



CONTACT!

Volume 4 Number 1

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www.kanatabr638.ca

President's Report

Happy New Year to all.

Thank you to those branch and L.A. members who helped decorate the hall for the holidays.

The New Year's Eve party was a total success with a sold out crowd of 100 in attendance. I went table to table and heard only congratulations on a great evening. Leatherworks out did themselves, as their meal was one of the best presented at our Branch. They had almost two dozen items on the buffet table for our guests to choose from. Several of our guests mentioned that they did not know how we can have such a meal and only charge \$45 for the evening.

The Levee went off without a hitch with approximately 75 enjoying the day. Both the District and Zone Commanders with their wives attended and spent an hour with us.

As of January 10, our mortgage balance is \$11,378 with \$1,283 in the mortgage account. This means that our Branch will be mortgage-free on April 1. I have chosen April 25 for our mortgage burning party.

Dominion command has authorized a 90th Royal Canadian Legion Anniversary Commemorative Medal that may be bought

and worn by any branch member. Currently there is no price attached, but hopefully it will be posted with the announcement of availability this spring.

Thanks to Terry Jenkins and Pat Cher, the Branch now has a Facebook page.

Robbie Burns' evening is Sat., January 24, and it's a sell-out.

Anne Armitage from Picture Perfect Pets is conducting drawing lessons at our Branch on Wednesday afternoons. Anne has offered to host a beginners' class for branch members. Interested members can register with Anne by email or phone: armitage@pictureperfectpets.ca 613-832-5404

John Cher
President



Report from the First Vice

December--wow! Come and gone. What a rush! A very busy and rewarding month for all. Unfortunately, I missed most of it as I was away in B.C. from the middle of December until a week ago. Many thanks to President John Cher and the VPs who picked up on the things I would have done had I been here. Thank you!

And, thank you once again to all of the other volunteers who made the past month the success it was. Congratulations to all bartenders who made it through all of the parties and to the New Year's Eve team who filled the place for the night. Strangely, only about 10% of the New Year's Eve patrons were branch members. Strange, indeed; however, great to hear it was a sellout. Again, congratulations to Lorraine Lapensée and crew for getting the job done.

I'm sure you will agree with me when I say that we are a volunteer legion and that it's the volunteers who make it a success. Paying the mortgage off this year makes us a VERY successful legion. Congratulations and thank you, all.

Dan Knighton
First Vice President

From the Sports Desk

A Zone Euchre Tournament was held here at the Kanata legion, January 10, 2015. With great pride I can advise that your representing team, consisting of Comrades Mark, Gord, Bruce and myself, struck both fear and humility into the hearts of our competitors as the day progressed. It was a good fight but never fear, we will be back next year. Good show, guys. It was a great day. Thanks to our kitchen staff, Chefs John and Gene, kitchen helpers Ray with 'Bar Maiden' Brenda and everyone else who enjoyed the day with us. George brought us our tables and Clay apparently made two of our visitors very happy

with gifts of cash, etc. Again, thank you. The day went very well and was both profitable and enjoyable.

Dan Knighton
Branch Sports
613-864-1920

From the Second Vice

Happy New Year to all members, friends and families.

Thanks to Nancy Eadie, Geoff and Kailey Hollyer (en route to the airport for Vancouver) for helping me with the music for our New Year's Levee.

As of the end of January, I am off to New Zealand on vacation and return at the beginning of March. Please support as many branch activities as you can. Much time and effort goes into the planning of same and your participation is appreciated and essential for success.

Our mortgage will be paid off in April, which is a testament to those members and friends who have supported us over a period of 25 often challenging years.

What would you as a member like to see happen at and with our branch in the future? Now is the time to plan for the future. Don't say it can't be done because it can! Your ideas and thoughts would be appreciated. As an executive committee, our function is to ensure that your wishes and ideas are carried out, majority willing, so forward your thoughts and let's move on into a new and challenging period of growth for our branch.

In continued service,

Moir



Royal Canadian Legion RCL Branch 638 Kanata

ANTI-BULLYING/HARASSMENT POLICY STATEMENT

Issue Number 001

Issued 12/10/2014

Policy

The Branch is committed to providing all members and guests a healthy and safe environment. This Branch will not accept bullying or harassment on Branch property, at Branch related activities or in any other circumstances (e.g., cyber bullying or harassment online) where engaging in these activities will have a negative impact on the Branch climate or individuals.

This policy applies to all members, employees and guests. It applies during normal branch hours of operation including meetings, at branch related or sponsored functions and activities, and while traveling on branch related business. There will be no recriminations for anyone who in good faith alleges being bullied or harassed.

DEFINITIONS

Bullying or harassment is unwelcome or unreasonable behaviour that demeans, intimidates or humiliates people either as individuals or as a group. Bullying or harassment behaviour is often persistent and part of a pattern, but it can also occur as a single incident. It is usually carried out by an individual but can also be an aspect of small group behavior. Some examples of this behavior are:

Verbal communication

- Abusive and offensive language
- Insults

- Spreading rumours and innuendo
- Unreasonable and/or unfounded criticism
- Trivializing of work and achievements
- Gossiping

Manipulating the work environment

- Isolating people from normal work interaction.
- Excessive demands.
- Setting impossible deadlines.

Psychological manipulation

- Unfairly blaming and/or criticizing for mistakes
- Setting people up for failure
- Deliberate exclusion
- Excessive supervision
- Malicious practical jokes
- Belittling and/or disregarding opinions or suggestions
- Criticizing and belittling in public

Context is important in understanding bullying and harassment, particularly verbal communication. There is a difference between friendly insults exchanged by long-time colleagues and comments that are meant to be, or are taken as demeaning.

Groups

Bullying and harassment behaviour may be carried out by a group rather than by an individual. Although it is group behaviour it is the bullying or social

isolation of a person through collective unjustified accusations, gossiping, humiliation, general harassment or emotional abuse.

CONSEQUENCES OF BULLYING and HARASSMENT

Bullying and harassment are unacceptable behaviors because it breaches principles of equality and fairness, and it frequently represents an abuse of power and authority. It also has potential consequences for everyone involved.

For those being bullied or harassed

People who have been bullied often suffer from a range of stress-related illness. They can lose confidence and withdraw from contact with people outside the Branch as well as at work. Their performance can suffer, and they are at increased risk of workplace injury.

For the Branch

Besides potential legal liabilities, the Branch can also suffer because bullying and harassment can lead to:

- Decreased desire to volunteer
- A negative impact on the Branch climate and members
- Lack of communication and teamwork
- Lack of confidence in the Branch leading to lack of commitment to the Branch

For others at the Branch

People who witness bullying or harassment behaviors can also have their attitudes and work performance affected. They can suffer from feelings of guilt that they did nothing to stop this, and they

can become intimidated and perform less efficiently fearing that they may be the next victim.

RESPONSIBILITIES

Branch Supervisors

- Ensure that all volunteers and staff are aware of the anti-bullying and harassment policy and procedures.
- Ensure that any incident is dealt with regardless of whether a complaint has been received.
- Provide leadership and role-modeling in appropriate behavior.
- Respond promptly, sensitively and confidentially to all situations where bullying or harassment behavior is observed or alleged to have occurred.

Branch Members

- Be familiar with and behave according to this policy.
- If you are a witness to bullying or harassment, report incidents to your supervisor, manager or Branch Executive member as soon as appropriate.
- Where appropriate, speak to those alleged to be responsible for bullying or harassing to object to their behaviour.

Procedure

Any branch Member who feels he or she has been victimized by bullying or harassment may lodge a formal written complaint against another member. The procedure and requirements for complaints are outlined in Article III of the General By-laws which requires any formal complaint to be submitted to the Branch Secretary within 15 days of the incident.

It is not the intent of this policy to repeat verbatim the General By-Laws and they should be carefully read before any action is taken.

A formal complaint is a very serious matter and should not be entered into lightly. The complaint procedure is not intended to address personality conflicts or minor oversights and human failings. The best solution to any conflict is to attempt to resolve the matter with the parties concerned.

This policy statement has been approved by the Branch Executive on 12/10/2014

Bruce Judge

Policy and Procedures

John Cher

Branch President

Honours and Awards

To mark the 75th anniversary of Canada's engagement in the **Second World War**, beginning September 10, 2014, Canadian Veterans of the Second World War may request a special commemorative lapel pin (below) and certificate of recognition by completing the required form (available at the Kanata Legion). (Hard copy included with this mailing for our members without Internet access.)



<http://www.veterans.gc.ca/eng/remembrance/medals-decorations/commemorative-medals/second-world-war-tribute>

From the Branch Secretary

The next Kanata Branch general meeting is

**WEDNESDAY, JANUARY 21, 2015,
at 7:30 P.M.**

Please note: There is no general meeting in February 2015

Thank you.

Lorraine Lapensée
Branch Secretary

Wasn't that a Party!

Yes, it was the Best New Year's Eve Party in Kanata! Full House! Good Food! Great Music! Fun!

105 guests brought in 2015 with noise makers, wearing party hats, doing the traditional count down, hugs & kisses, Auld Lang Syne!

**HAPPY NEW YEAR
2015!**

In addition to all this fun had by all, we raised funds, showcased the Kanata Legion and maybe recruited some new members!

Thank you to all who came out to support the legion and bring in the New Year! It is always exciting to have an event well attended!

Door prizes / spot dance prizes donated by:

*President's Choice - Superstore / Laura's
Independent / Sobey's
Lydia Fancy / Lorraine Lapensée
Kanata Legion.
Many thanks!*

*Thank you George Royle for approaching
businesses for prizes.
Great job!*

Roast Beef Buffet was catered by Leatherworks Catering. Great music was provided by DJ Eden Windish.

Special thanks to:

- John and Pat Cher for their assistance with the late night snack.
- Bartenders: Moira Green and Mark Hunter
- Decorations: John Cher, Bev Connell, Judy Homma, June Tyrrell
- Check-in Table: Garry & Lydia Fancy
- Dan Knighton for NYE poster & ticket design and printing
- Bob and John Thomson for hall set-up and clean up.

Lorraine Lapensée
NYE Event Coordinator

Kitchen Korner

I hope everyone had a joyful and relaxing holiday season!

Not much to report at this time, but...

This past Friday, the chef from Sobey's, who teaches the cooking classes there, was in for Fish & Chips. *He pronounced it the best in Ottawa!* Give yourselves a pat on the back!!

With respect to Fish & Chips, we are in need of more volunteer dishwashers for Fridays.

On a down note, items have gone missing from the freezers. While I have been culling unmarked, undated, and outdated items, I had not got to the freezer yet. If anything needs to be thrown out, the kitchen manager should be advised. I hope this is the case with the missing items, as I would hate to think that any one of us has been doing our grocery shopping at the Branch's expense.

Please note: any UFOs (unidentifiable found objects) in the fridges or freezers WILL be tossed out. So if something is to be saved for a future date, label and date it please.

The **Food Handler Certification Course** is on track for Saturday, February 28. Due to the number of persons signed up and the cost involved, only those members in good standing who regularly work in the kitchen will have the course paid for by the Branch. Those taking the course will have to score 70% or higher to pass. A re-write is possible, but the cost of a rewrite will not be paid for by the Branch.

Sláinte!

Sue McLean ☺
Kitchen ~~Witch~~ Manager

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CONTACT! is published monthly by the Kanata Branch 638 in Kanata, Ontario. The views expressed in this newsletter are those of the contributors or the editor, and not necessarily those of the Royal Canadian Legion or Branch 638.

CONTACT! is edited by Lorraine Elmas, and she can be reached at lorraine_elmas@yahoo.ca.



*Heart For A Heart
Valentine Dance and Silent Auction*

Kanata Legion Fundraiser for Jim Maveety

70 Hines Road, Kanata

Saturday, February 14, 2015

7:00 p.m. to 1:00 a.m.

Tickets \$12.00

*Donations for the Silent Auction can be dropped off any Friday between
11:00 a.m. and 1:00 p.m. at the Kanata Legion, 70 Hines Road, Kanata
or email Pat Cher at patricia.cher@sympatico.ca*

*Want to make a contribution but can't attend? Send your cheque to RCL
Branch 638 with note "Maveety Fundraiser" to: Kanata Legion, 70
Hines Road, Kanata, ON K2K 2M5, Attention: Pat Cher*

Music by HOWLEY DJ Services



Heart for a Heart

You, as a member of RCL Kanata Br 638, are part of a great giving community. Each year, your branch distributes over \$100,000 dollars to veterans and local individuals and groups. We are able to donate this much because of money raised through poppies, bingo, and 50/50 draws.

You are invited to become part of another 'Great Giving' event. On Valentine's day, your branch is hosting a fundraising dance for the Maveety family. Jim Maveety, the son-in-law of two of our branch members, has been on the heart transplant list for a number of years. You can imagine the stress this puts on a family; emotionally, quality of life, and financially. We will do our best to help in a small way.

How can you help?

You can attend the event. Only \$12:00 a ticket. Can't attend? You can make a donation, (donations to the RCL Kanata Branch 638 with note to Maveety fundraiser, care of Pat Cher).

You can also donate a prize for the silent auction. We are looking for good quality items; new, collectible or in excellent condition. Items can be dropped off at the Branch any Friday between 11:00 and 2:00 care of Pat Cher. For more info call Pat at 613 831-0298 or email at patricia.cher@sympatico.ca.

This should be a fun occasion with dance music to the 50's, 60's up to recent popular tunes. Music courtesy of HAWLEY DJ Services. Munchies will be available throughout the evening compliments of Sobey's March Road. Sobey's is also donating prizes for our silent auction. Stay tuned, you won't be disappointed.

Kanata Legion & Ladies' Auxiliary Upcoming Events

January 24 to March 14, 2015

DATE & TIMES	EVENT	DETAILS	TICKETS	CUT-OFF DATE TO GET TICKETS
Sat. 24-Jan-15 5:30 p.m. reception 6:15 p.m. dinner	Robbie Burns	Dinner & evening Celebration of Robbie Burns	\$35.00/person Sold out!	Jan. 20, 2015 Sold out!
Sun. 25-Jan-15 2:00 p.m. - 4:00 p.m.	Dec. & Jan. birthday and anniversary celebrations	Cake & Ice Cream	No tickets. Please use the sign-up sheet, if you can.	Not applicable
Fri. 30-Jan-15 5:30 p.m. reception 6:00 p.m. pizza	Pizza Night		\$3.50/slice No tickets – get your name on sign-up sheet	Cut-off date to sign up is 30-Jan-15 before 5:00 p.m.
Sat. 14-Feb-15 7:00 p.m.–1:00 a.m. (see poster, previous page)	Heart for a Heart Valentine Dance & Silent Auction Kanata Legion Fundraiser for Jim Maveety	Dance / Silent Auction & Munchies Contributions can be made by cheque pay to the order of RCL Branch 638 with note "Maveety Fundraiser" to Kanata Legion, 70 Hines Road, Kanata, ON K2K 2M5 <i>Attention: Pat Cher</i>	\$12.00/person	No cut-off date to get tickets – while tickets are available; expected to sell quickly
Sun. 22-Feb-15 2:00 p.m. -4:00 p.m.	February birthday & anniversary celebrations	Cake & Ice Cream	Not applicable	Not applicable
Fri. 27-Feb-15 5:30 p.m. reception 6:00 p.m. pizza	Pizza Night		\$3.50/slice No tickets – get your name on sign-up sheet	Cut-off date to sign up is 27-Feb-15 before 5:00 p.m.
Sat. 14-Mar-15	St. Patrick's Day Dinner & Dance evening	To be announced	To be announced	To be announced