

"H" DIVISION MOUNTED POLICE PIPES AND DRUMS SOCIETY

NOMINATION COMMITTEE REPORT TO ANNUAL MEETING

19 January 2014

The Nomination Committee this year has been composed as follows: Wayne Moug (Chair of the Society, *ex officio*), Heather Pomeroy (Member-at-Large, appointed on the authority of the Board of Directors), Bob Smith (Member-at-Large, also appointed on the authority of the Board), and, as Chair, Denis Stairs (Vice-Chair of the Society, appointed on the authority of the Board at the request of the Society's Chair).

In accordance with the Society's general practice in these matters, members of the Society were invited before the break for the holiday season to submit nominations or volunteer their services. Members of the Committee subsequently communicated with one another mainly by e-mail, but also occasionally by telephone and/or in person, to review the existing roster of Directors and Officers and to assess the administrative and policy-development challenges that the Management Team would be confronting over the coming year. The Committee was aware among other things that the Band's managerial requirements are increasing dramatically – almost exponentially – with the growing demand for its services at home, the arrival of new opportunities for performing abroad, the increase in the size of its own membership, and the changing organizational and bureaucratic environments within which it is having to operate at both the national and divisional levels. It became evident, too, that these and other developments were intensifying the need for strategic planning, generating new issues requiring policy development, and demonstrating that some of the Society's By-Laws have become out-dated and need revision.

The Committee, of course, is very conscious this year (as in previous years) of the advantages on the one hand of avoiding 'bureaucratic creep' -- the creation, that is, of an unnecessarily elaborate and time-wasting bureaucratic apparatus -- and the need on the other to maintain reasonable continuity in the effective management of day-to-day operations. It also recognizes that it is especially important in a period of rapid growth and development to have both a strong store of 'institutional memory' and a wide range of practical experience represented on the Management Team. Its impression is that the current Team, strengthened by the election of five new Directors over the past two years, has been operating very effectively, and with the general support of the Society's membership at large.

In the light of all these circumstances, and knowing that some turnover is in the offing for next year, the Committee felt that there was a strong case for making only modest adjustments to the Directorship and the Executive this time round. Thus:

Directors

The Nomination Committee hereby recommends that the following members of the Society be elected as Directors by the membership at the AGM on 19 January 2014:

1. Wayne Moug
2. Marion Fraser
3. Forest ("Mac") Fyfe
4. Kevin MacDonald
5. Donald Margeson
6. Bill Pritchard
7. Allan Rogers (RCMP representative; see discussion under "Officers" below)
8. Michael Sears
9. Denis Stairs
10. Patti Tabor
11. Aileen Davis and Tina Gripton (Co-Directors representing the Dance Troupe)

It should be noted here that Aileen and Tina are our Head Dancers and hold a Co-Directorship by virtue of their positions. In practice they are proposed as Heads by the Dancers, and are appointed by the Executive on the recommendation of the Pipe Major. By custom (the By-Laws have not caught up with all this yet!), their consequent selection as Co-Directors is ratified by the Membership at the next Annual General Meeting. Aileen and Tina succeed Megan Bernard and Alexandra Smith, who provided us with excellent leadership and counsel for several years, but are currently engaged in pursuits that make them unavailable. The Committee is sure that all of the Society's members, and not only those in the Dance Troupe, share its gratitude for the extraordinary service they have rendered.

Members will also notice that Paul Smith is not included on the list of Nominees this year. In addition to being one of our Drums Major and (among other things) a talented and regular contributor as MC during cruise ship concerts, he has been our Commanding Officer's *ex officio* designate for several years. He has recently given notice of his retirement, however, from the RCMP, the retirement to take effect in March. Happily for all of us, he is planning to continue his association and work with the Band, although not in a 'liaison' capacity with the Force *per se*. The Committee wishes to express its enormous appreciation for the contributions he has been making in so many respects over the years, often in contexts in which his work has not necessarily been visible to all of our members – as in the case, for example, of his very effective management of discussions with Air Canada on the movement of our considerable load of excess baggage to and from Bermuda last spring. His counsel on matters of this kind, and others like them, have been invaluable to the Board and Management Team.

Officers

The Committee hereby further recommends that the following be re-elected as Officers:

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| 1. | Wayne Moug | - | Chair |
| 2. | Denis Stairs | - | Vice-Chair |
| 3. | Mac Fyfe | - | Treasurer |
| 4. | Marion Fraser | - | Secretary |
| 5. | Allan Rogers | - | "H" Division P. & D Volunteer Program Co-Ordinator |

The obvious change here relates to Allan Rogers and the position we have now entitled, “Volunteer Program Co-Ordinator.” It will be recalled that, in the past, the list of Executive Officers has included an official representative of the RCMP identified as the “Commanding Officer’s *ex officio* designate.” The CO himself has been technically the *ex officio* occupant of the Directorship associated with this position, but for obvious reasons has appointed an RCMP Member to act for him in that role. In selecting his designate, he has in practice accepted the advice he has received, directly or indirectly, from the Pipe Major. The position in recent years has been filled by Paul Smith, but as explained above, Paul is now in the process of retiring from the Force.

In these circumstances, the Nomination Committee has concluded that it would best at the moment if Paul’s position were combined with the RCMP/Media Liaison Officer position occupied by Allan Rogers, since in practice the functions have tended to overlap and need to be integrated.

The change in title to “Volunteer Program Co-Ordinator for ‘H’ Division Pipes & Drums” reflects vocabulary changes in sundry current documents (some of them still moving targets) bearing on RCMP administrative practice, the National Policy and Procedures for RCMP bands in general, policy statements related to RCMP volunteer funding programs, and the like. Other formulations appear in various places (“Band Officer” and “Band Executive Designate” among them). For various reasons, it appears that the “Volunteer Program Co-Ordinator” title is the best match for the purposes of our Society in the present context. The title may be adjusted again down the road, and of course the By-Laws will have to be appropriately up-dated in due course. In the meantime, Allan’s role and functions as a Director and as the Volunteer Program Co-Ordinator on our Executive have the on-going approval of our very supportive Commanding Officer.

Executive Appointments

The Executive, under Clause 41 of the By-Laws of the Society, is authorized to “appoint from the membership, such Officers as it sees fit for the on-going good order and operation of the Band.” In accordance with the By-Laws, as amplified by custom, four of these appointments are normally ratified in due course by the Annual General Meeting. The pertinent appointments in this category are the following:

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| (1) Paula Raymond | - | Quartermaster |
| (2) Michael Sears | - | Band Manager |
| (3) Patti Tabor | - | Cruise Ship Co-Ordinator |
| (4) Kevin MacDonald | - | Honorary Legal Counsel |

All Members are by now fully aware of the extraordinary contributions of time and energy that fulfilling the responsibilities of these positions requires, and the Committee is aware that in these cases, as in those of some of the other Directors who have specific roles to play, the work-load is becoming increasingly burdensome. A re-allocation, and in some cases a delegation, of some of the functions involved may therefore be necessary, and will be considered very carefully over the coming two or three months. Again, the By-Laws may need amending in the light of both these changes and the evolution of customary practice.

In the meantime, we are all very much in the debt of those of our colleagues who work so hard on our collective behalf, and the Committee wishes to thank them profusely – and fervently!

Musical Appointments

Musical appointments are not subject to either election or ratification by the Society membership, but as a reminder of where we now stand, and of how very much we all owe to our musical and performance leadership, we list them here as follows:

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| 1. Pipe Major | - | Wayne Moug |
| 2. Drums Major | - | Jim Gillis, Allan Shepherd and Paul Smith |
| 3. Pipes Sergeant | - | Brian Morrison and Bob Smith |
| 4. Drum Sergeant | - | Donald Margeson |
| 5. Pipes Corporal | - | Heather Pomeroy and Bill Pritchard |
| 6. Drum Corporal | - | Chris Wallace |

If we play well, perform well, and take pride in doing so, it is because of them.

TAKE NOTICE THAT any voting member may put forward for election himself or herself, or any other member in good standing, at the AGM. In the event we have two or more members standing for one office, a run-off vote will be held. The pertinent By-Law provides for a minimum of five (5) and a maximum of fifteen (15) Directors.

Respectfully submitted on behalf of the Committee,

Denis Stairs, Chair

Nomination Committee