



AIR CADET LEAGUE OF CANADA

National Elections 2024 Candidate Information Sheet



Name: Angèle Mullins

Provincial Committee: Alberta

Position Sought: Governor

Education / Qualifications / Work Experience:

Education

McGill University

- Human Resource Management Certificate; Academic Achievement List
- Bachelor of Sciences; Major: Psychology

University of Alberta

- Energy Sector Leadership Development Program
- Strategic Human Resources Leadership Program

Bow Valley College

- Private Investigation – Certificate of Achievement

Professional Experience

Current: Senior Human Resources Consultant & Workplace Investigator

Activate HR

Providing senior HR consulting and workplace investigations for a broad range of clients ranging from 10 to 10,000+ employees, including public and private sector, large multinationals, not for profit and government organizations. Work includes coaching, performance, compensation, talent plans, respectful workplace and other policies and presentation, managing all aspects of complaints including OH&S and Human Rights.

1999-2021: Director Human Resources & Administration

NAL Resources Management Limited

As a member of the executive team, responsibilities included all areas of HR, investigations, communications, strategic planning, coaching, policy development, coaching and support to health and safety team, facilities and front office management, fleet management and procurement. Organization ranged in size up to 600 employees and was a subsidiary of Manulife Financial, requiring a high degree of formal policy, practice and documentation. Part of Risk Management Team, Emergency Response Team and acted as Corporate Media Spokesperson.

Prior experience included senior Human Resources positions in technology-based business.

Volunteer Experience (Including ACL at All Levels)

Cadets

- Volunteer with ACL since 2003
- Currently Vice Chair, AB Provincial Committee
- Elected to the APC in 2016 as Director, Secretary
- Involved in many projects and governance activities, one notable being facilitating the change of provincial and local bylaws to align with the national affiliation agreement
- ACL National Committee Member: Risk Management Committee Core Team (since 2019), Ad Hoc Harassment Committee (since 2022), Music Committee (since 2019); assisted National Communications Committee (2022)
- At the local level, elected to 52 SSC Executive Committee as Secretary (2003), continued to Vice Chair and held SSC Chair position for three years. Very active in planning and coordinating fundraisers, events and supporting Cadet functions including Survivair, Sports & Drill, and in chartering a new Squadron
- Currently Squadron Advisor to 52 City of Calgary Squadron

Chartered Professionals in Human Resources (CPHR Alberta)

- Volunteer for more than 25 years with CPHR Alberta, initially at the Calgary Chapter level, involved in merging the City-based associations across the province to create a provincial entity. Elected for two terms (4 years) to the provincial board and nominated as the provincial representative to the National CPHR for three years.
- Inducted as a Fellow of CPHR in 2019 (hold FCPHR designation)
- Continue to support CPHR on two committees: Appeals Committee and Senior Pathway Designation Committee

Prior Volunteer Activities

- United Way of Calgary & Area for 20+ years as campaign coordinator within my organization and on the Calgary Leaders Cabinet, including chairing Donor Retention Subcommittee
- Boy Scouts – volunteered as Beaver Leader and Cub Leader (including Head Leader for both programs) for 8 years

Personal Statement

Volunteering with the Air Cadet Program when my sons enrolled 21 years ago has developed my passion for the program and I am honoured to be considered for a Board of Governors position to allow me to continue to contribute my skills and experience to the future of the Cadet movement. My knowledge of the aviation industry through family connections also supports my understanding of that aspect of the ACL's business.

I recognize change is imperative and I believe my skillset in a variety of areas including communications, mediation, and governance, in addition to change and risk management and many relevant areas of Human Resources, will be beneficial to the ACL. The value of the Cadet program to Canadian youth is immense and I am willing to commit my time and energy to assist in any way to support the program.



AIR CADET LEAGUE OF CANADA

National Elections 2024
Candidate Information Sheet



Name: Arlo Speer

Provincial Committee: Québec and Ottawa Valley

Position Sought: Governor

Education / Qualifications / Work Experience:

Education

- B.A. (Maths/Philosophy, Calgary), M.Ed. (Measurement and Evaluation, Ottawa),
- M.Ed. (Distance Learning and Adult Education, Athabasca)

Work Experience

- Secondary school teacher and administrator, member of provincial curriculum and evaluation committees
- Pilot, flight instructor, examiner, Manager, Chief Instructor, and Chief Pilot in various air services
- Civil Aviation Safety Inspector and Manager with Transport Canada Civil Aviation
- Assignments with the International Civil Aviation Organization assisting foreign civil aviation authorities develop or improve their national aviation systems

Volunteer Experience (Including ACL at All Levels)

Community volunteer service, both as worker and project or team leader:

- Community Police Centre for the Ottawa Police Service,
- Executive positions with various community and dance groups,
- Director and Secretary for the *Webster Memorial Trophy Competition* – an annual competition searching for “Canada’s Top General Aviation Pilot”

Air Cadet League Experience:

- Instructed and managed aviation ground school programmes
- Liaison work between squadron staff and parents
- Offered and coordinated familiarisation flying programmes for cadets
- Served as Director, Secretary, Squadron Advisor, and Assistant Regional Co-ordinator with the Ottawa Valley - Outaouais Region
- Assisted in the development and delivery of training programmes for SCC members
- Served as a Vice-President for the Quebec and Ottawa Valley Provincial Committee.

Personal Statement

We succeed through our volunteers and our staff. Our League's success and volunteer retention both depend on how well we create positive environments for our individuals, teams and organization. In this changing environment, we need to explore help our people succeed with their assigned tasks.

Our Air Cadet League faces challenges very different from those in 1941 when our Letters Patent and Charter were initially granted. Our organization has grown in size, complexity, and diversity; the underlying role has been modified over time; our relationship with our military partner is changing.

Nationally provided guidance and support materials offer one way for us to assist our provincial, regional, and local colleagues as they address changing relationships and prepare staff and volunteers at all levels to address the challenges and opportunities we face.

I'm excited about the opportunity to contribute to that work.



AIR CADET LEAGUE OF CANADA

National Elections 2024
Candidate Information Sheet



Name: Diane (Dee) Davis

Provincial Committee: New Brunswick

Position Sought: Governor

Education / Qualifications / Work Experience:

Educated in the UK to the equivalent of a Grade 13 graduation.
Mount Grace Senior High School, Potters Bar UK
North York College of Education, Scarborough, UK (Special Needs Ed)
Numerous H&R Block Income Tax courses (in house)
Income tax preparer/Office Manager - H &R Block Fredericton NB – 1989-2007
Income tax preparation instructor (Adults) - H&R Block – 1989-2006
Income Tax preparer/Office Manager- Help 4 Taxes Fredericton NB – 2007-2010
Business owner – Dee Davis Income Tax Services Lincoln NB – 2010- date

Volunteer Experience (Including ACL at All Levels)

Harvest Jazz and Blues Festival – Fredericton NB – 2006-2019

- Admissions volunteer, later admissions Chair.
- Preparing volunteer instruction manuals, training, scheduling and motivating volunteers. Attending planning meetings with other chairs and BOG.

Air Cadet League – 2005-Present

Local – Fredericton NB

333 Squadron SSC 2005 – 2012: Various positions including secretary, treasurer and chair (2008-2012)

New Brunswick Provincial Committee (NBPC)

Member – 2012

NBPC fundraising chair – 2013

NBPC Fun Run fundraiser co-chair/organizer – 2013

NBPC treasurer – 2013-2015; 2018-2019

NBPC 2nd vice chair – 2015-2017

NBPC 1st vice chair – 2017-2019

NBPC chair - 2019-2021

NBPC Past Chair – 2021-2022
NBPC – CRA Co-ordinator 2022 – present

National

Governor – 2021- present
Communications Committee: member – 2016-2019: 2021- present
Communications Branding Identity subcommittee 2022- present
Members Committee: member 2017 – 2021
Members Committee Chair – Dec 2021 - present
PTC Chairs Committee: member 2019 – 2021
Screening & Registration Committee: member 2019 – present
Strategic Planning Chair – 2021-present

Personal Statement

Dee was born and raised in the UK but after marrying a Canadian who sounds as English as she does, she immigrated to Canada in 1985. She originally lived in Lincoln, but shortly thereafter moved into Fredericton. After 20 or so years in the 'big city' of Fredericton has now returned to live in Lincoln with her husband Gary.

She first became involved with the Air Cadet program when her son, Christopher joined 333 RCACS in Fredericton in 2005. Initially, an interested parent, Ms. Davis gradually became more involved with the squadron SSC over her son's cadet career, culminating as SSC Chair.

When she was thinking of retiring, the NBPC asked her to join them, and having learned the value of the program and wanting to continue some involvement in it she did so in 2012. She has held several positions within the NBPC including Regional Director, Fundraising Committee Chair, Treasurer, Vice Chairs, Provincial Chair, and is currently the CRA Coordinator working on getting all the SSC registered with CRA

One of the additional benefits of being a Provincial Committee executive member is attendance at National meetings. As a result of attending National meetings, Dee has been on several National Committees and has met members from across the country who all have the same commitment to the Air Cadet program that she does.

Dee was elected as a National Governor in June 2021. She has learnt a lot since then, and is currently chair of two national committees, Members and Strategic Planning. Both these committees are busy, the Members with new training ideas and concepts and Strategic Planning with formulating the new plan that came into effect in 2024.

In her professional life, Dee operates an Income Tax Preparation business in Lincoln. She understands the importance of clear, concise communication and confidentiality of information. One of the benefits of being self-employed in a seasonal business is that it allows her time to pursue volunteer activities.



AIR CADET LEAGUE OF CANADA

National Elections 2024
Candidate Information Sheet



Name: Doug Slowski

Provincial Committee: BC Advisory Board
Member/Foundation Member

Position Sought: Vice-president

Education / Qualifications / Work Experience:

40 Years Administration/Business/Commercial Banking
23 years Military Reserve Service, Retired LCol. (CO of 4 different Air Cadet Squadrons/ CO of Albert Head, & Penhold ACSTC)

Volunteer Experience (Including ACL at All Levels)

Over 50 years continuous community volunteering in variety of venues
Governor ACL, Chair IACE, Past Chair Members Committee
Member International Air Cadet Exchange Association
Past President - BC Provincial Committee, Member Advisory Board/Foundation
Past Provincial Director- Saint Johns Ambulance.
Past President- Saint John Ambulance Nanaimo
Board Member- Coastal Emergency Communication Association (Treasurer 3 years)
Rotary International over 30 years perfect attendance
257 Legion Lantzville (member 49 years)
808 Wing Royal Canadian Air Force Association (29 yrs.)
Kinsman Club of Campbell River BC (member over 50 yrs.) - Past President [Victoria/Campbell River]
Founding Member -Past President - United Services Institute Nanaimo / North Island (29 yrs.)

Personal Statement

My father's advice when I left home was "Always be thankful for what you have, you only get out of a community what you contribute ". This has been my drive to volunteer, which I have accomplished continually for over 50 years.



AIR CADET LEAGUE OF CANADA

National Elections 2024
Candidate Information Sheet



Name: Jacquie Pepper-Journal

Provincial Committee: Ontario

Position Sought: First Vice-president

Education / Qualifications / Work Experience:

Education

- MDDE - Masters of Education in Distance Education
- BEd – Bachelors of Education (Adult Education)
- BA – Bachelors Degree

Qualifications

- Change Management Certification – PROCSI Canada
- Conflict Management and Harassment Investigation – Canadian Armed Forces
- Business Communications – St. Mary's University
- Public Policy Development – Government of Nunavut
- EMCA – Fanshawe College

Work Experience:

- CEO – Journal and Associates – consultation services
- Government of Nunavut:
 - Assistant Deputy Minister Programs and Standards, Department of Health
 - Director of Policy and Planning, Department of Health
 - Distance Education Coordinator, Nunavut Arctic College
 - Manager Communications, Department of Health
 - Manager Communications and Outreach, Department of Environment
- Canadian Armed Forces – Reserves – CIC – 29 Years (Position Highlights below)
 - Commanding Officer Blackdown Cadet Training Centre
 - Regional Training Officer – Central Region Cadets HQ
 - Infrastructure and CSTC Planning – Central Region Cadets HQ
 - Commanding Officer Trenton Air Cadet Training Centre
 - Detachment Commander – Western Ontario Area Detachment
 - Detachment Commander – RCIS (Eastern Ontario sites)
 - Instructor – RCIS
 - Regional Cadet Advisor – Western Ontario Area

- Squadron CO – 614 and 704 Squadrons

- Ambulance Attendant - Thames Valley Ambulance, London, ON
- Ambulance Dispatcher - Central Ambulance Dispatch, London, ON

Volunteer Experience (Including ACL at All Levels)

- Air Cadet League of Canada – Board of Governors – June 2019
- Board of Directors – Canadian High Arctic Research Centre (CHARs), Polar Knowledge
- Rotary Club of 1000 Islands – President - 2022
- Brockville Country Club – Vice Captain - 2022
- Rotary Club of Iqaluit – 2011-2019
- Soup Kitchen – Iqaluit, Nunavut – 2009-2011
- Make a Wish Foundation 1989-92
- Heart and Stroke Foundation – London, ON 1992
- 614 RC(Air)CS Alumni - current

Personal Statement

I remain committed to the ACL. Since joining the team, I have been involved with the Strategic Plan, development of the most recent MOU and Consultative Framework with our League partners and CAF. Over the past year I have been VP Plans responsible for the coordination of League participation on the CJCR Issues Management Action Teams, and with oversight of the Members, Strategic Planning, and Risk Management committees.

I hope to be able to continue to serve as Vice President and member of the Board of Governors and contribute to the important work of the ACL.



AIR CADET LEAGUE OF CANADA

National Elections 2024 Candidate Information Sheet



Name: John Nolan CD

Provincial Committee: Ontario

Position Sought: Governor

Education / Qualifications / Work Experience:

- BA Brock University (Politics 1984)
- Canadian Forces Staff School (1988)
- Canadian Forces (CIC) Major (Ret'd) 1970-1996
- Served as squadron Admin O, Training O, CO in a number of units
- 17 cadet summer camps as an officer (Trenton, Borden and Banff)
- Most senior positions: Basic Squadron OC (Trenton), OC National Athletic Leadership Course (Borden) Camp Senior Training Officer (Borden)
- Canadian Forces Decoration and Queen's Diamond Jubilee medal
- Area Cadet Officer (Air) Central Region HQ (Class C) 5 years responsible for 54 sqns (CFB Toronto)
- Political Staff for MP in House of Commons
- Director of a 15 bed residential treatment centre for emotionally disturbed adolescents
- Manager of youth employment program
- Ontario Public Service Senior Policy Advisor, Senior Land Claim Negotiator (29 years)

Volunteer Experience (Including ACL at All Levels)

- Cub leader (6th Pickering) and Scouts Group Commissioner
- Senior parish choir (St Isaac Jogues, Pickering)
- Air Cadet WOI (704 Sqn CFB Trenton), Senior Leaders Course (1968), IACC (UK 1969)
- Air Cadet Service Medal with clasp
- Founding SSC chair 856 Sqn Pickering
- OPC Director and Regional Director (Durham Region)
- OPC Board of Governors, (Governor, vice-Chair Chair, Chair)
- Life member OPC
- ACL service medal with clasp (20 years)
- Distinguished Service Medal (OPC)
- Queen's Diamond Jubilee Medal
- Chevalier of the Order of St. George (Priory of Canada and the Americas)
- 3rd Degree Knight of Columbus

Personal Statement

My involvement with this wonderful organization began as an air cadet 58 years ago and has been continued to the present. I believe that my background would allow me to continue make a positive contribution to the National Board of Governors and I would welcome the opportunity, if approved, to continue to serve in this capacity.



AIR CADET LEAGUE OF CANADA

National Elections 2024 Candidate Information Sheet

Name: Justin Creamer

Provincial Committee: Ontario

Position Sought: Governor

Education

Diploma in Paralegal Studies (Diploma)
Herzing College 2010 to 2011

Bachelor of Arts in Political Science 3.7 GPA
Brock University 2007 to 2010

General Arts and Science (Diploma)
Sheridan College 2001 to 2003

Professional Experience

Truvera Trust Company

President | January 2023 – Present

- Heavily focused on building out a collaborative and refined relationship with Institutional Investors (Mid to large sized Pension Funds, Family Offices, Foundations and Large F.I.s)

Cannect Capital Management

Director of Institutional Investments | June 2023 – January 2023 – Consultant Role

- Heavily focused on building out a collaborative and refined relationship with Institutional Investors (Mid to large sized Pension Funds, Family Offices, Foundations and Large F.I.s)

Vault Capital

Vice President of Investor Relations | March 2021 – June 2023

- Focused on High Net Worth Client (HNW) Advisors, Family Offices, Institutional Investors and Foundations (ie. AIMCO, CPP, OTPP, BC Municipal Pension Plan, BCTPP)

The Apex Group

Senior Vice President of Hedge Funds and Private Equity | October 2019 – March 2021

- Orchestrated relationship-building activities, including client dinners and events, to fortify client relationships.
- Sales Targets: 25 Million of Revenue Dollars Annually; 32 Million Territory: BC, AB, SASK, ON, QC

The CMI Group

Team Lead – Investment Sales (Wholesaler) | November 2018 – October 2020

- Managed a team of 3 Inside and Outside Wholesalers, overseeing recruitment, onboarding, mentorship, and sales activities.
- Sales Targets: 25 Million of new Money Annually; Currently at 12 Million Territory: BC, AB, SASK, ON, QC

Capital Direct I Income Trust

Regional Director of Sales | November 2017 – November 2018

- Managed a team of 12 Inside and Outside Wholesalers, with responsibilities including recruitment, onboarding, mentoring, and sales management.
- Surpassed sales targets, achieving 22 Million of new capital annually against a goal of 20 Million: Territory: BC, AB, SASK, ON, QC

N'Turk Investments

Director of Investor Relations | November 2015 – November 2017

- Establish and maintain strong client relationships with Institutional Investors ie. Pension Plans and F.I.s as well as Family Offices.
- Sales Targets: 25 Million of new Money Annually; achieved 29.3 Million

BMO Bank Group

Financial Planner | November 2013 – November 2015

- Establish and maintain strong client relationships
- Sales Targets: 15 Million of new Money Annually; Achieved 19 Million

Sunlife Financial Group

Sales Manager/Director of Business Development | June 2011 – November 2013

- Manage a team of 53 Financial Advisors in day to day activities.
- Sales Targets: Annual Management of 5 Million Dollars and recruitment of 5 new Advisors annually - both achieved at 100%

Great West Life Financial Group

Financial Advisor/Investment Specialist | Aug 2008 – June 2011

- Provide high level financial planning advice

Volunteer Experience (Including ACL at All Levels)

Board Member

Contact Niagara (Treasurer) – Niagara Region – August 2014 to Present

Board Member

Canadian Mental Health Association - Niagara, ON - November 2012 to Present

Volunteer

Family and Children's Services (FACS) Niagara - 2009 to 2010

- Assist lawyers in preparation of legal documents for court proceedings.
- Facilitate the legal protection of private documents and appropriate system of recoding all court documents.
- Responsible for understanding legislations such as the Criminal Code of Canada, Charter of Rights and Freedoms, and Family and Children's Services Act.

Court Intake Worker

Darren Anger(Federal Crown Attorney) - 2008 to 2010

- Apply analytical thinking, decisiveness, and adaptability in dealing with many difficult situations.
- Liaise with community organizations such as the court system, and the probation and parole office.
- Responsible for effectively completing probation orders, case notes, and other documentation.

Personal Statement



AIR CADET LEAGUE OF CANADA

National Elections 2024
Candidate Information Sheet



Name: Kevin Robinson

Provincial Committee: Alberta

Position Sought: Governor

Education / Qualifications / Work Experience:

Trade/Technical diploma in Power Engineering.
CFM Designation (Certified Facility Manager)
SFP Designation (Sustainability Facility Professional)
RPA Designation (Real Property Administrator)
FMA Designation (Facility Management Administrator)
AssocRICS (Associate of the Royal Institute of Chartered Surveyors)
28 years in Facility Management both Commercial and Public

Volunteer Experience (Including ACL at All Levels)

23 plus years involved with the ACL at all levels of the league including 4 years as Chair of the Alberta Provincial Committee.
Various Work-related Boards and Committees
Royal Canadian Legion member for 30 plus years
Royal Canadian Air Force Association Member

Personal Statement

I've been a Current Governor for the past 5 years and have always made myself a contributing member of every Committee as well as being current Chair of the National Air Cadet Committee. I've also been Past Chair of the Communications Committee and currently am a Member of the PPBLC Committee. I look forward to serving the youth of Canada for many years to come and representing the Air Cadet League as a member of the Board of Governors.



AIR CADET LEAGUE OF CANADA

National Elections 2024
Candidate Information Sheet



Name: Marc Lacroix

Provincial Committee: Quebec & Ottawa Valley

Position Sought: President

Education / Qualifications / Work Experience:

Baccalaureate in physical education
Master in education
Certified Human resources professional
Business coach
Canadian decoration
Her Majesty decoration
Air Cadet service medal
Distinguished service medal

I am a training counsellor and coordinator for 31 years with Société de Transport de Montréal. I was a training officer and a deputy commander with Regional Cadet Instructor School (Eastern) for 11 years.

Volunteer Experience (Including ACL at All Levels)

More than 22 years as a league volunteer, 19 years as a CIC officer, and 6 years as Air cadet, I can say that the Air Cadet Program is anchored into my heart and I am ready to learn, to advance and to serve the youths of this country.

I have been with the Air Cadet League for 22 years: as regional coordinator (2 years), as 1st vice president and provincial chair for 4 years and past chair for another 4 years, and as a member of the advisory board with Quebec and Ottawa valley provincial committee. I was with the board of governors between 2009 and 2012 (3 years). I had to quit as a member of the BOG at that time for health problem. Since, then I returned as a member of the BOG since 2016 until now.

I had a great success as a provincial chair 2007-2009 and even in time of great difficulties in 2015-2016 period. I was able to put forward a recovery plan for a severe situation and to assume the necessary leadership to implement an action plan to achieve our goals and give a

new boost to QOVPC. I know how to stimulate teamwork and ensure that we are using right tools to achieve our goals.

Since I was a trainer and a certified NLP business coach for 10 years, I am well equipped to help and motivate volunteers and employees to take right decision according to the weight of criteria you need to evaluate, in each situation. I did not hesitate to ask experts to counsel me with legal aspects before taking an action.

I was a business coach in strategic planning and a provincial president with the impairment language provincial association (3 years) to put in place a recovery plan to literally save this corporation and with a private group of educational researchers to better define their future research's orientations they want to implement.

Personal Statement

As a candidate for president posting, I am ready to implement new methodologies for the development of our national League in better supporting our volunteers and cadets throughout the country.



AIR CADET LEAGUE OF CANADA

National Elections 2024 Candidate Information Sheet



Name: Margaret Elson

Provincial Committee: Ontario

Position Sought: Governor

Education

Bachelor of Arts in Humanities | McMaster University | Hamilton,

ON Certificate- Indigenous Canada | University of Alberta

National Leadership Consortium on Developmental Disabilities | University of Delaware

Additional Training & Conferences

- Effective Leadership, Ontario Association for Community & Healthcare
- Leading and Motivating Others
- Anti-Racism and Anti-Oppression

Professional Experience

Manager, Pivot Supports

Nov 2020 – Present

Willowbridge Community Services Brantford, ON

Spearheading the modernization of Pivot Supports and integrating with other programs (counselling, developmental, fee for service). Transforming them into services that are user-friendly, practical, easier to implement and maintain. Engaging all stakeholders throughout the revitalization of services to ensure the best outcomes. Developed new responsive services in collaboration with partners outside of the sector.

Behaviour Consultant

Mar 2015 – Nov 2020

Willowbridge Community Services | Brantford, ON

Managed a caseload of up to 20 clients diagnosed with autism or developmental disabilities ranging in age from 3 to 65. Built custom Behaviour Support Plans for clients, for a duration of up to 1 year, comprised of 20+ pages. Client and family liaison; advised support team on plan implementation. Collaborated with families, educators, and community agencies. Mentored work-term students from Mohawk College, Brock University, and Wilfred Laurier University

Supervisor, TRE-ADD
Surrey Place Centre | Toronto, ON

Jan 2014 – Mar 2015

Directed the Treatment Research and Education for Autism and Developmental Disorders (TRE-ADD) comprehensive day treatment program, focused on application of Applied Behaviour Analysis. Led a multidisciplinary team of 20 of both unionized and non-unionized staff, which included TDSB teachers, Surrey Place instructor therapists, and Bartimaeus behaviour support workers, to support high-needs youth

Senior Therapist
ErinoakKids | Mississauga and Halton Region, ON

Feb 2007 – Dec 2013

Orchestrated Intensive Behaviour Intervention (IBI) therapy for children on the autism spectrum aged 5 to 18 years old. Performed assessments, creating customized therapy plans. Presented and spoke at several industry events. Envisioned and executed events, engaging community and empowering parents with understanding of IBI. Worked cross-functionally with multidisciplinary team and in collaboration with community partners.

Instructor Therapist
Behaviour Institute | Toronto, ON

May 2002 – Jan 2004

Worked one-on-one in both Toronto and Burlington with children on the autism spectrum using IBI principles— Behaviour Institute was first IBI provider in Ontario. Developed new programming for social skills therapy in order to prepare children for traditional school

Volunteer Experience (Including ACL at All Levels)

Organization, administrative, and on-site support of community Pride events
Behavioural support of children enrolled in a Primary GLD classroom
Instructor at an inclusive horse hack riding program- individuals with varying abilities and socioeconomic backgrounds
Organisation and administrative support for community mental health awareness week and year round community events
Advocacy for Intimate Partner Violence community initiatives

Instructor Brass and Reed band
Instructor Junior and Senior Drill teams
Instructor TAG Christmas intense band camp
Collaboration and community outreach through combined music programs- cadet, schools, and local professional musicians
Lead in fundraising for Band and Squadron through paid performances Brass Reed band, and community awareness and participation of the Squadron in local events

Personal Statement

I am eager to serve on the Board of Governors for the Air Cadet League of Canada, driven by a lifelong passion for helping others and fostering youth development. My positive experience as a cadet instilled in me the values of leadership, discipline, and service, which I have carried forward throughout my career. In my time as a dedicated volunteer and a CIC officer, I consistently demonstrated my commitment to the Cadet program, striving to enhance the experience for all participants. My drive to perform at a high level in my professional and personal life ensures that I will bring dedication, strategic insight, and a collaborative spirit to the Board, contributing to the continued success and growth of the Air Cadet League.



AIR CADET LEAGUE OF CANADA

National Elections 2024
Candidate Information Sheet



Name: Sue Madden

Provincial Committee: Ontario

Position Sought: VP / National Treasurer

Education / Qualifications / Work Experience:

CPA, CGA, HBComm, Finance Manager at Irving Tissue manufacturing plant. I have been in the accounting field for over 15 years. I am responsible for managing our plant finances, creating the annual budget, driving the need for cost savings, and advising the Leadership team of areas of potential risks of overspending.

Volunteer Experience (Including ACL at All Levels)

I am the current National Treasurer/Vice President. In 2017 I was elected a National Governor of the ACL leading the Strategic Planning Committee and Vice Chair of the Finance Committee. I have also held the roles of PC Chair of New Brunswick PC, and SSC Chair of 650 Vanier, a NB squadron.

I have also been a member of a Rotary club in Kamloops BC, and was a member of the Kinette Clubs of Simcoe ON and Charlottetown PE.

Personal Statement

The Cadet program has had a tremendous impact on my family. Although I was never a cadet, both of my sons went through the program, and this has influenced their lives in a most positive way. The skills of leadership and community involvement that the program promotes has helped my oldest son become an RCMP officer serving and protecting others, and has encouraged my youngest son to join the CIC program, and he is now pursuing an opportunity in air traffic control. I truly believe that the Air Cadet program was an important influence in them both becoming valuable contributing members of their communities.

Volunteering with the ACL is just a small way that I can use my skills and work experience to say thank you for the benefits my boys gained from the program. I want to continue to use my skill set to improve the League financial operations with better visibility, controls, and decision-making information for the Board and the membership.



AIR CADET LEAGUE OF CANADA

National Elections 2024
Candidate Information Sheet



Name: Terri Hinton

Provincial Committee: British Columbia

Position Sought: Governor

Education / Qualifications / Work Experience:

Diploma of Technology British Columbia Institute of Technology (BCIT)
Registered Medical Laboratory Technologist 45 years in Vancouver Coastal Health.
Worked at Vancouver General Hospital, University Hospital and Children's & Women's Hospital.
Instructor at BCIT, Burnaby, BC and Stenburg College, Surrey, BC

Volunteer Experience (Including ACL at All Levels)

ACL Current committee member Risk Management & Member's Committee
Previous member of the Public Relations Committee, Effective Speaking committee 2006 - Present
Member of the BC Provincial Committee

- President BCPC 2021-2022
- Vice President 2018-2021
- Director of Public Relations and Effective Speaking Coordinator for Effective Speaking 2009-2015
- NSTC Review Board Member

ACL 2016 Coordinator for the AGM in Richmond, BC
ACL 2014 coordinated the Yukon-Pan Territories with the running of the National Effective Speaking Competition, Whitehorse, YK
655 Richmond, Richmond, BC SSC member from Canteen coordinator to Chairperson 1996 - 2006
Coordinator of 655 50th Anniversary weekend
Scout's Canada Group Committee for 15 years. Medal of Merit

Personal Statement

Volunteering is important connection for all communities to instill in our youth the aspects of giving back without monetary rewards. Supporting the youth of Canada personally brings me joy by sharing my experiences and knowledge.
I am honoured to have received the Sovereign's medal for Volunteers in 2017. As the Governor General David Johnston wrote, "Volunteers like you are fundamental to the well-being of our country, reflecting the rich diversity of Canada's People and the many talents and interests which enrich our society."
The ultimate reward is seeing Cadets in person being successful - It puts a huge smile on my face.



AIR CADET LEAGUE OF CANADA

National Elections 2024
Candidate Information Sheet



Name: Thomas L. Sand

Provincial Committee: Alberta

Position Sought: Vice President

Education / Qualifications / Work Experience:

Education:

2015 - Certificate – Government of Alberta (GoA) Senior and Executive Managers Development Program, University of Alberta, Edmonton Alberta
2013 - Certificate - GoA Management Development Program, University of Alberta, Edmonton Alberta
2010 - Certificate - GoA Occupational Health and Safety Certificate Program GoA Corporate HR
2004 - French language Training Canadian Forces Language School, Ottawa, Ontario
2002 - Certificate - Officer Professional Military Education, RMC of Canada, Kingston, Ontario
2000 - Canadian Forces Command and Staff College, Toronto, Ontario
1991 - Canadian Forces School of Aerospace Studies, Winnipeg Manitoba
1977 - BSc (Mathematics and Physics) University of Alberta, Edmonton, Alberta

Qualifications:

Incident Command System Instructor 2018
Royal Canadian Air Force – Air Combat Systems Officer (formerly Air Navigator) 1979

Work Experience:

Government of Canada, Transport Canada - Edmonton, Alberta - 2018 - present

National Lessons Learned Intermodal Surface Security and Emergency preparedness - Edmonton, Alberta – 1 year

Senior Program Officer

- Responsible for the Transport Canada Emergency Management Lessons Learned Program.

Office of Incident Management - Edmonton, Alberta - 4 years

Special Advisor

- Provided specialist subject matter expertise for the development of skill and knowledge-based Emergency Management (EM) training and education, including Incident Command System (ICS) and Emergency Operations Centre (EOC) training for Transport Canada staff with EM duties.

Government of Alberta, Municipal Affairs - 2009 - 2018

Alberta Emergency Management Agency - Edmonton, Alberta

Manager, Individual Training/Learning Design - 7 years

- Responsible for the development, delivery and quality assurance of skill and knowledge-based EM training and education, including Incident Command System (ICS) training, to local government including First Nations and Métis and provincial government staff across the province.

Alberta Emergency Management Agency - Edmonton, Alberta

Acting Director of Training Accreditation and Standards - 9 months

- Overseeing the development and quality assurance of skill and knowledge-based emergency management (EM) training and education, including ICS training, for local government and provincial government staff across the province.

Alberta Emergency Management Agency - Edmonton, Alberta

Manager, Exercise Development and Lessons Learned - 1.5 years

- Responsible for establishing and managing the operational continuous improvement process improvement process for operations and training.

Canadian Armed Forces - 1974 - 2009

Royal Canadian Air Force, 1 Canadian Air Division Headquarters Detachment Atlantic - Halifax, Nova Scotia

Deputy Commanding Officer - 1 year

- Responsible for financial management, planning and executing the business plan, management of personnel careers and supervision of the day-to-day operation of the organization responsible for coordination of the Royal Canadian Air Force operations on Canada's east coast.

North Atlantic Treaty Organization, Kandahar Airfield Headquarters - Kandahar, Afghanistan

Commanding Officer, Canadian Element Kandahar Airfield Headquarters - 7 months

- Leadership of the air operations team.
- Responsible for Flight and Ground Safety.
- Responsible for planning airfield expansion and NATO air units deploying to the airfield.

Royal Canadian Air Force, 14 Wing Greenwood, Nova Scotia

Wing Operations Officer - 2 years

- Responsible for effectiveness of the Wing's operations in a resource-constrained, multifaceted, multi stakeholder and collaborative environment.
- Responsible for the Wing's emergency response plan and emergency response readiness.

Royal Canadian Navy, Canadian Forces Maritime Warfare Centre - Halifax, Nova Scotia

Deputy Commanding Officer - 2 years

- Responsible for financial management, planning and executing the business plan, management of personnel careers and supervision of the day-to-day operation of this training and education establishment.
- Responsible for the Royal Canadian Navy's (RCN) Concept Development and Experimentation (CD&E) capability to innovate explore and develop concepts for improving RCN and Canadian Forces mission effectiveness.
- Responsible for overseeing the RCN's Modelling and Simulation capability.
- Responsible for overseeing the development of the RCN's Remotely Piloted Vehicle (RPV) capability.

Royal Canadian Air Force, Aerospace Warfare Centre Experimentation Centre – Ottawa, Ontario

Detachment Commander - 1 year

- Responsible for the creation of the Royal Canadian Air Force's CD&E capability to innovate, explore and develop concepts for improving the Royal Canadian Air Force and the Canadian Forces mission effectiveness.

Royal Canadian Air Force, Maritime Patrol Standards and Evaluation Team - Greenwood, Nova Scotia

Officer in Charge - 2 years

- Chief Evaluator for a force of over five hundred operational aircrew.
- Led the evaluation and regulatory compliance team that enforced occupational standards, analyzed performance problems, and developed innovative training solutions.

Royal Canadian Air Force, 404 Maritime Patrol Operational Training Squadron - Greenwood, Nova Scotia

Deputy Commanding Officer - 2 years

- Responsible for the day-to-day operations, planning, logistics, and information management systems of this flying training organization.
- Chief Instructor responsible for design and delivery of aircrew and technical training.

Royal Canadian Air Force, 14 Software Engineering Squadron - Greenwood, Nova Scotia

Commanding Officer – 1 year

- Leadership and management of a diverse multi-disciplinary team of 65 software engineers, technical and administrative support personnel managing safety-critical airborne software systems for the CP-140 Aurora.

Operational Liaison and Acceptance Officer- 1 year

- Responsible for writing requirements for safety-critical airborne software systems and certifying the software operational airworthy.

Royal Canadian Air Force, 415 Maritime Patrol Squadron - Greenwood, Nova Scotia

- Deputy Commanding Officer - 1 year
- Standards and Training Flight Commander - 2 years
- Operation Sharp Guard Detachment Commander - 2 months

Deputy Commanding Officer - 1 year

- Responsible for financial management, planning and executing the business plan, management of personnel careers and supervision of the day-to-day operation of the intelligence, surveillance and reconnaissance flying operations.

Chief Instructor and Standards Officer – 2 years

- Leader of the Squadron evaluation and regulatory compliance team training operational aircrews and enforcing all the applicable employment standards and regulations of Squadron intelligence, surveillance and reconnaissance flying operations.

Royal Canadian Air Force, Maritime Air Group Headquarters – Halifax, Nova Scotia

Staff Officer Evaluations and Requirements - 1 year

- Responsible for acoustic sensor development on CP-140 Aurora and CH-124 Sea King.

Royal Canadian Air Force, 415 Maritime Patrol Squadron – Greenwood, Nova Scotia
Line and Staff Air Combat Systems Office – 3 years

- Squadron Standards and Training Air Combat Systems Officer
- Communicator Navigator and Tactical Navigator on CP-140 Aurora

Royal Canadian Air Force, Exchange Duties with 42 Squadron Royal Air Force – St. Mawgan, UK
Line Airborne Electronics Officer – 3 years

- Airborne Electronics Officer on British Aerospace Nimrod
- Squadron Photographic Officer

Royal Canadian Air Force, 405 Maritime Patrol Squadron – Greenwood, Nova Scotia
Line and Staff Air Combat Systems Officer – 3 years

- Squadron Standards and Training Air Combat System Officer
- Acoustic Analyst on CP-107 Argus and CP-140 Aurora

Volunteer Experience (Including ACL at All Levels)

700 (City of Edmonton Wing) Wing Royal Canadian Air Force Association (Edmonton, Alberta)

Chair – 2022 - present
Vice Chair - 2018 - 2022

Government of Alberta Occupational Health and Safety Program (Edmonton, Alberta)

Facilitator - 2010 - 2014

Canadian Aeronautical Preservation Association (Wetaskiwin, Alberta)

Past President - 2017 - present
President - 2009 - 2017
Vice President - 2006 - 2009

Greenwood Military Aviation Museum (Greenwood, Nova Scotia)

Co-chair, Board of Directors - 2006 - 2008
Assistant Curator - 2004 - 2006

Air Cadet League of Canada (Ottawa, Ontario)

Governor and Chair of National Communications Committee - 2019 - present
Member of Risk Management Committee - 2020 - present

Air Cadet League of Canada Alberta Provincial Committee (Edmonton, Alberta)

Past Chair - 2022 - present
Immediate Past Chair - 2018 - 2022
Chairman - 2016 - 2018
Vice Chairman - 2014 - 2016
Director of Air Resources - 2011 - 2014

SSC Advisor 699 (Jasper Place) RCACS (Edmonton, Alberta) - 2011 - 2019, 2021 - present
SSC Advisor 755 (Parkland) RCACS (Spruce Grove, Alberta) - 2018 - 2020
SSC Advisor 874 (Edson Tiger Moth) RCACS (Edson, Alberta) - 2014 - 2016

SSC Advisor 526 (Barrhead Legion) RCACS (Barrhead, Alberta) - 2014 - 2016

Squadron Sponsoring Committee- 699 (Jasper Place) RCACS (Edmonton, Alberta)
SSC Chair - 2010 - 2011

Royal Canadian Air Cadets

Volunteer Instructor (517, 18, 872, 699 Squadrons) - 1974 - present

Senior Cadet Liaison Officer - Greenwood, Nova Scotia 1992 – 1995

Cadet Liaison Officer - Greenwood, Nova Scotia 1979 - 1983, 1987 - 1990

Personal Statement

My association with the Air Cadet Program began in 1969 when I joined 699 (Jasper Place) Royal Canadian Air Cadet Squadron. Air Cadets inspired my career in the RCAF and my association with the RCAF, Air Cadets and aviation continues to this day. I attended the Ground Search and Survival Course, the Senior Leaders Course and participated in the International Exchange program to Austria. I left the program as a Warrant Officer First Class in 1974 when I joined the Canadian Armed Forces as an Air Combat Systems Officer (formerly Air Navigator). During my time with the Air Force, I was involved with the Air Cadet program as a military volunteer instructor, Cadet Liaison Officer, Senior Cadet Liaison Officer, parent of two children who graduated from the program ~~and remain involved as Cadet Instructor Cadre (CIC) officers,~~ and as the spouse of a retired CIC officer now a Civilian Instructor (CI) with the Air Cadet Program. I have worked with the Regional Cadet Support Units in Atlantic, Eastern and Northwest. After my retirement from the Air Force in 2009 I remained a volunteer instructor with the Air Cadet program and became involved with the Air Cadet League of Canada. First as a Squadron Sponsoring Committee Chairman then with the Alberta Provincial Committee as a Squadron Sponsoring Committee Advisor, Director of Air Resources, Vice Chair, and Chair.

I am a versatile aviation professional with over 30 years of diverse leadership and senior management experience in the RCAF and public sector designing and delivering a diverse range of programs, projects, and initiatives. I am a "big picture" thinker with an analytical mind who is adaptable, reliable, and excellent problem-solving skills. I have a track record of building collaborative relationships with diverse internal and external stakeholders and extensive experience delivering innovative solutions to complex problems. Feedback from multiple industries and professional engagements attests to my abilities as an inspiring leader who is known for effectively motivating teams to achieve successful outcomes.

I am passionate about giving back to the program to the best of my ability and am especially interested in working on projects related to Air Cadet history, leadership, aviation related training and training development. I was a recipient of the Queen's Platinum Jubilee Medal (Alberta) in 2022.

In my spare time I attend car shows with my 1964 Plymouth Fury.





AIR CADET LEAGUE OF CANADA

National Elections 2024
Candidate Information Sheet



Name: Vern Toews

Provincial Committee: Alberta

Position: Governor

Education / Qualifications / Work Experience:

24+ years of Professional Training experience (software and skills)
Taught thousands of people live-in person, as well as online and hybrid mixed environments
Written hundreds of pages as well as produced hundreds of videos; of training materials and resources.
Well versed in various forms of LMS and training systems
Ongoing training and courses for Professional Development in Adult Learning
Certified National Leadership and Board structure trainer for Canadian Real Estate Association

Volunteer Experience (Including ACL at All Levels)

30+ years volunteering in a large church environment (teaching, dept head, audio technician, cameraman)
Parent Committee Volunteer at my children's school, including school advisory board position. Soccer coach for 5 years.

2002 began volunteering at an Air Cadet Squadron in Winnipeg, and was welcomed as the President of the Parents Committee, the following year I became SSC chair, a position that I held for 11 years.
Manitoba Provincial Committee Board of Directors 2013-2020
Chair of the Manitoba Provincial Committee in 2017-2020
Alberta Provincial Committee Board of Directors 2020-current
National Board of Governors 2022-current

Personal Statement

The Air Cadet program has brought me many friends, and both my sons went through the program one becoming an Air Traffic Controller, and the other joined the Canadian Armed Forces. I always tell every room of cadets when being given the chance to speak "In this room, there might be airline pilots, police officers, firemen, paramedics, lawyers, doctors, or even the next Mayor, Premier or Prime Minister. Just like when you pilot an airplane, when you take off from the runway and are up in the sky, you alone determine where you want to go." I want to help our Canadian youth to realize that.



AIR CADET LEAGUE OF CANADA

National Elections 2024
Candidate Information Sheet



Name: William Cahill

Provincial Committee: Newfoundland and Labrador

Position Sought: Board of Governors

Education / Qualifications / Work Experience:

Memorial University of Newfoundland (B.A. History/Political Science, 2004)

Dalhousie University (LL.B., 2007)

Dalhousie University (Specialization Certificate in Marine Law, 2007)

Osgoode Hall Law School (Certificate in Mining Law, 2012)

I was called to the Newfoundland and Labrador Bar in 2008 and I am a partner in the St. John's office of Cox & Palmer, one of Atlantic Canada's largest law firms. I have an active practice in the areas of mining, corporate finance, commercial real estate, and fisheries & marine.

Volunteer Experience (Including ACL at All Levels)

Member – Canadian Bar Association

Member – Canadian Maritime Law Association

Past Chair – Marine/Admiralty Law Section,

Canadian Bar Association NL Branch

Past Chair – National Maritime Law Section, Canadian

Bar Association Chair – Environmental, Energy and

Natural Resources Law Section, Canadian Bar

Association NL Branch

Past Director – Mining Industry NL

Past Chair and Honourary Legal Counsel and

Director, St. John Ambulance – Newfoundland and
Labrador

Past Chair – St. Bonaventure's College

Alumni Committee Director - St.

Bonaventure's College Board of

Governors Past Chair – Royal Canadian

Air Cadet League – NL Serving Member -

Order of St. John

Member - National Honours and Awards Committee, St. John Ambulance

Personal Statement

As you can see, I believe strongly in community service. For the past 27 years I have been involved in the Air Cadet Program as a cadet, civilian instructor, CIC officer and League Member and I believe that my professional and volunteer experience will be beneficial to the Board of Governors. I look forward to continuing to serve at a National level at what I believe is a critical time for the future of the Air Cadet Program.
