

J. R. Hubel

ROYAL CANADIAN ARTILLERY
ASSOCIATION

FORMED 1876



REPORT
1979 - 1980

THE 1981 ANNUAL MEETING

WILL BE HELD

AT

CFB SHILO, MAN.

17-20 SEP



Royal Canadian Artillery Association

Under the Distinguished Patronage of
His Excellency The Right Honourable
Edward Schreyer, CC CMM CD
Governor General of Canada

VICE - PATRONS

His Honour the Lieutenant-Governor of Alberta
His Honour the Lieutenant-Governor of British Columbia
His Honour the Lieutenant-Governor of Manitoba
His Honour the Lieutenant-Governor of New Brunswick
His Honour the Lieutenant-Governor of Newfoundland
His Honour the Lieutenant-Governor of Nova Scotia
His Honour the Lieutenant-Governor of Ontario
His Honour the Lieutenant-Governor of Prince Edward Island
His Honour the Lieutenant-Governor of Quebec
His Honour the Lieutenant-Governor of Saskatchewan

<u>TABLE OF CONTENTS</u>	<u>PAGES</u>
Patron and Vice Patrons	1
Photograph of President	3
Officers and Executive Committee 1980-81	4-6
Photograph of Executive Committee 1979-80	7
Past Presidents	8-9
Past Colonels Commandant	9
Life Members	10-11
Honorary Life Members	11
Past Secretaries and Treasurers	11-12
In Memoriam	12
Photograph of Delegates attending 1980 Meeting	13
<u>Minutes of 95th Annual Meeting</u>	
President's Opening Address	14-15
Approval of 1979 Minutes	16
<u>Business Arising from the 1979 Minutes</u>	
Resolutions	16-17
DND reply to 1979 Position Paper	17-19
<u>Committee Reports</u>	
Financial	20-21
NRQS	22-24
Photos of Presentations of NRQS Awards	25-29
Competitions	30-33
Photographs of Awarding of Trophies and Awards	34-38
<u>Regional Representatives Reports</u>	
Atlantic	39-40
Secteur de l'Est - Eastern	40-41
Central	42-43
Prairie	43-45
Pacific	45-48
<u>Special Committee</u>	49-56

<u>TABLE OF CONTENTS</u>	<u>PAGES</u>
<u>Public Relations Committee</u>	57
Address by Chairman of CDA	58-60
Address by Director of Artillery	61-66
Allocution prononcée par le Directeur de l'Artillerie	67-73
Address by the Colonel Commandant	74-80
Allocution prononcée par le Colonel Commandant	81-92
Life Memberships	93
<u>Reports of Syndicates</u>	
Constitution and MITCP	93
Junior Officer	93
Artillery Training	93-97
Resolutions	98-99
Competitions	100-101
Subsequent Resolutions	102-105
Position Papers	106
Messages	107
Guest Night Dinner and Photographs	107-123
Report of the Nominating Committee	124-125
Election of Officers and Executive	125
Actions of the Executive	126-127
Delegates and Members attending 95th Meeting	128-130
Rules of the Royal Canadian Artillery Association	1A-12A
Règlements de l'Association de l'Artillerie Royale Canadienne	1B-12B



Brigadier General W.T. Wickett, CD
President 1979 - 80

ROYAL CANADIAN ARTILLERY ASSOCIATION
Officers and Executive Committee
1980 - 81

President Col. R.A. Jacobson, CD
1276 - 5th Ave. S.,
Lethbridge, Alta. Res 327-735
Bus 329-527

Vice-President Col. J.R.G. Saint-Louis, CD
46, Sauriol
Laval-des-Rapides Res 688 143
Laval, Quebec Bus 283 646
H7N 3A8

Regional Representatives

Atlantic Capt. R.E. Nickerson, CD
49 Porter St. Res 742-2550
Yarmouth, N.S. Bus 742-501
D5A 2Y8

Eastern LCol J. de Grasse, CD
969 blvd. Valcartier Res 843-0702
Neufchatel, Quebec Bus 659-3802
G1B 3W4

Central LCol H.B. Halford CD
104 William St., Res 254-1714
Sault Ste. Marie, Ont. Bus 945-2914
P6A 5V5

Prairie LCol C. Gustafson, CD
3123 78th Street Res 468-2551
Edmonton, Alta, Bus 462-5896
T6K 3P1

Pacific Maj. D.I. Smith CD
575 Carnation Drive Res 479-8981
Victoria, B.C. Bus 387-6220
V8Z 6G6

Advisory Committee

Col. J.H. Turnbull, OMM SBStJ EM CD
Driftwood, Res 657-7146
Red Head, N.B. Bus 652-2977
E2L 4V5

Col. E.H. Rowe, OMM OStJ CD
45 Drake Street,
Sault Ste. Marie, Ont.

Res 253-7326
Bus 945-2802

Col. J.P. Beer, MBE CD
3481 Cardiff Place,
Victoria, B.C.

Res 598-4193

Col H.D. Chapman, CD
33 East 34th Street
Hamilton, Ont.
L8V 2W3

560 Wilson St.,
Hamilton
L8L 1T8

⁹⁰⁵
Res 385-4586
Bus 522-9494

LCol J.C. McKenna, CD
"Innisfree"
RR#1
Uxbridge, Ont.
LOC 1K0

Res 852-5282
Bus 293-8111

Past President

BGen W.T. Wickett, CD
4043 West 32nd Ave.,
Vancouver, B.C.
V6S 1Z5

Res 224-6372
Bus 683-7441

Colonel Commandant

BGen W.W. Turner, CD
RR#1, Highway 15,
Kingston, Ont.
K7L 4V1

Res 542-5919

Secretary-Treasurer

LCol B.G. Brule, CD
2582 Henley St.,
Ottawa, Ont.
K2B 7R3

Res 828-2574
Bus 994-1991

Auditor

Mr. J.E. Baldwin
604 Mansfield Ave.,
Ottawa, Ont.
K2A 2T4

Res 728-6817

Col. E.H. Rowe, OMM OStJ CD
45 Drake Street,
Sault Ste. Marie, Ont. Res 253-7326
Bus 945-2802

Col. J.P. Beer, MBE CD Res 598-4193
3481 Cardiff Place,
Victoria, B.C.

Col. H.D. Chapman, CD Res 385-4586
33 East 34th Street Bus 522-9494
Hamilton, Ont. 6+ 164 + 9 +
L8V 2W3

LCol J.C. McKenna, CD Res 852-5282
"Innisfree" Bus 293-8111
RR #1
Uxbridge, Ont.
LOC 1K0

Past President

BGen W.T. Wickett, CD Res 224-6372
4043 West 32nd Ave., Bus 683-7441
Vancouver, B.C.
V6S 1Z5

Colonel Commandant

BGen W.W. Turner, CD Res 542-5919
RR #1, Highway 15,
Kingston, Ont.
K7L 4V1

Secretary-Treasurer

LCol B.G. Brule, CD Res 828-2574
2582 Henley St., Bus 994-~~1991~~
Ottawa, Ont. -1393
K2B 7R3

Auditor

Mr. J.E. Baldwin Res 728-6817
604 Mansfield Ave.,
Ottawa, Ont.,
K2A 2T4



Executive Committee 1979-80. Front Row L. to R. Col E.H. Rowe, LCol B.G. Brule, Col J.R. Matheson, BGen W.W. Turner, BGen W.T. Wickett, Col R.A. Jacobson, LCol J.E. deHart, Col J.P. Beer
Rear Row L. to R. LCol M.J. Day, LCol R.W. Johnston, Maj. N.E. Johnson, LCol S.T. MacDonald, Col R.P. Beaudry, LCol N.F. Scardina, Col J.H. Turnbull.

PAST PRESIDENTS

1876-79 Major General Sir E. Selby Smyth, KCMG
1880-83 Major General R.G.A. Luard
1884-87 Lieutenant-Colonel W.R. Oswald
1888-89 Honorable Colonel A.M. MacDonald
1890 Major General Sir F. Middleton, KCMG CB
1891 Lieutenant-Colonel A.A. Stevenson
1892 Lieutenant-Colonel A.E. Curren
1893 Lieutenant-Colonel J.R. Armstrong
1894-96 Lieutenant-Colonel the Honorable E.G. Prior, MP
1897-98 Lieutenant-Colonel F. Minden Cole, DSO
1899-01 Colonel D.T. Irwin, CMG VD
1902-03 Major General W.H. Cotton
1904-05 Colonel Frank King, MD
1906-07 Colonel Sir John Hendrie, KCMG CVO
1908 Lieutenant-Colonel H. McL. Davison
1909 Colonel R. Costigan, DSO
1910 Colonel N.F. MacNachtan, CVO
1911 Colonel E.M. Renouf
1912 Lieutenant-Colonel E.W. Rathbun
1913 Lieutenant-Colonel W.G. Hurdman, DSO
1920 Major General Sir Edward Morrison, KCMG CB DSO
1921 Colonel J.J. Creelman, DSO
1922 Brigadier General C.H. MacLaren, CMG DSO
1923 Lieutenant-Colonel S.B. Anderson, CMG DSO
1924 Brigadier General W.O. Dodds, CMG DSO VD
1925 Colonel J.J. Penhale, DSO
1926 Lieutenant-Colonel H.H. Sterns
1927 Lieutenant-Colonel J.A. McDonald, DSO
1928 Lieutenant-Colonel N.P. MacLeod, MC
1929 Colonel E.G.M. Cape, DSO
1930 Colonel MacKenzie Waters, MC
1931 Lieutenant-Colonel N. MacDonald
1932-33 Colonel The Honorable G.A. Drew, PC VD CD QC LLD
1934 Lieutenant-Colonel R.T. Perry, VD
1935 Brigadier W.C. Hyde, DSO VD
1936 Lieutenant-Colonel J.R. Samson, OBE VD
1937 Lieutenant-Colonel G.T. Inch, MC VD
1938 Brigadier R.A. Fraser, VD
1939 Colonel C.G. Beeston, QC
1940-46 Colonel J.J. Creelman, DSO
1947 Major General A.B. Matthews, CBE DSO ED CD
1948 Brigadier P.A.S. Todd, CBE DSO ED CD
1949 Brigadier R.E.G. Roome, CBE VD
1950 Brigadier H.E. Wright, ED
1951 Brigadier E.R. Suttie, CBE DSO ED CD
1952 Brigadier A.E. McB. Bell-Irving, OBE ED
1953 Brigadier H.E. Murray, DSO ED
1954 Brigadier Maurice Archer, MBE
1955 Brigadier F.D. Lace, DSO OBE ED
1956 Brigadier J.A. Gillies, OBE ED

1957 Brigadier W.D. King, OBE ED CD
1958 Brigadier J. Bibeau, DSO ED
1959 Brigadier R.T. DuMoulin, ED CD QC
1960 Brigadier D.C. Campbell, CD
1961 Brigadier H.T. Airey, CD
1961-62 Colonel R.W. Cormack, OBE ED CD
1962-63 Brigadier G.B. Robertson, ED CD
1963 Brigadier R. Normandeau, CD
1964-65 Lieutenant-Colonel W.S. Jackson, CD
1965-66 Lieutenant-Colonel E.R. Clemis, MBE ED CD
1966-67 Lieutenant-Colonel R.J. Connor, ED
1967-68 Lieutenant-Colonel J.D. Cambridge, CD
1968-69 Lieutenant-Colonel W.D. Elsdon, GM CD
1969-70 Colonel J.H. Turnbull, CD
1970-71 Colonel B. Shapiro, CD
1971-72 Lieutenant-Colonel A.G. Lunch-Staunton, CD
1972-73 Lieutenant-Colonel J.C. McKenna, CD
1973-74 Lieutenant-Colonel J.W. Alward, CD QC
1974-75 Colonel A.E. Sherwin, CD
1975-76 Lieutenant-Colonel B.S. MacDonald, CD
1976-77 Lieutenant-Colonel B.G. Brule, CD
1977-78 Colonel E.H. Rowe, OMM CD ADC
1978-79 Lieutenant-Colonel J.E. de Hart, MC CD
1979-80 Brigadier-General W.T. Wickett, CD

PAST COLONELS COMMANDANT

Major General T.B. Strange	1 Apr 1925 - 20 May 1925
Colonel Del T. Irwin, CMG VD	10 Jul 1925 - 19 Mar 1928
i/Col. BGen W.O.H. Dodds, CMG DSO VD	20 Mar 1928 - 25 Aug 1934
Major General H.A. Panet, CB CMG DSO	1 Nov 1934 - 17 Jan 1948
Major General H.O.N. Brownfield, CBO MC CD	18 Jan 1948 - 17 Jan 1958
Brigadier P.A.S. Todd, CBE DSO ED CD	18 Jan 1958 - 17 Jan 1964
Major General A.B. Matthews, CBE DSO ED CD	18 Jan 1964 - 17 Jan 1969
Major General H.A. Sparling, CBE DSO CD	18 Jan 1969 - 17 Jan 1975
Brigadier General E.M.D. Leslie, DSO CD	18 Jan 1975 - 3 Aug 1979

LIST OF LIFE MEMBERS

Lieutenant-Colonel J.W. Alward, CD QC
Colonel W.G. Ames, CD
Brigadier M. Archer, MBE CD
Colonel J.P. Beer, MBE CD
Lieutenant-Colonel A.H. Birks, DSO ED
Colonel G.F. Blyth, CD
Lieutenant-Colonel T. Bond, MC CD
Lieutenant-Colonel T. Boulanger
Major A.E. Bruce
Lieutenant-Colonel N.B. Buchanan, MC
Lieutenant-Colonel J.H. Coleman, MBE ED
Lieutenant-Colonel O.F.C. Cook, CD
Colonel J.E. Crosman, CD
Lieutenant-Colonel J.H.E. Day, CD
Lieutenant-Colonel J.E. de Hart, MC CD
Captain The Honourable Mister Justice R.G.B. Dickson
Brigadier R.T. DuMoulin, ED CD
Lieutenant-Colonel G.C. Eaton, MC CD
Colonel J.F. Edgecombe, OBE ED CD
Major F.J.R. Ervin, CD
Captain D.F. Filliter
Colonel D.W. Francis, CD
Colonel H.M. Hague, DSO ED QC
Captain D.W. Hawthorne, CD
Brigadier General R.G. Heitshu, CD
Captain N.P. Hill
Lieutenant-Colonel W.H. Howard, MC
Colonel R.A. Jacobson CD
Colonel M.D. Kearney, CD
Lieutenant-Colonel K.J. Kenyon, CD
Brigadier F.D. Lace, DSO OBE ED
Major K.D. Lavender, CD
Lieutenant-Colonel A.G. Lynch-Staunton, CD
H/Colonel Captain J.R. Matheson, KStJ CD QC
Major General A.B. Matthews, CBE DSO ED CD
Lieutenant-Colonel J.C. McKenna, CD
Brigadier R. Normandeau, CD
Brigadier General P.W. Oland, OC EM CD
Brigadier General The Honourable V. deB. Oland, ED
Lieutenant-Colonel M.T. O'Leary, CD
Colonel J.S. Orton, MBE MC CD
Major R.L. Pepall, MBE
Colonel A.C. Perron, ED CD
Brigadier G.B. Robertson, ED CD QC
Lieutenant Norman M. Rogers, QC
Colonel B. Shapiro, CD

Colonel A.E. Sherwin, CD
Lieutenant-Colonel W. Simcock, CD
Lieutenant-Colonel T.R. Smith, CD
Colonel H.J. Stein, CD
Major W.A. Stover, ED EM
Colonel D.G. Struthers, CD
Colonel J.H. Turnbull, OMM SBStJ EM CD
Lieutenant-Colonel H.T. Vergette, CD
Lieutenant-Colonel W.S. Watson, EM CD
Lieutenant-Colonel F. Waugh, MBE CD
Major M.L. Williams, CD
Lieutenant-Colonel J.E. Wilson MBE CD

Brigadier General H.W. Sterne, DSO MBE OStJ CD
Lieutenant-Colonel J.M. Sutherland, OStJ CD

ELECTED HONORARY LIFE MEMBERS

1951 Major General A.B. Matthews, CBE DSO ED CD
1952 Brigadier R.E.G. Roome, CBE VD
1954 Brigadier P.A.S. Todd, CBE DSO CD
1959 Major General The Hon. E.C. Plow, CBE DSO CD
1964 Major General A.E. Walford, CB CBE MM ED
1965 Major H.A. Sparling, CBE DSO CD
1965 Colonel E.W. Cormack, OBE ED CD
1969 Lieutenant-General W.A.B. Anderson, OBE CD BA
1972 Colonel G.W.L. Nicholson CD
1972 Lieutenant-Colonel E.C. Scott, ED
1976 Colonel J.D. Cambridge, CD
1979 Brigadier General E.M.D. Leslie, DSO CD

PAST SECRETARIES, TREASURERS AND ASSISTANTS

Secretary

1904-1906 Capt. E.R. Tooley
1979-1980 LCol B.G. Brule CD

Treasurer

1904-1912 LCol W.G. Hurdman, DSO
1907 LCol F. Minden Cole, DSO
1908-1911 Major A.C. Arnoldi
1912 Major C.H.L. Sharman
1979-1980 LCol N.F. Scardina, CD

Secretary-Treasurer

1876-1904 LCol J.B. Donaldson
1913-1914 Major C.H.L. Sharman
1914-1917 Colonel D.T. Irwin, CMG VD
1917-1919 Lieutenant-Colonel C.E. Long

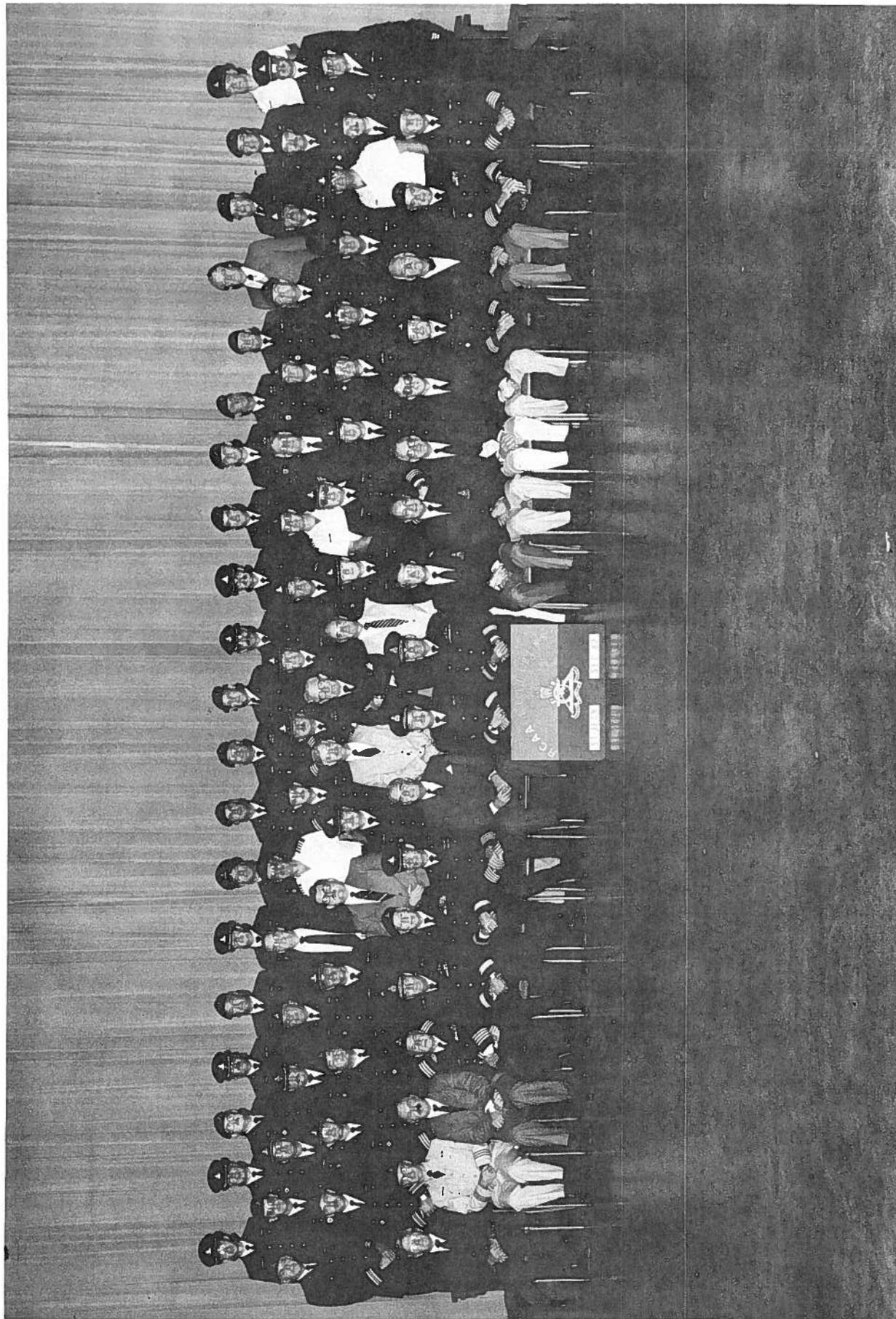
1919-1945	Colonel C.H.L. Sharman, CBE CMG DSO
1946-1961	Brigadier R.J. Leach, MC
1962-1972	LCol E.C. Scott, ED
1972-1979	LCol N.F. Scardina, CD

Assistant Secretary-Treasurer

1934-1939	Major P.A.S. Todd
1949-1961	LCol E.C. Scott, ED
1962-1969	LCol H.T. Vergette, ED

IN MEMORIAM

Colonel S.A. Magnacca CM ED CD
Colonel G.W.L. Nicholson CD
LCol C.D. Hardy CD



Delegates and Members attending the 95th Annual Meeting at CFB St. Jean

95th ANNUAL MEETING 1980

The Ninety-Fifth annual meeting of the Royal Canadian Artillery Association opened at 0900 hours, 17 September 1980, in the Main Building, Canadian Forces Base St. Jean, Quebec, with the President, BGen W.T. Wickett CD presiding.

Welcome by Base Commander

Colonel Kenneth Mitchell, Base Commander, CFB St Jean welcomed all delegates and members to St Jean, provided a brief description of the Base's facilities and wished them an enjoyable stay during the course of the meeting.

Before presenting his formal address the President expressed the Association's appreciation to Colonel Mitchell for making the facilities of CFB St Jean available for our meeting.

President's Address

Welcome to the 95th annual meeting of the Royal Canadian Artillery Association.

I am both honoured and delighted to have been your President for the past year. I am pleased at seeing so many dedicated gunners assembled here to consider our many problems.

When I accepted the presidency last year I was a naive area commander. Naive in the sense that I felt I would have some free time to visit some other areas. Well, unfortunately, it didn't turn out the way I expected. I was only able to visit the two units in Pacific Area. I can say they are doing well.

I was able to meet with the executive on several visits to Ottawa. The first was last November to attend the Honorary Colonels Conference. The second was in January when I attended the CDA and represented the Association. I was fortunate to meet with the Past President on two occasions in Vancouver. First in March when Gen Matthews and LCol J de Hart were here to meet the national employer support group. I arranged through the CO of 15 Fd Regt. for Gen Matthews to visit the armouries and chat with some gunners and Sr NCOs. LCol de Hart was in Vancouver again in June and we got together for Wednesday lunch at 15 Fd. There was a surprisingly large turnout of Past Presidents of the Association that day. We had an enjoyable time. Jack reciprocated by inviting me to the Corps of Commissionaire lunch the following Friday where I was pleased to see so many familiar faces. In January I attended before the Task Force on Unification and Integration in Vancouver and presented the Association's paper. I attended with BGen Doug Anderson who presented CDA's paper which was identical to ours. We were both impressed with the questions the members of the task force asked.

During the first week of April, Militia Area Pacific conducted a gun camp at Yakima. Col Stein paid us a visit and brought Col Crosman and I up to date on gunner matters.

Pacific Area's MilCon was held during the last week of August and I was pleased that MGen Doug Baker attended. Col Jack Crosman and I had some interesting discussions on gunner matters with Gen Baker. Both Arty Units were using the new calculator at camp and spoke very highly of its performance.

I was disappointed that I did not have the time to visit other units but I did receive reports from time to time on their progress from the grapevine and official sources.

As your President I do not dictate what course we as an Association should take. Over the past year I have noticed during my travels a definite awareness on the part of the public in the roles of the Armed Forces and in particular the Reserves. If I were to suggest a theme for this year it would be for our Association to speak out and demand an immediate increase in the numbers of the Reserves. Why? Simply because we cannot wait any longer for the study on mobilization to be completed. The ranks of the Reserves are being depleted because many of our personnel are joining the Regular Force. If we do not increase our numbers now when the time is ripe, we will not have any base on mobilization to augment the Regular Force. We have waited too long for the mobilization plan, for the implementation of P-26. We all know the numbers of 17 years olds will decline in the 1980's. We also know the public is now interested in the forces because of the events in Iran and Afghanistan. I feel now is the time for our Association to take a stand. We have come up with a theme - the growth of the Reserves in the 1980s. We should take the initiative and suggest what is required to increase the Reserves to a viable fighting force capable of augmenting the regular force on mobilization and to provide a base for expansion of additional Units.

Before closing I must express a few words of appreciation. First, I would like to express my sincere appreciation again to Colonel Kenneth Mitchell, Base Commander, CFB St Jean, for allowing us to hold our meeting here. I would also like to thank Colonel Gilbert Sain-Louis, Commander District No. 1, secteur de l'est, and LCol Steve Goldberg for the time and effort he and his unit personnel have spent in hosting this year's meeting.

I would be remiss if I didn't mention the assistance I received from our Past President LCol J de Hart. He represented me at several CDA meetings when it was impossible for me to get to Ottawa. As well I'd like to thank Bernie Brule for his hard work and for keeping me informed and up to date on the Associations business.

I have spoken long enough. It is now time to get on with our task as stated in our constitution which is the promotion of the efficiency and welfare of the Royal Regiment of Canadian Artillery and of all matters pertaining to the Defence of Canada.

Approval of the Minutes of the 1979 Annual Meeting

These were approved by the general meeting, there being no reported errors or omissions.

Business Arising from the 1979 Minutes

Resolutions (See 1979 Annual Report for texts)

Resolution 1/79 Phase-out of paid ceilings

Reply from Commander FMC

Dear Colonel (B Shapiro, Chairman CDA)

I have had my staff review CDA Resolution Number 2/80 sent under the cover of your DO letter dated 3 March, 1980 concerning the phase out of paid ceilings for the Reserve.

As you are probably aware, Mobile Command Headquarters is reviewing the current establishments of the Militia to better enable the Militia to undertake its tasks as detailed in P-26. However, I think you should understand that this is not directly related to the paid ceiling.

The paid ceiling provides the Militia with a simplified approach to budgeting. In essence, the paid ceiling concept stipulates that the "average number of militiamen" being paid in a year will not exceed 15,500. According to our records in Mobile Command Headquarters, in fiscal year 1979/80 the monthly average of paid militiamen has not exceeded 12,000 personnel. This indicates that the Militia, given the funds, could increase the present number of training days provided to these 12,000 individuals, but more importantly, employ and train 3500 more militiamen.

My policy has always been that whenever there is evidence that the paid ceiling of 15,500 curtails militia training activities in any way, authority will be sought immediately to raise it to the required level. Therefore, I cannot support your resolution as I do not consider that the paid ceiling is restricting militia training or the quality of the leadership structure in the Militia.

Yours sincerely,

(signed) J.J. Paradis

Colonel B. Shapiro, CD
Chairman
Conference of Defence Association
P.O. Box 893
Ottawa, Ont
K1P 5P9

Major General Doug Baker, Deputy Commander FMC, commented on this reply. He noted that FMC cannot ask for more money. Historically, FMC has underspent the funds allotted to pay the Reserves. Some procedure must be established where units can expend whatever funds they need and whereby the total amount does not exceed the amount allotted for 15,500 Reserves. The problem is not the availability of funds but how we handle them. At this time the procedures do not allow the funds to be spent the way they should be.

Resolution 2/79 Institution of Trade Badges

CDS Comment

All aspects of identification are a matter of concern within the Department.

The review group studying the Task Force on Unification report will be taking this up as a specific issue.

It was noted at the meeting that a recent news release indicated that trade badges had been approved.

Resolution 3/79 Shortage of Radios

Resolution 4/79 Reactivation of separate Chief of Staffs

Comment Both resolutions 3/79 and 4/79 were withdrawn at CDA

Position Papers

#1 Adequate funding for the Reserves

This paper was forwarded to the Prime Minister. An acknowledgement was received a month later. The Government was defeated shortly thereafter and nothing further was heard.

#2 In reference to NDHQ Policy Directive P26

Reply from Hon. Allan McKinnon, 28 November 1979

Ottawa, Ontario
K1A 0K2

28 November 1979

Brigadier General W.T. Wickett, CD (Retired)
President
Royal Canadian Artillery Association
4043 West 32nd Avenue,
Vancouver, British Columbia
V6S 1Z5

Dear General Wickett:

Thank you for your letter of 23 October 1979.

I wish to reassure you that NDHQ Policy Directive P26 remains valid as a statement of intention and that it continues to be the NDHQ policy for the Primary Reserve and the Supplementary List. Implementation has been complicated for a number of reasons. First of all, there are difficult interface problems between our immediate Emergency Agumentation needs and the resources available to meet them, and to this end details of required Reserve Force improvement have had to be worked out. As well, funding reductions in fiscal year 1979/80, generated by the fiscal retrenchments undertaken by Government have set the overall program back one year. Finally, the Reserve improvement program will be a costly one and must be funded over a period of years.

A Program Development Proposal has been produced. This plan advocates an increase in the average number of mandays per man per year, a small increase in the Regular Support staff and adequate scales of clothing for both the Primary Reserve and Supplementary List for training and mobilization purposes. Funding is requested beginning fiscal year 1980/81 and extending to 1984/85. Departmental decisions should ensue during the coming months on this initial phase of the program following which I hope the program can begin on schedule.

We plan to process the requirements for accommodation, training areas, the training scale of equipment and ammunition in 1980. It is too soon to predict when procurement of equipment will take place.

I wish to thank you and the members of our association for the continued interest and support which you have shown and I trust this letter clarified the situation in regard to implementation of Policy Directive P26.

(Reply from Hon Allan McKinnon cont'd)

I would like to apologize for the unconscionable delay in replying to your letter.

Yours sincerely,

(signed) Allan McKinnon

#3 Tasking for Artillery Reserves

This paper was sent to the Commander FMC.

No reply has been received to date, however, MGen Baker stated that a reply was on its way. LCol Beare noted that Militia training tasks, training goals and objectives were still being staffed by FMC. If it goes ahead, Artillery units will be tasked operationally.

Committee Reports

Financial Report - LCol N.F.E. Scardina

LCol Scardina noted that the request to the Minister of Veterans Affairs to have DVA take over the Artillery monument at Thebes, France had been turned down. The responsibility for the costs of maintenance still rests with the RCAA. The association auditor, Mr. Charles W. Pearce, retired after 61 years. One of his first jobs had been to audit the accounts of the RCAA. The new auditor is Mr. J.E. Baldwin of Ottawa. Inflation, as we are all aware, is taking a 10% toll on our assets each year.

STATEMENT OF RECEIPTS AND EXPENDITURES

FOR THE YEAR ENDING 31 AUG 80

RECEIPTS

Fees 1979-80	4937.50	
Refund of overpayment	<u>20.00</u>	4917.50
History Sales		636.50
Centennial Record Sales		1860.00
CDA Grant 1980-81		6974.00
Interest on Term Deposits		1090.75
Sale of Typewriter		<u>50.00</u>
		15528.75

EXPENDITURES

Travel 1979-80	9335.10	
Per diem allowances	345.00	
Salaries	450.00	
Clerical Help	<u>419.68</u>	869.68
Canada Pension Plan		2.70
Rent		200.00
Office Supplies		157.72
Competition Committee		860.86
Professional Fees (Audit)		100.00
Annual Meeting Expenses		258.05
Postage		232.74
Telecommunications		6.16
Memorials		638.69
Shipping & Express		63.00
Expenses CDA		853.09
Bank Charges		12.40
RCA NPP Fund/Canadian Gunner		1112.18
Miscellaneous	<u>174.07</u>	<u>15221.44</u>
Net receipts over expenditures		307.31
Balance in Bank of Montreal 31 Aug 79		<u>6740.15</u>
		7047.66
Bank of Montreal Term Deposit Receipts Purchased		<u>5000.00</u>
Balance in Bank of Montreal 31 Aug 1980		2047.46

Statement of Receipts and Expenditures (cont'd)

Band of Montreal Term Deposit Receipts			
Due 15 Oct 1980 at 10.25%	5000.00		
Due 02 Dec 1980 at 9.00%	2000.00		
Due 09 Dec 1980 at 12.00%	<u>6000.00</u>	13000.00	
City Savings & Trust Guaranteed Investment Receipts			
Due 12 Apr 1983 at 9.75%	4000.00		
Due 12 Apr 1983 at 9.75%	<u>1000.00</u>	5000.00	<u>18000.00</u>
			20047.46

AUDITOR'S REPORT TO THE MEMBERS

I have examined the statement of receipts and expenditures of the Royal Canadian Artillery Association for the year ended August 31, 1980 and the statement of cash on deposit in the Bank of Montreal and Term Deposit and Guaranteed Investment Certificates held for the year then ended. My examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as I considered necessary in the circumstances.

In my opinion these financial statements present fairly the financial position of the Association as at Aug 31, 1980 and the results of its activities for the year then ended in accordance with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

(signed) Charles W. Pearce
Chartered Accountant

Ottawa, Ontario
September 10, 1980

National Rank Qualifying School 1980 - LCol. D. Berry

1. The National Rank Qualifying School (Artillery) was conducted at CFB Shilo during the period 14 July to 22 Aug 80. A total of ten courses involving 205 instructors and candidates were conducted.
2. The National Courses included:
 - a. Major Qualifying Blk 12 - 11 Candidates
 - b. Capt Qualifying Blk 9 - 11 Candidates
 - c. Lt. Qualifying Blk 6 - 12 Candidates
 - d. Lt. Qualifying Blk 5 - 10 Candidates
 - e. Advanced Tech TQ4 - 11 Candidates
 - f. Snr NCO TQ3 - 17 Candidates
 - g. Arty Tech TQ2 - 19 Candidates
 - h. Arty Comms TQ2 - 25 Candidates
3. 1980 showed a marked improvement in the attendance on the National courses at NRQS. Unlike, 1979, all courses were run and all courses had sufficient candidates to meet the minimum course load.
4. The instructors and staff were a mixture of regulars and reserves. The number of militia staff and instructors was 26, the same as last year, with all but one of these coming from Militia Area Prairie. The number of RSS was the same (17) and the support from 3 RCHA increased from 10 last year to 24 this year. Besides the instructors and staff above there was also a firing troop composed entirely of Militia personnel.
5. Support provided to NRQS from Base Shilo was excellent. All the request from the final report in 1979 were actioned, and although the office space and quarters are rather dilapidated, they are adequate.
6. The support troop consisted of 36 personnel. This troop is essential to the operation of NRQS and without it we could not operate. The gunners in the firing troop came from across the country with the bulk of the members coming from two Regiments, the 26 FD and the 30Fd. At the conclusion of the Qualifying courses, candidates were offered a further three weeks employment as members of the firing troop. This enabled us to put out a full battery to support the Blk 6 Lt Qual and the Blk 12 Maj Qual. The real problem here is now with numbers but rather with the lack of trained NCO's and Officers. The eight guns were all commanded by BDR's and although they did the job, there were a few incidents when the lack of training and experience was obvious. In short, we need more qualified officers and NCO's in the firing troop.

7. Besides the two fire units from NRQS, 3 RCHA provided a 3 gun fire unit to support the Maj Qual. Unfortunately, this year we were unable to get any mortars from 2 PPCL1. Mortars, although, not essential, add a great deal to the Maj Qual and every effort should be made to ensure we have them for next year.

8. At the conclusion of the courses the top candidates were presented with their awards. Col McKearney SSO Militia Area Prairie was the reviewing officer for the parade on Aug 1 and assisted with the presentations of the top candidate awards for the courses that concluded on that date. The top candidate awards for the three courses concluding on Aug 15 were presented by Col Simmonds, Base Commander CFB Shilo, LCol MacInnis CO 3 RCHA, and Maj R. May DCO NRQS.

9. This year three trophies were re-designated to be presented for excellence on the Maj Qual Blk 12, Capt Qual Blk 9, and Lt Qual Blk 6. The trophies re-designated were the Dominion Artillery Association Cup (1891), the Canadian Artillery Association Challenge Cup (1929) and the McKeag Sword. These trophies have been engraved with the candidates names and are on display in the Officers mess CFB Shilo. In 1981 we hope to re-designate some other trophies suitable to be presented for excellence on the other national courses.

10. One of the highlights of this years course was the visit by the Col Commandant. Gen Turner's interest in the school, and his concern for our problems was much appreciated.

11. I would now like to address some of the problems that we as gunners must deal with.

12. Again, I must emphasize that although this is a national school, the Militia instructors list at NRQS (Arty) does not reflect this national distribution. With the exception of one Capt from 15 Fd Regt, all the Militia instructors were from Militia Area Prairie. If we could have just two militia instructors from each area, our instructor shortage could be largely eliminated. FMC policy has not changed, NRQS is a militia responsibility, if possible we should reduce the heavy commitment from 3 RCHA. In 1981 3 RCHA is likely to be involved in RV81, as well as having other commitments. The 24 instructors they provided this year may not be available in 1981. Two solutions to this problem are, more Militia instructors, or more RSS Instructors. Of the two solutions, only an increase in RSS instructors is practical. These RSS instructors will have to come from areas other than Militia Area Prairie because all the Arty RSS from the Prairies are now committed to NRQS, What I am proposing, is that each of the other areas be responsible for supplying the instructors for one of the three week national courses. This should not impose too great a strain on any area, and will guarantee instructors for NRQS. What ever happens, we face a serious problem, and a solution must be found otherwise we face the prospect of having to cancel courses next year.

13. The second problem concerns the lack of equipment. The requests sent out to the units outside Prairie Area were largely ignored. Gentlement, it is your candidates that suffer. We need technical equipment beyond the resources in Prairie Area, don't ignore these requests, otherwise we will have to send candidates home, and the ones we send home will be from the units who did not provide equipment.

14. Another problem this year was the lack of mortors to support the Capt Qual and Maj Qual. This was particularly disappointing because for the first time there were four infantry officers on the Capt Qual course who were there specifically to learn target grid procedure so that they could fire their mortors. To solve this problem in 1981 we have recommended to Militia Area Prairie that their Mortor Platoon be trained at CFB Shilo, and be made available to support the Captain Qual as well as the Maj Qual Courses. Also because we are now training infantry fire controllers, on a national basis, we should now be entitled to an infantry instructor.

15. Lastly, as I stressed last year the language of instructors at NRQS Shilo is English. Although we welcome Francophone candidates, it is essential for these candidates to have some bilingual instructors to act as interpreters. This year there were a few candidates who did have problems and to be fair to the candidates, we need some Francophone instructors.

16. In conclusion, NRQS (Arty) 80 was a very successful school. The statistics below indicate the overall improvement in attendance. No courses were cancelled, the support from base Shilo and 3 RCHA was excellent. The individual attending the school were enthused about their courses and benefited from the instruction. Next year's school will run from 13 July to 21 August.

NRQS Statistics

	1977	1978	1979	1980	1981
Maj Qual Blk 12	0	11	7	11	8
Capt Qual Blk 9	12	9	5	11	13
Lt Qual Blk 6	8	3	0	12	11
Lt Qual Blk 5	7	6	0	10	10
Adv Arty Tech TQ4	10	7	0	11	7
Snr NCO TQ3	26	14	21	17	22
Arty Comms TQ2	24	20	21	25	24
Arty Tech TQ2	25	21	16	19	17

Photographs of Presentations of NRQS 1980 Individual Awards:

- Page 26 LCol J.R. MacInnis presents award to Capt M. Prankin
2 Fd Regt, Montreal, top candidate Major Qualifying
Block 12.
- Page 26 Col M.D. Kearney, COS MAP presents RCAA Challenge
Cup to Lt. D.L. Watts, 5 B.C. Bty Victoria, top
candidate Capt. Qualifying Block 9.
- Page 27 LCol D.L. Berry CO NRQS presents award to
2Lt. D.G. Gregorash, 10Fd Regt Regina, top
candidate Lt Qualifying Block 5.
- Page 27 Col M.D. Kearney COS MAP presents award to
Bdr. C.S. Simpson, 56Fd Regt Brantford, top
candidate TQ2 Arty Tech.
- Page 28 LCol D.L. Berry presents award to Bdr. P.J. Currell
7 TOR Regt, top candidate TQ2 Arty Coms.
- Page 28 Maj. R. May DCO NRQS 80 presents award to
MBdr. S.M. Flint, 49Fd Regt Sault Ste Marie,
top candidate Advanced Arty Tech TQ4.
- Page 29 Col C. Simonds, Base Cmdr. CFB Shilo presents
award to 2Lt. W.A. Thomerson, 7 Tor Regt., top
candidate Lt. Qual. Block 6
- Page 29 LCol D.L. Berry presents award to MBdr N.J. Mathews,
30Fd Regt. Ottawa, top candidate Detachment
Commander TQ3
- Top candidate Artyman TQ1 was Pte Dulen 78Fd Bty,
Red Deer, Alta.









COMPETITIONS

- LCol. M.J. Day

Here follows the annual report for the 1979-80 period. This report is made possible through the dedication and hard work of the regular force personnel who administer the Artillery Competition across the Dominion. The Artillery cell at FMC HQ St. Hubert, however, must be singled out as the group that have put the exercise together, collected and correlated the scores; to them goes a special thanks. To LCol (Mel) Brown now Commanding Officer 2RCHA CFB Petawawa, Maj (John) Davidson now at CFB Shilo, and Capt (Doug) Winters now USO with the 49 Fd Regt in Sault Ste. Marie, Ontario; our best wishes for success in your new appointments. We welcome to the Artillery cell, LCol (Ed) Schrader, Maj (Doug) Lockridge, Maj (Herb) Walinski, Capt (Al) Gallop, and Capt (Terry) Brewster; and on behalf of the RCAA we hope that the Competition responsibilities will not be too onerous.

This is my second year as Competitions Chairman and this year I had the privilege of meeting the personnel at FMC HQ St. Hubert; LCol Brown and his staff were most informative, and during the visit I had the opportunity to meet and discuss the competition with the RCPOs from all of the Regular Force Regiments across the country and from CF Europe. The exchange was very much appreciated and on behalf of the RCAA it is hoped that these visits can continue in the future; as Competitions Chairman it is interesting to know where and who produces the competition packages, correlates the scores and sends out the scores. Please know that your tasks are really appreciated and that without your labours the competition could not run.

FINANCIAL

Expenditures 1 September 1979 - 31 August 1980

1. Purchase and engraving four trophies	\$ 350.00
2. Regular Force Competition (In Reserve)	200.00
3. Individual Awards	200.00
4. Trip to FMC HQ St. Hubert	240.00
	<hr/>
Total	\$ 990.00

Budget for 1980 - 81

1. Trophies and Engraving	\$ 400.00
2. Regular Force Competition (In Reserve)	200.00
3. Individual Awards	200.00
	<hr/>
	\$ 750.00

THE GUN COMPETITION

The Gun Competition was fired in accordance with the Exercises Valley Road and Valley Stream; and the terms of reference as approved by the RCAA and set down in the 1975 - 76 Annual Report.

Regimental Competition

1. The Commandant's Challenge Cup
7 Tor Regt
Toronto, Ontario
2. The Cape Challenge Cup
3 Fd Regt
St. John, N.B.
3. The Sir James Aitkins Challenge Cup
49 Fd Regt
Sault Ste. Marie, Ontario

Independent Battery Competition

1. The Murray Challenge Cup
84 Indep Fd Bty
Yarmouth, N.S.

Congratulations to the winners, and good luck and good shooting to all units in the coming competition.

Individual Awards

1. The Dominion Artillery Association Cup
Major Qualifying Block 12
Captain M. Pronkin
2 Fd Regt
2. The Royal Canadian Artillery Association Challenge Cup
Captain Qualifying Block 9
Lt D.L. Walts
5 (BC) Bty
3. The McKeag Sword
Lieutenant Qualifying Block 6
2Lt W.A. Thomerson
7 Tor Regt
4. The Crosman Trophy
RESO 1 and 2 Arty
O/CDT. Y. Dumas
6^e RAC
5. The Earl of Minto Trophy
RESO 3 Arty
2 Lt D.G. Clarke
30 FD Regt

Individual Awards (cont'd)

6. Lieutenant Qualifying Block 5
2Lt D.C. Gregorash
10 Fd Regt
7. Advanced Artillery Technician TQ - 4
MBdr Flint S.M.
49 Fd Regt
8. Artilleryman TQ - 3 Detachment Commander's Course
MBdr Matthew N.J.
30 Fd Regt
9. Basic Artillery Technician TQ - 2
Bdr Simpson C.S.
56 Fd Regt
10. Artillery Communicator TQ - 2
Gnr Currell R.J.
7 Tor Regt
11. Non Trade Driver/Artillery Driver Wheeled TQ - 2
Bdr Pearce R.T.
26 Fd Regt
12. Artilleryman TQ - 1
Gnr Duhn M.A.
20 Fd Regt

These top ranking Gunners were presented their awards at CFB Shilo.

Thanks to LCol D.L. Berry, Commanding Officer of 26 Fd Regt Brandon, Manitoba for assisting with this portion of the awards program.

Last Year the Chairman was given nine Trophies to re-designate. This has been done and will be presented to the competitions syndicate.

UNIT STANDING - GUN COMPETITION

<u>Regimental Standing</u>	<u>Unit</u>	<u>Mark</u>
1	7 Tor Regt	78.3
2	3 Fd Regt	71.5
3	49 Fd Regt	68.1
4	30 Fd Regt	67.4
5	6e RAC	65.9
6	26 Fd Regt	63.6
7	11 Fd Regt	63.1
8	1 Fd Regt	61.3
9	5 (BC) Bty	59.4
10	15 Fd Regt	59.3
11	2 Fd Regt	56.2
12	62e RAC	47.6
13	56 Fd Regt	47.4
14	10 Fd Regt	Did not compete
	20 Fd Regt	Did not compete

<u>Battery Standing</u>	<u>Unit</u>	<u>Mark</u>
1	84 Indep Fd Bty	71.7
2	5 (BC) Bty	69.0
3	20 Indep Fd Bty	Did not compete
	116 Indep Fd Bty	Did not compete

MOST IMPROVED BATTERY TROPHY

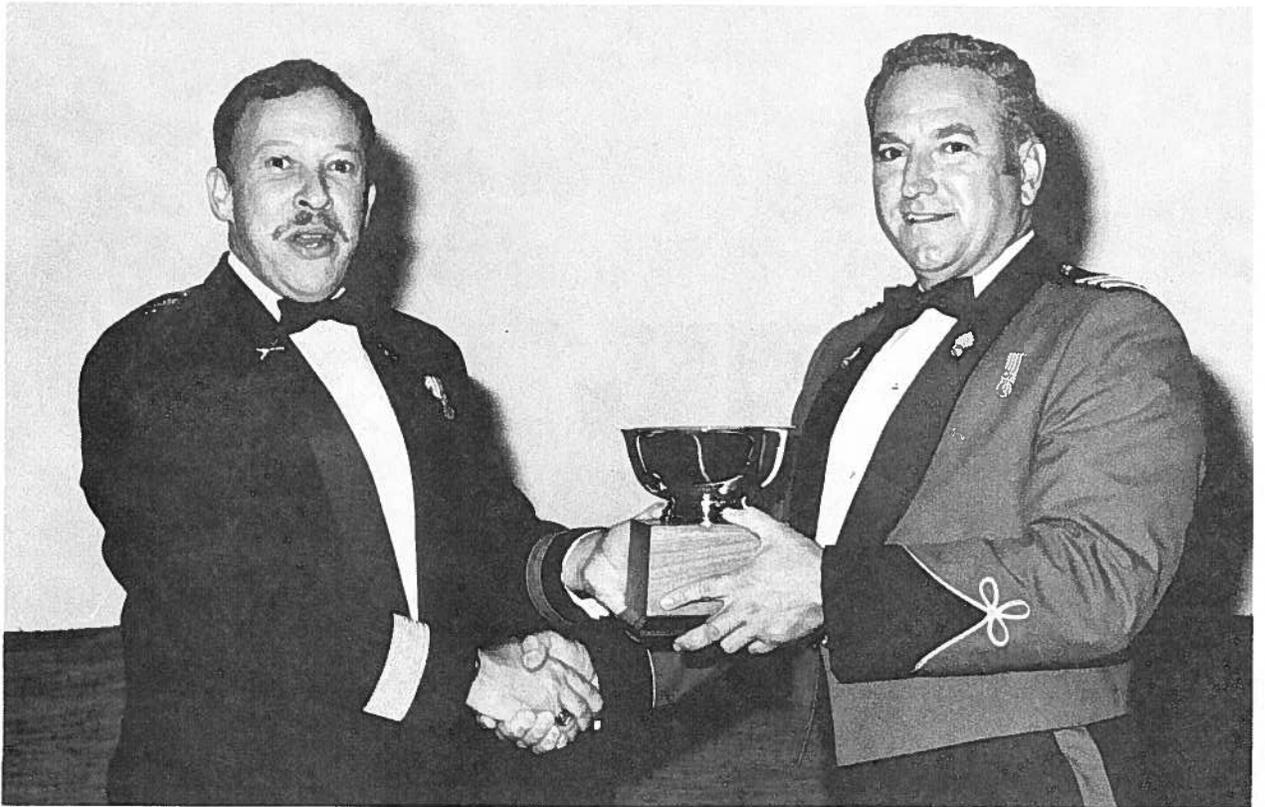
<u>Standing</u>	<u>Unit</u>	<u>Mark 79-80</u>	<u>Mark 78-79</u>	<u>Difference</u>
1	7 Tor Regt	78.3	69.7	8.6
2	3 Fd Regt	71.5	71.8	-0.3
3	49 Fd Regt	68.1	55.5	12.6
4	30 Fd Regt	67.4	62.2	5.2
5	6e RAC	65.9	75.3	-9.4
6	26 Fd Regt	63.6	62.1	1.5
7	11 Fd Regt	63.1	64.4	-1.3
8	1 Fd Regt	61.3	57.2	4.1
9	5 (BC) Bty	59.4	57.5	1.9
10	15 Fd Regt	59.3	66.8	-7.5
11	2 Fd Regt	56.2	60.5	-4.3
12	62e RAC	47.6	48.9	-1.3
13	56 Fd Regt	47.4	66.8	-19.4

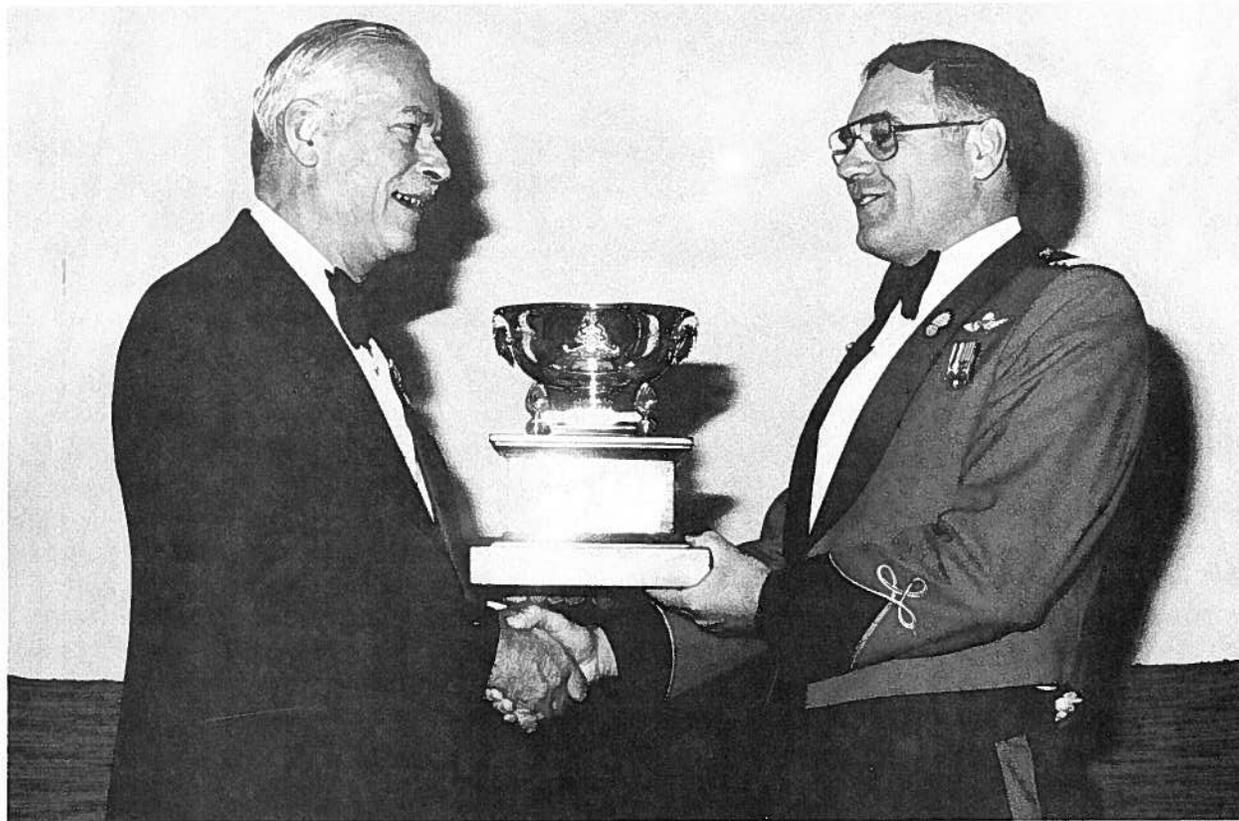
The winning unit this year is 49 Fd Regt, and our best wishes and the congratulations of the RCAA go to the unit.

As set down at the RCAA Conference held at CFB Gagetown three years ago The Arcangel Cup was re-designated for the Most Improved Battery, and the winner is decided by determining the difference in percentage points between the results of the last competition fired and the current competition. The results are set down above.

Photographs of Presentations of Trophies and Awards

- Page 35 Top Colonel Commandant presents trophy to LCol Haylock of 7 Toronto Regt for First Place in Regimental Competition.
- Bottom BGen Wickett presents trophy to LCol Johnston of 3Fd Regt for Second Place in Regimental Competition.
- Page 36 Top Col Beaudry presents trophy to LCol Halford of 49Fd Regt for Third Place in Regimental Competition.
- Bottom BGen Normandeau presents trophy to LCol Halford of 49Fd Regt for Most Improved Battery "The Archangel Cup".
- Page 37 Top LCol Jack de Hart presents the Earl of Minto Trophy to 2Lt. D.G. Clarke, 30Fd Regt, top candidate in the RESO Phase III Programme, August 1980.
- Bottom BGen Sterne presents trophy to Capt. Nickerson of 84Ind.Bty for First Place in the Battery Competition.
- Page 38 Top The Honourable Gilles Lamontagne, P.C.,M.P., Minister of National Defence presents the RCAA prize for 1980 to Cadet Wing Officer J.B.D. Brazeau at the RMC Graduation Parade 24 May 1980.









AREA REPRESENTATIVES REPORTS

ATLANTIC REGION - LCol R.W. Johnston

The Atlantic Region Militia Artillery units are:

- 1 Field Regt - Halifax NS
- 3 Field Regt - Saint John & Woodstock NB
- 84 Indep. Bty - Yarmouth NS

Training progressed well in all three units in spite of being hampered by limited budgets. Ovwr the past year the Atlantic gunners have combined on one BT33 and CPX and two fire and movement exercises.

The combined NB Districts held a Brigade exercise at CFB Gagetown in May and 3 Field practiced all aspects of the defence. At the end of the exercise the Regiment held a live fire artillery demonstration for all the troops on the exercise.

The gunners of NS participated in WNS District Brigade exercise at New Glasgow N.S. The exercise was on the defence. No live firing was carried out.

M Bty, the Militia augmentation bty in CFB Gagetown, provided many Atlantic area gunners with employment and the chance to practice their gunnery skills. A number of our personnel were qualified TQ2 Driver Arty Wheeled and TQ3 Detachment Commander. Their call out was extended to include Ex Atlantic Barbara.

Requests for call out are increasing at an alarming rate and the loss of personnel is effecting the operation of the units in training, on exercises and competitions. It is my understanding that personnel on Class C callout will be released for special or critical Militia requirements. My experience is that this does not happen. On the last competition I could not get my six drivers from the Armoured School. This had a detrimental effect on the exercise. I would like FMC HQ to re-emphasize that when a militia-man goes on a conditional call out the receiving unit must live up to the conditions and it must be understood down to the Corporal supervisor level. On the positive side the personnel on call out to the Armoured School were qualified on Drivers Light Track.

The SYEP conducted at 84 Battery in Yarmouth N.S. and 89 Battery in Woodstock N.B. were very successful this year. In addition to GMT, TQ, gunnery courses were completed and all male personnel attended Exercise Atlantic Barbara. This combination led to a retention of 17/18 in 84 Battery and 16/18 in 89 Battery.

This summer program is our best source of recruits and the allotment of vacancies should be increased to allow each Battery location to conduct a programme.

At 0900 hrs Fri 22 Aug 80 the gunners of Militia Area Atlantic and Secteur De L'Est responded to a call for fire seldom heard these days - "Fire Mission Division". The culmination of ten months planning and a hard week of training paid off with effective fire being quickly applied by five artillery batteries, two from Atlantic and three from Secteur De L'Est.

Visiting officers for Exercise Atlantic Barbara were BGen Turner, BGen J.J. Grant, Commander Mil Area Atlantic and BGen Genin, Commander Secteur De L'Est, Colonel Jim Turnbull and Col Ed Bauer N.B. Dist Comd.

Exercise Atlantic Barbara proved to be the highlight of our training year. The thanks of all Atlantic gunners go out to BGen Grant who authorized the reinstatement of an Arty concentration and to our Exercise Director, LCol Archie Beare, SSO Militia Area Atlantic for without his direction and determination the first Atlantic concentration in 15 years would not have happened.

3 Field Regiment is pleased to announce the appointment of LCol Martin O'Leary as Hon LCol.

SECTEUR DE L'EST - EASTERN REGION

Secteur de l'Est, encompassing the Province of Quebec, has three Regiments; two of which perpetuate the long history of the Regiment in Eastern Canada.

2Fd Regt RCA is entirely contained at one location in the City of Montreal and consists of 7th Field Battery, RCA (a formed Battery of 6 guns), 50ieme Btie, ARC (Depot Battery) and 66th Field Battery, RCA (existing in name only). Commanded by LCol S.J. Goldberg, the Regiment has 150 all ranks, including 17 officers.

6 RAC is spread across the metropolitan area of Quebec City, consisting of 57ieme Btie, ARC at Levis, 58ieme Btie, ARC in Ville de Quebec and 59ieme Btie, ARC at Montmagny (east of Levis on the south shore of the St. Lawrence. All told, the Regiment spreads across some 50 miles. Commanded by LCol J de Grasse, the Regiment also has some 150 all ranks.

62 RAC is entirely contained at one location in Shawinigan, a town of major importance for its hydro-electric installations and related metal manufacturing industries. Commanded by LCol R.O. Gauthier, the Regiment has 117 all ranks plus 27 bandsmen.

Historical Background

- a. 2Fd Regt RCA draws its origins from the Militia Act of 1855, which established 7th Bty RCA as one of the four senior RCA Batterys. The Regiment perpetuates the traditions of some dozens of Field, Medium, Heavy, Siege, LAA and HAA Batteries drawn from the Montreal area during both wars.

- b. 6 RAC perpetuates the traditions of the Coastal Defence Batterys established at Quebec, manned by Canadian Militia Gunners from the Victorian era.

SE (M) Activities

a. Summer Employment Program

(1) The Student Summer Employment Program has traditionally been used as a source of recruiting and as a means of accomplishing TQ 1 training in SE(M).

(2) The summer of 1980 was no exception, with each Regiment training some 40-50 new recruits GMT and Artyman TQ 1 at LHQ during a course which ran from 1 Jul to late August, including the Summer Concentration for firing practice.

b. Area Rank and Trades School

(1) The ARTS in SE(M) is run each summer in a number of locations, chief of which are VALCARTIER and Longue Pointe Garrison (the old RCOC Depot in the east end of Montreal).

(2) For the Gunners, the ARTS ran Arty Tech and Comm TQ2, in the French language. Other courses included the usual run of rank qualification courses and other Branch TQ 2 and 3 courses.

(3) In order to secure instruction for unilingual Anglophones, 2 Fd Regt RCA sent some candidates to take the same training at LCol Don Berry's school in Shilo. This parallelism of training is creating many problems for both the Arty School in Shilo and 2 Fd. Unfortunately, however, SE(M) must hoard the available resources (especially Gunner RSS) and it unlikely that the problem will ever reach satisfactory solution, unless 3 RCHA, by Act of God suddenly becomes fully bilingual!

c. Arty Conc - August 1980

(1) Repeating the very successful exercise held in August, 1979, SE (M) and Mil Area Atlantic held a joint concentration in GAGETOWN over the course of a 9-day period in late August.

(2) Each of the three SE(M) Regiments fielded a Battery of 4 guns and some 80-85 men. The reason for the low number of guns was the lack of same on location and the difficulty of transporting them from the unit HQs.

(3) The SE(M) Batteries were joined on the ground by a Battery each from 1 Fd Regt RCA and 3 Fd regt RCA. Also present, but not participating in the exercise (unfortunately) was a 3-Battery Battalion of Maine National Guard 155 (towed) hows.

(4) The presence of five Batterys, grouped in two major units, presented some problems of co-ordination and tactics not encountered for some years. If RV 81 gets off the ground, this exercise could prove to be of some value.

CENTRAL REGION

The Central Region Militia Artillery Units are:

7th Toronto Regiment	-	Toronto
11th Field Regiment	-	Guelph
30th Field Regiment	-	Ottawa
49th Field Regiment	-	Sault Ste Marie
56th Field Regiment	-	Brantford

Training

a. General

All units reported very active training this year and there was a great deal of success with the SRTP program. All units participated in a Milcon gun camp except for 56 Fd who attended a three day exercise based on Peace Keeping in the Middle East and a one week TQ1 course. Many dry and live firing exercises were held along with small arm, winter indoctrination, and physical training.

b. Special Training

7 Toronto Regt were actively engaged in Battalion size exercise training with the "SUPPORT ARMS" and had FOO parties using US Army helicopters and in contact with A-10 Thunderbolt 2's who were engaged in tactical air strikes.

30th Fd Regt reports a highlight to training was a combined all arms night illuminated co-ordinated fire power demo-ex including an Infantry Coy with heavy anti tank support weapons and of course a Bty of 105's.

49th Fd Regt had eight officers attend a battle procedure ex conducted by NOMD in Sudbury Ont.

56th Fd Regt were given the honour of firing two salutes, one of 15 guns and one of 11 guns for the USMC in Michigan USA, and as I stated verbally we were most impressed by the entertainment in the "MOLE HOLE".

Artycon 80

As stated all units of CMA attended an ARTYCON except for 56th Fd and the reports from the unit CO's is most positive. Two Units, 7 Tor and 49th Fd once again used USA training facilities while 11th Fd and 30Fd were involved in the good old standby; Meaford and Petawawa respectively.

Equipment

It would not be a report without the usual cry about lack of equipment. However, most units have sufficient radios, aiming circles and in at least one case namely 56th Fd, we are now operating CP's with the HP41C. Our most pressing problem is the old bug bear of tired 2½ TON TOWERS. Every exercise that involves moving by Deuc, means an exercise for recovery personnel, however we have to look after what we have, and get on with it. New trucks are on line and will become available.

Appointments

- 7 Tor LCol J. Hubel, CD relinquished command to LCol G. Haylock, CD on 28 Oct 79.
- 11 Fd LCol Gary Burton assumed command from LCol Bill Hammill on 10 Feb 79.
LCol Williamson became Hon Col and Judge Howith was appointed appointed Hon LCol.
- 30 Fd LCol Kenneth Farrell CD assumed Command from LCol David Brown, CD on 29 Apr 80.
- 56 Fd LCol D.A. Wynn, CD relinquished command to LCol C.D. Campbell, CD on 9 Dec 79.
We are saddened to announce the death of Hon Col, LCol E. Frank McCordick.

Summary

This past year saw many changes. All but one unit changed command and yet the traditions of good gunners carries on. Let us remember to hold fast to these traditions and keep them true.

Ubique

PRAIRIE REGION

Prairie Region Artillery Units are comprised of the following:

- 10th Fd. Regt. in Regina, Sask.
- 20th Fd. Regt. in Edmonton, Alta.
- 26th Fd. Regt. in Brandon, Man
- 20th Indep. Fd. Bty. in Lethbridge, Alta.
- 116th Indep. Fd. Bty. in Kenora, Ontario

All gunner units in Prairie Area were quite active during the past year with training activities centred around live firing exercises, winter exercises, range classifications and other special events associated with birthday celebrations in the Provinces of Alberta and Saskatchewan.

Retention of personnel and recruiting continues to be a major problem in all units and as a result all units are seriously understrength.

Unfortunately due to this problem and others including the unprecedented severity of the forest fire situation in Manitoba and Northwestern Ontario, only the 26th Fd. Regt. was able to compete in the RCAA competitions.

Except for small numbers ARTY MILCON '80 which was conducted during the week of 5 to 12 July at C.F.B. Shilo was a success. Because of these numbers the organization was scaled down with the result that the operation of a regimental CP and BC fire planning could not be practiced.

a. 10th Fd. Regt. - Regina, Sask. - LCol G. Carline

The Regiment is presently suffering from low numbers of personnel and also lost 6 members to the regular force during the past year. A very successful Volksmarch was conducted in the spring with approximately 600 participants involved. A change of command is to be held later this year to turn command of the regiment over to LCol J. O'Kane.

b. 20th Fd. Regt. - Edmonton, Alta - LCol C. Gustafson

The Regiment has 61 Bty. located at Edmonton plus RHQ and 78 Bty. located at Red Deer. Present strength is 59 all ranks.

During the year the unit was involved in 4 live firing exercises plus exercise "Queen's Ride" which was a recreation of the Alberta Field Force ride of 1885 from Calgary to Edmonton. This was completed wearing period RCMP uniforms together with the original 9 pounder field piece. September also saw the Regiment fire a 75 gun salute for Alberta's birthday plus a 21 gun salute for Governor General Schreyer.

A return visit to the 7 Regt. R.H.A. in Germany was also completed by representatives of the Regiment.

Support was also given to other regular force units such as the 408 Tac. Hel. Sqn. and the Ld. S.H. (R.C.) Regt. in return for use of their ammunition. The Thanksgiving weekend will see the Regiment participating in fire support along with 15 Fd. Regt. for the GATES exercise at C.F.B. Shilo.

c. 26th Fd. Regt. - Brandon, Man. - LCol D. Berry

The Regiment has 71 Bty. located at Brandon plus RHQ and 13 Bty. located at Portage La Prairie. Present strength is 105 all ranks.

During the year 5 live firing exercises were conducted beginning with exercise "Harvest Glory" in October. In June the Regiment fired 4 times in support of the German Army at C.F.B. Shilo. 6 salutes were also fired. All the salutes except one were fired in Winnipeg and involved a road move of over 200 km. from Brandon to Winnipeg.

The annual inspection and men's Christmas Dinner were held on December 16. 71 Bty. in Portage La Prairie were involved in the 100th anniversary of the City and this included a guard in period uniforms at Fort La Reine. The 8th Field Regiment reunion was held in a march past and re-dedication of the 71 Bty. memorial. The Regimental band also had a busy year participating in numerous parades including the presentation parade for NRQS 80. The Regiment also provided 6 personnel to augment the regular force.

d. 20th Indep. Fd. Bty. - Lethbridge, Alta. - Capt. B. Martin

Present unit strength is 49 all ranks. During the year 3 live firing exercises were conducted as well as participation in 2 District exercises with one at C.F.B. Suffield, Alta. Numerous social functions were held over the year starting with a change of command from Maj. R. Petit to Maj. C. Robertson. Maj. Robertson subsequently resigned in June and the Bty. is now presently commanded on an acting basis by Capt. Martin until a replacement can be located.

e. 116 Indep. Fd. Bty. - Kenora, Ont. - Maj. N.E. Johnson

Present unit strength is 34 all ranks with only one officer other than the commanding officer and he is rejoining the regular force shortly.

The unit participated in live firing exercises with the 26 Fd. Regt. at C.F.B. Shilo however the highlight of the training year was the successful completion of three unit run courses - Arty TQ-1, MSE Op - TQ1, and the G.M.T. (Recruit) course. Other successful unit exercises involving winter indoctrination, bivouacking and patrolling were held as well as a unit Volksmarch. Exercises that aroused interest were where possible repeated. The unit also sent a team to Winnipeg in October to participate in the T. Eaton Cup Competition.

PACIFIC REGION

Militia Area Pacific has two gunner units; 15th Field Artillery Regiment (located in Vancouver) and 5 (BC) Field Battery (located in Victoria).

15 Fd Regt. has its own armoury, shared with two Army Cadet Corps and an Air Cadet Squadron. 5 (BC) Fd Bty shares an armoury with several units, including an infantry regiment, a service battalion, and a district headquarters. Both units sponsor an Army Cadet Corps.

The training cycle for the two units began in September, 1979, and was accompanied by the good news that both had done well in the RCAA Competition. 5 (BC) Fd Bty had placed first in the Battery Competition and earned a very creditable tenth in the Regimental Competition. 15 Fd Regt tied for fourth place in the Regimental Competition. Incidentally, as we have just learned, the results were not as good in the recent "Valley" exercises. However, rest assured that the gunners of the "far west" will be closer to the top next year.

At Thanksgiving both units deployed to Fort Lewis, Washington, USA, but were engaged in some unusual training just prior to that weekend. The days preceding Thanksgiving saw 5 (BC) Fd Bty training with their US Artillery (Regular) "liaison" unit and taking part in the section (detachment) evaluations of the 2-4 FA Bn. These evaluations included equipment inspections, written tests, deployments, and live firing. Of fifteen sections (detachments) participating, 5 (BC) Fd Bty detachments placed first, second, and eighth. 15 Fd Regt, on the other hand, sent one officer and six other ranks to Yakima to train with their "liaison" unit (1-11 FA Bn), during that battalions ARTEP (annual test). All ranks of both units have benefited from this comradeship with US Gunners, or 'redlegs' as they are known south of the border.

Late in the fall, on November 4, 1979, 5 (BC) Fd Bty received the Freedom of the City of Victoria. The Victoria City Council held an extraordinary meeting on the lawns of the Provincial Legislature to grant the Freedom, and this was followed by a fine parade, a ceremonial salute, and receptions in the unit messes.

In Vancouver, during the middle of December, the 15th held its annual Christmas Dinner and Childrens' Christmas Party. These two events are extremely popular and are celebrated on the same day.

Between Christmas, 1979, and New Year's Day, 1980 both units conducted their own training; 15 Fd Regt set up trades training and 5 (BC) Fd Bty organized a winter exercise. Shortly after, on January 26-27, 5 (BC) Fd Bty took part in a challenging and interesting Reserve Navy exercise; complete with amphibious landings, an overnight cruise, and a cold, dawn, amphibious assault toward an objective.

15 Fd Regt, in addition to normal winter and spring training, conducted a driver (artillery) course and rebuilt the puff range. The latter was designed and completed under the excellent guidance of MWO (Gene) Brown, the RSS Training MWO. The unit also ran their first Volksmarch in May of 1980, as the first step toward a major civilian-army one in 1981.

Both units travelled south at Easter and spent a very profitable week at Yakima Firing Centre, Washington, USA. 5 (BC) Fd Bty bivouaced in the field during the week and completed a wide range of training; including quick actions, fireplanning, rocket launcher training, and illumination missions for US Army Cobra gunship groups, fired the rocket launcher, M72, Carl Gustav, and worked on technical shoots. In addition both units completed the RCAA Competition, with marking teams provided by 3 RCHA. 5 (BC) Fd Bty, of course, fired both the Battery and Regimental Competitions.

During the long May weekend 15 Fd Regt returned to Fort Lewis for another artillery firing exercise and coincidentally observed the second major eruption of Mount Saint Helens. All survived the event and can be counted on to take cameras to the OP next time.

In July of 1980 the Sixtieth Anniversary of 15 Fd Regt was celebrated with an Open House for serving and ex-members of the unit and its predecessors. Many old acquaintances were renewed and the reunion was enjoyed by all. A further series of anniversary events are planned for the coming November.

Also, in July of 1980, 5 (BC) Fd Bty sent seventeen members to Nijmegen, Netherlands, for the annual Marches. The event lasts four days (twenty-five miles per day with a 22 pound pack). All seventeen completed the Marches and the Battery received a tremendous ovation from the Dutch when it was realized that they were the only unit travelling from Canada to the event. Many Canadian NATO troops participated and they were well looked after by LCol (Doug) Walton (1 RCHA) and his staff.

Summer training involved many members of both gunner units and culminated in Fort Lewis at the Militia Area Pacific MILCON 80. The HP 41-C calculators were put to their first extensive test and contributed a great deal to the success of the MILCON training.

408 Helicopter Squadron provided air OP and recce party deployment training. The exercise ended with two batteries (a 6 gun 15 FD battery and a 4 gun 5 (BC) battery) deployed on regimental grid and engaged in both Fire Missions Regiment and a BC's Fire Plan.

The two units are now embarked upon a new training cycle, with 15 FD Regt recently completing an Escape and Evasion Exercise. This exercise in map reading and stealth has been a very interesting part of unit training, with a live enemy provided by other units. The escapees success was probably attributed (in part) to the fact that 57 unit members qualified in the 1.5 mile run at MILCON 80.

Bands are a vital part of both British Columbia gunner units. 5 (BC) Fd Bty is presently developing a very skilled band, whereas 15 Fd Regt has built a band of over thirty-five members and is widely recognized as a top military band.

The band of the 15 Fd Regt, under the direction of Captain (Peter) Erwin, CD, had a banner year in 1979-80. With performances averaging more than one per week throughout the year, the Regimental Band members still managed to qualify for twelve promotions and over twenty trade qualifications. Some notable band members are; Bdr (Terry) Madsen, a University of BC student, who recently won the CNE national (civilian) award for the top woodwind player in Canada, Sgt (Len) Surges, who was granted direct entry into the Regular Force as a musician and retained his rank, and WO (David) Levien who, as GPO, led the 15 Fd Regt musician-gunners in a twenty-one gun salute at Fort Lewis, Washington, during BANDCON 80. The salute was an integral part of a sunset and retreat ceremony, with the musicians downing instruments and doubling to "serve the guns". Later in the summer, at MILCON 80, the Area Composite Duty Band was comprised mainly of artillery musicians.

The military, civilian, and charitable performances by the 15 Fd Regt Band are too numerous to mention here, but the highlights include;

- several engagements for Regular Force events at CFB Chilliwack,
- provision of a dance band at the Vancouver Military Ball,
- an impressive performance at the prestigious lumber industry dinner at the Timber Club, and
- a performance of a mixture of authentic Japanese, as well as occidental, music as the feature entertainment for the Prime Minister of Japan. In attendance were PM Ohira, his Cabinet, PM Trudeau, the Canadian Cabinet, and 1000 guests. This was the second State Dinner played by the Band.

Another highlight was the greeting of HRH Prince Charles, in Vancouver, in the company of a Guard of Honour from 1 Cbt Engineer Regiment.

All in all this has been a successful year for the gunners of the "far west". 15 FD Regt has had 113 course qualifications earned during the year, and 5 (BC) Fd Bty has had 90. This was, of course, in addition to a wide range of collective training.

Despite the successes of the past year, both units still face some critical problems;

- new prime movers are required. The 2½ ton 'down time' is now seriously affecting training.
- more radios are needed, or a redistribution
- extensive advertising, above and beyond the resources of a Militia unit, is essential to Militia recruiting and survival.
- funding through grants, particularly the band and contingency grants, is woefully inadequate
- with the loss of Yakima Training Centre due to Mr. St. Helens, the gunners are going to require much more support in the way of service aircraft in order that artillery training take place in Wainwright or Shilo. Fort Lewis is not adequate for extensive MILCON training and the RCAA Competition.

I leave you, in conclusion, with two proposals:

1. That the "western gunners" of Pacific and Prairie hold an artillery MILCON in 1981 or 1982. Shilo or Wainwright would be an appropriate locale and would enable the units to conduct effective and realistic regimental level training. There are many skills that can only be exercised at the regimental level, and these skills are in decline.

2. That as an aid to recruiting at the unit level, the budget of each unit be increased by the following method. Each year many Militia soldiers join the Regular Force; after having been recruited by the Militia. It should be possible to determine the cost of recruiting a regular force soldier (advertising, brochures, etc.) and provide a grant to each Militia unit that "recruits" a regular soldier.

The grant would be a percentage of the cost of recruiting a regular force soldier and would serve two purposes. First, the grant would be used by the Militia unit to recruit more Militiamen. Second, the grant would recognize the tremendous contribution made by Militia units toward maintaining the regular force manning levels.

Both of the above proposals cost money. The results, however, are well worth the expenditure.

SPECIAL COMMITTEE

- LCol J.E. de Hart

Scope

The purpose of this Committee was to examine the following two aspects of junior officer in the Militia:

- I Participation in the Royal Canadian Artillery Association (RCAA)
- II Problems in obtaining and retaining junior officers in the Militia

Each part will be studied separately.

PART I

Aim

The aim of Part I is to assist in promoting the objectives of the RCAA and to encourage more participation and interest in the Association by junior officers of The Regiment.

Background

For several years I have been concerned at the lack of interest shown by the junior officers of the Royal Regiment of Canadian Artillery in the affairs of the Regiment as a whole. It is accepted that a young officer has many unit responsibilities and much to learn about his job, with little time left to devote to an organization about which he knows little, from which he perceives no direct benefits to himself or his unit, and which he may regard as the preserve of retired artillery officers seeking to retain their once happy connections with The Regiment. I therefore attempted to find out whether it resulted from insufficient or incorrect briefings by senior officers, lack of adequate Public Relations (PR) programmes by the Association, or the possibility that because junior officers are inexperienced in the Forces and the artillery they are not able, or do not feel any desire, to concern themselves with the larger problems of The Regiment. My main source of information was the officers themselves - both senior and junior - numbering some seventy-five or eighty in all, and a look at our own PR programme.

Members of the executive have been suggesting to Commanding Officers for some years that following meetings of the RCAA or on receipt of Association newsletters they should brief their unit officers on the objectives and accomplishments of the RCAA, explaining how in the past some of the achievements have resulted in direct or indirect benefits to artillery units. There is evidence that certain COs have made an effort to conduct such briefings and their officers have some knowledge of the Association. At the same time I found it surprising how many officers knew little, and in some cases nothing, about our work.

Although it is the responsibility of the CO to train and develop his junior officers it is not inconsistent that others can help in broadening the general knowledge without infringing on the rights of the CO. For example, when I was President of the RCAA last year I visited most Militia units and spoke informally to large numbers of junior officers, either individually or in groups. I found most of them to be very interested in the Association, and I was able to answer many questions which they posed as they learned more about it.

Last year I sponsored a competition for our annual meeting in Dundurn, paying the expenses of a selected subaltern nominated by his CO for having contributed significantly to his unit during the year. The committee selected Lt D.A. Fraser of 116 Independent Battery Kenora as the winner, and he learned a lot about the RCAA during his participation at our meeting. He competed in the CIOR trials in Borden this Spring, and although he was not on the final team he should have a good chance next year.

Another young officer to attend the meeting in Dundurn was 2Lt Bruce Hawkins of 26 Field Regiment in Brandon. He won the Minto Trophy for Reserve Officers Training Plan (RESO) Phase III at the School of Artillery in 1979, and has since joined the Regular Force.

Both these young officers were at Dundurn for the whole meeting and actually took part in some of the syndicate discussions. There was no doubt in my mind that they would talk about our work and programmes with their contemporaries in their units, and in other units as they met them on Militia courses or concentrations. I believe this type of PR is invaluable.

A final type of youth participation of which I am very proud was a suggestion I made when I was Chairman of the Centennial Committee in 1975-76. It was agreed to include in unit delegations to our Centennial Meeting in 1976 one lieutenant or junior captain from each Militia unit in Canada. This decision was not approved easily, as the meeting was held in the Chateau Laurier Hotel in Ottawa where costs were high, but it was a great success, and in my opinion well worth the expense.

The selected officers participated actively both in the syndicate discussions and open sessions, and after a very memorable Special Guest Night which they still talk about, and which was attended by Field Marshal Sir Geoffrey Baker, Master Gunner of St James's Park, and the Chief of the Defence Staff, they returned to their units across Canada. What happened to them? Normally one would expect them to remain in the Militia for a year or two then leave the Forces to engage in other interests with the exception of the few who would remain forever. I often

wondered about them, and last year I conducted a survey at our Annual Meeting where I found to my surprise that all but one were still serving, a number had been promoted and three were actually at the meeting. The one who was not serving had been forced to leave because his studies at Medical School were taking all his time.

One will never know of course how much influence our meeting may have had on these young men, and whether their participation swayed any thoughts they may have had about leaving, but I am sure there were some profound impressions left on these young minds. They still speak highly of their experience, and they invariably remark on how surprised and pleased they were to see the amount of work and effort the members put into that meeting to ensure worthwhile and meaningful support was given to the serving members of The Royal Regiment. The fact that so many retired officers would devote their time and talents to this sort of thing impressed them most of all.

I realize cost is an important factor when it comes to sending additional officers to meetings, even though rations and quarters are provided. But perhaps more junior officers could attend from units close to the locations of the meetings as we move about the country.

One question I frequently got asked was "What can I do as a junior lieutenant? The whole thing seems away beyond me, and although I know my CO goes to meetings I really don't know what goes on there, but he says it was a good party!"

This is a difficult one. I suppose there are some COs who enjoy a certain amount of prestige and mystique by keeping their officers in the dark. Certain hints are dropped about "decisions which could affect our unit", and of course there is mention of the social functions. But the junior officer is left wondering what really goes on. The best we can do, without telling him that his CO should brief him, is to casually tell him a bit about the RCAA and some of the achievements, and this invariably sparks his interest.

What about our own PR programme? We have had various committees working on this, and a general information pamphlet has been produced. We have had various plans to inform the Public, particularly during our Centennial year, but I tend to think most of them were largely unsuccessful, or at best marginally profitable. We have been asked for two years in succession by the Conference of Defence Associations on behalf of the Chief of the Defence Staff to increase our public awareness programme in any way possible - by speaking, writing or just simply spreading the good word about the Armed Forces of Canada and our defence problems. If our own officers are not fully informed, this becomes a difficult task.

One may ask why we should worry about all this. Who cares what the public may think, or for that matter why should we bother briefing our junior officers - they will learn as they grow older. I do not agree with this view. The sooner we bring them into the whole family, including its advantages and its difficulties, the better, even though they may not take a very active part at first. At least it will ignite their interest and will eventually lead to active participation, new ideas, and a whole group of new and responsible officers with a sufficient background to take over from those of us who eventually will have contributed all we can. Finally, it was with extreme delight that I read in our President's Message to The Canadian Gunner, 1979, that he supported my efforts in commending the RCAA to our junior officers, and I hope that his comments will encourage Commanding Officers and others to give greater emphasis to this very important part in the general education of our future leaders.

RECOMMENDATIONS

It is recommended that as much attention as possible be given to fostering interest on the part of our junior officers in the RCAA, and particularly that:

- a. Commanding Officers brief all their officers in detail about the work of the RCAA, particularly after meetings but also when any significant information is available; and that they ensure all officers have an opportunity to read the RCAA Annual Reports
- b. Commanding Officers arrange for as many officers as possible to attend the annual meetings of the RCAA.
- c. Commanding Officers invite visiting members of the Executive to speak to their officers about the RCAA and the Conference of Defence Associations.
- d. Members of the Executive and other interested officers avail themselves of every opportunity to speak informally or formally to junior officers about the objectives and achievements of the Association.
- e. When appropriate, junior officers participate in some of the syndicate discussions or other work of the Association.

PART II

Aim

The aim of Part II is to look in a general way at problems concerning locating, training and retaining junior officers in the Militia.

Background

In my visits to various units, and in discussions with senior Militia officers, I have noted a lack of qualified officers, particularly in the ranks of lieutenant and captain, and to some degree in the rank of major. The problem is not peculiar to the commissioned ranks nor is it confined to the artillery. For the purposes of this Committee the study is confined to commissioned ranks.

The whole subject was discussed in detail by our Training Committee last year, and the following extracts are from their report. (See RCAA Annual Report 1978-79, pages 33-38)

Para 18. It has become apparent that the current rate of retirement of officers is far above the recruitment and qualifying levels in the militia.

Para 19. There is an obvious and serious lack of formal training at the Commanding Officer and Deputy Commanding Officer level with most officers attempting to learn on the job with varying amounts of success.

Para 21. It was pointed out that the current fixed periods for writing Home Study Block examinations are conflicting with school examinations.

Para 22. It was decided that whereas the situation with respect to the recruiting and qualification of militia officers has become a problem of alarming proportions which, if not resolved in the very near future, may result in the collapse of the officer structure.

This latter statement has far reaching implications and should stir us to action to prevent what could, if our Committee has forecast correctly, result in a complete disaster.

At our meeting in Dundurn I set up a junior officers syndicate to obtain their views on the problems of recruiting and retaining junior officers. Their report (RCAA Report 1978-79, pages 64-67) considered eight problems which I will merely list here to refresh our memories. They were: advertizing, uniforms,

pay, equipment, training, social activities, compulsory service and finances.

Recruiting

The Militia relies to a great extent on officers who may serve for a few years and then, as pressures of university, family or business begin to grow, return to civilian life. To maintain this stream the source must constantly be replenished, and from it a few will carry on to become the BCs, DCOs, and COs of the future. Commanding Officers are aware of their continuing responsibility to bring in new officer candidates even though they themselves may leave the unit before their young proteges complete their training.

On occasion a new Commanding Officer with limited experience but surrounded by a good slate of officers may get so involved with his new appointment that he may forget to keep the funnel filled with new candidates, leaving his successors one or two down the road to take over a unit sadly lacking in trained junior officers.

Most young officers with whom I spoke came either from the ranks of their units or directly from civilian life, prompted by word of mouth recommendations from those already serving. Some suggested an advertizing programme on High School or University bulletin boards would be very productive - particularly in these days of slow employment.

Whatever the method of finding these prospective officers, it must be an ongoing process which no Commanding Officer in the Militia can allow to lapse.

Retention

Once we have them and begin to train them, why do so many leavy? I talked to many people about this, but interestingly enough not one mentioned pay. Some of the main reasons given were:

- a. Too time-consuming. Some officers working in industry or attending university find they cannot spare the time from their jobs or studies, and they drop out of the Militia.
- b. Lack of challenge. The initial impact is great, and may continue for a year. Suddenly there is no challenge - training becomes repetitive to accomodate new arrivals and the once keen young officer quickly loses interest.

- c. Shortage of troops. The proportion of officers to men is often out of balance, with officer vacancies filled but others substantially not. The result is that many officers do not get a chance to command and lead men. They may be surplus to a troop establishment, and often end up on another course to "put in time", all of which can be very demoralizing.
- d. Difficulties in qualifying. The conflicts of Militia and school exams mentioned in the Training Committee report referred to above cause officer candidates to fall behind which can affect their overall liking for the Forces. They tend to regard the system as too inflexible and old fashioned to cater to their problems. There is also dissatisfaction with the length of time it takes to qualify for each rank, and the number of holidays one must use up for more training. This latter points does not bother them until they are married - then it becomes a rather large problem, with the young officer hearing from a young wife as so many have before him the somewhat bitter remark, "You seem to prefer the army to me".
- e. Indifferent leadership. This seems to be, directly or indirectly, the greatest source of discontent. It was noted in the Training Committee Report that Commanding Officers and Deputy Commanding Officers often come unprepared to their tasks, and this shortcoming, particularly when it encompasses the field of leadership, has a noteworthy bad effect on the junior officers of the unit. Several young lieutenants told me they considered leaving their units because they got all the extra time-consuming jobs while other officers missed many parades and consequently were not there to get the extra jobs. They realize the jobs have to be done, and they would not object if all officers were given an equal share; but these jobs, plus their normal duties, plus schooling or outside activities become too much. It seems to be the old case of "the willing horse" - one who is always available and always does a good job. Others mentioned personality conflicts with senior officers while some commented on a lack of information from above. We are trained to "keep people in the picture" within operational or security limits, but many junior officers seem to feel that they are not informed about long range, and often short range, plans for training, goals to be reached and objectives within the community. Several thought they had done good jobs on specific occasions but said nobody mentioned anything to them. "They only tell us when we foul things up".

I was speaking recently with a BGen (not a Gunner) whose 18 year old son is interested in the Reserves. He took Basic Training with a unit of the Land Forces but was discouraged by the lack of direction and challenge, the poor planning, the last minute changes in the time table and the lack of organization on the part of the instructors who were often trying to locate their training aids at the time the lecture should have been started. He decided the Militia was not for him and he joined the Naval Reserve where he had to take Basic Training again, presumable to bring him up to dark blue standards. Unfortunately he found the Navy to be no better organized than the Army, and he is in a quandry as to his next move. I told his father I might have a few words with him and possibly even suggest a move to the Gunners - but will we be able to challenge him when others could not?

I am in no position to judge the validity of all these comments, nor would I attempt to do so. But because of their numbers and commonality I could not help but feel that some elements of leadership are missing.

Conclusions

In general I found the young officers with whom I talked to be bright, capable, interested and willing to learn. They were anxious to be successful in the Militia. But it became evident that they wanted in the course of their learning to be challenged, to be given more responsibilities, to be given a chance to work with men, to have their civilian responsibilities such as jobs, schooling or family recognized, to be helped in their efforts at qualification and to have their achievements recognized.

I concluded that the quality of these young people is excellent, but the nature and extent of their comments is a sad reflection on the quality of our leadership.

Recommendations

I am not prepared to make recommendations at this time. My interest in this subject was sparked by the comments of our Training Committee which I mentioned earlier, and it may be that some seminars should be arranged for some of the senior Militia officers to make them feel more comfortable in their appointments.

Subject to your approval I plan to do more work on this part before making any firm recommendations, but I feel sure that what I have said so far will give us food for thought.

PUBLIC RELATIONS COMMITTEE

LCol J.R. Hubel, Mildist
Toronto

Members: LCol G.E. Carline, 10 Fd Regt
LCol D.A. Wynn, 56 Fd Regt
Maj J.D. deGrasse, 6 RAC
Maj D.I. Smith, 5 (BC) Fd Bty

I am pleased to report that the project begun in 1977 by LCol J.C. McKenna and continued in 1978 by LCol G.E. Parnell and their committees has been completed. The result is the single sheet/multi-fold/multi-colour bilingual RCAA information brochure which is before you.

Two thousand of these documents have been printed. The cost breakdown is as follows:

printing costs	\$ 475.00
9% federal tax	42.75
	<hr/>
Sub-total	\$ 517.75
7% provincial tax	36.25
	<hr/>
Total	\$ 554.00

The Association is indebted to Colonel Harry Chapman, president of Kidner Printing Company Limited, Hamilton, for his invaluable advice and assistance in bringing this project to fruition.

Unit commanding officers and other members are requested to place orders for the brochures with the secretary, LCol B.G. Brule, and your orders will be available for pick-up on Friday, September 19th.

The thoughts of the committee are that the present edition of the brochure be used for the coming year. We would like your comments on the design and format of the brochure, and we will incorporate changes into the next edition to the extent budget will permit.

Estimates for printing additional quantities at today's prices are as follows:

2,000	\$ 275.00
5,000	450.00
10,000	750.00
+ 9% Federal and 7% Ontario retail tax	

In 1978 a motion was passed that the executive be empowered to spend up to \$1,000.00 in support of the project. This will permit an additional 2,000 RCAA information brochures to be printed for the 1981 annual meeting.

(signed) J.R. Hubel, LCol
Chairman

CDA - Col B. Shapiro

Mr. President, Senior Serving Gunner/General Baker, Director, distinguished guests, delegates and members of the Royal Canadian Artillery Association.

I am doubly honoured to be here today - first as a Past President of this distinguished Association, and second as the current Chairman of the Conference of Defence Associations. It is in the second role that I propose to speak to you in order to let you know what transpired over the past few months and some of the events and issues we expect to feature at the next annual general meeting of CDA.

Before I begin, let me present two gentlemen who are part of the CDA team and are attending your conference. The first needs no introduction he is LCol Jack de Hart your immediate Past President and the Executive Director of CDA. The second is LCol Doug Youngson, the Director of Liaison for CDA at NDHQ, an engineer and a tower of strength to all Corps Associations and to CDA.

In the interest of economy of time and because your agenda doesn't allow me more, Mr. President, I will be brief and only touch on a few items.

1. As you know resolutions were delivered in person by the Chairman to the Minister and the CDS, and by mail to the COMD FMC by mid-March of this year. The answer from FMC was received very quickly, but due to the massive change of senior appointments at NDHQ, including the Minister, has seriously delayed the flow of answers from both the Minister and the CDS.
2. Following the setting up of the review board on the Unification Task Force, I wrote to the Minister re-emphasizing the statement made in the CDA formal presentation and expressed our continuing concern over command and control of the CAF, the immediate need for a mobilization plan, new equipment for CAF, and a statement of policy for the next decade. The letter was followed by a meeting with the Minister. At this meeting the Minister told me about the Gen. Vance study which was released yesterday and a copy was delivered by Col. Youngson to your President today.
3. After the recent Federal Election, I wrote to all members of Parliament and the Senate informing them about the CDA and all of its constituent Associations and offered our assistance and support in the areas of National Defence. We received a great many replies stressing the current problems and encouraging us to do more in support of national preparedness.

4. The CDA executive has maintained a continuous personal contact with the minister, the CDS, the DGRC, the DG mobilization, and other senior officers at NDHQ in regard to those areas of concern that were articulated at the last AGM and detailed in the resolutions and letters received from corps associations. Items such as P26, NATO, the new mobilization plan, equipment, increases to the CAF, military awareness, CIOR, Etc.

While it is difficult to estimate the level of success of these discussions at NDHQ. in absolute terms, it is certain that everyone in authority both at the political and the military level, is very aware that CDA and its members are extremely concerned and is monitoring their performance very closely. This same pressure must be applied across Canada at all levels of society asking them if they are concerned about Canada's security to write their MP's their MLA's and other public officials to lend their support to the Department of National Defence.

5. Another item and I should draw your attention that it is still in confidence, but because the Gunner net was so prominent in this action involving Col. de Hart, BGen Heitshu and myself - I feel I can be allowed this slight indiscretion. Some weeks ago I wrote to General Bernard Rogers, Supreme Allied Commander, Europe, inviting him to be CDA's keynote speaker at next January's meeting. I am pleased to report that I have it on very good authority it is expected he will be honouring us with his attendance and giving us an up-date on the NATO posture and the role of the reserves.
6. It is proposed to request an opportunity for CDA to appear before the Parliamentary Standing Committee on External Affairs and National Defence to present our views on the current state of the Canadian Armed Forces and to ask the committee to press the government for greater support for the Department of National Defence. It will be recalled that this item was strongly recommended by the special "Think-Tank" syndicate at last year's AGM of CDA. The presentation is now under active consideration with the content, format, and the number of witnesses (presentors/speakers) being given very serious though. Your executive will be kept informed on the progress of this important project.

Mr. President, before closing my remarks, I would like to touch on another project that is sponsored by CDA. As you know the 33rd Annual Congress of the Interallied Confederation of Reserve Officers, CIOR. was hosted by Canada during the first week of August. This was a first for Canada and it was held in Montreal, CFB St. Jean and in Camp Farnham. Your corps was and is represented at CIOR by Col. Jim Turnbull as our delegate on Commission 5, and

by myself as the Assistant Secretary General of CIOR for Canada. I believe the Congress was a great success, from all reports, with some 850 delegates coming from all countries in NATO and 48 teams of competitors representing these nations. Incidentally, Canada's Best team placed 4th in the overall standing which is our best showing to date.

Mr. President, gentlemen, thank you for inviting me to your meeting and I wish you every success during your deliberations and in the future. I am prepared to take your questions on CDA at this time.

Thank you.

CIOR - LCol D. Youngson

LCol Youngson outlined some of the changes that will be instituted as a result of the 1980 experience. The team selections, on a national basis, will take place between 15 and 18 May 81 and team training will take place in June. This training will be funded by NDHQ. FMC will organize and run the team competitions. A cell is being set up at FMC HQ to resolve some of the problems, among which, is that of ensuring the Militia units are well informed of the program. There is a determination to field a much better team than in the past.

ADDRESS BY THE DIRECTOR OF ARTILLERY

COL ROBERT P. BEAUDRY

Mr President, Gen Turner, fellow Gunners.

First let me acknowledge the honour it is for me to have been selected as Director. I have now been on the job for about one month, and as in any new posting there will be a period of learning and of adjustment. I must point out that unfortunately my appointment title is officially first of all Director of Land Requirements, with Director of Artillery being listed in second place. I would much rather it were the other way around, but that's not the way it is. Col Harry Stein was telling me that despite the best intentions on his part, he was seldom able to devote even 10 percent of his time to artillery matters. Needless to say, I plan on attempting to improve that, but I recognize the realities of the situation.

Having mentioned Harry, I would like to stress the devotion he brought to the position of Director. After exposure to the DLR side of the house, I can now appreciate more than ever the dedication with which he worked for the benefit of the regiment. His sabatical at the National Defence College will be a well-deserved change of pace for him.

In this my first address to the RCAA, I feel it would be appropriate for me to briefly review the state of the Royal Regiment. You're all aware of the number of difficulties we have experienced over the past decade. In particular, the impact of the reduction of the Regular Force to 78,000 and the loss through retirement of a large percentage of our experienced officers and Senior NCO's resulted in serious manning and training problems for both the Regular Force and the Militia. Furthermore, the fixed defence budget, the rising cost of equipment and ammunition, overhead and maintenance costs, plus of course, inflation, have all interacted to slow down the replacement of much of our older hardware with more modern equipment.

The regiment is now experiencing some growth and a slow modernization in a number of areas. The future, while far from being as rosy as one might like, is not quite as bad as it was. This is indicated by the positions being occupied by senior gunners; the current organization and equipment distribution; and the major artillery equipment programme.

The Corps has undergone considerable changes in the placement of senior gunner officers in command and staff positions over the past year. The highlights of these changes are:

- a. MGen Baker, as has been mentioned, has been promoted to Major-General and appointed Deputy Commander of Mobile Command.
- b. BGen Beattie has relinquished command of Northern Region Headquarters at Yellowknife to assume the appointment of Director General Policy Planning at NDHQ.
- c. BGen Cotter, the former Commander of the Canadian Contingent UN Forces in Cyprus has been appointed as the Commander of the 1st Canadian Brigade Group, Calgary.
- d. BGen Doucet continues to lead the Mobilization Planning Task Force Study underway in Ottawa.
- e. BGen Heitshu remains as Secretary of Staff to SACEUR at SHAPE Headquarters in Belgium.

Some of the other changes in senior gunner appointments which are of interest are:

- a. Col Harry Stein, as I mentioned, is attending the National Defence College in Kingston.
- b. LCol Mel Brown, the former SSO Arty at FMC has assumed command of 2 RCHA in Petawawa, replacing LCol Con Mialkowski who is now a DS at the Staff College in Kingston.
- c. LCol Jim Fleming has assumed the position of DLR 2, which is the Artillery Section Head in my directorate, replacing LCol Jerry Donahue who is now with CDLS Washington.
- d. LCol Ed Schrader has returned from UNTSO in the Middle East to assume the position of the SSO Arty at Mobile Command.
- e. The artillery cell which supports me at NDHQ has also changed. Capt Bruce Bowles is the new SO Arty, and the CWO artillery position will be filled by CWO Patrick, who you will recall, was the SMIG at the school two years ago.

The low strengths of the Regular units of the Regiment, most notable in the early 70's, have been reversed. In 1973 we were down to about 1700 All Ranks. Right now we have about 400 Officers and 1710 Other Ranks, for a total of over 2100. An increase of 400 in round numbers. Our present authorized strength, or PML, is 2058 All Ranks.

The Artillery Militia units as a whole are experiencing a gradual decline. On 30 September 1975, the Artillery Reserve Force counted 291 Officers and 1667 OR's for a total of 1958. On 5 September 1980, they stood at 267 Officers and 1229 Other Ranks, for a total of 1496. That is a decline of about 450. The impact of this decrease varies in each region, and I appreciate that unit strengths vary considerably depending on the time of year. But the downward trend is there, and this is an area which we must continue to address if we are to maintain a suitable mobilization base for the future.

I thought I would quickly run through the Regular units, because organizations and equipments have been changing, and it doesn't take long to get a bit out of date.

The Regular component of the Royal Regiment remains the four regiments and three additional independent batteries. 1 RCHA has four batteries, each equipped with six M109's and an AD Tp of nine Blowpipe. It in fact fields 3 Gun Btys - the fourth 155 Bty, Z Bty, is manned only with a skeleton staff, with 3 RCHA earmarked to flyover the personnel for it on mobilization. 2 RCHA has two Gun Btys and an AD Tp of nine Blowpipe. One bty is equipped with six 105mm C1's, and the Para bty has six 105mm L5's. 3 RCHA has two Gun Btys, each equipped with six M109's, and an AD Bty equipped with eight Blowpipe and four 40mm Boffins. 5e RALC also has two Gun Btys, each of six 105 C1's and V Bty, its Air Defence Bty, is similar to 3 RCHA's with four Boffins and eight Blowpipes.

In Gagetown, W Bty has nine M109's, 17 C1's, and two L5's. The AD Wing of the Artillery School has two Blowpipes and four Boffins. And finally, 128 and 129 Airfield Air Defence Btys are in Germany, and between them they own 42 Boffins and 26 Blowpipes.

The Militia component of the Royal Regiment hasn't changed for some time, remaining, as you're all well aware, at 14 Field Regiments and four Independant Batteries. These 18 units are equipped with 100 of the 149 105mm C1's currently on issue to artillery units.

During 1979 units of the Canadian Artillery expended 18000 rounds of 155mm ammunition, 21000 rounds of 105mm, 25000 40mm rounds, and 140 Blowpipe missiles. It's not that much, but these figures may not be reached again for a few years. The increasing cost per round of ammunition has coincided with requirements to purchase adequate quantities of improved conventional munitions for op stocks, and the need to purchase modern equipments for the land forces. Though every effort will be made to provide adequate

quantities of ammunition for training purposes, we must re-assess the need to expend ammunition on training where the use of trainers or simulators will do the job.

A concerted effort was launched in 1973 to rectify many of the equipment-related deficiencies which affected the regiment. To date the following has been achieved:

- a. a basic air defence system was acquired for the Canadian airfields at Lahr and Baden;
- b. a self defence air defence weapon system was introduced for service in 4CMBG, the CAST Combat Group and the other two brigades;
- c. modification was completed on 155mm M109 equipments increasing the range to 18,000 meters;
- d. the Norwegian Muzzle Velocity Chronograph and a US Laser Rangefinder were acquired; and
- e. two hand held calculators, the HP 67 and HP 41C for survey and gun data computation have been brought into service.

Other elements of the modernization program which will hopefully impact on the regiment in the next decade are worthy of note:

- a. the major field artillery project is the Family of Close Support Artillery. This project seeks to procure 26 additional M109's plus associated vehicles and ammunition at a cost of 100 million dollars. Despite financial constraints, we are still hopeful that at least part of the project will go forward in 1982 for implementation in 1986. The 26 guns would enable 3 RCHA and 5e RALC to each man three M109 batteries. This in turn would release at least 12 105mm C1 guns to the Militia.
- b. the Combat Development Study assisted us in identifying a requirement for a Multiple Rocket Launcher capability to deliver rapid and effective counter battery fire as well as attrition tasks in the enemy second echelon area. We are seeking approval in principle to purchase five launchers for 4CMBG and two for training purposes in Canada. The project has an estimated cost of 275 million dollars. Following approval in principle delivery of the equipment could take place not before 1986. The system which we are looking at contains 12 rockets capable of being fired singly or in salvo to a range of 30 kilometers.

- c. in the field of ammunition, the current inventory of projectiles was designed for use in World War II and Korea. To improve the effectiveness of our fire a project for the purchase of improved conventional munitions has been submitted to provide operational stocks in Europe. An example is the HE M483 round, which carries 88 submunitions each of which has a shaped charge capable of penetrating light armour and the roof of several older tanks. The submunition is also serrated to give a fragmentation effect for each munition. This project is expected to start moving in 1981 or 1982.
- d. there are two major interrelated projects in the fire control area. The first project is the Military Portable Artillery Computer (miliPAC) and the second is the Gun Alignment and Control System (GACS).
 - (1) The MiliPAC user trial has been completed and the Program Change Proposal is being staffed to acquire approximately 59 computers for the Regular Force, with a delivery of the initial computers scheduled for Oct 82.
 - (2) the GACS is still in the development stage with user trials planned for the spring and summer of 1981. This is the third stage of the GACS trial and resulted from redesign work to enable GACS to interface with MiliPAC. It should be issued in 1984/85.
- e. in the air defence area efforts to acquire an anti aircraft tank have ceased for now, due to the unacceptably high cost of each system and introduction into the market of a number of less expensive systems which need to be evaluated. There are some promising improvements to the Blowpipe weapon system underway in the UK which we are following very closely. Though the requirement for a new and modern air defence system has been recognized, it has been impossible to translate this agreement in principle into a place of high priority in the equipment acquisition program.

Gentlemen, that has been a thumb-nail sketch of where we are, what we have, and to some degree, where we are going. I share the association's concerns about training, recruiting, and retention that were expressed yesterday. I have also noted the position paper of last year on the need for adequate funding for Canada's defence capabilities. I suggest this remains a primary area of concern for this and other

associations, and that this concern must continue to be politely but firmly transmitted to our masters.

In closing, I solicit the help of each and everyone of you in assisting me as Director of Artillery. I cannot and will not carry out my duties in isolation. While bringing artillery-related problems to my attention, I would also ask for your suggestions on Corps policies; I assure you that problems and proposed solutions that you may have to our regimental problems will get the full attention of myself and of my staff.

ALLOCUTION PRONONCÉE PAR LE

COLONEL ROBERT P. BEAUDRY, DIRECTEUR DE L'ARTILLERIE

M. Le Président, Général Turner, Camarades Artilleurs.

Je veux tout d'abord vous dire combine j'ai été honoré d'être choisi pour occuper le poste de Directeur. Il y a environ un mois maintenant que j'assume ces fonctions, et, bien sûr, c'est encore une période d'apprentissage et d'adaptation. Je dois dire que, malheureusement, mon titre officiel principal est Directeur des Besoins en ressources terrestres, et que le titre de Directeur de l'Artillerie ne vient qu'en second. J'aurais préféré que ce soit le contraire, mais il n'en est pas ainsi. Le col. Harry Stein me disait qu'en dépit de toute sa bonne volonté, il ne pouvait consacrer plus de 10 pour cent de son temps aux questions touchant l'artillerie. Inutile d'ajouter que je m'efforcerai d'améliorer cette situation, amis je dois tenir compte des faits.

En parlant de Harry, je voudrais souligner avec quel dévouement il a assumé son poste de directeur. Maintenant que je sais ce que recouvre le titre de DBRT, j'apprécie plus que jamais l'énergie qu'il a déployée pour le plus grand profit du régiment. Il a bien mérité le changement que lui procurera son congé sabbatique au Collège de la Défense nationale.

Puisque je m'adresse pour la première fois aux membres de l'AARC, il me semble que nous devrions rapidement revoir la situation du Royal Regiment. Vous êtes tous conscients des nombreuses difficultés que nous avons connues au cours de ces dix dernières années. Tout d'abord, la réduction des effectifs de la Force régulière à 78,000 hommes, et le départ d'une bonne partie de nos officiers expérimentés et de nos sous-officiers supérieurs, qui ont pris leur retraite, ont donné lieu à de sérieux problèmes à la Force régulière et à la Milice aux points de vue de la dotation en personnel et de la formation. De plus, les limites du budget de la défense, le coût croissant de l'équipement et des munitions, l'augmentation des frais généraux et d'entretien, et, évidemment l'inflation, ont contribué au ralentissement du remplacement de notre vieux matériel pour de l'équipement plus moderne.

Aujourd'hui, le régiment est dans une période d'expansion et de modernisation, quoique lente, sur certains plans; l'avenir n'est plus aussi sombre qu'il l'était, même s'il est loin d'être aussi rose qu'on le voudrait. La position qu'oc-

cupent nos artilleurs supérieurs, l'organisation actuelle et la distribution de matériel en cours et l'important programme d'équipement de l'artillerie qui a récemment été mis en oeuvre en sont autant de preuves.

Au cours des douze derniers mois, de nombreuses mutations et la nomination de certains officiers supérieurs d'artillerie à des postes de commandement et d'état-major ont apporté des changements considérables au sein du Corps. Je rappellerai les principaux d'entre eux:

- a) Le major-général Baker, comme il a été dit, est promu au grade de major-général, et nommé Sous-commandant de la Force mobile.
- b) Le Bgéné Beattie a quitté le commandement du Quartier général de la Région du Nord, à Yellowknife, pour devenir Directeur général de la planification des politiques, au QGDN.
- c) Le Bgéné Cotter, ancien commandant du Contingent canadien de la Force des Nations unies à Chypre, a été nommé Commandant du 1er Groupe-brigade du Canada à Calgary.
- d) Le Bgéné Doucet continue à diriger le Groupe de travail sur la planification de la mobilisation, à Ottawa.
- e) Le Bgéné Heitshu reste Secrétaire d'état-major du SACEUR au Quartier général du SHAPE, en Belgique.

Je voudrais aussi souligner quelques nominations chez les artilleurs supérieurs:

- a) Le col Harry Stein, comme je l'ai déjà dit, est au Collège de la Défense nationale, à Kingston.
- b) Le col Mel Brown, auparavant OSEM Artillerie au FMC, assume le commandement du 2 RCHA à Petawawa, en remplacement du Lcol. Mialkowski, qui occupe maintenant un poste de DS au Collège d'état-major, à Kingston.
- c) Le Lcol Jim Fleming occupe le poste de DBRT(2) Section de l'artillerie, sous ma direction, où il remplace le Lcol Jerry Donahue, aujourd'hui à l'ELFC à Washington.

- d) Le Lcol Ed Schrader est revenu de l'ONUST au Moyen Orient, pour occuper le poste de OSEM Artillerie, au sein de la Force mobile.
- e) Des modifications ont aussi été apportées à la section de l'artillerie, au QGDN: le nouveau OEM Artillerie est le capt Bruce Bowles, et l'adjuc. Patrick qui était, on s'en souvient, SMIG à l'école, il y a deux ans, occupera le poste d'adjuc Artillerie.

Au début des années 70, les effectifs des unités de la Force régulière du Régiment étaient faibles, mais ce n'est plus le cas. En 1973, le total des hommes n'était que de 1700. Aujourd'hui, nous avons près de 400 officiers et 1710 non-officiers, donc, au total, plus de 2100 hommes. Il s'agit d'une augmentation d'environ 400 hommes. Notre effectif autorisé aujourd'hui, ou NDA, est de 2058 hommes de tous les grades.

Dans l'ensemble, les unités d'artillerie de la Milice connaissent un déclin progressif. Au 30 septembre 1975, la Force de réserve de l'artillerie comptait 291 officiers et 1667 non-officiers, soit 1958 hommes au total. Le 5 septembre 1980, le total était de 1496, soit 267 officiers et 1229 non-officiers. Cela représente une diminution d'environ 450 hommes. Dans chaque région, cette baisse a des effets différents et je reconnais que, selon les saisons, les effectifs varient considérablement. Mais la tendance à la baisse est là, et c'est un point dont nous devons continuer à nous préoccuper si nous voulons préserver ce précieux support pour la mobilisation.

Je crois que je devrais dire aussi un mot des unités de la Force régulière; leur organisation et leur équipement ont changé, et il ne faut que très peu de temps pour en perdre le fil.

Les éléments de la Force régulière faisant partie du Régiment royal sont toujours les quatre régiments complétés de trois batteries indépendantes. Le RCHA possède quatre batteries, équipées chacune de six M 109 et d'une troupe de défense aérienne dotée de neuf Blowpipe. En réalité, il s'agit de 3 batteries de tir; la quatrième batterie 155, soit la batterie 2, n'est manipulée que par quelques hommes, et en cas de mobilisation, le 3 RCHA doit assurer le transport des troupes. Le 2 RCHA a deux batteries de tir et une troupe de défense aérienne dotée de neuf Blowpipe. L'une des batteries est équipée de six CI de 105 mm et la batterie de parachutistes a six L 5 de 105 mm. Le 3 RCHA est constitué de

deux batteries de tir, équipées chacune de six M 109 et d'une batterie de défense aérienne équipée de huit Blowpipe et de quatre Boffins de 40 mm. Le 5 RALC a, lui aussi, deux batteries de tir possédant chacune six CI de 105 mm; la batterie V, sa batterie de défense aérienne semblable à celle du 3 RCHA, possède quatre Boffins et huit Blowpipe.

A Gagetown, la batterie W possède neuf M 109, 17 CI et deux L5. L'escadre de défense aérienne de l'Ecole de l'Artillerie a deux Blowpipe et quatre Boffins. Enfin, il y a en Allemagne les 128e et 129e Batteries antiaériennes d'aérodrome qui disposent à elles deux de 42 Boffins et 26 Blowpipe.

L'élément de la Milice faisant partie du Régiment royal n'a subi aucune modification depuis un certain temps; comme vous le savez, il s'agit de 14 régiments de campagne et de quatre batteries indépendantes.

Ces 18 unités disposent de 100 des 149 CL de 105 mm qui sont actuellement attribués aux unités d'artillerie.

En 1979, l'Artillerie canadienne a utilisé, comme munitions, 18,000 cartouches de 155 mm, 21,000 cartouches de 105 mm, 25,000 cartouches de 40 mm et 140 missiles Blowpipe. Ce n'est pas énorme, mais il sera sans doute difficile d'en utiliser autant dans les années qui viennent. Alors même que le coût des munitions augmentait, il a fallu constituer des stocks opérationnels de munitions conventionnelles plus modernes, en quantité suffisante, et aussi moderniser l'équipement des forces terrestres. Tout sera fait pour que les troupes disposent de toutes les munitions nécessaires à leur entraînement, mais il importe de remettre en question l'utilisation de ces munitions lorsqu'un simulateur ferait aussi bien l'affaire.

En 1973, des efforts concertés ont été déployés en vue de redresser de nombreuses lacunes affectant le régiment sur le plan de l'équipement. Nous avons aujourd'hui réalisé les progrès suivants:

- a) les terrains d'aviation canadiens de Lahr et Baden ont été équipés d'un système de défense aérienne de base;
- b) le 4 GBMC, le GCCTAM et les deux autres brigades disposent désormais d'un système auto-défensif aérien.

- c) des modifications ont été apportées à l'équipement 155 mm de M 109, et sa portée atteint maintenant 18,000 mètres.
- d) nous avons acquis le Chronographe norvégien mesurant la vélocité initiale et le Télémètre Laser américain.
- e) deux machines à calculer manuelles, la HP 67 et la HP 41c, ont été mises en service à des fins d'études et de calculs sur les données concernant le tir.

J'aimerais souligner quelques autres aspects du programme de modernisation qui auront, nous l'espérons, un heureux effet sur le régiment dans les dix prochaines années:

- a) le principal projet concernant l'artillerie de campagne est l'ensemble d'artillerie d'appui rapproché. Le but de ce projet est d'obtenir 26 M 109 de plus, ainsi que les véhicules et munitions connexes, à un coût total de 100 millions de dollars. En dépit des restrictions budgétaires, nous espérons pouvoir entreprendre, dès 1982, au moins une partie de ce projet, et l'avoir complètement mis en oeuvre en 1986. Ces 26 pièces supplémentaires permettraient au 3 RCHA et au 5 RALC de doter en personnel trois batteries M 109. Ceci permettrait de libérer au moins 12 pièces de 105 mm pour la Milice.
- b) l'étude d'évolution de combat nous a permis de déceler la nécessité de disposer de lance-roquettes multiples capables de contre-attaquer par un tir d'artillerie rapide et efficace et d'éroder les forces ennemies de deuxième échelon. Nous essayons d'obtenir une approbation de principe pour l'acquisition de cinq de ces systèmes pour le 4 GBMC et de deux systèmes servant à l'entraînement au Canada. Selon les estimations, le coût du projet serait de 275 millions de dollars. Une fois obtenue l'approbation de principe, cet équipement pourrait ne pas être livré avant 1986. Le système que nous envisageons d'acquieser comporte 12 fusées d'une portée de 30 kilomètres, et qui peuvent être tirées ensemble ou séparément.

- c) en ce qui a trait aux munitions, le stock actuel était conçu pour être utilisé pendant la Seconde Guerre mondiale et la guerre de Corée. Pour en améliorer l'efficacité, un projet a été mis en oeuvre pour ajouter des munitions conventionnelles perfectionnées aux stocks opérationnels en Europe. Il y a par exemple l'obus HE M 483 portant 88 projectiles capables, grâce à leur charge creuse, de pénétrer un blindage léger et le dessus de plusieurs chars de modèle plus ancien. Les projectiles sont de plus dentelés, ce qui donne à chaque fois un effet de fragmentation. Ce projet devrait démarrer en 1981 et 1982.
- d) dans le domaine du contrôle du tir, il existe deux projets étroitement reliés et également importants: le premier est l'ordinateur d'artillerie portatif, et le deuxième, le Système d'alignement et de contrôle des pièces d'artillerie.
- (1) les essais de l'ordinateur d'artillerie portatif ont été effectués et la Proposition de changement au programme a été présentée en vue de l'acquisition de 59 ordinateurs pour la Force régulière; la livraison des premiers appareils est prévue pour le mois d'octobre 82.
 - (2) le projet portant sur le Système d'alignement et de contrôle des pièces d'artillerie n'est pas aussi avancé, et des essais sont prévus pour le printemps et l'été de 1981. Il s'agit là de la troisième série d'essais, à la suite de modifications apportées au Système afin qu'il puisse être utilisé de concert avec l'ordinateur portatif. Le projet devrait être réalisé en 1984 - 1985.
- e) dans le domaine de la défense aérienne nous avons pour l'instant renoncé à nous équiper de chars antiaériens, en raison du coût prohibitif des systèmes actuels et de l'apparition sur le marché de nouveaux systèmes moins coûteux mais qui n'ont pas encore fait leurs preuves. Nous suivons avec attention les progrès réalisés en Grande-Bretagne sur les systèmes Blowpipe. Même s'il est évident que nous devons disposer d'un système de défense aérienne nouveau et plus

moderne, il a été impossible de traduire cet accord de principe dans les faits, en classant ce problème comme prioritaire dans le programme de rééquipement actuel.

Je partage les inquiétudes de cette association exprimées hier, en ce qui concerne le recrutement, le maintien en service et l'entraînement des hommes. J'ai également noté la position adoptée l'année dernière sur la nécessité d'accorder au budget de la défense du Canada les crédits suffisants. Je souhaite que ce problème reste au premier plan des préoccupations de cette association et d'autres organismes, et que tous poursuivent leur action auprès de nos dirigeants, avec politesse, mais fermeté.

En conclusion, j'aimerais solliciter l'appui de tous et de chacun d'entre vous dans ma tâche de Directeur de l'artillerie. Je ne peux ni ne désire l'assumer seul. Lorsque vous me ferez part de problèmes reliés à l'artillerie je voudrais que vous m'apportiez aussi vos suggestions sur les diverses politiques du corps; je puis vous assurer que mon équipe et moi-même examinerons avec attention tous les problèmes et toutes les solutions éventuelles que vous nous communiquerez.

Address by the Colonel Commandant - BGen W. W. Turner

General Wickett, Gentlemen;

It is a great pleasure for me to be able to join you once again. It is so very nice to meet so many old friends again and to sit in on your deliberations. I am sure this will be another worthwhile session.

Last year's meeting in Dundurn was my first function as Colonel Commandant. At that time I said I would try to visit all our units and establishments at least once during my tour. Since last September I have been fortunate to see and visit as follows:

Colonel Commandant's Conference

7 Toronto Regiment - Change of command

Gunner Guest night - Ottawa

Remembrance Day - Gunner Memorial Ottawa

Honourary Colonel's Conference - Ottawa

St. Barbara's Day celebration - Ottawa

St. Barbara's Day - Staff College Kingston

CDA - Ottawa

IRCHA - 4 days in

Canadian Gunners in U.K.

The Master Gunner - London

Sandown - steeplechase

Woolwich Guest night

The Artillery School - Gagetown

5 RALC in the field - Gagetown

Staff College - Kingston - Regimental Birthday Dinner

The Ottawa Gunners - Guest night

11 field Regt RCA - Guelph - Guest Night

Gagetown - Guest night

The Home Station - Shilo

3 RCHA - Shilo

Prairie Militia Units in the field - Shilo

The National Rank Qualifying School - Shilo

Graduation Ceremonies - Gunner Officer Cadets Gagetown

Secteur de L'Est Units in the field - Gagetown

Maritime Militia Units in the field - Gagetown

This is a start and I am looking forward to visiting more of our units during the coming year.

Generally speaking I was very heartened and encouraged by what I saw. During these visits I took the opportunity to stress three points:

- a) the Regiment is a family encompassing past, present, and future members including the wives and families both regular and militia - one family nationwide.
- b) the falling standards in today's permissive society and how I expect the Gunners to set and maintain the highest standards possible in discipline, and deportment and let us show the way for the rest of the Army.
- c) My main theme has been the danger to our security and freedom posed by the massive Russian build-up of their armed forces, and how it is vitally urgent that we strengthen our forces and our collective security systems. We must start to catch up.

I want to re-emphasize this last point to you. I am well aware that you realize how dangerous the present situation has become. You represent a most influential element in Canadian society. You can redress these matters which are so vital to the survival of our country and the well being of our Army. You have the opportunity to make the Minister of National Defence aware of our concerns. You can reflect this in your resolutions at this Association meeting. In addition, you should write or speak to your Member of Parliament. Above all, you can make the general public aware in your own communities. Invite your local M.P. to visit your unit and take him/her out on a field firing exercise to see our enthusiasm but our lack of equipment. The Government and the public must be made aware of the money and resources that the Gunners, and the Army, require to meet our commitments. Canadians must be told by people like you that to maintain their freedom and their rights we hear so much about these days, they must pay to defend them.

The leads me to last January's CDA meeting. This association passed some first class, important resolutions at Dundurn last September. But at CDA I was embarrassed to see that the RCAA was sponsoring only three minor resolutions concerning "buttons and bows". Such key resolutions concerning mobilization planning, manpower requirements and equipment were sponsored by the blanket counters. We must ensure the CDA executive are aware of our concern over our resolutions and that we sponsor them at CDA. I believe it would have a great impact on the Minister if only the vital issues, were put forward backed by the CDA, rather than at present where a whole raft of minor resolutions are also included. These minor issues should be removed and

dealt with on the staff net to Mobile Command.

One important resolution might be to demand a new gun which will at least match, if not outrange, the present Russian guns.

I want to comment briefly on one or two points.

There is no doubt that all ranks of our Regiment are full of enthusiasm. Our technical gunnery is not too bad. However, I saw units in the field without camouflage nets, gunners without steel helmets, respirators or personal weapons. Where the equipment is not available we should be demanding it, loudly! Where it is, then we should be using it around our gun positions.

We must be giving ever increasing emphasis to the local defence of our gun areas.

At the Sector de L'Est and Maritime Concentration in Gagetown, I was most impressed with the training. Five units were represented by 4 guns each. There were enough gunners to man many more guns but there was a shortage of senior NCOs. In spite of limitations, they were firing divisional targets. The concentrations were very good. Perhaps there are enough officers and NCOs who could be made available next year to form a HQ RCA in the field. It would be great training, would provide the necessary progression in our training and would revitalize that state of the art.

There was some concern over the training area for next year at Gagetown. I have raised this with the Director, emphasizing how important it is that arrangements again be made for the concentration at Gagetown.

The Deputy Commander of Mobile Command is present today and I am sure he will correct this situation and you once again will have training space at Gagetown. This is basic and vital to your training.

There was a different picture with the Prairie Militia Units in Shilo. The five units between them turned out with a total strength under 80 and manned only five guns. Their enthusiasm and firing were good but the lack of members and support I believe to be a very serious matter. Notwithstanding the high employment and wages on the Prairies, I consider this showing to be unacceptable.

We discussed this with COs at some length in Shilo. I also had the opportunity to have a meeting with General M.D. Paine, the Commander of Militia Area Prairies. He was concerned and

constructive. I consider this whole subject to be so critical to our Regiment that I intend to take your time and read to you General Paine's letter of July 1980:-

I quote: (see Annex B)

There are a number of disturbing comments made in this letter which do not reflect us in a good light. He does however, make a number of helpful and constructive suggestions.

You may not consider this last point to be a valid subject for discussion at this meeting. However, we do have gathered in this room a group of the most influential and competent Gunners you will ever see gathered together.

We have a problem Gentlemen, and I believe it serious enough that this Association should do something about it. I can assure you, that if we don't put our own house in order, then someone outside our Regiment, will do it for us, and their solution may not be the one we want.

At the National Rank Qualifying School in Shilo I was most impressed with the thorough preparation and organization. I subsequently heard glowing reports from people who had attended some of the courses. However, there were some problems. This is a National Militia School and last year at the RCAA I heard promises being made for full support. But, when the requests were made for assistance in the form of manpower and equipment, a number of militia areas/units were not forthcoming. Fortunately, 3 RCHA stepped in and helped out.

These problem areas are written into the final report by the C.O. of the N.R.Q.S. It is a good report and I recommend it for your reading. I would like you to make every effort next year to fully support this worthwhile school.

By tradition, our country has always relied on the Militia in time of emergency. Our Gunner Militia Units must be strengthened and expanded, equipped and trained so that they will be ready and capable of fulfilling a major role in the event of mobilization. At the same time our officers must be ready and trained to step into the senior command positions of a mobilizing Army.

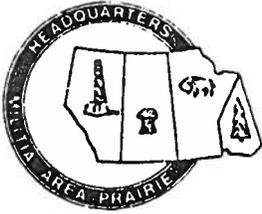
This Association has the composition and the prestige to ensure that our resolutions are brought to the attention of the right people. Further more, it is able to ensure that they are followed up and acted upon.

I am determined to see that our Regiment maintains its unquestioned and unchallenged position on "the right of the line".

I want to thank all of you for your efforts and your time that you are devoting to the Association. Your contribution is a major factor in furthering the enhancement of the Royal Regiment of Canadian Artillery.

Good luck in your endeavours and continued best wishes to each of you.

Thank you.



HEADQUARTERS MILITIA AREA PRAIRIE

Westwin, Man. R2R 0T0

From Brigadier-General M.D. Paine, CD

4500-2

Jul 80

Dear **Bill**

I welcomed the opportunity to meet you on Shilo recently and to discuss the malaise in the Reserve Units of The Royal Regiment - at least in Prairie Area. I am not sure whether the problems of the Gunners are unique or if other corps are experiencing the same difficulties. What I am sure of is that there is no simple solution and it will take our combined efforts to put it right.

Some of the areas in which I feel we must address and put our emphasis:

- a. lack of leaders at the higher level - which calls for selecting and developing junior leaders;
- b. progression training is sound in content but rigid in application, therefore dull and not designed for local headquarters training;
- c. on the "activity" side, the ^{or}block box, safety and plodding development tends to take the fun out of serving the guns;
- d. the Regular Force recruits within the Militia, but it is very pronounced in The Royal Regiment due to the closer relationship that exists. All of which is good for RF but not so good for the Militia; and
- e. Artillery, generally, does not seem to attract the "gung-ho" type.

There are any number of approaches to resolve our dilemma and the following are my preliminary thoughts:

- a. Make augmentation a two-way street. Retiring RF to be encouraged (or required?) to join the Militia. A combined service package three year RF, five year Militia? Unlikely, with the present government.

Acx
9 Sep 80

- b. Greater flexibility, if only in the short term, for cross-corps posting, acting or lance rank at the discretion of the CO.
- c. Simple gunnery with lots of bang, fire for fun, imagination in training, but, realistically, bear in mind ammunition allocation.
- d. I intend to promote maximal training at the combat sub-unit level at LHQ (if possible). Keep the higher level officer training clear of the troop's training time.
- e. Finally, and perhaps it should be first - "selection and maintenance of the aim". Maximum batteries in the line producing maximum fire for effect. Refinement and accuracy can come later.

I recommend to you Colonel Nicholson's paper on the Militia. He addresses a number of areas which are pertinent to our dialogue and, while I do not totally agree with all of his solutions, there is certainly food for thought.

In conclusion, what is needed is a change of attitude at all levels, some delegated flexibility and the determination of The Royal Regiment. These, together, could turn the tables.

Please be assured of my total support in any approach that will improve the quality and quantity of the Gunner units in Prairie Area.

Yours sincerely,

Desmond.

Brigadier-General (Ret'd) W.W. Turner, CD
Colonel Commandant
Royal Regiment of Canadian Artillery
RR 1 Hwy 15
Kingston, Ont
K7L 4V1

ALLOCUTION PRONONCÉE PAR LE
COLONEL COMMANDANT, LE BGÉN W.W. TURNER

Général Wickett, Messieurs,

C'est un grand plaisir pour moi de me retrouver parmi vous. Je suis toujours très heureux de revoir tant de vieux amis et de participer à vos débats, et je suis convaincu que, cette fois encore, ils seront fructueux.

La réunion de l'année dernière, à Dundurn, était la première à laquelle j'assistais à titre de colonel commandant. J'aurais déclaré alors que j'essaierais de rendre visite au moins une fois à chaque unité et à chaque établissement. Depuis le mois de septembre dernier, j'ai assisté à de nombreuses cérémonies et visité plusieurs centres, dont les suivants:

- Conférence du colonel commandant
- Changement de commandant au 7^{ème} Régiment de Toronto
- Soirée des invités des artilleurs, à Ottawa
- Jour de Souvenir au Mémorial des artilleurs, à Ottawa
- Conférence du colonel honoraire, à Ottawa
- Cérémonies de la Ste Barbara, à Ottawa
- Célébration de la Ste Barbara, au Collège d'état-major de Kingston
- Congrès des associations de la Défense, Ottawa
- Visite de quatre jours au RCHA
- Visite aux artilleurs canadiens en Grande-Bretagne
- A l'invitation du Maître-canonnier, à Londres, j'ai assisté au steeplechase de Sandown et à la soirée des invités à Woolwich

- Visite à l'Ecole d'artillerie de Gagetown
 - Visite au 5 RALC en campagne, à Gagetown
 - Dîner anniversaire du régiment au Collège d'état-major de Kingston
 - Soirée des invités des artilleurs, à Ottawa
 - Soirée des invités du 11ème régiment en campagne de l'ARC, à Guelph
 - Soirée des invités à Gagetown
 - Visite de la station d'appartenance, à Shilo
 - Visite aux unités de la Milice en campagne, Région des Prairies, à Shilo
 - Visite à l'Ecole nationale de gradés, à Shilo
 - Collation des grades - Elèves-officiers artilleurs à Gagetown
 - Unités au Secteur de l'Est en campagne, Gagetown
 - Unités navales de la Milice en campagne, Gagetown
- (Pour plus de détails, voir l'annexe A).

C'est un commencement et je serais heureux de rendre visite à d'autres unités au cours de l'année qui vient.

En général, j'ai trouvé très stimulant et très encourageant tout ce que j'ai vu. J'ai profité de ces visites pour mettre en relief trois points:

- a) Le Régiment, qu'il soit constitué de membres de la Force régulière, ou de la Milice, est une grande famille, composée de tous ses membres, passés, présents et à venir, et de leurs femmes, et de leur famille; une seule famille, d'un bout à l'autre du pays.

- b) Devant la tolérance excessive qui caractérise la société actuelle, j'attends des Artilleurs qu'ils se fixent et respectent les normes de discipline et de comportement les plus exigeantes possibles et que nous soyions ainsi un exemple pour le reste de l'Armée.
- c) J'ai toujours insisté sur le danger que les forces soviétiques, de mieux en mieux armées, représentent pour notre sécurité et notre liberté; il est vital que nous renforçons très rapidement nos effectifs et nos systèmes de sécurité collective. Nous devons commencer à combler nos lacunes.

Je veux m'attarder davantage sur ce dernier point. Je sais très bien que vous savez combine la situation actuelle est périlleuse. Vous représentez l'un des éléments les plus influents de la société canadienne. Vous pouvez corriger ces faiblesses qui menacent la survie de notre pays et le bien-être de notre armée. Vous avez la possibilité de pouvoir vous faire entendre du Ministère de la Défense nationale. Vous pouvez exprimer vos préoccupations à ce sujet dans les résolutions que vous prendrez au cours de cette réunion.

Vous devriez aussi parler ou écrire à votre député à ce propos, et surtout rendre conscients du problème ceux qui vous entourent, le public en général. Invitez votre député à rendre visite à votre unité, emmenez-le sur un polygone de tir, et qu'il constate notre enthousiasme, mais aussi notre manque d'équipement. Il faut que le gouvernement et le public se rendent compte que les Artilleurs et l'Armée doivent disposer de moyens et d'argent pour respecter leurs engagements. Ce sont des gens comme vous qui doivent dire aux Canadiens que s'ils veulent conserver cette liberté et ces droits dont on parle tant, ils doivent payer pour les défendre.

Cela me ramène au Congrès des associations de la Défense, qui a eu lieu en janvier dernier. En septembre dernier, à Dundurn, ces associations ont adopté quelques résolutions de premier plan. Mais au CAD j'ai été ennuyé de constater que l'AARC se contentait d'appuyer trois résolutions mineures ne concernant que des détails. Les résolutions vitales traitant de la planification de la mobilisation, des besoins en effectifs, de l'équipement étaient présentées sous le couvert de thèmes plus généraux.

Nous devons nous assurer que l'exécutif du CAD soit conscient de la conviction avec laquelle nous prenons et soutenons nos résolutions. Il me semble que l'impact auprès du Ministère serait plus considérable si seules les questions essentielles lui étaient présentées, appuyées par le CAD. Au lieu de l'inonder comme aujourd'hui de nombreuses questions de moindre importance, il faudrait les supprimer et les régler avec le personnel de la Force mobile.

L'une des résolutions importantes qu'il faudrait prendre serait de demander l'acquisition de nouvelles armes qui pourraient, sinon surclasser, du moins se comparer aux armes russes actuelles.

Je voudrais apporter quelques commentaires sur un ou deux points.

Il n'y a aucun doute que tous les membres de notre Régiment sont pleins d'enthousiasme. Notre artillerie n'est pas mauvaise, sur le plan technique. Mais je dois dire que j'ai vu sur le terrain des unités sans filets de camouflage, des artilleurs ne portant ni casque, ni arme personnelle, ni masque à gaz.

Lorsque l'équipement n'est pas disponible, il faut en demander, et avec force! Lorsqu'il est suffisant, il faut l'utiliser près des positions de tir.

Nous devons améliorer sans cesse la défense locale de nos positions de tir.

Lors de ma visite au Rassemblement du Secteur de l'Est et des Maritimes, à Gagetown, j'ai été très impressionné par le programme de formation. Il existe cinq unités représentées chacune par 4 pièces. Il y avait suffisamment d'artilleurs pour servir de nombreuses autres pièces, mais il y avait pénurie de sous-officiers supérieurs. En dépit des restrictions qui leur étaient imposées, ils tiraient sur des cibles de divisions. Les rassemblements ont été couronnés de succès. L'année prochaine, on pourrait peut-être disposer d'un nombre suffisant d'officiers et de sous-officiers pour former un QG ARC sur le terrain. Ce serait une bonne formation, qui permettrait un entraînement plus poussé et rendrait plus vivant cet aspect de nos activités.

Le secteur où l'entraînement doit avoir lieu l'année prochaine semble donner lieu à quelques inquiétudes à Gagetown. J'en ai parlé avec le Directeur, et j'ai souligné comme il est

important que de nouvelles dispositions soient prises afin que le rassemblement ait lieu à Gagetown.

Le Sous-chef de la Force mobile est présent à cette assemblée et je suis sûr qu'il remédiera à cette situation, et que Gagetown continuera à disposer de terrains d'exercice. C'est un besoin fondamental et vital pour l'entraînement.

Le tableau était différent à Shilo, pour les unités de la Milice de la Région des Prairies. L'effectif total des cinq unités était inférieur à 80 hommes, et elles ne servaient que cinq pièces. Ils étaient pleins d'enthousiasme et tiraient bien, mais manquaient de soutien et d'hommes, et je trouve cela inquiétant. Je sais que le taux de chômage et les salaires sont élevés dans les Prairies, mais je n'en considère pas moins cet état de choses comme inacceptable.

J'en ai discuté assez longuement avec les commandants à Shilo. J'ai aussi eu l'occasion de rencontrer le général M.D. Paine, commandant du Secteur des Prairies (Milice). Il partage mon inquiétude et propose certaines solutions. Je considère ce point comme si important que je crois que je vais prendre le temps de vous lire la lettre que m'a adressée le général Paine, en juillet 1980. La voici: (voir l'annexe B).

Il y a dans cette lettre un certain nombre de remarques où nous n'apparaissions pas sous le meilleur jour. Cependant il y propose bon nombre de suggestions, utiles et constructives

Vous pensez peut-être que ce n'est pas au cours de cette réunion que nous devrions aborder ce problème. Pourtant, il est exceptionnel de voir réunis dans une même assemblée autant d'artilleurs compétents et influents.

Nous voici devant un problème, Messieurs, et je le crois suffisamment grave pour que cette association s'en préoccupe. Je vous assure que, si nous ne mettons pas nous-mêmes de l'ordre dans nos affaires, d'autres le feront pour nous, et leur solution ne sera peut-être pas celle que nous aurions choisie.

A Shilo, j'ai trouvé remarquables la qualité et l'organisation de l'Ecole nationale de gradés. Par la suite, j'ai d'ailleurs recueilli des commentaires très élogieux de la part d'anciens élèves. Là aussi cependant, se posent quelques problèmes. C'est une école nationale

de la Milice, et l'an dernier, à l'AARC, on leur avait promis toute l'aide nécessaire. Mais lorsqu'ils ont demandé un soutien sous forme d'équipement et d'hommes, un certain nombre de secteurs et d'unités de la Milice n'ont pas reçu satisfaction. Heureusement le 3 RCHA a décidé d'intervenir et de leur apporter de l'aide.

Vous trouverez toutes ces questions exposées dans le rapport final de Commandant de l'ENG. C'est un rapport intéressant, dont je vous recommande la lecture. J'aimerais que, l'an prochain, vous fassiez tous les efforts possibles pour que cette école, qui le mérite bien, reçoive toute l'aide nécessaire.

Traditionnellement, notre pays a toujours fait appel à la Milice en cas d'urgence. Il faut que les unités d'artillerie de la Milice puissent se renforcer, se multiplier, s'équiper et s'entraîner pour être prêtes et capables de remplir le rôle important qu'elles auraient en cas de mobilisation. Il faut également que nos officiers se préparent et se forment pour pouvoir assumer des postes de commandement supérieurs dans une armée mobilisée.

Le prestige de cette Association et de ses membres lui assure que ses résolutions seront portées à l'attention des autorités compétentes, prises en considération et mises en application.

Je suis résolu à veiller à ce que notre Régiment reste toujours aussi fidèlement et aussi fermement dans "le droit chemin".

Je veux aussi vous remercier tous du temps et des efforts que vous consacrez à l'Association. Votre participation est l'un des principaux facteurs qui permettent au Régiment royal de l'Artillerie canadienne de progresser et de s'améliorer.

Je vous offre mes meilleurs vœux à tous et vous souhaite le succès dans ce que vous entreprendrez.

Merci.

EMPLOI DU TEMPS

COLONEL COMMANDANT W.W. TURNER

DE SEPTEMBRE 1979 À SEPTEMBRE 1980

<u>DATE</u>	<u>ACTIVITÉ</u>
Du 20 au 22 sept.	AARC, Dundurn
10 - 11 oct.	Conférence du Colonel commandant - Force mobile
28 oct.	Changement de Commandant au 7ème Régiment ARC de Toronto
25 oct.	Soirée des invités des artilleurs - Ottawa
11 nov.	Journée du souvenir - Mémorial des artilleurs, Ottawa
Du 16 au 18 nov.	Conférence du Colonel honoraire - Ottawa
2 déc.	Célébration de la Ste Barbara, Ottawa
4 déc.	Célébration de la Ste Barbara, Collège d'état-major de Kingston
Du 16 au 19 jan.	CAD, Ottawa
17 féb.	Dimanche midi à l'unité d'appartenance des artilleurs à Kingston
Du 21 au 24 mars.	Visite au RCHA - Munster - Hohn
22 mars	Visite du centre d'artillerie de l'AR Hohn
24 mars	Déjeuner des artilleurs de Grande-Bretagne, Londres
25 mars	Invitation du Maître-canonier au Steeple-chase de l'AR de Sandown
26 mars	A la soirée des invités de Woolwich
6 mai	Visite à l'Ecole d'artillerie, Gagetown

<u>DATE</u>	<u>ACTIVITE</u>
7 mai	Visite au 5 RALC, Gagetown
6 mai	Soirée des invités, Gagetown
17 mai	Dîner anniversaire du régiment. Réception et dîner au Collège d'état-major de Kingston
22 mai	Soirée des invités des artilleurs d'Ottawa
7 juin	Soirée des invités, 11ème régiment en campagne de l'ARC, Guelph
6 juil.	Réception à Shilo
7 et 8 juil.	Visite à l'unité d'appartenance des artilleurs, Shilo
	Visite au RCHA, Shilo
	Visite aux unités de la Milice, Région des Prairies, Shilo
	Au 10e Régiment de campagne, Régina
	Au 20e Régiment de campagne, Edmonton
	Au 26e Régiment de campagne, Brandon
	A la 20e Batterie de campagne, Leithbridge
	A la 26e Batterie de campagne, Kenora
8 juil.	Visite à l'Ecole nationale de gradés, Shilo
12 août	Visite à Gagetown - Déjeuner au mess des sergents
	Reçu par le Commandant de l'Ecole
13 août	Collation des grades, Elèves-officiers, Gagetown
22 août	Visite aux unités du Secteur du Québec et des Maritimes
	Unités de la Milice, Gagetown

DATE

ACTIVITE

1e Régiment de campagne, Halifax
2e Régiment de campagne, Montréal
3e Régiment de campagne, Saint John
6e Régiment de campagne, Lévis
62e Régiment de campagne, Shawinigan
84e Batterie indépendante de campagne,
Yarmouth.

QUARTIER GÉNÉRAL DU SECTEUR DES PRAIRIES (MILICE)

Westwin (Manitoba) R2R 0T0

Du brigadier-général M.D. Paine, CD

Cher Bill,

J'ai été très heureux de pouvoir vous rencontrer récemment à Shilo et de discuter avec vous des malaises dont souffrent actuellement les unités de la Réserve du Régiment royal, du moins dans le Secteur des Prairies. Je ne sais si ce problème est particulier à l'Artillerie ou si d'autres corps le ressentent aussi. Ce dont je suis sûr, c'est qu'il n'existe pas de solution simple et que nous devons mettre en commun tous nos efforts pour régler cette question.

J'aimerais souligner certains points qui, à mon avis, sont importants:

- a) nous manquons de chefs au niveau supérieur, ce qui signifie qu'il faudrait en choisir parmi les jeunes, et les former dans cette optique.
- b) le programme de formation a un contenu intéressant mais il est difficile à réaliser et par conséquent ennuyeux et mal adapté à la formation dans les quartiers généraux régionaux.
- c) du côté des "activités", le mystère, les règles de sécurité et le rythme plutôt lent rendent moins passionnante l'utilisation des armes.
- d) la Force régulière recrute au sein de la Milice, mais davantage au sein du Régiment royal, à cause des étroites relations qui existent entre eux; ce qui est parfait pour la FR mais beaucoup moins bien pour la Milice.

- e) enfin l'Artillerie, en général, ne semble pas attirer les jeunes gens du type enthousiaste.

Il existe de nombreuses façons de résoudre notre problème. Voici les premières suggestions qui me viennent à l'esprit:

- a) aidons-nous réciproquement, et que l'on encourage (oblige?) ceux qui quittent la FR à s'enrôler dans la Milice. Un service en deux volets: trois ans dans la FR, cinq ans dans la Milice? C'est improbable, avec le gouvernement actuel.
- b) montrons-nous plus souples, ne serait-ce qu'à court terme en ce qui a trait aux affectations entre les divers corps aux nominations intérimaires ou aux mutations, à la discrétion des commandants.
- c) arrangeons-nous pour faire preuve de plus d'imagination pendant l'entraînement, pour qu'il y ait plus d'exercices de tir, qu'ils soient plus intéressants, dans la limite, bien sûr, des munitions dont nous disposons.
- d) je pense encourager au maximum l'entraînement au niveau des sous-unités de combat au QG locaux (si possible). Je crois qu'il faut séparer la formation des officiers supérieurs et celle de la troupe.
- e) enfin, mais c'est peut-être le plus important, "fixons-nous un objectif et gardons-le". Plus nous aurons de batteries en position, plus le tir sera fourni. Le perfectionnement et la précision viendront plus tard.

Je vous recommande de lire l'exposé du colonel Nicholson sur la Milice. Il traite d'un certain nombre de questions qui touchent à nos préoccupations; bien que je ne sois pas toujours d'accord avec les solutions qu'il propose, il y a certainement là matière à réflexion.

En conclusion, je pense que nous devons tendre à un changement d'attitude à tous les niveaux, à plus de souplesse et d'initiative, et obtenir le soutien déterminé du Régiment royal. Si nous parvenons à faire cela, la situation pourrait être renversée.

Soyez assuré de ma collaboration totale dans toutes les démarches que vous pourrez entreprendre pour améliorer la situation et le niveau des unités d'artillerie dans le Secteur des Prairies.

Veillez agréer, cher Bill, l'expression de mes sentiments les meilleurs.

Brigadier-général (retraité) W.W. Turner, CD
Colonel commandant
Régiment royal de l'Artillerie canadienne
RR 1 Hwy 15
Kingston, (Ont.)
K7L 4V1

Life Memberships

A Life Membership application from Col D.W. Francis CD was approved by the Executive Committee and ratified for admission by the general meeting.

REPORTS OF THE SYNDICATES

1. Constitution and MITCP Syndicate - LCol. B.S. MacDonald

This syndicate reviewed a draft resolution which would recommend that the term "Militia" be changed to "Army Reserve". Following a brief discussion it was decided by the general meeting that the resolution be tabled for one year.

2. Position Paper "Need for Adequate Defence"

The syndicate also reviewed the draft position paper "Need for Adequate Defence". It was decided by the general meeting that this paper be rewritten by the Position Paper Committee for subsequent submission to CDA.

3. Amendment to Constitution

Item 6.(c) page 3A., 1978-79 Report which had been tabled for one year was discussed in syndicate. A motion by LCol MacDonald for its adoption was defeated by the general meeting.

4. Standing Committees

It was agreed that the Constitution Committee study the formalization of Standing Committees and report to the general meeting next year.

Junior Officer Syndicate - LCol J.E. de Hart

Capt. V. Skaarup reported briefly on the syndicate discussions and the difficulty in coming to grips with the lengthy paper provided to the syndicate for review. Following some discussions it was decided that the Executive consider the content of the paper and take whatever action is necessary. The Executive asked the Training Committee to rewrite the paper for subsequent submission to FMC.

Artillery Training Syndicate - LCol G.E. Parnell

The Artillery Training Syndicate was tasked to examine and make recommendations on the following items:

- (a) Training report published in the 1978-79 RCAA Annual Report (pg. 33-38) and the position papers related to training presented at the 1980 meeting.
- (b) Summer Youth Employment Program
- (c) Terms of reference for the Training Committee

Terms of Reference

The Committee was concerned on all levels of training, particularly of artillery formations.

It was agreed that there was a need for a training committee and guidelines or a term of reference would be required.

It was recommended initially that the regional representatives should form part of a committee, however, later later it was felt that representatives from the various areas could be those close to the training, i.e. CO's or training representative in units or districts and/or areas.

The Committee felt that the Committee felt that the Committee could not deal in great detail with subjects such as course training plans and specifications, but focus on the general problem areas affecting artillery units across the country.

It is suggested that the Training Committee consider Unit Reports submitted to the meeting and specific issues raised by the representatives. The Training Committee as a result of this consideration will recommend which problems should be handled through the normal staff channels and identify those which should be dealt with in other ways. It is foreseen that some problem areas in the latter category would be dealt with by resolutions.

SYEP

The Committee considered the training in the Student Youth Employment Program and felt it was at a very good level. It has been proven that those units conducting the program were successful in retaining many graduates of the program.

It was therefore felt that a resolution should be put forth to expand the SYEP to include a larger number of vacancies and also open the program to those locations capable of conducting the program.

MITCP

The Committee endorsed the philosophy and discussion of the Position Paper - "The Production and Qualification of Militia Officers" in particular, the section referring to MITCP.

The Committee recognized that several points raised in the paper had not been staffed through the chain of command for decision. Therefore it was recommended that the paper should be examined to decide which items should be subjected to staffing through the normal chain of command and which should remain in the form of resolution. On 10 Jan 81 the following two Position Papers were sent to the Cmdr. FMC for consideration and comment.

Training - Junior Officers and Senior NCO's - 1980

1. The Royal Canadian Artillery Association (RCAA) is concerned with the present program of training of Junior Officers and Senior Non-Commissioned Officers.
2. The RCAA feels there is a need for a total reevaluation of the home block study concept in that a different approach could be made to determine that performance objectives are obtained.
3. In order that performance objectives are measured the following recommendations are made:
 - (a) That a correspondence approach assignment be instituted.
 - (b) Initiation of instructional/coaching concept should be employed either at Area/District or Unit level to assist candidates to qualify.
 - (c) A series of examinations should be developed to ensure a qualifying standard.
4. Further, it is felt that there should be a reevaluation of sequencing MITCIP blocks in order that:
 - (a) Candidates be allowed to achieve corps qualification in a shorter period of time.
 - (b) When there is no direct interrelationship in the training blocks that the candidate be permitted to take those blocks out of sequence.
 - (c) Elimination of repetitious and duplicated material from block to block.
5. The RCAA also feels that consideration should be given to conducting a national qualifying course during the non-summer period in addition to current course schedules.
6. The RCAA feels common to Corps course for Master Warrant Officers should be replaced by a special to Corps CSM course. In addition, before an appointment to BSM the candidate should be required to spend a period of time of OJT in the field supervised by a regular force BSM.

In conclusion, the RCAA would recommend to the Commander of Mobile Command these areas of concern for the militiamen to be addressed to ensure that we maintain a national standard of required training.

Position Paper

The Production and Qualification of Militia Officers

1. The Royal Canadian Artillery Association (RCAA) is greatly concerned about the decreasing number of qualified officers in the Militia.
2. Several factors certainly attribute to deficiency in producing qualified officers. Most noted are as follows:
 - (a) Insufficient number of vacancies for the national qualifying courses. I.E. In 1980 only 58 vacancies were made available in the Captain qualifying, when more than twice that number are required.
 - (b) Insufficient emphasis is placed on those programs where 80% of Militia officers are developed from; i.e. from the ranks, direct entry, exregular and cadets. It appears too much emphasis has been placed on RESO type programs where only 20% of the officers are obtained.
 - (c) Increased time requirement in the MITCP qualification programs, i.e. 2 weeks longer for every rank compared to pre-MITCP program which has added a burden to the parttime candidates.
 - (d) Home Study Block Concept without coaching.
 - (e) Conflict of timing between Summer Courses and the unit concentrations.
 - (f) Cancellation of Classification Courses (i.e. Blocks 9 and 12 primarily) because of the economics when course loading is too small.
 - (g) Inflexibility of the training blocks of MITCP program that demand sequences by blocks even if they have unrelated content.
 - (h) Content weakness in the individual CTS's of the MITCP concept.
3. While the foregoing factors identify some of the problems we also would like to identify some solutions to these problems as well.

4. The RCAA recommends three systems of officer production and qualification, namely:
 - (a) RESO
 - (b) ARTS/NRTS Summer Course Program
 - (c) Area Conducted Coaching for qualifying courses conducted during the non-summer period either as one or two week courses or a series of weekends.
5. The RESO program should be revised so that RESO Phase IV is changed to a Classification (Block 9). Block 7 and 8 of this phase should be run by areas.
6. Further to this recommendation it is felt that areas be responsible for the following courses:

Assessment Courses

Block 1 - Basic
5 - Classification
8 - Junior Staff Corps
10 - Young Officers Tactics

Coaching Courses

Block 2 - Basic
4 - Classification
7 - Unit Administration
11 - Advanced SD & Trng.
13 - Pre-MCSC

7. The RCAA have noted over the past four years the cancellation of National Qualifying Courses. For obvious reasons the cancellation of these courses must cease.
8. Further, it is recommended to remove Sequence Barriers of the training blocks when there is no content relationship between blocks; i.e. Block 11 & 12 (Major Qual.) and Blocks 7 and 8 (Capt. Qual.).
9. While most of the programs are very good, a whole reevaluation of Militia training is required. Some Militia representation in the reevaluation is strongly recommended.
10. The intake of Officer Cadets may be increased by development of another System/Avenue of approach towards young individuals.
11. In conclusion, this paper recommends immediate consideration by the Headquarters of Mobile Command.

Resolutions Syndicate - LCol J. de Grasse

This syndicate was tasked to address itself to:

- a) 2 resolutions as provided
- b) admission of non-military citizens as RCAA members
- c) possible terms of reference for the Resolutions Syndicate
- d) possible year-round RCAA activities

The syndicate dealt with item C. first and submitted the following terms of reference for the Resolutions Syndicate.

- to receive any and all resolutions brought to their attention by the Executive Committee
- verify these resolutions as to their proper content
- verify these resolutions as to their proper phraseology and presentation
- present these resolutions for discussion by the General Assembly
- moderate the discussion by the General Assembly

It is further recommended as a standard practice that all resolutions pertaining directly to the affairs of an already existing syndicate be referred to that syndicate for discussion and presentation to the General Assembly. In that fashion, the syndicate which is best qualified will be able to moderate the debate with more understanding and flexibility.

Item a., Resolution -Changing term "Militia" to "Army Reserve"

Comment As noted in the report of the Constitution and MITCP Syndicate this resolution was tabled for one year.

Resolution #1/80 -Motivation study of released and about to be released RF personnel.

Whereas substantial numbers of regular force personnel are honourably released from the regular force each year though not of compulsory retirement age, and

Whereas their training and experience provides an immensely useful potential resource for the strengthening of the reserve force, and

Whereas a substantial majority of those honourably released from the regular force choose not to join the primary reserve force and in many cases choose not to join the supplementary reserve, and

Whereas this represents a grievous waste of a precious human resource.

Therefore be it resolved that the Canadian Forces Personnel Applied Research Unit be commissioned to conduct a motivation study of released and about to be released regular force personnel to ascertain why they join or refuse to join the Primary or Supplementary Reserve.

Carried and forwarded to CDA

Item b) - Admission of non-military citizens as RCAA members

Careful consideration was given to this matter by the Syndicate.

The following questions arose:

- Why does the RCAA need the addition of that new class of member?
- What would the RCAA have to offer these new members?
- Where else could these non-military would-be members input their thoughts and their influence?

The syndicate arrived at the following consensus:

- The inputs by these would-be non-military members would be more effective if they could be brought to bear at the CDA level.
- If the reason for tabling this subject is financial there may be other means to raise funds.

Item d) - Possible year-round activities for the RCAA.

First the syndicate recognized that there is indeed a great deal of year-round activity by those individuals tasked with the responsibility of conducting the business of the Association. We addressed the problem of creating an environment whereby the general membership could participate in Association affairs on an on-going basis and not as a last minute effort. Second, since there were no R.F. participation in our syndicate discussion, the following comments pertain primarily to the Militia members of the Association and hopefully, to a considerably number of R.F. personnel.

During our discussion, it became obvious that there were two major obstacles to more frequent gatherings: time and money. Taking these factors into account, it is felt that the only practical way of increasing participation in Association matters was at the local/unit level.

Increasing participation could simply take the form of the already existing Artillery Officer Associations, to include discussions of RCAA matters at their normal meetings and conferences.

Where such associations do not exist, the local units could easily become the embryos capable of creating these satellite associations.

However, it was felt that in order to stimulate worthwhile discussions at the local level, dissemination of pertinent information on a regular basis (monthly, quarterly) by the Executive Committee is a must. For example, all resolutions brought forward at the annual conference could be forwarded through the area representatives.

Competitions Syndicate - LCol M.J. Day

Discussion

1. Re-designation of Trophies

It was proposed and agreed to by the syndicate that the following re-designation of trophies occur:

- a) The Dominion Artillery Association Cup be re-designated for the candidate with the highest standing on the Major Qualifying (Arty) Block 12 course.
- b) The Royal Canadian Artillery Association Challenge Cup be re-designated for the candidate with the highest standing on the Captain Qualifying (Arty) Block 9 Course.
- c) The McKeag Sword be re-designated for the candidate with the highest standing on the Lieutenant Qualifying (Arty) Block 6 Course.
- d) The McGibbon Challenge Cup be re-designated for the candidate with the highest standing on the Lieutenant Qualifying (Arty) Block 5 Course.

It was also recommended that trophies be re-designated for Francophone Courses run at CFB Valcartier. The Chairman will find some trophies and ensure this is done.

2. Introduction of HP-4IC

It is recommended that the Exercise be written to reflect the implication of the HP-4IC as an Artillery Instrument. The marking scheme must reflect the new instrument. The Chairman will contact SSO Arty to discuss the marking guide and the implementation of the calculator into CP drills.

3. Marking Teams

It is recommended that the marking teams meet before and after the annual competition. If this is not practical, it is highly recommended that the marking teams meet after the competition each year; to ensure uniformity in marking practices. This practice was introduced in the past and has now ceased.

4. RCAA Annual Competition Results

It is recommended to reinstitute the distribution of Competition Results to all Artillery Units after the RCAA Annual Meeting. It was presented that the results can be used as beneficial training information for the units.

5. Individual Awards ORs

It is recommended by the Competition Syndicate that only courses of TQ-3 and above be awarded prizes a trophies for the RCAA. Prizes or Trophies for TQ-2 and TQ-1 courses can be handled by units, districts, schools etc.

6. It has been observed that personnel holding a higher rank and qualification in another trade but a lower artillery qualification were entered in the competition at a lower rank to reflect their artillery qualification. This practice is considered a violation of the competition rules. Personnel must be entered on the Manning Slate at their actual paid rank.

SECRETARIAL NOTE

Resolutions #2/80 and #3/80 were drafted subsequent to the Annual Meeting and forwarded to CDA.

RCAA RESOLUTION NO 2/80

LOW LEVEL AIR DEFENCE

- WHEREAS the Soviets have continued to improve the quality and quantity of both fixed and rotary wing air vehicles in terms of all-weather capability, stand-off range and immunity to all but high technology air defence weapons systems.
- AND WHEREAS Canada has agreed to commit a significant portion of its field army to NATO in the event of high intensity conflict in Europe.
- AND WHEREAS the field army has no credible low level air defence system save for a limited self defence capability.
- AND WHEREAS the F18 deployment to Europe is planned for the near future to airfields which are deemed to be prime targets for first strike.
- AND WHEREAS these airfields are presently defended with self defence missiles and antiquated World War II anti-aircraft guns having

neither all-weather, day/night capability
nor the range to defeat aircraft delivering
their weapons from stand-off positions.

THEREFORE BE IT resolved that the Canadian Forces acquire,
on a priority basis, a modern, effective
low level air defence system for the field
army and the airfields in Europe.

RCAA RESOLUTION NO 3/80

CLOSE SUPPORT ARTILLERY

- WHEREAS units of the Regular Artillery in Canada have been reduced in recent years to only two gun batteries each.
- AND WHEREAS all but one of these units are equipped with guns which have neither the range, accuracy, terminal effects, mobility or protection to contribute effectively in the face of Soviet conventional warfare capabilities.
- AND WHEREAS Canada is committed within the North Atlantic Alliance to providing units in being to meet certain operational situations.
- AND WHEREAS these units would have to be brought to full strength before deployment using trained personnel from remaining units not committed.
- AND WHEREAS this process would leave virtually no regular artillery personnel or modern equipment in Canada to provide reinforcements and to form cadres to train the militia.

AND WHEREAS the current organization and equipment of regular artillery units places a severe strain on the normal rotation of trained personnel to Europe and occasionally to Cyprus in peacetime.

THEREFORE BE IT resolved that the artillery units of the regular force in Canada be reconstituted with three gun batteries each and that they be equipped where necessary with the 155mm M109A2 Self Propelled Howitzer, the principle close support weapon in NATO.

Position Papers - Colonel J.R. Matheson

The position paper committee prepared the following paper in session at the 1980 annual meeting

Position Paper #1/80 Growth of the Reserves in the 80s

At this time of mounting international tension Canada's militia stands willing to play its full part in the defence of the country. With gratification we note the increasing attention now given to the question of mobilization. The recommendation which is herein contained is calculated to render more viable the role assigned to the militia under P.26.

Demographic changes must cause the recruitment of persons of military age to continue to be difficult for some years to come. Currently the militia furnishes the regular forces with a significant percentage of their recruiting requirements.

It is noted that east west detente has deteriorated to the point of anxiety. Between 1963 and 1972 Canada's total military forces were reduced from 190,000 to 100,000. Now, with increased population and in an atmosphere of greater apparent danger we appear even less capable of self defence.

Presently P26 assigns to the militia the responsibility of providing replacements to the regular forces, of training in combat capability and in providing the broad base necessary for mobilization. Modern states place heavy reliance upon reserve forces to provide the wherewithal, the will and the leadership to protect in time of trouble. We urge that Canada's very modest reserves now be unshackled and nourished in order that they may be enabled to fulfil their heavy responsibilities.

To this end it is recommended that authority to relocate militia units and subunits within militia areas to meet changing recruiting patterns be delegated to Mobile Command.

During a period when recruiting is difficult and when retention of trained personnel within the service presents a critical and costly problem it is recommended and urged that unit commanders be permitted forthwith to recruit up to the establishment strength of their units with the guarantee to each soldier of up to 100 man-days per year.

Comment Carried and forwarded to the CDA

MESSAGES

A message on the occasion of the annual meeting was sent to General Sir Harry Tuzo, The Master Gunner St. James' Park.

The text of the message was as follows:

To the Master Gunner

The President and members of the RCAA which assembled at CFB St. Jean recently for their 95th Annual Meeting send you their warmest personal greetings.

The Association was honoured to receive the following return message from Lieutenant-Colonel P.B. Coats MBE:

"General Sir Harry Tuzo has asked me to thank, on his behalf, The President and members of the Royal Canadian Artillery Association very much indeed for their kind message when assembled at CFB St Jean for their 95th Annual Meeting.

The Master Gunner sends all members of the RCA his warmest greetings and wishes them and their families every happiness in the future.

Guest Night Dinner

The traditional Guest Night Dinner was held on Friday evening, 19 Sep. The guests included delegates of the Association, officers of the 2nd Field Regiment and le 6ieme Regiment, gunner officers on the staff of FMC Headquarters, officers on the staff of D'Arty and individual members. About 109 officers in all enjoyed a delightful evening. Prior to the dinner the ceremony of awarding competition trophies and prizes took place.

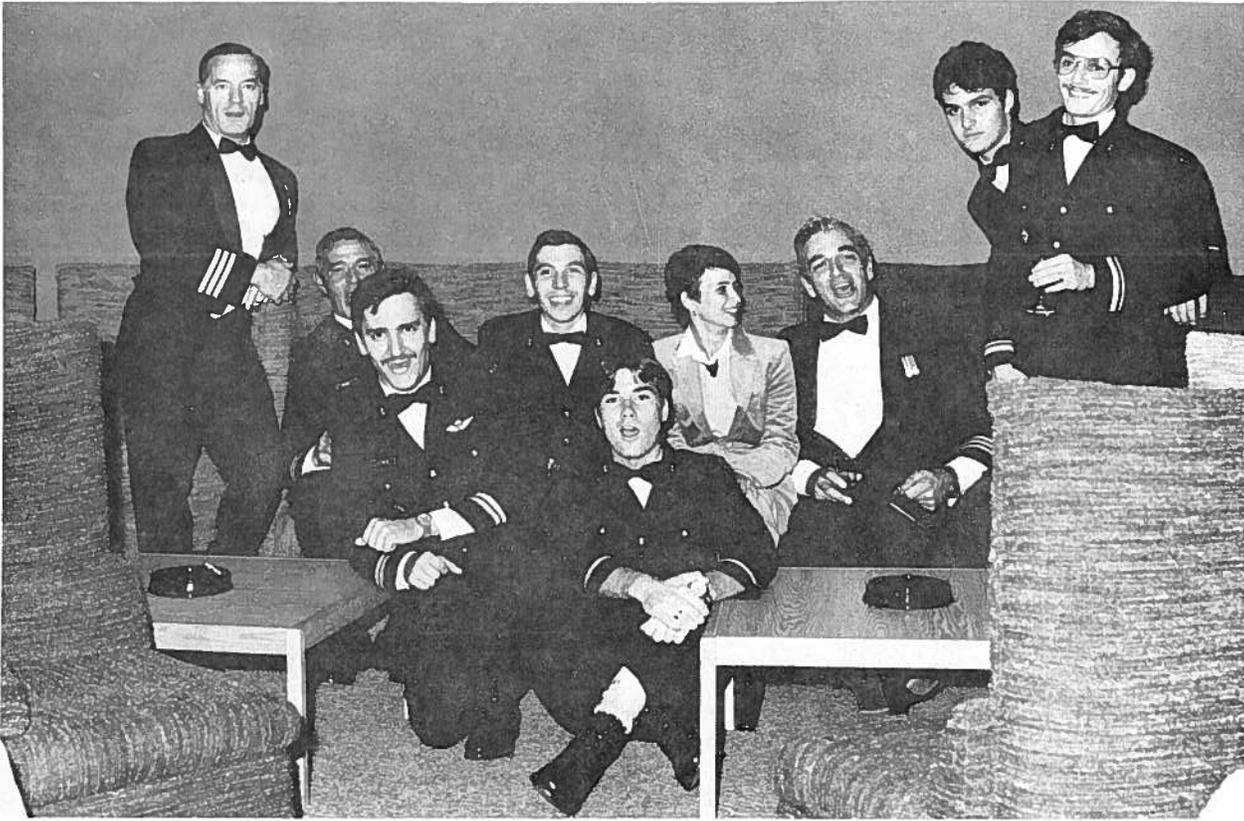
Dinner guests were entertained by traditional gunner marches played by the RCA Band. One of our officers was served a special treat - the photos tell it better than I can. Our sincere appreciation to the RCA Band and the Dining Room staff of CFB St Jean for their efforts.



Back Row L. to R. LCol Ron Fitzpatrick, Col Jim Turnbull, B.Gen Bill Turner, Maj. Bruce, LCol Gerry Parnell. Front Row L. to R. LCol Ron Johnston, Maj. Peverill. "The Atlantic Alliance"



LCol Gerry Parnell, LCol Ron Johnston, Major Peverill.



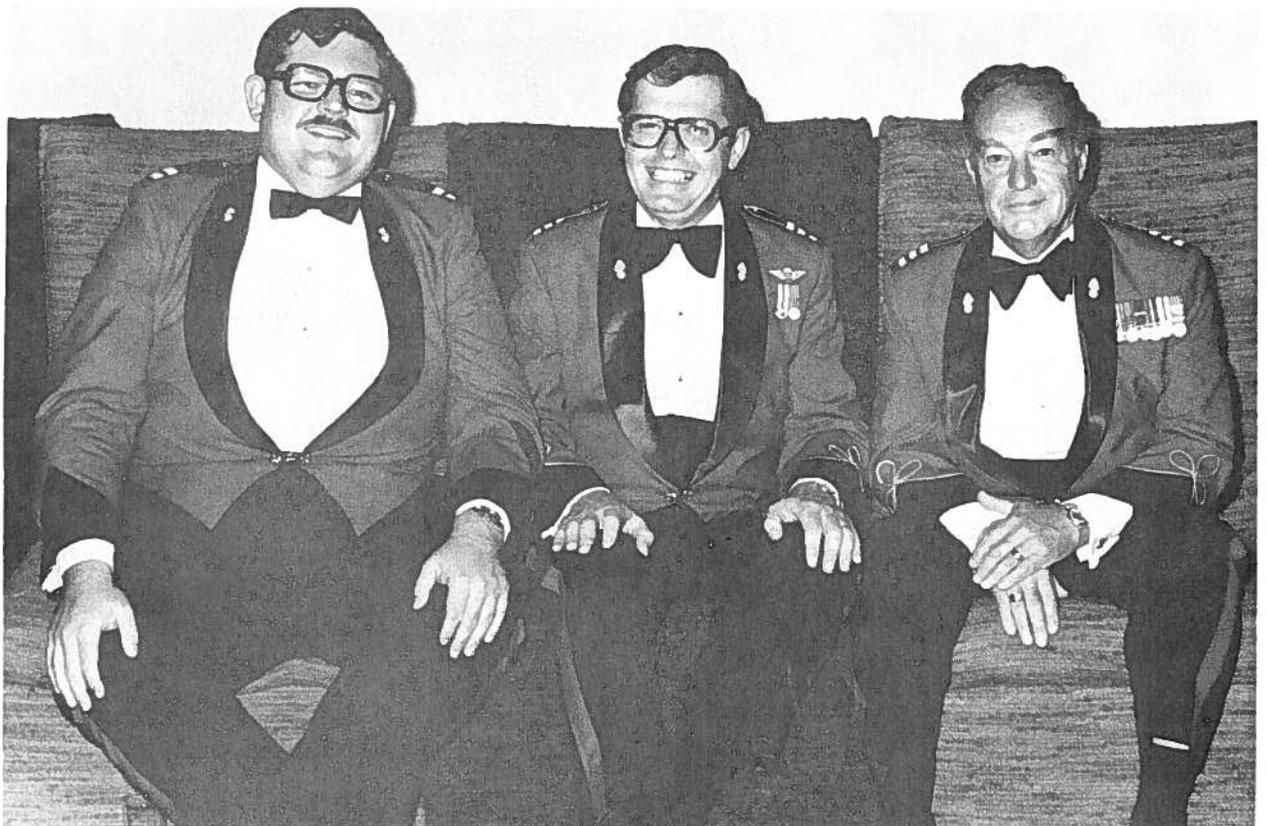
Les joyeux officiers du 6^{ieme} Regiment



LCol Mike Day, BGen Bill Wickett, BGen Bill Turner, Col Ed Rowe,
Col Bob Beaudry, LCol Brule, in background, BGen Sterne, LCol Campbell



LCol Reed, LCol John McKenna, LCol George Haylock, LCol Jim Hubel, LCol Brian MacDonald. "The Toronto Troop"



Capt. Midwinter, LCol Berry, LCol Manson. "The Brandon Boys"



LCol Reynolds, Capt Schmidt, Col Armin Gebauer, LCol Carl Gustaffson, Col Ron Jacobson. "The Western Connection"



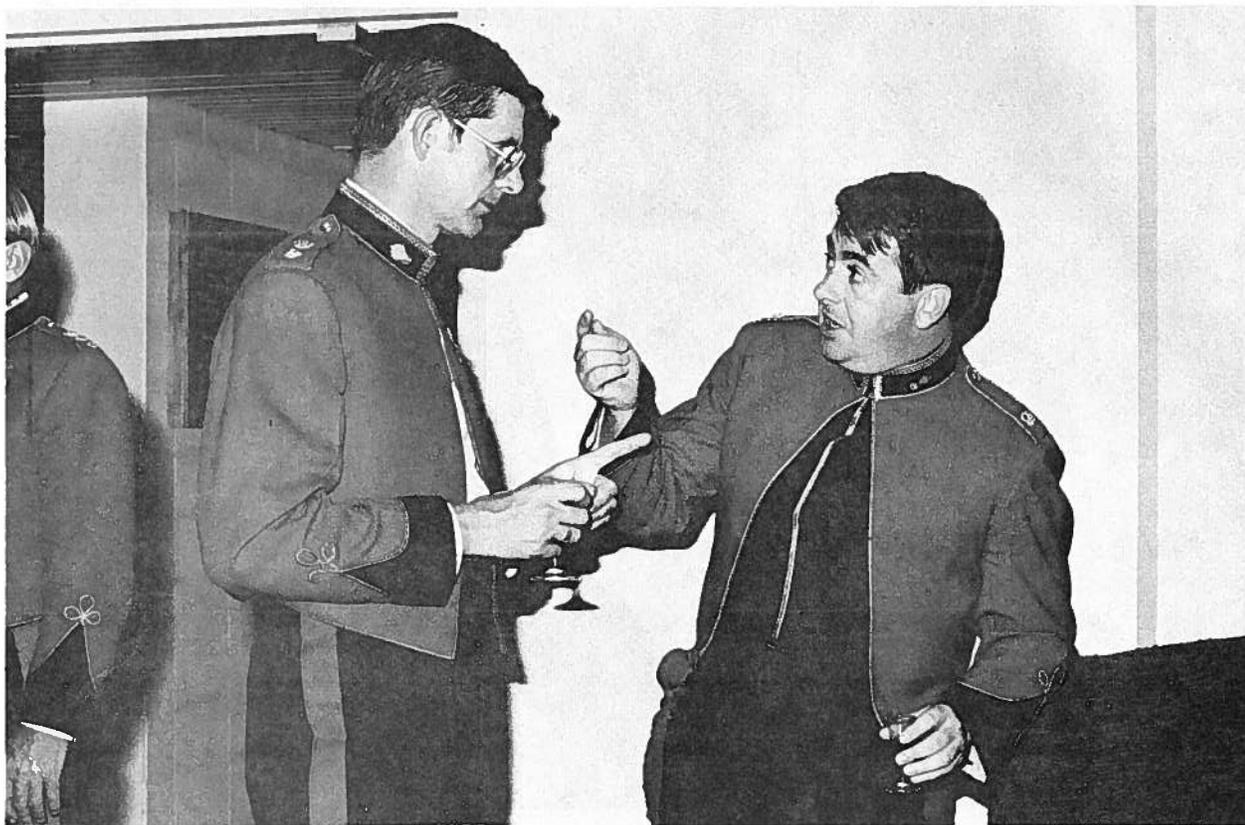
LCol Stu McDonald, Col Jake Beer, Maj Ian Smith, BGen Bill Wickett, Capt Skaarup, Maj Casey. "The Pacific Pact - Peeking Over the Rockies"



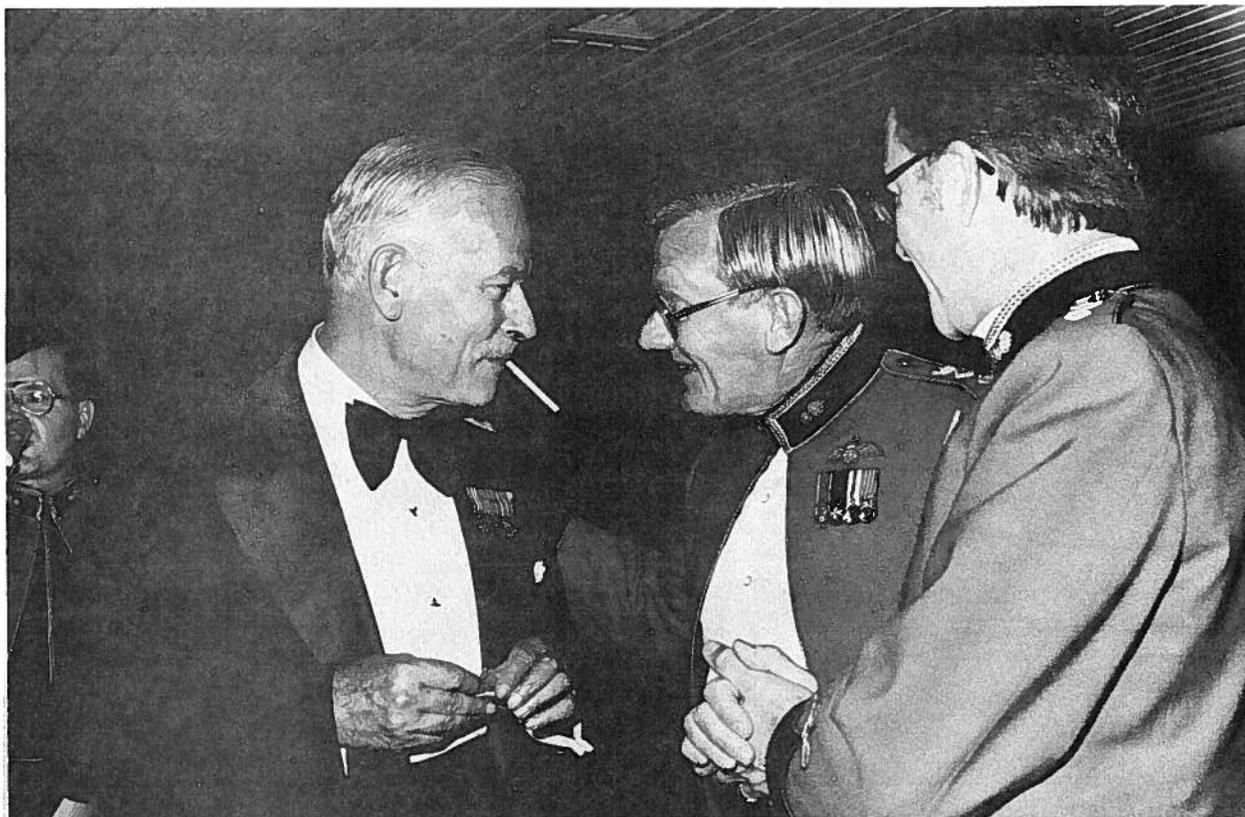
Capt Nickerson LCol Johnston
"Something to Smile About"



LCol Stu McDonald Major Casey
"Great drink eh! It's got just a pinch of cordite"



LCol McDonald Major Casey
"But I warned you not to drink it too fast"



BGen Ray Normandeau, Col Ed Rowe, LCol Bernie Brule.
"A surprise for me!"

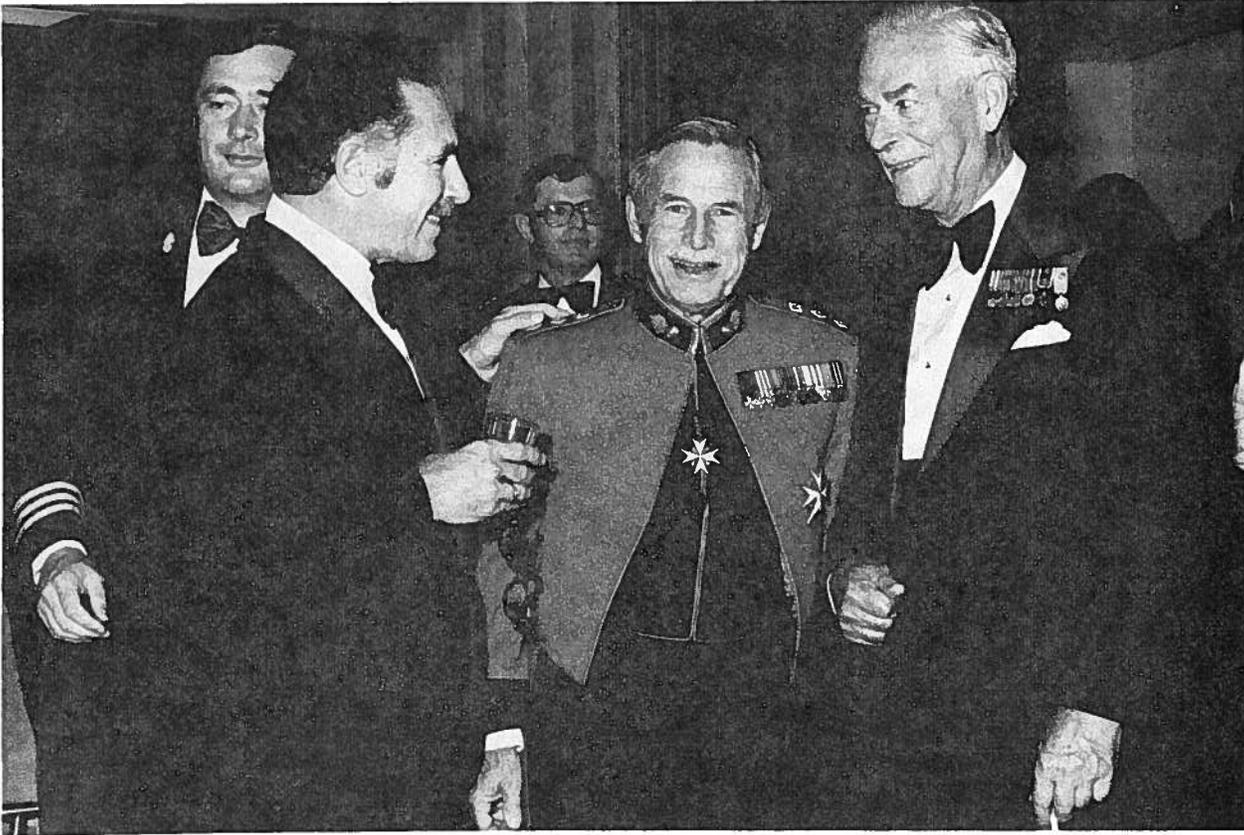


Col Ed Rowe

LCol McGrath



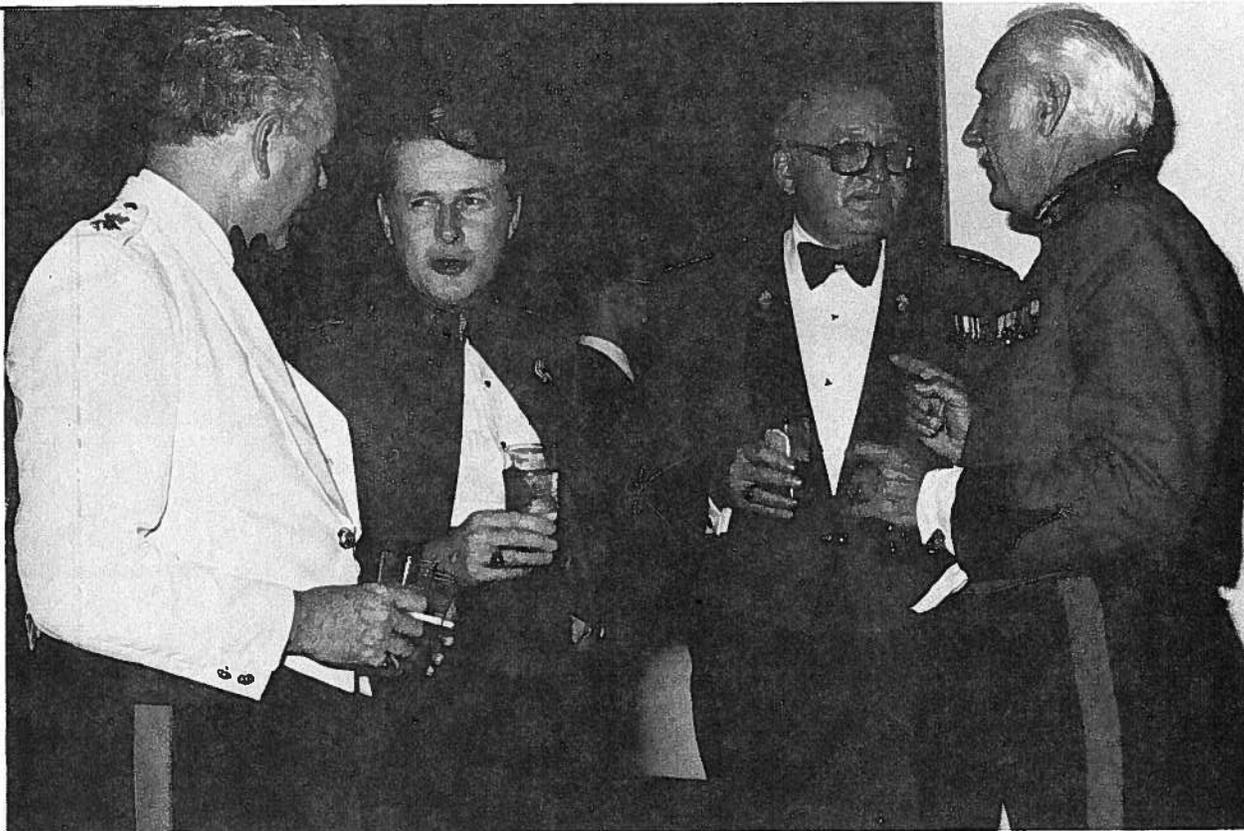
LCol Tim Guiler LCol Don Berry
"Have I got something for you!"



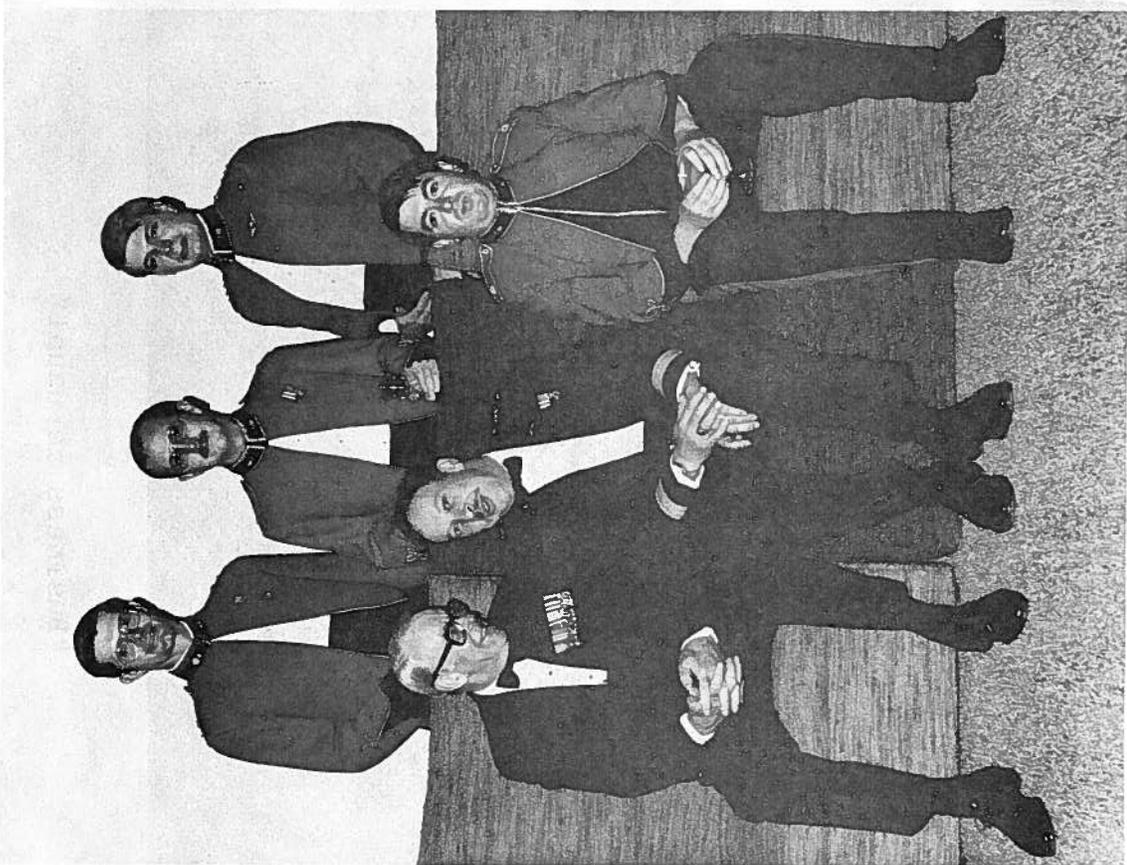
LCol Henry Scardina

Col John Matheson

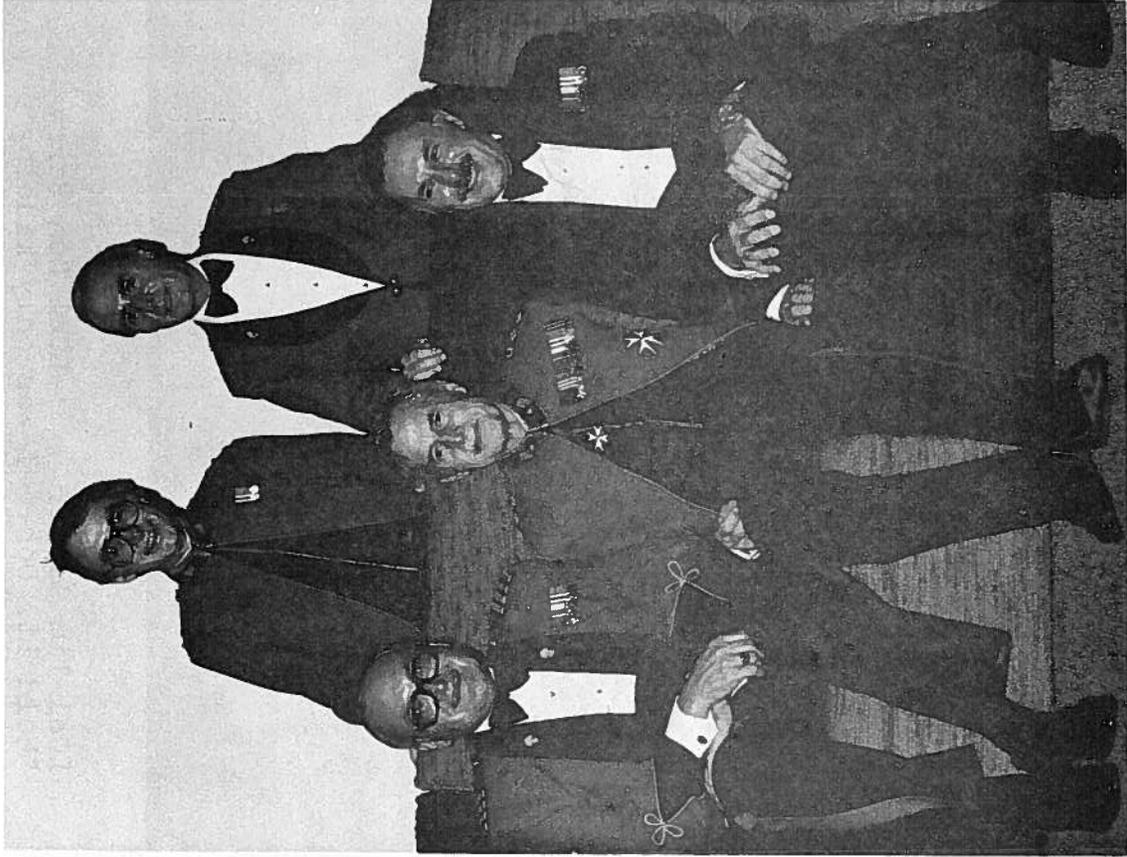
BGen Ray Normandeau



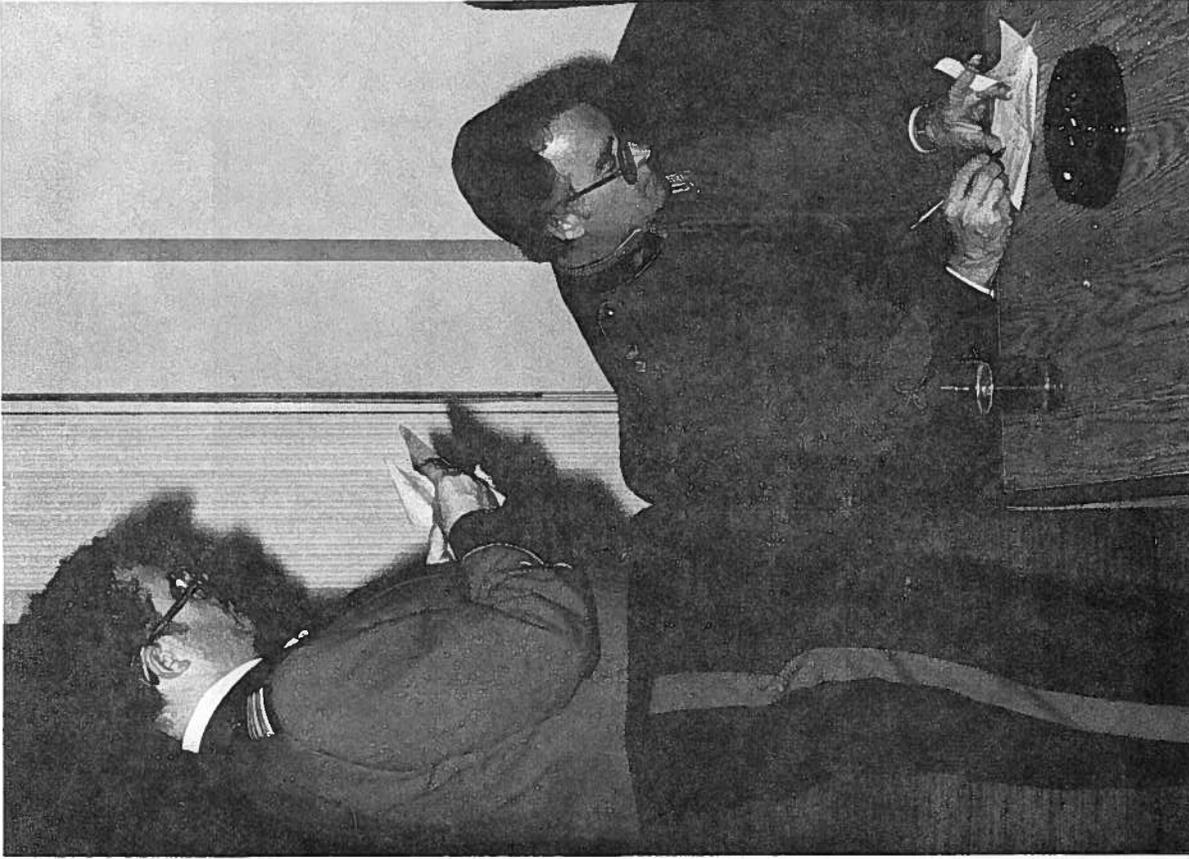
Col Jim Turnbull, LCol John McKenna, Col Ben Shapiro, LCol Bev Bailly



Front Row-Col Jake Beer, EGen Bill Wickett,
Maj. Casey, Back Row-LCol Stu McDonald,
Maj. Ian Smith, Capt Vic Skaarup



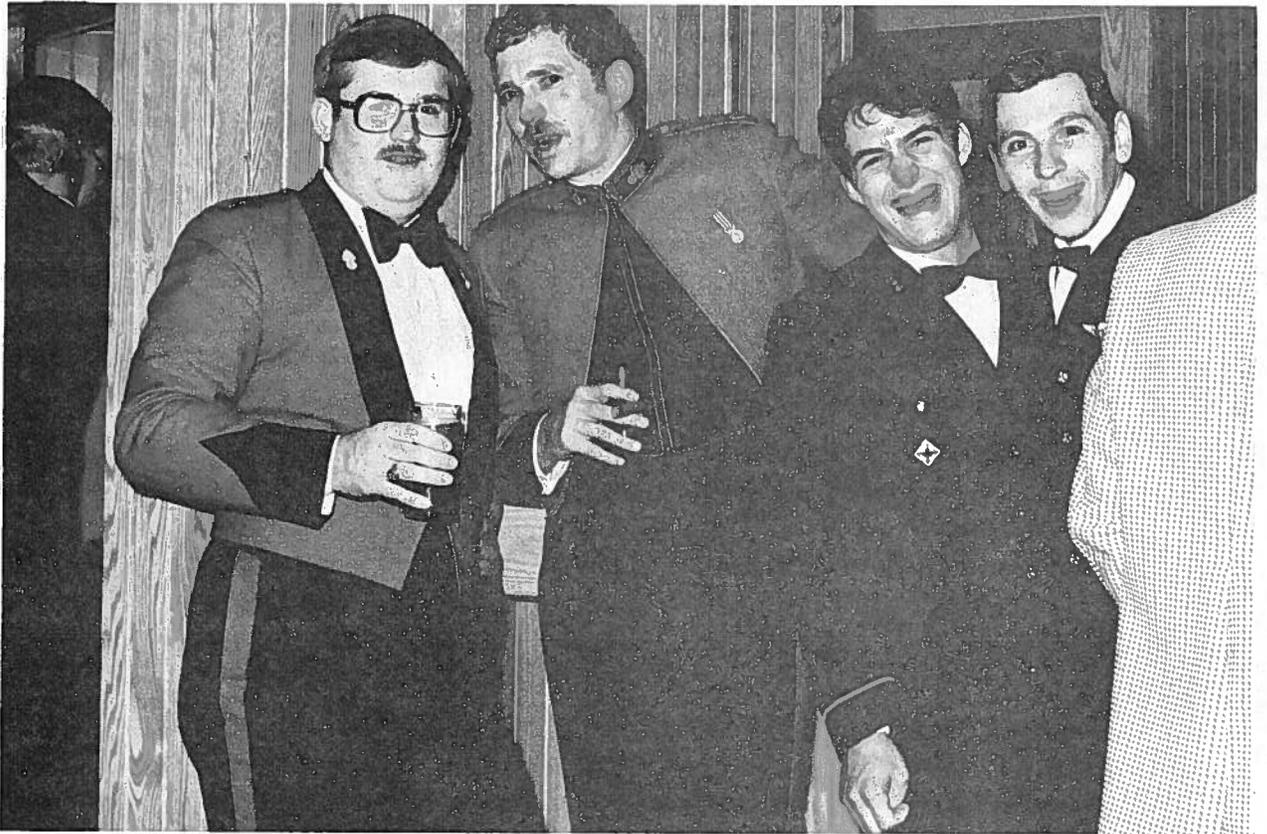
Front Row-Col Ben Shapiro, Col John
Matheson, LCol Henry Scardina, Back Row-
LCol Bernie Brule, LCol Ken Farrell.



LCol Tim Guiler LCol Don Berry
"Hold it, Don. I was only kidding"



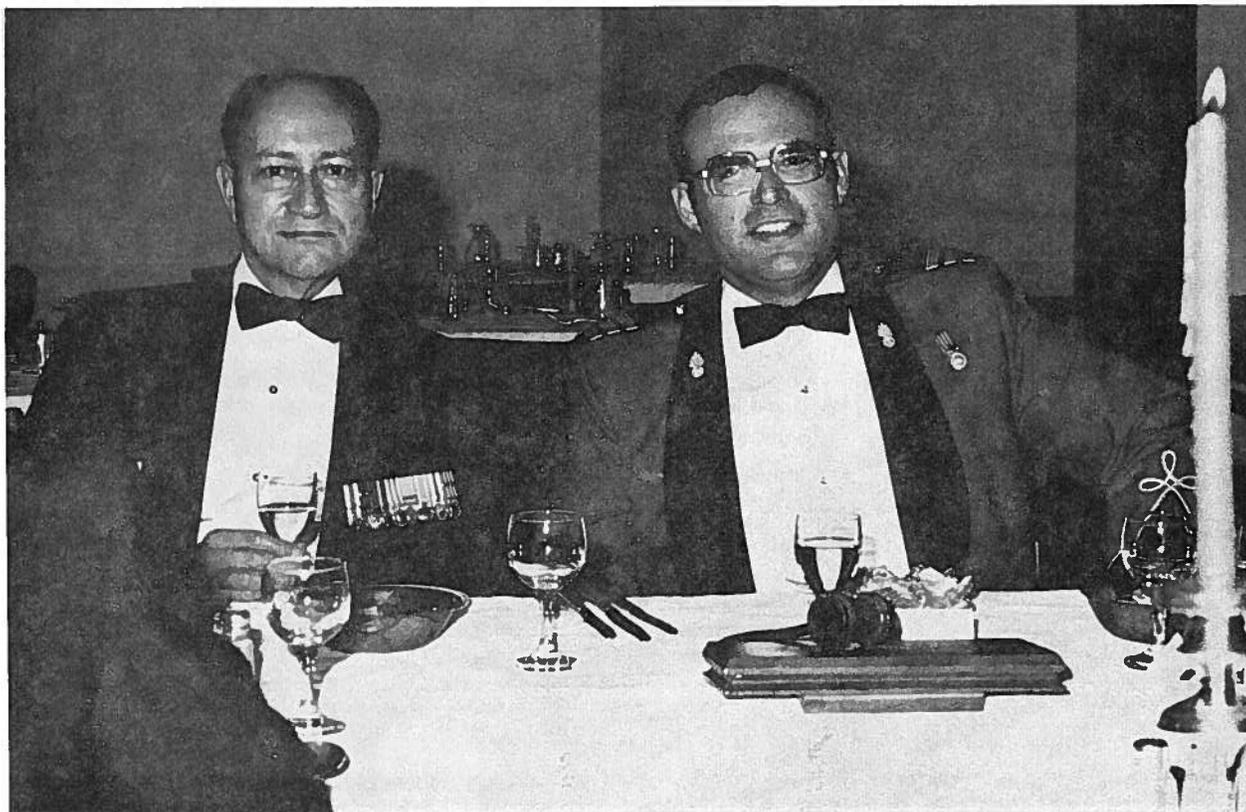
"Business as usual"



"Some Smiling Faces"



LCol Bernie Brule Lt Del Motte
"And the wolf said to Little Red Riding Hood ..."



LCol Jack de Hart

LCol Steve Goldberg



Col Ron Jacobson

BGen Ray Normandeau



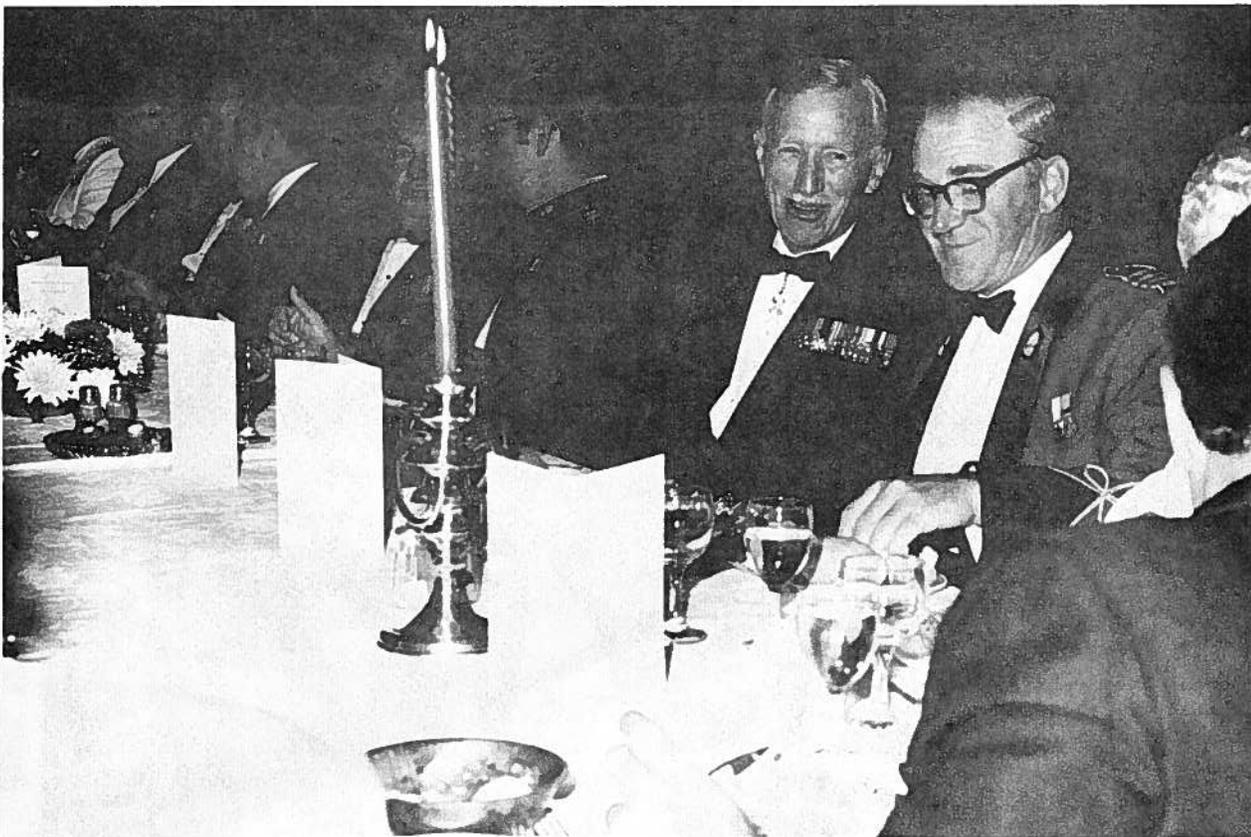
LCol Henry Scardina Col Ed Rowe
"Ed, here's an offer you can't refuse"



LCol Henry Scardina Col Ed Rowe Col John Matheson
"Les cuisses de grenouilles flambées! These I can't refuse."

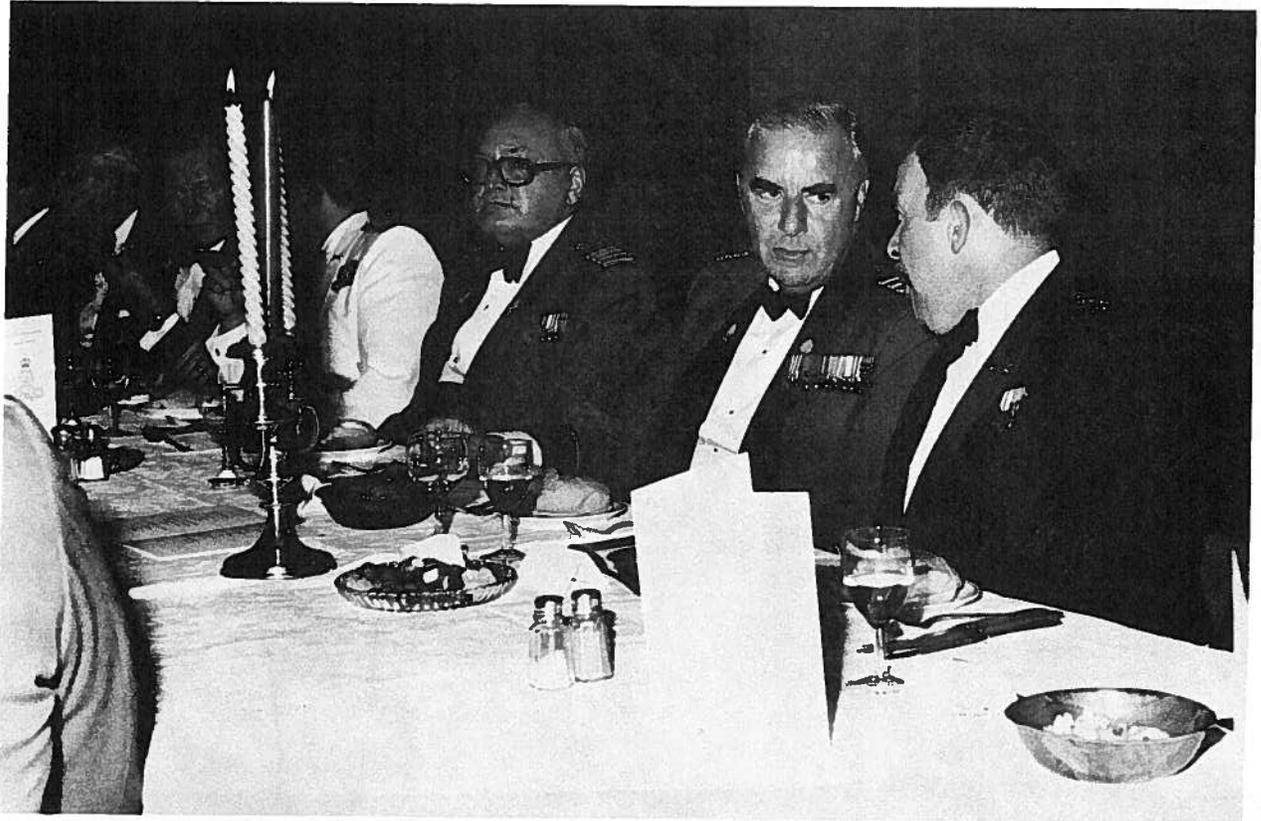


"Thanks, Gilbert (Col Saint-Louis). Formidable!"



BGen Sterne

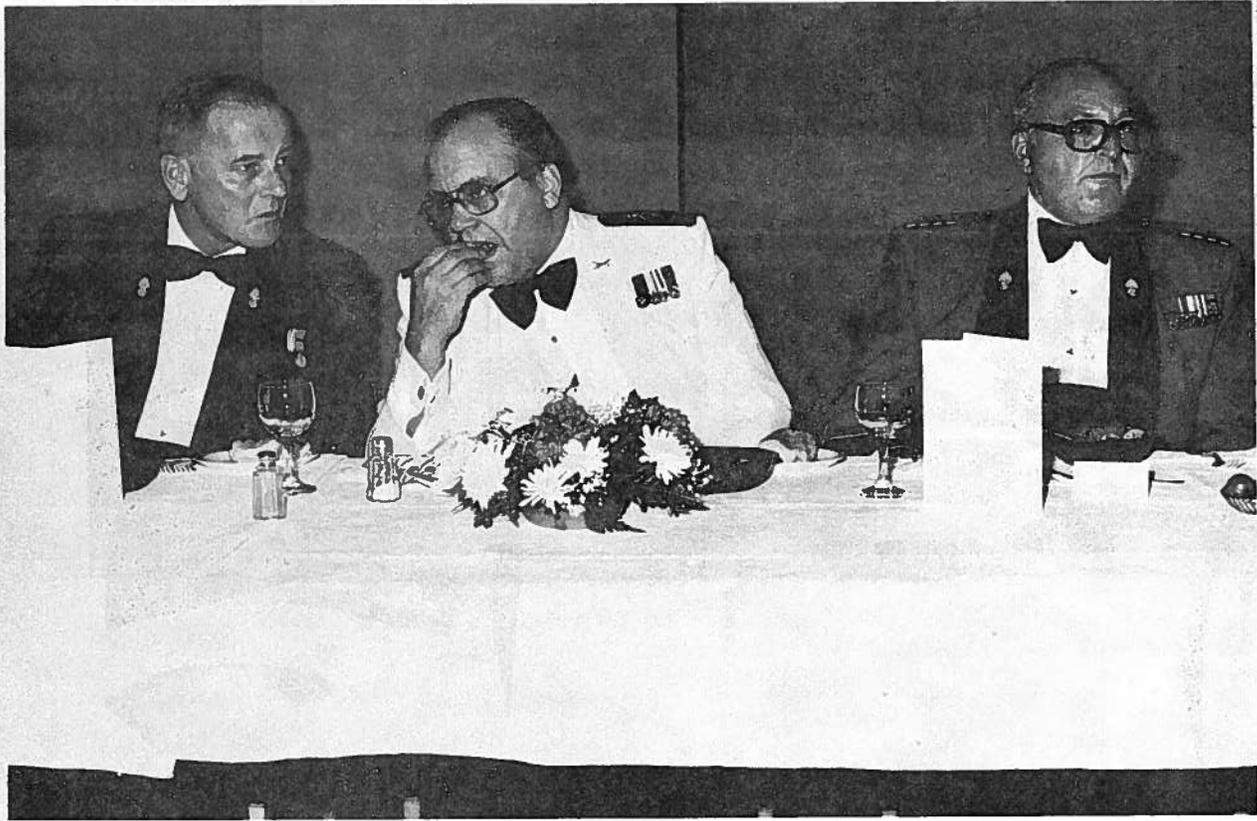
Col Charlie Simonds



R to L BGen Bill Wickett, BGen Bill Turner, Col Ben Shapiro
"This is a serious affair"



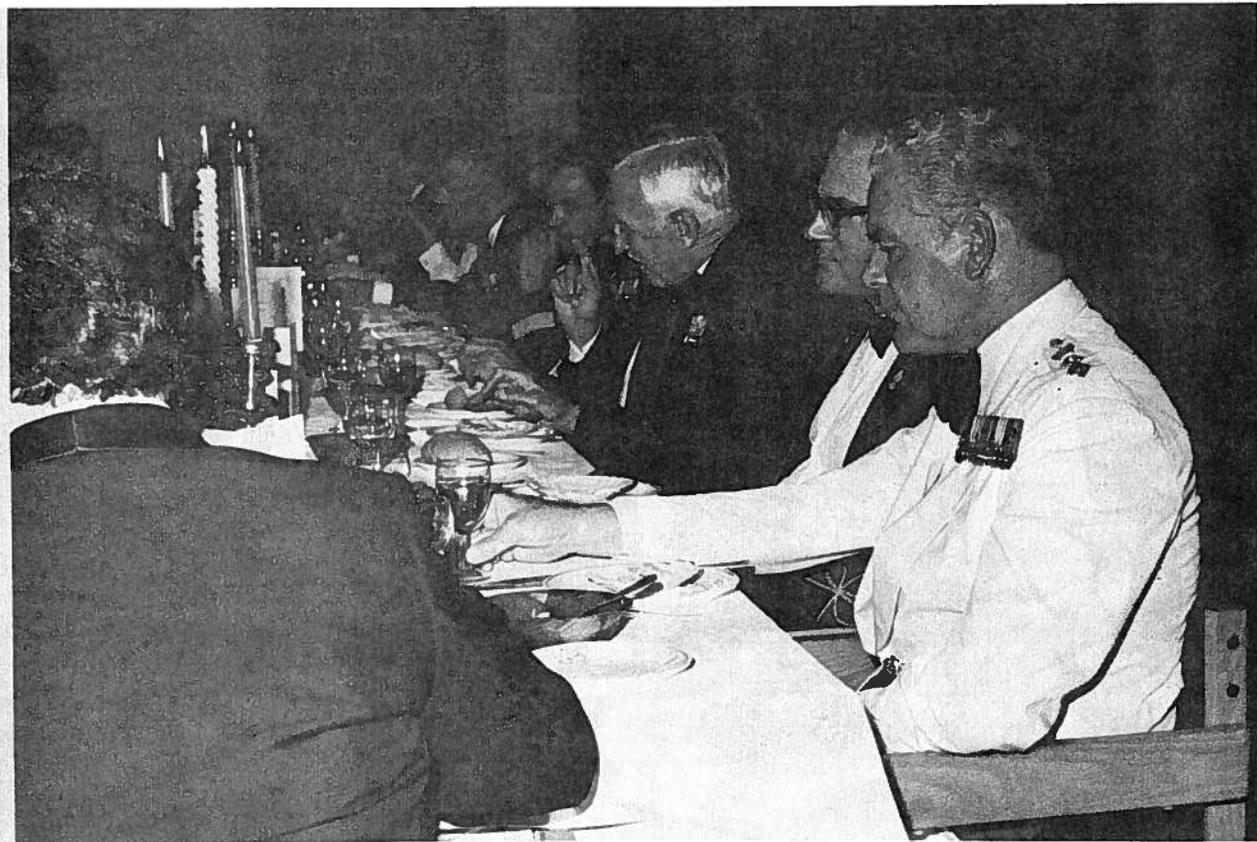
Col Harry Chapman Capt Midwinter
Skol!



Col Mike Kearney

BGen Genin

Col Ben Shapiro



BGen Sterne

Col Simonds

Col Turnbull

Report of the Nomination Committee - LCol J.E. de Hart

According to our constitution the nominating committee consists of the Immediate Past President as Chairman plus two or more additional members as the Chairman may designate. For the past few years it has become customary to invite all former Presidents in attendance to be members, and I followed this custom for this meeting. Our Constitution Committee is considering the advisability of formalizing this custom in a future amendment to the Constitution.

Our committee this year consisted of myself as Chairman and the seven Past Presidents who are here as members.

Before I propose the required motion I wish to make a few comments. First, a brief word about the Advisory Committee. This is composed of five retired officers of considerable experience, and its purpose is to advise the President and Executive on Association matters. This year we are losing two of these distinguished gentlemen, B. Gen Raymond Normandeau and Col John Matheson.

BGen Normandeau was President of the RCAA in 1963, and he has been back on the Advisory Committee for the past two years. He feels he would like to make way for officers who are more current in Association matters, but judging from the competent advice and assistance he gave us it is obvious that he has remained well informed on our problems and progress. He will be undertaking more responsibilities next year when he will become the National Chairman of the Canadian Corps of Commissionaires. I thank BGen Normandeau on behalf of the Association for his contribution.

You all know that Col John Matheson has given freely of his time and talents, often at great personal inconvenience but always without complaint. Unfortunately he has completed his five year term. Our constitution prevents an extension, but he will be asked to help with various committees and planning. I wish to thank him on behalf of all Canadian Gunners for his outstanding contribution over the past five years.

Turning now to our Treasurer, LCol Henry Scardina, who has kept us honest throughout all his years as Treasurer. He has heavy responsibilities in his job, coupled with several months a year of overseas travel, and he would like a rest - a temporary one I hope - from his work with the Association. We all appreciate the hard work our Treasurer has done for us, and also that of his wife who did the secretarial work and typing for him. Our thanks go to both of them.

The nominating Committee has a difficult task, and will always be subject to criticism once the nominees are announced. Those

who feel they may have been overlooked should take comfort in the fact that they still have much to offer, and no doubt their turn will come in the future. There are many aspects to be considered, such as what time a busy serving Militia officer will have left over for demanding Association matters, an obligation - moral if not legal - to ensure all regions are represented, and what combination of people will be able to best serve our needs.

We have spent a lot of time in the past two days considering all the implications and the interests of the RCAA, I am pleased to say that all our nominations are unanimous. They are as follows:

President	Col R.A. Jacobson CD
Vice President	Col J.R.G. Saint-Louis, CD
Secretary Treasurer	LCol B.G. Brule, CD
Advisory Committee	Col J.H. Turnbull, OMM, SBStJ, CD Col E.H. Rowe, OStJ, CD Col J.P. Beer, MBE, CD Col H.D. Chapman, CD LCol J.C. McKenna, CD
Auditor	E. Baldwin, Chartered Accountant, Ottawa

Regional Representatives

Atlantic	Capt R.E. Nickerson
Eastern	LCol J.E. deGrasse
Central	LCol H.B. Halford
Prairie	LCol C. Gustafson
Pacific	Maj. D.I. Smith

The report of the Nominating Committee was duly moved and approved. Col Jacobson, President for 1980-81 formally took the chair. He expressed his appreciation to BGen Wickett and members of the outgoing executive for their contribution to the Association during the past year and particularly during the annual meeting. A vote of thanks was unanimously approved. He also expressed on behalf of all members, his appreciation to the Colonel Commandant and to Generals Baker and Doucet for their guidance and invaluable advice during the meeting.

Location of future meetings

The 1981 Annual Meeting of the RCAA will be held at CFB Shilo, Manitoba, 17-19 Sep.

Actions of the New Executive Committee:

1. Delegates appointed to the January 1981 meeting of the Conference of Defence Associations.

Col R.A. Jacobson
Col J.G.R. Saint-Louis
LCol J.C. McKenna
LCol B.S. MacDonald
Col J.H. Turnbull

Advisors

BGen W.W. Turner
Col R. Beaudry

Observers

Col J.R. Matheson
Col H.D. Chapman
LCol N.F. Scardina
LCol B.G. Brule

2. Trustees Appointed

Col R.A. Jacobson
BGen W.W. Turner
BGen W.T. Wickett

3. Signing officers appointed

LCol N.F. Scardina
LCol J.E. deHart
LCol B.G. Brule

4. Committees

- (a) Competitions LCol J.M. Day - Chairman
 Members may be appointed by the Chairman
- (b) Constitution LCol B.S. MacDonald
- (c) Position Paper Col J.R. Matheson - Chairman
 BGen J.J. Doucet
 Col R. Beaudry
 Col E.H. Rowe
 Col J.P. Beer
 BGen W.W. Turner - Advisor
- (d) Training LCol G.E. Parnell - Chairman
 LCol D. Berry
 LCol J.R. Hubel
 LCol J.E. deGrasse
 Maj D.I. Smith

4. (cont'd)

Membership and Public Relations	LCol J.R. Hubel
Regimental Affairs	LCol J.E. deHart
Establishment of a Foundation	LCol N.F. Scardina - chairman members may be appointed by the chairman

5. Canadian Institute of Strategic Studies

LCol B.S. MacDonald - official representative of RCAA

6. Air Defence Conference

Col E.H. Rowe - Observer
RCAA will assume expenses up to \$ 100.

7. Other Business

The Executive Committee will recommend that LCol Henry Scardina be nominated for Honorary Life Membership in the RCAA in appreciation of his service as Secretary-Treasurer during the past 9 years.

Delegates and Members Attending

the 95th Annual Meeting

September 18, 19, 20, 1980

Atlantic Region

Col. J.H. Turnbull	OMM SBStJ EM CD	Past President	Saint John
LCol. A.K. Beare	CD	RSS Atlantic	Halifax
LCol. E.B. Beno	CD	MARCOM HQ	Halifax
LCol. R.W. Johnston	CD	3 Fd Regt	Saint John
LCol. G.E. Parnell	CD	Member	Halifax
LCol. R.V. Thompson	CD	School of Arty	CFB Gagetown
Maj. A.E. Bruce		Member	Saint John
Maj. D.S. Moreside	CD	School of Arty	CFB Gagetown
Maj. G. Peverill		1 Fd Regt	Halifax
Capt. T.D. Mooney		CTC	Gagetown
Capt. R.E. Nickerson	CD	84 Ind Bty	Yarmouth
Capt. R.C. Stowell		School of Arty	CFB Gagetown
Lt. S.B. Strachan		School of Arty	CFB Gagetown

Secteur de l'est

MGen. D. Baker	CD	FMC	St. Hubert
BGen. R. Normandeau	CD	Past President	Quebec
Col. R.J. Connor	CD	Member	Pointe Claire
Col. A.C. Perron	ED CD	Member	Sillery
Col. J.R.G. Saint-Louis	CD	Dist. Cmdr.	Montreal
LCol. J.B. de Grasse	CD	6 RAC	Levis
LCol. R.O. Gauthier	CD	62 Fd Regt	Shawinigan
LCol. S.J. Goldberg	CD	2 Fd Regt	Montreal
LCol. E.L. Schrader	CD	FMC	St. Hubert
Capt. R.J. Boutilier		2 Fd Regt	Montreal
Capt. C. Cotter		FMC	St. Hubert
Capt. M. Pronkin		2 Fd Regt	Montreal

Central Region

BGen J.J.A. Doucet	CD	NDHQ	Ottawa
BGen H.W. Sterne	DSO MBE CStJ CD	56 Fd Regt	Kingston
BGen W.W. Turner	CD	Col. Commandant	Kingston
Col. R.P. Beaudry	CD	D Arty	Ottawa
Col. H.D. Chapman	CD	Member	Hamilton
Col. J.R. Matheson	KStJ CD	Member	Perth
Col. E.H. Rowe	OMM OStJ CD	Past President	Sault Ste Marie
Col. L.M. Salmon	CD	Comd. HMD	St. Catherines
Col. B. Shapiro	CD	Past President	Ottawa

Central Region

(continued)

LCol. B.G. Brule	CD	Secretary	Ottawa
LCol. C. Campbell	CD	56 Fd Regt	Brantford
LCol. M.J. Day	CD	Member	Sault Ste Marie
LCol. J.E. de Hart	MC CD	Past President	Ottawa
LCol. K.G. Farrell	CD	30 Fd Regt	Ottawa
LCol. R. Fitzpatrick	CD	Member	Ottawa
LCol. T.J. Guiler	CD	NDHQ DER	Ottawa
LCol. H.B. Halford	CD	49 Fd Regt	Sault Ste Marie
LCol. G.E. Haylock	CD	7 Tor Regt	Toronto
LCol. J.R. Hubel	CD	Toronto MD	Toronto
LCol. B.S. MacDonald	CD	Past President	Willowdale
LCol. S.A. Magnacca	CD	Member	Toronto
LCol. B.T.N. McGrath	CD	CMA	Toronto
LCol. J.C. McKenna	CD	CMA HQ	Toronto
LCol. D.A. Reed	CD	CMA HQ	Toronto
LCol. N.F.E. Scardina	CD	Treasurer	Ottawa
LCol. F. Waugh	MBE CD	Member	Kingston
Maj. J. Bryce	CD	NDHQ	Ottawa
Maj. B.R. Downs	CD	7 Tor Regt	Toronto
Maj. C.E. Healy	CD	49 Fd Regt	Sault Ste Marie
Maj. M.D. McKay	CD	11 Fd Regt	Guelph
Maj. M.L. Williams	CD	Member	Ottawa
Capt. A.B.C. Bowles		SO Arty	Ottawa
Capt. M.J. Popovich		7 Tor Regt	Toronto
Capt. D.R. Winters		49 Fd Regt	Sault Ste Marie

Praire Region

Col. A.R. Gebauer	CD	NAMD	Edmonton
Col. R.A. Jacobson	CD	Vice President	Lethbridge
Col. M.D. Kearney	CD	RSS Prairie	Winnipeg
Col. C.R. Simonds	CD	Base Cmdr.	Shilo
LCol. D. Berry	CD	26 Fd Regt	Brandon
LCol. C. Gustafson	CD	20 Fd Regt	Edmonton
LCol. J.A. MacInnis	CD	3 RCHA	Shilo
LCol. G.W. Manson	CD	26 Fd Regt	Brandon
LCol. C.L. Poirier	CD	116 Ind Bty	Kenora
LCol. D.V. Reynolds	CD	20 Fd Regt	Edmonton
Maj. A.K. Court	CD	HQ Prairie	Winnipeg
Maj. N.E. Johnson	CD	116 Ind Bty	Kenora
Capt. B.C. Midwinter		26 Fd Regt	Brandon
Capt. G.A. Schmidt		20 Ind Bty	Lethbridge

Pacific Region

BGen. W.T. Wickett	CD	President	Vancouver
Col. J.P. Beer	MBE CD	Member	Victoria
LCol. S.T. McDonald	CD	15 Fd Regt	Vancouver
Maj. M.A. Casey	CD	15 Fd Regt	Vancouver
Maj. D.I. Smith	CD	5 Ind Bty	Victoria
Capt. V. Skaarup		5 Ind Bty	Victoria

Canadian Forces Europe

Capt. R.D. Gunn		129 AAD	Lahr
Capt. A.G. Mills	CD	128 AAD	Baden
Capt. G.D. Scott	CD	1 RCMA	Germany

Others

LCol. D.M. Youngson	CD	DGRC (CDA Liaison)	Ottawa
---------------------	----	--------------------	--------

RULES OF THE ROYAL CANADIAN ARTILLERY ASSOCIATION
(REVISED 1980)

NAME

1. The name of the Association shall be the Royal Canadian Artillery Association

OBJECT

2. The promotion of the efficiency and welfare of the Royal Regiment of the Canadian Artillery and of all matters pertaining to the Defence of Canada.

PATRON AND VICE-PATRONS

3. The Governor-General of Canada and the Lieutenant-Governors of the Provinces may be respectfully requested to become Patron and Vice-Patrons, respectively, of the Association.

MEMBERSHIP

4. (a) Ordinary Members

- (1) All serving Artillery Officers of affiliated units of the Royal Regiment of Canadian Artillery
- (2) Other serving Royal Regiment of Canadian Artillery Officers who have paid the current individual membership fee.
- (3) Retired Artillery Officers of the Canadian and other British Commonwealth forces acceptable to the Association and who have paid the annual individual membership fee.

(b) Life Members

- (1) Any serving or retired officer of the Royal Regiment of Canadian Artillery may make application to become a Life Member of the RCAA.
- (2) Such application must be proposed and seconded by Ordinary Members of the RCAA who shall submit it to the Secretary thirty days before the annual meeting and who shall accompany it with a service history of the applicant.

- (3) Such properly constituted applications shall be examined by the Executive Committee who may, if they so decide, submit the application to the General Meeting with their recommendation.
- (4) The fee for Life Membership shall be at a rate that may from time to time be determined at an annual general meeting.

(c) Elected Honourary Life Members

- (1) Any person who is deemed to have rendered outstanding service to the Artillery may be elected an Honourary Life Member of the Association at a General Meeting. His record of service in the Royal Regiment of Canadian Artillery should normally be the dominant factor in selection.
- (2) Nominations should be submitted to the Secretary-Treasurer thirty days before an Annual Meeting accompanied by reasons and where applicable, by a Service history. Such nominations will be examined by the Executive Committee who may submit their recommendations to the General Meeting.
- (3) Voting will be by all eligible voters present on each name submitted.

(d) Associate Members

- (1) Serving Officers of other Commonwealth forces acceptable to the Association who have paid the annual Associate Membership fee.

AFFILIATIONS

5. (a) Affiliated Units

The following upon payment of unit fees, may become affiliated units with voting powers as determined in Para 9:

- (1) Artillery Regiments
- (2) Independent Artillery Batteries, and
- (3) The Artillery Department of the Combat Training Centre.

(b) Associate Affiliated Units

- (1) The following, upon payment of affiliation fees, may become Associate Affiliated Units with the approval of a General Meeting.
 - (i) Associations of Artillery Officers which are based locally in a community.
- (2) Associate Affiliated Units do not possess voting described in para 9.
- (3) Associate Affiliated Units' representatives are not eligible for travelling expenses and allowances.

6. Rights of Membership

- (a) At the General Meeting all members will have the privilege of taking part in the proceedings other than voting.
- (b) Voting will be restricted to those set forth in para 9.
- (c) Any Ordinary Member may propose a resolution to a General Meeting provided that another Ordinary Member seconds it. Only eligible voters may vote on the resolution.

7. Cancellation of Membership

The membership of any member or the affiliation of any Unit may be cancelled by a three-fifths vote at a General Meeting. Before a vote is taken the person or unit concerned must be given an opportunity to present his/its case in writing and may address the meeting in person. In the case of HQ the address will be limited to the CO or one person nominated by him.

MEETINGS

8. (a) A General Meeting of the Association will be held annually unless otherwise decided at a General Meeting.
- (b) A special General Meeting may be called by the President at the request or concurrence of two thirds of the Executive Committee.
- (c) All members are eligible to attend.

- (d) The General Meetings are to be held at a place and time of year to be decided at General Meetings; the exact dates are to be decided by the Executive Committee
- (e) The President will preside, but in his absence, the Vice-President will take his place or, if not present the senior serving Militia Officer on the Executive Committee.
- (f) At a General Meeting the business of the Association will be transacted and such powers as may be deemed fit will be delegated to the Executive Committee.

VOTING PROCEDURES

- 9. (a) Eligible Voters: At General Meetings those eligible to vote will be:
 - (1) Elected Officers and Members of the Executive Committee of the Association except the Secretary or Treasurer.
 - (2) One representative from each affiliated unit as determined in para 5.
 - (3) Any Artillery Officer who is:
 - i. Commander of a Militia Area
 - ii. Commander of a Militia District
 - iii. Major General Reserves
 - iv. Chairman of the Conference of Defence Associations
 - (4) The Director of Artillery
- (b) Any eligible voter or unit who is not represented at a meeting may:
 - (1) On subjects of which notice has been given sent to the Secretary a written vote,
 - (2) In any case, give "proxy powers" to any eligible voter; such power is to be notified to the Secretary in writing stating whether such power is for specific subjects or all subjects that may arise. The above is to apply to both General and Executive Committee Meetings. For purposes of voting the person or unit giving the proxy shall be deemed present at the meeting and shall abide by vote of his proxy.

On the request of any eligible voter those abstaining on any motion will be recorded by name.

ORDER OF BUSINESS

- 10.
- (a) The following order of business will be observed at the Annual General Meeting:
 - (1) Presentation of Reports
 - (2) General Business
 - (3) Election of Officers
 - (4) New Business
 - (b) The outgoing President, or the Officer presiding at the meeting will preside at the Annual Dinner.

MINUTES OF MEETING

- 11.
- (a) Extracts of the Minutes of all General Meetings will be published in the Annual Report.
 - (b) Any action authorized by the Executive Committee will be published in the Annual Report.

OFFICERS AND EXECUTIVE COMMITTEE

12. Officers of the Association
- (a) The Officers of the Association shall consist of:
 - (1) A President (not eligible to serve two consecutive terms)
 - (2) A Vice-President (not eligible to serve two consecutive terms)
 - (3) A Secretary
 - (4) A Treasurer
 - (b) The offices of Secretary and Treasurer may be combined.
 - (c) A regular Officer may not serve as an Officer of the Association.

THE EXECUTIVE COMMITTEE

13. For the administration and the conduct of the business of the Association throughout the year, there will be an Executive Committee consisting of:
- (a) The President and Vice-President of the Association.
 - (b) One representative from serving units from each area as follows: Atlantic, Eastern, Central, Prairie, and Pacific.
 - (c) The immediate Past President.
 - (d) Ex-officio:
 - (1) The Colonel Commandant
 - (2) Past Colonels Commandant
 - (e) The Director of Artillery
 - (f) An Advisory Committee of five Retired Officers elected for an initial one year term and thereafter eligible for further specified one or two year terms but not eligible to serve more than five consecutive years.

ELECTION OF OFFICERS AND EXECUTIVE COMMITTEE

- 14.
- (a) All Officers and Members of the Executive Committee will be elected by a General Meeting.
 - (b) Nominations shall be made by a Nominating Committee consisting of the Immediate Past President as Chairman, plus two or more additional members as the Chairman may designate for
 - (1) The Officers of the Association, and
 - (2) The members of the Executive Committee except the Area Representatives.
 - (c) Representatives from each Area shall be elected by the eligible voters in each Area.
 - (d) Further nominations may be made by any member of the Association before voting on the nominations takes place.
 - (e) In the event of the inability of any member of the Executive Committee to continue effective service for cause such as incapacitation, death, relocation, or resignation, replacement, if required by the

14. (e) cont.

activities of the Association, any be made by the remaining members of the Executive Committee until the first following General Meeting.

DUTIES OF THE PRESIDENT

15. (a) To preside at the General Meeting and the Annual Dinner.
- (b) To preside at meetings of the Executive Committee.
- (c) To take such action with respect to new business as cannot wait until the next General Meeting of the Executive Committee or the next General Meeting.
- (d) To appoint the requisite number of delegates and alternates to attend the Conference of Defence Associations.
- (e) To appoint the Chairman and members of the various Standing Committees or Special Committees to serve in the interval between General Meetings, and
- (f) To carry out such other duties as may be assigned by a General Meeting or a meeting of the Executive Committee.

DUTIES OF THE VICE-PRESIDENT

16. (a) To preside in the absence of the President. In the absence of the Vice-President his functions shall be carried out by the senior serving officer of the Executive Committee.
- (b) To assign members to the various Standing and Special Committees at the General Meeting, and
- (c) To carry out such additional duties as shall be assigned by the President, the Executive Committee, or a General Meeting.

DUTIES OF THE SECRETARY

17. (a) To attend all meeting of the Association and of the Executive Committee; and to keep minutes of the transactions at such meetings in books provided by the Association and to be kept by him for that purpose.

- (b) To carry out the orders of the Association or of the Executive Committee, as the case may be, or the presiding officers thereof;
- (c) To prepare all reports of the prize lists, and to certify and submit the same to the proper meetings and officers of the Association, and to keep all records thereof;
- (d) To be responsible for notifying all units and members of the amount of dues
- (e) To discharge other duties as may be required from time to time by the Annual General Meeting, the Executive Committee, or by the President;
- (f) The remuneration of the Secretary shall be fixed by the General Meeting from time to time
- (g) He shall not be eligible to vote at a General or Executive Meeting.

DUTIES OF THE TREASURER

18.

- (a) To deposit to the credit of the Association in a bank named by a General Meeting, all sums of money paid over to him on behalf of the Association
- (b) To pay all moneys for current expenses in accordance with the instructions of General Meetings or the Authority of the Executive Committee, by cheque drawn by him and countersigned by the President of the Association, a member of the Executive Committee, or a member of the association nominated by them and not below the rank of Major;
- (c) To invest the surplus moneys of the association as shall be determined from time to time by a General Meeting or a meeting of the Executive Committee in such debt securities as shall from time to time be determined by a General Meeting or a meeting of the Executive Committee.
- (d) To prepare annually his accounts up to the end of the Association year and to submit the same with all proper vouchers to the Auditor of the Association for his audit, and at such other times as may be directed by the Executive Committee; and to present the Auditor's report and statement to the next General Meeting.

- (e) The remuneration of the Treasurer shall be fixed by the General Meeting from time to time
- (f) He will not be eligible to vote at a General or Executive meeting

FUNCTIONS AND MEETINGS OF THE EXECUTIVE COMMITTEE

19.

- (a) To perform such functions as are allotted to it annually by the General Meeting
- (b) To take such action as regarding new business as cannot wait until the next General Meeting as they see fit;
- (c) To report to the General Meeting on all actions taken;
- (d) To meet as required by the President of the Association or if he is not available, by order of the Vice-President. Such meetings may take place by telephone or mail.
- (e) To, when required, appoint three trustees to advise on the investment of funds or the selling of securities;
- (f) A quorum will consist of six members but must have representatives of at least three areas.
- (g) In the event of no members of the Executive Committee of an area being available to attend an Executive Committee meeting and if the area Representative does not consider that the views of the area can be properly expressed in writing or by proxy, he may delegate a member from that area not below the rank of Major to attend and vote for that area.
- (h) The presiding Officer will have a "Casting Vote".

COMMITTEES

20.

- (a) Special or standing committees shall be appointed as required by a General Meeting or the Executive Committee.
- (b) The terms of reference of each special or standing committee shall be determined by the President in consultation with the Executive Committee.

FINANCE OF THE ASSOCIATION

21. Annual Fees

(a) Serving Officers

- (1) Serving Militia artillery officers fees shall be at a rate that may from time to time be determined at an Annual General Meeting.
- (2) Serving Regular artillery officers fees shall be at a rate that may from time to time be determined at an Annual General Meeting.
- (3) Associate Affiliated Unit fees shall be at a rate that may from time to time be determined at an Annual General Meeting.

(b) Individual Fees

- (1) Fees for Retired Artillery Officers shall be at a rate that may from time to time be determined at an Annual General Meeting.
- (2) Honourary Life, Life, and Associate Members shall not be required to pay annual fees.

22. Financial Year and Auditing of Accounts

The financial year of the Association shall be from September 1st to August 31st of the next year, both dates inclusive. The accounts shall be audited annually and presented to the next General Meeting. A Chartered Accountant shall be appointed annually by the General Meeting to audit the accounts of the Association.

23. Authorized Delegates to General Meeting

Unless otherwise decided at a General Meeting, delegates authorized to attend a General Meeting with expenses paid, provided affiliation fees have been paid shall be:

- (1) Officers of the Association and Members of the Executive Committee.
- (2) One officer per affiliated unit, except that an officer on the Executive Committee shall represent his unit.
- (3) All Artillery Officers who are:
 - (a) Commanders of Militia Areas
 - (b) Commanders of Militia Districts
 - (c) Major General Reserves
 - (d) Chairman of the Conference of Defence Associations
 - (e) The Director of Artillery

24. Travelling Expenses and Allowances

- (a) Unless otherwise decided at a General Meeting travelling expenses and allowances are authorized for:
- (1) The Executive Committee, Chairman of standing committees, and, delegates, other than those serving officers whose travelling expenses are being paid for out of public funds, to a General Meeting.
 - (2) The Executive Committee to special Executive Committee meetings.
 - (3) Officers of the Association or other person(s) nominated by the President to represent the Association at special meetings called by Canadian Force Headquarters or other meetings.
 - (4) Association delegates to the Conference of Defence Associations annual meeting if expenses are not paid for by the Department of National Defence.

Rates and allowances shall be:

- (1) if travelling by air:
 - i. return economy air fare from nearest airport, and
 - ii. return first class railway fare to nearest airport, and
 - iii. necessary taxi fares;
- (2) If travelling by rail:
 - i. first class return railway fare, and
 - ii. lower berth and-or chair each way
 - iii. necessary taxi fares
- (3) If travelling by POMC the same rates and allowances are permitted as for travelling by rail.
- (4) Allowances while attending meetings at elsewhere than a Canadian Forces Establishment shall be decided at a General Meeting. Two days are authorized for delegates and three days for members of the Executive Committee. Those whose train or air connections necessitate an extra day may claim for an extra day.
- (5) Meal allowances shall be at public service rates.

CHANGES IN RULES OF THE ASSOCIATION

25. (a) Changes in Rules of the Association will be made only with the approval of the General Meeting.
- (b) Any proposed changes will be notified to the Secretary 60 days in advance of the meeting, and will be forwarded to all voting members not less than thirty days prior to the annual meeting.

RÈGLEMENTS DE L'ASSOCIATION DE
L'ARTILLERIE ROYALE CANADIENNE
(RÉVISÉS EN 1979)

NOM

1. Le nom de l'association est "Association de l'Artillerie royale canadienne".

OBJECTIF

2. Améliorer l'efficacité et le bien-être du Régiment royal de l'Artillerie canadienne, et se préoccuper de toutes les questions touchant à la défense du Canada.

PARRAINAGE

3. On pourra demander au Gouverneur-général du Canada et aux lieutenants-gouverneurs de chaque province de parrainer l'Association.

MEMBRES

4. a. Membres ordinaires

- (1) Tous les officiers d'artillerie en activité appartenant à des unités rattachées au Régiment royal de l'Artillerie canadienne.
- (2) Les autres officiers du Régiment royal de l'Artillerie canadienne en activité qui ont acquitté leur cotisation annuelle individuelle.
- (3) Les officiers d'artillerie à la retraite, qui ont déjà été membres des Forces canadiennes ou d'autres forces du Commonwealth que reconnaît l'Association, s'ils ont payé leur cotisation annuelle individuelle.

b. Membres à vie

- (1) Tout officier du Régiment royal de l'Artillerie canadienne, en activité ou retraité, peut faire une demande pour devenir membre à vie de l'AARC.

- (2) Cette demande doit être soumise et appuyée par des membres ordinaires de l'AARC; elle doit être déposée trente jours avant l'assemblée annuelle et accompagnée d'un résumé des états de service de l'intéressé.
- (3) Ces demandes en bonne et due forme seront examinées par le comité exécutif qui pourra, s'il le désire, les soumettre à l'assemblée générale avec sa recommandation.
- (4) Le montant de la cotisation à verser pour devenir membre à vie de l'Association sera fixé et réexaminé lors des assemblées générales annuelles.

c. Membres à vie honoraires élus

- (1) Toute personne qui est reconnue avoir rendu à l'Artillerie des services exceptionnels peut être élue membre à vie honoraire lors d'une assemblée générale. Les premiers critères de sélection sont en général ses états de services au sein du Régiment royal de l'Artillerie canadienne.
- (2) Toute proposition de candidats doit être transmise au secrétaire-trésorier trente jours avant l'assemblée annuelle, accompagnée d'explications et, s'il y a lieu, d'un résumé des états de service. Ces propositions seront examinées par le comité exécutif qui pourra faire part de ses recommandations à l'assemblée générale.
- (3) Chaque candidature sera soumise au vote de tous les électeurs présents.

d. Membres associés

Les officiers en activité dans les autres forces du Commonwealth reconnues par l'Association et qui ont acquitté leur cotisation annuelle de membre associé.

ORGANISMES AFFILIÉS

5. a. Unités affiliées

Sur paiement des droits d'adhésion fixés, les unités suivantes peuvent s'affilier à l'Association et jouir du droit de vote tel que décrit au paragraphe 9.

- (1) Régiment d'artillerie;
- (2) batterie d'artillerie indépendantes;
- (3) le département d'artillerie du Centre d'entraînement au combat.

b. Unités affiliées associées

- (1) Sur paiement des droits d'adhésion fixés, et avec l'approbation de l'Assemblée générale, les associations suivantes peuvent devenir des Unités affiliées associées.
 - (a) Associations d'officiers d'artillerie au niveau local.
- (2) Les unités affiliées associées ne jouissent pas du droit de vote tel que décrit au paragraphe 9.
- (3) Les représentants des unités affiliées associées ne peuvent réclamer ni indemnité ni frais de déplacement.

PRIVILEGES DES MEMBRES

6.
 - a. Lors des assemblées générales, tous les membres peuvent participer à tous les débats et à toutes les activités, sauf en cas de vote.
 - b. Voir au paragraphe 9 les conditions régissant le droit de vote des membres.
 - c. Tout membre ordinaire peut, lors d'une assemblée générale, soumettre une résolution pourvu qu'il obtienne l'appui d'un autre membre ordinaire. Seuls les membres possédant le droit de vote pourront se prononcer sur cette résolution.

EXCLUSION D'UN MEMBRE

7. Tout membre ou unité affiliée pourra être exclu de l'Association si les trois-cinquièmes des membres se prononcent dans ce sens lors d'une assemblée générale. Avant le vote, la personne ou l'unité en question doit avoir l'occasion de s'expliquer par écrit et même de s'adresser directement à l'Assemblée. S'il s'agit d'un membre de la direction, il s'adressera au commandant ou à une personne nommée par ce dernier.

ASSEMBLEES

8. a. L'assemblée générale de l'Association aura lieu une fois par an, sauf décision contraire prise lors d'une assemblée générale.
- b. Le Président pourra convoquer une assemblée générale extra-ordinaire à la demande ou avec l'assentiment des deux-tiers du comité exécutif.
- c. Tous les membres peuvent assister aux assemblées.
- d. L'époque et le lieu des assemblées générales à venir sont choisis lors des assemblées générales; le comité exécutif a la charge d'en fixer la date exacte.
- e. La présidence de l'Association est assurée par le Président et, en son absence, par le Vice-président ou, en l'absence de ce dernier, par l'officier de la Milice ayant le plus d'ancienneté parmi les membres du comité exécutif.
- f. Toutes les questions touchant l'Association sont traitées lors des assemblées générales, et les pouvoirs nécessaires sont délégués au comité exécutif.

PROCÉDURES DES VOTES

9. a. Electeurs - Lors d'une assemblée générale, les membres ci-dessous ont le droit de vote.
 - (1) Les officiers élus et membres du comité exécutif de l'Association, à l'exception du secrétaire ou du trésorier.
 - (2) Un représentant pour chaque unité affiliée, telle que définie au paragraphe 5.
 - (3) Tout officier d'artillerie qui est:
 - (a) Commandant de secteur de la Milice;
 - (b) Commandant de district de la Milice;
 - (c) Major-général de la Réserve;
 - (d) Président du Congrès des associations de la Défense.
 - (4) Le Directeur de l'Artillerie.

- b. Un électeur absent ou une unité non représentée lors d'une assemblée peut y participer:
 - (1) Soit en faisant parvenir au secrétaire son vote par écrit, s'il a reçu des informations sur la question débattue.
 - (2) Soit en donnant sa procuration à n'importe quel électeur présent; il doit alors informer par écrit le secrétaire de cette délégation de pouvoir, en précisant si elle n'est valable que pour certaines questions ou dans toutes les circonstances. Ceci s'applique aussi bien aux assemblées générales qu'aux réunions du comité exécutif. En cas de vote, la personne ou l'unité ayant remis sa procuration est considérée présente et doit s'en tenir au vote émis par son mandataire.
- c. A la demande de n'importe quel électeur, on peut prendre en note le nom de ceux qui s'abstiennent de se prononcer sur une question.

ORDRE DU JOUR

- 10. a. Lors des assemblées générales annuelles, l'ordre du jour suivant est adopté:
 - (1) Lecture des rapports;
 - (2) questions d'ordre général;
 - (3) election des membres de la direction;
 - (4) nouvelles questions.
- b. Le président sortant, ou l'officier le remplaçant, présidera au Dîner annuel.

PROCÈS-VERBAL DES ASSEMBLÉES

- 11. a. Des extraits du procès-verbal de l'assemblée générale seront publiés dans le rapport annuel.
- b. Toute mesure autorisée par le comité exécutif sera mentionnée dans le rapport annuel.

DIRECTION ET COMITÉ EXÉCUTIF

- 12. Direction de l'Association
 - a. Les membres de la Direction sont:

- (1) Le Président (dont le mandat n'est pas renouvelable);
 - (2) le Vice-président (dont le mandat n'est pas renouvelable);
 - (3) le secrétaire;
 - (4) le trésorier.
- b. Les charges de secrétaire et de trésorier peuvent être cumulées.
 - c. Un officier de la Force régulière ne peut faire partie de la Direction de l'Association.

COMITE EXECUTIF

13. Pour l'administration et la conduite des affaires de l'Association au cours de l'année, un comité exécutif est formée, et constitué:

- a. Du Président et du Vice-président de l'Association.
- b. D'un délégué de chaque unité en service dans chacune des régions suivantes: Atlantique, Est, Centre, Prairies, Pacifique.
- c. Du Président sortant.
- d. Des membres suivants, nommés d'office -
 - (1) Le Colonel commandant;
 - (2) Les Colonels commandants précédents.
- e. Du Directeur de l'Artillerie.
- f. D'un comité consultatif composé de cinq officiers à la retraite élus, nommés pour un an; ils sont par la suite rééligibles pour un mandat d'un ou de deux ans mais ne peuvent, en tout état de cause, siéger plus de cinq années consécutives.

ELECTION DES MEMBRES DE LA DIRECTION ET DU COMITÉ EXECUTIF

14.
 - a. Tous les membres de la Direction et du comité exécutif sont élus lors des assemblées générales.
 - b. Les candidatures sont présentées par un comité composé du Président sortant comme Directeur et de deux personnes ou plus choisies par lui parmi:

- (1) Les membres de la Direction;
 - (2) Les membres du comité exécutif (à l'exception des délégués régionaux).
- c. Pour le choix des délégués régionaux, seuls les électeurs représentant la région en question sont appelés à voter.
 - d. Avant la tenue du vote, tout membre de l'Association peut, à son tour, proposer un candidat.
 - e. Dans le cas où un membre du comité exécutif se trouverait dans l'incapacité de poursuivre sa tâche, pour cause de maladie, décès, mutation ou démission, le reste du comité peut pourvoir à son remplacement jusqu'à la prochaine assemblée générale, s'il le juge nécessaire.

FONCTIONS DU PRÉSIDENT

15.
 - a. Présider l'assemblée générale et le Dîner annuel.
 - b. Présider les réunions du comité exécutif.
 - c. Prendre les décisions qui s'imposent face à une nouvelle situation, si cela ne peut attendre la prochaine réunion du comité exécutif ou l'assemblée générale.
 - d. Désigner les délégués et suppléants requis pour assister au Congrès des associations de la Défense.
 - e. Désigner le Président et les membres des comités permanents et comités spéciaux qui siègent entre deux assemblées générales.
 - f. Assumer les autres fonctions qui lui seraient assignées lors d'une assemblée générale ou d'une réunion du comité exécutif.

FONCTIONS DU VICE-PRÉSIDENT

16.
 - a. En l'absence du Président, le remplacer dans ses fonctions. Si le Vice-président est absent, la présidence est assurée par l'officier ayant le plus d'ancienneté du comité exécutif.
 - b. Désigner les membres des divers comités permanents et comités spéciaux siégeant aux assemblées générales.

- c. Assumer les autres fonctions qui lui seraient assignées par le Président, le comité exécutif et lors de l'assemblée générale.

FONCTIONS DU SECRÉTAIRE

- 17.
 - a. Assister à toutes les réunions de l'Association et du comité exécutif; tenir le procès-verbal des travaux effectués lors de ces réunions sur les registres qui lui sont confiés par l'Association et qu'il doit garder à cet effet.
 - b. Exécuter les décisions de l'Association, ou du comité exécutif, selon le cas, ou des membres de la direction.
 - c. Préparer tous les rapports sur les palmarès, les certifier exacts et les présenter aux assemblées et aux membres de l'Association concernés; les inscrire dans les registres.
 - d. Se charger d'aviser tous les membres et toutes les unités du montant des cotisations.
 - e. Assumer les autres fonctions qui lui seraient confiées lors de l'assemblée générale, par le comité exécutif ou le Président.
 - f. Le montant de la rémunération du secrétaire est fixé et révisé lors des assemblées générales.
 - g. Il ne possède pas le droit de vote lors des assemblées générales ou des réunions du comité exécutif.

FONCTIONS DU TRÉSORIER

- 18.
 - a. Verser au crédit de l'Association, à la banque choisie lors de l'assemblée générale, toute somme qui lui est confiée au bénéfice de l'Association.
 - b. Régler les dépenses courantes de l'Association en suivant les instructions émises lors de l'assemblée générale ou les décisions du comité exécutif en faisant un chèque qui doit être contresigné par le Président de l'Association, un membre du Comité exécutif ou un membre de l'Association désigné par eux et détenant au moins le grade de major.

- c. Placer les excédents de l'Association, déterminés de temps à autre par une assemblée générale ou le comité exécutif, dans les valeurs choisies par l'assemblée générale ou le comité exécutif.
- d. Préparer la comptabilité de l'Association jusqu'à la fin de son exercice, la remettre à l'expert-comptable de l'Association pour vérification, accompagnée de toutes les pièces justificatives, et toutes les fois que le comité exécutif en ferait la demande; présenter lors de l'assemblée générale suivante les rapports et conclusions de l'expert-comptable.
- e. La rémunération du trésorier sera fixée et révisée lors des assemblées générales.
- f. Il ne possède pas le droit de vote aux assemblées générales et réunions du comité exécutif.

FONCTIONS ET RÉUNIONS DU COMITÉ EXÉCUTIF

- 19.
 - a. Assumer les fonctions qui lui sont attribuées lors de l'assemblée générale.
 - b. Prendre les décisions qui s'imposent face à une nouvelle situation, s'il est impossible d'attendre la prochaine assemblée générale.
 - c. Informer les membres, lors des assemblées générales, de toutes les mesures prises.
 - d. Les réunions se feront à la demande du Président ou, en son absence, du Vice-président. Les membres pourront être convoqués par téléphone ou par lettre.
 - e. Nommer trois conseillers, au besoin, pour le placement des fonds ou la vente des valeurs.
 - f. Six membres suffisent pour atteindre le quorum, pourvu qu'au moins trois délégués régionaux soient présents.
 - g. Si aucun des membres du comité exécutif d'une région donnée n'est disponible et que le délégué régional juge impossible de faire part de son point de vue par écrit ou en donnant sa procuration à un autre membre; il a la possibilité de se faire représenter par un membre de la même région détenant au moins le grade de major et qui votera en son nom.

- h. La voix du Président de la réunion est prépondérante.

COMITÉS

20. a. Des comités spéciaux ou permanents seront mis sur pied à la demande de l'assemblée générale ou du comité exécutif.
- b. Le mandat de chaque comité sera établi par le Président assisté des membres du comité exécutif.

FINANCES DE L'ASSOCIATION

21. Cotisation annuelle

- a. Officiers du cadre actif:
- (1) Le montant de la cotisation pour les officiers d'artillerie servant dans la Milice sera fixé et révisé lors des assemblées générales annuelles.
 - (2) Le montant de la cotisation pour les officiers d'artillerie servant dans la Force régulière sera fixé et révisé lors des assemblées générales annuelles.
 - (3) Le montant de la cotisation pour les unités affiliées associées sera fixé et révisé lors des assemblées générales annuelles.
- b. Cotisations spéciales
- (1) Le montant de la cotisation pour les officiers d'artillerie à la retraite sera fixé et révisé lors des assemblées générales annuelles.
 - (2) Les membres honoraires à vie, membres à vie et membres associés n'ont à payer aucune cotisation annuelle.

ANNÉE FINANCIÈRE ET VÉRIFICATION DES COMPTES

22. L'année financière de l'Association commence le première septembre et se termine le 31 août de l'année suivante, ces deux jours étant inclus. Les comptes sont vérifiés chaque année et présentés à l'assemblée générale suivante. Un comptable agréé sera nommé chaque année par l'assemblée générale pour vérifier les comptes de l'Association.

CHOIX DES DÉLÉGUÉS AUX ASSEMBLÉES GÉNÉRALES

23. Sauf décision contraire de l'assemblée générale, les personnes suivantes sont autorisées à assister aux assemblées générales en qualité de délégués et à recevoir des indemnités, pourvu qu'elles aient acquitté leur cotisation:

- a. Les membres de la Direction et du comité exécutif.
- b. Un officier par unité affiliée, en plus de l'officier qui représente cette unité au sein du comité exécutif.
- c. Tous les officiers d'artillerie qui sont:
 - (1) Commandant de secteur de la Milice;
 - (2) Commandant de district de la Milice;
 - (3) Major-général de la Réserve;
 - (4) Président du Congrès des associations de la Défense, et
- d. Le Directeur de l'Artillerie.

FRAIS DE DÉPLACEMENT ET INDEMNITÉS

24. a. Sauf décision contraire de l'assemblée générale, les personnes suivantes sont autorisées à recevoir des indemnités de déplacement et autres:

- (1) Lors des assemblées générales -

Les membres du comité exécutif, les présidents des comités permanents et les délégués, sauf les officiers du cadre actif dont les déplacements sont payés par le Gouvernement.

- (2) Les membres du comité exécutif, lors des réunions extraordinaires de ce comité.
- (3) Les membres de la Direction de l'Association ou toutes les autres personnes désignées par le Président pour représenter l'Association aux réunions spéciales organisées par le Quartier général des Forces canadiennes ou à d'autres réunions.

- (4) Les délégués de l'Association aux réunions annuelles du Congrès des associations de la Défense, si leurs dépenses ne sont pas assumées par le ministère de la Défense nationale.
- b. Les indemnités seront payables dans les conditions suivantes:
- (1) Voyage par avion:
 - (a) Aller-retour depuis l'aéroport le plus proche, en classe touriste;
 - (b) Aller-retour en train jusqu'à l'aéroport, en première classe;
 - (c) Déplacements en taxi.
 - (2) Voyage en train:
 - (a) Aller-retour en première classe;
 - (b) Une couchette ou une place assise, aller-retour;
 - (c) Déplacements en taxi.
 - (3) Si le voyage s'effectue par voiture privée ou officielle, les tarifs et indemnités sont les mêmes que pour les voyages en train.
 - (4) Lorsque les réunions n'ont pas lieu dans un établissement des Forces canadiennes, les indemnités seront fixées lors de l'assemblée générale. Les délégués ont droit à deux jours et les membres du comité exécutif, à trois. Ceux qui doivent prendre un jour supplémentaire en raison de leurs correspondances aériennes ou ferroviaires peuvent réclamer l'indemnité correspondante.
 - (5) Les indemnités de repas sont les mêmes qui s'appliquent aux fonctionnaires.

MODIFICATIONS DES RÈGLEMENTS DE L'ASSOCIATION

25. a. Les règlements de l'Association ne seront modifiés qu'avec l'accord de l'assemblée générale.
- b. Toute proposition de changement doit être envoyée au secrétaire au moins 60 jours avant l'assemblée, et transmise à tous les électeurs au moins 30 jours avant la tenue de l'assemblée annuelle.