

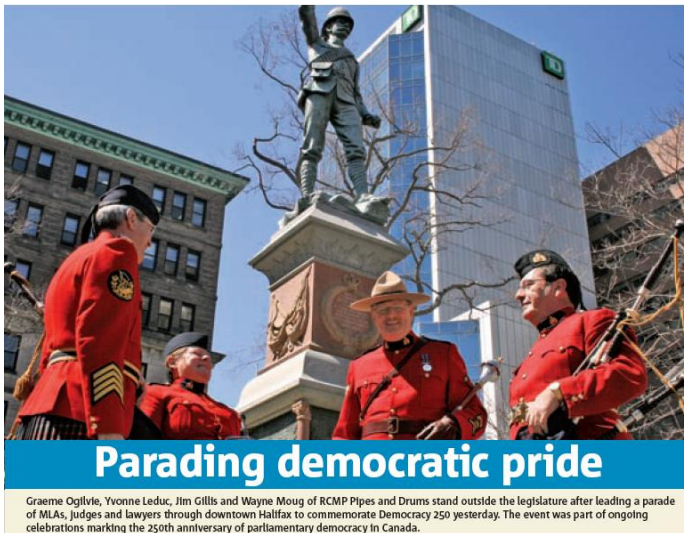
RCMP

“H” Division

PIPES & DRUMS



Year End Report 2008



“Benefiting the Community Through Music”

RCMP “H” Division Pipes & Drums

2008 Year-End Report

Table of Contents

	Page
EXECUTIVE SUMMARY	3
1/ Events	3
2/ Personnel	3
3/ Uniform and Equipment	3
4/ Finances	3
INTRODUCTION	4
1. GENERAL	5
2. BAND EVENTS	6
2.1 Performances	6
2.2 Practices	8
3. PERSONNEL	8
3.1 Attendance	9
3.2 Volunteer Hours	9
3.3 Regular Members	10
3.4 Personnel Outlook for 2009	11
3.5 Highland Dance Troupe	11
3.6 Personnel Issues	11
3.7 Policy Documents	12
4. UNIFORM AND EQUIPMENT	12
4.1 Current Uniform and Equipment Status	12
4.2 Uniform and Equipment Costs	14
4.3 Recommended Action Plan	14
5. FINANCES	14
6. GOALS	15
6.1 CD Recording	15
6.2 Recruiting	15
6.3 Colour Party	15
6.4 Concert	16
6.5 Holland 2010	16
7. SUMMARY	17
APPENDICES	19
Appendix 1. List of 2008 Band Performances	19
Appendix 2. List of 2008 Solo Performances	20
Appendix 3. 2008 Personnel Slate	21
Appendix 4. Time Volunteered to Band	23
Appendix 5. Attendance Comparison	24

Cover Photos: Top - David Nimmo, “*Charlottetown Gold Cup Parade 2008*”
Bottom – Staff Photo, Metro News, “*Law Week Parade 2008*”

EXECUTIVE SUMMARY

The "**H**" *Division Pipes & Drums* was formed in April of 2004, on the authority of A/Commr. Ian Atkins, Commanding Officer, "H" Division, as a '*Community Band of Pipes & Drums*'. The band works in partnership with the RCMP and, as their representative, performs at community events with the goal of bringing the public closer to its National Police force.

Registered as a 'Not for Profit' organization under the *Nova Scotia Societies Act* the band is comprised of police and citizen volunteers.

1/ Events

In 2008, the band and its members participated in 97 events. Sixteen (16) of these requests were made by the RCMP. Only four (4) could not be accommodated due to scheduling conflicts.

2/ Personnel

The band membership remained high with 54 active members on the roster at the end of 2008.

Interest in the band remains strong and a number of new players are expected for the 2009 season. Developmental work continues on the dance troupe.

Band members logged **7392 Volunteer Hours** in 2008.

3/ Uniforms and Equipment

Significant progress was made in 2008 but up to 12 complete uniforms need to be purchased for 2009. The Band now owns its own bass drum, 4 tenor drums and 1 side drum.

- Estimated cost for uniforms: \$27k to \$33k
- Estimated cost for equipment: \$13k to \$20k

4/ Finances

The band paid off its creditors in November 2008 and is now debt-free.

At 2008 year-end, the band had a bank balance of \$28,400.00 but owes about \$4,800.00 to the Canada Revenue Agency in HST premiums.

INTRODUCTION

The “*H*” *Division Pipes & Drums* was formed in April of 2004 with the permission of the Commanding Officer, A/Commr. Ian Atkins and is governed under RCMP policy as a ‘Community Band of Pipes & Drums’. It is a self-managed, self-financed, organization registered as a ‘Not for Profit’ Society under the *Nova Scotia Societies Act* and has received a business number from the *Canada Revenue Agency*. The registered name for the NFP organization is “*The ‘H’ Division Mounted Police Pipes & Drums Society*”.

Working in partnership with the RCMP the band performs publicly at community events with the intent of representing the RCMP and bringing the public closer to its National Police force. Common activities include participating in community street parades, festivals, concerts, etc., and representing the Force at charity events and public ceremonies. The band is occasionally accompanied by a marching Troop at major events (e.g. Apple Blossom Parade) but most frequently, one or more members from local detachments will join with the band to march in the parade in the community they police.

Band members are volunteers from police, military and civilian backgrounds (i.e. open to all).

The Mandate of the band is to:

- ‘Benefit the Community through Music.’

But it also:

- Acts as ‘garrison band’ for the Division;
- Performs at RCMP and public events throughout the province and beyond;
- Provides a forum for members to share and showcase their musical talent;
- Provides a social and educational environment for members.

The band is one of seven (7) RCMP Pipes & Drums located across Canada. The other bands are in Moncton, Montreal, Ottawa, Regina, Edmonton and Vancouver. The uniform for all bands is the same. Members from different bands occasionally supplement other bands or form a composite band for special events such as the Royal Nova Scotia International Tattoo.

1. GENERAL

2008 was a year of achievement for the “H” Division Pipes & Drums.

In four short years, the band has become the most sought after pipe band for community events in the province. Event organizers are now requesting the band’s participation a full year in advance of an event.

From its inception, the band faced significant financial challenges. With no sponsorship, the fledgling organization was left to its own devices to fund the purchase of uniforms and equipment. Despite a grant from the *Mounted Police Foundation* in the first year (2004), which was used to purchase eight (8) kilts, adequate funds were not available to fully dress and equip the band. Individual members stepped forward and loaned the band money to make the necessary purchases in order to get the band on the street so it could begin generating revenue. With the implementation of a ‘fee for service’ model and a busy appearance schedule funds were generated, necessary items purchased and the debt paid down. The band has managed its resources wisely and is now ‘debt-free’ (see Item 5. Finances).

It should be noted that the cruise ship performance income generated ‘capital’ funds that repaid the debt while the annual allocation from the Division largely goes towards supporting Force requested activities and operating expenses such as transportation.

The band is in the advanced stages of concluding a Memorandum of Understanding with the *Dartmouth & District Pipe Band Association*, a youth oriented organization, to provide them guidance and support. In return, we hope that as the young members of that organization ‘age out’ they will consider joining the “H” Division Pipes & Drums. Pipe Major MOUG was Chief Instructor, Musical Coordinator and Pipe Major of that organization from 1994 to 2004, when he was asked to form the “H” Division Pipe Band. However, Pipe Major MOUG still works with that group and holds the position of Director on their Executive, so the ties between the two groups are quite strong.

The “H” Division P&D has become the ‘band of choice’ for the *Amethyst Highland Dancers*, another youth-oriented organization, that teaches and performs Highland Dancing. The band has performed with them on several occasions including their recent Christmas Concert. It is hoped that members of this organization

who 'age out' will look at the "*H*" *Division Highland Dance Troupe* as a possible place to continue dancing.

The *Community Bands of Pipes and Drums* (CBPD) is now, formally, a recognized program within the RCMP. It is anticipated that some financial support from the National level will be provided to the bands in the form of a grant (the proposal to Treasury Board is now scheduled for July 2009). A fourteen (14) member Council, comprised of two delegates from each band, represents the CBPD to make decisions regarding the program's future. A three (3) person Executive heads the Council with a representative from each 'region' (West – MB, SK, AB, BC; Central – ON, QC; East – NB, NL, NS, PE). A/Commr. Graham MUIR representing Central Canada is the Executive Chair, Pipe Major Brent BLANCHARD (Regina) is the Western Representative and Pipe Major Wayne MOUG is the Eastern representative to the Executive for 2009.

The "H" Division Pipes & Drums is recognized as a solid organization (music, administration, leadership) within the CBPD program.

2. BAND EVENTS IN 2008

2.1 Performances

During the calendar year 2008, the "*H*" *Division Pipes & Drums* provided piping and drumming services for a total of 97 events, slightly above the 2007 figure.

These events included:

- 22 Full Band parades, concerts & ceremonies (involving 13 or more band members);
- 7 Mini-band concerts or ceremonies (involving 6 to 12 band members);
- 21 Mini-band concerts aboard cruise ships during September & October;
- 47 Events (e.g. head tables, funerals, ceremonies) requiring only a solo piper or fewer than 6 band members;
- 4 Assistance to other RCMP Bands (involving 2 to 10 band members), i.e. "C" and "J" and Depot Division and National HQ.

The band received sixteen (16) requests for their participation at community events through or by the RCMP. All but four (4) were

honoured and these could not be accommodated due to scheduling problems (i.e. band not available due to other commitments). In addition, the RCMP submitted seven (7) requests for solo pipers and all but one (1) of these was accommodated. As well, a number (9) of requests from the public to take part in events could not be accommodated due to scheduling conflicts, where the band was already committed to another event.

A few events took place during the Monday – Friday workweek but the band was able to field sufficient personnel to participate in most. However, frequent weekday events are not to be encouraged as it necessitates that some members take time off from work and that can only be done so often.

Special note must be made of the Cruise Ship performances undertaken by the band in September and October. These performances are the only ‘pure’ revenue generation events done by the band as they are in the City and there are no expenses (e.g. travel, meals, accommodation) related to them. However, only a small portion of the band can undertake these performances as they generally occur during the workday. Some of the members are clearly experiencing ‘overload’ as they are highly dedicated members and do all of these events and most of the regular jobs too. The band Management Team is going to have to evaluate the feasibility of continuing to access this revenue stream and to what extent.

The band was asked to support other RCMP bands at seven (7) special events and was able to assist with four (4). Due to scheduling conflicts we were unable to send anyone to:

- Montreal for the St. Patrick’s Day parade in March;
- Regina for the Saskatchewan International Tattoo in May (conflicted with the Kentville Apple Blossom Festival Parade);
- Ottawa for the National Police Memorial Service in September (the band had committed to providing a band to the Atlantic Firefighters Memorial Service parade in Bible Hill that day as well as fulfilling a commitment for a cruise ship performance).

Personnel were provided to assist at:

- The Carlson Travel Spectacular in Las Vegas, Nevada. Three (3) members were chosen to participate in a composite RCMP band with all costs covered by Carlson Travel
- “J” Division Change of Command parade – Four (4) members

- RCMP Police Memorial Service at Depot. Two (2) members took part while attending the National Band Conference
- “C” Division Pipes & Drums required assistance to field a band for the “Autumn Colours Festival” in Woonsocket, RI, in October. Two (2) band members traveled to Woonsocket, at their own expense, to provide assistance

Members of other RCMP bands participated with the “H” Division band at the following events:

- PEI Gold Cup and Saucer Parade, 15 August: seven (7) members of the “A” Division band and six (6) members of the Codiac band joined us for this event. The Codiac band received a performance fee. The NCR members paid their own air travel to Halifax and thereafter were treated like “H” Division band members.
- Canso Community Parade, 16 August, and the
- Pictou Festival, 17 August: the seven (7) members NCR band remained with our band for the weekend and performed at these two events before returning to Ottawa on Sunday evening, 17 August.

Details of band and solo engagements can be found in appendices 1 and 2.

2.2 Practices

The band held weekly band practices on Monday evenings at “H” Division Headquarters plus marching, drill and music practices held monthly on Saturdays in military drill sheds/gymnasiums at Shearwater and Windsor Park during the winter months. A total of thirty-four (34) Monday evening practices took place and 6 Saturday practices.

Members are also required to undertake practice at home so that the music is learned, and proficiency achieved, in a timely fashion.

3. PERSONNEL

The size of the band remained constant in 2008 as new bodies replaced those who departed the band. Throughout the year an average of thirty-two (32) members were uniformed. Of course, the

number on parade fluctuated based on the work and personal commitments of each member. It is also important to note that more than thirty-two (32) persons took part in events. Several individuals are 'playing ready' but do not have uniforms so could only be dressed when another member of the same build was not able to perform. Uniforms were 'moved around', which is not an ideal situation.

See Appendix 3 for the 2008 Personnel Roster.

3.1 Attendance

Attendance at practices and performances is recorded for two main purposes:

1. To demonstrate to the RCMP, the significant amount of volunteer time expended in support of the RCMP by the band.
2. As a tool to assist the band Executive in making informed decisions on:
 - a) Dressing new members (determining commitment);
 - b) Recalling uniforms from those not significantly active; and
 - c) Selecting deserving members to participate in special events.

3.2 Volunteers Hours

The members of the Band contributed **7,392 Volunteer Hours**, an increase of over 1,300 hours from 2007, to performances and formal practices during 2008. This total includes the cruise ship, solo and band performances.

This equates to the approximate employment hours of 4.2 Regular Members.

Personal time travelling to and from practices and events is not recorded but it is conservatively estimated that another 6000 Personal Hours would have been utilized in this manner.

There is no estimate available for the time spent by individual band members practicing at home during the week, learning and perfecting the band music.

These figures also do not reflect the time that members of the Management Team spent on band administration and planning nor

that which the Pipe Major and Drum Sergeant spent on music selection and preparation.

Civilian volunteer band members provided approximately 91% of this total time.

See Appendix 4 & 5.

3.3 Regular Members in the Band

The band had two (2) Regular Members as active members in 2008. Sgt. Jim GILLIS, "H" Division Internal Services, and Cst. Paul SMITH, "H" Division Internet Crime Unit, both continue to function as the band Drums Major.

Unfortunately, Sgt. Alan MCKAY, Bible Hill Detachment, was compelled to take a Leave of Absence from the band due to work commitments.

The band does carry on its roster three (3) Regular Members who are posted in Newfoundland. These are Cpl. Marion FRASER, Rocky Harbour Detachment, Cpl. Ross Prichard, Deer Lake Detachment and Cst. Laura SEELEY, Marystown Detachment.

RCMP band policy dictates that individual pipers and drummers who are dressed and performing in RCMP kilted order of dress as outlined in the UDM, must adhere to the regulations as does any band member and must be under the supervision of the RCMP Pipes & Drums Pipe Major to whom they are closest.

Cpl. FRASER was a founding member of the band and, despite her posting to Newfoundland, maintains contact with the band. Both she and Cst. SEELEY have the music and hope to join us for events as time and opportunity allow. Of course, the distance away is a great impediment and, while Cpl. FRASER has a complete uniform, Cst. SEELEY is yet to be dressed.

In the fall of 2008, Cst. Laura MARCINIEC expressed interest in joining the band. She has some prior experience as a piper and is currently attending practices to upgrade her skills to meet entry requirements for the 2009 season. Two other RMs, Cpl. Angela CORSCADDEN and Cst. Audree ZAHARA have also approached the band and are currently in training as tenor drummers.

There are other Regular Members in Nova Scotia who are experienced but have yet to express interest in joining the band. It is hoped that they too will become involved.

3.4 Personnel Outlook for 2009

At 2008 year-end, the Band has dressed thirty-one (31) musicians, with a further eleven (11) prospective members at various stages of preparation. There are also a number of individuals who have expressed interest in getting involved in early 2009. If that is the case, the potential then is for a band of close to fifty (50) performing members in 2009.

A large membership is a positive situation for a band such as ours. Given the popularity of the band and the number of potential engagements it will be necessary to maintain a large strength if we hope to accept a significant number of engagements. In addition, it must be recognized that not every player can make every engagement but a large pool of members to draw on increases the possibility of fielding good-sized band (around 20) for every event.

During 2009 it is anticipated that the Band's greatest limitation will continue to be the purchasing of uniforms and other equipments to allow new personnel to participate.

3.5 Highland Dance Troupe

The band is continuing to nurture a dedicated Highland Dance Troupe which would perform with the band at appropriate venues, such as concerts, Tattoos, etc. First steps were taken in 2008 to get this initiative off the ground and a few local dancers expressed interest but, in the end, only two (2) dancers were able to participate regularly.

Recruiting is currently underway to increase the complement of the Troupe for 2009. The dancers will, ultimately, be dressed in RCMP tartan kilts with the appropriate dancers costume and accoutrements.

RCMP Civilian employee and Aux. Cst., Katherine MORRIS, a former highland dancer, has offered to help with the administration and running of the dance troupe.

3.6 Personnel Issues

Happily, personnel issues (conflict) were negligible in 2008. Morale is quite high and the members generally interact well. The band is

quite fortunate in having a few people who are willing to take up the challenge and organize various 'fun' (non-playing) activities for the band members and their families.

In 2008 this included a 'kick-off the season' barbeque hosted by drummer Glen LEDUC and piper Yvonne LEDUC; the 'end of year' party hosted by piper Dr. Jack GRAHAM; a series of monthly dinners through the winter organised by Drum Corporal, Donald MARGESON; not to mention the band's Christmas party organized by Yvonne LEDUC and her committee (consisting of the aforementioned people as well as drummer Patti TABOR and pipers Lily GILLIS, Theresa MacNEIL and Beverly NIMMO).

3.7 Policy Documents

The handbook titled "*Information for Applicants and Band Members*" produced and issued in September 2007 will be reviewed and updated as necessary for the 2009 season.

This is the first document of this nature within the RCMP community bands and it is anticipated that it will become a model for other Bands. The *Community Bands of Pipes and Drums*' National Council is presently reviewing this document.

Pipe Major MOUG has also drafted a document for the "H" Division P&D detailing dress regulations for the band. This too has been submitted to the National Council as a basis for a national document. The "H" Division Band 'Entry Standards' is also being used as the basis for creation of a similar document to be used across the system.

A policy document on *Conflict Resolution* within the band was completed in 2008 and is in effect.

4. UNIFORM AND EQUIPMENT

4.1 Current Uniform and Equipment Status

The band made significant strides in outfitting new members in 2008, and we hope to uniform all playing members entirely with their own kit in 2009.

A couple of significant steps forward were made in 2008 and should be noted.

- 1/ The band purchased a set of twenty-one (21) matched chanters for the pipe corps. This has aided in the production of a quality sound.
- 2/ The band purchased a bass drum and an ergonomically designed carrier harness. This is the first bass drum the band actually owned and was purchased with funds donated by the RCMP Veterans Association (NS). Likewise, the band has purchased four (4) used tenor drums from the Dartmouth organization. RCMP 'theatre honours' decals will be mounted on the drums owned by the band.
- 3/ Kilt pins created from RCMP collar dogs were modified by a band member, piper Ian TAYLOR, and issued in accordance with the UDM for bands.
- 4/ 'Trade' badges have been acquired for all players and will be on all uniforms for the 2009 season in accordance with the UDM.
- 5/ An additional 10 sporrans were purchased; about half of what were needed

However, our uniform and accoutrements inventory still does not meet our needs. While thirty-one (31) members are dressed (kilt, tunic, ceremonial belt, Glengarry, hose, spats) for parade, some deficiencies still exist:

- 10 to 15 new people will need uniforms by summer 2009;
- 17 additional hair sporrans are required to completely outfit the band;
- 45 black leather undress sporrans (for No. 3 dress) are required;
- 45 black leather waist belts are also required for No.2 and No. 3 order of dress. However, the band has opted, in the short term, to utilize unserviceable black 'duty belts', which have been acquired from RCMP stores prior to their destruction or disposal through Crown Assets;
- 6 side drums are on 'permanent' loan from another band but there is the risk of recall.
- 10 additional pipe chanters are required.

Failure to dress and equip successful applicants, particularly after a year in preparation and practicing with the band, is a serious disincentive. That may see them move to a band where they can be

dressed and utilized immediately. Acquisition of sufficient uniforms and equipment is the highest priority.

4.2 Uniform and Equipment Costs

The cost of fully outfitting the band is considerable as the following estimates illustrate.

Item	Number Required	Estimated Cost	Comments
No. 1 Uniform	10 to 15	15,000-22,500	Includes kilt, hose, flashes, spats, tunic, ceremonial belt, Glengarry, badges,
Sporrans	17	8,400.00	Needed to meet existing requirements, not new members.
Badges, bag cover	30	600	The MP badge is worn on the pipers' bag covers, in the same manner as the badge is worn on a RCMP horse blanket.
Pipe Chanters	10	1,500	To meet shortfall
Drums, side	6	15,000	If required to replace those on loan.
Reeds, pipe chanter	100	1,500	
Drum parts	Unknown	1,000	This figure varies from year to year.
Uniform recapitalization		3,000	Yearly replacement to existing uniforms.
		46,000 – 53,500	

4.3 Recommended Action Plan

- Purchase instrument maintenance items now
- Purchase new and replacement kilts in February 09
- Purchase hair sporrans to outfit remainder of band
- Proceed with other purchases as funds permit.

5. FINANCES

In March 2007, the Band was designated a 'Not for Profit' organization under the *Nova Scotia Societies Act* and received a business number. In 2008, the Band registered with the Canada Revenue Agency as a HST claimant because the Band's gross income was expected to exceed \$30,000.00 annually.

The band raises its funds on a fee for service basis. The one exception to this in 2008 was a raffle organized by the RCMP Veterans Association of NS, which raised a sum of \$950.00. As of November 30, 2008 the band paid off its outstanding debt of **\$9,185.99** (reduced from \$17,849.71 at the end of 2006).

As of December 31, 2008 the band has a bank balance of \$28,400.00 but owes about \$4,800.00 in HST premiums on money earned for services.

6. GOALS

The band has a number of initiatives it is looking into:

6.1 CD Recording:

Often, following performances on board the cruise ships and elsewhere, we are asked if we have a CD. This would seem to present an opportunity for revenue generation as well as a tool for ‘marketing’ the band and, by extension, the RCMP.

The Management Team has given approval to look into and cost out this venture, with the intent of having a CD ready for the upcoming season. Research is underway.

6.2 Recruiting:

It has occurred to the band Management Team that an opportunity exists for the RCMP Recruiting Team to partner with the band at some activities. This may include having the RCMP recruiting vans follow the band in a parade, or the setting up of an information tent at a Highland Games or other community event. The band has been asked to be the ‘duty band’ at the Halifax Highland Games in 2009 and this may present an opportunity to test the waters.

6.3 Colour Party:

The band would like to suggest the formation of a RCMP Colour Party to accompany the band in parades and ceremonies. If this is not possible, Quartermaster Glen LEDUC has proposed that the RCMP provide appropriate colours (i.e. National, Provincial, Divisional) and the necessary carrying harness that the band can take with them to events. Frequently, we have one or two RMs in red serge who wish to march with us and they might be willing to carry the colours.

6.4 Concert:

The band will celebrate its fifth anniversary in April 2009. To mark this occasion consideration is being given to putting on a concert. While planning is in very preliminary stages at this point, one option would be to partner with the *Dartmouth & District Pipe Band* and the *Amethyst Dancers* although the focus would be on the *RCMP Pipes & Drums* and the *RCMP Highland Dancers*.

6.5 Holland 2010:

The 65th Anniversary commemorating the Liberation of the Netherlands will take place in early May 2010. A proposal for a composite band from across the country to participate in this event has been put forward to Ottawa, through A/Commr. MUIR.

It is likely to be the last Liberation commemorative anniversary of any scale as the number of veterans is rapidly diminishing. The participation of an RCMP Pipes & Drums would be in honour of all Canadian veterans but particularly the No. 1 Provost Company (RCMP) who served overseas.

At its AGM in March, the band will discuss the feasibility of making this trip and the other proposed goals.

7. SUMMARY

The band had an excellent season in 2008. Despite losses in personnel due to attrition, new entrants allowed the band to maintain a constant strength. The band represented the RCMP in communities within “H” Division and supplied personnel to support activities carried out by “C” and “J” Divisions.

The band is still proving to be very popular with the public, particularly when a Marching Troop is present. Event organizers also see value added when the band participates in their event, as it looks good, sounds good, and usually is of a good size (organizers often equate numbers of players to the fee they pay). The band, with its unique uniform, is definitely ‘high impact’ visually.

As noted in last year’s report the popularity with the public and event organizers has seen the number of requests for the band’s participation increase, with the band being booked a full year in advance. This is expected to continue.

As a caution, the band Executive must give careful consideration to the number of performances undertaken so as not to overtax the band members as that will ultimately lead to ‘burn out’, especially for those with young families and career commitments. To counter this, it is advisable to attempt to maintain a large membership so that band members can be ‘rotated’ through events and given adequate time off.

Fortunately, the band continues to attract players, which is to be encouraged. The larger the pool of players to draw on, the greater the likelihood of being able to field a good sized band for each event and, potentially, participate in more events. However, past experience and knowledge of the personnel resources in the province would indicate the band is approaching its peak in terms of membership enrolment.

A larger band membership does have a drawback though, as it causes issues relative to the acquisition of uniforms and equipment under the present partnership arrangement, i.e. financial resources.

In regards to funds provided by the RCMP at the Divisional level, the practice of invoicing for services upon completion of the task has worked well and is transparent.

As we approach our fifth anniversary, we are accumulating ‘on the shelf’ inventory, reducing the need to purchase complete new outfits

for each new member before the start of the season. The debt is paid off and revenues can be directed solely to uniform and equipment maintenance and upgrade and other operational needs.

In closing, I must commend the "*H*" *Division Pipes & Drums* Management Team.

Each has put in untold hours beyond band practices and parades to provide the leadership, strategic planning and logistical support necessary to manage and operate the band and guide its development. All this was done in addition to their normal function as players.

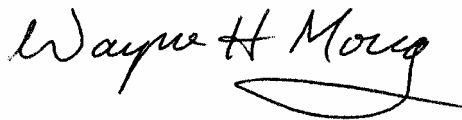
The Directors and Officers of the "*H*" *Division Mounted Police Pipe Band Society* are:

Chair - Pipe Major **Wayne Moug**
Vice Chair - Piper **Denis Stairs**
Manager and RCMP Liaison - Drum Major **Jim Gillis**
Secretary - Tenor Drummer **Patti Tabor**
Treasurer - Piper **Yvonne Leduc**
Director - Snare Drummer **Kevin A. MacDonald**
Director - Piper **Blake Patterson**
RCMP representative - Drum Major **Paul Smith**

Ex officio Members:

Event Logistics and Liaison - Bass Drummer **David Nimmo**
Quartermaster - Tenor Drummer **Glen Leduc**

Respectfully submitted:



Wayne Moug
Pipe Major
RCMP "H" Division P&D

APPENDICES

Appendix 1: List of 2008 Band Performances

DATE	LOCATION	ACTIVITY	RESOURCE	REQ BY
APRIL				
17	Halifax	Democracy 250 Law Week Celebrations	Full band	250 Committee
MAY				
15	Halifax	Canadian Rope Skipping Championships Opening Ceremonies	Mini-band	Non-Profit
23	Bridgewater	Support the Troops Rally	Full Band	RCMP Vets
31	Kentville	Apple Blossom Festival Parade	Full	RCMP
JUNE				
3	Halifax	Concert at Seniors Home	Mini-band	BAND
6	Bridgewater	Relay for Life	Full	RCMP
28	Port Hawkesbury	Straight Festival Parade	Full	Festival
JULY				
1	Lower Sackville	Canada Day Parade	Full	Festival
5	Liverpool	Privateers Day Parade	Full	Festival
19	Antigonish	Highland Games Parade	Full	Games
19	Antigonish	Highland Games Tattoo	Full	Games
27	L'ardoise	Acadian Festival Parade	Full	RCMP
AUGUST				
2	Iona, CB	Highland Village Concert	Full	RCMP
4	Halifax	Natal Day Parade	Full	RCMP
6	Halifax	National Midget Baseball Championships Opening Ceremony	Full	Non-Profit
9	Porters Lake	Shore Days Parade	Full	RCMP
15	Charlottetown	Gold Cup Parade	Full	Festival
16	Canso	Regatta Days Parade	Full	RCMP
17	Pictou	Hector Festival Concert	Full	Festival
SEPTEMBER				
1	Berwick	Labour Day Parade	Full	RCMP
12	Halifax	"H" Division Change of Command	Full	RCMP
21	Dartmouth	Battle of Britain Anniversary	Mini-band	12 Wing PB
28	Bible Hill	Atlantic Firefighters Memorial	Full	Firemen
OCTOBER				
19	Halifax	Atlantic Police Memorial	Full	RCMP
NOVEMBER				
11	Waverly	Remembrance Day Service/Parade	Full	Legion
DECEMBER				
30	Amethyst Dancers	Xmas Concert	Mini-band	Amethyst

Appendix 2: List 2008 Solo Performances:

A total of 47 solo piping events were undertaken. Most were unpaid (for charities or non-profit groups) but a few generated revenues, which were paid to either the solo performer(s) or the band.

DATE	REQUESTED BY	EVENT	PAID
APRIL			
14	Democracy 250	Flag Raising Ceremony	\$100.00
19	Democracy 250	Law Week Exhibits – Law Courts	\$100.00
26	NS Sports Heritage	Pipe in Head Table	\$75
27	Scotia Bank	Dress for Success Awards Dinner	No Charge
MAY			
7	RCMP	Honours & Awards	No Charge
14	Festival	International Theatre Festival	No Charge
15	RCMP	Police Week Opening Ceremonies	No Charge
21	RCMP	Silent Witness Scarlet Soiree	No Charge
JUNE			
1	12 Wing P&D	D-Day Parade	No Charge
5	RCMP	Lt. Governor's Awards	No Charge
7	Community	Relay for Life – Tantallon	No Charge
13	Committee	Special Olympics Opening Ceremony	No Charge
18	RCMP	Funeral – RM	No Charge
24	RCMP	International Law Conference	No Charge
25	RCMP	Officers Mess Dinner	No Charge
JULY			
7	Private	Memorial Service	
20	Church	Tartan Church Service	No Charge
27	Veterans	Korean War Veterans Service	No Charge
AUGUST			
8	Liverpool Tourism	Play for Ceremony	No Charge
SEPTEMBER			
3	Amethyst Dancers	Play for Dancers	\$300
5	Greenfield School	Play for School Opening	No Charge
10	Amethyst Dancers	Play for Dancers	\$300
13	Amethyst Dancers	Play for Dancers	\$200
17	Amethyst Dancers	Play for Dancers	\$300
20	NB Medical Assoc	Play for Conference	No Charge
24	Amethyst Dancers	Play for Dancers	\$300
25	RCMP	Play for Police Chiefs Conference Dinner	\$150
26	RCMP	Play for 4-H Club Ceremonies	No Charge
OCTOBER			
6	Amethyst Dancers	Play for Dancers	\$300
9	RCMP	Mess Dinner - Liverpool	No Charge
18	CAHI	Pipe Head Table – Dinner	\$125
21	Amethyst Dancers	Pipe for Dancers	\$300
28	Amethyst Dancers	Pipe for Dancers	\$200
NOVEMBER			
6	RCMP	Long Service Awards	No Charge
6	School	Remembrance Day Services	No Charge
6	Veterans	Korean War Vets	No Charge
7	School	Remembrance Day Services	No Charge
7	Legion	Remembrance Day Services	No Charge
8	NS B&B Association	Play for event	No Charge
9	Legion	Remembrance Day Services	No Charge
10	School	Remembrance Day Services	No Charge
10	School	Remembrance Day Services	No Charge
10	School	Remembrance Day Services	No Charge
11	Legion – Port Hawk	Remembrance Day Services	No Charge
11	Legion – West Bay	Remembrance Day Services	No Charge
14	Kiwanis	Area Meeting	No Charge
19	NSCC	Paramedics Graduation	No Charge

Appendix 3: 2008 Personnel State as of December 31, 2008

Membership	31-Dec-07	31-Dec-08
Kilted	31	31
Boots and Breeches	2	2
Guest Players / Leave of Absence	4	8
Practicing	13	10
Support Personal	2	3
Dancer Troupe	-	3
Total	52	54

Surname	First Name	Status	Activity in 2008
Alexander	Mike	Applicant	Piper – Nov 08
Bain	James	Kilted	Piper
Bain	Jim	Non-kilted	Support
Blacklaws	Brydon	Kilted	Piper
Cooper	Jack	Non-kilted	Support
Corsadden	Angela	Applicant	Tenor – Nov 08
Crosby	Joanne	Applicant	Piper – left Sep 08
Cutcliffe	Mike	Kilted	Bass – left Oct 08
Cyr	Bydie	Kilted	Snare
Fife	Mac	Kilted	Piper
Fitzgerald	Catriona	Applicant	Snare – Nov 08
Fogarty	Laura	Applicant	Dancer – Mar 08
Fraser	Marion	LOA	Piper – left Nov 06
Gillis	Jim	RCMP	Drum Major
Gillis	Lily	Kilted	Piper
Gillis	Mary	Kilted	Snare – Aug 08
Graham	Jack	Kilted	Piper
Hatcher	Mark	Kilted	Piper - Nov 08
Kellock	Trevor	Guest Player	Piper
Kennedy	Lorna	Kilted	Piper
Kenny	Mark	Kilted	Piper
Leduc	Glen	Kilted	Tenor
Leduc	Yvonne	Kilted	Piper
MacDonald	Kevin	Kilted	Snare
MacInnis	Rod	Kilted	Piper
Isaacs	Tony	Kilted	Snare
MacNeil	Theresa	Kilted	Piper
Marciniec	Laura	Applicant	Piper
Margeson	Don	Kilted	Snare
McKay	Al	LOA	Piper – Apr 08
MacKay	Bruce	Kilted	Piper
McKenzie	Scott	Kilted	Snare

MacLean	Joe	Kilted	Piper
McMillan	Peter	Guest Player	Bass
McPhail	Ashley	Applicant	Dancer – Mar 08
Morris	Kathy	Non-kilted	Dance Coordinator
Morrison	Brian	Kilted	Piper
Moug	Wayne	Kilted	Piper
Muise	Nancy	Kilted	Piper
Myers	Ross	Kilted	Piper
Nimmo	Bev	Kilted	Piper
Nimmo	Dave	Kilted	Bass – joined Mar 07
O’Leary	Rea	Applicant	Piper – left Feb 08
O’Leary	Tina	LOA	Snare – Jun 08
Oliver	Tina	Applicant	Piper – left Jan 08
Parker	Jim	Applicant	Piper
Patterson	Blake	Kilted	Piper
Prichard	Bill	Applicant	Piper – Nov 08
Prichard	Ross	LOA	Drum Major – Nov 06
Salisbury	Andrea	Applicant	Dancer – Mar 08
Seeley	Laura	Applicant	Piper – posted NF July 07
Shaw	Erin	Applicant	Piper – left Jan 08
Smith	Alexandra	Applicant	Dancer – Mar 08
Smith	Bob	Kilted	Piper
Smith	Paul	RCMP	Drum Major
Soucy	Alec	Kilted	Piper
Squires	Corine	Applicant	Tenor – Nov 08
Squires	David	Applicant	Bass – Nov 08
Stairs	Denis	Kilted	Piper – joined Oct 06
Tabor	Patti	Kilted	Tenor – Jun 08
Taylor	Ian	Kilted	Piper
Terry	Leah	Kilted	Bass – left Nov 08
Todd	Gerry	Kilted	Bass - left May 08
Waddell	Dave	Guest Player	Snare – left Jun 08
Walls	Kirsten	Applicant	Dancer – Mar 08
Watt	Brad	Kilted	Snare
Zahara	Adree	Applicant	Tenor – Nov 08

- List reflects people with or who had a kilt. Numbers will not accurately reflect the total numbered kilted at any given time, as kilts are re-issued when members are replaced.
- Status Colour Code:
 - Black – people with the band in the 2006 playing season
 - Red – people who left the band in 2007
 - Blue – people who are training for the 2008 playing season

Appendix 4: Time Volunteered to the Band from 1 Jan to 31 Dec 2008

Activity		Number of Occurrences	Person Hours Given
Practices		40	2102
Band Performances	Parades	22	4552.5
	Mini-Band	7	169
Solos		47	101
Cruise Ships		21	468
1 Sep 07 to 31 Oct 08			
Total		133	7392.5 (1)
<u>Special Events</u>		4	
Las Vegas			4 days for 3 persons
Fredericton, NB			1 days for 4 persons
Regina PMS			3 days for 2 persons
Rhode Island			3 days for 2 persons
Total			28 person days away
Management Meetings		22	140

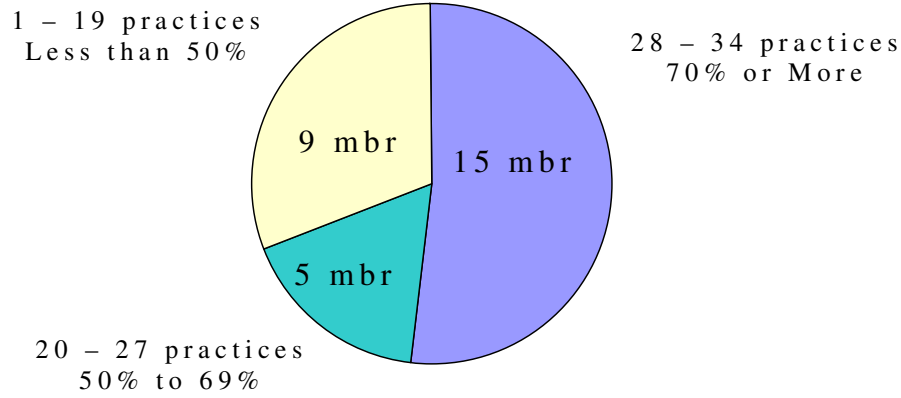
(1) Note: does not include personal travel time to the event or to HQ

Notes:

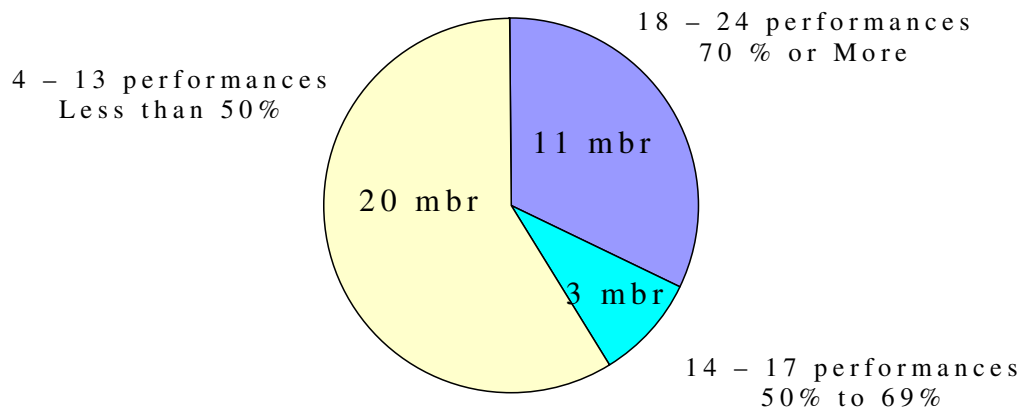
1. Person Hours (hours x people) does not include the personal time that Management Team members spent in supporting the band; i.e.
 - Business Manager – liaison with event coordinators, arrange transportation, prepare parade/travel instructions, attend meetings.
 - Treasurer – maintaining accounts, etc, attend meetings.
 - Pipe Major – preparing music, representing band at National Council of bands, recruiting, personnel management, attend meetings, etc.
 - Quartermaster – acquiring and accounting for uniforms, planning, attend meetings, etc.
 - Secretary – correspondence, attend meetings, prepare minutes, etc.
2. Person Hours (hours x people) does not include personal time members expend preparing for engagements and travelling to and from home to “H” Division HQ or the performance location in their own vehicles – for some this is 45 to 140 km each way.

Appendix 5: Attendance Comparison 2008

Practice Sessions



Performances 2008



Cruise Ship Shows

