



THE AIR CADET LEAGUE OF CANADA

National Elections 2025 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 problems. Since, then I returned as a member of the BOG since 2016 until now.

I had 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 the 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 the 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 to the national president of the ACL, I am eager to find solutions to problems or at least mitigate risks around this organization. I am working with a team called National executive committee and the BOG to face the challenges. So, I am a leader that motivate our senior leadership members, and I am a team worker. Collective intelligence makes great ideas and solutions to our concerns and push our organisation further.



THE AIR CADET LEAGUE OF CANADA

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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 Squadron

- 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 – Past Captain - 2024
- 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

Awards

- King Charles coronation medal
- Canadian Forces citation – Director of the Year
- Paul Harris Award recipient – Rotary Club International
- Canadian Forces CD & clasp, DWD
- Canada 125 Commemorative medal
- Commanders Certificate of commendations – outstanding service – CAF
- Certificate of outstanding service and leadership - ACL

Personal Statement

It is an honour and privilege to be a member of the ACL Board and 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 Operations responsible to chair the PTs meetings and oversight of the Members, Communications and Aviation committees. This year we have embarked on creating an Ad Hoc Futures committee, of which I am a co-chair. The ACL is entering an important time as the CAF reviews the cadet program. We have an opportunity to redefine our relevance and path forward. I am exciting with the opportunities that lay ahead for all levels of the ACL.

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.



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Name: Sue Madden

Provincial Committee: Ontario

Position Sought: V-P / National Treasurer

Education / Qualifications / Work Experience:

CPA, CGA, HBComm, Finance Manager at Irving Tissue manufacturing plant. I have been in the accounting field for almost 20 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 in Alberta serving and protecting others and has also encouraged my youngest son to join the CIC program, who is now an air traffic controller at Pearson International Airport. 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, user friendly tools, and decision-making information for the Board and the membership.



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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 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 King's Coronation Medal in 2025.

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





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Name: Angèle Mullins

Provincial Committee: Alberta

Position Sought: Vice President

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

2021 to Current: Senior Human Resources Consultant & Workplace Investigator

Activate HR

Licensed investigator, 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 to 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.



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Name: William Cahill

Provincial Committee: Newfoundland and Labrador

Position Sought: Governor

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

Member – Real Estate Committee, Law Society of Newfoundland and Labrador

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 - St. John Ambulance – Newfoundland and Labrador

Past Chair – St. Bonaventure's College Alumni Committee

Chair - St. Bonaventure's College Board of Governors

Past Chair – Royal Canadian Air Cadet League – NL

Officer of the Order of St. John

Personal Statement

As you can see, I believe strongly in community service. For the past 30 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 remains beneficial to the Board of Governors. I look forward to continuing to serve at a national level.



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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
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 the Strategic Planning Committee. Having worked with the national Executive to determine and define the future direction of the Air Cadet League, she has learned about many areas of the Air Cadet League in this role. It is an ever changing area as goals and future directions change and develop.

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.



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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.
Instructor at BCIT, Burnaby, BC and Stenborg College, Surrey, BC

Volunteer Experience (Including ACL at All Levels)

ACL Current Governor responsible for the Screening Committee.

Previous Governor responsible for Risk Management.

Previous committee member of the Member's committee, Public Relations Committee, Effective Speaking committee.

2006 - Present Member of the BC Provincial Committee

- Past President 2022-2023
- 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.

Volunteer Experience (Including ACL at All Levels)

Cadets

- Member of BOG since 2023, Chair, Risk Management & compensation advisor to NEC
- 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. Work closely with SSC's requiring advanced support.
- ACL National Committee Member: Risk Management Committee Core Team (since 2019), Ad Hoc Harassment Committee (2022), Music Committee (since 2019); National Communications Committee (2022 & 2024)
- 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 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 over 20 years ago quickly developed my passion for the program and I am honoured to continue to support the Cadet program through the ACL Board of Governors. Over the past two years, I have been able to continue to contribute my skills and experience to the future of the Cadet movement and I look forward to continuing to do so. 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 will be beneficial to the ACL. I have experience in communications, mediation, and governance, in addition to change and risk management and many relevant areas of Human Resources including volunteer management. The value of the Cadet program to Canadian youth is immense and I am willing to continue to commit my time and energy in any way to support the program.



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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)
- 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 (30 years)
- Federal Negotiator Indigenous Services Canada January 2023-present

Volunteer Experience (Including ACL at All Levels)

- Cub Scout 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) Life member
- ACL service medal with clasp (20 years), Distinguished Service Medal (OPC)
- Chevalier of the Order of St. George (Toronto Prior) Grand Priory of Canada and the Americas
- 3rd Degree Knight of Columbus (Deputy Grand Knight)
- National Governor Air cadet league of Canada
- Ad-Hoc Governance Committee (Chair)
- League-Industry Partnerships (Chair)

Personal Statement

My involvement with this wonderful organization began as an air cadet 60 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.



THE AIR CADET LEAGUE OF CANADA

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Name: Arlo Speer

Provincial Committee: Quebec & 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, Arthabasca)

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:

- Served as Chair of the League’s Aviation Committee
- Member of Ad Hoc Governance Committee
- 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 Quebec and 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 to 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.



THE AIR CADET LEAGUE OF CANADA

National Elections 2025 Candidate Information Sheet



Name: Vern Toews

Provincial Committee: Alberta

Position: Governor

Education / Qualifications / Work Experience:

25+ 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

Chair of the Effective Speaking committee

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.



THE AIR CADET LEAGUE OF CANADA

National Elections 2025 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)
29 years in Facility Management both Commercial and Public

Volunteer Experience (Including ACL at All Levels)

24 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 6 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.



THE AIR CADET LEAGUE OF CANADA

National Elections 2025 Candidate Information Sheet



Name: Lokesh Purbia

Past Member – National Cadet Corps - India

Position Sought: National Governor

Education / Qualifications / Work Experience:

- MBA – General Management - University of New Brunswick
- Postgraduate in Management – Finance And Marketing – IMT, India
- M.Comm – Business Administration – MLSU, India
- B.Comm – MLSU, India
- Acting Controller – Hansen Group, PEI – June 2023 - present
- Accountant – Murphy's Pharmacies Inc. – 2020-2023
- Manager (Finance, Accounting, Administration, Contract Management) – Reliance Jio and HFCL – 2012-2018

Volunteer Experience

- Board of Director (Finance) at CARI (Bell Aliant Center) – 2021-2025
- Senator of UNB Academic Program Review Committee, University of NB - 2019-2020
- Vice President (Finance) of Graduate Student Association, University of NB - 2018-2019

Awards

- Awarded by UNB for the "Best Business Plan"
- Awarded third prize in UNB 2019 MBA Case Competition (Co-sponsored by Deloitte)
- Awarded Silver medal in Line Area Competition during National Air Cadet Camp
- Awarded Gold medal in Provincial Level Aeromodelling Competition, India

Personal Statement

It would be an honour and privilege to be chosen as a national governor of the ACL BOG.

Currently, I am working as an assistant controller for Hansen Group and managing the operations of more than 10 operating group companies. In addition, I have also been serving as a Board of Director at CARI, a non-profit organization since 2021.

With 15 years of work experience in different sectors and industries, I can contribute effectively. I am an experienced management professional with expertise in accounting, finance, procurement and Contracts,

international relationship, administration, auditing, and project management. I am very familiar with the Canadian Cadet Organization and Air Cadet League. I also completed the Air Cadet program (college/university level) with "A" grade (only top 5% achievers) in India.

At ACL, I would like to work closely with committees which are responsible for finance, cadet training programs, international tie up and collaboration for cadet exchange program with new countries.



THE AIR CADET LEAGUE OF CANADA

National Elections 2025 Candidate Information Sheet



Name: Michele Claveau

Provincial Committee: BC

Position Sought: Governor

Education / Qualifications / Work Experience:

Education

- Bachelor of Arts (International Relations)
- Master of Defence Studies (RMC)

Qualifications

Command and Staff Course, Canadian Forces College
1 Cdn Air Div Commanding Officer Leadership Qualification
Conflict Management and Harassment Investigation
Labour Relations for Managers/Supervisors
Expenditure Management Course
Contracting Certification Course
Training Design and Evaluation
Management Development
Instructional Techniques – Basic and Advanced
CAF Operations quals (Space Advisor, Electronic Warfare, Peace Support)
NATO Operations quals (Combined Joint Ops Centre, ISAF C4, Cyber Defence)
Instrument Procedures Specialist / Instrument Check Pilot
Transport Canada Aerodrome Safety Specialist
Air Traffic Control Officer VFR, IFR, Supervisor

Work Experience:

- Royal Canadian Air Force – Air Traffic Controller / Aerospace Controller (1981-2017)
 - Commanding Officer Regional Cadet Support Unit (Northwest)
 - NATO Supreme Allied Command Transformation (SACT) – Joint Force Training Officer
 - NATO Mobile Education and Training Team
 - Gender Advisor (GENAD) to Commander SACT
 - Senior Female Leaders in Security and Defence UNSCR1325, Sofia Bulgaria
 - Commanding Officer, Canadian Forces School of Aerospace Control
 - Air Operations Centre Director, Joint Task Force Games (OP PODIUM)
 - Air Traffic Management Coordination Office, Ottawa
 - Aerospace Control Standards and Eval, 1 Cdn Air Div Winnipeg
 - NORAD Battle Staff Operations Officer
 - Officer Commanding Air Traffic Control Squadron, 14 Wing Greenwood
 - On Scene Emergency Response Commander
 - Exchange Instructor, Central Air Traffic Control School RAF Shawbury, UK



AIR CADET LEAGUE OF CANADA

National Elections 2025 Candidate Information Sheet

- Instructor & Standards Officer, Canadian Forces School of Aerospace Control
- CFB Lahr 1 Air Transport Unit – Terminal/Arrival Controller
- 4 Wing Cold Lake Tower/Terminal/Arrival Controller; Chief Controller Tower
- Canadian Armed Forces – Reserves – Admin Clerk, Field Engineer (1979-1981)
- Piano Teacher – 1976-1979

Volunteer Experience (Including ACL at All Levels)

- Group Chair Vancouver Island 2019-present (complete term 2025)
- League Rep 386 (Comox) 2018-present
- League Rep 22 (Powell River) 2019-present
- League Rep 363 (Campbell River) 2018-2024
- BCPC Director (SqN Liaison portfolio) 2019-2023 (resigned)
- BCPC 2nd Vice President 2021-2023 (declined to continue in succession)
- Cadet Leadership Seminars (on-line) through RCSU(NW) 2021, 2022, 2023
- BC Senior Games Society, Zone 2 Board of Directors, 2020-present
- Manager Comox Valley Breakers Women's Hockey, 2018-2025
- Hockey Coach - 1986-1990 Cold Lake, 1993-1998 Cornwall, 1998-2000 UK

Awards

- King Charles III coronation medal
- Canadian Forces CD2
- Special Service Medal (NATO)
- 2023 Air Cadet League Certificate of Merit
- 2023 BCPC Certificate of Honour
- 2021 BCPC Certificate of Merit
- 2020 BCPC Certificate of Appreciation
- 2017 Commander CJCR Commendation
- 2017 Esprit de Corps Top 20 Women in Defence
- 2014 HQ SACT Joint Force Trainer Commendation
- 2012 Republic of Bulgaria Ministry of Defence Commendation
- 2008 Commander Canada Command Commendation
- 2005 1 Cdn Air Div / CANR Commanders Commendation
- 1997 16 Wing Commander's Commendation
- 1988 CFB Cold Lake Base Commander's Commendation
- 1984 Public Service Incentive Award

Personal Statement

I would be honoured to be given the opportunity to serve as a member of the ACL Board. I recognize my experience with the League is relatively short in comparison to my peers; however, I am eager to take on new and different responsibilities in support of the program. I believe deeply in the value of the Air Cadet Program for our youth and feel I have a lot to offer. I particularly look forward to ensuring the best future of the program as coordination and negotiation with CJCR progresses. Thank you again for offering the opportunity to serve.



THE AIR CADET LEAGUE OF CANADA

National Elections 2025 Candidate Information Sheet



Name: Patrick Stoddart

Provincial Committee: N/A Position

Sought: Governor

Education / Qualifications / Work Experience:

- Master of Arts in Education, Educational Technology, Concordia University.
- Bachelor of Education, Educational Studies (4 year degree), McGill University.
- Bachelor of Arts, History Hon, University of New Brunswick.

Qualifications

- Provincially certified educator in the provinces of Saskatchewan, Quebec, Ontario and Alberta, transferable to all provinces.
- Certified Board Governance- University of Saskatchewan.
- Certified Board Governance- First Nations University.

Work Experience

- Director of Education - Keewatinook Okimakanak Board of Education (August 2022- Present)
- Interim Executive Director/CEO - Keewatinook Okimakanak Tribal Council (July 2024- December 2024)
- President and CEO (2-year term contract) - Southeast College (2019- 2021)
- Director of Education/CEO - Grassy Narrows Education Authority (2016-2019)
- Various Dean, Director and Teacher Positions across Canada in both the K-12 and Post Secondary levels (1996-2015)
- Canadian Armed Forces Reserve Artillery Member - 3RD Field Artillery Regiment, RCA, Saint John, N.B. (1989-94).

Volunteer Experience (Including ACL at All Levels)

- Held Various Board Positions including Chief Redbear Children's Lodge (Governance Board) and MADLAT Manitoba Association for Distributed Learning and Training (Operations Board).
- Currently volunteer working with Children through KOBE Travel Club and KOBE Esports Team.

Personal Statement

As a prospective Board of Governor member of the Air Cadet League of Canada, I would be deeply committed to supporting the League's efforts to expand into rural areas of Canada and into First Nations communities. Having lived and worked in some of these regions, I have seen firsthand the resilience, potential, and leadership capacity that exists among Rural and Indigenous youth. I also understand the unique challenges they face—social isolation, limited extracurricular opportunities, and the total reliance on air travel and community resupply. I have specific ideas that could be used to train community educators over the summer months to train volunteer teachers to develop squadrons in their communities. I also am an expert in recruitment of youth into academic and co-curricular programming.

My view is that the Air Cadet program offers more than aviation training; it builds character, confidence, and a strong sense of belonging. For youth in remote and First Nations communities, being part of a structured, empowering organization like the Air Cadets could be transformative. It provides not only mentorship and skills development but also a place where young people can connect with peers, imagine a future in aviation or leadership, and feel "seen" and truly valued.
