



THE VOXAIR

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FREE



On Sunday, May 5, 2008, members of the HMCS Chippawa, HMCS Winnipeg and the Naval Cadets conducted the 2008 Battle of the Atlantic ceremony.

Colin Aiken

Remembering the Battle of the Atlantic

By Lt(N) Simone Smith

On Sunday, 4 May, 2008 Manitoba's Naval community came together to remember those who served in Canada's Navy and Merchant Navy who made the supreme sacrifice during The Battle of the Atlantic from 1939 - 1945. A memorial service was held at 1 Navy Way in HMCS CHIPPAWA. The Lieutenant Governor of Manitoba, The Honourable John Harvard, P.C., O.M., and other dignitaries were in attendance.

The ceremony in CHIPPAWA was part of a national commemoration of this 2,075 day campaign to keep the vital supply lines between North America and Europe open.

During her welcoming address, LCdr Heather Heuthorst, Commanding Officer of CHIPPAWA noted, "the dedication to service, determination, bravery and perseverance in the face of adversity that our War veterans demonstrated daily," and specifically that of the crews of the ships that CHIPPAWA honoured this year. These were the HMCS FRASER and HMCS MARGAREE. "

Nine Manitobans lost their lives when HMCS FRASER and HMCS MARGAREE were lost at sea in 1940.

FRASER was sunk after a collision with the British Cruiser CALCUTTA, while participating in the evacuation of France. There were 47 men lost, five of whom were Manitobans. They were LS Arthur E. Archer, AB

Robert M. Kennedy, AB Paul J.L. Marcotte, Electrical Artificer 4 Frank McGibney, and AB Andrew More. After the sinking of the FRASER, the replacement vessel needed to be found.

This replacement vessel was the MARGAREE. Many of the survivors of the FRASER joined the crew of the MARGAREE. She was lost at sea in the Atlantic after a collision with the freighter PORT FAIRY, while escorting a five ship convoy.

Of the 141 men lost, 86 of these had survived the loss of the FRASER. The four Manitobans who lost their lives were OS Alexander J.W. Dickens, AB Robert Smith, OS Harry Watkins, and LS Horace M. Webb.

Immediately following the ceremony,

the ship's companies of HMCS CHIPPAWA and HMCS WINNIPEG, Naval veterans and members of Manitoba's Naval Cadet Corps, marched to the Cenotaph on Memorial Boulevard, where a wreath laying ceremony took place. This ceremony honoured not only those lost in HMCS FRASER and HMCS MARGAREE, but also the more than 4300 other sailors, airmen and Merchant mariners who lost their lives during the Battle of the Atlantic.

For many who attended these ceremonies, the sacrifices made by War veterans bring into focus the importance of the work performed by the Canadian Navy and naval air forces during operations taking place around the world today.

In this issue:

VAC program helps members plan for life after the CF

Page 2

Police mentoring helps make a difference in Afghanistan

Page 9

17 Wing Cinema closes

Page 14

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Job Placement program helps with life after the CF

By Veterans Affairs Canada

Where do I go from here? It's a very common question for military personnel as they release and start looking for a civilian career or transition to retirement.

There's a program that can help you, with one-on-one job coaching and a job bank. And it's available to just about everyone who ever served in the CF.

It's been a while since you've ventured into the civilian job market, and you could use some help. That's why Veterans Affairs Canada's (VAC's) Job Placement program, based on a highly successful British Ministry

of Defence model, was developed as part of the New Veterans Charter.

Developed in conjunction with the CF, the program helps releasing personnel find rewarding new careers when they leave the Forces. To ensure that the program is effective, VAC has contracted with Right Management, a company possessing extensive expertise and 25 years experience in the career transition business.

"We're honoured to be in the position of supporting the men and women of the Canadian Forces," says Bram Lowsky, Right Management Canada General Manager, "individuals who have built careers in the military and

now are ready and willing to find active employment in the civilian job market."

For most releasing personnel, this represents their first civilian career search, which can make the transition challenging despite the fact that most personnel possess skills and leadership abilities that are highly sought by employers.

A recent University of Victoria study of a small group of CF veterans showed many veterans identified finding a satisfying post-military career as a key element for a successful transition to civilian life. That's why the opportunity to sit down with an experienced career coach and build a plan is a crucial

first step.

Once you've spoken with VAC to determine if the Job Placement Program is right for you, you'll work with Right Management to create a plan that identifies your transferable skills, write a strong resume outlining your past responsibilities and achievements, and map out your job search campaign. These steps will help ensure that you, and your family, have a successful transition to civilian life.

Once you have submitted your release or received your release instruction, and completed the workshops, you will join the full program and meet with one of Right Management's coach-

es. This is the "all about you" part, where you begin to build and execute your plan based on your interests and aspirations.

"The expertise of our career coaches is what makes us so successful," Mr. Lowsky says. "We help people transition their careers and find a rewarding and challenging opportunity that they can be passionate about."

Finally, you will launch your job search. This is simple with the help of Right's national network of job finders who promote CF veterans to business communities throughout Canada, to help identify jobs.

For the CF, Veterans Affairs Canada and Right Man-

agement, the goal is very clear – to help all releasing CF personnel, including some classes of Reservists, find civilian careers that are appropriate, rewarding and challenging, and to do so as quickly as possible.

"At Veterans Affairs," says Minister of Veterans Affairs Greg Thompson, "we're very pleased to have this opportunity to use the expertise of Right Management to assist CF personnel in making their transition successful."

To learn more about the Job Placement program, speak with your Personnel Selection Officer, telephone VAC at 1-866-522-2122, or go to www.vac-acc.gc.ca.

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Programme d'aide au placement des Anciens Combattants

Par Anciens Combattants Canada

Qu'est-ce que je fais à présent? Cette question revient souvent dans la bouche des militaires libérés qui cherchent à entreprendre une carrière dans la vie civile ou qui se préparent à la retraite.

Il existe un programme qui peut vous aider. Ce programme offre de l'encadrement individuel et comporte une banque d'emplois.

Et il est accessible à presque toutes les personnes qui ont servi dans les FC.

Ça fait des lustres que vous n'avez pas été sur le marché du travail et vous pourriez certainement bénéficier d'une aide pratique. Voilà pourquoi le Programme d'aide au placement d'Anciens Combattants Canada (ACC) a été institué, basé sur un modèle très réussi du British Ministry of Defence, dans le cadre de la nouvelle Charte des anciens combattants.

Élaboré en collaboration avec les FC, le programme

aide le personnel en voie d'être libéré à trouver un emploi civil enrichissant lorsqu'ils quittent les Forces.

Pour s'assurer que le programme est efficace, ACC a retenu les services de la société Right Management, compte tenu de sa grande expertise et de ses 25 ans d'expérience dans la prestation de services de réorientation professionnelle.

« Nous sommes honorés de pouvoir appuyer les militaires des Forces canadiennes. Ces gens qui ont bâti une carrière dans les forces armées et qui sont prêts et disposés à trouver un emploi actif dans le marché civil » a déclaré Bram Lowsky, directeur général de Right Management Canada.

Pour la plupart des militaires en voie d'être libérés, ceci représente leur première recherche d'une carrière civile, qui peut s'avérer un défi de taille malgré le fait que la plupart des militaires ont les compétences et les capacités de leadership dont les employeurs ont besoin.

Une étude récente de l'Université de Victoria, portant sur un petit groupe de vétérans des FC, a révélé que de nombreux vétérans considèrent qu'une carrière satisfaisante après le service militaire est un élément essentiel de la réussite de la transition à la vie civile. C'est pourquoi la possibilité de rencontrer un encadreur professionnel et d'élaborer un plan avec cette personne constitue un point de départ crucial.

Dès que vous avez contacté ACC et déterminé si le Programme d'aide au placement vous convient, vous commencez à établir, avec Right Management, un plan précisant vos compétences transférables et à élaborer un curriculum vitae solide et une stratégie de recherche d'emploi. Ces étapes vous aideront, à vous et à votre famille, à réintégrer avec succès la vie civile.

Une fois que vous avez soumis votre libération ou que vous avez reçu vos instructions de libération, et complété les ateliers, vous ferez partie du programme et vous commencerez à travailler avec un encadreur professionnel. Voici la partie « à votre sujet », où vous continuerez à étoffer et exécuter votre plan, compte tenu de vos intérêts et de vos aspirations.

« C'est grâce au savoir-

faire de nos encadreurs que nous réussissons si bien. Nous aidons les gens à réorienter leur carrière et à se trouver un emploi stimulant et enrichissant qu'ils aiment » a déclaré M. Lowsky.

Finalement, vous commencerez votre recherche d'emploi. Cette étape est facilitée par le réseau national de placement de Right Management qui fait valoir les vétérans des FC auprès du milieu des affaires afin de repérer des emplois dans les collectivités canadiennes.

Pour les FC, ACC et Right Management, le but est clair : aider le personnel des FC en voie de libération, y compris les réservistes admissibles, à trouver le plus rapidement possible un emploi civil convenable, enrichissant et intéressant.

« Nous sommes très heureux d'avoir la possibilité d'utiliser l'expertise de Right Management afin d'aider le personnel des FC à réintégrer avec succès la vie civile. » a déclaré Greg Thompson, ministre d'Anciens Combattants Canada.

Pour de plus amples renseignements sur le Programme d'aide au placement, communiquez avec votre officier de sélection du personnel, communiquez avec Anciens Combattants Canada en composant le 1-866-522-2022 ou consultez le site www.vac-acc.gc.ca.

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LCol Kennedy takes over command of 435 Sqn

On Friday, May 2, 2008, LCol Sean G. Friday handed over command of 435 "Chinthe" Transport and Rescue Squadron, based in Winnipeg, to LCol David Kennedy during a Change of Command parade at Hangar 16.

LCol Friday will be proceeding to command the Theatre Support Element at Camp Mirage in the Persian Gulf region.

"The opportunity to command 435 Squadron is a bonus and an honour because of my close association to the unit over the years. Not too many people have the

opportunity to choose their commands" said LCol Kennedy. "It is a great honour and a privilege to be selected for a command position."

Some of the top priorities for LCol Kennedy while commanding 435 "Chinthe" Transport and Rescue Squadron are to focus on providing stability for the personnel at the squadron and maintaining operations and standards at their current levels.

The mission of 435 "Chinthe" Transport and Rescue Squadron is to conduct air mobility and search and rescue operations. 435 Squadron tasks include air-

lift of freight and passengers, air-to-air refuelling of fighter aircraft in Canada and around the world and search and rescue operations within the Trenton Search and Rescue Region from the border with the United States to the geographic North Pole.

Whether searching for Canadians in distress, refuelling CF-18 Hornet fighter-bombers on a NORAD mission or flying into a gravel airstrip at the top of the world, 435 "Chinthe" Transport and Rescue Squadron strives to live up to its motto: Certi Provehendi - Determined to Deliver.



The presiding officer Col Scott Howden, 17 Wing Commander, LCol Sean Friday, left, and LCol Kennedy, right, all sign the appointment scrolls during the 435 Squadron Change of Command parade.

Lord Strathcona's Horse members grateful for support

By Lt Matt Bentley & WO Leigh Taylor
3rd Troop, B Squadron, LDSH(RC)

In late February, after many months of training, the first half of 3rd Troop, B Squadron, Lord Strathcona's Horse (Royal Canadians) said their difficult goodbyes to their loving friends and families and began their journey across the world.

The first stop was Winnipeg to pick up other members of the battle group, where we were met by a friendly Manitoba snowstorm, which would soon be replaced by the desert heat.

The trip itself took about 23 hours and had us crossing so many time zones that by the time we arrived at Kandahar Air Field (KAF), our bodies had no idea what

time it was. After a few briefings, we were shown to our temporary quarters and got some much needed rest.

Spending a few days at KAF was an experience of its own. KAF is a very well protected mini-city with a multitude of military representatives from around the world all enjoying their Tim Horton's coffee and Pizza Hut pizza. While the amenities were nice, we were all looking forward to getting out to our Forward Operating Base (FOB) and into our new Leopard 2 A6M main battle tanks.

After about three days at KAF, our wish was granted and we were loaded onto a helicopter and were flown out to our new home for the

first time.

Our C Squadron brothers met us on the landing zone and began showing us the ropes. Explaining how their tour went and passing on all the lessons they had learned during their six months was a huge help.

After a quick tour of the local area (including where the TV with X-Box is located) and a day to unpack, our Squadron was given its first tasking. We were to deploy north through the open desert to help out a unit with stuck vehicles near a newly formed FOB.

The first stage of this operation was a 60 kilometres night move through the desert, which was a task expected to take more than

12 hours. With the expert experience and navigational skills of Bon Accord's own WO Leigh Taylor, 3rd Troop was able to complete this task to everyone's surprise in less than 6 hours.

About a week later, upon our return to the FOB, we were greeted not only by our B Squadron comrades but also by the overwhelming support from the home front.

On each of our beds was a package stuffed full of items both fun and required along with a huge banner from the people of Gibbons and Bon Accord with many well wishes and positive messages.

It was a huge boost to troop morale after our long operation.

The support from all of our communities back home has been truly fantastic and

the banner now hangs proudly in our Squadron lounge where we can be reminded of all the support we have for our mission.

All of the soldiers of 3rd Troop and B Squadron are very grateful for this support and we are all looking forward to getting the job done here so we can come home safely to our friends and families.

PERSEVERANCE



Members of Lord Strathcona's Horse display the messages from home.

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Spotlight on... 1 Canadian Air Division

2008 marks the 50th anniversary of NORAD

By Karen Christiuk

May 12, 2008 marked the 50th anniversary of the most significant military agreement between Canada and the United States—the North American Aerospace Defence Command—more commonly known throughout the world as NORAD. Although originally created during the Cold War to defend North America against possible air invasion, NORAD's structure, name and complexity have evolved throughout the years, particularly in response to the 2001 World Trade Centre attacks. NORAD's mission is to provide aerospace warning and aerospace control for North America through the command center

at NORAD-U.S. Northern Command in Colorado and three regional headquarters: 1 Canadian Air Division/Canadian NORAD Region (1 Cdn Air Div/CANR) inside 17 Wing (Winnipeg), Alaskan NORAD Region (ANR) inside Elmendorf Air Force Base, and Continental NORAD Region (CONR) inside Tyndall Air Force Base (Florida).

"Through CANR, Canadians play a major role in NORAD," explains Maj Jason Proulx, Assistant Deputy at NORAD-USNORTH-COM Public Affairs. "When you look at a map that shows the NORAD airspace, you will notice that the Canadian region comprises the largest area to cover and protect—nearly 10 million

square kilometres. This air coverage is particularly vital in less populated areas such as Canada's vast Arctic."

Although the main NORAD jubilee celebrations will take place in Colorado Springs, a Canadian public celebration will also take place in Winnipeg on May 30th on the south grounds of Manitoba's Legislative Building at 10:00 a.m. The event will include a military parade and dramatic flypast by the Snowbirds and CF-18 Hornet National Demonstration Teams. In honour of the jubilee, the Snowbirds have "NORAD 50" imprinted on their tails, while the CF-18 demonstration team has made the Golden Jubilee one of its themes for the 2008 season.

"Activities surrounding the 50th anniversary of NORAD are designed to remind all Canadians that NORAD plays a vital role to the security of North America," notes Maj Proulx. "Canadians and Americans work together 24 hours a day, 365 days a year to watch the skies over both countries. We've also recently added a maritime warning mission which is meant to enhance, not replace, the important roles played by other organizations such as the Navy and Coast Guard, by improving information sharing on both sides of the border. Defence is a team effort, and we are proud to be a part of the



Technology has changed over the years.

team."

Unquestionably, the modern NORAD of today is vastly different from what it looked like five decades ago. During the early days of the organization, one of Canada's main contributions came in the form of the Distant Early Warning (DEW) Line, a massive engineering marvel of radar stations that stretched across the Arctic and remained in operation for 30 years. Two other radar systems (the Pinetree Line and the Mid-Canada Line) also worked in conjunction with the DEW Line as additional sites for detection. For air defence fighter aircraft, Canada relied on nine Royal Canadian Air Force (RCAF) squadrons headquartered at Air Defence Command in St. Hubert, Quebec.

Today, in addition to the

Canadian NORAD Region Headquarters (CANR) in Winnipeg, NORAD is also supported in Canada by the Canadian Air Defence Sector (CADS) at 22 Wing North Bay. Additionally, CANR also maintains CF-18 Hornet aircraft on standby at 4 Wing (Cold Lake, Alberta) and 3 Wing (Bagotville, Quebec).

Although its general mission to protect and watch the skies over North America has remained constant for the last 50 years, recent events such as the 2001 attacks on the World Trade Centre have had a significant influence on NORAD. One person who can speak with first-hand knowledge about NORAD's post 9/11 evolution, and the new spotlight on homeland security, is Col Christopher Coates, the current Director of Operations for 1 Cdn Air Div/CANR.

"We've developed procedures and means to look inward to extend our air defence capabilities over the continent," explains Col Coates. "Operationally, our protection used to start at the edge of our continent and we focused outward and tried to keep the threats at a distance. We've now learned to integrate our military air defence with the civilian air traffic control, and so we've developed links with domestic agencies. It's a whole set of capabilities that didn't exist prior to September 11—both personnel and procedures."

Col Coates says that another major outcome of 9/11 has been the implementation of "Operation Noble Eagle" also known in military circles as "O-N-E." The mission of Operation Noble Eagle is to look for potential air threats from within the

continent, particularly by civilian aircraft and assist with homeland defence.

"Since 9/11, when there is suspicious activity within our country, we will investigate, sometimes with fighter aircraft, or by other means."

Additionally, NORAD has also taken on a special public responsibility for providing air defence coverage for special events inside North America.

"NORAD has provided aerospace warning and control for recent events such as the North American Leaders' Summit in Montebello, Quebec," says Col Coates. "Working closely with the RCMP and other agencies is critical to providing a safe and secure environment for these special events. Similarly, the 2010 Winter Olympics in Vancouver will be a very important event for us."

With its long and complicated history, and new threats occurring continually throughout the world, it is difficult to imagine what NORAD will look like in the next 50 years.

Nonetheless, with the thick backbone of the first five decades behind them, the future of NORAD definitely looks bright for both Canada and the U.S.

"The strength of NORAD comes from a team—a binational command—it increases the voices of both countries," says Col Coates. "NORAD will continue to evolve to meet the needs of Canada and the U.S. as we face the threats of the future—whatever they may be."

More information about the NORAD 50th anniversary celebrations is available at www.norad.mil/50.



NORAD marks its 50th anniversary in 2008.



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A farewell after four decades of service

By Karen Christiuk

After 40 years of dedicated service to the Canadian Forces, LCol Terrance Wilfred Costello, A1 Reserve Program Management and Coordination, gave a fond farewell to his colleagues at 1 Canadian Air Division/Canadian NORAD Region Headquarters (1 Cdn Air Div/CANR HQ) on April 28.

During his long career in Air Traffic Control with the Regular Force and as a staff officer in the Air Reserves, LCol Costello worked on Bases in Trenton, Borden, Winnipeg, Moose Jaw, Ottawa, and in Germany (Lahr, Rhein Main, and Baden-Söllingen).

Although he had many distinguished moments during his career, a special note was made during the presentations of LCol Costello's ATC efforts in 1982 while stationed at CFB Trenton when he handled an in-flight emergency involving the pilot of a single-engine aircraft who had become lost in poor weather conditions. LCol Costello's calm demeanour and professionalism resulted in a safe landing and the preservation of three lives. For his efforts, LCol Costello was awarded



BGen E.B. Thuen, Deputy Commander Mission Support (right) presents LCol Costello with his retirement pin.

the Directorate of Flight Safety (DFS) Professionalism Award.

Additionally, during his long career, LCol Costello was awarded the Commander's 1 CAG Commendation, the Canadian Forces Decoration Second Clasp, the Special Service Medal (NATO), Queen's Silver and Golden Jubilee Medals, the

Canada 125th Anniversary Medal, and a CF Aerobic Fitness Gold Seal.

During the farewell ceremony, LCol Costello was presented with a variety of retirement certificates and letters, a retirement pin, and a Canadian flag that had been flown on the Peace Tower in Ottawa in March of this year.

SISIP and 17 Wing prepare for Volunteer Appreciation

Hear the sound of thundering hooves as we host this year's SISIP Volunteer Appreciation event trackside at the Assiniboia Downs on June 22.

Lunch and award presentations will take place from 1300-1500 hrs with lots of great activities to follow: petting zoo, pony rides, face painting and much more.

The organizing committee needs your support to make this year's event another success by letting us know who to invite.

We're asking COs, supervisors, colleagues, and neighbors to nominate personnel who volunteer within the 17 Wing community or their local community. Volunteer names can be submitted for recognition or, volunteers that have made



Lynn Goodwin, left, representing SISIP, presents a cheque for \$4,000, to Don Brennan, centre, MFRC Executive Director and Rick Harris, PSP Manager, in support of the Annual Wing Volunteer Appreciation event.

outstanding contributions within the 17 Wing Community can be nominated to receive an award. Nomination forms are available at MFRC, Bldg 90 and on the DIN/Activities and www.pspwinnipeg.ca websites.

Nominations will be ac-

cepted until Tuesday, May 20 at Bldg 90 or MFRC.

Completed forms can also be faxed to 833-2755 or 489-8587. Contacts for this event are Barb Thuen, MFRC local 4519 and Lori-Ann Mundt, Community Recreation local 2059.

Dr. Dave Williams to speak at 17 Wing

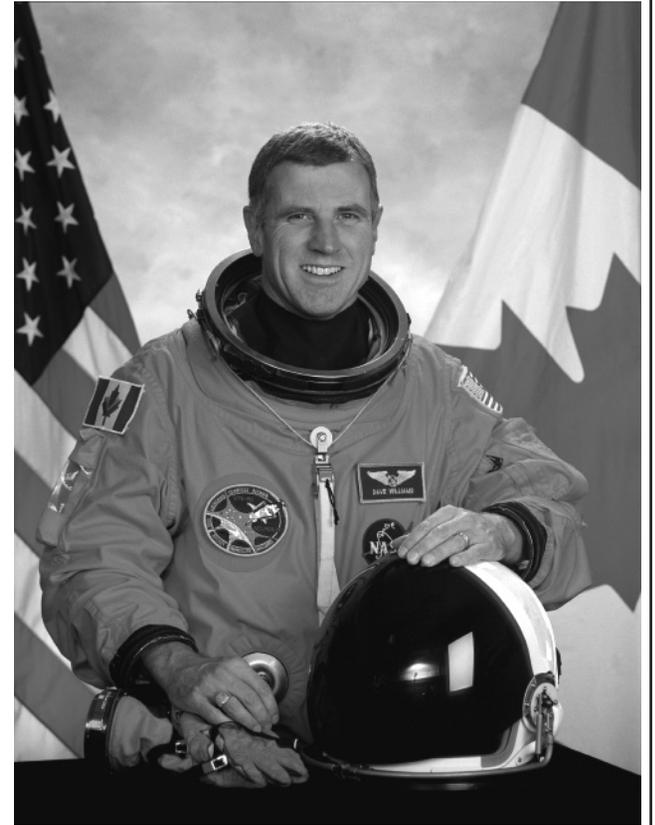
Dr. Dave Williams, one of Canada's most well-known astronauts, is presenting a free public lecture on the topic The View From the International Space Station – A Canadian's Perspective at the 17 Wing Theatre (680 Wihuri Road, formerly Whyteford Road) from 1100 to 1215 hrs on May 21.

"We are delighted that Dr. Williams is able to join us for this special presentation," says LCdr Bob Angus, Aerospace Medical Programs Flight Surgeon. "We're looking forward to hearing his stories about working in space."

Dr. Williams is visiting Winnipeg as part of the Canadian Forces Operational Aerospace Medicine Conference 2008, organized by 1 Canadian Air Division/Canadian NORAD Region Headquarters.

Dr. Williams is known in the medical world for his knowledge of neuroscience research and the effects of microgravity on the brain and the nervous system.

Some of his career highlights include working aboard the Space Shuttle Columbia in 1998, and serving as Director of the



Dr. Dave Williams will be at 17 Wing Winnipeg on May 21, 2008

Space and Life Sciences Directorate at the Johnson Space Center in Houston from 1998 to 2002.

He also has the unique distinction of being the first Canadian to have lived and worked in space—and in the ocean—through his participation in a training exercise held in Aquarius, the world's only underwater research laboratory.

Dr. Dave Williams retired from active astronaut status as of March 1, 2008 to take on a new position as director for the McMaster Centre for Medical Robotics at St. Joseph's Healthcare Hamilton.

For more information about the presentation, please call 833-2500 extension 4144 or email Coulson.CA@forces.gc.ca.



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Institutionalizing the Public Service Employment Act

Submitted by Civilian Human Resources Service Centre (Prairies)

On 31 December 2005, the new Public Service Employment Act (PSEA) came into force.

This legislation was the final piece of the Public Service Modernization Act (PSMA) to be implemented and was designed to change recruitment in the Public Service.

Let's look back and review why new legislation was required, what has changed in the past 27 months and what changes lie ahead.

The new PSEA replaced legislation that was passed in 1967.

Forty years ago the baby boomers began moving into the workplace in huge numbers.

It was a time of fast economic growth in both the private and public sector.

This demographic bubble has dominated the workforce in Canada ever since. It was a homogeneous workforce well prepared to meet the needs a growing nation.

Forty years later, the world is a very different place. Today, baby boomers are retiring from the workplace in ever increasing numbers. In fact, approximately half of the Public Service is eligible to retire in the next 10 years.

This demographic reality is af-

fecting all employers (public and private) in North America.

There has also been a dramatic change in the make up of the Canadian workforce.

While Canadian family size continued to shrink over the last four decades, a fast growing aboriginal population and increased immigration has changed the make up of the Canadian workforce.

So what does all this mean? In simplest terms, it means that all employers will be competing for a shrinking and significantly more diverse workforce.

To be able to effectively compete for the employees of the future, the Public Service needed to change its approach to recruitment.

The new PSEA is one of the key tools to enable the renewal and rejuvenation of the Public Service.

The new PSEA provides for increased flexibilities for managers to recruit in an increasingly competitive job market. With the new PSEA, the focus shifted from a rules based approach to a values based approach. The preamble of the PSEA identifies a number of values (transparency, accessibility, fairness etc) as the guiding principles for the legislation.

The new PSEA relies on effective Human Resource Planning as

the key to efficient staffing in the Public Service.

Human Resource Planning allows an organization to develop a strategic approach to managing its human resources including recruitment.

For example, rather than running multiple separate selection processes for similar positions, opportunities for collective staffing can be identified at the local/regional/national and intra-departmental level to recruit for many similar positions through one process.

This means many positions can be filled via one selection process. Candidates are assessed and qualified candidates are placed in a pool for selection when other similar vacancies occur.

This speeds up the selection of candidates considerably, while saving managers time and effort.

Collective staffing is made possible through the use of a Statement of Merit Criteria which identifies the Essential qualifications along with Asset qualifications,

Operational Requirements and Organizational Needs

Although all candidates that are placed in a pool must meet all of the essential qualifications, it is often the other qualifications that allow a manager to identify the right fit for the position.

The new PSEA also defines merit in such a way as to allow the appointment of qualified persons rather than trying to find the most qualified as was required under the old PSEA.

This allows for simplified assessment of candidates with a

greater focus on competencies and previous performance as indications of future performance and the capacity to do the required duties.

Furthermore, under the new PSEA, managers no longer have to look internally first when considering their options in staffing a vacant position.

This is critical when considering the need to bring new employees into the Public Service as increasing numbers of employees retire.

Managers can select one of four selection process options (internal advertised process, internal non advertised process, external advertised process or external non-advertised process) when filing a vacancy.

More and more recruitment is being done through external selection processes to develop large pools of candidates for vacancies.

Candidates from both inside and outside the Public Service apply on external processes and if found qualified may be placed in a pool.

Both managers and candidates benefit from the new approach. For managers, greater flexibility, fewer rules, simplified assessment and the use of collective staffing can greatly speed up recruitment. For employees, there is less need to apply on process after process to advance.

Candidates can apply on a single process and if found qualified may be placed in a pool used to fill many positions.

This saves employees time, effort and the stress of going through multiple selection processes.

Assessment is often simpler again saving employees time, effort and stress.

Over the past 27 months, managers and HR staff have become increasingly reliant on collective staffing to fill vacancies.

Simplified assessment is becoming more common and as managers have the opportunity to experience the benefits, the frequency of collective staffing with simplified assessment continues to grow.

So what changes can we expect in the future.

ADM HR Civ, in consultation with senior managers, is moving forward with an aggressive campaign to reach out to find candidates with specialized skill sets to fill critical civilian positions within the Department of National Defence.

The We've Got Shoes to Fill Campaign is designed to attract and/or seek out potential employees by going to them rather than waiting for them to come to us.

This campaign is supported through strategic recruitment officers that use HR Plans to identify opportunities for collective staffing and attend key job fairs market DND to the employees of the future across the country.

The frequency of staffing using pools created from collective processes will continue to grow and expand to more regional/national and intra-departmental pools.

Assessment will continue to be simplified and shift to focus on competencies. Recruitment should continue to become a more efficient, simpler and effective process.

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P2V-7 Neptune Survivors' Luncheon Greenwood, NS

The VPI Club of Greenwood, Nova Scotia, is planning a luncheon on 3 June 2008 to commemorate all those aircrew who flew the Neptune aircraft in the RCAF or other Allied Air Forces. We will be exchanging stories, and reminiscences, both factual and near-factual.

For more information, contact Derek Squire at 902-765-4660 or derek.squire@gmail.com.



Supporting Cadets

The St. James chapter of the Order Eastern Star recently closed because of declining membership. They wanted to make a donation to an organization that contributes to Manitoba Youth. They chose the Hubbell Awards, which is a registered charity that presents bursaries to cadets in Manitoba. The ladies of the Eastern Star made a donation of \$5,000 to the Hubbell Awards. Accepting the donation were Ben VanRuiten, VP Hubbell Awards, Ivan Poitras, President Hubbell Awards, Phyllis Dyck, Associate Grand Conductress Order of Eastern Star, Grace Burke, Past Grand Matron, Manitoba and Norman Clark, Director, Hubbell Awards

Fire Pits

This is a reminder to **ALL** PMQ occupants.



Under the direction of the Canadian Forces Fire Marshall (CFFM) and Wing Fire Orders Section 4 para 42, Fire Pits and clay or metal portable fire places are **prohibited** within the confines of DND property. This includes all PMQs on the North and South Site. Questions can be forwarded to the 17 Wing Fire Inspection Office 833-2500 extension 5501.

Thunder Bay students learn basic soldier skills

By Cpl Bill Gomm

For any new recruit, basic training can be a challenge. For a recruit still in high school, and the fact that your field portion is in another province it soon becomes a much larger challenge. Just to make it more interesting throw in a winter storm warning.

During the last days in March students and staff from the Thunder Bay Cooperative (Co-op) Basic Military Qualification (BMQ) Course traveled to Shilo for their the field portion of the course and to conduct their final training exercise (FTX), Exercise BEAR TRAP.

"It's going pretty good," said WO Bob Quinte, the course WO. "It's been running well even though we are short on equipment such as medium helmets and gas masks, which are being held for operational tasks."

During their field training they visited the range for a C7 level 1 shoot, were introduced to living in the field along with lessons on camouflage and concealment,

sentry duties, challenges, judging distance, target indication, fire control orders and navigation.

For the students it was their first taste of life in the field, with snow still on the ground (and starting to fly) they set up their hoochies (ground sheets). The students usually paired up but some attached three or four sections of their ground sheets for a bigger hoochie.

The Co-op program is open to high school students and is considered a credit towards graduation, but there is no obligation to join up afterwards. The program has been running in Thunder Bay since 1999, some of those who were on the first course as candidates are now instructors on this course.

"It's the only program we run at home," said WO Quinte. "It brings in more recruits and we have a higher retention rate."

But it can be hard on the staff who will spend Monday to Friday teaching on the course then spend the weekend training with their home unit only to return on

Monday for five more days of teaching.

During the Why things are seen lecture MCpl John-Paul Nanowski wearing his Ghillies suit first spread out some of his other equipment in various places before finding a hiding spot.

Using the scopes on their C7 rifles the section spent about 15 minutes trying to find him as their section commander Sergeant Saird Ezack, moved on directions from the students on where he was hiding.

They thought they saw him when they spotted his helmet. But it was just that, his helmet.

"They were convinced he was on the hill for a while," said Sgt Ezack.

"They are getting it, added MCpl Nanowski after standing and revealing his location. "They just have to keep practicing."

With the end of the course in sight it's easy to get excited with a sense of accomplishment. Next for these eager students is the Soldier Qualification Course.



Private Robert Neron a student of the Thunder Bay Cooperative Basic Military Qualification Course stands at the ready after applying grass to better camouflage his body.

The role of Relocation Services

Submitted by Royal LePage Relocation Services

Another posting season has arrived and in between dealing with the feelings of anticipation and urgency it's important to stop, take a deep breath and ask ourselves...What's my role?

There's an important partnership that is being formed between CF members and Relocation Consultants, one that will grow with every step of a relocation.

Our goal at Royal LePage Relocation Services is to make the partnership between Consultant and CF Transferee a successful one that delivers the same outcome to both parties:

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- Providing information, advice and the administration of your employer's relocation policy.
- Providing tools and tips in an understandable format so transferees can create their own relocation plan.
- Ensuring that suppliers are paid on time.
- Providing transferees with advances so they are not out of pocket for hotels, meals and incidentals.
- Assisting transferees with claims by educating them about the on line services available on the Secure Website.

As a CF member, what's your role in this partnership?

To ensure the greatest level of success, CF members should:

- Take ownership of their relocation.
 - Contact their local RLRs office within 21 days of receiving their posting messages, knowing that the sooner they make contact the earlier they will have access to the tools that will help them make informed decisions.
 - Provide RLRs with required documentation in a timely manner.
 - Take the time to read the information given to them.
 - Make timely decisions based on their own relocation plan and keep their Relocation Consultant informed of any changes that affect that plan.
 - Understand their relocation benefits, conditions and limitations.
 - Ask questions if they don't understand.
- After all, It's Your Move!

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440 completes successful deployment to the High Arctic

By Capt Micah Hudacin
Pilot, 440 (T) Sq

On 15 April, 440 Transport Squadron returned home to Yellowknife after a successful and exciting three-week deployment to the High Arctic. They were tasked to provide air support for Op Nunavut, one of Joint Task Force North's (JTFN) annual Sovereignty Operations.

This year's operation took place on Ellesmere Island between Eureka and Alert, an area of tall mountains, deep fiords and winding glaciers. 1 Canadian Ranger Patrol Group (ICRPG) set out in multiple snowmobile patrols travelling a route that covered the entire Western shore of Ellesmere Island between Alert and Eureka. 440 Squadron's mission was resupply of the Ranger Patrols, surveillance, medevac and other miscellaneous transport tasks as required.

Because of the high demands expected of them during this Operation, 440 Squadron deployed with a large team of personnel composed of Maintainers,

Ops Personnel and Aircrew. In Yellowknife, 440 Squadron operates a total of four CC-138 Twin Otter aircraft. Through the hard work of the entire Squadron they were able to deploy three quarters their fleet (3 of 4 aircraft) for the entire duration of the Operation and achieved 100% mission accomplishment.

Two of the 440 Squadron Twin Otters were deployed in a wheel-ski configuration, which allowed them to land in the most remote and austere locations. The aircraft needed the capability of landing anywhere the Ranger Patrol might be to deliver their loads.

Most days began in Eureka where living quarters were Spartan and running water was not available. Everyone would crawl out of their sleeping bag in the morning and treat them self to well balanced IMP for breakfast. Then each crew would receive their daily missions, complete flight planning and get to work.

Along with the normal pre-flight checks, the crew

would remove the aircraft engine blankets and wing skins, all necessary aircraft accoutrements when operating in extreme temperatures with no aircraft de-icing capability.

The aircraft would then be loaded and fuelled. Finally, with all the requisite paperwork complete, it was time to fly.

All these preparations are routine to flying operations and wouldn't normally be a big deal but the temperature in Eureka this time of year is -30 to -40°C and even the simplest tasks can become challenging.

With all the pre-flight activity complete and the crews thoroughly chilled, each aircraft would depart on their mission. A typical mission for one of the ski planes would be a Ranger Patrol resupply. These missions would involve loads composed of an assortment of fuel for the snowmobiles, rations and miscellaneous replacement parts for things that had broken en route over the rough sea ice. On occasion entire replacement



440 Transport Squadron provided air support for Op Nunavut, which took place on Ellesmere Island.

snowmobiles would need to be airlifted to the Rangers at the last minute.

The crews would navigate their way through the snow covered mountain peaks and scenic glacier filled fiords en route to their planned resupply point. When they arrived, the ski-equipped Twin Otters would need to find a suitable landing area on the sea ice where

they could safely land and unload before continuing on their way.

Every time the personnel of 440 Squadron were challenged, they rose to the occasion. The maintenance team worked tirelessly, often in harsh Arctic conditions, to expeditiously complete maintenance on the aircraft thereby avoiding disrupted operations. As well, the Air-

crew were always prepared to complete that one extra last minute tasking to ensure operational success.

In total, the three 440 Squadron Twin Otters provided over 300 hours of support for Op Nunavut and it's safe to say they exceeded expectations. The Squadron should be proud of the team effort they put forward.

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Police mentoring helps make a difference in Afghanistan

By Capt Curtis Chow

As I wake up and the dusty view of my tent comes into focus, the same thought crosses my mind each day just before I get out of my bunk, "man, I think I have the best job in the world." I am a mentor with the Police Operational Mentoring Liaison Team (POMLT) and the commander for my team. We are responsible to train, mentor and professionalize the Afghan National Police (ANP) in southern Kandahar Province.

We primarily work in small teams, comprised of a mix of military police and infantry that live with detachments of ANP in Police Sub-Station (PSS). Not only is this a prestigious and highly coveted job, but a critical no fail task.

The future of the area I live and work in, and arguably the country, hinges on the ability of the Afghan Government to provide security and stability for its citizens. The ability to provide this security and stability falls on the shoulders of the Afghan National Security Forces, of which the ANP is an integral part.

Prior to the ANP mentoring operation, the ANP in Kandahar Province were largely untrained, carried dated and malfunctioning equipment, lacked a working command structure and had no professional ethos. Some ANP checkpoints were overrun, abandoned, or came under control of the insurgents.

The ANP have also been plagued by widespread corruption at all levels. Many police officers were not receiving pay on a regular basis, and when they did, their chain of command helped themselves to a portion of it. This led to officers on the street stealing from locals, and Taliban fighters being

able to easily buy their release from police custody with bribes.

The intent of the mentoring operation is to help the Afghan government create an effective, organized, professional national police force that is committed to the rule of law. The ANP need to be well led, paid regularly, and trained and equipped to a high standard in order to provide a safe and secure environment for the people of Afghanistan.

The end state of the operation is a police force capable of autonomously carrying out their assigned security and law and order mandates while also being able to attract and retain qualified candidates.

Due to the nature of the operating environment in Afghanistan at this time, the ANP are currently required to operate as a paramilitary police force vice a more traditional westernized police force.

The balance should shift as the security situation becomes progressively more permissive. The need for simultaneous ANP focus on survivability and core-policing skills drives the composition of the mentoring teams. Infantry personnel are on the teams to address and mentor security and survivability concerns, while the military police members are on the teams to mentor core policing tactics, techniques, and procedures.

All my experience as a Combat Arms officer has prepared me to undertake this challenging and dynamic task.

As Combat Arms officers and small unit leaders, we are responsible to train and develop our subordinates from the day we graduate from training. I have been involved in domestic and international operations, which has given me a foundation of experience for the

police-mentoring task.

Day to day life on the PSS includes static security for the PSS itself, security patrols and vehicle checkpoints, as well as training activities, both formal and informal.

The work itself sounds easy enough, but the southern area of Kandahar is not a very permissive working environment. The PSS themselves come under attack from time to time, and insurgent's fighters routinely engage security patrols. The insurgents in these parts roam with relative impunity, as they wear no uniforms nor do they have any distinct identifying features.

The PSS are also fairly austere by North American standards, with no running water, and electricity being supplied from a generator. Fresh food and a good night's sleep are also rare in this job.



Canadian mentor on foot patrol with an Afghan policeman in Panjwayi district.

All these elements combined, create a very challenging and dynamic working environment, with long hours as every operation and training session requires interpreters to translate between the mentors and the

ANP. That said, this is a working environment that is second to none, as far as personal and professional satisfaction is concerned.

Due to the tribal nature of the culture in Afghanistan, many of the ANP become

fiercely loyal to the mentor teams, with examples of ANP officers shielding Canadian soldiers with their own bodies during attacks.

Continued on Page 10



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CF members share experiences with ANP officers

Continued from Page 9

Living and sharing experiences and hardships with the ANP in a close living quarters allows us to mentor to a very high standard. It allows us to lead by example in all aspects of their professional life.

At my PSS we often ate evening meals with the ANP police officers.

We would try to converse through hand gestures, our broken Pashto and their broken English, but often

had to rely on the interpreter for more in depth conversations.

Currently, there are reform and restructuring initiatives being fielded for ANP in Kandahar Province.

To date, more than 400 Afghan policemen have been sent to the Herat and to the Kandahar Regional Training Centres (RTC) for an eight-week intensive professional police training course.

On April 24, 2008, the Afghan Uniformed Police

(AUP) officers graduated from this course.

And, prior to departing the RTCs, the AUP were outfitted with new weapons, vehicles, communication gear and other equipment.

They are now ready to return to their districts and take responsibility for law enforcement and security tasks.

Once re-integrated into their policing duties within Zharey and Panjwayi, the focused mentorship validation will commence and last for six weeks.

Mentors will stage permanently with the AUP in tactical infrastructures. It will be up to the mentoring teams to further develop and hone their skills and professionalism on a day-by-day basis. The constant challenges of mentoring a police

force at the ground level are what truly make this the best job in the world.

The Afghan National Security Forces (ANSF) are becoming a stronger and more capable professional organisation dedicated to providing security to its people.

The transfer of security responsibilities to the ANSF in Zharey, was an important step toward allowing the Afghan local and national authorities to assume complete control and maintain order over their territory.

Other examples of their growing proficiency are their ability to plan and execute security operations on their own, and take on other security duties from ISAF, such as maintaining security during the construction of the Causeway over the Arghandab River last fall and



Canadian Forces members train ANP officers in the field.

on the Road Construction projects in Panjwayi.

We are making progress in our efforts to assist the Government of Afghanistan in building the capacity it needs to ensure lasting security in its country and to provide its people with a renewed sense of security.

A competent force, capable of providing the local population with efficient

police services is instrumental in maintaining order and stability. Building the capacity of the ANSF, with the help of contributing ISAF nations, the International Community and NGOs, is key to ensuring the security of Afghanistan. It will further ensure that progress in reconstruction, development and building of good governance continues.



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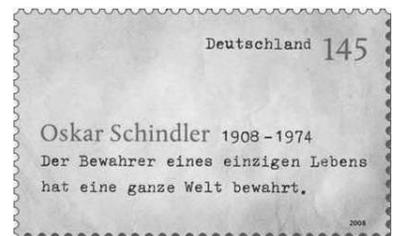
German stamp honours Schindler

By Alf Brooks

You likely recall the 1992 film Schindler's List that won the Best Picture Oscar for the year.

It told the story of Oskar Schindler, a German businessman who saved the lives of more than 1,000 Polish Jews during the Holocaust. In 1967, Schindler was hon-

ored at Israel's Yad Vashem memorial to the victims of the Holocaust as one of the Righteous Among the Nations, an honour awarded by Israel to non-Jews who saved Jews during the Holocaust at great personal risk. This year Germany is issuing a stamp honouring Oskar Schindler. The plain stamp bears the inscription "The protector of a single life has protected a whole world."



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Community Recreation WestWin Badminton Club hosts tournament

Submitted by WestWin Badminton Club members

The WestWin Badminton Club held its annual Senior/Master, age 30 and over tournament, at 17 Wing's Base Gym, 11-12 Apr 08. The total number of registered players was 29, of which seven were from the Westwin Badminton Club. The Club President, PO2 Tim Hunchak, and acting Vice President, MWO Tom Roy, said that the Canadian Forces needs these kinds of tournaments to gain more experience in the game, as it helps foster a good relationship between the military and the public. The calibre of play is very competitive as we are playing against players who have 15 to 20 years experience in the game; play itself becomes more of a chess game trying to figure out your next shot two or three moves in advance," said MWO



The WestWin Badminton Club held its annual tournament recently, with a total of 29 players registered.

Roy. The tournament was very successful as six of the seven participants from the Westwin Badminton Club won prizes.

Capt Martin Jutras - second place A Division Singles

MWO Tom Roy - second

Place B Division Singles

Jim Chow – second place C Division Singles

PO2 Tim Hunchak/Tom Roy - first place C Division Doubles

Gerry Mercier/Raul Barneles - first place D Division Doubles

Participants outside the military always look forward to playing in this tournament as much as we like putting it on. "We always receive comments on the tournament such as how much fun it is to play in," said PO2 Hunchak. If

you wish to come out and play we are on the Manitoba Badminton Website at <http://www.badminton.mb.ca> under Clubs. The Westwin Badminton Club plays every Wednesday and Sunday nights from September to the end of May.

Fitness and Recreation Center, Building 90, 680 Wihuri Rd.
Gym Facility Monitors/ General Information: 833-2500 ext 5139
Office Hours: Monday to Friday 0730 - 1200 hrs and 1300 - 1600 hrs

Community Recreation Director, Lori-Ann Mundt, ext 2059
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DATE: Session #1 – 20 May (following info session)
TIME: 1100 – 1300 hrs
LOCATION: Bldg 62, Rm 309

FOR ADDITIONAL INFORMATION OR TO REGISTER CONTACT
HEALTH PROMOTION @ LOCAL 4150/4160

National Defence / Défense nationale
Canada
Jan. 2004

National Defence / Défense nationale
Health Promotion in the Canadian Forces / Promotion de la santé dans les Forces canadiennes

BASIC RELATIONSHIP TRAINING

STRONGER TOGETHER: RELATIONSHIP SKILLS FOR CF COUPLES.
Workshops to enhance and maintain a lasting relationship.

Art Direction ADM (PA) DMCS 0505-0117 A-MD-007-S1F/JD-002
Canada

DATE & TIME: 24 MAY 0900 - 1630 HRS / 27 May 1830 – 2030 HRS / 3 JUNE 1830 - 2030 HRS
(PARTICIPANTS MUST ATTEND ALL THREE SESSIONS.)

LOCATION: LEARNING & CAREER CENTRE, BLDG #135

FOR ADDITIONAL INFO AND TO REGISTER CONTACT HEALTH PROMOTION @ 4150 OR 4160

Tips and guidelines for using Translation Services

If you've ever been involved in creating an official document for the Department of National Defence, you've most likely used internal resources or professional translation services to produce your document in both official languages. If you work inside 17 Wing, depending on which organization you work for, you can purchase translation services through the 1 Canadian Air Division/Canadian NORAD Region Headquarters (1 Cdn Air

Div/CANR HQ) Linguistic Services Section or the 17 Wing Language Training Centre (LTC).

"According to the guidelines outlined in the Communications Policy of the Government of Canada, institutions must respect the equality of status of the two official languages as established by the Canadian Charter of Rights and Freedoms and given effect through the Official Languages Act and Official Languages Regulations," says Marie-France

Reid, AIRCOM Linguistic Services Manager.

The timeframe for translating documents varies from project to project.

"A two to three-page document will normally take two to three days to translate," says Reid.

"However, this can vary depending on the length, the complexity and the degree of urgency of the document and the volume of texts received for translation. Also, in accordance with the partnership agreement signed with the Public Works and Government Services Canada Translation Bureau, addi-

tional costs are incurred for translations requested within 24 hours, or translations requiring overtime. A rush premium of 30 to 50 per cent will apply depending on the circumstances."

Reid says that personnel can simplify the translation process by following a few simple guidelines when they e-mail their documents away to be translated:

- Never send the original document
- Try to send the English and French versions of similar previous texts
- Send a list of abbreviations/acronyms (except for

abbreviations designating positions and official unit titles), with their meanings if they are not spelled out the first time they are introduced in the text

• Include a source of quotations, information or texts used and references

• Provide the contact information of two other individuals who are familiar with the document, in case one is away

• Provide a copy of the written authorization from the copyright holder if the text to be translated is protected by copyright

• Include previously pre-

pared bilingual scientific or technical lexicons

• Include a target date for the completion of the project

Use online writing sources to assist with writing projects, such as the Defence Terminology Bank (<http://terminology.mil.ca>) and Termium <http://termiumplus.gc.ca/>.

For more information contact:

• 1 Cdn Air Div/CANR Linguistic Services: +TranslationWpg@forces.gc.ca

• 17 Wing Language Training Centre: +17WingTranslation@forces.gc.ca.

CANADA'S ISR COMPANY

Fly and Maintain UAVs!



MDA has launched a major initiative to become Canada's leader in operational, Unmanned Aerial Vehicles (UAVs). To support this initiative we are looking for recently-retired Air Force personnel to fill the following positions:

- Aircraft Maintenance & Avionics Technicians
- Pilots

Initially on a 30- to 42-month assignment commencing summer 2008, you will attend an in-depth training course learning detailed UAV operations and maintenance procedures at the UAV manufacturer's international test facility. Upon successful completion of all training, you will be relocated overseas to provide an operational UAV service in support of the Canadian Forces. All positions include a major compensation and incentive package, along with all travel and living expenses for the duration of the contract.

MDA is one of Canada's largest systems engineering companies, developers of advanced information system solutions for space, land, and maritime applications. As Canada's ISR Company, MDA has delivered a number of large operational intelligence, surveillance, and reconnaissance (ISR) solutions to defence departments in Canada, and to government customers around the world.

UAVs are a key component to MDA's layered ISR strategy, leveraging our current RADARSAT-2 and CP-140 Imaging Radar projects, and our ability to fuse multi-source data into DND systems.

For more information and to apply, visit:
www.mdacorporation.com



Achat de services de traduction

Si vous avez déjà eu à créer un document officiel pour le ministère de la Défense nationale, vous avez probablement eu recours à des ressources internes ou à des services de traduction professionnelle pour produire votre document dans les deux langues officielles.

Si vous travaillez au sein de la 17e Escadre, vous pouvez, en fonction de l'organisation à laquelle vous appartenez, acheter des services de traduction par l'entremise de la section de services linguistiques du Quartier général de la 1re Division aérienne du Canada/Région canadienne du NORAD (QG 1 DAC/RC NORAD) ou par l'entremise du Centre de formation linguistique (CFL) de la 17e Escadre.

« D'après les principes

décrits dans la Politique de communication du gouvernement du Canada, les institutions sont tenues de respecter l'égalité de statut des deux langues officielles comme l'établit la Charte canadienne des droits et libertés et conformément à la Loi sur les langues officielles et au Règlement sur les langues officielles », a déclaré Marie-France Reid, directrice des services linguistiques du C Air.

Le délai pour la traduction des documents varie d'un projet à l'autre.

« Il faut en général deux à trois jours pour traduire un document de deux à trois pages, indique Marie France Reid. Cependant, cela peut varier selon la longueur et la complexité du texte, le degré d'urgence et le volume reçu de textes à traduire.

Dans le cadre de l'entente de partenariat signée avec le Bureau de la traduction des Travaux publics et Services gouvernementaux Canada, des coûts supplémentaires peuvent être facturés dans le cas de traductions devant être livrées en moins de 24 heures, ou de traductions requérant des heures de travail supplémentaires. Une "prime d'urgence" de 30 à 50 % sera appliquée selon les circonstances. »

Marie France Reid estime que l'on peut simplifier le processus de traduction en respectant quelques principes simples lors de l'envoi de textes à traduire par courriel :

- Ne jamais envoyer le document original;
- Dans la mesure du possible, envoyer les versions en français et en anglais de textes similaires traduits auparavant;
- Envoyer une liste des abréviations et des sigles (sauf ceux qui désignent des postes ou des noms officiels d'unités), ainsi que leurs significations, si ces abréviations et sigles ne sont pas écrits au long la première fois qu'ils sont utilisés dans le texte;

• Joindre la source des citations, de l'information ou des textes utilisés pour rédiger le texte à traduire, ainsi que les documents de référence;

• Fournir les coordonnées de deux personnes qui connaissent bien le document dans le cas où l'une d'elles serait injoignable;

• Dans le cas d'un texte protégé, joindre une copie de l'autorisation écrite du détenteur de droits d'auteur;

• Si nécessaire, joindre des lexiques scientifiques ou techniques bilingues;

• Indiquer la date limite à laquelle le projet doit être achevé;

• Utiliser des ressources en ligne telles que la Banque de terminologie de la Défense (<http://terminology.mil.ca>) et Termium <http://termiumplus.gc.ca/> lors des projets de rédaction.

Pour obtenir de plus amples informations, veuillez communiquer avec :

• Section des services linguistiques de la 1 DAC/RC NORAD : TranslationWpg@forces.gc.ca

• Centre de formation linguistique de la 17e Escadre : 17WingTranslation@forces.gc.ca



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Bonnie Korzeniowski
MLA for St. James
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Do you have an interesting story you'd like to share? Voxair welcomes contributions from units and members.



WINNIPEG MFRC



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Winnipeg, MB
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Fax: (204) 489-8587

Website: www.mfrc.mb.ca
Email: wpgmfrc@autobahn.mb.ca

Our Programs

- ✓ Volunteer Services
- ✓ Personal Development & Community Integration
 - Information and Referral Services
 - The Newcomer Program
 - Employment & Education Assistance
 - Services Francophones/Second Language Services
- ✓ Prevention & Intervention Services
- ✓ Family Separation & Reunion
- ✓ Child & Youth Development
- ✓ Parenting Support

MFRC Monthly Community Coffee Break

The 1st Thursday
of EVERY month
10-11 a.m.
102 Comet St.

Resources

The MFRC has Internet-ready community computers, a fax machine, tape recorders, digital camera, and video camera available for use on site during normal working hours.

Other Numbers

MFRC: 833-2500 ext.4500
Emergency Childcare: 935-7733
MFRC Childcare Centre: 837-3653
Youth Centre South: 488-8563
Youth Centre North: 833-2500 Ext 4502

CF Family Consumer
Info Line: 989-9019

Military Families: Strength Behind The Uniform

A survival kit gift to help you through a deployment

This is my gift to you in hopes that you can use a little pick-me-up or pay it forward.

(CAUTION: The use of these items is encouraged and hopefully will become habit forming)

- A Pin – To remind you to stay sharp.
- A Stick of Gum – To remind you to stick with it.
- A Candle – To remind you to burn bright.
- A Candy Kiss – To remind you that you are loved.
- A Match – To light your fire when you feel burned out.
- A Starburst – To give you a burst of energy on days when you don't have any more.
- A Snickers – To remind you to take time to laugh.
- A Lifesaver – For those times when you feel like you are drowning, reminds us all to call one another when we need to talk, to cry and to laugh.
- A Toothpick – To remind us to pick out the good qualities in all of us.
- A Button – To remind you that sometimes we need to button our

lips, a kind word goes a long way.

- A Penny – Because a little change never hurts anyone.
- A Safety Pin – For when you must help hold things together.
- A Rubber Band – To remind you to be flexible. We need to stretch our patience a little further than we might want to.
- A Marble – For those days when you feel you have lost yours.
- A Band Aid – To remind us to heal hurt feelings, either others or ours.
- A Hug – To remind us sometimes a hug says more than words.
- An Eraser – To remind us we all make mistakes, learn from them and erase them.
- A Mint – To remind us each person is priceless – what each one of us does is worth a mint to all of us, now and in the future.
- Thread of Gold – To remind us friendship is a golden thread that ties together the hearts of everyone.
- A Bag – To help you keep it all together and give you food for thought.



Successful sale

The baby and toddler gear sale was a hit again this year. Thank you to all who participated.

New children's program

À vous de jouer! Pour enfants de 0 à 6 ans
Venez jouer en français avec vos enfants au CPEF de l'école Roméo Dallaire, tous les mercredis matins de 9h30 à 11h00. À chaque rencontre nous vous proposons quelques ateliers (bricolages, jeux de musique, histoires animées...), nous offrons aussi une petite collation pour vos tous petits ainsi qu'un peu de temps libre pour jouer. Venez vous amuser! C'est gratuit!
Pour plus d'informations, contactez Sophie Bérubé, coordonnatrice des programmes au 831-1060 ou encore à l'adresse courriel suivante : sberube@atrium.ca. Pour d'autres informations sur les services en français, communiquez avec Candide Lefebvre au poste 4515 ou encore par courriel à l'adresse suivante : lefebvre.C3@forces.gc.ca.

Mothers & daughters sleepover

You are invited to a Sleepover for Self Esteem
June 7, 2008, Building 90, 1900—0800 hours
For girls 7 –14 and their mums. Join us for an evening of games, friendship, crafting, movies and more. This sleepover is part of the Dove Sleepover for Self-Esteem that is happening nationally on June 7. This is a free event, sponsored by the Winnipeg MFRC. For more information and to register, please call 833-2500 extension 4500.

Winnipeg MFRC volunteers recognized during Volunteer Week

National Volunteer Week took place this year from April 27 to May 3. This week paid tribute to the millions of Canadian volunteers who donate their time and energy. At the MFRC we celebrated our volunteers with daily Volunteer events all week long.

Our theme was Volunteers Rock! and we started the week with a special coffee party just for volunteers. We got into the swing of things with a Hip Hop Class (sorry, no pictures were taken!) and held a craft afternoon where participants made beautiful beaded creations.

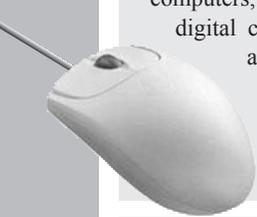
The monthly MFRC Coffee Break was dedicated to ALL of our Volunteers. The Wing Commander, Col Howden and the MFRC Executive Director, Don Brennan, cut the specially decorated cake.

The MFRC Order of the Bison award was presented to volunteers from Community Ventures Developmental Services, on behalf of all volunteers at our Centre. This award is presented to individuals or groups who have shown outstanding support to the MFRC team. Bison are curious, intelligent, territorial, dignified, playful and tremendously strong. The nature of the animal requires they be treated with respect. Our award recipients also exhibit these traits as they

perform their duties in the most exemplary manner. In keeping with the Volunteers Rock! theme, I would like to offer this tribute to all of our volunteers:

- Our Volunteers are Like Gems!
- Amethyst-Volunteers are like amethyst because they are vivid and sincere. They create stability, calmness and tranquility, even in the midst of a rowdy group of children.
- Diamond-Volunteers are like diamonds because they are brilliant, courageous and tough. Volunteers are highly prized and loved.
- Emerald-Volunteers are like emeralds because they are intense and soothing. They reflect growth, remove weariness and soothe the soul-they are highly valued.
- Ruby-Volunteers are like rubies because they are glowing and intense. They are wise, creative and peaceful.
- Sapphire-Volunteers are like sapphires because they are clear and precious. They are brilliant, precise, and happy and bring blessings.
- Above all, our volunteers are valuable, beautiful, tough, priceless and truly treasured. We hope that the volunteers truly felt valued and appreciated all week long!

WWW.MFRC-MB.CA



mmmm.

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Catholic

Chaplains

Chaplain Lisa Pacarynuk
Roman Catholic Office 833-2500 ext 5417

Father Gracjan Burkiciak
Roman Catholic Office 833-2500 ext 5272

Administrative Assistant
Carol Cochrane Office 833-2500 ext. 5087

Masses (English only)
Sunday 1100 hrs

Religious Education

Religious Education classes are available to all students from Preschool to Grade 6. Please call the office for information.

Confessions

The sacrament of reconciliation is offered 20 minutes before mass and by appointment. Contact the chaplain's office.

Baptisms

We recommend that you contact the chaplain's office for an appointment prior to the birth of your child.

Weddings -Marriages

Contact the chaplain at least six months in advance. A marriage-preparation course is a requirement.

Catholic Women's League

Meets in the Chapel Annex the third Monday of each month at 1830hrs.

Protestant

Chaplains

Padre Grant Schapansky
(Pentecostal) Office 833-2500 ext 5349

Padre David Stewart
(Presbyterian) Office 833-2500 ext 5785

Padre Curtis Duclos (Baptist)
Det Dundurn Office (306) 492-2135 ext 4299

Administrative Assistant
Carol Cochrane Office 833-2500 ext. 5087

Sunday Services (English Only)
0900 hrs

Sunday School

Sunday School is held during the service for children ages 3 to 12, except on the last Sunday of each month. Childcare is provided on an as-required basis for children under 3 years of age.

Marriages

Six months' notice is required for marriages, as counseling is necessary to prepare couples for Christian marriage. A Marriage preparation course is also required.

Baptisms

The Sacrament of Holy Baptism is available by contacting a chaplain. Time is required to give sufficient instruction about the meaning of baptism.

Protestant Chapel Guild

The Guild meets the first Sunday of the month at 1800 hrs in the Chapel Annex. All women are welcome.

Food Bank

The Food Bank is a joint undertaking by both Catholic and Protestant congregations. Please help by giving any food you can spare. The donation box is located at the rear of the chapel.

Emergency Chaplain

After normal working hours, the Emergency Chaplain can be reached through WOps Duty Centre, 833-2700.

Other Phone Numbers:

For your convenience, a phone number has been set up to provide callers with info on service times and contact with the chaplain of your choice. Phone 833-2500 ext. 6800 and follow the prompts. Those with access to the DIN visit the chaplains' Web Site at <http://17wing.winnipeg.mil.ca/main>, then click on 'Services'.

Interfaith Prayer Room

Rm 305 in Bldg 62 is avail during reg working hrs for private prayer or meditation, or for small groups to worship in the manner of their faith.



17 Wing cinema closes—marking the end of an era

After close to 50 years of showing movies to the military and community, the Wing cinema permanently turned off its projector on 27 April 2008.

A long family history for Gord and Cathie Swaile came to a close with the last show at 17 Wing's Building 90 Cinema, as the time for single screen theatre comes to be a thing of the past. The Swailes have operated the theatre since 1983.

Gone are the simple days of the past.

One reflects on what the role of the community Cinema/Theatre use to be and

what they have become today.

The Theatre was a place to have a night out, whether it was the family's night out, a couples date night or just friends getting together to enjoy a movie together.

In our more complex lifestyle, the community theatre does not have a place, as we have more choices, such as renting movies, or ordering a pay-per-view or just watching TV. We do all of this on our big screen TVs with theatre sound, in the comfort of our own homes.

The Swaile family enjoyed seeing their loyal pa-

trons and their families over the years.

The ties that built with the military community were not only with their patrons but with the teenagers that they employed.

The Swailes are also connected to the military in another way—both their daughters are married to members of the CF.

The Wing would like thank our patrons for their support over the years, and would especially like to thank Gord, Cathie and their family for their service to the military community over the past 25 years.



Come out and Run, Walk, or Roll in the

WCOMD's 5Km Challenge

DATE: **04 JUN 08**

WHERE: **BLDG 21 PARKING LOT**

TIME: **0745 hrs**

5Km Course for Walk and Run
10Km Course for Bike or Rollerblade

- Water stations provided
- Light snack at finish

CF Members, DND employees, and Military Family:
Wear Red and Help support 17 Wing log kilometres in our "Walk to Afghanistan"

To Register contact your Unit OPI or Deanne Bennett at local 4163

THALES

UAV Technical Specialists, Kandahar, Afghanistan

Thales Canada Inc., based in Ottawa, has several challenging requirements in support of Canada's military operations in Kandahar, Afghanistan. Mature individuals, with a strong commitment to getting the job done under difficult circumstances, are invited to submit their resumes for the positions listed below.

Airframe Technician Avionics Technician Electronics Technician and Technologist

These positions will be responsible for undertaking the maintenance and repair of Unmanned Aerial Vehicles (UAV), their payloads, Ground Control Stations, Ground Data Terminals, power generation systems and ancillary IT systems. Duties will also include general administrative reporting and technical analyses. Selected candidates will undergo a two month training period, and then be deployed to Kandahar, Afghanistan.

The successful candidates must be airframe and/or avionics technicians with a minimum of five years of experience in maintenance of airframe or avionics and electronic systems preferably in a military environment. Specifically, the field maintenance of airframe systems, electro-optic and radar systems, avionics systems and related payload components in the airborne/UAV environments, preferably in support of military operations, is required.

The successful candidates must be able to obtain a security clearance to the Secret or NATO Secret level and meet the eligibility requirements outlined in the Canadian Controlled Goods Registration Program.

Employees of Thales benefit from competitive salaries, a complete benefits package, and an attractive retirement income plan. For this assignment, which is scheduled for an initial period of two years, special allowances and bonuses will be available, as well as scheduled rest and relaxation trips out of the theater of operations.

If you have a strong command of the skills it takes to succeed in this position, please forward your resume by e-mail to hr@ca.thalesgroup.com, indicating the position title in the subject line of your message.



NORAD 50th Items available from Kit Shop



Are you looking for a great birthday or Father's Day present? The Kit Shop located in the cafeteria of 1 Cdn Air Div/Canadian NORAD Region Headquarters will have a number of NORAD 50th commemorative logo items available for purchase on May 30 and through the upcoming months. Official NORAD 50th anniversary items for sale will include: brass coins, colour coins, t-shirts, polo shirts, coffee mugs and raised brass lapel pins. The items will range from \$5 to \$30. The Kit Shop is open for business every Wednesday and Friday from 1000 hrs to 1500 hrs.

For more information, contact PO2 Donna Pelchat, Kit Shop Manager
833-2500 extension 6512

Classifieds

For sale

For sale due to posting: a dining room table with two leaves and six chairs (one is an armchair), good condition - \$250. A metal-framed futon, good condition - \$45. A 10-speed racing bike, good condition (needs air in the tires) - \$20. A 1997 BMW 540i V8 auto, dark green with beige leather (premium pkg), 79,500 miles - \$10,900. Call local 4209 or 282-1800.

AIRCO - air compressor & brad nailer kit - New, excellent condition, 1.5 HP compressor, 2" brad nailer, 25' x 3/8" poly air hose. Instruction book included. Asking \$125.00 or best offer. Phone 668-5862 after 18:00.

Pet crate/ cage - Brand new, excellent for rabbits, guinea pigs, small dogs etc. Blue plastic base - 6" high x 24" long x 16" wide with clip on upper white plastic coated wire cage - 9" high x 24" long x 16" wide. Roof/top lifts up for entry. Asking \$75.00 or best offer. Phone 668-5862 after 18:00.

Moving to Greenwood or Shear-water and need an Air Force Mess Kit? I have the jacket, pants, shirt, cummerbund and suspenders for a 6 foot 220 lb man. Excellent condition. Asking \$125. Contact Steve at 902-444-0950.

1 - 19" Daytek monitors. \$30, also a **water dispenser** with small fridge at the bottom. Great working condition, \$75 OBO. Call 833-2500 ext 5491 or 999-7730.

2-door grey 1993 Cavalier RS (FI). 3.1L, 6 Cyl, 5 Spd w/ A/C. Low mileage 114,000 kms. One owner in very good condition. Jobs done; complete tune up, replaced alternator, battery, muffler and front brake pads & rotor. Passed safety. Asking \$3,500 OBO. Call Nathalie at 475-7051 after 14:30 pm or 833-2500 ext:4599 btwn 0900 - 1400hrs.

For sale 1992 Buick Regal. Good condition. Asking \$1000 OBO. Call 885-2009.

1996 Pontiac Sunfire convertible: Automatic, 4 cylinder, AM/FM stereo, air conditioning, anti-lock brakes, dual airbag, keyless entry, power windows, tilt steering, bucket seats, power locks, spoiler, cruise control, power roof, command start, 139,000 km, four new tires, new pads/rotors front brakes, red with white top: \$3950 Bill Collier: Loc 5363 or Home: 885-3545.

Do you have something to sell? Looking for something to buy? Advertise in The Voxair! Email voxair@mts.net today!

TAROSCOPES

BY
NANCY

Aries (March 21 - April 19): Investing funds so your future is fulfilled is great but make sure you also enjoy today. Experiment with ideas until you find a way that you can do this. Your method must be able to withstand the test of time. Factor in the cost of including others because you don't want to party solo.

Taurus (April 20 - May 20): You'd like to be able to wave a magic wand and make everything that frustrates you disappear. You've got the look of one who can pull it off, but you won't be taken at face value. You've got to prove you can do what's required. Stop talking and just show them how it's done.

Gemini (May 21 - June 21): You've been open to opportunities, willing to explore and to go on adventures but you could be faced with a period of self-doubt. Deal with these feelings if they are more than just sensible caution as this can be overly limiting. Remind yourself that anything is possible.

Cancer (June 22 - July 22): Relationships are so important to you that you can be overwhelmed by the intense people in your life. To protect yourself from the drama unfolding around you when it flares up, spend time alone. Your relationship with yourself is as important as being available for others.

Leo (July 23 - August 22): Gauge a situation before deciding how to approach it. Sometimes the tried and true is best and sometimes a new method is effective. Decide what works for you. You will be in the right place at the right time to experience what you need to, if you opt out of following the crowd.

Virgo (August 23 - September 22): Focus on what you are gaining instead of what will be lost and the future will look much brighter. Take on more responsibility even though you're unsure this is good for you. It will be in the end. You'll feel the burden lift off your shoulders as things get rolling.

Libra (September 23 - October 23): Yes, you've run into road blocks in the past but don't give up your search for love and happiness. Concentrate on improving communication - this is the key to mutual understanding. Be open-minded and receptive to what others tell you they are experiencing.

Scorpio (October 24 - November 21): New opportunities can rekindle your hope. Yes it takes work, but don't let this stop you. Don't let your fear of disappointing others or yourself hold you back either. Focus on a very personal goal - your own north star. Let it guide you to your destiny.

Sagittarius (November 22 - December 21): You may feel left in the dark about what is happening but rest assured something is going on behind the scenes. Remain positive and trust that your efforts will bring results. People look up to you. Go ahead and say what's on your mind. They want to know.

Capricorn (December 22 - January 19): It doesn't matter how fair you try to be, there will be disappointments - for you and for others. There are too many things beyond your control right now. And there is more going on than you are aware of. A tense atmosphere makes it difficult for healing to begin.

Aquarius (January 20 - February 18): You see what you want and you know how to get it. Prepare for interference by determining how you will get around it. With your eye on the prize you might not see this until you are in the thick of it. It could be that those in power prefer to maintain the status quo.

Pisces (February 19 - March 20): Your energy increases when you finish tasks. Clear out what is no longer useful. Remove clutter and you'll have the space to showcase your treasures and talents. Change bad habits and avoid people that create conflict. Happiness, peace of mind, and love are the new goals.

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