

1180-1 (Regt Adjt)

05 August 2022

Distribution List

RECORD OF DECISIONS (ROD) –
ARTILLERY SENATE MEETING OF 30 JUNE 2022

Chair: BGen (Ret'd) D.A. Patterson – Colonel Commandant (Col Cmdt)

Co-Chair: BGen S. Hunter – Senior Serving Gunner (SSG)

DIRECTORS IN ATTENDANCE:

BGen (Ret'd) D.G. Henley

BGen (Ret'd) J.J. Selbie

Col (Ret'd) B. Kalogerakis

LCol N.Y. Skidmore

LCol (Ret'd) M. Beare

CWO (Mr Gnr) (Ret'd) R.J. Beaudry

CWO (Mr Gnr) C.A. Rigby

HCol M. Clearihue

HCol L. Dangerfield

HONOURARY DIRECTOR IN ATTENDANCE:

Nil

DIRECTORS EXPRESSING REGRETS:

Col R. Garon

Col M.C. Harvey

LCol (Ret'd) M.D. McKay

Maj (Ret'd) R. Gratton

Maj (Ret'd) N.L. Stewart

Capt Bain – Director of Music RCA

Sgt G. Lemay

Mr. J.F.K. Irving

Mr. A. Mawji

EX-OFFICIO (NON-VOTING) MEMBERS IN ATTENDANCE:

Col K.L.A. Bouckaert – Director RCA

Col J.D.S. Masson – Regimental Colonel (Regt Col) (outgoing)

Col D.W. Grebstad – Regt Col (incoming)

Col J.S. Dubois – Director RCA (NCM)

LCol C.A. Wood – Commander Home Station

LCol (Ret'd) S.B. Strachan – Executive Director RCAA

Mr. A. Oakden – Director RCA Museum

OTHERS IN ATTENDANCE:

LCol B.C. Insley – Deputy Regt Col
Maj T.K. Michelsen – Regimental Major
Capt P.A. Little – Regimental Adjutant (outgoing)
Capt J.K. Koh – Regimental Adjutant (incoming)
Capt T.J. Jesseau – Regimental Assistant Adjutant (outgoing)
Capt. S.C. Sloat – Regimental Assistant Adjutant (incoming)

MAIN POINTS OF DISCUSSION & DECISIONS

ACTION

ITEM 1 – OPENING REMARKS

The Chair called the meeting to order at 1420hrs (Eastern) and declared a quorum.

The Chair thanked everyone for their attendance and then handed over to BGen Hunter as Co-Chair for opening remarks. BGen Hunter spoke about the great work being performed by various personnel within the RCA, promotions and movement of members within the RCA, the financial and family challenges when moving due to postings, and then he thanked everyone before handing back to the Chair.

ITEM 2 – APPROVAL OF AGENDA

The Chair invited a motion from the floor to approve the Agenda.

Moved by: LCol (Ret'd) Beare
Seconded by: HCol Dangerfield

“That the Agenda be approved.”

CARRIED

ITEM 3 – APPROVAL OF THE ROD OF THE LAST MEETING

See Attachment 1.

The Chair invited a motion from the floor to approve the ROD of the last meeting.

Moved by: LCol (Ret'd) Beare
Seconded by: CWO (Ret'd) Beaudry

“That the ROD of the meeting of 24 March 2022 be approved as presented.”

CARRIED

ITEM 4 – STATUS OF ACTIONS ARISING FROM THE ROD

See Attachment 2.

The Chair handed over to the Regt Col to discuss the status of action items and the following items were highlighted:

- a. Item 5 – Institute of Corporate Directors Not-For-Profit Education Program. Ongoing. Revamping due to a more permissive COVID environment. Update to be provided in August.
- b. Item 6 – Regimental Assistance Programme Bursaries. Completed. It will be reviewed on a yearly basis in order to be aligned with the Artillery Association.
- c. Item 9 – Collar Badge. Ongoing. Waiting on Army to endorse the final design so that we can ask Director Land Requirements (DLR) to produce them.
- d. Item 11 – Qualification Badge for CADPAT. Completed. Soldiers can purchase the badges via CANEX or online.
- e. Item 13 – RCA Kitshop. Completed. RCA Kitshop achieved full operational capacity so items are available through CANEX.
- f. Item 15 – RCA Honours and Awards Committee. Completed. Now removed from tracker.
- g. Items 16 & 17 – RCA Queen’s Platinum Jubilee Initiatives & CONPLAN BRIDGE. To be discussed later in this meeting.
- h. Item 19 – RCA Holiday Card Competition. Completed. Regimental Headquarters (RHQ) RCA will remind units 3 months out.

ITEM 5 – STANDING REPORTS

- a. Col Cmdt.
 - (1) See Attachment 3.
 - (2) In person visits. To Shilo – renaming of “A (The Queen’s) Battery. To Gagetown – Artillery Day and completion of IG/AIG. To Halifax for 1st Fd Regt’s change of command parade.
 - (3) The world has been reminded on the importance of artillery and our vital role as a key enabler within the modern battlefield.
- b. Director RCA.
 - (1) Line of Operation (LoO) 1:

- (a) Planning is ongoing regarding the Minister of National Defence (MND) announcement on the expansion of enhanced Forward Protection from a Battle Group to a Brigade in Latvia. M777 training to Ukrainians in Germany is going extremely well due to RCA's leadership and expertise.
 - (b) Ground Based Air Defence signed off by the MND in June. There is a request for information posted for input by companies to address the requirements to move the project as quickly as possible to address our operational gap. Situational Awareness (SA) regarding urgent operational requirements: we have an air defence (AD) and counter unmanned aerial system (UAS) urgent operational requirement that are both proceeding rapidly through drafting and costing efforts and there is a likelihood that we'll see some synergies for those two capabilities in concert with our new area simulation training centre command and control software, all indications point to the fact that this can be used to a great extent. Unknown is what the contribution of an AD system is, so DLR 2 is tied in with CJOC plan cell for SA in order to (IOT) make sure that we understand where soldiers are going from an AD and counter UAS perspective.
 - (c) 155mm ammunition: this urgent operational requirement will shift from COS Army and COS Ops to COS Strategic Line of Governance, which is a recent evolution. Director to provide an update at the next Senate meeting. The procurement of an initial 5000 rounds through foreign military sales to replenish our stock with the delivery planned for spring 2023 as an interim solution. Likewise fuzes are being worked in the same fashion and timeframe until the production can be conducted within Canada.
- (2) LoO 2: Key point is that the Director received a decision brief from the RCAS regarding the proposed modernization of developmental phase (DP) 1 officer training. The Director supports the recommended course of action which sees a paradigm shift from producing a gun line centric officer to a more-rounded artillery officer. The Director will send a short info deck to all of the COs and Council of Colonels to advise them on the final way forward before the SSG receives a final info brief.
- (3) LCol (Ret'd) Beare inquired if there are any indirect fire modernization moving forward. The Director acknowledged that the senior leaders understand that there is a gap from a funding perspective and will continue to push this as we move forward.

c. Director RCA NCM.

- (1) Realignment and exchanges of soldiers within the units completed, however there are numerous challenges and pressures on members and their families when moving due to postings. Looking at how to entice members to realize that some movement will be required.
- (2) From the latest Army council, most of our personnel are in-place or within the unit cycle. The policy on having at least one bound for OUTCANs and other functions in the future, a lot of our personnel are after their unit-command are having less than a bound or bound left, to be addressed to bring back the age of promotion for RSMs to make sure that we can position the artillery to be around tables and be advising.
- (3) The Chair inquired whether or not the difficulties regarding moving due to postings is affecting our soldiers from being promoted. The Director NCM indicated that the difficulties families had to conduct a “door-to-door” move for last annual posting season created a reluctance to move this year. He also indicated that due to financial reasons, families prefer to remain in place, referencing the housing market and the loss of income for dual-income families when they move to a new area, therefore some soldiers decide not to move forward until the financial and family concerns are fully addressed.

d. Regt Col. Points to be covered later but the key point is the changeover within RHQ this summer: Regimental Major, Regimental Adjutant, and Regimental Assistant Adjutant. He thanked the outgoing staff for their dedicated and hard work, in particular for UBIQUE 150.

e. RSM RCA.

- (1) Succession and education plan, referencing the challenges on movement that the Director RCA (NCM) mentioned. Looking to educate our members regarding the career process and for soldiers to look ahead several bounds on their career. This point was brought up during the recent BSM course and will be continued forward with the incoming RSM RCA.
- (2) Authorization of acting-lacking MBdr IOT assist the missing middle which enables career progression.
- (3) SA purposes: mentoring program will be on board starting September and that the RSMs are aware and ready to implement it.
- (4) New DP 1 course is assisting with the initial needs within the artillery core. LCol (Ret'd) Beare wanted to confirm that this only affects the Regular Force (RegF) and not the Primary Reserves (PRes). RSM RCA

confirmed that at this time, this only affects the RegF due to the differences between RegF and PRes.

- f. Commander Home Station. Multiple visits. Visit by CWO Canadian Army, CWO Smith and referencing the challenges within the Home Station, as well as departing words to 2nd Battalion, Princess Patricia's Canadian Light Infantry and A Battery prior to their deployment. Visit by the assistant deputy minister of infrastructure and engineering regarding the Flatlands Dining Hall and ammo facilities, which may see an increase in priority but still years away from being fixed. Visit by the Col Cmdt and the Regt Col for the honourific title of A (The Queen's) Battery and acknowledging that regimental leadership course (RLC) will no longer be physically held within Shilo. Visit by the Commander 20th Air Force in North Dakota who is interested in conducting training within Shilo, in particular to capitalize and train with 1 RCHA Joint Terminal Attack Controllers.
- g. Director of Music RCA (CO RCA Band). See Attachment 9.
- h. Director RCA Museum. Nothing significant to report (NSTR).
- i. Executive Director RCAA.
 - (1) Concern regarding RCAA having reduced contact with serving members and losing touch with them. The Chair acknowledged the concern and that this'll be more in discussion during the Governance guide of the meeting.
 - (2) Still in the detailed planning regarding the annual general meeting, which is planned for Kingston on the weekend of 14-15 October. Several social activities planned but is looking for feedback for those who are planning on attending physically and virtually. LCol (Ret'd) Beare advised those who are attending physically to secure their hotels now because it will become a challenge later.

ITEM 6 – FUND REPORTS

- a. See Attachments 12 and 13. RHQ RCA
- b. NSTR for both the RCA Regimental Fund and the RCA Heritage Fund.
- c. Pay Allotment for the Regimental Fund is a point of contention. We still need to communicate the value of the Regimental Fund and the importance on their contribution. We need to better inform our members and invest early, for example during the DP 1 for both officers and NCMs. Regt Col

ITEM 7 – OLD BUSINESS

a. Senate Governance Guide. See Attachment 15, draft #4, which was updated on 26 Jun 22.

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| (1) | Introductory statements regarding the Senate Governance Guide, its purpose in governing the Regiment, and asked for input or questions from the floor. | Chair |
| (2) | Cautions that the Mission Analysis conducted by RHQ RCA is ongoing and before we adopt the Governance Guide, we need to conduct one last adamant check IOT ensure we execute the guide for decades to come without issue. For example, a month ago the CDS and Deputy MND ordered a review regarding the culture change within the Regimental systems, therefore the situation has changed and we need to review the framework and align ourselves this direction. | Regt Col |
| (3) | Questioned whether or not the situation has changed significantly enough for us to have to revisit it. We need to ensure that we borrow key language from the CDS and Deputy MND's document to demonstrate clearly that it does support the culture change initiative that we've been given as a no-fail task. Joint Fundraising initiatives which may put serving members in a difficult position, whether an actual conflict of interest or the appearance of conflict of interest; in addition to other challenges within the Regimental Funds that are faced today. He concluded that RHQ doesn't intend to isolate the RCAA from the Regimental family and serving members, and that the duplication of efforts ought to be avoided by RHQ and RCAA but in other cases the overlap of work may be required. | Deputy
Regt Col |
| (4) | Reinforced the points mentioned by the Regt Col and Deputy Regt Col, eluding to the minimal manoeuvre space within the CAF, therefore the importance of "measuring twice cutting once" when it comes to implementing the Senate Governance Guide. | SSG |
| (5) | From the discussion, believes we are proceeding in a unified way IOT ensure we conduct our affairs in accordance with higher direction and guidance, but wants to make sure we are looking at conducting our Regimental affairs holistically. Agreed that a double check regarding the Governance Guide before implementation is the appropriate approach. | BGen (Ret'd)
Selbie |
| (6) | Asked LCol (Ret'd) Beare to look into organizing a working group to go line-by-line in the governance guide, to occur now until next Senate meeting, and BGen (Ret'd) Selbie offered his assistance as well. Clarification was asked regarding defining the Regt Col's position as President, and the Chair responded that the Regt Col will act similar to a chief executive officer/President of a board, advising on current affairs. | Chair |

- b. RCA Queen's Platinum Jubilee Initiatives. We sent loyal greetings to the palace and received a response thanking us on our initiatives, message published on Facebook. The Queen's Green Canopy is ongoing with the Home Station, 1 RCHA, RCAS and 4 General Support Regiment whom have planted a tree in their local area. The Chair will send a reminder to the leadership within the Regiment to send pictures and information to RHQ so that RHQ can compile them at the end which will then be posted on social media. Still ongoing is the RCA monogram, which is at Directorate of History and Heritage awaiting initial input. RHQ RCA
- c. CONPLAN BRIDGE. Our plan is now aligned with CJOC's plan after the completion of working groups, however we were unable to fully align ourselves with the Commonwealth because it is a decision made by Heritage Canada. For any local ceremonies, CJOC is working at setting aside ammunition, however the local authorities will ultimately be responsible for this. The Regt Col added that there are a lot of moving parts in the background which is ongoing, i.e. the concern regarding the serviceability of the C3s across Canada and that Army addressed this to ensure there are enough serviceable C3s within the provincial level. LCol (Ret'd) Beare raised concern that 30th Fd Regt is still awaiting an appropriate location for the salute, winter and summer, and it is important that the salute is visible to Canadians somewhere within the capital. The Chair asked the RCAA to inquire through their channels and LCol Insley added that he will do the same within CJOC. RHQ RCA
- d. RLC. Provided context that the original plan in Quebec was not supported. Afterwards the plan to conduct it within Shilo was not supported either because the gathering of personnel for professional development is important but it is not deemed essential, thus it would not be supported by the Commander Canadian Army. Therefore a virtual option, similar to last year, is recommended. The units were notified on the potential dates and location and the current attendance is tentatively about 4 personnel / RegF unit. The Regimental Adjutant added that one of the components to focus on for this year's schedule is on culture change. Regt Col
- e. Master Gunner Saint James's Park visit. Accommodations and transportation are complete. RHQ RCA
- f. CWO Patrick Award. Renamed Top Student award on the DP 1 course, to be issued on the next course. Chair
- g. Gunners of Canada Volume III. Col (Ret'd) T.J. Leigh was unable to attend and the business was skipped. RHQ RCA

ITEM 8 – NEW BUSINESS

- a. Change of Perpetuation 160th Bruce Battalion CEF. Unanimously agreed to support the change of perpetuation. Chair

- b. Five year plan – RCA Heritage Fund. Slightly modified the current plan, i.e. UBIQUE 150 is now blank with notation that there is approximately \$37,000 remaining, to be allocated to UBIQUE 175 or other. Another modification is support to the RCA museum. The RCA museum will receive a grant from the Heritage Fund such as assist with operating cost, whereas before the grant and Heritage Fund was for funding students. Heritage Fund grows slightly each year due to investment interest received. Currently over a million dollar in the fund. LCol (Ret'd) Beare inquired regarding the RCA museum student fund which is now empty. Furthermore LCol (Ret'd) Beare inquired whether or not the \$2000 maintenance cost of the patrol dress is sufficient, and the Regimental Major replied that it is IOT acquire accruals for non-existing items and the dry cleaning after use. Lastly the Chair asked RHQ to produce a summary of projects that we were able to fund through, such as individual donations from HCol Irving, so that we can look to what we want to do in the future. RHQ RCA
- c. Added to propose an additional member to the Honourary Director of the Senate, former HCol Steve Gregory from 2nd Fd Regt, to be voted at the next Senate meeting. Chair

ITEM 9 – OTHER BUSINESS

Nil

ITEM 10 – CHANGE OF REGIMENTAL APPOINTMENTS

- a. Regt Col. The Col Cmdt presided over the handover from BGen Masson to Col Grebstad. BGen Masson thanked the Regimental family, staff, etc for all of the success during his time as the Regt Col.
- b. RSM RCA from CWO Rigby to CWO Normand.
- c. Incoming Director RCA (NCM) to be announced at a later time.

ITEM 11 – NEXT MEETINGS AND ADJOURNMENT

Next Meeting: Thursday 20 October 2022, mixed physical and virtual.

The Chair invited a motion from the floor to adjourn.

Moved by: LCol (Ret'd) Beare

Seconded by: HCol Clearihue

“That the meeting be adjourned.”

CARRIED

Meeting adjourned at 1620hrs (Eastern).

Attachments:

1. ROD of the Senate Meeting of 24 Mar 22
2. Status of Action Items Arising from Past Meetings
3. Col Cmdt Report
4. Director RCA Report
5. Director RCA (NCM) Report
6. Regt Col Report
7. RSM RCA Report
8. Commander Home Station Report
9. Director of Music RCA Report
10. Director RCA Museum Report
11. Executive Director RCAA Report
12. RCA Regimental Fund Report
13. RCA Heritage Fund Report
14. Briefing Note – Change of Perpetuation 160th Bruce Battalion CEF
15. Senate Governance Guide draft v4
16. Update – RCA Queen’s Platinum Jubilee Initiatives
17. Update – CONPLAN BRIDGE
18. Update – RLC 2022
19. Update – Master Gunner St. James’s Park Visit 2022
20. Update – CWO Patrick Award
21. Update – Gunners of Canada Volume III
22. Draft Five year plan – RCA Heritage Fund

Recommended by:



D.W. Grebstad
Col
Regt Col RCA

Approved by:



D.A. Patterson
BGen (Ret'd)
Col Cmdt
Chair Artillery Senate

Distribution List

All Artillery Senate Members (Including ex-officio non-voting members)
All Unit Commanding Officers
All Unit Seconds-in-Command
All Unit RSMs
Commander Home Station
Director of Music RCA/CO RCA Band
Director RCA Museum
Regimental Major
Staff Officer Col Cmdt
RCA-RCAA Website