



Princess Patricia's
Canadian Light Infantry
Regimental Headquarters
PO Box 10500 Station Forces
Edmonton AB T5J 4J5

1150-3 (RM)

10 March 2010

Distribution List

MINUTES OF THE 140th MEETING OF THE
PPCLI REGIMENTAL EXECUTIVE COMMITTEE
HELD AT THE LES SUITES HOTEL, OTTAWA
SUNDAY, 22 NOVEMBER 2009

Chairman: LCol P.S. Dawe

Members in Attendance:

LCol M.D. Bruce	CWO C.J. Waugh
LCol D.J. Banks	CWO P.L.J. Leger
LCol R.J. Ford	CWO A.R. Chase
LCol R.T. Strickland	CWO J.T. Penney
LCol T.M. Wilson	MWO S.V. Merry (A/RSM 1 PPCLI)
Maj S.A. Grubb (representing CO 2 PPCLI)	MWO W.A. Bolen
Mr. B.R. Scott, President PPCLI Association	

Ex-Officio Member(s):

BGen J.E.L. Gollner (Ret'd), Colonel of the Regiment

Guests:

LCol W.H. Fletcher, EA CLS (CO designate 1 PPCLI)
Maj S.P. Moran, 100th Anniversary Regimental Secretary
CWO S.S. Bartlett, RSM 3 ASG
MWO J.D. Butters, 100th Anniversary Sergeant Major

Secretary: Maj J.M. Bird, Regimental Major

Absent:

LCol J.F. Walsh (deployed)	CWO S.D. Stevens (deployed)
LCol S.B. Schreiber (Op PODIUM recce)	CWO G.K. Parrell
LCol E.L. Haverstock	MWO G.R. Cavanagh
CWO R.W. McNaughton	

References: A. Minutes of the 139th Meeting of the Regimental Executive Committee
B. PPCLI Regimental Executive Committee Reading Package 22 Nov 09 (hardcopy at meeting)
C. General Instruction & Reading Package (electronic mail dated 16 Nov 09)
D. Minutes of the 60th Meeting of the PPCLI Guard
E. 100th Anniversary National Reunion Decision Brief to the PPCLI Guard (presented 21 Sep 09)

<u>ITEM</u>	<u>SUBJECT</u>	<u>ACTION</u>
1.	INTRODUCTORY REMARKS	
a.	The Chairman opened the meeting at 0900 hours. He welcomed the members and several guests to the 140 th Meeting of the Regimental Executive Committee. The Chairman thanked the Colonel of the Regiment for attending as asked him to say a few words;	Nil
b.	The Colonel of the Regiment gave a brief State of the Regiment update. He commented on how well the Vimy Awards Dinner had gone, where WO W.K. MacDonald was presented the 2009 Vimy Award. He then highlighted how well the luncheon with the Colonel-in-Chief the previous day had gone as well. The COR spoke in general terms about the high quality of our Regiment's leaders and soldiers and he then addressed the importance of the Regiment's leadership managing our people over the long term and the importance of disciplined and transparent Regimental succession planning. The COR then commented on the importance of addressing and resolving our broader Regimental governance and finance issues, especially with the requirements and expectations of the 100 th Anniversary approaching. The COR wished the members a successful meeting and then departed.	Nil
c.	The Chairman continued his introduction by providing a brief update on two key issues: Regimental governance and finances; and the 100 th Anniversary.	Nil
d.	The Chairman explained how the serving component's current finances, financial practices and financial governance framework were technically non-compliant with Canada Revenue Agency (CRA) policies. He noted that the offer made by the Association at the last REC meeting in March 2009 to investigate the feasibility of a joint serving and Association governance framework was generous in principle, but after deliberation with Association staff, proved to be an undesirable quick fix to the larger underlying problems. The Chairman stated that the serving component would work with CRA to sort out our current matters, at what point all parties could address the matter from a significantly better informed position.	RM
e.	The Chairman then provided a brief status report on 100 th Anniversary planning. He provided a recap of where we had come from, describing how BGen Kennedy (ret'd) had been appointed by the Guard several years ago to begin the planning process. BGen Kennedy had put forth a significant amount of effort over the past few years, but often with limited serving component engagement, for a variety of reasons not the least of which has been the tempo and focus of the mission in Afghanistan. The resulting product was a written plan consisting of 200+ pages. The Chairman explained how it was now time for the REC, directing the newly established 100 th Cell, to revise that plan into a final National Plan Version 9 of 7-10 pages for signature and issue, serving as the roadmap for both the CF chain of command and the Regimental Family, in progressing towards out 100 th . The Chairman defined how BGen Kennedy would continue to track and develop many of the supporting plans initiatives with the necessary stakeholders. If or when these supporting plans require funding, they would then be presented to the REC. The Association would continue with their three chosen	100 th Office

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projects: the Frezenberg Memorial; the Hamilton Gault Memorial Park wall; and the Torch Campaign. More details would follow in a subsequent presentation from the 100th Anniversary staff.

2. **REVIEW OF LAST MINUTES**

The Regimental Major reviewed the key discussion points from the minutes of the 139th Meeting of the Regimental Executive Committee, highlighting: Nil

- a. the offer made by the PPCLI Association to investigate a joint governance framework that could possibly alleviate the serving component's non-compliance with legal policies and business practices. [It was noted that upon further deliberate discussion with the Association and other counsel since the March REC meeting, it was agreed that this proposal was not the long-term solution required];
- b. that the REC had agreed to the expanded role of the PPCLI Regional Representative assignment and network, to include their status as voting members of the REC;
- c. that the career management and succession planning process needed to follow a more Regimentally-disciplined process in order to ensure the Regiment properly identifies the right training and employment opportunities, at the right time, for all of its personnel. (it was noted that one complete officer and NCO career management and succession planning cycle had been completed since the last REC meeting and that all members seemed pleased with the process and the discipline applied to it; noting that this needed to continue); and
- d. that as per discussions and concurrence from the Guard and REC, the Colonel of the Regiment had issued notification of the appointment of Mr. Don Cherry as an Honorary Patricia. The Chairman noted that there was discussion at the Guard regarding the Regimental policy on Honorary Patricias, and that the senior leadership would need to determine exactly what the Regiment wanted to achieve, which could result in our Honorary titles being used as more of a tool to build relationships between the Regiment and influential individuals.

LCol Bruce noted that the concern recorded in para e. on page 13, of a possible lack of CO and RSM consultation in Regimental tierings, had been fully addressed in the latest succession planning sessions and that all COs and RSMs had provided input accordingly.

The minutes of the 139th REC meeting were accepted as published.

3. **REPORTS**

a. **Regimental Calendar.** The RM detailed the activities from November 2009 to June 2010. Attendees were given a planning calendar at references B and C. Key highlights of the Regimental calendar included: Info All

- (1) 8-10 December 2009 – unit Christmas activities and the COR's visit to Wainwright and Edmonton;
- (2) 13-16 May 2010 – the PPCLI Association National AGM in

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	Winnipeg, MB;	
(3)	17 May 2010 – the tentative date for the COR Change of Appointment Ceremony, hosted by 2 PPCLI in Shilo [late secretarial note – this date has been confirmed]; and	CO 2 PPCLI
(4)	Colonel-in-Chief visits for 2010 are tentatively proposed for:	
	<ul style="list-style-type: none"> • 24-27 January 2010 – visit to Operation PODIUM (Olympics) [late secretarial note – the CinC could not visit due to health reasons, the COR attended to the visit]; • 18-21 February 2010 – visit to TF 3-09 in Afghanistan [late secretarial note – the CinC could not visit due to health reasons, the COR attended to the visit]; • 13-16 May 2010 – visit to PPCLI Association AGM in Winnipeg; • 16-18 May 2010 – visit to 2 PPCLI in conjunction with possible Change of Appointment Ceremony for the Colonel of the Regiment; and • TBC (Aug-Sep 2010) – formal visit to 3 PPCLI [late secretarial note – the visit window has been tentatively plotted as 26-29 August 2010]. 	CO 2 PPCLI CO 1 PPCLI CO 2 PPCLI CO 3 PPCLI
b.	Regimental Guard Update.	Info All
(1)	The Chairman provided a very brief summary of the salient points from the Guard meeting that had been held the day previous. He stated that the 100 th staff had provided an update on 100 th Anniversary planning to the Guard and that there had been several circular conversations regarding 100 th supporting plans, such as the writing of the next volume of the Regimental histories versus a more contemporary coffee table book. The Chairman again highlighted the separation between the key activities, assigned to the serving component and developed through the 100 th Office, and the majority of the supporting plans whose development would continue to be coordinated by BGen Kennedy; and	
(2)	The Chairman noted that the Guard meeting had run out of time and that the Acting President had directed that future meetings eliminate routine updates and issues from the agenda so as to apply sufficient time to the issues that the Guard should be focusing on.	
c.	Succession Planning Update.	Info All
(1)	The Chairman provided a brief outline of the succession planning cycle that had completed a full iteration as guided by the respective officer and NCO representatives from the Guard. He quickly summarized the succession planning products (the roadmap spreadsheet) that had been developed by the NCO planners and how this product would also be sustained for both NCO and officer	

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	succession planning;	
(2)	LCol Bruce noted that it was key for the Regional ERE Representatives to sufficiently track ERE Patricias so that they can be properly represented and managed in the overall succession planning. LCol Strickland, Banks and Wilson all identified an ERE representative concern that they have limited SA on the overall plan and on the posting and employment of ERE Patricias, often making it very difficult for the ERE reps to represent or manage these Patricias;	
(3)	All members agreed to improve on the passage of timely information required to track and manage ERE Patricias; and	All / Chairman (to Regt Col)
(4)	The members discussed the impact of French language training and profiles on overall succession and tiering. The Chairman noted that a member's tiering would not be based on French, but would be used to identify all professional development or training requirements/opportunities. LCol Bruce outlined the Regiment's deliberate effort to course load approximately 22 earmarked Senior NCOs on French language training in 2010, consistent with similar efforts in the other Regiments and Corps. This type of deliberate programming and commitment of the units would be required in order for the overall succession planning roadmap to be successful.	All
d.	PPCLI Association Update. Mr. Scott briefed the REC on the following matters:	Info All
(1)	Association representatives (Mr. Schulz, Mr. Raidt, Mr. Zubkowski and Mr. Dennis Anderson) had attended three meetings with the serving component representatives (the Chairman and the RM), and had included MGen Ashton (ret'd) as counsel, in discussing overall matters of Regimental governance and the serving component's finances;	
(2)	That the Association's 2009 Casino operations had been very successful and raised enough money for the Association to make the following distributions:	
	<ul style="list-style-type: none"> • \$31,000 to the PPCLI Museum and Archives • \$4,600 to the 3 PPCLI History Project • \$2,500 to the MFRC • \$500 to the affiliated RCACC • \$59,000 accumulated (as approved by CRA) for the Association's Frezenberg Memorial Project 	
(3)	That the future of the Association's membership is at risk and that a deliberate information operations campaign is required in order to make the Association relevant to today's Patricias and solicit their participation. Mr. Scott specifically asked the unit RSMs to inform their soldiers of the merits of joining the PPCLI Association and	

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	<p>National Plan would be the foundation for the REC, through the 100th staff, to develop (reverse engineer) orders that could be submitted to the chain of command, serving as a viable solution for the chain of command to turn around and re-issue the orders to the Regiment's units. This level of official tasking would also facilitate the support of departmental public funding; and</p>	
	<p>(3) supporting initiatives and plans will be developed by interested parties, but authority for any and all Regimental funding allocations remains with the REC only.</p>	
	<p>g. LCol Bruce identified a concern that Regimental fundraising or solicitation of funds between now and 2014 could compete with other localised initiatives (eg. The Military Museums, MFRC, local charities, etc.);</p>	
	<p>h. The Chairman acknowledged this concern and stated that these types of considerations would be included in the overall financial estimate and plan, but that several key things needed to happen before the Regiment can proceed any further regarding the 100th Anniversary and its financing. This includes, but is not limited to: first sorting out the existing finances; and then tasking a working group to establish, or at least advise on, the appropriate mechanism to raise and distribute funds (eg. a Regimental "Trust"). The Chairman reaffirmed that the guiding financial philosophy was to capitalize on the 100th Anniversary in order to make enough money to secure the financial stability and independence of the Regiment well into the future;</p>	<p>Chairman / RM / 100th Office</p>
	<p>i. The Chairman advised the members that he and the RM would aim to provide a more detailed update on the progress and/or resolution of the serving component's finances and accompanying governance at the next REC meeting. He also stated that the 100th staff would aim to provide initial detailed financial estimates based on the National Plan;</p>	<p>Chairman / RM 100th Office</p>
	<p>j. LCol Strickland noted that it would be important for the Guard members to commence and/or continue with strategic-level engagements both within the CF chain of command, and with the appropriate external agencies in order to influence decisions in support of our 100th Anniversary objectives. This should include national and local public affairs staffs and a deliberate well coordinated information operations campaign; and</p>	<p>Chairman / 100th Office</p>
	<p>k. LCol Fletcher noted that a thorough key leader engagement plan would be beneficial, and that a sound financial estimate and plan would be required to accurately brief the key leaders and garner their support.</p>	<p>Chairman / 100th Office</p>
5.	REGIMENTAL FINANCES	
	a. Financial Reports:	Info All
	<p>(1) <u>General Summary.</u> The General Fund, the Museum and Archives, and Warehouse (Kit Shop) Fund were operating in the black through the 3rd quarter (Q3). YTD Warehouse (Kit Shop) revenue had already exceeded the full-year expectation as of Q2. The</p>	

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- Regiment had sufficient funding available to support routine operations and planned activities. The Regiment's investment portfolio continued to be affected by market volatility, but had recovered to pre-recession values and was expected to perform well over the long-term;
- (2) General Fund Summary. The General Fund, through Q3, is operating well within planned revenue and operating expenditures as per the 2009 budget. The cost of the Retirement Dinner was approximately \$6,000 versus the budgeted \$5,000, but has been easily balanced against budgeted, but unrealized equipment purchases. Acknowledging past challenges to meet forecasted office expenses, the 2010 budget for office requirements has been increased to avoid false expectations. Gratuities expenditures in 2009 will be slightly less than historical values;
 - (3) Museum and Archives Summary. The RM briefed that the Museum and Archives financial year did not go as planned. The budgeted Museum Development Funds from DHH of approximately \$40,000 will go unrealized due to incomplete administration and a lack of available funds from DHH. The same applies to the budgeted \$10,000 from Alberta Museum Association grants. The budgeted \$35,000 from the PPCLI Association came extremely late in the fiscal year, due to a breakdown in administration. The money has been allocated and the museum staff has the necessary projects developed to expend the FY funds accordingly.
 - (4) The RM advised that this lack of overall funding was not grave, due to the unfortunate but real fact that the team serving at the museum through early 2009 was incapable of completing the necessary planning, budgeting and supporting administration to execute museum and archives projects. The RM advised that this had since been corrected based on changes in manning at the PPCLI Museum and Archives through the summer and that real progress could now be made due to the staff capability of the current team;
 - (5) Warehouse (Kit Shop) Summary. The RM briefed that the Kit Shop has recently recorded \$500,000 in gross sales, compared to an estimated FY gross sales of \$275,000. The RM explained that was primarily due to the deployment of TF 3-09, but also due to a change in Kit Shop NCO, bringing significantly more talent and motivation to the task than in the recent past;
 - (6) The REC members discussed battalion contributions to the 100th Anniversary Fund and also questioned perceived discrepancies in unit access to funds and fund generation via unit kitshops (specifically 2 PPCLI) and unit funds. Maj Grubb stated that in reading the 1 PPCLI Unit Fund Constitution, that it stated that 1 PPCLI received an annual distribution from the Regimental Kitshop. The RM confirmed that he had not seen any such distributions to any unit funds, but that he would confirm. Several

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members questioned whether there was a more equitable way to collect or distribute funds, noting that it may be easier for 2 PPCLI to generate funds because they have their own kitshop.

- (7) The Chairman asked the RM to investigate the current (if any) distribution or sharing of funds across the Regiment, and investigate a more equitable system. The RM stated that ideally the Regimental Kitshop would be the central authority and that the Regiment could have “franchise” kitshops inside the units (specifically 2 PPCLI) as required. This would improve the standardization and quality control of Regimental “stuff” sold in the kitshops, and would consolidate funds which could then be disbursed in a transparent and equitable fashion. The RM then cautioned that there was no point proceeding down this path until the current Regimental finances and business practices were clarified and updated. RM
- (8) Investment Update. The RM briefed the RECon the status of the Regiment’s investments. The Regiment’s investments were valued at \$615,146 at 19 November 2009, compared to \$589,057 at 30 June 2008 and \$494,140 at 31 December 2008 during their lowest point of the recent recession. This demonstrates that the Regiment’s investments have recovered to their pre-global recession value, but have essentially lost a year(+) in potential growth.
- (9) The RM advised that the overall value above includes \$378,813 in the 100th Anniversary Fund, which is just above the total cumulative value of contributions made to the fund, and significantly lower than the planning figure of \$458,336 that was based on a 6% yield. This is over \$80,000 less than projected in 100th Anniversary planning documents. The REC members acknowledged the gap; and
- (10) Other Finances. The RM advised that the Chairman of the REC, in consultation with LFWA staff, had decided to pay an outstanding invoice to the Mayfield Inn and Suites for expenses related to Exercises CLOSE BATTLE and PATRICIA TORCH (the change of Colonel-in-Chief ceremony in 2007). The total for this outstanding invoice was \$8,204.24 and was paid for from remaining 95th Anniversary funds (\$10,371.20). Although public funding was pursued, it became evident that the public funding was not going to be authorized in a timely manner, if at all, and the accruing interest on the outstanding invoice (18%+ per annum) was simply unacceptable. This decision was supported by the Guard and REC members. The RM advised of the deliberate approach being taken to confirm funding approvals (CLS, D Inf, LFWA, etc..) for both CinC and COR travel, specifically official visits to Afghanistan, in order to avoid any confusion after the fact, as had been the case in the past. A ‘make it happen’ approach would no longer be acceptable when dealing with public funding requests and approvals. RM

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<p>b. Proposed Budgets FY 2010.</p>		
(1)	<p><u>General Fund</u>. The RM presented the proposed 2010 budget for the General Fund as enclosed at reference B. There was discussion about the high cost of banking charges and whether or not a better deal was available. The RM stated that this had been investigated, with no definitive better option for business fee structures being found. RHQ will continue to investigate the best options available. The 2010 budget was accepted by the REC membership;</p>	RM / Accts NCO
(2)	<p><u>Charity Fund</u>. The RM presented the proposed 2010 budget for the Charity Fund as enclosed at reference B. The 2010 budget was accepted by the REC membership;</p>	
(3)	<p><u>Museum and Archives</u>. The RM presented the proposed 2010 budget for the Museum and Archives as enclosed at reference B. The RM clarified that the extremely large grant requested from DHH was unlikely to be realized, but that the museum staff had completed the necessary administration and project development work to substantiate that level of expenditure should the funds be received. The RM noted that the Concept Development Plan (based on the Phoenix Consultancy proposal) was the highest priority should DHH funding be received. The REC members agreed with this project in principle and its prioritization for the DHH funding. The 2010 budget was accepted by the REC membership;</p>	RM / Museum GM
(4)	<p><u>Warehouse (Kit Shop)</u>. The RM presented the proposed 2010 budget for the Warehouse Fund as enclosed at reference B. It was requested that the banking charges for the Kit Shop be broken down in future financial statements in order to provide a clearer sitrep of what the Regiment is being charged for. The 2010 budget was accepted by the REC membership;</p>	RM
(5)	<p>All FY 2010 budgets (Regimental funds) were approved.</p>	
c.	<p>Regimental Governance Status Report. The RM reiterated the Chairman's comments at para 1.d. above. The RM will continue to work with both CRA, and Association counsel, in order to clarify and then rectify/modernize the serving comments finances and accompanying financial governance requirements. The RM advised that CRA is being extremely helpful, but that the process will take time to work through. The RM also advised that the majority of the Association's immediate concerns regarding the serving component's misuse of the PPCLI Association name in most of our financial matters are being rectified and that a detailed sitrep will be provided at the next REC meeting.</p>	RM
6.	<p>NEW BUSINESS & GENERAL DISCUSSION</p>	
a.	<p>The PPCLI Website.</p>	
(1)	<p>The RM briefed the REC members on the status of the Regimental website project, stating that the website was progressing albeit slowly. The critical deficiency is the lack of a RHQ-resident,</p>	RM

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properly trained, webmaster capability. The RM advised that this capability within RHQ has been self-taught, to a limited extent, and is lost each time manning changes occur in RHQ. The RM briefed that RHQ would attempt to work closely with 2 PPCLI who was actively training and employing skilled web development technicians within the 2 PPCLI Ops/Trg office. The RM briefed that he was also exploring a possible expert skill set within 1 PPCLI. Lastly, the RM briefed that RHQ was exploring options for a partnership with the Northern Alberta Institute of Technology's (NAIT) department of Digital Media Design, but that there was a significant of project development and liaison to occur if this were to gain traction; and

- (2) The RM noted that once RHQ can create the Regimental standard for websites, remaining CLF 2.0 compliant, that the units could then align their individual websites with the Regimental template creating a more consistent and recognizable single Regimental standard and improving the quality control of Regimental imagery, graphics and information.

b. Regimental Publications.

- (1) The RM briefed that the current practice of generating and distributing a Quarterly Regimental Newsletter was extremely onerous and not sustainable. The RM noted that this was a recent initiative and was not dictated by existing Regimental policies (Regimental Manual). The RM requested the REC's permission to cease Quarterly Newsletters and focus on the annual Patrician, website content, and if desirable contribute to the two PPCLI Association publications (Spring Bulletin and Fall Newsletter). The REC members agreed; RHQ will terminate production of Quarterly Newsletters.

RM

c. PPCLI Museum and Archives.

Info All

- (1) The RM briefed on recent manning changes in the Museum and Archives and stated that there was a renewed level of motivation and capability in the Regimental team in Calgary;
- (2) The RM briefed that draft command guidance and a draft five-year plan had been submitted at the Guard meeting the day previous, and supported (enclosed at reference B); and
- (3) The RM advised that there is a significant amount of effort and resources required to overcome the cumulative deficiencies, particularly in the Regimental Gallery. All agreed that there is a real requirement to update and modernize the Gallery, with the 100th Anniversary being the target date for Gallery completion. The RM noted that the Concept Development Plan is seen as key in a professional modernization of the Gallery.

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d. Regimental Awards.		
(1)	The RM presented 2 PPCLI's submission of Pte D.J. Johnston for a Regimental Achievement Award for female first place finish in the 2009 Mountain Man race. The REC approved the award.	RM
(2)	The RM highlighted RHQ concerns that submissions and approvals of all categories of Regimental Awards need to be modernized. The RM stated that RHQ would continue to update the necessary forms and would investigate online applications/submissions. The RM requested that the REC approve use of the MS Office Outlook "vote" function to receive and then approve or deny awards. This would allow awards to be considered and approved in real-time; avoiding the delay currently imposed by the Regimental policy of consolidating submissions for approval at a REC meeting. The REC approved the use of the MS Outlook "vote" function. The Regimental policy will reflect this modernization of the process; and	RM
(3)	LCol Wilson reminded the REC to ensure that the Patricia leadership include the receipt of a Regimental Award in an individual's PDR/PER. This is important since the merit boards do consider, and can grant points for, awards.	All
e. Regimental Gratuities.		
(1)	The RM presented a revision and modernization to the current gratuities products and policies. The RM explained that the Regiment was doing a poor job of maintaining a single and consistent Regimental standard for all Patricias, and that RHQ was limited in its ability to control quality and respond to unit and ERE requirements in a timely fashion;	
(2)	The RM proposed that all Regimental gratuities and awards adopt a standardized diploma cover model in order to guarantee a consistent Regimental standard and improve RHQ quality control and responsiveness. This would apply to the following: <ul style="list-style-type: none"> • Regimental Memorial Scrolls; • Regimental Certificates of Appreciation; and • all Regimental retirement certificates. 	
(3)	The REC agreed with the requirement for a more consistent and sustainable Regimental standard and liked the models presented. The ERE representatives especially appreciated the new products, noting the ease of their distribution and simplicity of issue on behalf of the Regiment. The REC accepted the new diploma cover standard for all gratuities and awards, less the retirement certificates for all IE 20(+) retirees. This approval will be reflected in an update of the Regimental awards and gratuities policies;	RM
(4)	There was an extended and emotional discussion regarding the appropriateness of the new model for a retiring Patricia who had	All

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given 20 years or more service to the Regiment and the CF. Several members believed that individuals retiring with 20 years of service or more should still receive a large framed retirement scroll. The RM advised that a firm decision on this specific matter did not have to be reached at this meeting. CWO Leger stated that the REC members should solicit the feedback of their respective Patricias before deciding on this matter. CWO Leger also agreed to work with RHQ staff to investigate other possible options or compromises. All members agreed to defer decision on this specific gratuity to the next REC meeting; and

- (5) The final backbrief and decision regarding options for the 20(+) years of service gratuities will occur at the next REC meeting. RM / All

- f. **Regimental Dues.** The RM advised that The RCR have a significantly more simplified voluntary contributions structure than the PPCLI currently have. The RCR has three rates, one for all other ranks, one for 2Lt through Capt, and one for Maj and up. The RM stated how a simplified payment structure would greatly ease the burden on the Regimental database and clerk for accounting for Regimental dues, changes in dues and arrears. The RM explained how accurate accounting has legal implications and liability since the contributions are managed by the Regiment's legal charity, the PPCLI Regimental Fund. The RM stated that RHQ would continue to investigate options for presentation at a future date. RM

g. **Other Business.**

- (1) LCol Bruce noted that the 1 CMBG and LFWA Changes of Command would need to be added to the Regimental calendar once the dates were confirmed; RM
- (2) LCol Bruce outlined how the Regiment had recently done a better job of succession planning Patricias into a variety of other CO and Commander positions, using LFCA TC and Base Suffield as examples, but that the Regiment needed to do a better job of supporting these 'other' Patricia commanders, as simply as ensuring Senior Patricia representation and attendance at these Changes of Command or other key events during a Patricia's command tenure. LCol Bruce asked the Chairman to raise this fundamental issue to the Guard for future tracking and action. The Chairman agreed; and Chairman / RM
- (3) There was no further discussion or new business.

7. **CONCLUDING REMARKS**

- a. The Chairman thanked the REC members for their commitment to attend and participate during such a busy period;
- b. The Chairman noted that both the serving component finances and the 100th Anniversary were receiving the attention they require and that detailed updates would be provided secretarially or at subsequent meetings, as required. He noted that the 100th Anniversary National

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Plan, Version 9, would be completed, signed and distributed as soon as feasible; and

c. The Chairman wished RSM Leger a Happy Birthday.

8. **ADJOURNMENT**

The Chairman adjourned the meeting at 1330 hours. The next REC meeting is tentatively scheduled for Friday, 12 March 2009, in Edmonton.

RM

Prepared by:



J.M. Bird
Maj
Secretary

Approved/Not Approved



P.S. Dawe
LCol
Chairman

Distribution List

Action

PPCLI Regimental Executive Committee
PPCLI Regimental Headquarters//RM/RAdj/RWO/Kitshop NCO/CClk/Accts NCO
PPCLI 100th Anniversary Office//Regimental Secretary/Sergeant Major

Information

Colonel of the Regiment
PPCLI Regimental Guard
PPCLI Association//President/Vice President/Secretary