Holiday Luncheon

Ticket - \$20

Details Pages 8-13



Thursday, Dec. 1

11 am - 2 pm

Royal Botanical Gardens 680 Plains Rd W, Burlington, ON L7T 4H4



CBC PNA voters opt for fresh leadership

Meet the winners - Page 2



IS MY CBC PENSION SAFE?

Dan Oldfield tackles a question we've all thought about - Page 3





Talin Vartanian meets the PNA National Board and finds out how it works - Page 5





And now for something completely different

Chill out with Marie Clarke-Davies in

pletely different -> Groenland - Page 14



The People's Choice

CBC PNA Ontario Region Board Election Results - Oct. 12, 2022



Gail Carducci

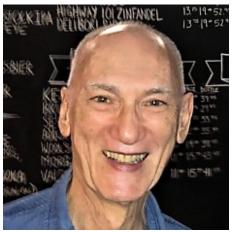


Barbara Saxberg



Talin Vartanian





Ben Daube



Lise Lareau



Mary Depoe







Steve Athey

Toronto Director

In related news from the Region

The Golden Horseshoe
Chapter and the South Western Ontario Chapter will both be holding their AGMs and Triennial Board Elections in the weeks ahead. The North Central Chapter met on Oct. 13

and refreshed its leadership. Details and a photograph on Page **16**.

The new Ontario Region Board will hold its first meeting on Wed., Nov. 2.

Is my CBC pen\$ion safe?

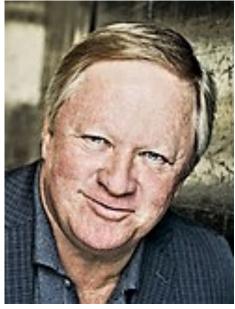
By Dan Oldfield, Consultative Committee on Staff Benefits

A frequently asked question these days is: What happens to my pension if the CBC shuts down or gets "privatized?"
This is a term I hate because in reality the services provided by CBC would never be provided in whole by a private broadcaster.

There are different rules when there is a sale of a business. A sale places certain additional obligations on both seller and buyer which extend beyond pension matters and which add complexities that may not exist in a straight windup of a pension plan.

For the purpose of this article, we'll focus on what would happen if there were a shutdown of the CBC and ultimately, its pension plan i.e. a situation in which all existing employees (pension contributors) will no longer be contributing to the plan.

It should be noted that the closing of a pension plan is a complex matter covered by



legislation and overseen by the Office of the Superintendent of Financial Institutions (OSFI). https://www.osfi-bsif.gc.ca/eng/pp-rr/ppa-rra/trm-css/pages/db trm.aspx

At the risk of oversimplifying, what follows is a bit of a lay version of events that would take place should the CBC be forced to shut down.

It should also be noted the



focus here is on those who are already receiving a pension. The rules for those who are not yet receiving a pension will be somewhat different.

The pension plan, while sponsored by the CBC, is administered separately and overseen by a Board of Trustees. Funds in the plan are invested by both internal and external investors based on an investment strategy established by the Board of Trustees.

The CBC has no role in the day-to-day operations of the plan other than naming its representatives to the Board of Trustees. The other trustees come from the unions and the PNA.

Currently the CBC plan is in very good shape. It has more than adequate funds to allow it to meet its obligations and a yearly evaluation takes place to confirm it can continue to meet those obligations.

In the event of a shutdown

Oldfield —> Page 4



Pension Board⁴

investing for YOUR future

Oldfield from Page 3

of the plan, the CBC is required to give the federal regulator (OSFI) notice of a cessation of the plan.

A termination report is reguired and payments to retirees and survivors continue to be paid on their due date and in the same manner. No other payments or transfers can be made until the termination report is approved by OSFI.

An investment policy review takes place as part of the termination report to ensure that so given notice. This notice the benefit entitlements (pensions) are safeguarded until paid out. The employer is required to make payments to cover any shortfalls in the plan. (Currently there are none as the plan has a solvency surplus).

Once the termination report is approved by OSFI, an administrator would continue to oversee the plan and would continue to file annual reports with the regulator confirming the financial status. The role of an administrator continues until all pension obligations of the plan have been met. In



other words, you or your surviving spouse will continue to receive your pension until you die, assuming the plan has the funds to do so.

Members of the plan are alwould include details on benefits and a notice that individual members have a right to view additional information that has been filed with the



regulator.

Could the funds run out? That is difficult to answer. It depends on the investments and what happens to the markets. However, the administrator would likely follow the existing investment strategy if the plan were healthy on termination.

In summary, the closing of the plan does not mean an end to pension benefits. Those benefits are protected under law. However, benefits can be affected by performance of the plan's investments. That's why a sound investment strategy is vital and why effective oversight is necessary.

The CBC plan is in good shape. It has an investment strategy focused not so much on growth but on ensuring its ability to meet its promise to retirees. Both continued oversight and sound investment strategy are essential, not just in the event of a termination but in ensuring the plan we have continues to support retirees and dependents.

A reporter's notebook:

Veteran journalist Talin Vartanian has been a CBC PNA member for just two years.

She was curious about what makes the Association tick, so she asked to attend a meeting of the National Board in Ottawa on October 3rd and 4th.

Here's what she found...

"You're a member of this organization, in my book, or you're a journalist. You can't be both at the same time."

Alain Pineau, CBC PNA President, National Board meeting, Ottawa - October 4, 2022



The statement above by Alain Pineau, president of the PNA, launched a discussion about this agenda item: "Observer Program for National Board meetings (in camera)."

"Observers" means dues-paying members of our Association, not CSIS infiltrators. "In camera" means an intention to hold this conversation in secret. The irony was not lost on me.

My mere presence in the conference room that day—let alone for this "in camera" session—was ground-breaking.

Here's the back story.

As a member of the Communications Advisory Board (CAB) and its representative on the PNA National Recruitment Committee, I received an invitation to attend a committee meeting in Ottawa. The National Board was slated to gather for the two days prior. As a candidate for office in the Ontario region, I

wanted to attend. I, and two others running in the PNA's Ontario election, had just been welcomed to watch our Ontario regional board in action. Surely, it would be just as easy to sit in on a national meeting.

Then a friend alerted me to PNA National Bylaw 10.4. It governs "Persons Entitled to be Present," and says this (italics mine): "The only persons entitled to be present at a Meeting of Members shall be those entitled to vote at the meeting, the Directors, the public accountant of the Association and such other persons who are entitled or required under any provision of the Act, Articles or By-laws of the Association to be present at the meeting. Any other person may be admitted only on the invitation of the chair of the meeting or by resolution of the members."

It struck me as bizarre, to say the least,

Vartanian -> Page 6

Vartanian from Page 5

that any PNA National Board meeting would be closed to its own members, but the rules are the rules. So, in late August, I wrote to Pineau and asked him to invite me.

Within hours, this reply: "Attendance at Board meetings is by invitation only. I will discuss your request with the Executive Committee and the Board and get back to you. I should tell you right away though that if your request is granted, it will be under the condition that as an observer, you will not be allowed to speak nor to report on the discussions you will have heard."

Can't speak? I agree. But can't report? No way.

Being unmuzzled has been the best part of leaving the CBC. As a journalist, I'm now free to write whatever I wish, to tweet to my heart's content, to volunteer for a political campaign, and even to post a lawn sign. Damned if I would accept a new muzzle from the PNA. However, I didn't take the bait, and decided to wait for a decision from Pineau and his executive members.

A month went by. Radio silence. I wrote again, this time asking Pineau to forward a letter to all members of the National Board. Here's just one line from my missive: "It's challenging to feel engaged when the leadership meets behind closed doors, under a cloak about the CAB, even though I am a CAB memof secrecy, with a policy of attendance 'by invitation only.' Openness and transparency would go a long way toward improving the enthusiasm and engagement of members."

Pineau did not forward my email. Instead, he replied to inform me that his executive had agreed with his position: I would not be allowed to report on anything from the

meeting. In addition, he said he had spoken to 6 his "colleagues in communications," who'd proposed a new idea. (I've since confirmed these colleagues were CAB Chair John Mang, co-president of the British Columbia-Yukon Region, and the PNA's hired Communications Coordinator Catherine Schellenberg.) Their plan? That I write a presentation for the board about openness and transparency, deliver it in advance to Pineau for his approval (within five days), then appear briefly before the National Board to present it, and leave them to deliberate.

The email addresses of board members are available on the PNA website, so I methodically copied them all, and sent off my letter.

It became clear, from the emails and calls of support I received, that reason and common sense would prevail: The board, through Pineau, invited me to attend the meeting. I accepted. It offered to cover my expenses. I declined.

Here's the rub: Most of the substantial items on the agenda were designated as "in camera," including an update on the arbitration over sharing the CBC pension fund surplus; a proposal to make New Brunswick a new PNA region (separate from the Maritime Region of which it's currently part); a discussion about having observers at National Board meetings; and the presentation of a report ber!

On the first morning of the meeting, Pineau asked me to leave before the CAB report was presented, and no one objected. However, that afternoon—as he continued to insist on his "in camera" designations—almost all board members said they disagreed with him

Vartanian from Page 6

and with his executive team, who were strangely silent on the issue. At one point in the discussion, an irate Pineau said he'd been accused of being a micromanager, and he threatened to resign. He didn't. (I've heard he's made a similar threat before.)

Board members successfully argued that normally, "in camera" is not designated on the agenda unilaterally but agreed upon by consensus; and it is reserved for matters such as staff relations or legal opinions. They were not concerned about permitting members to write about board meetings, and said deliberating in the open may help people understand how decisions are made and improve member engagement within the PNA.

This is how Pineau interpreted it: "If I understand the feeling of the room correctly, you don't need an 'in camera' for the next topic. You don't care whether there's a report somewhere, we don't know where. You don't care whether it's reported, whichever way. You trust Talin to exercise her judgment. We don't even know where she will publish this."

Eventually, the board agreed to form a sub-committee (Marc-Philippe Laurin - Consultative Committee on Staff Benefits Observer; Gail Carducci - Ontario Region President; Dan Oldfield - Consultative Committee on Staff Benefits Representative; and Geoff Turnbull – Maritime Region President) to discuss and recommend an observer policy for the National Board.

If you agree, as a dues paying PNA member, that openness and transparency should prevail, and that you have a right to know about the inner workings of our organization, please make your views known to your regional president. Also, plan to attend the next PNA Annual

General Meeting from May 15th to 17th, to support a significant reform of our national bylaws.

In the meantime, consider this quote by former U.S. President John F. Kennedy: "The very word 'secrecy' is repugnant in a free and open society; and we are as a people inherently and historically opposed to secret societies, to secret oaths, and to secret proceedings."



Marc-Phillippe

Laurin



nere







Dan Oldfield

Turnbull

Geoff

These four PNA members have agreed to sit on a National Board subcommittee to discuss and recommend an observer policy for the Association.



Thursday, Dec. 1

11 am - 2 pm

Royal Botanical Gardens 680 Plains Rd W, Burlington, ON L7T 4H4

\$20

each

Tickets <u>must</u> be bought <u>in advance</u> by a CBC PNA member. Pick up your prepaid tickets when you arrive at Registration. <u>Buy early</u>: only 45 spots left. <u>Cut-off</u> date: Thurs., Nov. 17. <u>Easy pay</u> - payghchapter@gmail.com (Instructions Page 9) <u>Mail:</u> John Bainbridge, 77 Arcade Cres., Hamilton, ON L9C 3J1 (Make cheques out to Golden Horseshoe Chapter CBC PNA) Please advise John of the names of guests (for name tags). <u>11:00</u> Doors open. Reception: coffee, tea, Cash Bar. <u>12:00</u> Seasonal buffet lunch, wine, dessert. 50/50 Draw; Dozens of <u>DOOR PRIZES</u> including:



Tickets to the 2023 season



Maple syrup from Jay Mowat and Clare Booker



A gift certificate from Sue Heddle Homes

How to use E-Payment for Golden Horseshoe Chapter Events

To make it easier for CBC PNA members to buy tickets to Golden Horseshoe Chapter events we have set up an online payment account through Interac E-transfer.

For those of you familiar with paying bills online please go to the E-transfer section of your account and follow the instructions to add payghchapter@gmail.com to your payees.

- Name: Golden Horseshoe Chapter
- Email address: payghchapter@gmail.com
- Security Question: Use this question: What is the name of Canada's national broadcaster?
- Security Answer: Use this answer to the security question: CBC
- Re-enter answer. Just retype the same answer: CBC
- You then must send John an E-mail: john.bainbridge2015@gmail.com confirming you are using the security question & answer we have requested above.

You should use the same question and answer each time you send a payment to the Chapter. When the funds have been transferred you'll get notification your account has been charged a fee for this service (\$0.50 to \$1.50 depending on your bank).



This is the entrance to RBG Centre.

It's fully accessible and there's lots of parking.

When you enter you'll see the Information Desk.

Just tell the staff you're there for the CBC pensioners luncheon.

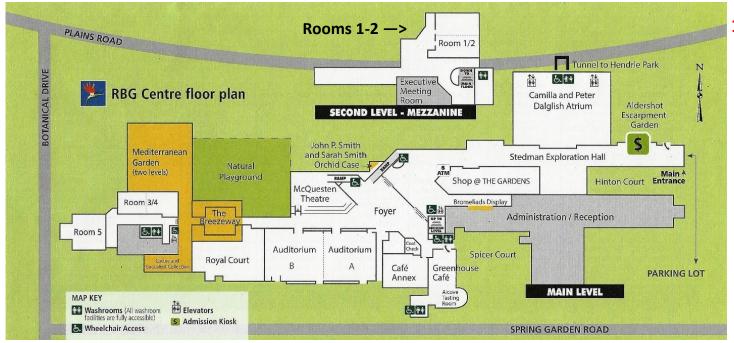
Walk down the hall.

After passing by the gift shop, turn left.

You'll see an elevator and stairs to the second level.

That's where you'll find Rooms 1-2.

(It's at the top of the floor plan on Page 3.)



DRIVING DIRECTIONS:

<u>From Toronto and East</u> - QEW to Highway 403 West (Hamilton). Exit at Waterdown Rd. Travel 800 metres south along to Plains Road West. Turn right onto Plains Road West and travel 2km. Turn left into the RBG Centre parking lot. *Toronto 70 km.*

<u>From Kitchener-Waterloo and West</u> - Hwy 401 East to Hwy 6 South. Follow Hwy 6 South for about 25 km. Exit onto York Rd, make a left and then a right on the new Plains Rd. and drive south crossing over the 403. Turn left at the lights to continue on Plains Rd. West for about 1 km, passing the glass building. Turn right into the RBG parking lot. *Kitchener-Waterloo 60 km.; London 125 km.*

<u>From the Niagara Region</u> - Queen Elizabeth Way to Highway 403 West (Hamilton). Exit at Waterdown Road. Travel 800 metres south along Waterdown Road to Plains Road West. Turn right onto Plains Road West and travel 2km. Turn left into the RBG parking lot. *Niagara Falls 75 km.*



Who's running in the Golden Horseshoe Chapter election?



Bob Waller President

I am running for my second term as President of the Golden Horseshoe Chapter. I was first elected to the post in 2019, following three years as Vice-President and before that three years as a Director.

My priorities continue to be protecting our Defined Benefit Pension Plan, growing the membership and helping make every event in our chapter a successful one.

The Pandemic saw me add Waller —> Page 12



Marie Clarke-Davies

Vice-President

I am running for my second term as Vice-President of the Golden Horseshoe Chapter, this time – I hope – without being hobbled by the Pandemic!

I joined the Canadian Broadcasting Corporation from Canadian Business magazine in 1986 to take a position at the new TV business show, Venture.

I thought I might stay a year or two before heading back to print.

Instead, my broadcast

Clarke-Davies —> Page 12



Cindy Beatty

Treasurer

I am running as Treasurer of the Golden Horseshoe Chapter after three years as a Director.

My high school friend's mother was the Travel Supervisor at CBC. One summer during university, I got a job at CBC filing travel documents and getting coffee at break time. After graduating from Western University with a political science degree, I rejoined the CBC Travel department as the receptionist.

Then I began my almost **Beatty** —> **Page 12**

Waller from Page 11

a fourth priority: our newsletter, the UPDATE. It circulates to 180+ members in our chapter. It also goes electronically to every member of the Ontario Region as well as a number of members across Canada.

I joined CBC TV News in Saskatoon as a reporter in 1974. I became newsroom editor and then transferred to The National in Toronto in 1981. I worked on almost every network TV News programme as a writer and producer, including The National, MiddayNews and Newscentre. I retired in 2007 after 33 years and I can sum up my work in four words: "Never a dull day."



career spanned 31 years, taking me to such iconic CBC Radio shows as Morningside, As It Happens, Sunday Morning and This Morning, in roles including producer, senior producer and executive producer.

The last chapter of my CBC career was spent running the Syndicated Audio unit, providing content to local radio programs across the country.

I live in Burlington where I am an active volunteer with the Equestrian Association for the Disabled and Acting Executive Director of Literacy South Halton.

Beatty from Page 11

37 years in English Services Finance, working my way to my final position as Director Financial Management, responsible for budgeting and forecasting.

Along the way, I became a Certified General Accountant (CGA). Being part of the teams that worked at the Olympics was probably the highlight of my career. I went to Seoul, Nagano, Sydney and Salt Lake City.

I happily retired in April 2016 and the only thing I miss are my wonderful colleagues.

Well, actually, I'm really running for Treasurer because I miss working on Excel spreadsheets.



Bridget O'Toole
Director

I am running for a Director's position in the Golden Horseshoe Chapter.

In 1976, I graduated from the Ryerson Radio and Television Arts Program. It was the summer of the Montreal Olympics. The Ryerson grads of '76 from many programs were all successful in securing jobs from scores of industries involved with the Montreal Olympics. It was a great shotgun start to hundreds of careers. Mine was no exception.

In the summer of 1973, I was hired by the CBC to train in VTR. At the time, I and a few others were the first women to work in the technical area. It was an eye opener!!! I worked for three summers and following the Games was hired by Radio Canadian International. It was a foot in the door and eventually I got my dream job, Toronto local Sports on Parliament Street. Later I became an Events Producer in **CBC National Radio Sports**

O'Toole —> Page 13

O'Toole from Page 12

and went on to enjoy a 42year career.

I worked 14 Olympics, many World Junior and World Hockey Championships, Commonwealth Games, Grey Cups, Vanier Cups, Yates Cups, Sports Specials and much more. During that time I was privileged to work with the late Fred Walker along with many other talented hosts, producers and technicians.

Since retiring five years

ago, I golf and cottage in the summer and curl in the winter. My passion for this game started on Parliament Street. George Duffield, the afternoon show sports host, was attempting to explain the scoring system, when he decided to introduce me to the Royal Canadian Curling Club at Broadview and Queen. He declared that the best way to understand the sport was to join a team. I curled for 15 years at the Royals. Now I'm a member of the Dixie CC where I am on the women's

executive and curl several times a week.

I had an amazing career at the CBC, finishing off my final days in Radio Syndication under Marie Clarke-Davies. Best of all during those years were the fantastic people across Canada and around the world with whom I worked and who became great friends. The tight talented crew who worked National Radio Sports housed in at least five various buildings remain in touch, supporting and caring for each



Toni Tosti Director

I am running for a Director position on the Golden Horseshoe Chapter Executive.

I joined CBC TV News in

1994 as the Unit Manager for Prime Time News but during my 25 years at the Corporation I worked in various departments: in Sports as a Production Manager and in Marketing & Communications as the Manager of Promotional Production.

However, I began and ended in News. With the majority of my career there, I worked as the Business Manager for News Network and the Regions. In my last five years I was Senior Manager of Business Management & Operations for all News Programming. I am grateful for the opportunity to have worked at CBC and will always cherish my years there.

I now live in the Niagara

Region. I have become a Mortgage Advisor and am self-employed with Dominion Lending Centres.

In addition to my new career I also enjoy being involved in the community. I am a Board Member with the Welland Heritage & Multicultural Centre as well as a Board Member with the Niagara Board of Trade & Commerce.

I also enjoy working for our local newspaper, the Port Reporter. It publishes four times a year and is put together by five volunteers, including me. It's a non-profit operation. The print run is 8,200 copies and the paper circulates to our homes in Port Dalhousie. You can also find us on-line.

GROENLAND by accident 14

By Marie Clarke-Davies

Our visit to Greenland came about more by accident than design. The original plan was a trip to Iceland. But with tales of chaos at Pearson Airport, especially for returning travellers, we dreaded that part of the journey. Then a travel companion came up with a suggestion: fly there and sail home. We decided our return trip would be on a small French cruise ship, Le Bellot, offering a sailing from Iceland to Toronto. Plus the ship, part of a line called Ponant, had a capacity of only 184 passengers, and they all had to pass a Covid test to board. We were sold.

So, on September 5, after a delightful five days in and around Reykjavik, we departed. Our first stop was Greenland, the world's largest island with a total population of 56,000. It's an autonomous country within the Kingdom of Denmark.

After two days at sea, where we were treated to sights of fin whales and the Northern Lights, we reached Prince Christian Sound. This waterway, a 100-km-long channel separating a series of southern islands from the main body of Greenland, is just 500 metres wide at points. The Sound is banked by rocky cliffs, some of which were snow covered. Small icebergs, calved from nearby glaciers, and chunks of ice called growlers dotted the water around us. It was a spectacular setting.

Then came our stop by the tongue of the Kujalleq glacier, just one of many glaciers that make up Greenland's ice sheet, which covers about 80 per cent of the country's landmass.

The weather for our visit was a surprise. We





Entering Prince William Sound

had been warned to pack rain gear, plus warm clothes and gloves due to the region's typical weather in early

Greenland —> Page 15

Greenland from Page 14

September. But instead of temperatures of 2 to 8 C, we basked in high temperatures in the neighbourhood of 15 C. The upside is that it made our Greenland experience more pleasant than it might have been. The downside is that the warm September weather meant an extension of the summer ice melt season. That was just one of the things we learned from the two naturalists on board, who shared the latest research on climate change and its impact on Greenland's glaciers.

The next day we made it to Qaqortoq. With 3,000 residents, it's the largest town in southern Greenland. This area has more green fields and trees than any other place on the island but ironically the name of the community translates as "White."

After mastering certain phrases in Greenlandic, we made the transfer to shore in lifeboats. The highlight of the day was a food tasting of traditional dishes, hosted by a local restaurant. While the restaurant usually serves burgers and pizza, the young chef told us he felt honoured to share knowledge of his culture's history and customs. Our meal included fish soup, Muskox, dried/salted cod, prawns with roe, smoked lamb, plus a dollop of whale blubber.

Then it was time to return to the ship and enjoy the rest of our cruise all the way back to Toronto. We officially re-entered Canada offshore L'Anse aux Meadows, a national historic site, with a very hospitable Customs crew from St. John's.

From there we sailed into the St. Lawrence River to Tadoussac, Quebec City and Montreal. At that point, we passed through seven Seaway locks, the Thousand Islands and finally docked in Toronto.

What a trip!





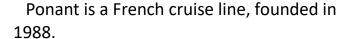


Fish soup, Muskox, dried/salted cod, prawns with roe, smoked lamb, plus a dollop of whale blubber

GROENLAND travel notes







It provides an experience that bridges luxury and expedition travel.

With 11 ships, it offers travel to the Arctic and Antarctic, among other locations around the world.

Our vessel, Le Bellot, was state-of-the-art, just two years old. It carries 184 passengers and there is a doctor and nurse on board.

The food was excellent. It was French cooking to die for with an abundance of butter and



Marie Clarke-Davies and her husband Charles being greeted on their return to Canada by a modern-day Viking in L'Anse aux Meadows, NL.

foie gras. We even had our own pastry chef! Also, all beverages, alcoholic and otherwise, were included in the fare.

That said, this is definitely not a discount line.

In addition, Ponant sometimes teams with organizations such as the Smithsonian Institution and National Geographic.

If I were to travel on Ponant again, I would likely opt for one of those voyages.

For more information, check out their website: https://us.ponant.com/

North Central Ontario Chapter

Stephen Daynes (centre) is the new President. (sdaynes@sympatico.ca) Archie Reid (right) is the new Vice-President.

(prufreid@gmail.com) Paul Hoffmann (left) is temporary Treasurer.

(paulshoffmann@gmail.com)





L'Association nationale des retraités de la SRC

Assurer notre avenir, partager notre passé

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Date of birth (dd/mm/yyyy)	Gender	CBC E	mployee Yes		Retiree Yes No
Signature	-	-	Date		
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The CBC Pensioners National Association
P.O. Box 8570
Ottawa, ON K1G 3H9
or press the submit button to send via
email to info@cbcpensioners.ca

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