efforts to bring Christmas to the less fortunate families in the valley.

In a time of growing restraint and budget belt tightening, the men and women of the Wing have consistently surpassed all charitable expectations. Over the past three years, 19 Wing's contribution to this worthy cause grew from sponsoring one hamper to bringing the Christmas Spirit into eight households. Sponsoring a family means covering the cost of a Christmas dinner with all the trimmings, a gift for each child in the family and a small amount of non-perishable goods to help them after Christmas. The cost of supporting a family with four children is about \$100.



L-R: Cpl Rioux, Mr. Bob Cole (Salvation Army) and Cpl Sims - proud sponsors, along with 19 AMS, of needy families at Christmas.

have a new goal for this year: to increase the number of families in the local community which we are able to support by expanding our fundraising efforts to encompass the entire Wing. Even Project Glacier has elected to support a family!

This is by no means an easy task as 19 Wing already supports numerous beneficial organizations such as the United Way, the Military Police Blind Children Fund, the Fire Hall Christmas Toy Drive and the local Food Bank. But campaign organizers are confident that the personnel of 19 Wing Comox will come through in their usual generous manner.

We all look forward to singing Christmas Carols, selecting presents for those who are special to us, sending cards and letters to many friends, and yes, the Christmas dinner. These festive feel-

ings however are not enjoyed by all within our community. Hard times are hitting more and more families throughout the year, and this is felt most intensely during the Christmas season.

Last year the Salvation Army supplied 537 Christmas Hampers (turkey, dressing, vegetables, potatoes, etc.), 632 toys and 180 Sunshine bags to elderly people in nursing homes. Mr. Robert Cole, the business manager for the Salvation Army has told us that he expects more than 600 families will need assistance this Christmas.

If you would like to find out more about our efforts or if you would like to volunteer your time or give a donation, please call John Sims or Paul Rioux at 339-8211, loc 8367.



Drinking/Driving Counter Attack poster contest

19 Wing Comox's project for the 1995 Christmas Drinking/Driving Counter Attack. The contest is open to all of 19 Wing military and civilian employee dependants UNDER 19 years of age. There will be two different types of posters and each will be divided into various age categories. There will be a basic poster for kids 9 and under to colour and an official sheet for adolescents 10 to 18 to design their own poster. Parents are to ensure that they get the applicable

poster for the age of their children. First, second and third cash prizes will be awarded to the various age categories.

The poster will be available on or before 7 December at the Military Family Resource Centre, or at the various Unit Orderly Rooms. Entries must be dropped off no later than 1400 hours on Monday, 18 December at the Family Resource Centre or one of the Unit Orderly Rooms. Unit drug education coordinators are responsible to deliver their unit

entries to the OPI Sgt Shackleton, 414 Sqn AMCR Section (loc 8722), or Cpl Gerritsen 414 Servicing (loc 8505) by 1500 hours Tuesday, 19 December.

Winners will be notified by phone as soon as possible after the judging. A complete list of winners will be published in the Totem Times.

So kids, why not have some fun and maybe win some cash for Christmas shopping? Get your entries in on time!!

FRP*

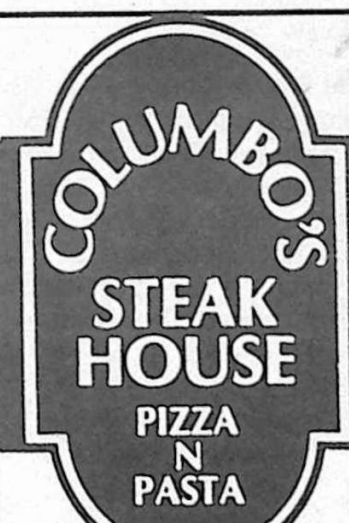
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FRP

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The Options
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The Solution
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Larry Summers C.D.
The Maritime Life Assurance Company

Employee Takeover

by Lt-Gen

A.M. DeQuetteville

Re: Draft "Employee Takeover Policy," Treasury Board, September 1993.

Wing Commanders may be contemplating "contracting out" a portion of their non-core capability services as a means to control their overall costs and to meet SWE reduction targets. Areas that have been suggested include maintenance of quarters, food services, and grounds maintenance, but this is by no means an exhaustive list. Persons affected could be both civilian and uniformed members. External contract is a form of Alternate Service Delivery (ASD). The following outlines a special form of external contract.

An option that is available under ASD is called Employee Takeover. In essence, a targeted group of employees would resign from the Public Service and/or the CF, form a company, and submit a bid to contract their services back to the Department. At reference, Treasury Board has issued a draft policy that permits departments to enter into an exclusive, non-competitive three-year contractual relationship with such groups. Wing Commanders may see some advantage to this type of arrangement given that participants would be skilled in Departmental culture, equipment, methods and procedures thereby precluding the need for training or run-up time which external contractors might require.

We are seeking statements of interest from both Wing Commanders and potentially affected employees/members who might want to participate in this option. Groups will be trained on the aspects of becoming entrepreneurs and assisted to make the transition from an employee to a contractor relationship. The plan is to give assistance to established groups in order to provide every opportunity for success. There will be an emphasis on service, quality and continuous improvement that could benefit, not only the target group, but also those remaining employees who will need to know about business planning and working in an environment concerned with the bottom line.

It is important to note that the Union of National Defence Employees is a key participant in this initiative and they have taken the lead in a number of areas. Perhaps the most interesting is the formation of a service support organization called SOMSI (Site Operations and Maintenance Services, Inc.). This structure has been set up at arms length to assist the newly formed businesses, on a fee for service basis, to establish good business practices. In addition they will offer to act as agents, on behalf of the business groups, for negotiations or submission of tenders. The President of UNDE, Mr. Paul Millette, and I met on this issue and we have agreed the project is both worthwhile and viable.

The H-21 Lives!

On Tuesday, 28 November, the bits and pieces of the temporary shelter to hangar the H-21 restoration project finally arrived. Nine weeks late and the source of some anxiety (it was lost for a time) the hangar is to be located next to the arena for the sole purpose of providing protection from the elements of the H-21 restoration crew. The actual construction of the hangar is expected to take place around 16 December so if you see a horde of people who are working with great purpose in the field across from the Air Force Association, that's what they're doing.

The Heritage Aircraft Restoration Committee is a group of volunteers whose mandate is to maintain the aircraft in the air park as well as search for additional craft that may be available for inclusion in the park. The volunteers were instrumental in obtaining the H-21 from the Museum of Flight Transportation as well as the VooDoo from the Royal Roads Military College closure.

Once the shelter is up and the committee headquarters is relocated to the shelter, I'm sure they would entertain visits from interested individuals who want to learn more about the park and the restoration activities.



This space reserved for a picture of the Restoration Committee Hangar

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YOU'RE INVITED!

Comox Yacht Club/CFJCA requests the pleasure of the company of All Members - past, present and future at our Grand Opening of The Club House, Goose Spit Monday, 11 December at 3:00 p.m.

Wallace Gardens Community Council



Santa Visit

At 1600 hrs on December 22 Santa will be coming to visit the children in married quarters. If you live downtown please get in touch with the office and we will make arrangements for Santa to visit and meet your family at the Community Centre. A time will be arranged. He will have a small package of goodies for each child. This visit is free if you are a member. If you have visitors on that day, or if you are not members, speak to your councillor and they will be able to tell you how to get in on the festive evening of fun and frolic for a cost of \$5.00 per family.



Skate with Santa

On December 24 there will be a Skate with Santa at the Glacier Arena. This will take place between 1300 hrs and 1500 hrs. Each child will receive a small treat and be given a hot chocolate when they leave.

Lights and Decorations

Are you paying your MQ dues? A lot of families do not realize that everyone on the base has the right to belong to the Wallace Gardens Community Association. A sum of \$3.21 a month (price of four small chocolate bars) enables you and your family to join us for all the activities that are provided by the Association. This money is taken directly from your mess dues and is well worth every penny. Throughout the year we sponsor Halloween, Easter and Christmas events for the children as well as Family Fun Days, Video Afternoons, Sock Hops, Family Skating and many more events too numerous to mention.

We would also like to thank all the members who support us and do not have children. Without your support we could not hold these special events or buy the playground equipment that is needed in the playgrounds on base. If you wish to know whether or not you are a member, please give us a call at 339-8211 (8571).

Your Wallace Gardens Community Council wish to take this opportunity to wish everyone a Merry Christmas and a Happy New Year.

Events Coming Up in December



Christmas Lighting Contest

Once again it is that time of year to get out those Christmas lights and decorations to spruce up your home for the holidays. The Wallace Gardens Community Association will again be judging these decorated homes for cash prizes. Judging to take place one evening during the week of December 18-22. Come and join in and make this holiday season one of the best.



Legion Log

BRANCH 17 COURTENAY 334-4322

REGULAR EVENTS:

BINGO.....every Thur, Fri & Sun 7:00 pm
MEAT DRAW.....every Fri 6:30 pm. Also every Sat 3:00 pm
DANCE.....every Friday night, 8:00 pm
WILD RIVER.....Dec 8
NORM'S COMBO.....Dec 15
KIRBY.....Dec 22
CC TRAIL RIDERS.....Dec 29
Don't forget we have Line Dancing every Saturday night at 7:00 pm. Join us and have a great time.
EUCHRE.....every Monday night 7:00 pm
PUB DARTS.....every Tuesday night 7:30 pm
FUN CRIB.....every Wednesday night 8:00 pm
FUN DARTS.....every Thursday night 7:00 pm
BARGAIN DAY.....every Wednesday, all day
BBQ LUNCH SPECIALS.....every Weds & Fri 11:30 am - 1:30 pm

GENERAL MEETING : Tuesday, 19 December, 7:30 pm

SPECIAL EVENTS:

Xmas Draw & Dance - Sat, 16 December at 8:00 pm
Turkeys, ham, etc. Admission by donation (canned & non-perishable food). Proceeds donated to Salvation Army Xmas Hamper program.
New Year's Dance 96 - free corsage & door prizes. Reserved seating only. Music by CC Trail Riders. Doors open at 8:00 pm. Cold buffet 9 - 11 pm. Dance 9 - 01:00 am. Free transport 12 midnight on. Cost \$20.00 each.
New Year's Levee 96 - refreshments and food available. Music 2 - 6 pm by CC Trail Riders.

MEMBERS & BONA FIDE GUESTS WELCOME

Building is Handicapped Friendly
BASE PERSONNEL WELCOME AT BR. 17
Office: 334-4322 Service Officer: 334-3613

BRANCH 160 COMOX 339-2022

ENTERTAINMENT:

Dec 08.....ALLEYCATS
Dec 15.....VESTED INTEREST
Dec 22.....WESTWIND
Dec 29.....WYLIE & THE OTHER GUY
Dec 31.....NEW YEARS EVE
WYLIE & THE OTHER GUY
(Tickets now on sale for New Year's Eve \$15.00 per person - includes free transport to and from Legion. Tickets at the office.)
Jan 01/96.....NEW YEAR'S LEVEE
Music in the Lounge
featuring Wylie & The Other Guy from 2-4 pm.
Jan 05.....ELDORADO
Jan 12.....CONTINENTALS
Jan 19.....ALLEYCATS
Jan 26.....WILD RIVER

REGULAR EVENTS:

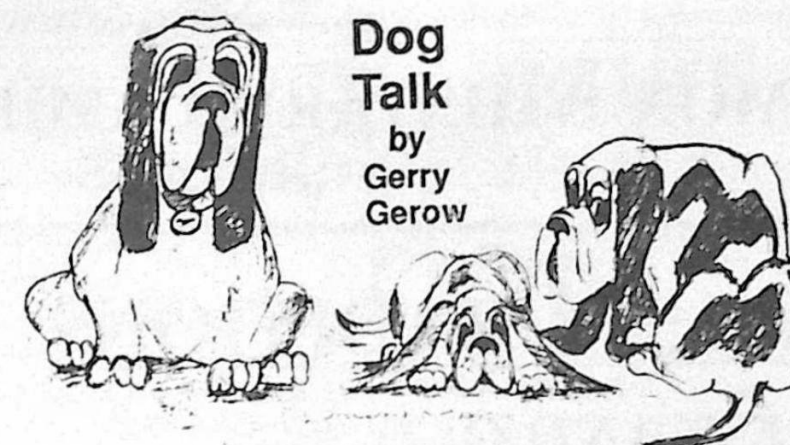
SUNDAYS.....Lounge Hours 12:00 Noon to 7:00 pm
MONDAYS.....LA Drop-In Bingo, Upper Hall, 7:00 pm
WEDNESDAYS.....Navy League Drop-In Bingo, 7:00 pm
THURSDAYS.....*1st Br.160 Exec. Mtg. Upper Hall, 7:30 pm
*1st L.A. Executive Meeting (as required) 7:30 pm
*2nd L.A. General Meeting, Upper Hall, 8:00 pm
*3rd Branch 160 General Meeting, Upper Hall, 8:00 pm
FRIDAYS.....TGIF, Meat Draws in Lounge, 3:00 - 6:00 pm
Dance (normally downstairs unless advised)
SATURDAYS.....Meat Draws in Lounge, 3:00 - 6:00 pm
Hall Rentals or requests for Special Functions: Please contact Ken Seymour in office, Mon - Fri, at 339-2022.

NEXT DEADLINE 5 JAN.

Officers' Mess Ladies Club 1996 Entertainment Schedule

Jan 17 Home decorating
Feb 21 Pizza and Game Night
Mar 20 Appetizer tasting
Apr 17 Fashion Show
May 15 Farewell evening

All events 7 pm for 7:30 pm at the Officers' Mess Lounge



Dog Talk
by
Gerry Gerow

Happy, healthy dogs

Dudley Majoribanks, later to become Lord Tweedmouth, worked with yellow coloured wavy coated retrievers (later to become known as flat coated) and Tweed Water Spaniels to develop the breed.

A great deal of credit for the breed's development in North America goes to Col. Samuel Magoffin of Vancouver, B.C. who imported many dogs in the 1930s.

Goldens can be superb working retrievers, provided they were bred to be. They also excel in obedience work and in tracking. Many Goldens are used in the seeing eye program for the blind as guide dogs, and in other similar applications like hearing aid dogs. I know many Goldens and find it hard to believe that there could ever be an aggressive dog in the breed. For someone with small children, or who has small children in the neighbourhood, this can be a very important factor when choosing a dog. Try one, you'll like it.

I would like to take this opportunity to wish all my readers a Very Merry Christmas and All the Best in the New Year.

Remember a dog is for a lifetime and not just for Christmas.

Barb's Dog Grooming

"Grooming Is My Profession,
Happy Dogs Are My Business"

339-0216

Just posted from Ottawa, continuing 24 years of experience.

Gymnasium Christmas Holiday hours

| DATE | TIME | OPEN TO |
|---------------|--|-----------------|
| Sat 23 Dec 95 | 1300-1700 | Open Casual |
| Sun 24 Dec 95 | Closed | |
| Mon 25 Dec 95 | Closed | MERRY CHRISTMAS |
| Tue 26 Dec 95 | Closed | |
| Wed 27 Dec 95 | 0800-1215 hrs 1230-1400 hrs 1415-2015 hrs 2030-2200 hrs | |
| Thu 28 Dec 95 | 0800-1215 hrs 1230-1400 hrs 1415-2015 hrs 2030-2200 hrs | |
| Fri 29 Dec 95 | 0800-1215 hrs 1230-1400 hrs 1415-2045 hrs | |
| Sat 30 Dec 95 | 0800-1215 hrs 1230-1400 hrs 1415-1900 hrs | |
| Sun 31 Dec 95 | 0800-1215 hrs 1230-1400 hrs | |
| Mon 1 Jan 96 | Closed | Happy New Year |
| Tue 2 Jan 96 | 0700-0830 hrs 0845-1200 hrs | |
| Wed 3 Jan 96 | 0700-0830 hrs 0845-1200 hrs 1230-1400 hrs 1430-1600 hrs | |
| Thu 4 Jan 96 | 0700-0830 hrs 0845-1200 hrs 1230-1400 hrs 1900-2400 hrs | |
| Fri 5 Jan 96 | 0700-0830 hrs 0845-1200 hrs | |

Regular Schedule resumes Mon 8 Jan 96.

MINOR HOCKEY TOURNAMENT

JAN 5/96 - 1230-2100
JAN 6/96 - 0600-1900
JAN 7/96 - 0600-1900

PMQ Rents Are Going Down

Yes it's true: there will be a \$10.00 reduction in most PMQ rents effective 1 Feb 96. The good news is the result of the efforts made by the Wing Accommodation Officer, Capt Tillison. Rents at other bases across the country continue to rise as pay rises and most promotions are on hold.



COMOX MILITARY FAMILY RESOURCE CENTRE

phone: 339-8290

CHRISTMAS TRADITIONS

NEW AND OLD

In my family the emphasis was on honouring family past and present. After church on Christmas morning we would go directly to the graves of our relatives who had passed away. As children we would lay flowers on the graves and pray in silence for a while. After the prayers this was a great opportunity to meet with friends and neighbours and exchange Christmas greetings. After our visit to the cemetery we would go home to have our dinner knowing that we had not forgotten those who had loved us and our parents when we were too young to know.

Tina Matchett-Bianco

My good friend **Pat McNeill** has started her own family tradition that after Christmas dinner she gets to sit down and watch "Anne of Green Gables" on video, while her husband and son wash the dishes.

Jon Bianco remembers a family tradition where the children all got to open one present on Christmas Eve before going to sleep.

Bev Higgins starts off her Christmas morning with scrambled eggs and champagne. After breakfast Bev and her husband watch Alastair Simm's "A Christmas Carol" and finish off the champagne. They usually end up feeling

sad about the plight of tiny Tim so they go back to bed until it is time to go to their relatives for Christmas dinner.

Alexandra Greenwood enjoys eggnog with lots of rum and vanilla ice cream first thing on Christmas morning. Alexandra's father-in-law dresses up as Santa and hands out the gifts to all those who are present. After the gifts have been opened Santa goes off to the kitchen to prepare the Christmas dinner and the rest of the family plays silly games all day.

It was a Christmas rule in **Shona Anderson's** home that presents could not be opened until everyone had a glass of orange juice.

Suzanne Ventua told me of a beautiful holiday tradition that was started by her mother a few years ago. When Suzanne, her husband and her son, Jamie were posted far away from any other relatives, Suzanne's mother sent Jamie a Christmas card with a little elf called Winkie on it. Now Winkie the Elf visits Jamie once a week for the month of December and leaves him a little parcel to open each week. Winkie has a special place in Suzanne's heart especially since her mother passed away last year.

Deborah Bacon's children are given the honour of decorating the tree each year. This is a fun time for the children and it is even more exciting to learn that while they were sleeping little elves come and rearranged it!

Karen Dunahee's family has always had a \$5 gift exchange each year. These gifts were the first to get opened on Christmas morning.

Christmas has always been a family affair, especially for the children. A time to be closer together. Sharing enjoying and appreciating our good fortune. In some ways the days leading up to Christmas are more fun than the event. The preparations...shopping list, decorating the tree, a snack for Santa and all the anticipation, both fact and myth all contributed to the big day. The day that often started at 6:00 am and went on and on until the Christmas feast, then the post prandial slumber followed by the real thing...sleep, thank Goodness! **Dennis McMahon**

My Gramma was a great pianist in her day, so Christmas carols were easy enough for her to play by ear. Our family would gather around the grand piano, with gramma at the keys, to sing Christmas carols after dinner. **Jill Sturrock**

Upcoming Events

Earthquake Preparedness

Guest Speaker: Tom Miles
Preparing your house and family for the possibility of an earthquake.
Date: Wednesday, December 13th
Time: 7:00 pm
Location: CMFRC
Registration: Call the CMFRC at 339-8290 by December 8th

Life Skills

Dates: January 22nd, 23rd, 24th & 25th
Time: 8:00am-3:30 pm (25th 8:00am-12:00pm)
Location: Bldg 22
Registration: Call 339-8290
Fee: No Fee
The CMFRC is working in partnership with 19 Wing Comox to create opportunities for spouses and military members to participate in the popular Life Skills Program

"It offers alternatives or choices that an individual can use or reject, when dealing with our responses to life."

"Very beneficial to everyone"

Groupe de

Conversation Anglaise

Tous les mercredis matins entre 10 h et 11 h 30. Le groupe converse en anglais dans une atmosphère détendue et amicale. Les personnes intéressées sont invitées à se joindre au groupe. Si vous êtes intéressé appeler à Mara: 339-8290



Kinnikinnik Child Care Centre

• **Preschool (ages 3-5 years)**
Two and three day programs are available, mornings and afternoons (2.5 hours per day).

• **Daycare (ages 15 months - 5 years)**
Full-time, Part-time & Drop-In Welcome.

• **Out of School Care (ages 6 - 12 years)**
Transportation provided to and from Lazo and Comox elementary schools upon request.

• **Toddler Play Group (15 months - 36 months)**
Tues. & Thurs. 7:00 - 11:30 am. Drop-in or monthly registrations. Minimum enrollment 2 hours.

• **Parent and Child Play Group**
Fri. 10-11:30 am. A playgroup for children under 36 Months. Older siblings are welcome. Drop-in or monthly registration.

OPEN 7:00 am - 5:30 pm

Youth Activities

Gym Nights 7 - 9 pm

Every Wednesday night at the base gym. Come out and join in activities such as volleyball, basketball, badminton and indoor soccer. No recreation passes are needed for CMFRC teens during this time only. Please bring white soled shoes.

T - Shirts

"Crows" design on the back and the CMFRC logo on the front. Cost \$7 teens \$10 volunteers. Colours are ash grey and white. Only a few left. Get yours while they last!

International Women's Day Conference Committee

The committee is looking for volunteers to participate in all areas of the planning and organizing. Please call Mara at 339-8211 local 8655 for more information.

CREATIVE CHRISTMAS WRAPPING AND GIFT IDEAS

• Candy scoop filled with home-made spiced nuts or candies and wrapped with clear or coloured wrap and tied with a bow on the handle.

• Terra-cotta flower pot lined with coloured tissue or fabric and filled with home baking or gardening supplies and trimmed with holly.

• Set home-made bread on a cutting board, wrap with clear or coloured wrap. Tie at the top with ribbon and recipe card for bread.

• Coffee mug filled with gourmet coffee or tea cup filled with an interesting selection of teas. Wrap with clear or coloured wrap and tie at top with ribbon.

• Large olive oil can, top removed, sharp edges pressed in and cleaned. Fill with special pastas, sauces, vinegar, peppercorns and antipasto. Wrap with clear wrap and tie at the top with ribbon and recipe card for pasta dish.

19 Wing Values

- Everyone is a valued member of the team.
- We will promote the concept of one military family where every one is a valued member of the team.
- We will encourage participation in our decision making processes.
- All members of 19 Wing understand the mission and are committed to its accomplishment.
- We will embrace the ethical values of the Air Force through integrity, trust, justice and honesty.
- Service with pride and respect for others.



Rumours Rumours

The following is an excerpt from a document sent from Air Command to NDHQ outlining a proposal for the cash-out of accumulated leave. It must be emphasized that this is not policy. It is merely a proposal that may or may not be adopted. It is, however, one of the sources of the rumours circulating on leave buy-out and should therefore be clarified.

Policy Concept: Cash-Out of the existing Accumulated Leave Liability (henceforth known as Accrued Leave).

1. All accumulated leave as of 31 Mar 96 is to be set aside in an "accrued leave" account which will exist until the liability is reduced to zero. The current accumulated leave account is reset to zero.
2. Members will be permitted to either:
 - a) retain their accrued leave in the account until retirement, and take it as retirement leave;
 - b) take the accrued leave as leave; or
 - c) cash-out the accrued leave under a voluntary yearly cash-out program.
3. Funds available for cash-out for the current FY are determined as of October cyclical.
4. The amount cashable is announced CF-wide by message.
5. The pay rate to be used for the cash-out will be in accordance with the member's rank/IPC as of 1 Jan of the current FY.
6. The daily pay rate (excluding allowances) is determined as follows: (monthly pay rate x 12) / 249.88
7. Money received is taxable and subject to UIC and CPP deductions.

Rumours The future of Maritime Air Group Headquarters

by Capt John Blakeley

There are lots of rumours going around these days. And the future of Maritime Air Group headquarters (MAGHQ) has been the subject of some of those rumours. But this is no rumour!

Brig-Gen Brian Cameron, commander of Maritime Air Group, was the first to dispel any rumour when he talked openly about the future of MAGHQ during a recent gathering of all the headquarters staff.

Brig-Gen Cameron and his staff participate as active members on the staffs of several headquarters while meeting the requirements of both the air force and the navy. But now that the whole issue of headquarters is under review, what does that mean for the future of Maritime Air Group headquarters?

Brig-Gen Cameron announced that a team comprised of air force and naval officers and non-commissioned members, under the direction of LCol Gerry Morey from MAGHQ, has been assembled to review the functions performed by the group's headquarters. This review, named Project Osprey, will determine how MAGHQ can continue to provide combat ready forces to meet its commitments to the air force and the navy in light of changes to other headquarters organizations throughout the Canadian Forces.

It is already well-known that Air Command headquarters, like the headquarters of Maritime Command and Land Force Command will be eliminated by 1997. By that time the commander of the air force will have established a strategic-level staff for the Chief

of the Air Staff in a newly restructured national defence headquarters (NDHQ). What is less well-known is what organizations will be in place to fulfill the operational functions previously carried out by a variety of air force headquarters across the country which must also see an overall 50% reduction of resources during the same period.

To fill the need for an operational-level headquarters, the air force is planning to establish a single headquarters from the four existing air force Group headquarters and the operational level staff from Air Command headquarters.

"This is not another version of Air Combat and Mobility Group (ACMG)" said LCol Morey, who insists that the former plan to amalgamate all of the air force group headquarters except MAG is dead. "ACMG dealt more with who we were and where we were. This new plan focuses on what we do and how we do it."

Unlike the attempts to reorganize the air force under the ACMG initiative, an organizational model for the new headquarters has not been mandated and will only be evident following the re-engineering process. The air force envisages common services centralized in a single location with unique functions being carried out in a decentralized manner by detachments of the new headquarters. This is a model familiar to MAGHQ, given its detachments at Maritime Forces Pacific headquarters in Esquimalt, B.C. and 14 Wing Greenwood, N.S.

LCol Morey's team will work full-time to represent MAGHQ

directly on the air force command and control redesign team (AFCCRT) which has been set up in Winnipeg to oversee the design and implementation of the operational-level headquarters.

The first phase of Project Osprey, named after the oceanic bird of prey which forms the centrepiece of the MAG heraldic crest, will be to identify which functions presently carried out by MAGHQ are strategic, operational or tactical in nature. LCol Morey's team will also look at which activities need to be conducted in direct consultation with the navy. Because of MAG's unique relationship with the navy, LCol Steve Doré from Maritime Forces Atlantic headquarters will form part of the Osprey team.

"This project provides an opportunity to address a number of longstanding inefficiencies while streamlining the way in which we conduct business," said Brig-Gen Cameron. "It is vital that we capitalize on this opportunity to re-engineer our own processes while revitalizing our links with the air force and the navy."

While he admits that the outcome of the functional review will not be clear for some time, Brig-Gen Cameron assured MAGHQ staff that whatever the makeup of any future headquarters, MAG would be able to support the needs of both the air force and the navy.

"At the end of the day, we must be able to carry out our mission," said Brig-Gen Cameron, who told headquarters staff that more information would be passed on as soon as it became available.

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HELP!!!

Christmas is coming and the Comox Valley Food Bank is in great need of food. 19 Wing Comox is organizing a food bank so people in need can have something on their table at this important time of the year. Families - Children need your help. It's Christmas. Please give them a little something to eat. Deposit boxes can be found at the MP's shack, Firehall 7 Hangar, 41442, 407 Servicing, the Messes, Base Hospital and the Canteen.

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*COMOX MALL
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334-3443

HOME OWNERS & AUTO PLAN INSURANCE

19 Wing Raises \$20,030.65

The 1995 19 Wing United Way Campaign was officially over on 31 October. The final results are in and the Wing raised \$20,030.65 which will be used to support the 27 local agencies in the Comox Valley supported by the United Way. Although we did not attain our goal of \$25,000 everyone put forth a good effort in supporting our community. The silent bid and raffle collected \$222.78. All of the agencies greatly appreciate the support that the Wing gives them in the annual campaign. The silent bid winners and donations are as follows:

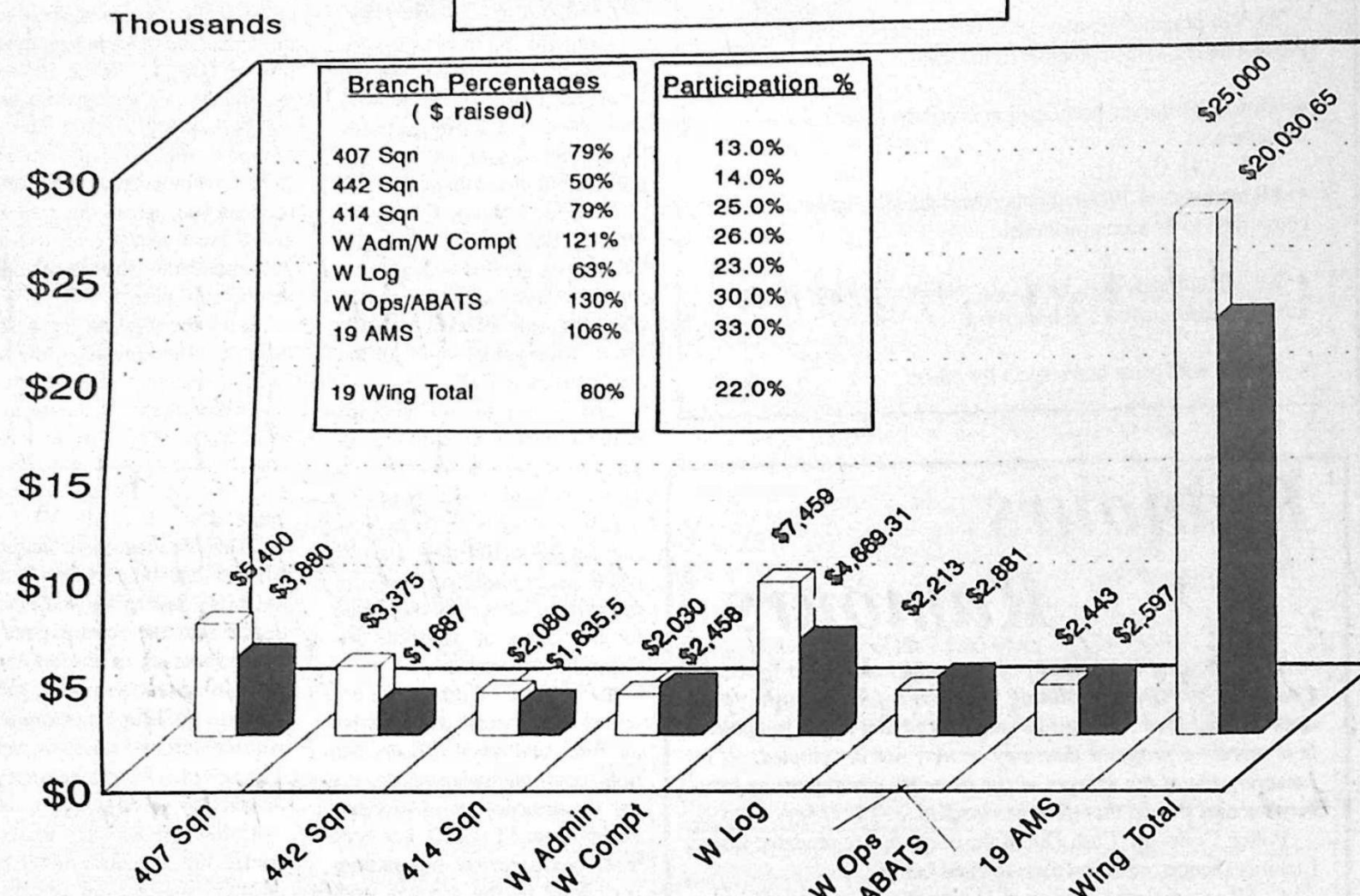
Cpl D. Parker - WComd parking spot 7 HG
MCPl G. Noel - Personnel portrait from WPhoto
WO G. Thomas - Home fire inspection by WFH
Cpl I. Haggart - Vehicle safety inspection by WEME
Lt(N) M. Ho - Drive and operate a fire truck by WFH
Cpl P. Nicholson - Babysitting service by Jenie Norlander
Capt A. Skinner
Sgt A. Lirette
Capt R. Johnson - Gift certificate by the Runway Restaurant.

The Wing's campaign may be finished but by no means has the Comox Valley's! Various activities to raise funds will be held in Courtenay, Comox and Cumberland by various businesses and volunteer agencies that are part of the United Way team. You, as a resident and possible utilizer of



1995 UNITED WAY REPORT 19 WING COMOX / 24 NOV 95

□ \$ GOAL ■ \$ RAISED



the various services, are encouraged to support these activities as the Comox Valley is our home as well as our workplace.

All section canvassers deserve a great amount of credit for doing an outstanding job of canvassing for the funds in this campaign. They were a group of enthusiastic and conscientious individuals who donated their time and en-

ergy for this very worthwhile cause. I would like to thank them for their assistance and support in this year's campaign. Special recognition should go to the WEME Flight and 19 AMS for their extra effort in organization of the annual headlight alignment and the VCR clinic. The extra support shown by both flights was very much appreciated by the United Way Comox

Valley Board of Directors. Recognition should also go to the editor and staff of the Totem Times. Each year they support the campaign by publishing these and other articles as well as running advertisements for the various events taking place during the campaign. Most importantly you, the members of 19 Wing, should be proud of the support you have given to the United Way

and its agencies here in the valley. Through your support the quality of life for numerous residents in our community has been improved.

A BIG Thank You to all who donated their time and money to the 1995 Wing campaign! Don't forget to "Give where you Live" and support the Comox Valley United Way Campaign.



Public & Personal Announcements

For Sale

1983 Ford Ranger light truck, long box, Auto, with canopy. \$2,000 o.b.o. Also kerosene heater \$50, 1/2 louvered bifold doors (never unwrapped) \$25. Phone: 338-0259

Comox Valley Smokeless Singles Club

This club is for non-smoking singles to meet each other and enjoy a variety of activities in a smoke-free environment. Hikes - trips - campfires - coffee klatches - dances - potlucks - BBQ's - dinners - etc.

Dances held first Friday and third Saturday each month. For further info re dances call Ron at 339-9831. For membership info call Doreen 334-4532.

Dependant Use of Base Gym Facilities

All dependants using the Base Gym facilities must produce their Dependants Pass in order to enter the gym. Dependants under the age of 12 must remain in the company of their guardian.

Swimming Pool Closure

Construction of the long awaited pool roof began 5 September, with completion expected by March 96.

During the construction period, military members may obtain swim passes for the Comox Valley Sports Centre through the gymnasium. Passes will be limited in number and will be distributed on a weekly basis. Queries, questions, updates may be obtained by contacting the PE&R staff at loc 8315 or 8781.

Squash Court

Bookings available from 0730-2100 hrs daily

Mon-Fri
1100-1300 military and DND employees only
1600-2100 casual use
Sat
1300-1700 casual use
Sun
1300-2100 casual use

All squash court bookings will be done 24 hrs in advance only. Phone Loc 8782 After 1600, Loc 8315



Avis

Groupe de soutien pour familles francophones centrer sur l'étude de la parole de Dieu. Rencontre tous les mercredi de 1900 - 2030. Pour information contacter Jacques ou Sylvie Fortin 339-6377.

Welcome Home Dad



Happy 36th birthday and welcome home Daddy. Love, Melissa & Wendy.

1,2,3 JUMP START

Academic Preschool for 3-5 year olds. •children progress at their own pace•individualized programming•theatre/story time/centres/computers•B.Ed. educators•4:1 ratio•accepting ongoing registration. 336-8726 505-6th Street, Courtenay.

CAR WASH

1 dollar seven minutes

Open 24 hours. Located beside Auto Hobby Club. Open to all. CLOSED Dec 14 - Jan 5

Gym Hours

Mon-Fri: 0600 - 2100 hrs.
Sat: 1300 - 1700 hrs.
Sun: 1300 - 2100 hrs.

Mon-Fri

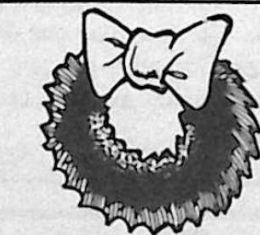
1100-1300 military and DND employees only
Sat
1300-1700 casual use
Sun
1300-2100 casual use

Take Off Pounds Sensibly

Tops #BC3454, Lazo, meets every Wednesday at the Base Rec Centre at 6:30 pm. For information call Kathy at 339-2976.

For Rent

Waterfront home for rent. Kin Beach area. 2-bedroom \$950.00 per month. Phone: 338-0442.



Happy 1st birthday
Stephanie



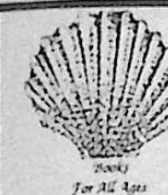
Love, Dad, Mom & Jessica

Comox Little Children Nursery School

Located on Comox Marina Park • large playground • walks and field trips • experienced certified staff • non-profit society • run by a parent board • on-going registration • visitors welcome • Monday to Friday 9:00-11:30am. 1801A Beaufort Avenue, or call 339-6883.

Aerobics

Co-Ed Aerobics are available at the Base Gym aerobic room Mon thru Fri 1130-1215 hrs. For further info contact Karen at local 8442.



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Week ending 9 December

- | | |
|-----------------------------|-----------|
| 1. Original Sin ... | James |
| 2. Kill all the Lawyers ... | Deverell |
| 3. Last Human ... | Naylor |
| 4. Insomnia ... | King |
| 5. The Cunning Man ... | Davies |
| 6. Kolymusky Heights ... | Davidson |
| 7. The First Sacrifice ... | Gifford |
| 8. Gal ... | Bolton |
| 9. Paper Tiger ... | Rice |
| 10. Runestone ... | Coldsmith |

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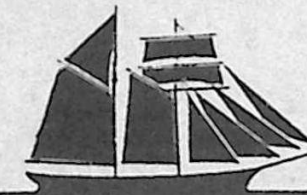
Drop in for breakfast, lunch or after work. We have a snack bar & bar for your convenience. Call ahead and pre-order for lunch, so it is ready when you arrive.

Banquet room available for your parties

For more information call Diane at

Local 8163

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WING NIGHT every Tuesday ...
all you can eat Chicken Wings
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Canadian Forces Decorations



Maj C.D. Fast, Deputy Wing Operations Officer, receiving his first clasp to the Canadian Forces Decoration from Col B.B. MacLean, WComd. He will no longer be confused for a young fighter pilot.

Airshow 96 date announced

The date of the 1996 Comox International Airshow has been set for Sunday, 21 July, 1996. The base again invites aviation enthusiasts everywhere to come out and see the aircraft, aerial displays, memorabilia tables and, of

course, the men and women who make Canada's Air Force the professional team that it is. In addition to the Snowbirds and other mainstays of the Comox Airshow, there may be a few surprises next year, so stay tuned. Participating aircraft and special events will be announced as they become known.

Tree of Light Campaign begins

The fifth annual Tree of Light campaign began at CFB Comox on Wed 6 Dec at 10 am when Wing Commander Col Brian MacLean flipped the switch at the main gate and lit up the base Christmas tree. The lights for the tree are purchased by donation, with proceeds going to the Military Police Fund for Blind Children.

The campaign is sponsored each year by the Military Police (MP) detachment. This year there are about 250 bulbs that can be bought by military personnel and the public. The lights will be sold until 25 Dec on the basis of one bulb for each donation received. Each year, many people choose to simply donate to a very worthwhile cause.

Lights are for sale at the CANEX retail store and the MP station.

Donations are tax deductible and a receipt can be obtained.

The Canadian military has sponsored this Christmas labour of love since 1957.



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THE RESUME HUT

CFB Comox Bowling Centre

Any individuals, couples, or teams interested in league bowling please call the contacts listed below, or call Bowling Centre staff members Scott Teasdale at 334-1937 or Pat Andrews at 338-8317. Info also available from PERI staff.

| League Times | Contact |
|---------------------------------|-------------------------|
| Tuesday Ladies 6:45 - 9:00 pm | Sylvia Smith 339-0663 |
| Wednesday Ladies 1:00 - 3:15 pm | Joan Breault 339-2045 |
| Wednesday Mixed 6:30 - 9:00 pm | Darrin Hartley 339-1818 |

Interested in playing in a Men's League? - call the Bowling Centre staff and put you name down.

Casual Bowling

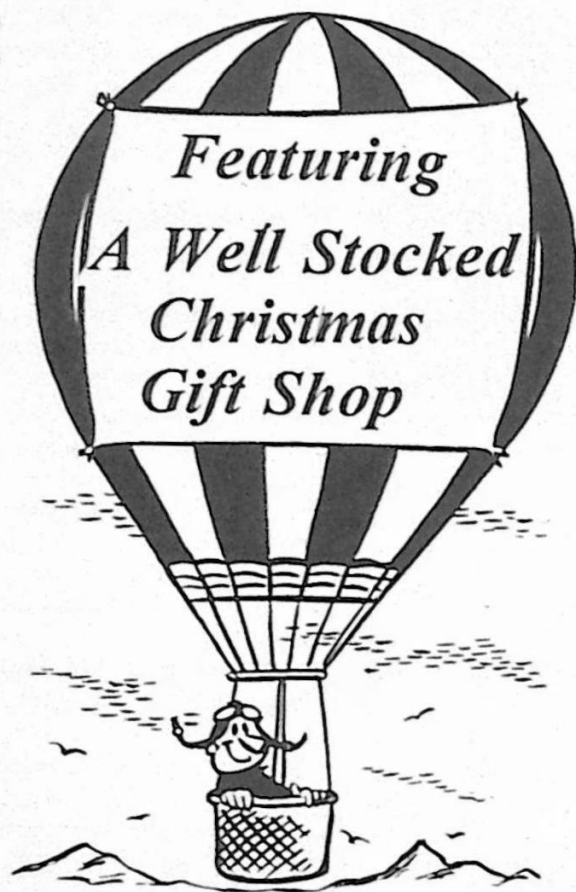
Friday 6:00 - 9:00 pm
Sunday 1:00 - 4:00 pm

Youth Bowling League - Saturdays at 9:30 am

Anyone interested in registering their children for the Saturday League can contact the coordinator, Byron Tordoff, at 339-7852. The kids have a lot of fun and get professional coaching at the same time.

We also book parties for section parties, sports afternoons, organizations, birthdays, etc.

Comox Air Force Museum



All sorts of aviation oriented gifts that spell out the best of the past and the promise of the future

**Books, Pins,
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Sweatshirts,
Wall Clocks.**

*Located at the main
entrance to CFB Comox*

T-Shirts - \$12.00

Logos-

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Nieuport

Spitfire

Harvard

Arrow

Dakota

Lancaster

T-Bird

**Too many items
to list here.
Drop by the
museum for a
free catalogue.**



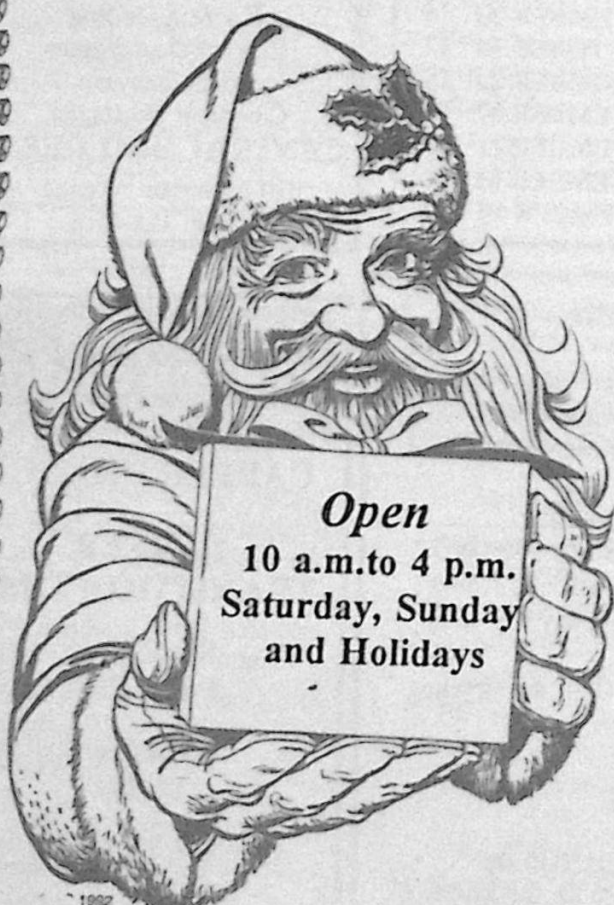
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