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## Teaching in Uganda

One couple answers the call to volunteer their engineering skills PAGE 13

**Refugees give back** Syrian newcomers paying Canadian kindness forward PAGE 8



National Association  
of Federal Retirees  
Association nationale  
des retraités fédéraux

# SAGE

**SAGE IS THE VOICE OF FEDERAL RETIREES**

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# An urgent, yet simple request: VOLUNTEER

## JEAN-GUY SOULIÈRE

“Volunteering is a fundamental building block of civil society. It brings to life the noblest aspirations of humankind — the pursuit of peace, freedom, opportunity, safety and justice for all people... volunteering is an essential element of all societies.” (*Universal Declaration on Volunteering adopted by the National Association for Volunteer Effort, 2001*).

The National Association of Federal Retirees annual members meeting (June 19-21), the *Moving Forward* initiative that was announced in the spring 2018 edition of *Sage*, and the theme of this edition of *Sage* have a common denominator: volunteers. Voting delegates at the AMM are all volunteers and the future of the Association, as described in the *Moving Forward* document, cannot be achieved without volunteers. In this issue, you'll find examples of volunteering, its importance for our Association and, indeed, for society in general.

It is no secret that many of our branches have difficulty recruiting volunteers. The future of our Association is largely based on an expanded role of branches, but the caveat is that additional volunteers will be necessary — easier said than done!

Many, if not most, of our members are baby boomers. Studies and experience show that boomers do not volunteer the same way as previous generations. Many organizations, including ours, are at risk because they haven't found a way to encourage baby boomers to volunteer. So, if we are to reach our potential — if we are going to become the organization that we should and can be — we have to encourage more members to volunteer.

In our membership survey conducted in 2016, we asked our members to list their top three hobbies. It was interesting to note that volunteering was the fifth most popular hobby and 26 per cent of members surveyed listed volunteer work as one of their top three pastimes. The other most popular hobbies were reading (62%), travel (53%), exercise (46%) and online activities (33%). Our challenge is to encourage those who volunteer to give some of their volunteer work to this Association. For those of you who are not volunteering, you might be encouraged to consider volunteering by reading the articles in this issue.



National Association of Federal Retirees president Jean-Guy Soulière.

Volunteering with this organization does not mean that you commit yourself to enormous amounts of hours of your time. If two or three of you were to offer a couple of hours a week to assist your branch, all of our branches would be healthy. Those of us who spend a lot of time volunteering with the Association (myself included) do so because we want to — it is not an obligation — it is indeed one of our top hobbies!

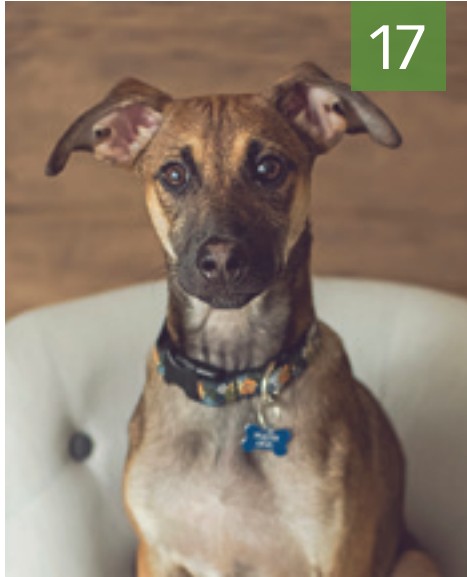
In the spring edition of *Sage*, you were invited to read the document *Moving Forward* and to share your views on the direction Federal Retirees should take for the future. This exercise, as I mention in the presentations I make on the subject, is not only an initiative, it is a necessity. To simply stay still will not permit us to grow and meet the potential of this organization. We have a very solid foundation and our main focus must always remain the protection of our pension and retirement benefits; but, we must build on our foundation and look at the challenges of today and tomorrow. Our membership is changing, and so must the organization if it is to meet the needs and requirements of our members. I invite you to visit [federalretirees.ca](http://federalretirees.ca), read the brief document *Moving Forward*, and provide your views. ■



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# SAGE

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COVER PHOTO Sharon Shalla with foster dog Flyer. Photo credit: Emily Kennedy



## DEAR SAGE

Keep those letters and emails coming, folks.  
Our mailing address is:

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Or you can email us at [sage@federalretirees.ca](mailto:sage@federalretirees.ca)

now, but which no doubt the Minister of Finance will pull forward as soon as he feels it is safe to do so. We have heard a great deal about the bill, but many of us are still in the dark about its details. For example, who exactly is covered? What does "employees regulated by the Federal Government" mean (the entire Public Service, the Armed Forces, the Border Services Agency, the RCMP, and so on)? If it does not, how can the government benefit from the move to the bill; will it apply to those already on pension, in the Armed Forces, the RCMP, etc...; what will happen if the economy falls into recession, will those on pension now actually be deprived of any minimal pension they currently get? This could be disastrous for Armed Forces members on Disability Pension, for example. There seem to be so many unknown issues on this matter. We did get an e-mail on the bill from NAFR a while back and wrote to the Minister and our local MP, but it seems an article in *Sage* could clarify issues with this potentially ruinous legislation.

M.S. McHaffie

*(We plan to address your concerns in our fall issue)*

*(Re: Spring 2018 theme Veterans)*

Uncle George was killed in 1943 during an exercise while piloting with 407 Squadron. Years had passed and having served in the military, I wanted to know more about him. After I retired I searched Google and found that my uncle was buried in a churchyard in Heaton Puncharden, England. After a phone call to relatives in England with the location of his grave, I was informed that his grave was about an hour and a half from their town. In 2014 I organized a vacation for my wife and I to visit with our in-laws, and made arrangements to visit my uncle's grave site. The visit to the site was the first any family member had made and was a rewarding, but solemn time. After visiting for a while my wife and I placed flowers on his grave. In 2016 my wife and I returned to England, and the journey to Uncle George's was made again. Being attached to 8 Wing RCAF Pipes and Drums, I'd asked for permission to wear my uniform. With permission granted, a wreath was placed at my uncle's grave, and I proudly and loudly played the 'Flowers Of The Forest'. Though I had never met my uncle, these visits to his grave made me feel connected.

F.A. Alderman, Chief Warrant Officer (Retired)

*(Re: Spring 2018 theme Veterans)*

After serving in the Royal Canadian Navy/Canadian Air Force for 25 years (1952-1977) I was told I had to retire. On retirement, I was given nothing about how to look for or find a job of what were my resources. The first three jobs I applied for said I was over-qualified. My background was electrical and electronics. Luckily, I heard of an opening at IMP Aerospace at the Halifax airport. I was able to work on the same aircraft I had in the service. I fully agree that service men or women who end up with mental and physical problems should receive a pension, not a monetary pay out.

David Galbraith

*(Re: Winter 2017)*

Congratulations to all, you have produced a most exemplary magazine. I cannot say enough as to how well written, interesting and informative each feature article was. The Winter 2017 issue will be remembered as your best and might very well win a publication industry award. Over the last five years or so *Sage* has been immensely improved. I really don't know where you can go from here. But, good luck and keep it up!

Christopher Morris, P. Eng.

I congratulate you on *Sage* and its contents. We look forward to getting each issue and the many items covered therein. In fact, it is the best, if not only, real way many of us get a great deal of our relevant information affecting our daily lives. In that connection, we wonder if you could include in a future issue, a clear article on the potential effects of this Bill 27, which is apparently in limbo just

(Re: *Missing In Action, Spring 2018*)

Thank you for a very good article on this subject. By the way, those are British tanks in your title photo, page 16, unless they were being used by the Germans and had been recaptured.

David Letson

(Re: *Soldiers on the Street, Spring 2018*)

Elizabeth Thompson is to be commended for an excellent article. Before I retired, I had the great advantage of pre-retirement courses. The most critical lesson from each was "how will you spend your days." The consultant said "It is Monday morning, what will you do?" I answered that I would get up,

have breakfast, walk my wife to work, come home, read *The Globe and Mail*, putter in the garden, have lunch, take a nap, pick up my wife, have supper and evening together. "Great," he said, "Tuesday what do you do?" Turned out each day would be the same — not very fulfilling. The lesson: Prepare to have a reason to leave the house each morning. If one is moving from a structured military life to civilian life, a full- or part-time job may be in the cards. If not, there is no end of volunteer activity opportunities. But, one has to plan for them, and the military — of which we are supremely proud, and DVA, must offer pre-retirement (from the military) training.

Joe O'Brien

(Re: *Missing in Action, Spring 2018*)

I dare say that you have already been inundated with howls of disbelief regarding the caption to page 16's photograph. I just have to add my comment to the heap: There are a couple of German prisoners certainly, and I take it as true that there are Canadian troops in the picture. How they are identified as such I'm not sure. My beef is about the tanks. They are without doubt, British tanks, not German.

John Colson

Those who can, do.  
Those who can do more, volunteer.

- Unknown

Join our  
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For more information, contact your local branch or our National Volunteer Engagement Officer, Gail Curran at **613-745-2559, ext. 235** or email [gcurran@federalretirees.ca](mailto:gcurran@federalretirees.ca)



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# EXAMPLES OF WHAT CAN BE

Syrian refugees giving back to the country that 'gave them life'

JOSEPH MATHIEU

It's an old adage, one that volunteers confirm with every good deed: you get more than you give.

And it holds particularly true for the Canadian response to the Syrian refugee crisis, the global catastrophe that sent millions to the brink of despair and

death, and has shown the world just how compassionate humans can be.

Both the Canadians who led a humanitarian charge, and the Syrian newcomers who are becoming a part of their new country's social fabric, have set the bar in building community. More and more, the stories of different groups helping each other have proven how it takes very little to be able to give back so much.

Given the chance, Syrian refugees are paying it forward across the country.

By Jan. 31, 2018, Canada had received more than 51,000 Syrian refugees. The resettlement program that began in 2015 involved over 350 Canadian communities that welcomed Syrians who fled not just their war-torn country, but the often harsh conditions of displacement and overcrowded refugee camps. As Syrian



families began to put down roots in every corner of the country, Canadian media reported a blizzard of heart-warming stories about the initiatives of ordinary citizens. Charities, community groups and outreach organizations were spearheading the welcome committees, but individuals were doing the heavy lifting to help Syrian refugees integrate into everyday Canadian society.

When the situation in Syria began to worsen in 2011, Sam Jisri felt compelled to fly from Mississauga to the borders of Turkey and Jordan to provide humanitarian and translation support. He had moved from Syria to Jordan as a toddler and then to Canada with his family as a teenager in the 1990s. In his new country, he founded a clothing store at 17, then a graphic design school in 2001, and with that same entrepreneurial spirit he was determined do something for his war-torn country of birth.

A few years later, the Liberal election promise in 2015 pledged to accept 25,000 refugees to Canada from Syria. "I thought to myself, maybe it will happen, maybe not," said the married father of four. But, whatever would transpire, Jisri vowed that he would be ready if and when refugees began to arrive.

Jisri created the Syrian Active Volunteers (SAV) organization and hotline with friends and community members, to offer Arabic-English translations and advice to Syrian newcomers in the Greater Toronto Area. In December 2015, he found himself comforting and organizing 200 newly landed Syrians in the hallways of the Toronto Plaza Hotel where COSTI Immigration Services had begun their ambitious settlement process. It was both exhausting and incredibly exciting, recalls Jisri.

Now, his outreach organization is based at Hurontario and Dundas Streets, in the Syrian Community Centre, of which Jisri is the president. It houses a donation warehouse, a conference hall that seats 80, and a suite of offices

that are used as classrooms. Newcomers aren't just getting English lessons and computer courses, but are also learning how to give back to their new communities.

Just as newcomer children are incredibly quick at picking up English, so too are they naturals at becoming productive and caring members of society. "Kids are always excited, so with volunteering they are putting that energy in the right place," says Jisri. "At the same time they are helping those in need."

Jisri remembers being taken aback as a 14-year-old by the Canadian welcome his family received. "The people were majorly so very warm-hearted, so very generous," he says. "We arrived in the winter, and on the first day our sidewalk was cleared by the Chinese neighbour. Why would they do that?" He laughs. "It shocked me."

Nowadays, Jisri regularly gives talks about volunteering at SAV in Mississauga and at other speaking engagements around the country. Most of the 1,800 Syrian families SAV has helped are curious to know how they can volunteer, but also why it seems to be so common in Canada. "It means many things for different people at different ages," he says.

Whether retirees who have paid their dues, or teens who are gaining experience while going to school full-time, they all feel a similar high from helping others. "Seniors remain active, socially and physically, and

.....  
 "Seniors remain active, socially and physically, and children who volunteer learn to give back and learn how to share."  
 .....

children who volunteer learn to give back and learn how to share," says Jisri.

Syrians who wish to express gratitude for their hosts and their new country, have begun volunteering and giving back in many ways.

"All the kids who speak more than one language love to help translate," says Ginny Twomey, a member of the National Association of Federal Retirees who volunteers at Winnipeg's Newcomers Employment and Educational Development Services (N.E.E.D.S.) Centre. "The older kids are more than willing to help younger kids and to help one another, and they all really enjoy volunteering."

Twomey, a former human resources manager, has worked with eager young newcomers in the N.E.E.D.S Centre's pre-school program. It teaches youth still living in temporary housing how things operate in Canadian classrooms — just one of the many programs by this Manitoba outreach service for immigrants.

A similar organization in Halifax, the Immigrant Services Association of Nova Scotia (ISANS), has seen many of their clients offering up their time altruistically.

"I believe in giving back, it's the main reason for this life," says Aseel Ali, volunteer program coordinator at ISANS who came to Halifax in 2015. Originally from Iraq, Ali lived in Syria in 2014 and has worked in a variety of roles at ISANS, and since August of last year, she has worked as a volunteering coordinator. The response, she said, has been amazing. She hoped to enlist 40 volunteers among immigrants and newcomers but found over 100 willing to help with 13 different community partners such as Habitat for Humanity and the IWK Hospital for Children.

In Halifax, five Syrian hair dressers offer free haircuts every month at The Alders, a housing complex for homeless women, and four other women prepare lunch and dinner at the Adsum House women's

shelter. Sometimes the cooking group eats with the women at Adsum House, breaking bread and discussing what they liked about a new recipe they just made for the first time.

“They really like to give back to the community, and they improve their language and communication skills while they’re at it,” says Ali.

Last year, another Haligonian group cooked and delivered Syrian staples to Adsum House and four other shelters. The Syrian Thanksgiving Group of Nova Scotia, made up of eight refugees and two locals, wanted to express their thanks to their new community by sharing some of their culture amongst those in need.

The Syrian Student Society at Dalhousie University took another approach with the second annual Shokran (“Thank you”) Canada event they hosted in April, 2017. Held on campus, this Syrian cultural showcase featured traditional dances and food to raise funds for the Children’s Wish Foundation. Similar events have popped up all over, like the Ottawa Syrian Festival in February that featured dance, food and art. Here, artworks by Syrian children and students were auctioned off to fundraise for Canadian Blood Services and the Ottawa Inuit Children’s Centre.

The nation’s capital is where 20-year-old Noor Sakhniya became a youth facilitator for the Catholic Centre for Immigrants (CCI) in early 2017. Born in Aleppo, Sakhniya had been studying to be a commercial pilot in Florida for a year before he was denied a new visa in April 2016 at Ottawa’s American embassy.

“I didn’t know what to do,” he says. “After a time, I ran out of cash. I walked the streets, I stayed in the Ottawa Mosque, I went to the 24-hour Tim Horton’s.” By the end of the month, he realized he could claim protected person status, which he was awarded

Syrian Canadians from coast to coast participated in a nationwide campaign to give blood and support the Canadian volunteerism spirit. It was a way for Syrians to express their gratitude to Canada and be able to give back. L-R: Nagham Ghanam and Basma Dalati in Calgary.



Both the Canadians who led a humanitarian charge, and the Syrian newcomers who are becoming a part of their new country’s social fabric, have set the bar in building community.

that November. He got part-time jobs at HomeSense and Loblaws and began volunteering at CCI just as the number of Syrian refugees arriving in Canada had reached 40,000.

Sakhniya regularly helps Syrian children participate in activities and field trips around Ottawa, and actively tries to teach them how good it feels to give back to their community.

“I think newcomers, and more specifically Syrian newcomers, want to say thank you, but sometimes it’s

really hard to take the credit for that message if someone else is doing it for you,” he explains.

To organize a Syrian show of gratitude without the backing of a major settlement agency or community program, Sakhniya coordinated the first annual Syrian Canadian Donation Day in April, 2017, where hundreds of Syrian refugees donated blood in 10 major Canadian cities. It was all a part of an independent and inclusive way for Syrians to say thank you.



**PHOTOS CLOCKWISE FROM LEFT**

Syrian newcomer women give haircuts to residents of The Alders, a housing complex for homeless women.

The Noufal family. L-R: Mahamad, Mazen and Rawan support their dad Ayman during Syrian Canadian Donation Day, April 14, 2018, in Calgary.

Traditional dance is a feature of the Shokran Canada ("Thank You Canada") festival organized by the Syrian Student Society at Dalhousie University.

Volunteers with Immigration Services Association of Nova Scotia share traditional dishes with those in need by cooking weekly lunches and dinners for the Adsum Women's shelter.

They believe that Canadians gave them life and now it's their turn to give them life.



"Many newcomers told me, 'we were living in camps, but actually we were not living we were just eating, drinking, and sleeping.' They believe that Canadians gave them life and now it's their turn to give them life."

"As we create a new life in a new country, we sometimes forget about the previous difficulties and who helped us to get to where we are," says Karen Molina, a youth coordinator for community connections at CCI. "But [Sakhniya] truly takes those to heart, and thinks 'how do I give back?' It's almost as if he does it without meaning to."

Sakhniya is also the VP of Youth Affairs at Ottawa's Humans for Peace Institution and co-chair of Capital Welcomes. He hopes that Syrian Canadian Donation Day will become an annual event, to remember all of the sacrifices and efforts that Canada made for their Syrian cousins.

With the help of a City of Ottawa micro-grant, Sakhniya also plans to organize a reading program called Newcomer Reads. From July to November, newcomer children between the ages of 10 and 15 will be encouraged to read more books, to develop their English comprehension and increase the rate of literacy.

"I'm a person who believes in gratitude and that every good cause should be valued and supported," he says, hoping that the expected 150 readers will want to also help their Syrian communities become more active.

"What Noor's been able to accomplish in that short amount of time really is a testament to what Canada can do for newcomers," says Molina. "He wants to be that beam of hope for the rest of us. He's an example of what can be." ■

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ANSWERING

THE CALL TO

VOLUNTEER

One couple's faith in volunteering fills a big need for their skills abroad

MATT HARRISON

“Coming home and having that experience of seeing how most of the rest of the world lives in poverty and despair, you can say to yourself, ‘Wow, am I ever lucky, am I ever fortunate, am I ever blessed.’ And I did that. But what was really happening was that it was a calling from God to say, ‘Hey, here’s what you’re gifted with. Now what are you going to do with it?’ I saw it as a challenge and I wanted to rise up to that challenge.”

Coming home from that fateful trip to Belize in 2000, Patrick Cochrane, an engineer with Fisheries and Oceans Canada at the time, finally made the decision to “rise up to that challenge.” From this point on he began using all

of the various leave programs offered to public servants by the government (self-funded leave, leave with income averaging, pre-retirement transition leave) in order to volunteer his skills as an engineer in developing countries.

When he retired in 2011, at age 56, he would continue lending his experience as an engineer to various programs overseas, but for longer periods of time. Accompanied by his wife, Joan — a former librarian and educator — Uganda became their focus. After six years, their work mentoring surveyors has allowed them to hand the project over to a trained and experienced Ugandan, who will continue the work Patrick, Joan, and others set in motion.

And yet, this ‘calling’ — the idea of volunteering overseas and using skills acquired throughout their professions

**PHOTO** Patrick Cochrane guides three geomatics engineering students on a field survey exercise during a training session at Kyambogo University campus in Kampala, Uganda.

— had not occurred to either of them prior to Patrick's trip to Belize. Instead, retirement was something that held some degree of anxiety — especially for Joan.

"I loved my job at the Kamloops Christian School, and I was not ready to retire," she says laughing. When she imagined retirement, she says, "it certainly wasn't going to Africa — at all. That was not in the plans. I really hadn't thought much about it beyond making sure I stayed busy, because when you go from being busy to doing nothing, that sounds just awful. I was looking at volunteering but staying to work in the library."

At the same time, Patrick, who has been a Federal Retirees member since 2011, had attended a pre-retirement workshop put on by the government. It was a routine workshop that encourages civil servants to consider what they might do when they retire, even if retirement is a long way off.

When it came to retirement, Patrick admits he hadn't given it much thought and he doesn't recall that the workshop encouraged benevolence either. "I just remember them saying that many people get to retirement and say, 'Now what?' And they're kind of lost."

Though it didn't seem like it at the time, this workshop was the genesis for the couple's future plan to spend their retirement volunteering overseas. It planted the seed for "what next," which would grow exponentially after his trip to Belize.

His reason for travelling to this Central American country, which shares a border with Guatemala, was to help a friend survey his property.

"We were driving everyday from a town out to a rural setting and everywhere you went you could see — all along the roadway — the need. It was in your face, the smells of the third world... You could tell that poverty was very prevalent."

The poverty was particularly dire among Guatemalan refugees who had fled their country to escape the civil war that had been raging for three decades.

Patrick had never seen poverty like what he saw there. Even after he returned, the refugee's plight stuck with him, and it wasn't long before he realized that he had the answers to the questions posed by his calling: His gift was his engineering skills. How would he use it? Volunteering. But where?

"I was an engineering technician. I like to make things happen," he says about his thinking at the time. Reflecting on his career, he realized that whatever he was going to do he wanted to get his hands dirty.

"I wasn't involved so much in the planning/management side of technical engineering," Patrick explains, "rather I was the one guy-on-the-ground doing the construction, the preliminary engineering work." He also has a strong faith, of which service is an integral part.

Patrick realized that he could be hands on and faithfully serve through Engineering Ministries International (EMI), a faith-based organization that provides opportunities throughout the developing world for architects, engineers, surveyors and other design professionals.

It was on Patrick's third mission with EMI where the idea to create a mentoring program coalesced. They were in Uganda. He had been to Uganda once before, briefly, as part of a smaller team of design professionals to create a seniors' outreach facility in 2007.

"Seniors are a very lost segment of the population. They don't have a social service net like we do in Canada," explains Patrick.

On that trip, Joan had accompanied him.

"I was the human face of the team to these elders that the ministry [EMI] supported," Joan says about her role. "I visited homes of the elderly with Ugandan social workers. On one hand you have the design team who is building something for them, but there was no time for the team to meet the people who are going to actually use the building. I was the face of the team. I met these people, ate lunch with them, took their pictures, and brought the human element back to the team, to show them who specifically they were helping."



For both of them, the adjustment to the conditions in Uganda were difficult, but not insurmountable.

"Normal in Uganda is vastly, vastly different than normal here," explains Joan. "I remember culture orientation for that trip noting that the faster you can find common ground the better off you are. You can look at how people live and go, 'Oh my, they have nothing! And you can look at that and have incredible compassion, which is a good thing, but you can't walk well beside people who live like that unless you can find some common ground."

However, it was on the 2011 trip — his second to Uganda — where he realized the country was in need of trained and experienced surveyors.

"I spent five weeks there, working with a local, finding out what his skill set was, and finding out where the gaps were that I could potentially help fill. That spawned this idea of eventually running a practicum for surveying engineers," explains Patrick.

Vital to improving conditions in Uganda is the construction of housing, clinics and social outreach centres — all of which require skilled and trusted surveyors. Unfortunately, Uganda is rife with corruption, which directly impacts whether these are built, and built correctly.

A World Bank summary, contained within the U.S. State Department's 2012 report on Human Rights, noted that corruption in Uganda was

Students carry out a field survey in Bugiri, Uganda.



## His gift was his engineering skills. How would he use it? Volunteering. But where?

a severe problem; “that the government did not implement the law effectively and officials frequently engaged in corrupt practices with impunity” — an impact reflected in the annual loss of \$268 million to corruption.

Despite having university programs where the theories essential for prospective engineers are taught, Patrick explains that, “there was a significant gap in the practical application of the theory.” Moreover, surveyors just couldn’t be trusted due to corrupt practices. This demonstrated to him that there was a need — one where his skills as a surveyor could be put to good use in training others, and where the integrity of the mission could help produce trusted surveyors.

Surveying was his “gift” and the calling’s question, “Where are you going to use that gift?” now had an answer: Uganda.

From 2011 on, he and Joan began spending several weeks and months, every year, in Uganda helping to establish a mentoring program for training Ugandan surveyors.

After seven years, 44 Ugandans have gone through the program, and many of them have come back to volunteer their time.



Students and volunteer trainers in Kansanga, Uganda, with donated survey equipment used for training.



Patrick and Joan Cochrane ready for a survey field camp in Karuma, Uganda.

“We have a number of them that have formed a company that does contract survey work for the Ugandan [EMI] office,” notes Patrick. “So now we have those trusted surveyors: we can trust their business integrity and we can trust their technical capabilities. That was a great milestone.”

Just this year, their office hired a Ugandan — one of their former students — who will eventually take over the role of training



Patrick Cochrane guides students on survey software applications to complement the training received on instrumentation and field applications.

and leadership that Patrick once held. “I’ve just about done myself out of a job,” he says laughing.

Patrick and Joan’s retirement plans have cost them money (initially, they paid for all of their expenses; in time they’ve been able to raise funds through friends and family), time, and of course a great deal of energy.

“We have a strong desire to encourage others to use their gifts, their resources and their abilities to help make this world a better place. We hope that we can stand as an example of how easy that is. We’re just ordinary people who have happened to step into an extraordinary adventure that just happens to be helping people.” ■

# SPECTACULAR INDIA

## A Jewel Box of Culture, Tradition and Dazzling Colour

India is many things all at once. It dazzles the senses with colour and sound and smell. It touches the soul with spirituality, tradition and ritual. It surprises visitors with its spontaneity and controlled chaos. It's a place unlike any other and all who travel there should consider themselves very lucky indeed. While visiting, there are a few things that explorers should make it a point not to miss.

### What to see

#### Jaipur, the "pink city"

This magnificent city forms part of the "Golden Triangle" tourist trail along with Agra and New Delhi. It got its name from the pink stone used to construct the buildings there.

#### Taj Mahal

The Taj Mahal in Agra is often called the greatest monument ever built to

eternal love. It is considered the most aesthetically perfect structure in the world and is made entirely of brilliant white marble.

### What to eat

#### Vada Pav

Try Vada Pav, which is a patty made with mashed potato and onion that's deep fried in chickpea flower. It's served on Pav, which is like a dinner roll.

#### Pickles

Sample anything from pickled mango, lime and rose petals to lotus stem, mushrooms, garlic and even prawns.

#### Kulfi

This is India's version of ice cream. It's made by freezing sweetened milk

and comes in several traditional flavours like rose, mango, cardamom, pistachio, and saffron.

### What to do

#### Take a yoga class

The beginnings of yoga were developed in Northern India over 5,000 years ago. In India, practicing yoga is less about physical exercise and more of a meditative and spiritual practice.

#### Go on a game drive

Get to know the local wildlife in Ranthambore National Park on a game drive by canter (an open air vehicle). Ranthambore is one of the best parks in India to see and photograph Bengal Tigers. ■

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A small, scruffy brown and tan dog with floppy ears sits upright on a white tufted chair. The dog is looking directly at the camera with a calm expression. It wears a black collar with a colorful pattern and a blue bone-shaped tag. The background is a dark, wood-grained wall.

# VOLUNTEERING *Unleashed*

How seniors and animals make a great pair for good

JOSEPH MATHIEU

**PHOTO** Flyer, a jampup (AKA Jamaican potcake), was rescued by the Eastern Ontario Potcake Rescue and is now living in Canada.

Photo credit: Julie Hearty.

Every Tuesday at 3 p.m., from 2009 to 2016, the young residents of Toronto's Ronald McDonald House would watch for Bogey.

The Nova Scotia Duck Tolling Retriever would trot in, tail wagging, his body the colour of amber and his chest and paws painted white. The medium-sized dog seemed born to interact with kids. He would quietly urge his handler, Harry Kitamura, to walk faster, to get to the children quicker. Bogey wore a red vest with a yellow Therapeutic Paws of Canada (TPOC) patch, and Kitamura, who held the leash but who loved to follow Bogey's lead, wore a matching red polo shirt with the same yellow crest. He says Bogey knew to be gentler with younger children, and understood which of them was in need of a cuddle.

"Once we parked the car, he would head straight for the door, I couldn't hold him back," says the 76-year-old Kitamura. "Didn't miss a day, and Bogey loved it too. I became kind of hooked on it."

It's no secret that companion animals can brighten your day, and studies have shown that a canine's comfort and a feline's affection can actually help traumatized or isolated people return to a state of stability. Interacting with a calm animal can decrease stress and loneliness as well as improve sociability, mood and communication skills in even the most despondent patients.

On the other end of the equation is the volunteer, either handling, coordinating, or helping in some capacity. By working with the dog or cat, volunteers benefit from a more defined sense of purpose, even more life satisfaction and self-esteem when working with animal-based organizations. There's also a release of endorphins from the sense of being of value to another person.

"When I foster cats and kittens or visit the SPCA to cuddle and play with them, I get such a sense of doing something worthwhile," says Anita Rushton, member of the National Association of Federal Retirees in Truro, N.S., and volunteer at her local Society for the Prevention of Cruelty to Animals (SPCA) and the Wayward Cat Society.

"Most of these animals just want to be loved and will show such appreciation for what you do. And petting them brings me joy and calmness and peace... whenever one of my fosters gets adopted, I do a little happy dance," she says.

Be it a pet visitation, helping an elderly dog owner care for their pet, fostering a rescue, or caring for cats at a local humane society, there is no shortage of opportunity for the budding animal volunteer.

"Small kids and older people appreciate the company of dogs. Not all of them, but I think most of them do," says Kitamura. "Some have dogs at home and miss them, and this is a kind of substitute."

Before he retired from the Ontario Ministry of Finance in 2007, Kitamura knew he wanted to volunteer with his dog. It just so happened that his two-and-a-half-year-old tolling retriever had the ideal temperament to be a therapy dog.

"These are not things you can teach, they are instincts that dogs have," says Judy Sauvé, vice chair and founder of TPOC. She first conducted pet visitations at seniors' centres in Norwood, Ont., in 1990 with her golden retrievers, Jasmine and Tammy. Then, she was volunteering with St. John Ambulance, known primarily for its first aid courses and cadet programs. It was 10 years before she decided to create her own operation that centred on the special bond between dog and owner.

In 2002, she founded TPOC, a national non-profit based in Hawkesbury, Ont., that offers its programs completely free of charge.

TPOC also offers "Paws to Read" programs in classrooms, community centres and libraries to help children who struggle to read. Kids are encouraged to choose a book they think the dog or cat would like to hear, and read to them aloud.

Meanwhile, at university and college campuses, hundreds of students line up for the chance to cuddle a happy therapy animal in a temporary "Paws Room" during exam time.

"This little simple act of reaching out, it lifts your heart and it does a profound amount of good for those in need," says Sauvé. "It's a win-win."

TPOC doesn't have enough resources to reply to the overwhelming amount of



requests, says Sauvé, but she hopes that seniors will be able to help them expand all of their programs. Out of TPOC's 700 therapy animal handlers across six provinces, an estimated one out of five are older adults. Their ideal volunteers are retirees who are still very active, who have the time, and who most likely have a wonderful little pet they are willing to share.

There is no consensus on how to measure the benefits of adult volunteering on Canadian society, but a common way to calculate the economic value is to apply a wage of \$15 for one hour of volunteer work. By that calculation, Canadians over the age of 65 contributed a total of \$5.5 billion dollars, or 372 million hours in 2010.

Also in 2010, a report by the National Seniors Council recommended that organizations find ways to better promote and support their volunteering efforts, particularly in the recruitment of baby boomers. Since almost one in every three Canadians is a baby boomer, that key demographic of people born between 1946 and 1964 is important to the voluntary sector.

According to Statistics Canada's 2013 General Social Survey, 28 per cent of all Canadian volunteers were aged 55 and older, a five per cent increase since 2004. Despite the trend, service-based organizations still find it challenging to find and keep helpers.

"We are always looking for volunteers," says Doug Shackell, a board member of the PEI Humane Society. "You can never have enough. The society always needs people to walk the dogs, clean the kennels, look after the cats, and represent us at events and fundraisers."

Once the president of the National Association of Federal Retirees' Charlottetown branch, Shackell stays active in his community by offering his skills and time to good causes.

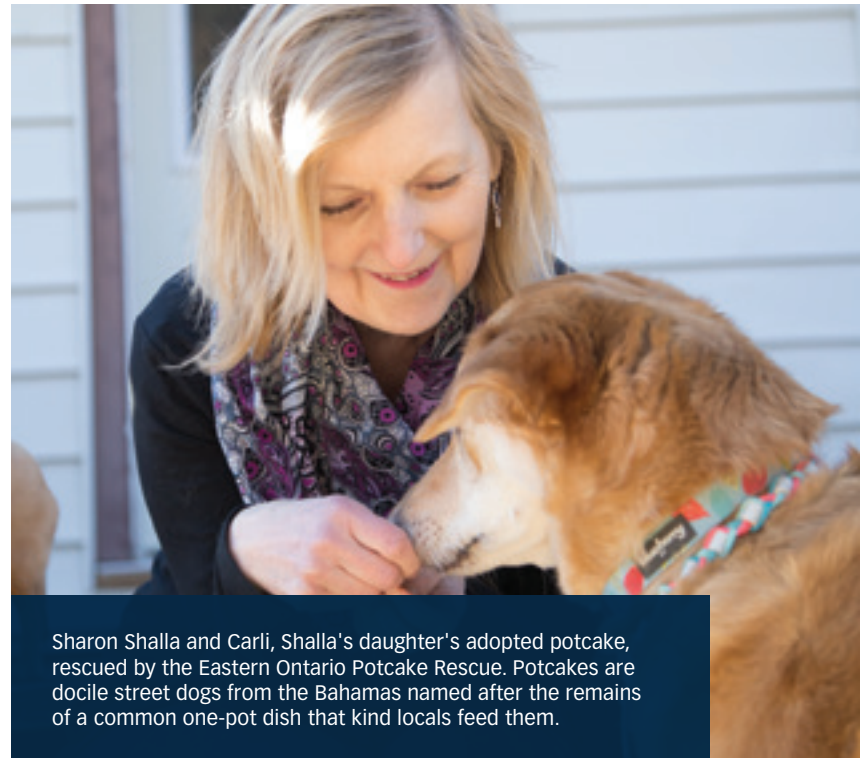
"When you retire from the government and you've been a manager for 35 years, it doesn't take much for somebody to say, 'come get involved with us too,'" he laughs.



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"There's something deeply meaningful about being honoured to care for those who are vulnerable, whether they are humans or animals."

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Sharon Shalla and Carli, Shalla's daughter's adopted potcake, rescued by the Eastern Ontario Potcake Rescue. Potcakes are docile street dogs from the Bahamas named after the remains of a common one-pot dish that kind locals feed them.



Photo credit: PEI Humane Society

A volunteer at the PEI Humane Society plays with a kitten.

When Lynn Ray, and her husband were newly retired and had relocated to Creston, B.C., they loved it, but Ray says “I was becoming restless and knew I had to find something to engage me.” She went looking at her local Chamber of Commerce website and found “they had a list of all the volunteer organizations in the community. I decided that I wanted to do something not remotely like my career job and since I am an animal lover I chose PAWS.”

Ray, vice-president of the National Association of Federal Retirees Kootenay branch, has volunteered with the Creston Pet Adoption and Welfare Society (PAWS) since 2007. She says there’s nothing quite like watching an animal become whole, healthy and happy again.

“When an animal that has been too afraid to be touched, becomes a cuddle bug it is the nicest feeling. The only thing that outshines that is watching an animal meet and choose their forever (or as we say their ‘forever’) family and go home with them and then getting the progress reports about how happy both parties are.”

Ray says the rewards are numerous, and encourages everyone to get involved. “There are so many animals that need help.”

Shackell agrees. The retired Canada Revenue Agency communications manager is also a volunteer board member of SpayAid PEI. Through veterinarian partnerships, this charity helps lower-income families pay for spay or neuter operations to avoid unwanted litters — easily the most responsible thing you can do as a pet owner. SpayAid’s efforts have saved, by their lowest estimate, approximately 3,100 unwanted dogs and cats from neglect and abandon.

“Sometimes the best volunteers really are retirees,” says Sharon Shalla, who fosters dogs for two rescues in Renfrew, Ont. “Someone who is home more often and



Photo credit: RMHC Toronto



Photo credit: RMHC Toronto

**PHOTO LEFT** Bogey, a Nova Scotia Duck Tolling Retriever, volunteers with Therapeutic Paws of Canada at Ronald McDonald House Charities Toronto.

**PHOTO RIGHT** Harry Kitamura and Bogey wearing their matching Therapeutic Paws of Canada outfits.

who can give more time really helps a lot with the dog’s socialization.”

Though she is not yet retired — working in two local libraries — the 63-year-old volunteer says fostering from both the Eastern Ontario Potcake Rescue (EOPR) and Renfrew’s Valley Animal Rescue is something she sees herself doing well into retirement.

Fostering helps dogs and cats acclimatize to people and, in some cases, prepares them for their careers as service or therapy animals. In March of last year, Shalla fostered a potcake named Flyer who became fast friends with Pablo, her Dachshund-Chihuahua. Fostering an animal and then giving it up *is* very hard, says Shalla, “but you have to look beyond that: it’s not about you, it’s about the animal.”

Potcakes are docile street dogs from the Bahamas and Turks & Caicos islands so named after the remains of a common rice and peas dish that kind locals feed them. However, the overwhelming attitude on the islands towards the overpopulated dogs is indifference. That’s where the EOPR comes in.

Founded by canine-lovers who adopted their own dogs from the Caribbean, the rescue operation began to find Canadian homes for potcakes in February 2016. Travellers to the Caribbean can volunteer to bring crated dogs north, where a foster or adoptive home is waiting for them right from the airport arrivals gate. EOPR takes care of all the paperwork, delivery of the dog to the airport, and pick up upon arrival in Canada. They also pay for all medical care and food costs in fostering, which makes fostering with EOPR ideal for people who want temporary companionship, but can’t afford a dog for the rest of its life.

“It’s surprising how well the dogs do,” says Shalla, noting how much the two potcakes her daughter adopted really love snow. “It’s also rewarding in knowing that you help an animal who may have

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Studies have shown that a canine’s comfort and a feline’s affection can actually help traumatized or isolated people return to a state of stability. Interacting with a calm animal can decrease stress and loneliness as well as improve sociability, mood and communication skills in even the most despondent patients.

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so far lived its life homeless, and knowing you made a difference in helping them find their forever home.”

A report by Volunteer Canada released in 2012 highlighted that there are significant physical, emotional and brain health benefits as well as social advantages to be gained from volunteering. The defined sense of purpose contributes to lower rates of stress, anxiety and depression. It’s a great way to meet people and develop new social relationships. It’s also shown that brains remain sharper and healthier for longer by learning new skills and gaining new knowledge.

These notions aren’t lost on Dr. Ardra Cole, who established ElderDog Canada in 2009. Before that, she and her research partner Dr. Maura McIntyre toured the country to study Alzheimer’s and family caregivers, and were struck by “the significant role of the family dog (and other pets) in the caregiving experience.” ElderDog was created to honour and preserve that role.

“Being around an old dog is an indescribable gift, really,” says Cole, a professor and the Acting Dean of Education at Mount Saint Vincent University in Halifax. “Everything kind of falls away, life slows down, and you realize what’s important.”

ElderDog’s services are offered by 600 volunteers in 15 local groups, from Nova Scotia to Alberta. The

charity offers to help seniors still living at home with pet care support, from feeding, walking, and bathing to driving pets to vet or grooming appointments, all for free.

ElderDog assures that older dogs live out their lives in dignity, all while staying with their beloved owner or in the best possible circumstances. The organization also offers temporary care in the event of a hospitalization, and even longer-term care when pet owners pass away.

“For people who are advanced in years but still living independently, they worry about what might happen to their dog if they move into a home,” says Cole. “We get calls daily from family members or seniors themselves who either have just lost a dog and can’t bear life without one, or who have to move into long-term care or a retirement home where their beloved companion is not welcome.”

Giving up a best friend of many years is heart-wrenching at any age, so ElderDog aims to provide peace of mind. Finding an older dog a loving home makes the transition for seniors to a new chapter of their lives so much more bearable.

Younger retirees who help with walking other people’s dogs feel they are paying it forward. “I never know when I might be coming to ElderDog for help.’ We hear that a lot,” says Cole.

Cole spent her formative years around seniors' homes where her mother volunteered, which fostered in her a strong love for older people. These feelings are the foundation of ElderDog, which exists to treat seniors and senior animals with dignity and respect. Caring for older animals is the same as caring for older people, says Cole. "There's something deeply meaningful about being honoured to care for those who are vulnerable, whether they are humans or animals."

When she lived in Toronto in 2001, Cole had become part of the palliative care team with her therapy dog Tattoo. Working through TPOC, Cole found that her pup excelled in calm, sensitive environments. "He was so loving and lovely that I thought 'well I'm not just going to waste him on myself!'"

"Just take your dog, your pet that you love unconditionally, and share them

with a senior," says Sauv . "You have just drastically changed their day for the better."

Multiple studies have found how helpful animal-assisted therapy can be, including two 2007 American medical science studies that found therapy dogs could both decrease blood pressure and anxiety in people with heart failure, and potentially reduce medication use in long-term care patients. For seniors who can't nurture their grown children or even their grandchildren anymore, who can't offer you a cup of tea like they used to, one of their greatest pleasures is to give a dog a treat.

"It's not just an interaction to talk about their pills, or if they want to go to the bathroom," says Sauv . "You talk about the dog, about the crops, about the weather. And when you leave, with a lump in your throat, they ask 'Are you going to come back? I'll be here, please do. And you bring that little dog of yours, alright?' ■

## Get Involved

### Therapeutic Paws of Canada

tpoc.ca

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### Wayward Cat Society

waywardcats.ca

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### Creston Pet Adoption and Welfare Society

paws-crestonbc.org

.....

### Eastern-Ontario Potcake Rescue

saveapotcake.com

.....

### ElderDog

elderdog.ca

.....

### Canadian Federation of Humane Societies

cfhs.ca



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SMALL ACTIONS

# BIG IMPACT

The uprise and uproar  
of microvolunteering

EMILY KENNEDY

Photo Credit: Timothy Muza

“It was little things, small things, that didn’t require more than a Saturday afternoon.”

I’m on my way home from yoga, it’s been a busy day of the usual: work, meetings, last-minute grocery shopping, squeezing in some exercise. Next, I’ve got dinner and housework on my mind. But as I listen to Amanda Needham interviewed on CBC radio on my drive home this busy weekday evening, her words seem to cut through the chaos.

“That’s what matters, that’s the way to actually change and respond to the

cacophony around us. It’s not by being louder, it’s by being tiny and real.”

She’s describing the small acts of kindness she received after her bike was stolen from her Brooklyn home, and after she posted a larger-than-life sign wishing the thief well. She posted the 8-by-3-foot cardboard sign outside her home, and online. People who saw it turned up at her door to offer other bikes, to ask how they could help, to share a laugh, and to just give her a hug.

One day, a salt-and-pepper-haired man rang the bell. He was an art dealer, and he and a British peer wanted to put her

sign up for auction. The art dealer bought the sign for the price of her old bike.

As Needham wrote on her blog (later published in the Washington Post), these micro actions, paired with technology, had “gone global.”

Her story is an example of microvolunteering. Microvolunteering can take many forms, but generally these actions are characterized by only taking a few minutes, involving little to no long-term commitment, and can often be done from home, or wherever you are in the world.

For example, The Falling Fruit project is a website where users can pin to a map



Photo credit: Joanne Stevenon



Photo Credit: Derek Hille

**PHOTOS CLOCKWISE FROM LEFT**

Craig Kielburger at WE Day celebrations in Ottawa.

Larry Rousseau (left), vice president of the Canadian Labour Congress with Youth Role Model of the Year award recipient China Doll at the Day of Pink 2018 awards gala in Ottawa.

MP Karen Vecchio (Elgin — Middlesex — London) and Calla Barnett (right), Canadian Centre for Gender and Sexual Diversity Board President, at the Day of Pink 2018 awards gala in Ottawa.

areas where there are public fruits and vegetables to be enjoyed. These bite-sized benevolent actions, in aggregate, create a global map of free produce available to anyone.

Dave Palibroda is an active participant, based in Saskatoon. He says when he first looked up his own city (named after a berry), and was surprised to see the only places listed were two dumpsters. "Seeing the lack of data I felt obligated to start adding to the Falling Fruit map."

"I actively look for and listen for stories of edible fruit around town," Palibroda says. "I bike everywhere and I often come across different food trees and shrubs while out and about."

Palibroda loves sharing local knowledge of edible fruit that can be freely foraged. "Most of the trees have way too much fruit for any one person to use and definitely shouldn't be kept secret."

Although he doesn't view his contributions as volunteering per se, his pinning of perishables to the Falling Fruit project have contributed to a greater awareness for one public garden in particular: The Patterson Garden at the University of Saskatoon.

"I never really knew anything about it until I went on a walking tour of it." He says the professor giving the tour showed the group all kinds of edible plants growing there. "It's in an area where winters get



Photo Credit: Derek Hille

down past -40 °C and people think it's too cold to grow anything, but at the Patterson Garden they are growing things like apples, pears, plums, crabapples, cranberries, chokecherries, gooseberries, saskatoons, currants, hazelnuts, walnuts, pinenuts, hawthorn, grapes, schisandra berries, kiwis and mulberries."

Although open to the public, the gardens risk losing funding if people don't know about the gardens and don't visit them. "I felt I could help by spreading the word and putting all the edible fruit in

the Patterson Garden on Falling Fruit," says Palibroda.

Overall, microvolunteering is a relatively new trend in philanthropy that's only beginning to harvest the fruits of its full potential.

"While there has been no massive explosion in microvolunteering, the idea is gaining traction," says Craig Kielburger, the person who introduced me to the Falling Fruit project. Craig is a Canadian activist, Member of the



Order of Canada, and co-founder (with his brother Marc) of Free the Children and WE charity.

The Kielburgers' WE charity is a global children's empowerment organization, most popular for its WE Day events. Held across Canada, the U.S., the U.K, and the Caribbean, WE Days invite big-name performers and speakers to charm arenas filled with youth. How did these youth get their tickets to WE Day events? They earned them by volunteering.

This may come as no surprise, as a recent Statistics Canada report said that "[i]n general, younger Canadians are more likely to volunteer than older Canadians," citing that approximately half of people aged 15 to 44 reported doing volunteer work in the most recent year of the survey (2010).

Yet, according to the report, young people devote far fewer hours to volunteering than seniors: "youths aged 15 to 24 and younger adults aged 25 to 34 recorded only about one-half as many hours as seniors."

So, how come fewer seniors volunteer, and why do those who volunteer give proportionally more time to their causes? StatsCan says the key reason in general is lack of time; and for seniors who do have time, they must also have health. "When seniors were asked why they did not volunteer, 58% of 65- to 74-year-olds and 78% of those 75 and older said that their health was one of the most important reasons," according to StatsCan.

Here's where microvolunteering can help.

Thanks to apps and websites, the microvolunteering trend is allowing those with limited time, mobility, or health to contribute what they can, when they can, and from where they are comfortable.

"The Internet has been the driving force behind microvolunteering opportunities," says Craig. I ask him if he thinks that's a barrier for seniors.

"[W]e don't believe in the old cliché that grandma can't work a computer. But if some seniors are struggling with the technology, our suggestion is to head over to the local public library where there are free-to-use computers and a librarian who will undoubtedly be happy to teach them how to surf the net and find microvolunteering opportunities."

One popular online tool for finding these opportunities is GlobalGivingTime ([globalgiving.sparked.com](http://globalgiving.sparked.com)). Here, you can sign up and specify your skills and interests. The site then suggests organizations looking for help with projects that match your skills, or you can search for microvolunteering opportunities on your own.

Day of Pink — an international day that celebrates diversity — used the website several years ago when they were seeking help with education resources like posters and guidebooks. Although based in Canada, they saw volunteers give their time and skills internationally.

Day of Pink is itself a micro-action, encouraging people to wear pink on the second Wednesday of April to raise awareness to stop all forms of bullying including homophobia, transphobia, and transmisogyny. "Homophobia and transphobia remain ongoing challenges for so many of us," says Jeremy Dias, Executive Director of the Canadian Centre for Gender & Sexual Diversity, "and I think this is an accessible way for a lot of people to participate."

This bite-sized act stands for a symbol of change, and creates a spark for conversation and education. The conversation piece Dias says is critical for getting people talking, and challenging discrimination:

"LGBTQ+ issues are unapproachable for a lot of people, a lot of people don't understand how easy it is to challenge bullying discrimination, homophobia, transphobia and oppression. It's about dismantling systems that hurt people."

Although Day of Pink rallies its main efforts around one day, "the work that we're doing is about creating safer spaces everyday, all the time," says Dias.

The larger goal is not just to get people talking about bullying, but struggles of any kind, no matter your age, gender, or sexual orientation.

Overall, microvolunteering is a relatively new trend in philanthropy that's only beginning to harvest the fruits of its full potential.



Brothers Craig and Marc Kielburger, international activists and co-founders of the WE charity, on stage at Ottawa WE Day 2016.



Photo credit: Joanne Stevenson

The crowd of students and teachers holding up cellphone lights at Ottawa WE Day 2016. WE Day attendees earn their tickets through volunteering.

## Get Involved

### WE Day

we.org

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### Falling Fruit

fallingfruit.org

.....

### Day of Pink

dayofpink.org

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### Micro Day

microvolunteeringday.com

“One of the things we’re noticing is it’s not just young people, it’s also adults, it’s also seniors, it’s also retirees, and I think the challenges we’re facing as queer and trans folks are not unique to queer and trans folks, many people experience challenges at all stages of their life, and I think there’s a need to recognize and support people who are struggling.”

Microvolunteering has its own day of observance, and it’s also in April. Since 2016, ‘Micro Day’ has been celebrated on April 15, with microvolunteering platforms, organizations and volunteers joining together in a synchronized effort to demonstrate the potential of the microvolunteering concept.

Micro Day may have come and gone for this year, but as Day of Pink shows, everyday is a good day to get involved.

Why not start your own microvolunteering club? Craig suggests visiting the library with a few friends once or twice a week, spending an hour on the computers looking for micro-actions to help with and chatting with each other as you “change the world!”

“Of course, microvolunteering isn’t exclusively electronic,” says Craig. He points out there are many other small things you can do from home “like chopping veggies for the local soup kitchen, or preparing a meal for a food delivery service.”

Whether online or off, you can quietly contact local service organizations to find out what little jobs would make a big difference.

I’m reminded of Needham’s words from my car radio: “It’s not by being louder, it’s by being tiny and real.” ■

**After record rebates in 2017  
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A hand holding a compass against a sunset background. The sun is low on the horizon, creating a warm, golden glow. The compass is held in the foreground, with the sun's light shining through its lens, creating a bright, starburst effect. The background shows a blurred landscape with hills and a body of water.

# GUIDANCE

*and ongoing bonds*

As the sun sets on one career, mentorship provides guidance to another

**RACHEL GILMORE**

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Chantal Laniel didn't know what she wanted to be when she graduated university 20 years ago. In an effort to figure it out, she signed up for a mentorship program through the Canadian government. That decision changed her life.

"That's where I discovered that project management was for me," Laniel said.

"The advantage of a mentorship program is that you get work experience and, if it fits with you, you'll discover your place in the professional world."

She figured out her place in the world the day a hurricane hit Nicaragua. The Canadian government had decided to provide telecom equipment to help the country rebuild their phone system. Laniel's mentor was responsible for the task, and Laniel

was excited to learn he was putting her in charge. It was a chance to prove herself.

She contacted the people she had met in the telecommunications industry over the course of her mentorship and set up the order. She monitored the process from the very beginning right up until the equipment was loaded into a Department of National Defence Hercules plane.

Then, her phone rang. It was a Nicaraguan government minister calling for, then 24-year-old, Laniel.

"He's super happy, super stoked to see all the equipment we just shipped to him and I managed to get all that in a Hercules plane and ship it over there," she says of the call.

"My God. That's something that I never thought I'd be able to do."

Today, Laniel works as a senior project manager for a Montreal-based company called DataCandy. The whole reason she started down that path was because of the day her mentor, Michel Milot, trusted her to take charge.

Milot also discovered something about his own skills: he loved being a mentor. He continues to pursue this passion to this day, with his most recent effort being the new Federal Retirees mentoring partnership.



The partnership is the product of a collaboration between the Treasury Board Secretariat (TBS) and the National Association of Federal Retirees. Former public servants who are taking their well-deserved retirement can sign up to help guide ambitious young public servants as they try to navigate the world of work.

“Mentors receive the satisfaction of sharing their experiences, and knowing that they are contributing to the professional development of the next generation of public servants,” a TBS spokesperson said.

“They may also gain insight into the many opportunities and challenges of today’s public service.”

Retirees hoping to become mentors can sign up for the program using a form on the National Association of Federal Retirees’ website. Their names are then passed to TBS and, ultimately, added to a database where public servants can seek them out as mentors.

Milot was hesitant when he first thought about signing up. He found himself worrying about whether he had been retired too long, whether he was “obsolete” or “too old.” Driven by the urge to help even one person, Milot went for it.

The requests for mentorship started flowing in. Once it was all said and done, Milot was able to communicate with 10 different mentees.

“Being retired, we have a little bit more time. We have time to stop to reflect a little bit more,” Milot says. “You can

work with someone, you can sit [and] share [your] experience.”

Though Laniel was Milot’s mentee decades before the federal retirees mentoring partnership was established, she says she would have been “happy to have a retiree mentor.”

“It’s the opportunity to share their knowledge that they’ve gained over 30, 40, 50 years in the work environment and giving that knowledge to somebody who will start using it from day one.”

While the mentorship experience can provide a huge boost to the young hopeful lapping up knowledge from their senior counterparts, the mentees aren’t the only ones who benefit.

For Milot, the mentorship process is extremely “gratifying.”

He says helping people, especially young people, can sometimes give a mentor a new perspective as the mentees “think outside of the box.”

Then there’s the pride.

Milot remembers the many responsibilities he gave Laniel during her mentorship.

“I gave her quite a lot of things to do and she did appreciate [it]. It had an impact on her career, I am quite sure,” he says.

.....

Milot was hesitant when he first thought about signing up. He found himself worrying about whether he had been retired too long, whether he was “obsolete” or “too old.” Driven by the urge to help even one person, Milot went for it.

.....

“It’s just a pleasure to help young people. This is something I like to do.”

Much like Laniel, Milot had a strong mentor in his life when he was getting his professional start. He says his director at a job in northern Quebec constantly challenged him to go faster and to learn more.

Milot’s mentor told him something that he remembers to this day:

“He said ‘my job is to make you as good as I am so I can put my two feet on my desk and let you go (to work).’”

In fact, Milot remained friends with his mentor for the rest of the mentor’s life.

“I was with him when he passed away,” he says.

It’s an added and often overlooked benefit of the mentorship process: friendship.

For Laniel, her mentor’s friendship was like a second family. She had just moved to Ottawa, and it was her first time in a new city and a big move away from her parents.

Her worries were wiped away when she met Milot and his wife.

“He was like a second Dad,” she says. “I had like another family. Michel and his wife were very welcoming, not just as a boss or as a mentor, but also as a family or friend.”

Milot and Laniel keep in contact to this day.

“We meet once or twice a year,” says Milot.

In the meantime, Milot hasn’t let retirement slow down his mentorship work. Thanks to the federal retirees mentoring partnership, he’s able to share his wisdom with lucky budding public servants.

“I just want to help if I can,” he says.

As for anyone on the fence about signing up for a mentorship, Laniel has one piece of advice:

“Go 100 per cent with the mentorship. You will not lose anything — you will just gain.” ■

# VOLUNTEERING ABROAD:

## *what you need to know*



Volunteering abroad is a classic bucket-list-worthy experience. From assisting with health care to teaching a language, there's likely an opportunity for just about anyone. As a retiree, now is the time where you've got the freedom and flexibility to travel. Why not travel and give back at the same time? If you're thinking of travelling for some volunteer work, here's what you should know first.

### Read up before jet-setting

Start with searching for a reputable volunteer agency with lots of experience in the field. Then, understand the programs they offer, including pricing, volunteer duties and what the agency will provide support with.

Once you've selected your next adventure, the fun can start. Take some time to read about where you're travelling, including

climate, customs, and language. Most importantly, double check if you need to get any vaccines before heading out to your destination of choice. Many doctors' offices offer travel clinics that can help set you up.

### Travel with safety in mind

As they say, "better safe than sorry."

If you take medication, pack enough for the duration of your travels. Also, dress for the

climate: if it's cold, pack layers. If it's hot, pack light-coloured clothing along with ample sunscreen. Don't forget to add bug spray and a travel-sized first-aid kit, just in case.

You can also register with the Canadian government to stay in touch with the country in case of emergency or crisis.

Finally, though no one hopes they'll need it, make sure you have travel insurance that suits your needs.

### Your health may receive a bonus

Once your travel is settled, the anticipation can begin. But what's even more exciting are the potential physical and emotional health benefits of volunteering abroad.

From socializing with others to moving frequently throughout the day, it's a great way to lead an active lifestyle that can help beat feelings of isolation.

In fact, a University of Pittsburgh study found that those aged 50+ who volunteered roughly six hours weekly reported feeling more productive and an "overall sense that their life had improved". Another study found that 70% of volunteers who reported five or more symptoms of depression reported fewer after one year of volunteering. Imagine the results if that's what you did every day!

No matter what type of volunteering you decide to do, the key is to embrace the adventure. It's never too late to do something new. In fact, you may just feel a renewed sense of purpose. ■

*Article courtesy of Johnson Inc. ("Johnson") for general information. Johnson is an insurance intermediary specializing in home, auto and travel insurance, as well as group benefits. For more information about Johnson, go to [www.johnson.ca](http://www.johnson.ca).*

ADVOCACY IN ACTION

# A GOOD OFFENCE



**CANDACE JAZVAC**

For Federal Retirees, a significant part of our advocacy efforts is dedicated to meeting and communicating with Members of Parliament to advance the interests of our members and seniors. Our members and volunteers play an important role in this as well, building relationships with their local Members of Parliament and constituency offices across the country, making connections and putting a local face on the issues most important to our organization.

Whether we are advocating for the implementation of a National Seniors Strategy, or the withdrawal of the problematic and scandal-plagued Bill C-27, our advocacy efforts with MPs are somewhat limited. The MP has already been elected and is, in most cases, bound

to toe the party line and respond in accordance with existing party policy. For these reasons, our advocacy campaigns not only focus on individual meetings with MPs but on broad, momentum-building tactics that change public opinion and create impetus for change.

But, what if we worked to make sure party policy and election platforms better reflected our priorities?

The best defence is a good offence.

At the national level, the National Association of Federal Retirees is increasingly engaged with political parties and candidates during elections. In the 2015 federal election, we hosted a series of all-candidates meetings, interviewed party leaders in *Sage*, and put advocacy guides in members' hands. This spring, we engaged in the Ontario provincial election for the first time, working hard to put our priorities at the top of the political agenda. With the next federal election just over a year away, we are already planning our campaign.

Though elections are the climax of the political process, the groundwork for success is laid long before the writ drops. Outside of the official election period, political parties are building the strategy, the policy and the platform, and the team that they hope will lead them to victory. While many think of exciting political dramas like the *West Wing* when imagining our political process, the truth is that not every political decision is made by a select few on Parliament Hill. The members and volunteers of political parties, much like the members and volunteers of our Association, shape and influence the issues the party will prioritize.

Many Federal Retirees members already volunteer actively with political parties: from knocking on doors with their local candidates to attending national policy conventions, to putting their own name on the ballot.

Former Calgary and District branch president Marlene LaMontagne has put her name forward as a Liberal party candidate several

times, even taking on former Prime Minister Stephen Harper. LaMontagne, who continues to be active in partisan politics, feels that her involvement with a political party is helpful in advancing our cause. In 2016, LaMontagne spoke at the Liberal policy convention in Winnipeg, specifically noting changes that have limited the Association's ability to enter federal workplaces and speak with employees about membership. LaMontagne believes that having such a platform to inform a political party about our Association and the policy changes that have impacted our members, is an important and often forgotten part of our advocacy work.

While becoming involved with a political party provides the opportunity to elevate our priorities through another channel, it also has the potential to create some challenges. While the Association encourages our members to be politically active, the organization itself is absolutely non-partisan. Members who take on volunteer roles or leadership positions with the Association should consider that their engagement with a political party may impact their interactions and advocacy efforts with MPs that represent another political party.

London-area Federal Retirees member Joe Wilson has been a volunteer and member of the New Democratic Party for 17 years, canvassing with local candidates, managing local campaigns, and working to pass policy resolutions at his party's national conventions. Wilson remembers a conversation he had several years ago with Prime Minister Joe Clark where they discussed the state of federal politics. In that conversation Clark stated that politicians from all parties are working to improve our country, even if it's in different ways, but that this type of positive collaboration is becoming rare. Wilson says that now, in an increasingly politically volatile world, people sometimes don't listen to each other and to differing opinions as well as they should. While he feels that his activism with one party doesn't stop him from being able to interact with politicians from other parties, he feels most comfortable and effective with New Democrats.

## How to get involved

Much like Federal Retirees branches, political parties have regional volunteers taking the lead for each electoral district across the country. If you're interested in getting involved with a political party in your area, you can reach out to your local team or the national headquarters for more information and upcoming events.

### Liberal Party of Canada

HQ: [www.liberal.ca/volunteer](http://www.liberal.ca/volunteer)

Electoral District Associations:  
[www.liberal.ca/team-trudeau](http://www.liberal.ca/team-trudeau)

### Conservative Party of Canada

HQ: [www.conservative.ca/cpc/join-our-team](http://www.conservative.ca/cpc/join-our-team)

Electoral District Associations:  
[www.conservative.ca/our-party/electoral-district-associations](http://www.conservative.ca/our-party/electoral-district-associations)

### New Democratic Party of Canada

HQ: [www.ndp.ca/volunteer](http://www.ndp.ca/volunteer)

Electoral District Associations:  
[www.ndp.ca/your-riding](http://www.ndp.ca/your-riding)

*Disclaimer: The National Association of Federal Retirees is a non-partisan organization working to improve the quality and security of retirement for our members and all Canadians through advocacy and the provision of services. Our board of directors and staff work with all political parties to advance the interests of our members, and the Association does not financially support or promote voting for one party or candidate over another at any time.*

Wilson noted that, in retirement, it can be easy to become comfortable and complacent, but that it's important for retirees to be thinking about the issues and challenges they are facing, and issues their children and grandchildren will one day be facing, particularly when it comes to retirement security. "I don't want my grandkids to ask me why I didn't work harder to preserve the life and the benefits I had," Wilson says.

Stephen Troy, former president of the Ottawa branch and now Branch Services Coordinator for the Ottawa/St-Lawrence/Nunavut Region, comes from a political family and traces his involvement and interest in the Conservative party back to his childhood. Since retirement Troy has dedicated much more of his time to partisan activities, volunteering on many Ottawa-area campaigns. His work with local Conservative campaigns has helped build and strengthen relationships with leaders within the party and allowed him to have frank discussions about the issues facing Federal Retirees and our membership. Troy says his partisan activity hasn't stood in the way of him working with politicians of other political stripes either. In his former role as president of the Ottawa branch, he approached each conversation honestly, with the Association's values up front and with the strength of 35,000 members behind him, he had much success in both getting meetings and having fruitful conversations.

Holding Federal Retirees' priorities at the core of the advocacy work we do, when representing our organization or engaging in partisan politics, is vital. Every election campaign is unique, governments change, and politicians come and go — but the National Association of Federal Retirees remains focused on improving the quality and security of retirement for our members and all Canadians. By keeping this mission top of mind, we can continue to be trusted and respected advocates for Canadian seniors. ■

**Candace Jazvac** is advocacy co-ordinator for the National Association of Federal Retirees.

# HEALTH CHECK



## HUMA recommends national seniors' strategy

### JESSICA SEARSON

After months of study, the House of Commons Standing Committee on Human Resources, Skills and Social Development, and the Status of Persons with Disabilities (HUMA) has tabled the report *Advancing Inclusion and Quality of Life for Seniors*.

The study was triggered by Motion-106, introduced by Liberal MP Marc Serré (Sudbury-Nickel Belt), which called upon the government to kick-start the development of a national senior's strategy. The motion was agreed to by all members in May 2017.

National Association of Federal Retirees president Jean-Guy Soulière and director of advocacy Sayward Montague presented to the committee, with 50 other witnesses, including seniors and older adults, civil society organizations, government officials, provincial and municipal leaders, volunteers of organizations serving seniors, academics and front-line service providers.

Witnesses shared their insights and recommendations on how the government can support vulnerable seniors and better prepare for Canada's growing seniors' population. Topics focused on access to affordable and accessible housing; income security for seniors; community programs to promote social inclusion and social determinants of health.

Canada's demographics are shifting, there are now more seniors than children.

Aging in Canada presents many challenges and opportunities. While more Canadians are leading healthy, vibrant lives into their senior years, people are more likely to experience economic, health and social challenges in their advanced age.

This report includes 29 unique recommendations related to income support, housing, home care, caregiving and age-friendly communities and a call for the development of a national seniors' strategy.

Federal Retirees has long advocated for a national seniors' strategy and it was strongly recommended in our presentation to the committee. A seniors' strategy will provide a blueprint for an integrated continuum of care to meet the needs of a growing population of seniors as well as support a strong economy across generations.

A national seniors strategy had widespread support among the witnesses and it is encouraging to see a recommendation to devote resources for its development. The committee proposes that this strategy include a vision for aging with dignity,





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## A seniors' strategy will provide a blueprint for an integrated continuum of care to meet the needs of a growing population of seniors as well as support a strong economy across generations.

.....

monitoring and sharing promising practices and the promotion of partnerships in areas such as transportation, social inclusion and accessing services.

What is missing, however, as pointed out in the supplementary reports, is a deadline for its implementation as well as any monitoring, reporting and accountability measures tied to the initiative.

The report includes several other recommendations that will help improve the well-being and quality of life for older Canadians — many of which have been advocated for by Federal Retirees for years.

Better income and retirement security initiatives are among the first recommendations of the committee.

A review and strengthening of federal income support programs for vulnerable seniors is recommended. This includes a number of measures, such as raising public awareness about benefits; review and update the Guaranteed Income Supplement and increase the Working Tax Benefit to help lower earning individuals fund their Canada Pension Plan.

As noted in the report, during our presentation, Federal Retirees raised concerns about Bill C-27. This proposed legislation could erode income security for seniors by allowing employers

to renegotiate pension commitments and retroactively change the pension benefits retirees presently receive.

It is promising to see the committee recommend that the government and all responsible departments work to tighten the rules and regulatory environment, which has allowed some employers to under-fund the pensions of their employees, and to ignore their pension obligations under current law and practice.

There are also many important recommendations related to home care. Witnesses described the vast differences in the availability, affordability and level of home care services across the provinces and territories. In response to these concerns, the Committee recommends the development of pan-Canadian guidelines for home care services, as well as a certification process and comparable standards for working conditions for home care workers, among others. The committee also proposes to expand the lessons learned and new ideas from the Veterans Independence Program to inform other seniors assistance programs in Canada.

Caregiving is a rewarding experience but can also lead to financial hardship and health challenges for the caregiver. Notable in the report, is the recommendation to make the Canada Caregiver Credit refundable and raise awareness of its availability — something the Association has long advocated for.

Recommendations also address housing accessibility and availability improvements, including universal accessibility building standards, incentives for construction and renovation organizations to increase the number of collective dwellings for seniors and research on innovative models of accessible housing as well as other emerging trends in seniors housing.

During the study, witnesses raised the importance of age-friendly

communities to assist with social isolation, mobility and the availability and accessibility of community services. In response, the committee proposes a study of age-friendly communities and zoning practices to understand how these policies can shape age-friendly practices and programs, their impacts and long-term effects.

Further recommendations relate to helping seniors remain in the workforce, plans and policies to help protect seniors from financial abuse, the development of an agenda to address the research gaps on the most vulnerable seniors, including, but not limited to First Nations, Inuit and Métis; racialized minorities; immigrants; linguistic minorities and members of the LGBTQ2+ communities, and others.

Unfortunately, a glaring omission is the recommendation for a Minister of Seniors. During the consultation, Soulière advised, “you need to have this coordinated somewhere, and that’s why a Minister of Seniors is so important, in my view and in our view as an association. It’s so you get all the information in one place, digest it in one place, and act in one place.”

A Minister of Seniors could provide the necessary oversight to ensure the swift implementation of a national seniors’ strategy and drive this vision forward.

The National Association of Federal Retirees will remain steadfast in its advocacy efforts and continue to call on the government to turn these recommendations into action and stand up for the priorities of Federal Retirees members and seniors in Canada. Be sure to check our website for updates and actions you can take to help advance a national seniors’ strategy. ■

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**Jessica Searson** is an advocacy and policy officer for the National Association of Federal Retirees.

# FROM THE PENSION DESK

## Income replacement rates: How much is enough?



### PATRICK IMBEAU

#### How much money do we need when we retire?

It's the biggest question for people planning their own retirement, and for researchers and policy decision makers alike.

The retirement planning industry often talks about the "replacement rate" — the amount of money an individual will need during their retirement, relative to how much they were making while they were working. This number is usually described as a percentage. For example, if you made \$100,000 a year during your career, and only require \$60,000 to maintain the same standard of living as you had while you were working, then your replacement rate is 60 per cent.

The suggested replacement rate is different depending on a few factors. As of 2015 in the United States, under social security law, replacement rates should be about 60 per cent. As a rule of thumb, many

Canadian pension professionals use a target rate of about 70 per cent of pre-retirement income.

However, according to Bonnie-Jeanne Macdonald, an actuary and academic researcher at Dalhousie University, the 70 per cent replacement rate is problematic. In a paper published in 2017, she stated that "no clear demonstration exists that living standards are (approximately) maintained after retirement for a sufficient sample of workers who hit the prescribed target of 70 per cent." In other words, she found no empirical evidence to support the view that our traditional earnings replacement rate achieves its goal.

This makes sense when you think about it: many argue that our expenses are reduced when we retire, but that isn't the reality for many of us. In some cases, expenses will increase. Macdonald says that while earnings play a part in understanding someone's living standards, they don't tell the whole story. We need to consider things like a spouse's earnings, home ownership, debt, whether the household has children or other dependents, and so on.

Her solution is a new way to measure the replacement rate, what she calls the "Living Standards Replacement Rate" (LSRR). This measurement flips the script — it's not just about how much we earn, but rather, how much we expect to spend.

This is how it works: you start by figuring out the amount of money you have available to spend on personal consumption while working (calculated by combining

your household's income and then subtracting expenses like taxes, payroll deductions, money spent on dependents and net savings), then you estimate the same amount available in retirement (combined income sources, less taxes, money spent on dependents and mortgage payments).

Divide the amount of money available for consumption in retirement (say, \$25,000) by the amount of money available for consumption while working (say, \$30,000), then take that number (in our example, it would be 0.833) times one hundred and it gives you a percentage (83.3 per cent).

A figure of 100 per cent would mean that your spending after retirement would be equal to your spending before retirement, and you could sustain the same living standards. The further away from 100 per cent you are, the further away you are from sustaining the same living standards you had before you retired.

This measure is more accurate because it's focused on expenditures.

Taking expenses into account instead of only income leaves us with a much better representation of our ability to maintain our living standards in retirement. This is important for individuals looking to their retirement and also for policy makers looking at those who have already retired. ■

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**Patrick Imbeau** is advocacy and policy officer for the National Association of Federal Retirees.



National Association  
of Federal Retirees

Association nationale  
des retraités fédéraux

# FEDERAL RETIREES NEWS

## Quilts of comfort

We have had terrific feedback on our 2018 spring edition of *Sage*, in which we focused on veterans' issues, including a request from Quilts of Valour — Canada (QOVC) to reach out to our members on its behalf. QOVC is a CRA-registered not-for-profit that makes and presents quilts to ill and injured Canadian Armed Forces members, both past and presently serving. QOVC has presented more than 10,000 handmade quilts since it was founded in 2006. If you or someone you know could benefit from this organization, or if you would like to learn more, visit [www.quiltsofvalour.ca](http://www.quiltsofvalour.ca).



A Quilts of Valour recipient.

## Go digital and stay informed

We expect the future of pensions in Canada to continue to be a hot-button issue, especially with a federal election happening next year.

One of the easiest ways to keep you informed is through email. Not only will we send you breaking news on Federal Retirees issues, but also the Association's monthly e-newsletter, updates on important branch meetings and events, invites to advocacy events and the latest offers from our Preferred Partners.

All you have to do is send an email with your name and membership number to [service@federalretirees.ca](mailto:service@federalretirees.ca), so we can update your record. You can also call our membership team at 613-745-2559 or 1-855-304-4700 (toll-free), from 8:30 a.m. to 4:30 p.m. Eastern time, Monday to Friday.

Emailing a digital copy of *Sage* is becoming a popular option for members. Not only do we help the environment by reducing our paper usage, but we also save on mailing and production costs. If you would like to make the switch from paper to digital, log in to our website at [www.federalretirees.ca](http://www.federalretirees.ca) and update your profile preferences, or contact our membership team.

Remember: We always protect your privacy and never sell or rent your email address — or any other personal information — to any third party.

## National Public Service Week

With National Public Service Week set to take place June 10-16, Federal Retirees would like to salute those who deliver the programs and services that support the work of the Government of Canada and the needs of Canadians in their day-to-day lives. We would also like to thank you — Federal Retirees members — for your commitment to public service excellence. Thank you for your service to Canada.

## Chartwell

Chartwell Retirement Residences has decided to cancel its national preferred partnership with Federal Retirees effective immediately. Chartwell will continue to honour existing contracts with our members and we thank the company for its partnership.

If you have questions about the cancellation of this partnership or regarding any of our current preferred partners, please contact the communications and marketing team via e-mail at [service@federalretirees.ca](mailto:service@federalretirees.ca).

## Thank you

The Association's Preferred Partners provide money-saving deals and unique offers that enhance the value of membership. But the benefits offered by our partners do not stop there. Did you know that they also support our national volunteer network by sponsoring events? In addition to working with branches on local endeavours, partners stepped in to support important national initiatives. Johnson is back for the fourth year as sponsor of the volunteer recognition dinner held at the 2018 Annual Members Meeting. HearingLife Canada makes its AMM sponsorship debut by hosting a welcome reception for delegates, as well as sponsoring the plenary's

interpretation technology. And long-time partner Collette served as a banquet sponsor for our spring regional meetings and training conferences.

Thank-you Johnson Insurance, HearingLife Canada and Collette. Your support for our volunteers is invaluable and appreciated.

**Veterans Summit**

On April 9 in Ottawa, Federal Retirees hosted the Veterans Summit, an opportunity to collaborate with the government departments and other NGOs that serve veterans. During the summit, we presented our reports, Listening to Veterans and Veterans Speak, which outline our findings from the 12 town halls that we held across Canada last fall as part of our Veterans Outreach Initiative.

As an organization whose members include close to 60,000 veterans of

the Canadian Armed Forces and Royal Canadian Mounted Police, we are eager to understand how governmental and non-government agencies can best serve the needs of veterans and their families. And, while we are now more certain than ever that we have a long way to go to fully address those needs, we couldn't be more pleased with the important presentations and conversations that took place over the course of this day-long summit.

Stay tuned for updates about this initiative as we examine the results of this productive event and continue working with veterans-focused agencies to establish our next steps.

**Good luck, Dyane**

Dyane Dufresne, a national director for the Ottawa and Nunavut district, has resigned her position to take on a senior role with the United Nations



Dyane Dufresne

Secretariat in New York. "I have greatly appreciated her contributions to Federal Retirees and her personal support to me over the last two years," says Association president Jean-Guy Soulière.

**PSHCP court challenge update**

As announced previously, we have decided to appeal the Federal Court decision against the National Association of Federal Retirees and its challenge of the decision by the Treasury Board of Canada to increase retirees' health care premiums from 25 per cent to 50 per cent in the Public Service Health Care Plan. Counsel for Federal Retirees has filed the appeal documents in the Federal Court of Appeal and the government has filed its reply. We are now waiting for the court to schedule a hearing date.

**Renewed partnerships**

We're pleased to announce that GoodLife Fitness and VIA Rail Canada have renewed their preferred partnership agreements with the Association. Visit [federalretirees.ca](http://federalretirees.ca) for details. ■

From left, Ray Kokkonen, president of the Canadian Peacekeeping Veterans Association, and Federal Retirees CEO Simon Coakeley, at a reception after the Veterans Summit in April.



# Fulfillment through VOLUNTEERISM



For Anne Ashcroft, a fulfilling post-career was made possible through volunteer work

**ANNE-MARIE BRUGGER**



Association President Jean-Guy Soulière presents Anne Ashcroft with the Claude Edwards Leadership Award.

The lure of retirement has many daydreaming of someday leaving the grind of work to while away the hours, carefree and stress free. In reality, as it turns out, many retired public servants don't manage to lounge around too long before they get the itch to get busy again. Rather, they enter a post-career, career phase.

With prolonged life expectancy, people can expect to be retired for almost as many decades as their careers spanned. According to the Organization for Economic Co-operation and Development, the average

number of years spent in retirement for Canadian men in 1970 was 13.2, and 16.5 for women. By 2016, those numbers grew to 18.9 and 23.9, respectively. That is something to consider in planning one's

retirement. Having worked every day for 30 to 35 years, is it really possible to just stop?

Retired public servants amass a wealth of knowledge and expertise that can be invaluable to a variety of organizations. Why not pay it forward and give back to the community in the form of time and expert advice?

Anne Ashcroft is one such individual who wanted to stay connected in a meaningful way after a fulfilling career at the Saskatoon District Tax Services Office.

Ashcroft retired in 2005 after 32 years of service. Following a short period of reflection, she began her volunteer service at the Saskatoon and District Branch of Federal Retirees as a director in 2010. By 2014, she was the branch president. In 2015, she became a member of the Saskatoon and District Branch Recruitment and Pre-retirement Committee and later a member of the national nomination committee. Since 2016, she has also served as one of two current directors of the Prairies and Northwest Territories District for the National Association of Federal Retirees. So much for lounging around!

In 2016, her leadership skills were recognized by her peers when she was presented with the Claude Edwards Leadership Award, given to an Association volunteer demonstrating outstanding leadership and perseverance in advancing an Association's cause to the benefit of its members. She was overwhelmed! She found it heart-warming to know that someone had even taken the time to put pen to paper to prepare her nomination, "but then to actually win it, it was surreal" she says.

Beyond the hardware, which now sits on her desk at home, the award taught Ashcroft her skills were still valued at this phase of her life.

Not one to easily accept accolades, she credits the many great mentors she had during her career. They helped her learn to work in a participative way and to ensure that her group loved their work and enjoyed coming into the office every day. She also gained knowledge from those people around her who were not such good mentors. From them, she learned what actions to avoid.

While she is proud of the award, she doesn't believe it changed her mindset or trajectory as she continues to work diligently for Canadian federal retirees. Her greatest desire is that future generations will also earn and enjoy fulfilling retirement years. In fact, Ashcroft believes that everyone — not only federal retirees — should have access to funds to ensure comfortable years beyond their career. She hopes to make her contribution, however big or small, towards this lofty goal.

Ashcroft explains that experienced public servants have so much to offer, that you just

Retired public servants amass a wealth of knowledge and expertise that can be invaluable to a variety of organizations. Why not pay it forward and give back to the community in the form of time and expert advice?

"have to have an open mind and give it a try," she says. "Often, it doesn't take that much effort to make an important contribution."

She notes that many organizations are struggling to find help. Adding to the issue is that employees remain in the workforce

longer than in earlier generations. "Freedom 55" no longer resonates with workers who now enjoy longer careers. This means fewer individuals available to put their learned expertise to the use of charitable organizations. Statistics Canada reports that "in 1997, the downward trend in the employment rate of individuals age 55 and over reversed — their employment rate has since increased by 12 percentage points to 34 per cent — higher than in 1976."

Ashcroft believes the next generation needs to be encouraged to volunteer. "The next generation will want to volunteer in different ways. With new technology now, there's a challenge reaching out to them, and yet they're best positioned to help organizations achieve their goals through technology."

Ashcroft lives in Saskatoon with her husband. They have three children and seven grandchildren. She sees no reason to stop her volunteer services as long as she is physically fit to do so. ■



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# WE WANT YOU!

The National Association of Federal Retirees has lots of opportunities for volunteers. Here's an introduction to the role of:



## Treasurer

### Nutshell

Working as an integral member of the branch board and accountable to the branch president, the treasurer keeps financial accounts of the branch and exercises primary signing authority for expenditures. The treasurer is also involved in preparing annual branch budgets.



### What you need to know

- Excel and navigating the internet
- Basic accounting practices and procedures
- Basic financial management and planning principles
- How to learn new software programs, ie. CRM and the branch ledger system
- How to deliver presentations

### What you'll do

As a member of the board executive, the treasurer participates in the board's deliberations on decisions in matters of finance, policy and programs, and must be fully informed on organizational matters. Some of your duties include:



Providing regular reports to the branch board



Managing the branch budget



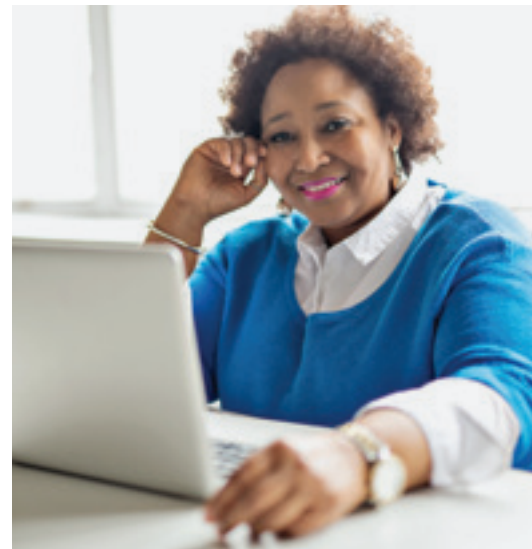
Paying all approved expenses or disbursements



Monitoring and reporting any significant variations between actual financial results and the budget to the branch board



Coordinating the preparation of annual financial reports and other financial documents



### Find out more

For a detailed job description or for information on other volunteer opportunities, **contact volunteer engagement officer Gail Curran at 613-745-2559, ext. 235 or [gcurran@federalretirees.ca](mailto:gcurran@federalretirees.ca)**

# BRANCH DIRECTORY

If you're interested in volunteering or would like to know more about upcoming events, feel free to reach out to the folks at your branch office. They will be pleased to hear from you. You can also visit the branches section of [federalretirees.ca](http://federalretirees.ca). Not sure which branch you belong to? Call the Association's national office for assistance at 613-745-2559 (Ottawa), or toll free at 1-855-304-4700.

## BRITISH COLUMBIA

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# BRANCH ANNOUNCEMENTS

## BRITISH COLUMBIA

### BC01 CENTRAL FRASER VALLEY

June 7, noon: Annual spring luncheon will be held at Rancho Caterers, 35110 Delair Road, Abbotsford, from noon-1:30 p.m. Tickets will be sold at monthly meetings in April and May.

Oct. 11, 1:30 p.m.: Regular meeting, APA Church, Fireside Room, 3145 Gladwin Road, Abbotsford, from 1:30 p.m. to 3 p.m.

For more information, please contact branch president Duncan Palmer at 778-344-6499. If you have not yet shared your email address with the branch or if you have updated your email, please share with the branch.

We have a number of ad hoc volunteer positions available from time to time and invite those who wish to help support our local branch to contact branch president Duncan Palmer at 778-344-6499 or at nafrcb1@yahoo.com.

### BC04 FRASER VALLEY WEST

First Thursday of every month, 2 p.m.: Meet & Chat at Ricky's Country Restaurant, 2160 King George Blvd., S. Surrey.

July 12, 11 a.m.: Annual barbecue and annual general meeting at Peace Arch Provincial Park. Doors open 11 a.m., meeting starts at 11:30 a.m., followed by a barbecue chicken luncheon. Cost is only \$15 per person, payable at the door; RSVP required July 5 to Charles at cherbert42@hotmail.com or 778-235-7040.

Aug. 14, noon: "Let's Do Lunch" at Village Pub & Ocean Park Pizza 12822-16 Ave., Surrey. Reserve by Aug. 7 to Charles at cherbert42@hotmail.com.

#### New contact info:

NAFR, Fraser Valley West Branch  
PO Box 34141, RPO Clova Square  
Surrey, B.C. V3S 8C4  
Website: [www.nafrfraservalleywest.ca](http://www.nafrfraservalleywest.ca)  
E-mail: [info@nafrfraservalleywest.ca](mailto:info@nafrfraservalleywest.ca)

Haven't heard from us lately by email? Please contact Steve with email address changes at [s.sawchuk@shaw.ca](mailto:s.sawchuk@shaw.ca).

### BC06 NORTH ISLAND JOHN FINN

June 13: Luncheon meeting at the Best Western Westerly Hotel, 1590 Cliffe Ave., Courtenay. RSVP by May 30; for reservations or questions contact Norma Dean at 250-890-1218 or [info@nijf.ca](mailto:info@nijf.ca). Cost \$18 per person. Guest speakers are Kit Browning (project manager) and James Snow on the new Riverside Senior Living Residence and a Westerly Hotel update. Following the meeting there will be a guided tour of the facility.

Sept. 19: Luncheon meeting at the Best Western Westerly Hotel, 1590 Cliffe Ave., Courtenay. RSVP by Aug. 30; for reservation or questions contact Norma Dean at 250-890-1218 or [info@nijf.ca](mailto:info@nijf.ca). Cost is \$18 per person. Guest speaker is Steve Knox of Veterans Affairs Assistance.

Dec. 12: Luncheon meeting at the Best Western Westerly Hotel, 1590 Cliffe Ave., Courtenay. Luncheon will be turkey with the trimmings. Attendance is by ticket only. Tickets will be available at the June and September meetings or by contacting Cecile Turnbull after the June meeting at 250-338-1857. Cost \$25 per person.

### BC08 VANCOUVER

We are still looking for volunteers to staff our office one or two days a month from 10 a.m. to 2 p.m. Duties include answering phone calls, providing telephone and address information for pension and insurance offices, checking email messages, making amendments to membership lists, registering members for meetings and social events, and liaising with branch membership and health and benefits officers.

Training is provided. If interested, please call our office at 604-681-4742.

### BC09 VICTORIA FRED WHITEHOUSE

#### Email addresses

Don't forget, if we don't have your email address you won't be hearing from us — electronically that is!

### BC10 SOUTH OKANAGAN

June 13, 10:30 a.m.: Guided tour of the Dominion Astrophysical Observatory located at 717 White Lake Rd., Kaleden. Following a one-hour walking tour of this internationally known research facility, members and guests are welcome to enjoy a self-catered picnic with dessert provided by the branch. There is no cost for the tour. RSVP by May 31.

July 12, noon: Annual picnic at Skaha Lake Pavilion (access off Skaha Lake Rd. or South Main. Turn onto Lee St. then south on Cypress and take the short walk from the parking lot to the Pavilion). From noon to 2 p.m. Bring a lawn chair and a sunhat and enjoy a barbecue lunch hosted by the branch.

Members with emails will receive invitations in advance for these events and those who have requested to be notified by telephone will receive a telephone call. As usual if you have inquiries or wish to volunteer time to help out at any event, please contact our office at 250-493-6799 or email [FedRetirees@telus.net](mailto:FedRetirees@telus.net).

#### Branch board effective March 8, 2018:

President: Christine Elder  
Vice-president: Maureen Osland  
Treasurer: Bernie Nordquist  
Secretary: Gail Simpson

Board members: Diana Atkinson, Julie Jansen, Marion Nordquist, Mike Sartor, Bruce Shepherd and past-president Lynn Jackson.

### BC11 OKANAGAN NORTH

June 10, Sept. 9 and Dec. 9, noon: Meetings at Elk's Hall 3103 30th St. Doors open at noon with a short meeting at 1 p.m. and a luncheon to follow at 1:30 p.m. Prices for the June luncheon/meeting are \$15 for members and \$19 for non-members. Tickets for the luncheon meetings can be obtained by contacting the Vernon branch president at [fsna11@telus.net](mailto:fsna11@telus.net). Ticket payment due upon arrival at the luncheon meeting. Our luncheon/meetings will be four times a year. Spring and Christmas always have been well attended; the best turnout was last Christmas.

**BC12 KAMLOOPS**

July 11, 10 a.m.: Annual Summer Picnic 2018 at the west end of Riverside Park on the bank of the Thompson River. Lots of parking is available and shady trees. Games, including beanbag baseball, begin at 10 a.m. Trophy and prizes for the teams. Enjoy lunch and dessert hosted by your local branch and a rousing game of bocce for those who still have energy. Fee for members is free and \$10 each for family, friends and visitors — the more the merrier. Bring your lawn chair and water, please!

**BC13 SIDNEY AND DISTRICT**

June 16, 9:30 a.m.: General meeting at ANAVETS Unit 302, Fourth Street, Sidney. Coffee/tea at 9:30 a.m., with the business meeting starting at 10 a.m. We plan to recognize our past and present volunteers, so come and join us in acknowledging the great work done by so many over the years. A full agenda will be in the next branch newsletter as well as on our web page at [www.federalretirees.ca](http://www.federalretirees.ca). We are looking for volunteers for different roles, some on the board while others have activity only a few times a year. For details, please call Erika Kanczula at 250-999-3761.

**BC15 PRINCE GEORGE**

June 4, 10 a.m.: Executive meeting at Elder Citizens Recreation Association (ECRA) 1692 – 10th Ave., Prince George, B.C. Soup and sandwich served between noon and 12:45 p.m. General meeting starts at 1 p.m.

**ALBERTA****AB16 CALGARY AND DISTRICT**

Sept. 21: Quarterly luncheon and business meeting at Fort Calgary, 750 9 Ave. S.E., Calgary. Representatives from Service Canada and Government of Alberta will speak about: CPP, OAS, death and survivor benefits, Guaranteed Income Supplement and Veterans Benefits, Caregivers, health issues support, housing and many other benefits.

Call 403-265-0773 to reserve. We have to pay for meals ordered so it's very important that if you have to cancel, you call to cancel five days before the luncheon.

Notice: Effective Sept. 21 meal prices will be \$15 for members and \$20 for non-members. Couples without a double membership have to pay two different prices: \$15 for the member and \$20 for the non-member. To upgrade from a single to double membership is only \$14.64 and can be done at any time by calling the office at 403-265-0773.

**Okotoks/Foothills Coffee Sessions:**

Sept 20: Foothills Centennial Centre, Rotary Room. Benefits for the Older Adults presentation by the CPP and OAS representatives. Contact Michelle Luchia at 403-938-7397 or Doug Raynor at 403-995-1786 for details or to register.

**Canmore Coffee Sessions:**

Please contact Jette Finsborg at 403-609-0598 or [jfinsborg@gmail.com](mailto:jfinsborg@gmail.com) for information.

We are always looking for volunteers for a variety of activities, including office duties, providing contact information for pensions and benefits, sending referrals to the HBO and following up on general membership. For more information, call 403-265-0773 or email the volunteer coordinator, Sally Manchurek at [m\\_sally6@hotmail.com](mailto:m_sally6@hotmail.com).

**AB17 EDMONTON**

Sept. 5, 10:30 a.m.: General membership meeting at Royal Canadian Legion, Kingsway Branch, 14339 – 50th Street, Edmonton. Doors open at 10:30 a.m. for registration and social hour. Lunch at noon; meeting starts at 1 p.m. Lunch includes assorted sandwiches, veggies and dip, assorted squares, tea, coffee and juice. There is no charge for lunch, however, reservations are required for planning purposes, as we must pay for the number we declare.

The meeting agenda will include an update on advocacy activities and a report on the June national AMM.

Members without internet access and who are on our phoning list will receive a call five to 15 days before the event. If you would like more information, please call 780-413-4687 or 1-855-376-2336. Or you can email Heather Anne Elliott-Martin at [nafsocial@yahoo.ca](mailto:nafsocial@yahoo.ca).

Details regarding guest speakers and presenters will be posted on the branch webpage when details are available. [www.federalretirees.ca/en/Branches/Alberta/Edmonton](http://www.federalretirees.ca/en/Branches/Alberta/Edmonton)

**AB19 RED DEER**

Sept. 12, noon: Annual general meeting at the Baymont Inn & Suites, 4311 – 49 Ave, Red Deer.

Membership in the Association is your vote toward protecting and enhancing your pension and health benefits through participation on advisory committees. We represent serving and retired federal public servants, serving and retired military personnel and maintain close links with the RCMP Pension Advisory Committee. As a not-for-profit advocacy organization, there is strength in numbers. The larger our Association becomes, the more impact and influence we can have on decisions affecting your pension and health care.

We are currently seeking nominations for members of the executive. If you or someone you know is interested in serving on the branch executive, contact Marlynn at [reddeerfederalretireesass@gmail.com](mailto:reddeerfederalretireesass@gmail.com).

**AB92 LAKELAND**

June 12, 10:30 a.m.: Branch board meeting at Royal Canadian Air Force 784 Wing, 5319 – 48th Ave., South, Cold Lake.

We are seeking volunteers for the two director positions. If you are interested, please contact Lou at 780-594-3961 or [louethel@telusplanet.net](mailto:louethel@telusplanet.net).

**SASKATCHEWAN****SK24 REGINA AND DISTRICT**

Sept. 10, 6 p.m.: Branch fall supper at All Saints Anglican Church, 142 Massey Rd. in Regina. The supper will commence at 6 p.m. and entertainment will follow. Further details will be communicated to members closer to the event by email or telephone.

**SK25 SASKATOON**

Sept. 12, noon: Corn boil at Floral Community Centre. No cost for members and \$7 for guests. Event held indoors in case of inclement weather.

Oct. 17, 6 p.m.: Members fall supper at Smiley's Buffet. Cost is \$12 for members and \$22 for guests.

RSVP to Loretta Reiter at 306-374-5450 or Leslie John at 306-373-5812 or saskatoon@federalretirees.ca.

### SK26 PRINCE ALBERT

June 7, noon: Annual branch picnic at the Prince Albert Penitentiary. Bring your own drinks, and a salad or dessert to share. The branch will look after burgers and condiments. Watch for signs to guide you.

For more information about the above events, call Maurice Lafond at 306-764-1131 or Norma Lintick at 306-763-7973

## MANITOBA

### MB31 WINNIPEG AND DISTRICT

Sept. 12: Board of directors meeting

Sept. 25: Annual general meeting for members

Our annual general meeting (AGM) and Preferred Partners Mini-Expo was a great success. We had many local and national preferred partners participate either in person or by providing pamphlets. Looking forward to a sunny and happy summer.

## ONTARIO

### ON33 ALGONQUIN VALLEY

June 12, 11:30 a.m.: "Estate Planning — Part 1: Arranging Your Affairs" lunch and learn workshop at Danny's Restaurant & Steakhouse, 3432 Petawawa Blvd., Petawawa. Free for members, \$10 for guests. RSVP by June 5 to Leo at 613-584-3943 or avb.on33@gmail.com.

July 10, 11:30 a.m.: "Estate Planning — Part 2: Wills and POAs" Lunch and Learn Workshop at Danny's Restaurant, 3432 Petawawa Blvd., Petawawa. Free for members, \$10 for guests. RSVP by July 3 to Leo Buckley at 613-584-3943 or avb.on33@gmail.com.

Aug. 21, 11:30 a.m.: "Estate Planning — Part 3: Trusts & Probate" lunch and learn workshop at Danny's Restaurant & Steakhouse, 3432 Petawawa Blvd., Petawawa. Free for members, \$10 for guests. RSVP by Aug. 14 to Leo Buckley at 613-584-3943 or avb.on33@gmail.com.

Aug. 26, 11:30 a.m.: Annual branch picnic social at Jubilee Lodge, Garrison Petawawa. Complimentary barbecue lunch for members, \$10 for guests. Update on branch activities by executive. Contact Ken Philipose with questions or to RSVP by Aug. 19 at 613-584-2002 or avb.on33@gmail.com.

Sept. 11: 11:30 a.m.: "Medical Insurance Coverage" lunch and learn workshop at Royal Canadian Legion Renfrew, 30 Raglan S., Renfrew. Free for members, \$10 for guests. RSVP by Sept. 4. Contact Leo Buckley with questions or to RSVP at 613-584-3943 or avb.on33@gmail.com.

The Algonquin Valley Branch is seeking a volunteer to manage the branch website. If you are interested in assisting, please call Michael Stephens at 613-584-9210 or mestephens9210@outlook.com.

### ON36 BLUEWATER

June 26: Bus trip to St. Jacobs Farmers' Market, including a trip on the Waterloo Central Railway, and lunch at Elmira Golf Club. Depart from Sarnia and cost is \$81 per person. If you have not already signed up for this, please let Pat Mason at 519-524-6981 or fsna.bluewater@gmail.com, or Mary Ann Burgess at 519-524-6981, know if you are interested. Payment will be required in advance. More information or updates will be available on the Bluewater branch web site at [www.federalretirees.ca/en/Branches/Ontario/Bluewater](http://www.federalretirees.ca/en/Branches/Ontario/Bluewater).

For information on board/executive meetings, contact Gloria Cayea at 519-869-6326. Information or updates will be available on the branch web site at [www.federalretirees.ca/en/Branches/Ontario/Bluewater](http://www.federalretirees.ca/en/Branches/Ontario/Bluewater).

### ON38 KINGSTON AND DISTRICT

June 12, 11 a.m.: June luncheon at the Gananoque Inn & Spa, 550 Stone St. South, Gananoque; 11 a.m. for 12 noon. Cost is \$10 per person (members and their guests). RSVP deadline May 29.

After mailing your registration with cheque, please let us know by email at

nafractivities@gmail.com or 613-328-2303. This will help to confirm your reservation more quickly. If we are not contacted and your reservation and cheque arrive after the deadline, you may not be able to attend the function due to limited seating.

Please consult the Kingston branch webpage for other events slated for the fall period. Go to the National site at [www.federalretirees.ca](http://www.federalretirees.ca) and select "Branches" to find the Kingston & District Branch-specific information or call 1-866-729-3762 and leave a message. New information posted to the page will be highlighted in the "what's new" or "announcements" section of our webpage. Please consult these sections regularly.

We are seeking telephone volunteers. A commitment of only a few hours from your home is required. If interested, please contact Jacki McCabe at 613-546-2387 or mccabej@cogeco.ca.

### ON41 NIAGARA PENINSULA

We meet the third Wednesday of each month, September through May. At each meeting we always have some form of presentation or entertainment.

If you are interested in attending one of our meetings and sharing in some of these presentations or entertainment, contact president Fred Milligan at [stella-artois@cogeco.ca](mailto:stella-artois@cogeco.ca) or 905-358-9453 or contact secretary Dave Smith at [dave.br41sec@gmail.com](mailto:dave.br41sec@gmail.com) or 905-295-6437.

### ON43 OTTAWA AND INTERNATIONAL

We have a tremendous team of volunteers, and they are working on some fascinating projects, including the development of a financial literacy program for our members and co-marketing our branch with other groups, e.g. the Ottawa Symphony Orchestra, to attract new members.

We invite you to get involved in our activities. Right now, our most urgent need is for volunteers who can help us shape and update our branch website (using Sitecore) and/or who have experience working with customer relationship management software (using Microsoft Dynamics CRM).

We are also looking for volunteers who enjoy managing projects; research and writing; taking minutes at board and committee meetings; marketing and social media; being ambassadors for the Association to help us recruit new members; and/or who might be interested in joining our board of directors.

If you would like to volunteer with us, please get in touch with Mary-Anne Zwicker at [info@nafrottawa.com](mailto:info@nafrottawa.com). Also, please make sure that Mary-Anne has your current email address so that you can receive the latest information about Ottawa branch activities.

#### ON45 QUINTE

We have moved. The branch office, located in the Legion building at 132 Pinnacle St., Belleville, has moved to a new room at the opposite end of the building, across from the bar. The office is open Tuesday afternoons from 1 p.m. to 3 p.m., except during July and August. The phone is monitored regularly and messages will be returned.

We need volunteers to join our board. Time commitment is approximately two to three hours per month, and training will be provided. Please contact Pat Russell at 613-968-7212 if you can help.

Please ensure we have your email address so that we can notify you of important information and events. Your email address will not be shared.

Be sure to visit the branch website at [www.federalretirees.ca](http://www.federalretirees.ca) and follow the 'branches' tab.

#### ON47 TORONTO AND AREA

Oct. 15, noon: Second annual general meeting of members held at the St. Andrew's United Church, Central Westminster Room, 117 Bloor St. E., (Bloor – Yonge subway stop). Lunch served at noon and the meeting commences at 1 p.m.

Dom Capalbo and Jim Molnar will provide a brief overview of the central and northern Ontario conference, and the national annual meeting of members.

The Royal Canadian Legion is again planning a series of day trips to Eastern and Southern Ontario destinations, and is inviting our members to join in them. Of interest to many is a three-hour Toronto Harbour Cruise to view the annual CNE air show. Phone Dom Capalbo at 416-463-4384 or 416-755-3193 for further information.

#### ON56 HURON NORTH

June 8, 11:30 a.m.: Membership meeting at the Elliot Lake Masonic Lodge, 171 Spruce Ave., Elliot Lake. No cost for members, \$3 for guests. Discussions surrounding future meetings in Elliot Lake and more representations. Contact director Ray Racine for questions or to RSVP at 705-848-7444 or [huronnorth56@gmail.com](mailto:huronnorth56@gmail.com).

### QUEBEC

#### QC58 MONTREAL

Help us recruit members: It is important that as many federal government retirees as possible be members of our association to defend our interests. You know pensioners who are eligible for membership to our association. Ask them to join us, unless you prefer that we contact them (reach us at 514-381-8824 or [info@anrfmontreal.ca](mailto:info@anrfmontreal.ca)).

Volunteers wanted: We welcome people to help us with advocacy, translation, recruitment, help in organizing activities, writing on topics relevant to members, computer knowledge and more. If you are interested in giving us a hand, contact our office at 514-381-8824 or [info@anrfmontreal.ca](mailto:info@anrfmontreal.ca).

Member Georges Mezzetta passed away on Dec. 20, 2017. He was a director at Environment Canada, Province of Quebec and Maritimes and also director of the environment at Public Works Canada. Our sincere condolences to his family, friends and former colleagues.

Your email address is important: We send emails to our members with information about the pension plan, insurance and branch activities. If you would like to

receive these emails, either send us your address or contact us at 514-381-8824 or [info@anrfmontreal.ca](mailto:info@anrfmontreal.ca). Thank you for your co-operation in facilitating our communications.

#### QC61 MAURICIE

June 13, 9 a.m.: Monthly breakfast at restaurant Chez Auger, 493, 5th de la Pointe St., Shawinigan.

Aug. 8, 9 a.m.: Monthly breakfast at restaurant Le Brunch, 4485 Gene-H. Kruger Blvd., Trois-Rivières.

Sept. 12, 9 a.m.: Monthly breakfast at restaurant Chez Auger, 493, 5th de la Pointe St., Shawinigan.

#### NB62 FREDERICTON AND DISTRICT

June: A presentation to be confirmed on pre-planning to "survive being a survivor" on the death of your partner with Barry Murray, retired HR professional, based on our publication *You and Your Survivor*. The location is to be confirmed, but will most likely be the Fredericton Motor Inn on Regent St. Members are encouraged to visit the branch website to remain up to date on all events. Further questions may be directed to 506-451-2111 or [Fredericton@NB62.ca](mailto:Fredericton@NB62.ca).

Members are reminded that there will most likely be branch bulletin inserts with the spring and fall editions of *Sage* magazine. We still need volunteers to serve on the board and/or to assist board members on committees. If you are interested in assisting, please contact us and if you have any ideas on how the board can better meet the needs of members please let us know.

#### NB64 SOUTH-EAST NB

June 4: Association banquet at Four Points Sheraton. Meal prices have not increased this year and ticket costs continue at \$15 for members and \$45 for non-members. Meal selection remains similar; however, there will be a slight change in dessert options.

Keep informed about branch activities by accessing the branch website [www.federalretirees.ca](http://www.federalretirees.ca), Branch 64, New Brunswick South-East NB. Should you have any issues with the website or you require assistance with access, please send an email to Jack Dennahower at [fsnasenb64@gmail.com](mailto:fsnasenb64@gmail.com).

Please note that there are no meetings this summer. The next meeting will be Sept. 28, 2018.

**NS71 SOUTH SHORE**

July 14, 11 a.m.: Branch picnic social at the MARC Dayspring. A catered lunch will be served at noon. Still in the planning stages but will be delicious. We will have space inside and out. Enjoy some games, take a leisurely stroll around the pond or on the

trails. There will be seating available inside, but bring a lawn chair for outside. Event subsidized for a cost of \$5 per person. Payment to be received by July 2. Cheques mailed to National Association of Federal Retirees, South Shore Branch NS71, 100 High St., Box 214, Bridgewater, N.S., B4V 1V9. If you have any questions, contact Rita Jank 902-543-9337.

We look forward to making this an annual event.

**NS73 NOVA SCOTIA CENTRAL**

Oct. 31: Branch fall social. Additional details will be posted in the fall edition of *Sage* and posted on the [federalretirees.ca](http://federalretirees.ca) Nova Scotia Central webpage as well as in the Upcoming Events section of the national website's News & Views area.

We are interested in attracting new volunteers to perform key roles in the organization and in attracting individuals who might be interested in working on special initiatives in support of the work of the branch and its members. Please contact the office if you would like to step up. The office phone number is 902-463-1431.

**NEWFOUNDLAND & LABRADOR**

**NL87 AVALON BURIN PENINSULA**

June 13, 11 a.m.: General meeting at St. Gabriel's Hall, Marystown. Complimentary lunch provided. Contact Walter Combden 709-834-3648.

**IN MEMORIAM**

The Association and all of its 79 branches extend their most sincere sympathies to the families, friends and loved ones of members who have recently passed away.

**BC01 Central Fraser Valley**

Ray Kehler

**BC02 Chilliwack**

Lloyd Atwell  
Roger Giroux

**BC08 Vancouver**

Lois Boyce  
Frank Bradely  
Lucille Bristowe  
Elizabeth Burnett  
Herbert Bygrave  
Blake Delgaty  
John Gold  
Joan Harvey  
Arthur Jordan  
Frances Kohn  
M. Lee  
Gordon McKellar  
Barbara Mercer  
Wendy Morgan  
George Pawluk  
Aubrey Richey  
Frank Smith  
James Sutherland

**BC09 Victoria Fred Whitehouse**

Sheila Murphy  
Ron Suffidy  
Eric Pearson

Robert C. Adams  
Iris Allen  
Geraldine Berry  
Margaret Bush  
Arthur Brazier  
D. A. Cameron  
Helen Campbell  
Murray Cook  
James Cross  
George Goossen  
Mildred Hartwell  
Helena Heppner  
Marilyn King  
Berna Klashinsky  
Georgia Lancaster  
Doris Linn  
Michael Martin  
Lindsey Maule  
G. R. Nelson  
Samuel Paterson  
Eileen Poulin  
Stephen Salaga  
Edmund Schmitke  
Jean Silversides  
Janet Slaughter  
J. S. Veres  
Beatrix Wells  
Derk Wevers

**BC12 Kamloops**

Bill Benz  
David Evans  
Dan Sherwood  
E. Ann Trembath-  
Fleury

**BC14 Sidney and District**

Harry Addison  
Peggy Bompas  
Catherine Ann Cragg  
Phyllis Fenton  
Robert Fowler  
Leonard Anthony  
Fitch  
Shirley Goodwin  
Joyce Audrey Gunn  
Jack Holroyd  
Trevor Glyn Jones  
Patrick Kelly  
Doris Kennedy  
Robert (Bob) Larsen  
Joy Margetts  
Jocelyn Murdoch  
Brian Murray  
Annie Norquay  
Edo Nyland  
Don Schelletter  
Margaret Ann  
Sprinkling

Margaret Tangye  
Eleanor Wilson

**AB92 Lakeland (RC)**

Andy Anderson  
Sandy Willis

**SK23 Moose Jaw**

Edwin Pahlke

**SK25 Saskatoon**

Adele Crocker  
Annie Deleau  
James (Goldie) DeWitt  
William Domanko  
John Kimpinski

**MB31 Winnipeg**

Norman Brandt  
Grace Burke  
Art Cannell  
Jocelyn Cormier  
D. Corrie  
Donald Deally  
J.W. David Emery  
Elsie Fenske  
Joseph Gallant  
D. Holmstrom  
Stanley Jaworski  
Eugene Kurmey  
J. E. Roland Landry  
Kathryn Lariviere  
Larrie Lemon  
Charlotte Loiselle  
Fred Lortie  
Archie Martel  
Glenna Miller

Olga Monastyrski

Harry Playle  
John Poole  
Kenneth Rerie  
Shirley Robinson  
Ed Schatz  
Richard Shersty  
Donald M. Spence  
S. Thorndycraft  
Aubrey Walters  
Theodora White

**ON36 Bluewater**

John Murphy  
Josie Skibo  
Carol Steyn

**ON38 Kingston and District**

P. Arnold  
Richard Baccari  
Viola Ballan  
William Crummey  
John Danis  
Mary Victoria Faul  
Roderick McNeil  
E. Meisner  
Gerald J.St. Onge  
Charles Thirnbeck

**ON41 Niagara Peninsula**

Harvey Bailey  
Shirley Huffman  
Vern Larsen  
Harry Smith

**ON43 Ottawa**

Isabel Lottie Coutu  
Larry Dickenson  
Isabel Latreille

**ON47 Toronto and Area**

Louise J. Baker  
Marion Cowan  
Wesley V. Fennie  
Navin Mehta  
Anna Mishkeink  
David Platt  
Otto H. Tiessen

**ON 50 Near North**

Frederick Radcliffe

**NB65 Fundy Shores**

Doris P. Brown  
Walter E. Colwell  
Ruth E. Crowley  
George E. Davidson  
Robert Gallup  
Derrick T. Iles  
Ruth Kristoffersen  
Leonard Joseph  
Mansfield  
George McLay  
John H. Robson  
Nellie Small  
George L. Soper  
Donald W. Tamlyn

**NB64 South-East NB**

Andre A. Bennett

Rolande Dalley  
Albertine Thibodeau  
Loretta Brinton  
Ida Farrow

Rodrique Niles  
Norman Depres  
Hazel L. Smith  
Eleanor M. Kaye  
Keith Anderson  
Sylvia Boyd  
Eleanor Bourque  
Clyde Bishop  
Laura Langis  
Marian E. Crossman  
J. U. Arsenault  
Keith Anderson  
Elizabeth Hansen  
Everett Pellerin

**NS71 South Shore**

Douglas (Murray)  
Smith

**NS73 Nova Scotia Central**

Bernie Richardson  
Marie Knox

**NS80 North Nova**

Kathleen Ferguson  
George MacKarney  
Vernon Zwicker

**PE83 Summerside**

John Keddy  
Joyce MacDonald  
Henry Woodard

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- Up to \$5 million in emergency medical coverage
- Up to \$1,500 (\$3,000 for family coverage) for lost, stolen or damaged bags
- Access to coverage regardless of age or health status<sup>3</sup>
- Access to 24-hour Claims Assistance Centre
- Additional 5% savings on home insurance through Johnson Insurance<sup>4</sup>
- Flexible payment options

**1-855-733-6818**

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