

C/MFRCS In Focus

Spotlighting success and achievement at Canadian Military Family Resource Centres across the country and around the world

March 2006

The Strength Behind the Message MFRC Communication Conference in Halifax

Submitted by: Sonya Bridge Halifax MFRC

Through snow and hail and sleet the MFRCs were determined to meet. That's right it was a close call due to an 11th hour snowstorm that shut down the city of Halifax (including closing the airport the day many delegates were flying in) but the Communications Conference hosted by the Halifax MFRC February 1-3 was a success. Representatives from



across the country joined in on sessions about communications planning, special events & fundraising, media awareness and on-line marketing to name a few.

Conferences are often a great way to rejuvenate and get refreshed in our busy not-for-profit world. To that end many delegates expressed they appreciated the opportunity to put a face to a name of both colleagues and advisors alike within the MFSP.

Thank-you to all who attended best of luck with your marketing plans and let's keep in touch, it's only with a unified voice that we can effectively spread the message that Military Families are the Strength Behind the Uniform.



DMFS Senior Manager, Field Operations Celeste Gotell



By the time this issue of In Focus is published, spring will have arrived. That marks an exciting time and new beginnings for many.

This is no exception in our world here at DMFS. For those of you who haven't yet tuned into the series "A Year in the Life of the MFSP: The Saga Continues," this is part three of the highly acclaimed mini-series. The last episode was published in July 2005, but due to scheduling conflicts, the re-writing of scripts and changes to the cast, there has not been an episode since that time.

In the first episode in April 2005, you were introduced to the volunteers of the MFSP. The July 2005 episode featured the employees at the MFRCs. In this episode you will hear about the staff involved in field operations at Director Military Family Services and have an opportunity to hear about the changes that have recently come about.

John F. Kennedy once said, "Change is the law of life. And those who look to the past or present are certain to miss the future." Lately, that quote has become very relevant to me as Senior Manager, Field Operations. One thing that has become increasingly apparent in the last four years since I arrived at DMFS is that change seems to be the one constant variable in my work. There has been considerable change afoot in recent months in the world of field operations. The MFRC re-distribution to Field Operations Managers created a ripple effect of changes. For some, these changes have occurred with little or no consequence. Others have been directly impacted by the changes, and I want to take this opportunity to acknowledge and thank you for your cooperation and patience through these last many months as we move forward. Change is never easy, and I wanted to once again assure you that considerable thought was given to the decisions made with respect to the re-distribution of MFRCs. Following the announcement of the reassignment of MFRCs, we then also had to deal with a couple of staffing changes.

Enter Mariruth Morton from stage right, now out in the west coast. Just when Mariruth joined us, our colleague Andrew Webb decided it was time to move on. Read further for more information on these two members of the cast.

So as the saying goes....that's all she wrote! Since I am the writer and director of this episode and mini-series, I get to choose when it is time to finish, so stay tuned for the next episode.

Note: The deadline for submissions for the next issue of C/MFRCs In Focus is 25 May 2006.

Moose Jaw MFRC New Digs (aka new facility!)

Submitted by: Regan Gorski, Executive Director Moose Jaw MFRC

I am not sure if the above quote is entirely accurate, but it is fitting given that phase 3 of the renovations to building #80 are beginning. This will put the finishing touches on the exterior and landscaping around building #80 and #95.

For those of you unaware of our new location, some background is in order.

Where to begin?

I will start by sharing my excitement with the entire CF community regarding our new facility space at 15 Wing Moose Jaw. After many months of planning, we finally said good-bye to our old location; the community school in the PMQ patch. The old building just had too many structural and maintenance issues to house us moving forward. What has proved to be a new beginning for us in many ways with the new Parameters for Practice has been mirrored with our new facility. We now call home a newly renovated community centre that houses MFRC/PSP/NPF/FS&R; providing one-stop support services.

We have quickly grown accustomed to our new combined facilities, and more importantly the community has embraced it. It is apparent that the move to the completely renovated facilities has been a resounding success. With building #80, we have created a welcoming space for the Kids Kloset, youth and teen programs, pre-school and parents and tots, SLT state-of-art classroom, and adult craft room; as well as a wonderfully functional and inviting combined office space and resource area.

As for building #95, which houses the TLC Early Learning Centre and the TLC ELC lunch program, the numbers speak for themselves. Our capacity is 21 children, and for the most part we are at capacity. Usage and revenues are tripled since our move to the new space. It truly is a case of 'build it and they will come'! Aside from a few 'bumps' along the way, the transition to our new facilities has been smooth and seamless.

I would be remiss if I did not express my gratitude to the WComd for his insistence on only the best facilities for the support services agencies at 15 Wing to best meet the needs of the CF members and their families. His vision has most definitely ensured the continued success of these services moving forward into the next decade. Our industry partners have also been outstanding in their support of this transition. I would also like to thank the PSP/MFRC staff and volunteers for their commitment and adaptability to their new work environment. Change is never easy, but their professionalism has made this new arrangement exceed expectations. The services we offer and subsequent partnerships have proved to be of amazing benefit to the 15 Wing community.

Last, but most important, I wish to extend my sincere thanks to the 15 Wing community. Without the CF members and their families embracing this new facility, all would be lost. Their enthusiasm has made our jobs easier, as we continue to commit toward our mission of enriching the lives of individuals, families and community through positive action, education and support.

So if you find yourself lost in Saskatchewan, and stumble across 15 Wing, please drop in for a visit. Or better yet, join us for our grand opening. The coffee is always on!

“The two most important tools an architect has are the eraser in the drawing room and the sledge hammer on the construction site.” - Frank Lloyd Wright

City of Kingston Proclaims February 12th to February 18th, 2006 MILITARY FAMILIES AWARENESS WEEK



WHEREAS the City of Kingston has a lengthy and distinguished history with regards to the Canadian Forces and CFB Kingston, and

WHEREAS equally important to the Canadian Forces are the families of military members. These are the husbands, wives, children and extended families of those who wear the uniform: those who support those who serve, and

WHEREAS in their own fashion military families assist in the work done in the cause of peace and security. By “taking care of things back home” military families live, love, and toil in support of the military member and their commitment to the Canadian Forces, and,

WHEREAS the citizens of Kingston, Ontario and the Kingston Military Family Resource Centre, wish to recognize the dedication, determination and resiliency of the families of Canadian Forces members

NOW THEREFORE BE IT RESOLVED that the City of Kingston proclaims the Week of February 12th to February 18th, 2006, as Military Families Awareness Week.

Dated at Kingston this 24th day of January, 2006

Harvey Rosen, Mayor

Gander MFRC Hosts Red Cross Youth

Submitted by: Pamela Timbury, Child/Youth Coordinator, Gander MFRC

On October 28-30, 2005 the Gander MFRC partnered with the Red Cross and held a leadership workshop for youth from across Newfoundland and Labrador.

This all started with a call from one of the Community Development Managers with the Red Cross in January 2005, looking for a letter of support to accompany their application to Volunteer Canada for funding to host a Youth Leadership workshop. The Gander MFRC had worked previously with the Red Cross by hosting local youth with “Beyond the Hurt” training. The Red Cross successfully obtained the funding for this Leadership workshop in the spring and the planning began. An Advisory Committee was formed and held monthly conference calls. Surveys were sent out to six different Middle/High Schools across the province regarding Leadership roles.

Once the youth were chosen, last minute details were finalized. Out of town youth stayed at a local hotel, were Registration and opening night was held. On day two of the workshop the youth were bussed to the Gander MFRC and divided in to different groups to brainstorm and to attend workshops. Some examples of the workshops were:

- A. Shape your future through volunteering;
- B. Beyond the hurt;
- C. Climate Change;
- D. Building Leaders; and
- E. Working together in teams.

The Gander MFRC had arranged with the Combined Mess for the youth to have their meals there during the weekend. This was a huge success. Lots of choices and great desserts. The youth also had use of the Base Rec Centre.

Closing ceremonies were held on Sunday. Gander was fortunate enough to have 12 local youth attend this conference; six of those youth were from military families. In all over 65 youth attended this conference and more than 12 adult leaders.

This event helped youth demonstrate and learn new leadership skills that brought back with them to their respective communities.

Here in Gander, our numbers of military youth are so small, that networking with other community resources is essential to provide our youth with quality opportunities.

Shilo MFRC Offers Pilot Driver's Course To Decrease Isolation And Increase Independence

Submitted by: Christine Helgason, Employment and Education Program Coordinator, Shilo MFRC

The Shilo MFRC, in partnership with Manitoba Advanced Education and Training, has offered a comprehensive pilot driver's course including driving training, map reading, basic vehicle maintenance and winter driving. Shilo is a semi-isolated base where the military population experiences deployment on a regular basis, and mobility has been identified as both a quality of life issue and one of employability. Community members who do not have a driver's license are forced to rely on others for transportation on trips such as grocery shopping and the doctor, and are severely restricted in their employment opportunities and options for continuing education.

We have been able to offer the program thanks to Manitoba Advanced Education and Training, and it is unconditionally meeting an identified need in our community. Two Manitoba Public Insurance certified driving schools in Brandon have provided the in-class and in-car training locally, and staff and volunteers have been eager to lend their expertise with the map reading and basic vehicle maintenance portions of the program.

More than half of the students enrolled in the program have already obtained their valid Manitoba driver's licenses and are seeking employment/education off base. With the success of this pilot project, the MFRC is investigating options for offering the same program to our Francophone and youth populations. Stay tuned for further updates.



Jennifer Caton: First student to take and pass the beginner's test – with 100%! Photo by: Christine Helgason

Esquimalt MFRC Sends Staff Member on Deployment!

Submitted by: Sarah Daviau, Communications and Marketing Coordinator, Esquimalt MFRC

The Esquimalt MFRC encourages staff to learn about Navy life. So, when an opportunity to join the crew of HMCS WINNIPEG for the final seven days for their six-month deployment with Operation Altair came along, Sarah Daviau, MFRC Communications and Marketing Coordinator, got onboard – literally.

“This is a great chance for an MFRC Staff Member to experience life at sea from a military member's perspective. While aboard, Sarah got the chance to get to know the crew and provided Return and Reunion Workshops for the sailors,” said Gaynor Jackson, Executive Director of the MFRC.

But it wasn't all work and no play! During the seven day sail, Sarah, along with more than 30 other lucky guests, was treated to ship tours, a true Navy banyan, helicopter maneuvers and weapon demonstrations. “I learned that the life of a sailor is challenging,” said Sarah. “Sailors live, work and sleep in close quarters with more than 200 people. Their work is often dangerous and sometimes unnoticed by Canadians.” Sarah reports that the morale on the ship was phenomenal - and got even better as the ship sailed close and closer to home.

“After seven long, rocking days of sailing, the ship pulled up alongside the jetty, the Naden Band played, dignitaries arrived, and families waited on the jetty. I watched as one sailor spotted his wife in the crowd. The look on his face – the look on her face, as their eyes and their smiles, connected after so many months apart.” Welcome home, HMCS WINNIPEG.



Colleen Calvert Appointed to Ombudsman's Advisory Committee by the Minister of National Defence

Submitted by: Halifax MFRC Board of Directors

Colleen Calvert became a member of the Ombudsman's Advisory Committee in November 2005. The role of advisory committee members is to provide their military knowledge and experience to support the work of the advisory committee, which acts as a sounding board for initiatives or recommendations being considered by the Ombudsman. The group does not make decisions on specific complaints. The Ombudsman, Mr Yves Cote, felt it was important to have a person on his advisory committee that was familiar with the CF and their families and to bring ideas to the table on issues of relevance to the Office and to its constituents, specifically military families.



During the recent conference held in Halifax, delegates were encouraged to brainstorm issues to bring to the attention of the Ombudsman's office. Some of the issues that came forward were:

Families with special needs

When the member is posted there is no or little consideration given to the impact on the family when they have a special needs child/dependant. As many of these services are scarce and the waiting list are years long in some cases, the thought of moving to a new city or base where the service or resource may not be available causes a tremendous amount of stress for the families. As a result many members release or go on the posting unaccompanied by the family resulting in more stress for them to cope with.

Elder care or adult family member with special needs

Many CF families are caring for elderly parents, a posting or deployment may impact negatively on the care of the parent. Being moved away from whatever social and/or other supports may result in releases, unaccompanied moves, etc. Also many families caring for elderly parents or adults with special needs require services and supports so they can cope with the challenges of CF life on top of caring for a parent. MFRCs are not funded to provide any services or supports for families providing elder care while we are funded for emergency or respite childcare. Emergency child or respite care should also be available for adults or children in military families.

Lack of Physicians

Many families who are posted cannot find a family physician. This situation is exacerbated if the care required is for a specialist. When CF members move the CF provides medical care for the member, the family is left to contend with the difficulty of finding medical care for themselves.

Family/member contact information

MFRCs across Canada are required to have the mailing address name and phone numbers of all families in their area. They also require the names of the members who are deployed for 30 days or more. Some of the smaller bases and units are very good in providing this information but the majority of MFRCs do not get up to date accurate information. CANFORGEN164/05 messages have been written over the past few years, but still we cannot get accurate information so we can provide the mandated programs and services to families. Canforgen needs to be clearly defined to make it meaningful / useful to MFRCs

Fragmented Services

Concern that OSISS family support and other CFPSA services are not linked to MFRCs.

OSISS - PTSD Family and Peer Support, many MFRC's have no contact with them

They are not necessarily connected to the MFRC where families come to access services therefore may not get the support they require.

Contact Colleen Calvert at the Halifax Military Family Resource Centre at (902) 427-7775.

National Volunteer Week - 23 - 29 April 2006



www.volunteer.ca

People on the Move ...

Borden MFRC: Welcome to Board of Directors Chairperson Sara Frost, farewell to Lisa Moore.

Central Saskatchewan MFRC: Welcome to Board of Directors Chairperson Lori Lisitza, farewell to Charlotte Hawes.

Farewell to Executive Director Tammy Leach.

Edmonton MFRC: Welcome back to Executive Director Roza Parlin. Thanks to acting ED Moira Smith.

Esquimalt MFRC: Welcome to Board of Directors Chairperson Angela Atwood-Brewkda, farewell to Lisa Brousseau.

Gander MFRC: Welcome to acting Board of Directors Chairperson Andrea Dawe.

Halifax MFRC: Welcome to Board of Directors Chairperson Michelle West.

NCR MFRC: Farewell to Board of Directors Chairperson Teresa Rodden Aubut, welcome to Louise Boudreau.

North Bay MFRC: Welcome to Board of Directors Chairperson Sherry St Denis.

Shearwater MFRC: Welcome to Board of Directors Chairperson Lydia Mombourquett, farewell to Anne Watt.

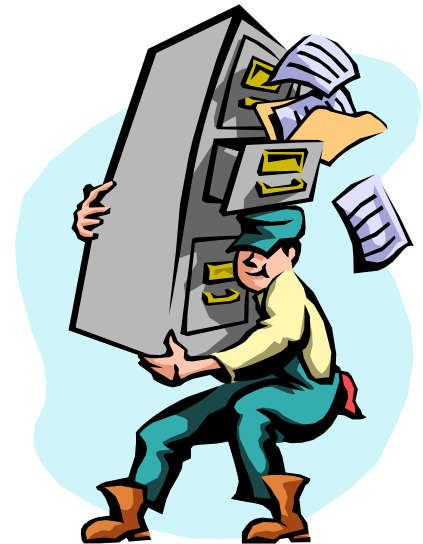
Welcome to acting Executive Director, Cindy Hilchey, farewell to MaryAnne MacKinnon.

Suffield MFRC: Welcome Board of Directors Chairperson Angie Waldron.

Toronto MFRC: Welcome to Board of Directors Chairperson Helen Booth, farewell to Cynthia Plant Hansen

Trenton MFRC: Welcome to Board of Directors Chairperson Tracy Gorman, farewell to Phil Forward.

Yellowknife MFRC: Welcome to Board of Directors Chairperson Patricia Rousseau.



Call For Workshop Proposals

FAMILY SERVICE CANADA'S 2006 NATIONAL CONFERENCE

September 28 – 29, 2006 Winnipeg, Manitoba

Celebrating the Power of Families and Communities

Media stories and research reports do a good job of letting us know about everything that is “wrong” with Canadian families and communities.

“We often hear about all the challenges facing families – how hard it is for single parents, how supports like the extended family are breaking down and how much violence and crime exists in a particular community,” says Margaret Fietz, President & CEO of Family Service Canada.

“But our society doesn’t seem to pay as much attention to what’s working well for families,” says Fietz.

It’s not enough to just state the problem, agrees Marcel Baril, Executive Director of this year’s host agency, the Family Centre of Winnipeg.

“When we dwell on difficulties and deficiencies alone, we can lose sight of the potential for positive and lasting change inherent in all families and communities,” says Baril.

This year, FSC’s national conference – *Celebrating the Power of Families and Communities* – aims to change that perspective by highlighting community initiatives, agency programs and research that look at the strengths and power of families and communities.

The conference will draw attention to the strengths, assets and power for positive change in all families, even those that seem most disadvantaged and vulnerable.

Family service agencies across Canada have stories to share about programs and approaches that illustrate how families tap into this power to overcome challenging circumstances and solve problems together.

You are invited to come participate in the conference and share one of your stories! Family Service Canada invites you to submit a workshop proposal:

§ Topics should reflect the theme of *Celebrating the Power of Families and Communities*.

§ Conference delegates will include family service agency management, board members, policy makers, clinicians and family educators.

§ Participants will be looking for new insights and tools to improve the well-being and prospects of families and communities.

§ Conference planners will select workshop proposals that are thought-provoking and interactive and that promise to engage participants in activities and/or discussion.

Real power for change lies within families and communities!

Your proposal might address:

Unleashing the power in families and communities...What are the implications for neighbourhoods and communities? For programs? For agencies?

Innovative and effective family-centred community development initiatives are springing up everywhere. What is working and why?

How can evidence be translated into effective and strengths-based practices? In what ways can practice inform research and policy?

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Workshop details:

- § No more than two facilitators
- § Typically 90 minutes long
- § Limited number of longer workshops may be selected (i.e. workshops that would continue through two 90-minute periods)
- § Interactive and participatory format required
- § Must include at least 30 minutes of facilitated participant interaction
- § Low-tech visual aids are preferred (e.g., flip charts and overhead projectors)

Please submit proposals including:

- § Workshop title
- § One-page description of workshop including:
 - o 100-word summary
 - o Goals and objectives
 - o Relevance to conference theme
 - o Ideal audience (e.g., management, board, policy makers, all)
 - o How the workshop will actively engage participants and stimulate discussion
- § Brief biography of each facilitator
- § Name of contact person, including mailing address, e-mail and telephone number

Workshop proposals will be accepted until Friday, March 31, 2006. Please submit proposals by e-mail, fax or mail to:

FAMILY SERVICE CANADA'S NATIONAL CONFERENCE
404-383 Parkdale Avenue, Ottawa ON K1Y 4R4
Fax: 613-722-8610 E-mail: communication@familyservicecanada.org

Workshop facilitators will be notified by Monday, May 1, 2006 and will receive a discount on their conference registration fee.

For more information, please contact FSC at 1-800-668-7808 or visit: www.familyservicecanada.org

MFSP Professional Development Funds In Action

In the first cycle of Professional Development Funding, DMFS approved funding to support the Prairie/Pacific Conference, Linking, Learning and Long Term Thinking hosted by the Esquimalt MFRC on 7-9 November in Victoria.

Also supported was the "The Strength Behind the Message," a Public Relations and Communication Conference for MFRCs, hosted by the Halifax MFRC on 1-3 February.

No applications were received for the 1 December 2005 or 15 March 2006 cycles.

Wainwright MFRC Celebrates Military Family Appreciation Week

Reprinted in part with permission *The Wainwright Review*, Wednesday, March 8, 2006

The Wainwright MFRC kicked off Military Family Appreciation Week, March 12 to 18, with a pancake breakfast on base, with celebrity chefs. Grey Cup champion Kevin Lefsrud of the Edmonton Eskimos rubbed shoulders with local celebrities flipping pancakes and chatting with the people at the MFRC. This was a great opportunity to show that the military families in this community are part of this community



Great Turn-out at the Shearwater Military Family Resource Centre Annual Family Welcome Party

Submitted by: Mark Laventure, Shearwater MFRC, Information and Referral Coordinator

On October 30th over 200 people “shuffled” into the Shearwater MFRC for the Centre’s Annual Family Welcome Party. The event gives military families new to the area an opportunity to learn more about their community and meet new people – all while enjoying a fun-filled evening.

The theme of this year’s event was a family sock-hop, which was viewed as a great activity for families to enjoy together. A DJ was on hand spinning a wide-variety of up-beat music and the gym floor was opened up so parents and children alike could dance. Those who danced up an appetite and those who just arrived hungry were treated to delicious barbecued food prepared by volunteers Brenda and Tony Bourgoin. There was also lots of cotton candy and cake for those who needed some desert.

For many individuals just posted to Shearwater or Halifax the Family Welcome Party was their first opportunity to visit the Shearwater MFRC and to learn first hand about the many programs and services the Centre offers to military members and their families. Because of this, the majority of Shearwater MFRC coordinators were on hand to answer questions and provide information.

Cpl Chris Fougere of the Military Police was also in attendance passing out gifts for the children and informing parents about the many valuable programs the MPs offer in the community.

Overall the event was a huge success and everyone left happy, exhausted and full. It was also a great display of teamwork as Shearwater MFRC staff and volunteers worked together to organize yet another successful, enjoyable and valuable activity.

At your Service ...

Centrepointe

An online community for CF families living outside of Canada www.centrepointe.info



Mission Information Line

A bilingual telephone service for immediate and extended families, as well as friends of Canadian military personnel serving in operations outside of Canada.

1-800-866-4546

The Human Resources Line

Provided courtesy of HR Group Management Consultants

Justifying What You Pay – Part 2

(Second part of a two part series)

Please note: through your HR Help Line you have access to HR experts who can provide a complete sample compensation policy and advice on justifying what you pay. We would be happy to coach you.

The first article dealt with Compensation Policy, Internal Equity and Market Comparison. This follow up article will address market surveys for comparison.

This article does not address pay equity legislation and what it means to your compensation policy.

In order to attract and retain qualified people you must be aware of the “pool” or target market from which you will draw prospective employees. What is the market like? In many locations today it is an “employee’s” market with many options for individuals to consider in making their employment choices. What will attract them to your organization? There are many considerations and we will deal with just one in this article; that of salary. It varies by market, region, economy and other factors. If you, as a manager, are not aware of what your market pays, you are in the position of not being able to justify what you pay.

Conducting salary surveys is not an exact science and is sometime best done by a professional. The interpretation of the data can be tricky and knowing how to determine your policy whether or not you will meet market rates can be a difficult decision.

The following are some steps that may assist you to conduct salary survey in your local market:

1. Ensure that you have position descriptions and you are able to delineate the scope of the position. In larger organizations you may choose some positions to benchmark rather than surveying all of them.
2. From the position descriptions develop brief thumbnails that can be shared with survey participants. They should include level of responsibility, scope (number of staff supervised, amount of budget, volunteer management, etc.), educational and experience requirements (need to have, not nice to have).
3. Select organizations to participate in the survey and solicit their cooperation. Organizations will usually cooperate if you offer to share the results of the survey – they get a survey out of it too! These may be like agencies in the civilian community, other MFRCs, or perhaps local businesses (applicable for administrative and accounting work). Those who you think will have some comparable positions to yours. They may not be perfect matches, which you take into consideration, but it shouldn’t deter you from getting the comparison data. Not all participants will be able to match all positions.
4. Collect the data:
 - a. Salary ranges for positions that have a close enough match
 - b. Hours of work the salary ranges are based on (\$30,000 annual for a 35 hour work week is different than the same amount for a 40 hour work week)

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- c. The last time salaries were reviewed (how current are they to the market)
- d. Optional - Whether benefits are offered over and above pay and, if so, what percentage does it equate to?
- e. Any other means of compensation that the organization provides – bonuses, etc.
 5. Analyze the data. This is the tricky part – now that you have it what does it mean?
 6. It may not tell you definitely what you should pay... There are very complex means that compensation experts use to analyze this type of data – means, medians, percentiles, etc. It can never be scientific enough and there are always more subjective judgements that have to be made always, of course, preserving internal equity. You may need to consider such things as difficulty in attracting people because of geographical location, etc.
 7. Determine the appropriate salary grid for your organization. The spread of the salary ranges need to make sense from beginning to end, and they need to make sense in relation to each other.
 8. Develop a compensation policy that guides how employees are placed on the ranges, how increases in pay might be handled, how to handle it if you discover you are paying someone too much, etc. HR Group has a sample policy that we can provide to you.
 9. Make sure you share results of the survey with organizations that agreed to participate. What you will share is averaged data, not specifics from each organization.

Caution – do not assess around the person currently holding the position – take individuals and personalities, loyalties out of it and look at the business requirement.

Help us make this column practical and useful to you. Email ideas for topics or management issues you would like us to address to hrgroup@hrgconsulting.com

One of the most common things we find in our management consulting practice conducting organizational reviews is a lack of performance management. We do not refer to this as a lack of discipline. What we mean is taking a positive, proactive approach to managing performance and overall productivity. We find an absence of well-planned and developed performance management practices that include first of all hiring for the competencies needed, proper orientation, ongoing employee development and coaching and frequent, timely performance feedback.

With this in mind, we have developed performance management policies and tools for our clients and now are prepared to share these with all MFRCs as part of the HR service provided to you by your funder, DMFS. We would be very pleased to assist you to develop your own performance management systems. The HR Help Line service is available to Board Chairs and Executive Directors, or their designates, who may contact us through the toll free line at 1 888 474 5463 or electronically at hrgroup@hrgconsulting.com.

Your HR Help Line: 1 888 474 5463



Long Way from the Cold Lake MFRC to Geilenkerchen, Germany

Caterina Perry is now on board as the new MFSP Regional Manager in Europe. Recent changes in the accountability framework for MFSP Europe required changes in the staffing configuration. The Regional European Manager in the past was a member of the DMFS team; this is no longer the case. The European Manager now reports to the Commanding Officer of Canadian Forces Support Unit in Europe. Sue McCormack acts as the assigned Field Operations Manager to Europe in much the same way as Field Operations Managers are responsible to MFRCs in Canada. She liaises directly with Caterina as she would an Executive Director, and the Commanding Officer as she would a Board Chair. These changes reflect the Service Level Agreement between DMFS and MFSP Europe.

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DMFS Bids Farewell to a Fellow Comrade

Andrew Webb has left DMFS to pursue other life goals and interests. After close to four and a half years as the Field Operations Manager for MFRCs located in New Brunswick, Quebec, NCR and Kingston, Andrew has decided to put his copy of MFSP: Parameters for Practice on the bookshelf and begin a new chapter in his career. As a former Executive Director at the Valcartier MFRC before joining DMFS, Andrew has seen many changes in the MFSP. We all express our thanks for his contribution and wish him much happiness in future.

DMFS Field Operations Team Welcomes its Newest Colleague!!!

Mariruth Morton has worked for over 20 years in the management of community-based not-for-profit organizations. An adult educator/trainer, Mariruth has also instructed college students in community services and provided consultancy services to a variety of agency staff teams and volunteers.

Mariruth spent many years at the Toronto Rape Crisis Centre and at Stop 86 Young Women's Shelter, working 'on the ground' with women and youth who experienced violence and homelessness. Most recently Mariruth was a researcher/writer for an Ontario-wide community development project aimed at preventing woman abuse.

Mariruth's university studies were undertaken at the University of British Columbia, York University and OISE/University of Toronto, with a recent focus on adult education and community transformation. She has extensive experience in anti-racist/anti-oppression education and organization analysis, working with members/stakeholders to facilitate personal and organizational growth. Mariruth has further been involved with Boards of Directors in the areas of Board education & development, staffing and community development.

Mariruth has enjoyed working with diverse communities to develop and deliver programs, services and education campaigns on a wide range of social issues, including violence against women and children, HIV/AIDS and youth homelessness. She has also participated in various provincial and federal initiatives for social reform, including national consultations that resulted in improvements to sexual assault legislation.

Mariruth is from Regina, Saskatchewan and is happy to be returning to western Canada, having recently re-located to Victoria from Toronto.

