

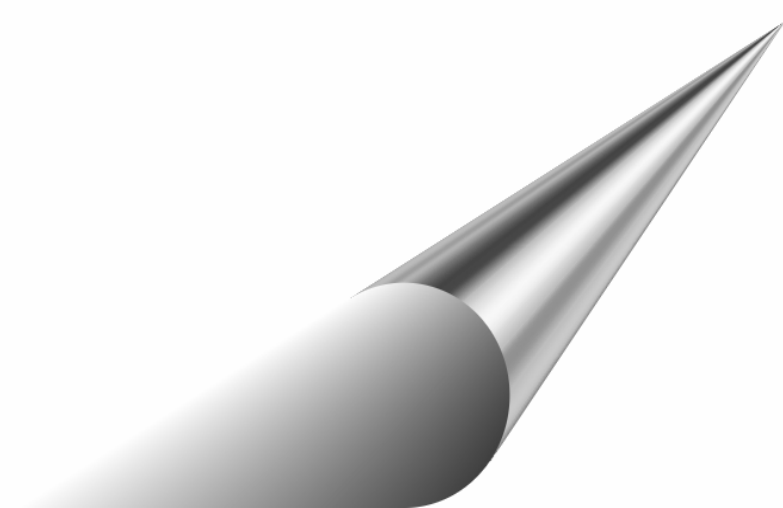


***THE AIR CADET LEAGUE OF CANADA***

BRITISH COLUMBIA PROVINCIAL COMMITTEE

# **Annual Report**

## **2006/2007**



## PRESIDENT'S REPORT

*Geoffrey L. Johnston, AACI, P.App, RI(BC)*  
*President*  
*Air Cadet League of Canada*  
*British Columbia Provincial Committee*



Time flies -especially in the Air Cadet League. The summer training courses have already ended and we're into a new training year at full tilt. The 2006/07 training year has now passed into history, but not without making its marks.

In June, the Annual General Meeting of the national Air Cadet League was held in Winnipeg, Manitoba, and once again our contingent maintained the level of participation and leadership that has come to be expected of B.C.

In recognition of her exceptionally high standards and organizational skill, Gladys Jarvie was appointed as the National Effective Speaking Co-ordinator, a position which is usually filled by a Governor. I was elected to chair the Committee of Provincial Chairs, and Norm Lovitt made a special presentation to the National Flying Committee on our pilot retention proposal for the Air Cadet Gliding Program. Linda Spouler, Tina Kirkpatrick and Helen Brand represented BC at more than eight financial and training committee meetings. At the President's Dinner, the Okanagan accomplished the impossible by winning the League's two highest awards for outstanding service on each side of the partnership at the same time: our Okanagan ACICO, Major David Kerr, was awarded the prestigious national Officer of the Year Commendation, and Bob Burkhinshaw was named the Air Cadet League Director of the Year.

A total of six national Pilot Training Achievement Awards were announced for B.C. cadets at the national meeting: Byron Broadley, 103 Thunderbird Squadron; Kyrle Symons, 89 Pacific Squadron; Brandon Simunac, 204 Black Maria Squadron; Colin Wilkins, 907 White Rock Squadron; Natasha Becker, 746 Lightning Hawk Squadron; and Kelly Soros, 583 Coronation Squadron, while the national Pipe Band award went to Kirsten Karmazinuk of 655 Richmond Squadron. The Dale/Birchall Scholarship of \$8,000 was won by G. Fortin from 828 Hurricane Squadron. Fraser Neave, of 204 Black Maria Squadron in Kamloops, represented B.C. in the National Effective Speaking Competition, and did a fabulous job amongst the best speakers in the country.

In general terms, this past year was one of consolidation in B.C.: few new programs were introduced, and most of our efforts were directed toward improving the existing programs we have in place, particularly at the Sponsoring Committee level. Last year, B.C. Sponsoring Committees raised an average of over \$30,300 to support their squadron's activities, an incredible achievement considering the huge increase over the past few years in the number of community groups competing for charity dollars.

Sponsoring Committees have also weathered the changes in administration very well. Each Committee is now responsible for screening all volunteers who work with cadets, including those who report to the Commanding Officer. This year, all such volunteers will be issued with visible identification as part of the increasing effort to safeguard our cadets. Financial reporting by Sponsoring Committees, both to the League as well as the appropriate provincial and federal government agencies, has improved considerably over the past year,

although we still need some improvement in this area. In addition, the long-delayed program of obtaining new tax numbers is now underway once again.

Over the past year, our office was moved from its long-term home on West 4th Avenue in Vancouver, to the Boundary Bay Airport. Helen Brand, our Chief Administrative Officer, and Linda Spouler, Vice-President Corporate Affairs, have spent a great deal of time carrying out this move and doing their best to make it as painless as possible. We still occupy only temporary and very small offices at Boundary Bay while we await the completion of renovations to the Heritage Hangar (expected some time in 2008), and day-to-day operations still present somewhat of a challenge!

At the same time, however, Linda and Helen have been able to institute a number of changes to make it easier to get the necessary information to Sponsoring Committees, including the posting of this Annual Report on our web site in advance of the AGM. By doing this, we hope to be able to spend more time at our annual meeting answering your questions and concerns, rather than dealing with administrative details.

During the next year, you will likely see an increase in the number of personnel changes at the provincial level, as we introduce new members to the organization and allow some of our veterans a well-deserved rest. We will probably see the chartering of two new squadrons in B.C., and our cadet enrolment is expected to average over 3,600 throughout the year. Although the Department of National Defense has just increased the national cadet budget, we can also expect our own costs to increase, particularly in the ever-difficult areas of quarters and transportation.

Thus, the challenges in continuing to support these young people will no doubt increase, but the men and women of the Air Cadet League in British Columbia have proven time and again that they are equal to the task, and I have no doubt they will continue to lead and inspire the rest of the country in this endeavour. My thanks and respect for this effort go out to all of you.

A handwritten signature in black ink, appearing to read 'Geoffrey L. Johnston', with a large, stylized initial 'G'.

Respectfully submitted  
Geoffrey L. Johnston

# CORPORATE AFFAIRS

Linda Spouler  
Vice President



## **Incorporation**

Whether you are a brand new member or a seasoned veteran of a Sponsoring Committee, it is always helpful to get information on the topic of "incorporation" and what it means for a Sponsoring Committee.

Here are some quick tidbits on incorporation:

1. A quick "must do" list to maintain your status of incorporation:

- Fiscal year end is August 31st of each year
- Set a date for your Annual General Meeting (by February 28th)
- Complete ACC9 Financial Report; send to BCPC and present at your AGM
- Set agenda as per your bylaws (usually budget, election of directors, report to members)
- After the AGM, complete your Annual Report (Form 11), attach 2 signed copies of your ACC9 and send it with the appropriate fee (payable to Minister of Finance) to BCPC for filing. Or file directly with the Registrar of Companies office in Victoria with a copy to BCPC.
- Screen any new members of your Sponsoring Committee
- File a Charitable Status Return (T3010) (by February 28th)

2. Here are some essential Frequently Asked Questions (FAQ):

- Q: What is a "Board"?
- A: The "Board" are members duly elected or acclaimed at your Annual General Meeting.
- Q: How is the "Board" different from the Chair, Treasurer, or Secretary?

A: The above positions are persons appointed by the "board" to be Directors, or form part of an "Executive Committee" of the Board. These Directors generally carry out the administrative duties of the Sponsoring Committee

Q: Are important issues decided by the "Board" or the "parent body"?

A: The only people with official standing (voting rights) in the Sponsoring Committee are the "members".

For additional FAQ's and incorporation information, check out our website at [www.aircadetleague.bc.ca/manuals/sponsoring committee resources](http://www.aircadetleague.bc.ca/manuals/sponsoring_committee_resources).

## **ACC9**

The BC Provincial Committee is pleased to report 98% compliance on the submission of ACC9's by all Sponsoring Committees. A more detailed report will be included with the Treasurer's Report to follow.

## **Scholarship Courses**

In 2006, BCPC and Regional Cadet Support Unit (RCSU) processed 336 applications for just over 200 scholarship courses. The International Exchange applications were forwarded to Ottawa for final approval, whereas all other applications (Power, Glider, Athletic Instructor, Senior Leaders, Survival Instructors, Airport Operations, and Technical training) were forwarded to RCSU.

The countries cadets were assigned to for the International Exchange this summer were Australia, Belgium, France, Hong Kong, Japan, the Netherlands, New Zealand, Turkey, Singapore, Sweden, the United Kingdom, and the United States.

One significant change this year was the elimination of the Air Traffic Control course which was replaced by the Airport Operations course. This course was a combination of air traffic control, general aviation knowledge, and general knowledge about airport operations. This course was held at Georgian College in Ontario.

Some of the common delays encountered during the processing stages were:

- incomplete application forms (DND 22260)
- missing signatures (cadet, CO, Chair)
- training level of the cadet was not met as a requirement for the course applied for
- missing school marks
- missing medical certificate (power)
- Glider course: must meet the height/weight requirements
- Power course: must pass the flying examination
- Athletic course: must pass the fitness test

Should the dates and any new changes for 2007 scholarship courses be received after the printing deadline of this Annual Report, it will be reported verbally at the AGM meeting in Kamloops. These dates and changes will also be posted on our website.

### ***Insurance***

The BCPC continues to offer a variety of insurance coverage to Sponsoring Committees. The Air Cadet League of Canada provides two types of liability coverage (Commercial general liability and Umbrella Liability). The liability coverage also includes tenant legal liability coverage for sponsoring committees that rent or lease squadron premises.

The insurance policy also covers liability for Directors of the National, Provincial and squadron Sponsoring Committees, known as D&O liability.

A copy of the 2007 generic insurance certificate will be circulated again to all Sponsoring Committee Chairs again this year. This is proof of insurance when conducting cadet activities in public facilities (i.e. tag days). Keep in mind that some mall administrations require the insurance certificate to state specific names

on the insurance certificate. Please allow ample time when requesting specific proof of coverage from the National Air Cadet League office (2-3 weeks notice).

Content coverage is offered again to all sponsoring committees at a rate of 1% of the value of your contents, plus a flat fee of \$75. The policy has a deductible of \$1000. Many Sponsoring Committees have purchased this coverage at a great savings from insurance coverage previously held. Application forms for content insurance coverage is available online or by telephoning the BCPC office.



# TREASURER'S REPORT

Jack Henwood, BComm., MBA, CD  
Secretary/Treasurer



The financial information presented in this report includes a "Balance Sheet" as at August 31, 2007 (Schedule 1), a "Schedule of Fixed Assets" (Schedule 2), a "Revenue and Expense Statement" for the twelve months ended August 31, 2007 with a comparison to the prior year (Schedule 3), "New Aircraft Acquisition Summary" (Schedule 3a), a proposed 2007/08 Budget (Schedule 4), and an up-date on ACC9 reporting process. The Schedules are fairly self explanatory; however amplification on specific schedules follows:

## Balance Sheet (Schedule 1)

Assuming no unanticipated expenses, our cash position to start the 2007/08 fiscal year is within our guideline of three months cash reserves to carry us through until operating assessment cash inflows in mid-November. We continue to report our L-19s and Gliders at a nominal Value of \$1.00 since we are a registered charity not subject to Income Tax, and therefore no requirement to capitalize equipment and charge annual depreciation (CCA). However, we will show new aircraft acquisitions at book value cost.

## Schedule of Fixed Assets (Schedule 2)

Schedule (2) shows a summary of our aircraft fleet at their insured value. I have also shown our inventory of Zero time (spare) L-19 engines at cost value. With the additional engine overhaul scheduled for 2007/08, our spare engine inventory should be sufficient to forgo budgeting for overhauls for a few years subsequent to 2007/08.

## Revenue and Expense Statement (Schedule 3)

In Schedule 3, the Income & Expense statement for 2006/07 fiscal year is compared to the 2006/07 budget presented and approved at our last AGM. The following table summarizes actual cash inflows and outflows compared to budget.

Account	Actual	Budget	Difference
Cash Inflows	\$332,819	\$293,000	\$39,819
Admin Expense	\$100,195	\$104,600	\$(4,406)
Cadet Related Exp	\$197,887	\$185,900	\$11,987
Total Cash Outflow	\$298,082	\$290,500	\$7,582
Net Cash In/Out	\$34,737	\$2,500	\$32,237

Cash Revenues exceeded budget due primarily to an unbudgeted \$35,000 Gaming Grant. Gaming money was awarded with strict limitations on its use to support our Flying Program (Aircraft Maintenance/Engine Overhaul costs). The excess over budget revenues for both last year and this year has allowed room for us to allocate \$45,000 from our cash reserves to reduce our bank loan debt rather than having the funds placed in relatively low interest Term Deposits (see Schedule 3(a)).

Total "Administrative Expenses" were under budget by \$4,400. The over-budget in the "Cadet Related" expenses was due primarily to an unscheduled L-19 engine overhaul early in the training year. I have also shown in Schedule 3 an "adjusted" Net Income for the year taking into account the \$35,000 unbudgeted Gaming Grant revenue....in other words, how did we do without the "windfall" grant money. For 2006/07, we budgeted for a \$2,500 surplus net operating cash income (excluding gaming grant but including our annual \$40,000 in "new aircraft funding"). After deducting the Gaming Grant and the Capital (Loan Principal Payment) portion of the \$40,000 funding account, our actual Net Operating Income was a small deficit of \$263...very close to "break even" for the year.

## New Aircraft (Wilga) Acquisition Summary (Schedule 3a)

At our AGM in 2004, membership approved the adoption of a provincial financing formula to support an increase in the level of administration assistance given to Sponsoring Committees and to commit to an annual \$40,000 amount to acquire and replace our L-19 aircraft over the long term.

The increase in the Operating Assessment to \$75 per cadet invoiced to Sponsoring Committees was introduced

to support these initiatives. Schedule 3a has been included in my report to show how the \$40,000 "New Aircraft Funding" is managed as well other the financial aspects of our aircraft replacement program initiated in 2005 with the purchase of our Wilga, CF-TUG. You will note that in a span of just three years, we have managed to reduce the Bank Loan assumed to finance the purchase from \$205,000 to \$65,000 (68%). With this accelerated reduction in debt, we now own outright 76% of CF-TUG.

#### **Cash Budget 2007/08 (Schedule 4):**

The budget for 2007/08 presented for your approval is for a modest surplus of \$2,800. Squadron Assessment revenues have been estimated using the current \$75 per cadet assessment fee and the 2007 Annual Ceremonial Review (ACR) attendance of 3015 cadets ...approximately 4% reduction from the 3147 cadet ACR attendance last fiscal year. This reduction translates into reduced assessment revenues we can expect for the 2007/08. The budget amounts for other Revenue sources and Expenses shown in Schedule 4, I believe, are realistic...but leaves little room for unexpected costs that could occur.

For the past three consecutive years, we have been successful in receiving a Gaming Grant. These Grants were purposely omitted from the budget preparation process because of the uncertainty of application approval and the grant amount. It is my intention, however, to submit a Grant application for 2007/08 requesting financial support for the two activities that Gaming Commission views as acceptable "programs"....namely our Flying and Effective Speaking. The positive response of Sponsoring Committees in fulfilling their financial obligations with respect to the Operating Assessment that was introduced in 2004 has been excellent. The timely receipt of Squadron Operating Assessments is crucial to the success of our administering the activities as presented in the budget.

#### **ACC9 Financial Report**

The ACC9 is a mandatory report that is used by National to ensure squadrons are meeting the accountability and responsibility obligations to the cadets and cadet movement. The report is due at BCPC office by 31 Oct for Provincial Treasurer's review/signature before forwarding to National. In mid-September of this year, a letter was sent electronically

to all BC Squadron Sponsoring Committees regarding revisions to the ACC9 and reporting requirements for 2005/06 and subsequent years.

Over the past two years considerable work has done at National level to update the ACC9 and make it more "user friendly" taking into consideration the wide range of accounting expertise that exists in Squadron Sponsoring Committees (SSCs) across the country. For the current 31 Aug 2007 submission, the 2003 version of the ACC9...the same version that was used last year... will be accepted. However, the new version (which is just a "tweaked" version of 2003 ACC9) will be mandatory effective 2007/08 return. I encourage you to use one of the revised versions for your 2006/07 return. By doing so should help in the transition to 2007/08. The following is a summary of the recent ACC9 versions:

ACC9P ('P' for 'Paper') – this version is to print & hand fill, or use with Excel at the end of the year. It includes no journals or reconciliation features.

.ACC9S (for SSCs with a 'Single Accounts'). This version includes Journals and self-generates the ACC9. It caters to SSCs with active treasurers who keep the books as the year unfolds.

ACC9M (for SSCs with "Multi" - more than one - accounts). This version, like ACC9S, includes Journals and self-generates the ACC9. It caters to SSCs with active treasurers who keep the books as the year unfolds and also run Bingos and such where mandated separate account(s) is/are required.

Each ACC9 version has an associated HELP GUIDE and a FAQs Sheet. The purposes and 'how to' are explained. Both the 2003 version and the revised ("tweaked") versions can be found on both the National ACL Web site ([www.aircadetleague.com](http://www.aircadetleague.com)) and/or BCPC site ([www.aircadetleague.bc.ca](http://www.aircadetleague.bc.ca)). Follow the links to "ACC9 forms".

The versions of ACC9s range from SSCs that handle up to the high 5 figures in revenues and expenditures each year, have grants to report on, are registered charities, own property, all the way to SSCs that are limited in people resources. SSC should be able to find a version that suits them.

Over the past years, BC has gained commendable reputation at National and across the country for the timely submissions of ACC9s. This reputation has been a result

of the majority of our SSCs diligence in completion of the ACC9 and meeting the 31 October submission deadline

Have a good year. We at BCPC look forward to your continued support for 2007/08.

Air Cadet League of Canada Annual AGM  
BC Committee Delegation





The Air Cadet League of Canada  
British Columbia Provincial Committee  
Balance Sheet As At 8/31/2007

Schedule 1

**ASSETS**

**Cash in Bank & Investments**

Chequing Accounts	\$10,427	
Term Deposits	\$65,965	
Thunderbird Fund" (Dedicated )"	<u>\$10,350</u>	
<b>Total Cash &amp; Investments</b>		<b>\$86,742</b>

**Fixed Assets**

L-19s and Gliders	\$1	
New Aircraft (Wilga 2000)	<u>\$274,455</u>	
<b>Total Fixed Assets</b>	<b>(Note 1)</b>	<b>\$274,456</b>

**Other Assets**

Accounts Receivable	\$5,065	
GST Receivable	\$4,269	
Prepaid (Deferred)Expenses	\$500	
Inventory: Merchandise	\$3,638	
Inventory - 2-33 Glider Models	<u>\$4,211</u>	
<b>Total Other Assets</b>		<b>\$17,683</b>

<b>TOTAL ASSETS</b>	.....	<b><u>\$378,881</u></b>
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**LIABILITIES**

**Current Liabilities**

Cadet Awards Payable	\$2,975	
<b>Total Current Liabilities</b>		<b>\$2,975</b>

**Long Term Liabilites**

Bank Loan	<b>(Note 2)</b>	\$65,193	
Thunderbird Fund" (103 Sqn)"		\$10,350	
Pilot Retention Fund (GPAAs)	<b>(Note 3)</b>	\$75	
<b>Total Long Term Liabilites</b>			<b>\$75,618</b>

<b>TOTAL LIABILITIES</b>		<b>\$78,593</b>
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**EQUITY**

**Capital**

Retained Earnings	\$235,655	
Current Earnings	\$64,633	
<b>Total Retained Earnings</b>		<b>\$300,288</b>

<b>TOTAL EQUITY</b>		<b><u>\$300,288</u></b>
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<b>LIABILITIES AND EQUITY</b>	.....	<b><u>\$378,881</u></b>
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- Note 1** The L-19 and glider fleet have been adjusted to reflect a nominal value of \$1.00 on the BC Committee accounting books  
The Wilga at cost value  
Refer to Schedule 2 for details on Fixed Assets
- Note 2** See Schedule 3
- Note 3** Glider Pilot Achievement Awards (GPAAs)

**Approved**

Director:

Director:

*The Air Cadet League of Canada  
British Columbia Provincial Committee  
Schedule of Fixed Assets  
As at 31 Aug 2007*

Schedule 2

Insured Value

	Description	Registration	Acquisition Date	Insured Value	Total
<b>Aircraft</b>					
	Cessna L-19 A Single Eng/2 seats	C-GRGS	1992	\$110,000	
	Cessna L-19 A Single Eng/2 seats	C-GKNK	1978	\$110,000	
	Cessna L-19 A Single Eng/2 seats	C-FTGA	1973	\$110,000	
	Cessna L-19 A Single Eng/2 seats	C-FTGF	1973	\$110,000	
	Cessna L-19 A Single Eng/2 seats	C-FTAL	1989	\$110,000	
	"Wilga" 2000 MA Single Eng/4 seats	C-FTUG	2005	\$275,000	
					<b>\$825,000</b>
<b>Gliders</b>					
	Schweizer 2-33A Glider	C-GCLK	1975	\$15,000	
	Schweizer 2-33A Glider	C-GCLL	1975	\$15,000	
	Schweizer 2-33A Glider	C-FJSN	1991	\$15,000	
	Schweizer 2-33A Glider	C-GCLB	1984	\$15,000	
	Schweizer 2-33A Glider	C-GFMB	1977	\$15,000	
	Schweizer 2-33A Glider	C-GLIT	1981	\$15,000	
	Schweizer 2-33A Glider	C-GQRT	1982	\$15,000	
	Schweizer 2-33A Glider	C-FXGX	1999	\$15,000	
	Schweizer 2-33A Glider	C-GDXR	2001	\$15,000	
	Schweizer 2-33A Glider	C-FABQ	2001	\$15,000	
	Schweizer 2-33A Glider	C-GCLY	1989	\$15,000	
	Schweizer 2-33A Glider	C-FWMT	2003	\$15,000	
					<b>\$180,000</b>
	<b>Total Insured Value of aircraft</b>				<b><u>\$1,005,000</u></b>
+-----+					
	<u>Two (2) Spare L-19 Overhauled Engines</u>	led repair cost )			<b><u>\$ 49,900</u></b>

The Air Cadet League of Canada, British Columbia Provincial Committee  
Statement of Revenue and Expense Year Ended 31 August 2007

Schedule 3

<u>REVENUE</u>	<u>Actual to 31-Aug-07</u>	<u>Budget 2006/07</u>	<u>Variance (under)</u>
<b>Income</b>			
Squadron Assessments (billed)	\$236,025	\$235,000	\$1,025
Gaming Commission Income	\$35,000	\$0	\$35,000
Donations	\$8,369	\$12,000	(\$3,631)
Miscellaneous Revenue	\$260	\$500	(\$240)
Interest Income	\$1,895	\$2,500	(\$606)
Glider & Aircraft Rentals	\$50,240	\$40,000	\$10,240
Scholarship Continuation Flying	<u>\$1,030</u>	<u>\$3,000</u>	<u>(\$1,970)</u>
<b>TOTAL REVENUE</b>	<b>\$332,819</b>	<b>\$293,000</b>	<b>\$39,819</b>
<b>EXPENSE</b>			
<b>Administrative Expenses</b>			
Bank Charges	\$132	\$100	\$32
Insurance - Office	\$375	\$500	(\$125)
Insurance - D & O Liability	\$3,585	\$4,000	(\$415)
Telephone	\$2,242	\$3,200	(\$958)
Legal Expense	\$12,814	\$6,000	\$6,814
Office Expense	\$1,895	\$3,500	(\$1,605)
Postage	\$855	\$1,200	(\$345)
Wages (Office Admin)	\$17,152	\$24,000	(\$6,848)
CPP & EI Expense	\$1,035	\$1,600	(\$565)
Equipment Maintenance & Purchase	\$4,005	\$2,000	\$2,005
Miscellaneous Expense	\$4,101	\$2,500	\$1,601
Travel Expense	\$35,935	\$35,000	\$935
Meetings - Provincial AGM	\$9,397	\$9,000	\$397
National ACL- AGM/SAGM	<u>\$6,671</u>	<u>\$12,000</u>	<u>(\$5,329)</u>
Total	<b>\$100,194</b>	<b>\$104,600</b>	<b>(\$4,406)</b>
<b>Cadet Related Expenses</b>			
Insurance - AD & Liability Cadets	\$6,557	\$9,500	(\$2,943)
Scholarship Continuation Flying	\$1,000	\$3,200	(\$2,200)
Scholarship National (IACE)	\$0	\$2,000	(\$2,000)
Parades and Special Events	\$0	\$500	(\$500)
Selection Board Expense	\$1,590	\$3,000	(\$1,410)
Wing Chair Expense (6 Wings)	\$3,669	\$5,000	(\$1,331)
Trophies & Awards	\$5,522	\$4,500	\$1,022
Effective Speaking	\$7,381	\$6,000	\$1,381
Competitions	\$735	\$200	\$535
Promotion & Recruiting	\$2,401	\$1,500	\$901
Insurance - Aircraft	\$50,240	\$50,000	\$240
Aircraft Maintenance & Purchase	\$28,903	\$35,000	(\$6,098)
Engine Overhaul/Replacement	\$49,889	\$25,500	\$24,389
New Aircraft funding (interest only)	<u>\$10,104</u>	<u>\$12,000</u>	<u>(\$1,896)</u>
Total	<b>\$167,991</b>	<b>\$157,900</b>	<b>\$10,091</b>
<b>TOTAL EXPENSE</b>	<b>\$268,186</b>	<b>\$262,500</b>	<b>\$5,686</b>
<b>NET INCOME (Operating Profit before adjustments).....</b>	<b><u>\$64,633</u></b>	<b><u>\$30,500</u></b>	<b><u>\$34,133</u></b>
<b>Less:</b>			
--New Aircraft Funding (Capital Cost Portion) (\$40,000 less interest portion )	(\$29,896)	(\$28,000)	
--Gaming Grant (not in 2006/07 budget)	(\$35,000)	\$0	
<b>Adjusted Actual vs Budget Operating Profit</b>	<b><u>-\$263</u></b>	<b><u>\$2,500</u></b>	<b><u>(\$2,763)</u></b>

**New Aircraft (Wilga) Acquisition Summary**

Schedule 3(a)

**Fiscal  
Year**

2004/05	New Aircraft Cost (CF-TUG).....		\$281,196
	(Before GST Rebate of \$8174)		
	<b>Less: Down payment (Aug 05)</b>		
	From \$40,000 Aircraft Funding Acct	\$40,000	
	From Cash Reserves	<u>\$36,140</u>	
	Balance at 31 Aug 2005.....		<u>\$76,140</u>
2005/06	Bank Financing (Loan) Assumed (Dec 05)		\$205,056
	Loan Principal reduction 2005/06	\$ 64,656	
	Balance Loan 31 Aug 2006		<u>\$140,400</u>
2006/07	Loan Principle Reduction:		
	From "\$40,000 Aircraft Funding Account"		
	--Principle (monthly loan payments).....	\$12,708	\$12,708
	--Loan Interest (monthly payments).....	<u>\$10,104</u>	
		\$22,812	
	--Excess applied to Principle reduction		
	(\$40,000 less \$22,812).....		\$17,188
	--From Cash Reserves		<u>\$45,311</u>
	Total loan principle reduction 2006/07.....		<u>\$75,207</u>
	Balance Owing on new aircraft 31 August 2007.....		<u>\$65,193</u>
	(as per Balance Sheet)		

\*\*\*\*\*

**New Aircraft (CF-TUG) Book Value as 31 Aug 2007)**

Purchase Price (Prov & GST Taxes Incl)	\$281,196	
less GST Rebate	<u>\$8,174</u>	
		\$273,022
<b>Adjustments:</b>		
add: Decal/Paining	\$1,183	
Registration fees	<u>\$250</u>	
		\$1,433
Net Book Value (as per balance sheet).....		<u>\$274,455</u>

CASH BUDGET: 2007/08

	<u>ACTUAL</u> <u>2005</u>	<u>ACTUAL</u> <u>2006</u>	<u>ACTUAL</u> <u>2007</u>	<u>BUDGET</u> <u>2008</u>
<b><u>REVENUES:</u></b>				
Squadron Assessment	\$237,900	\$231,075	\$236,025	\$226,000
Casino/Gaming Income	\$35,000	\$39,000	\$35,000	\$0
Donations	\$11,388	\$11,711	\$8,369	\$10,000
Miscellaneous	\$4,475	\$300	\$260	\$500
Interest Income	\$2,148	\$3,386	\$1,895	\$2,000
Glider & Tow Aircraft Rentals	\$30,905	\$40,090	\$50,240	\$50,500
CFTA Donations/International Exch Fees	\$3,880	\$3,061	\$1,030	\$1,000
<b>Total Revenues</b>	<b>\$325,696</b>	<b>\$328,623</b>	<b>\$332,819</b>	<b>\$290,000</b>
<b><u>Administration Expenses</u></b>				
Bank Charges	\$203	\$3	\$132	\$100
Insurance - Office Contents	\$267	\$375	\$375	\$500
Insurance - Liability	\$4,585	\$3,833	\$3,585	\$4,000
Telephone & Fax	\$3,595	\$2,972	\$2,243	\$3,200
Legal (BCPC Lawyer)	\$13,651	\$4,824	\$12,814	\$10,000
Office (Supplies/printing/etc)	\$2,272	\$4,953	\$1,895	\$2,000
Postage	\$987	\$1,398	\$855	\$1,000
Wages (Executive Secretary)	\$14,280	\$15,067	\$17,152	\$20,000
CPP/EI Payroll Expenses	\$1,072	\$997	\$1,035	\$1,300
Office Equip Maint & Purchase	\$2,595	\$1,847	\$4,005	\$3,500
Miscellaneous	\$2,859	\$2,344	\$4,101	\$3,500
Screening/Compliance	\$1,167	\$748	\$0	\$0
Travel	\$34,604	\$33,366	\$35,935	\$36,000
Provincial AGM	\$7,547	\$8,403	\$9,397	\$9,500
National ACL: AGM/SAGM	\$12,034	\$12,037	\$6,671	\$7,000
National ACL Insurance Fund	\$3,233	\$0	\$0	\$0
<b>Total Adm Exp</b>	<b>\$104,951</b>	<b>\$93,166</b>	<b>\$100,195</b>	<b>\$101,600</b>
<b><u>Cadet Related Exp:</u></b>				
Insurance - cadets	\$9,154	\$9,297	\$6,557	\$7,000
Scholarship - Continuation Flying	\$3,300	\$2,400	\$1,000	\$1,000
National Awards (I ACE)	\$2,000	\$1,800	\$0	\$0
Parades & Special Events	\$0	\$576	\$0	\$500
Scholarship Selection Boards	\$2,522	\$2,970	\$1,590	\$2,000
Wing Chairs Expense (6 Wings)	\$4,366	\$3,701	\$3,669	\$6,000
Trophies & Awards	\$2,498	\$5,217	\$5,522	\$5,500
Effective Speaking & Competition	\$4,754	\$3,428	\$7,381	\$7,500
Other Competitions (Band, etc)	\$287	\$105	\$735	\$500
Promotion & Recruiting	\$3,130	\$753	\$2,401	\$2,500
Insurance - Aircraft (Hull/non-owned)	\$29,528	\$41,974	\$50,240	\$52,500
Aircraft Maintce & Purchases	\$44,065	\$29,751	\$28,903	\$30,000
Engine Overhauls	\$25,030	\$25,223	\$49,889	\$30,600
Aircraft Rental (Wilga)	\$11,010	\$0	\$0	\$0
New Aircraft Funding (\$40,000)	\$40,000	\$40,000	\$40,000	\$40,000
<b>Total Cadet Related Exp</b>	<b>\$181,644</b>	<b>\$167,194</b>	<b>\$197,887</b>	<b>\$185,600</b>
<b>Total Cash Outflows</b>	<b>\$286,594</b>	<b>\$260,360</b>	<b>\$298,082</b>	<b>\$287,200</b>
<b>Net cash Revenues</b>	<b>\$39,102</b>	<b>\$68,263</b>	<b>\$34,737</b>	<b>\$2,800</b>
<b>Less: Gaming Proceeds</b>	<b>(\$35,000)</b>	<b>(\$39,000)</b>	<b>(\$35,000)</b>	<b>0</b>
<b>Net Revenues without Gaming Proceeds</b>	<b>\$4,102</b>	<b>\$29,263</b>	<b>-\$263</b>	<b>\$2,800</b>
<b>Assessment fee charged /cdt</b>	<b>\$75.00</b>	<b>\$75.00</b>	<b>\$75.00</b>	<b>\$75.00</b>

# SQUADRON LIAISON

Tom Holland, CD  
Vice-President



## **Long Service Medal for Volunteer Service**

A new Long Service medal struck by BCPC is being well received amongst the Air Cadet Volunteers. The medal recognizes those who have volunteered in the BC Air Cadet program for ten or more years. You are encouraged to apply for your own or recommend someone who qualifies.



## **Wing Meetings**

Over the past several years Wing Meetings have become quite repetitive in format and have not provided some of the hands on information the Sponsoring Committee Members require.

The suggestions to change some of the agenda items into more 'hands on' and 'help me' format will be addressed over the 2007- 2008 training year.

The Wing Chairs and BCPC have established a conference call program to better communicate the operational information of the Leagues and Wings requirements

In July 2007 Pacific Region Cadets and the British Columbia Provincial Committee hosted a joint meeting involving the ACICO's , Wing Chairs, and League members from around the province to discuss 'Conflict Resolution within our Sponsoring Committees and/or Squadron Staff.

It is planned to start conference calls with the Wing Chairs, League Reps and the Sponsoring Committee Chairs.

The Leagues' goal for this coming training year is to improve the understanding of the different roles in our organization and create positive communications amongst ourselves.

## **Screening:**

The Screening process is ongoing throughout the year. Each and every volunteer must be screened. The Chair of the sponsoring committee is responsible to ensure that the screening has been completed within the unit.

## **Compliance:**

There will be more help available to assist sponsoring committees with the completion of required forms and reports this year. Sponsoring Committees that complete the forms required by the government and league typically function at a more proficient level and are often more successful receiving "lotto" grants.

## **Budgeting:**

At the end of each training year the Commanding Officer is required to set up his training plan and send it to Pacific Region. This is the perfect time to establish the sponsoring committee budget for the next year. Working together with the CO and staff at the end of June can reduce the stress of doing your budget during the summer just before the cadet training year begins. Dates and times for cadet fundraising can be set and worked towards months in advance, which in turn makes the results more effective.

The budget, when established early, is one of the best tools to use when operating the Squadron. The most successful Squadrons are those who talk about and know the finances of the Squadron.

Many thanks to our National Governors Bob Burchinshaw and Ken Higgins for their continuous guidance and the Members of the British Columbia Provincial Committee for the countless hours they volunteer to the program.

The Wing Chairs provide the leadership in the field and once again a thank you to

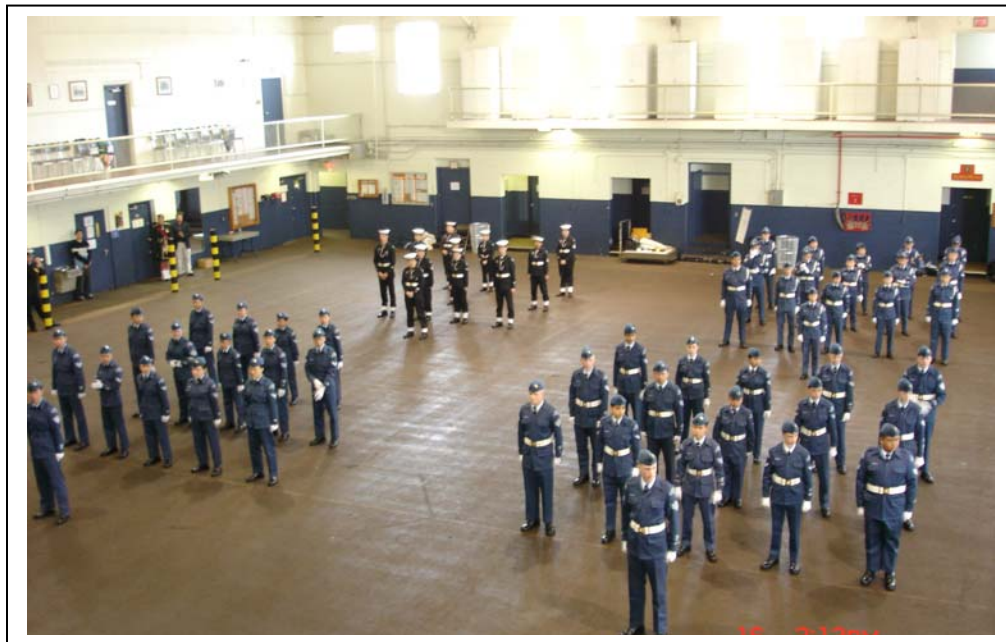
Ilona Turra..... Fraser Valley  
Robin Hart..... Lower Mainland  
Don Watt..... Kootenay  
Sue Klokied..... Vancouver Island  
Penny Doern..... Okanagan  
Bob Goode/Stan Horton.....The "NORTHERN"

**Welcome to:**

Rick Meijer as the new Northern Wing Chair  
Mike Symons as the new Island Wing Chair  
Jan Hogan will be assisting Mike Symons with the northern part of the Island.

The Air Cadet Program lives on you, the Volunteer. There is about one volunteer in British Columbia Air Cadet program for every 2 1/2 Air Cadets.

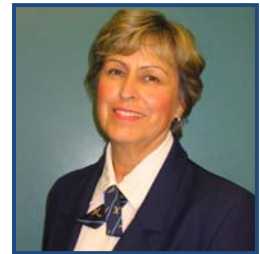
Thank you to the Wing Chairs, The League Reps and all the Sponsoring Committee Members for your time and commitment to the Air Cadet League.



Lower Mainland Drill Competition

# SPECIAL PROGRAMS

*Gladys Jarvie, RN,  
Vice President, Effective Speaking*



Thank you to all the Squadrons, Sponsoring Committees, Officers, Wing Chairs, and especially the Cadets who participated in the Effective Speaking Program 2007.

Although there are large geographical barriers in some areas, the participation at Wing Competitions is still very good. I sincerely appreciate your support in making this program a success.

There was a Regional Competition in each Wing, with the winner of the Wing competition going on to the Provincial Competition.

The winner of the Provincial Competition, Sgt Fraser Neave from the Okanagan Wing, went on to represent British Columbia at the National Competition in Winnipeg, June 15, 2007. Sgt Neave did an excellent job of representing our Province in a very demanding competition, with 12 of the best Cadet speakers from across Canada.

I strongly encourage each Squadron to send a representative to their respective Wing Competition. Dates for the 2008 Wing and Provincial Competitions will be posted on the B.C. Provincial Committee website "Calendar of Events".

As I say every year – you don't have to be a Cadet from a big Squadron to do well at Effective Speaking, you just have to be able to speak.

We will be sending our Provincial Winner to the next National Effective Speaking Competition in Quebec City, June 18, 2008.

Information regarding the 2008 Effective Speaking Program will be given to each Squadron at this meeting. This package includes the Rules and Regulations and the Application form, and the topics for the Prepared Speech 2008. Please note that the application form may now be filled out 'on line' and then 'printed off'.

This information as well as: Scoring sheets for Judges, Timer, and Teller, Guide for Speakers, Information for

Judges, and a Guide to assist with Wing Competitions are available on the Internet at the British Columbia Provincial Committee web site under PROGRAMS – EFFECTIVE SPEAKING @ [www.aircadetleague.bc.ca](http://www.aircadetleague.bc.ca)

If you have any questions or require assistance please don't hesitate to contact me via the B.C. Provincial Committee Office, or your Wing Chair.

I extend special Thanks and Congratulations to the Cadets who represented their respective Wings at the Provincial Competition.

Kootenay Wing	WO2 Brittnie Wallen 561 Osprey Squadron
Okanagan Wing	Sgt Fraser Neave 204 Black Maria Squadron
Northern Wing	F/Sgt Kenneth Wu 396 City of Prince George Squadron
Fraser Valley Wing	Sgt Devin Chappell 746 Lightning Hawk Squadron
Lower Mainland Wing	F/Sgt Kristine Slater 655 Richmond Squadron
Vancouver Island Wing	LAC Claudia Wong 89 Pacific Squadron

## **I would also like to Acknowledge and Thank**

- The Toastmasters Clubs in this Province for their assistance with this program, teaching, coaching, and judging competitions.
- Dr. Irene Evans from the Flying Toastmasters Club (Richmond), for her continued support and assistance with the Provincial Competition.
- Members of the B.C. Provincial Committee who assisted with the Provincial Competition
- Every Sponsoring Committee, Parent, and Squadron Staff who have helped to promote this program.



- Gail Elgert (my Assistant) for her continued support
- WO2 Delna Contractor (103 Thunderbird Squadron) as Assistant Master of Ceremonies at the Provincial Competition
- Mr. Tom Holland Master of Ceremonies at the Provincial Competition
- Mr. Geoffrey Johnston, and the B.C. Provincial Committee for their continued support.

Respectfully submitted,  
Gladys Jarvie



2007 Provincial Effective Speaking Contest Participants

# PROVINCIAL AVIATION COORDINATOR

*Jack Henwood, BComm., MBA, CD  
Secretary/Treasurer*



The Provincial Aviation Coordinator (PAC) is appointed by the Air Cadet League, BC Provincial Committee (BCPC) Executive Committee. The PAC, although responsible to the President of BCPC, works within the guidelines and policies as set out by the National Flying Committee (NFC). All Provinces have representation on the NFC. The DND is represented by the National RCA Ops O, and the National Technical Authority. The NFC, under the guidance of Chair, Maj Gen (Ret) Bill Paisley, is responsible for making recommendations to the national Board of Governors in matters dealing with the Air Cadet Flying Program. Formal meetings of the NFC were held in conjunction with the November, 2006 SAGM in Ottawa, and again at the National AGM in Winnipeg, June 2007.

Over the past year, a wide range of aviation related issues were addressed by the NFC, many of which were specific to other regions and therefore not included in this report. The focus of this report will be on three major items of importance to Pacific Region: Firstly, retention of Glider Pilot Scholarship graduates in the Air Cadet Gliding Program (ACGP); secondly, an update on Pacific Region aircraft replacement program; and thirdly, a brief status report on the Regional League/DND/Aerospace Industry Associations of BC (AIABC) initiative.

## ***Retention of Cadets in ACGP***

As presented in my last year's PAC report, what has been emerging as a major concern across the country, is the retention (or lack thereof) of flying scholarship graduates in the Air Cadet Gliding



Program. In 2005/06, the National Flying Committee was asked to view this matter as a priority and collaborate with our military partners in whatever way

possible to find solutions to this problem. Over the past year, several initiatives were undertaken in Pacific Region to address the retention issue. Annex "A" is a copy of a report submitted by BC Aviation Committee to the National Flying Committee outlining these initiatives including proposed recommendations. At the request of the NFC Chair, the BC report was distributed to all NFC members as an Agenda item for the purpose of discussion at the above noted June NFC meeting. In view of the importance of the retention issue, AGM attendees were urged to review the BC Report and its recommendations. Copies of the report have been widely distributed nationally to both League and military members. The RGS pro-active initiatives undertaken last year are already showing positive results in Pacific Region.

## ***"BC Gliding Program Achievement Awards" (BC-GPAA)***

The BC - GPAA is an initiative introduced this year in response to one of the recommendations put forward in the Appendix "A", Pacific Region Report. Namely "to redirect existing Continuation Flying Awards and other donor cash awards to those cadets that have demonstrated that they want to contribute to the ACGP by attaining or who are working toward attaining an upgrade in their Glider pilot training. The award is to recognize cadet participation and achievement within the ACGP upon achieving Front Seat, Rear Seat Familiarization rating and Instructor rating.

The recipients of the 2007 awards are those cadets that achieved their front and rear seat qualification during 2006 and the March 2007 Spring Break Glider camp held in Comox. The aim of these awards is to foster the retention of more cadets in ACGP by recognizing their achievements and provides cash benefit which can be used at their discretion to compensate for out of pocket expenses, or for advanced gliding training.

For 2007, there are 16 awards: seven (7) of \$300 for "Rear seat" and nine (9) of \$175 for "Front seat" Familiarization pilot rating upgrades. The presentation

of the cash award, flight suit, badge and certificate were presented at the "Wings" graduation parade held on the 16 August in Comox. The new award program was extremely well received by RGS and cadets. The awards are administered by BCPC. The primary source of funding for this year's awards is from a generous donation from the Air Canada Pilot's Association.

### ***L-19 Aircraft Replacement Program***

In November 2006 EADS/PZL CASA cancelled the production of the PZL 104MA Wilga 2000 aircraft. Speculation was that the cancellation was due to financial problems arising from EADS (parent company of PZL) and heavy cost overruns of the "A 380" Airbus.

Sealand Aviation Ltd, the primary agent in North America for the Wilga, initiated negotiations to move production of the Wilga aircraft to Canada. By early 2007, because of excessive cost and other contractual limitations PZL were asking of Sealand, it became evident that production of the Wilga in Canada was highly unlikely. Although the Wilga has proven to be entirely acceptable to us from an operational point of view, continued factory/dealer support is essential. Therefore, a decision was made by BC Executive, in collaboration with our military partners, to no longer consider the Wilga as a viable fleet replacement option and for Pacific Region to reopen the search for another aircraft to replace our aging L-19s using the same evaluation trial process used to in the selection of the Wilga.

At the time of this writing, two aircraft are up for serious consideration: the Maule (model M-7-260C), which was the runner up to the Wilga in the last replacement aircraft search process, and the Cessna 182. With regards to the Cessna 182 option, Sealand Aviation is prepared to acquire a 182 aircraft and modify it to meet our operational requirements (i.e. upgraded engine, avionics, tires, tow gear, propeller etc.). There would be no financial commitment or obligation from BCPC to carry out these modifications. The modified aircraft would be loaned to us free of charge for the evaluation process. Should the 182 prove to meet our needs as well as meet DND/League "Contract for Services"

requirements, the airframe would be completely rebuilt and aircraft rewired...in essence, a "new" aircraft.

It is unfortunate that the events surrounding the Wilga have provided a slight digression in the timing of our aircraft replacement plans. However we must not let this set-back deter us from our original goal of finding a suitable supportable replacement aircraft for our aging **L-19s.**

### ***Aviation Industry Status Report (submitted by Norm Lovitt, BC Aviation/Aerospace Representative)***

The early success we experienced in establishing an effective working relationship with the Aerospace Industry Association of BC (AIABC) and developing an initiative for implementation this Fall suffered a major setback when the Executive Director's contract was not renewed. In June, the Board of Directors put a new management team in place to establish the Association's future direction. We have contacted the team and requested a meeting to see if the Association will still be as committed to the Industry/League partnership. We are currently awaiting a response to our request.

On a more positive note, at the National level the Aerospace Industry/League is developing a national initiative, the Aviation Industry-Air Cadet Action Planning Project. Its purpose will be to provide direct support to all the Provincial Committees and their respective Aerospace Industry Associations in establishing a Regional Action Team and developing their Action Plan. It is proposed that the project team travel to each province to sponsor and facilitate a series of roundtable discussions between the Regional League/DND/Industry stakeholders. We hope to hear more on this timely project this Fall.

I extend my thanks to L/Col Kipple, Major Tuck, and Captain Eileen Carter from RGS for their cooperation and support over the past year. Their input and assistance on the Cadet Pilot Retention issue was invaluable. From the League side, my thanks to Tom Byrne, Norm Lovitt, Tom Holland, Geoff Johnston and Doug Sutherland for their assistance and contribution.

# **PACIFIC REGION GPS & PPS PILOT RETENTION INITIATIVES/RECOMMENDATION**

## **Annex “A” to PAC Report 2007**

### ***Introduction***

Over the last 10 years there has been a steady decline in the number of glider pilot graduates either returning to or remaining in the fall/spring glider flying program. Last year Pacific Regions' retention rate declined to a point where the Regional Glider School (RGS) was unable to attract a sufficient number of experienced instructors to the summer program. Should this decline in retention be allowed to continue, the Cadet Glider Program (CGP) in Pacific Region would be unable to sustain itself within the next 3-5 years.

This situation is not unique to Pacific Region and has been identified as a National issue.

### ***Issue***

To attract and retain sufficient glider pilot graduates in the CGP to ensure that it remains self-sustaining for the foreseeable future.

### ***Pacific Region Immediate Initiatives And Solution***

To address their immediate concerns for the impending 2007 summer training program the RGS implemented the following initiatives:

- Pamphlet: RGS developed and distributed a promotional pamphlet to all glider pilot graduates outlining the requirements to become a glider familiarization / instructor pilot and provided encouragement.
- Communication: RGS compiled a personal data bank of all graduate/ familiarization/ instructor pilots and contacted them on a personal level to encourage them to stay in the program and become an instructor.
- Spring Glider Camp: RGS conducted a glider camp at Comox during March break for all instructor and prospective instructor pilots. The program included flying along with classroom instruction on proficiency exams, instructional technique and soaring.
- As a result of these initiatives initial indications are that this year glider instructors' course should be full and there should be adequate instructors to support the 2007 glider pilot training course.

### ***Process To Arrive At Short, Medium, Long Term Recommendations***

To identify the dissatisfaction within the current ACGP and solicit ideas on how it could be made more attractive, both RGS and the BC Committee developed and distributed questionnaires. RGS canvassed all current and former CIC officers and glider cadets while the BC Committee sought input from all the parent committees and interested provincial members. In addition, an ad hoc Working Group (WG) of RGS and League stakeholders was established to develop a coherent regional plan that would not only increase the number, but improve the retention of glider pilot graduates participating in the CGP. After WG members had reviewed the results of the surveys and comments, the WG held discussions to identify the critical issues and propose recommendations to develop a phased implementation plan.

The WG deliberations identified the following general areas of concern that need resolution if we are to attract and retain cadets that show interest in becoming qualified Familiarization pilots and/or Glider Instructor pilots (hereinafter called the “Target Group” (TG)):

- Transportation/Travel
- Flying Time
- Conflicts (time demands, personalities)
- Lack of Motivation
- High Glider Pilot Training Failure Rate

Specific problems within each area were then identified along with recommended initiatives/solutions for each:

#### ***A. TG Transportation/Travel***

- Travel /food costs associated with travel to/from remote sights a burden for cadets and parents.
- Difficulty for cadets to arrange transportation to/from glider sites on a continuing basis.
- Long distances and length of time spent travelling to some remote sites.

### ***Recommendations (Transportation)***

#### Short Term (Transportation)

- RGS/Area Coordinators promote and where possible offer some form of support to help organize carpooling for TG cadets.

#### Medium Term (Transportation)

- DCadets/Pac Region recognize travel/rations expenses for TG cadets as a legitimate cost of doing business and reimburse accordingly
- Pac Region/RGS provide a van for TG cadet transport to some of the remote sites.

### **B. TG Flying Time**

- Takes too long to build requisite PIC time to qualify for glider/power familiarization rating, glider instructor and tow pilot qualification.
- Ground crew at glider sites become discouraged by the amount of work they do on a daily basis compared to the small amount of PIC time they normally acquire.

### ***Recommendations (Flying Time)***

#### Short Term (Flying Time)

- RGS/Area Coordinators amend fall/spring glider schedule to provide more dedicated time for TG training on a regular basis. This will require a short term relaxation of the current familiarization flying mandate requirement.
- RGS/Pac Region incorporates a Spring Glider Camp in the annual training schedule and fund appropriately.

#### Medium Term (Flying Time)

- Make upgrade to tow pilot more accessible. While the current Pilot In Command (PIC) requirements (150 hrs for an L-19) seem reasonable, they are entirely arbitrary and virtually out of reach for most recent TG Power Pilot Scholarship (PPS) graduates. This onerous PIC requirement could be reduced in several ways – credit for tail dragger experience and/or, completion of a tailored training program, for instance - not to mention the replacement of the L-19 itself with a tamer aircraft. The power familiarization program could also be restructured to ensure that maximum amount of flying is done by TG PPS

graduates thereby assisting them with PIC time-building.

- DCadets/RGS amend requisite publications to allow cadet power pilot graduates to be qualified as squadron power familiarization pilots.

#### Long Term (Flying Time)

- DCadets/League amend the current CGP flying mandate to read “to provide every cadet with the opportunity for at least one flight in a glider each year and the requisite staff training to support this level of activity”

### **C. TG Conflicts**

- Senior cadets have increasing educational demands and need to earn an income. It cost them money to be involved!
- Senior cadets who remain in the glider program receive little, if any recognition at the squadron level and are normally marginalized due to lack of participation in squadron activities.
- Cadets leave the program because of the manner they are treated by or personality conflicts with some supervisors.

### ***Recommendations (Conflicts)***

#### Short Term (Conflicts)

- RGS/Area Coordinators provide greater opportunity for TG cadets to remain in the program by flying on weekdays, evenings, and splitting the weekend shifts to allow cadets to fly half days to suite their respective work schedules
- Reimburse cadets for reasonable out-of-pocket expenses, either in cash or in kind. Provide transport and lunches where feasible, otherwise reimbursement in cash.
- League redirects existing Continuation Flying Awards and other donor cash awards to those cadets that attain and/or who are working toward attaining their Glider Familiarization Pilot rating. (Current estimate \$3-\$4,000 per year). Consider creation of additional cash awards.
- Pac Region/RGS/Area Coordinators establish a cadet performance reporting system between the glider program and the local squadron.

- RGS/Area Coordinator emphasis proper leadership behaviour by senior staff during both the summer flying training courses and the spring/fall glider flying program

#### Medium Term (Conflicts)

- Pac Region amends squadron establishments and promotion policy to create a "Glider Familiarization Pilot" position as senior cadet position in each squadron at the rank of up to WOII.

#### Long Term (Conflicts)

- DCadets to pursue a change in policy to allow Glider Familiarization Pilots to be compensated.
- League investigates other sources of funding that may be used to compensate Glider Familiarization Pilots. Estimated cost for BC \$25,000 (average 6 pilots, 15 days/year @ 11 sites @\$25/day)

### ***D. TG Lack of Motivation***

- Except for some very keen cadets, the majority of Glider Pilot Scholarship (GPS) graduates are not highly motivated to join or continue their participation in the glider/power flying program.
- Many cadets pursue a GPS as the best path to a PPS rather than as an end in itself. Others pursue a PPS simply because it is the biggest prize available, and not because of any abiding interest in aviation as a career. Some of the cadets who receive a PPS are no longer interested in participating in gliding once they reach the exalted status of "power pilot". Whatever the motivation, the PPS tends to divert or at least distract cadets from the core program, the CGP.
- Cadet's level of participation in the glider flying program is not formally recognized in a cadet's career progression.

### ***Recommendations (Motivation)***

#### Short Term (Motivation)

- RGS identify potential TG candidates during summer flying training. Cadet's Course Report to reflect TG potential. Counsel the cadet on one-on-one bases as to his/her potential, and outline post graduate flying career paths.

Assess cadet's willingness to commit to program.

- Pac Region/RGS/Area Coordinators establish an annual performance reporting system for cadets between the glider program and the local squadron.
- League amend Power Scholarship Selection Board marking criteria to award marks for a cadet's level of participation in the spring/fall glider flying program (recognizing that non-glider pilot candidates can still participate in the program as ground crew).

#### Medium Term (Motivation)

- PacRegion/RGS investigate establishing a 2-3 days Introductory Soaring Course for a limited number of deserving cadets.
- League assists in financial support the establishment of the course.

#### Long Term (Motivation)

- DCadets/Pac Region/RGS/League expand the CGP to recognize and fund soaring as advanced glider training. Consider revamp of the GPS/PPS program to place more emphasis on the core air cadet activity - gliding. Advanced gliding and soaring should therefore be introduced, either through a partnership with civilian soaring clubs, funding or bursaries for advanced training, or through the procurement of high(er) performance gliders. Reduce the number of PPSs if necessary to fund more emphasis on gliding.
- The concept of "Career Path" flying training for cadets investigated more fully. With the introduction of the recent MOUs with the Aerospace Industry and their inherent emphasis on "career path" technical training, the timing is opportune.

### ***E. High Glider Pilot Training Failure Rate***

- Glider Pilot Selection Boards receive very little tangible indication of a candidate's real level of motivation/aptitude towards flying.
- Large number of glider pilot failures is a result of candidates' inability to keep up with the intense training pace of the course and not necessarily a lack of flying ability.

## **Recommendations (Failure Rate)**

### Short Term (Failure Rate)

- Pac Region/RGS/Area Coordinator record and include cadet's history of attendance at either power or glider familiarization flying program as part of the candidate's documentation provided to Glider Pilot Selection Boards.
- League amends Glider Scholarship Selection Board criteria to award marks for candidate's attendance at both power and glider familiarization flying programs.



### Medium Term (Failure Rate)

- Pac Region/RGS/League continue to promote and expand squadron access to the "Computerized Aircraft Simulation Centre" (CASC) within the region with the view to making CASC participation a selection criteria reward.
- League amend Glider Scholarship Selection Board criteria to award marks for a candidate's level of participation at the CASC
- Pac Region establishes means of measuring a cadet's participation in the glider program at the squadron level and include as part of the candidate's documentation provided to Glider Pilot Selection Boards.



### Long Term (Failure Rate)

- DCadets/Pac Region/RGS conduct a feasibility study to ascertain whether spreading the Glider Pilot Training Course over two consecutive summers would significantly reduce course failure rates. i.e. Entry level for first summer at 15 yrs old, trained to solo level only. Second year (16 yrs): solo level cadets trained to Wings level.



2007 Glider Scholarship course, Comox

Jack Henwood  
BC Provincial Aviation Coordinator

# CHIEF ADMINISTRATIVE OFFICER

*Helen Brand*  
*Chief Administrative Officer*



WOW what a first year I had; an AGM, a huge change in screening and an office move which included packing I don't know how many years of paperwork.

Here are the highlights from the year and notice of some changes heading your way.

## **Office Move**

The office moved from Jericho Garrison to Boundary Bay Airport in March 2007. The address for those of you who need it is

Unit 56  
4400 72nd Street  
Delta, V4K 5B3

Phone, fax and email information remain the same. Our office is in the main terminal for the present time but we hope to relocate into the Heritage Hanger some time next year.

## **Scholarship Camp Application Process**

We used a secure online database for the first time to assist us in streamlining the application process for scholarship camps. Not only will we be using it again in 2008 but the National office has decided to adopt it for all provinces.

## **Server Purchase**

We purchased our own server this year to house the scholarship database, our webmail system and the website. Beginning In September 2007 all squadron information sheets will be available for update online. To help keep me up to date with changes you will be able to go online as required to make required updates.

## **Screening**

Screening continues to be a huge task. When I took over the job, there was a large backlog requiring my immediate attention. Just when I thought it was under control, the changes in screening unpaid volunteers hit!

As of now I am up to date with all screening applications and aim to have a turn around time of no more than 4 weeks. If you require screening performed faster than this please let me know and I will do my best.

PACREG will require all squadron volunteers (old unpaid CI's) to wear their screening cards while working with cadets. If volunteers do not have a card they will be asked to leave the premises by the military. PLEASE screen your volunteers in a timely fashion so as not to have this happen in your unit.

## **Compliance**

Compliance is an area that still needs some work. I would like to remind all of you that the National office requires ACC9's be submitted. They are due in our office by October 31st. There are upcoming changes in regards to the Annual Report (Form 11). I will keep you informed as soon as I have the details.



Air Cadet League of Canada BC Provincial Executive Committee



(L-R) Stan Horton, Linda Spouler, Tom Holland, Geoff Johnston, Jack Henwood, Gladys Jarvie

**THE AIR CADET LEAGUE OF CANADA**

*British Columbia Provincial Committee*

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