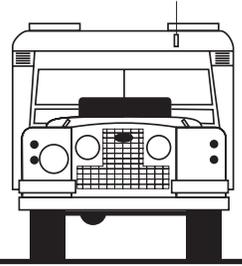


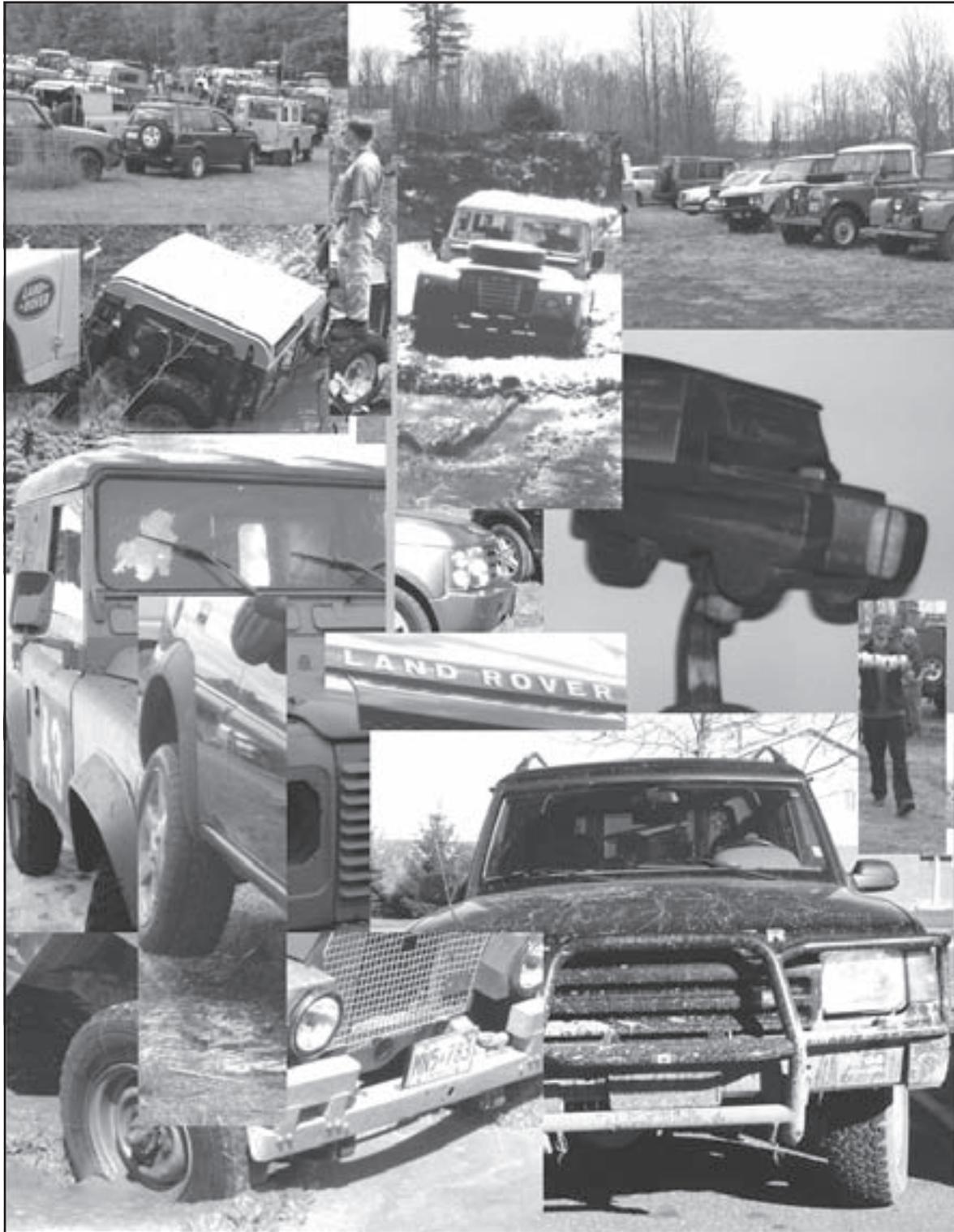
OTTAWA VALLEY LAND ROVERS



January 2005

www.ovlr.org

Volume XXII, Number 1



photos by Terry King



PO Box 36055, 1318 Wellington Street
Ottawa, Ontario Canada K1Y 4V3

General Information

Ottawa Valley Land Rovers is the oldest and largest Land Rover club in Canada. Membership is open to all Land Rover enthusiasts. Executive meetings are held on the first Monday of every month. Social meetings are held on the third Monday of every month, generally at the Prescott Hotel on Preston Street.

OVLR offers a monthly newsletter and a variety of activities throughout the year, from mechanical seminars and off-road rallies to social events and family oriented outings. Members receive discounts on parts from a number of North American suppliers. Off-road activities come in several categories. The light version, which is usually entertainment during a rally or at one of our family summer events, consists of a little "mud bogging" or tours along country lanes. The heavy stuff, which is usually several days across public lands navigating by compass, topographical maps and aerial photos, involves bridge building, river barging, and driving conditions ranging from cedar swamp to rocky hill winching.

Membership: Canadians joining throughout the year pay \$35 CDN per year, Americans and others pay \$30 US per year. Membership is valid for one year.

OVLR Executive and General Hangers-On

President

Christine Rose
tcrose@sympatico.ca

Secretary-Treasurer

Dave Pell
djpell3@yahoo.ca

Events Coordinator

Terry King
tking@sympatico.ca

Off-road Coordinator

Jean-Leon Morin
offroadesign@softhome.net

Past-president and Archivist

Kevin Willey
kevin.willey@ccra-adrc.gc.ca

Auditor

Christian Szpilfogel
christian@szpilfogel.com

OVLR Marshall

Murray Jackson
mjackson@igs.net

Returning Officer

Your Name Here

Exec. Member-at-Large

Your Name Here

Mechandising Coordinators

Christine Rose
tcrose@sympatico.ca

Andrew Finlayson
dcaf@magma.ca

Webmaster

Dixon Kenner
dkenner@fourfold.org

Thanks to all our Helpers

Murray Jackson, Roy Parsons, Kevin Newell, Bruce Ricker, Peter Gaby, Fred Joyce, Andrew Finlayson, Terry King and all those whose names I just know I'm forgetting.

OVLR Newsletter

Newsletter Content Editors:

Shannon Lee Mannion
ottawavalleylandrovers@sympatico.ca

Alastair Sinclair
alastair_sinclair@hotmail.com

Newsletter Production Editor:

Lynda Wegner
lwegner@synapse.net

Production Help

Bruce Ricker
joey@igs.net

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is published twelve times per year for club members. The editor welcomes submissions of text and photographs for publication.

Submissions: Articles may be submitted to the Editor, Shannon Lee Mannion (ottawavalleylandrovers@sympatico.ca) or via post to the club address. Photographs should be sent directly to S.L. Mannion, 2-41 Florence Street, Ottawa, ON Canada K2P 0W6. Please include photographer's name, captions, identifications of people and vehicles, and a return address if you want the photos back.

Deadlines: Submissions to the OVLR Newsletter must be received by the 15th of every month for inclusion in that month's newsletter. All items submitted for publication should be legible and signed. Names maybe withheld at the request of the writer. This is your newsletter. If you wish to write anything, we welcome your input of any kind.

Editorial Policy: The Editor of the OVLR newsletter reserves the right to edit any submitted material for space and content considerations. Articles, statements, and opinions appearing in the OVLR newsletter do not necessarily reflect the position of the officers, board of directors, members of the OVLR, or its sponsors or advertisers. Where specific data regarding operation, safety, repairs, or legislation are concerned you are advised to obtain independent verification. The Club, officers, and contributors can accept no responsibility for the result of errors or omissions given in this newsletter or by any other means.

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Submissions Deadline

The 15th of the month for inclusion in next month's issue.

Online

<http://www.ovlr.org>

Any ideas for the website please contact Dixon Kenner
Land Rover FAQ: http://www.fourfold.org/LR_FAQ

Radio Frequencies

VHF 146.520

CB channel 1

FRS channel 1 sub 5

SW 14.160 MHz

OVLR/Land Rover HAM:

14.160Mhz @ 01:00GMT Tuesdays

Advertising Information

\$35 CDN for 1/4 page ad,
must run for minimum of three months.

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Hey man, what's going on?

OVLR Calendar of Events

Socials

Socials are held at the Prescott Hotel on Preston St., Ottawa the third Monday of every month at 7:00 p.m.

Executive Meeting

Executive meetings are held on the first Monday of the month. Please call Christine Rose for location. (613) 823-3150

Wednesday, February 2, 2005

OVLR Annual General Meeting

7:00 p.m. at the Hungarian Community Centre on Majestic Drive (where the Xmas party was) bar-car in effect for our AGM enjoyment.

Saturday, February 26, 2005

British Car Club Dart Tournament

2:00 pm, at the Broadway Restaurant in Barrhaven

June 24-26, 2005

OVLR Annual Birthday Party

Silver Lake

Saturday, July 16, 2005

British Car Day

10:00 am - 4:00 pm, Britannia Beach Park, All British vehicles, any marque, any year. Please see website for details < <http://www.britishcarday.ca> > www.britishcarday.ca

Minutes of the Annual General Meeting

Walter Baker Sports Center Room 202,
Nepean – Feb 11 2004 7:15 PM

Terry King, senior member of 2003 executive, acting on behalf of Kevin Willey, OVLR President, called meeting to order at 7:15 pm with 22 members present as per sign in sheet. Terry was acting on behalf of Kevin who was absent due to a family issues.

Minutes of last year's AGM were distributed for review. During the review some questions about the bylaws were raised. Both Terry King and David Meadows assured the group that the bylaws have been submitted. It was moved by Gord Bernius and seconded by Andrew Finlayson that the minutes be accepted as circulated. CARRIED.

Reports

1) Presidents:

Terry King read the president's report, which has been included below for reference.

2003 was a year of recovery and we did that with a vengeance. Our first event, the Maple Sugar Rally, was very well attended and the hill climb provided some great entertainment. The Birthday was a smashing success with many new incentives: including catered food and night runs, just to name two. Another first; we made the cover of the Land Rover Monthly, and were featured in the lead article for the North American section. Sponsorship of our events was at an all time high as well this year. I'd like to take this opportunity to thank the other members of the event planning team for their great efforts in making this year something to remember.

*Respectfully,
Kevin Willey*

2) Events Coordinator:

Kevin Newell was not present at this time and therefore unable to comment.

3) Off Road Coordinator:

Terry King reported that he has attended 10 club or interclub events this past year, concentrating on the club's big events, mainly the Maple Sugar Rally and the Birthday party. Terry also commented that he really enjoyed the 2003 season.

4) Member at Large:

David Pell reported as he stepped into this position part way thru the year, and the only thing he'd done to date was attend a few executive meetings so he had nothing to report at this time.

5) Secretary Treasurer:

David Meadows circulated copies of the year end Financial report. He explained the basic format as well as gave highlights of the information contained. David then opened the floor for questions, of which there was one about why we show revenue under insurance? David answered that this was due to a fee rebate from a returned policy.

The current balance (as of Dec. 31, 2003) was \$7,891.44 and investments, with an other \$1,000 outstanding Newsletter publishing cash advance.

During the discussion about liabilities, it was pointed out by Bruce Ricker that the t-shirts from the birthday party still owed to members and sponsors are a liability, otherwise the club would have no outstanding liabilities.

David Meadows then turned the floor over to Christian Szpilfogel, the 2003 auditor.

Christian complemented David Meadows on the quality of the books which he kept, and reported that a copy of the auditors report is on file.

An excerpt is included below:

Fiscal 2003 Audit Report for OVLR

Dated: January 25, 2004

This is a summary of Audit for the executive of OVLR prior to the report for the 2004 AGM.

Please find the following summary of my findings. Over all, the books are in good order. The treasurer has done an outstanding job in ensuring good order and traceability.

Audit was done using accrual based accounting methodology.

The audit was conducted based on the information provided by the Treasurer including:

(continued on page 5)

AGM Minutes (continued from page 4)

expenses and receipts, statements of deposit, monthly bank statements, and monthly balance sheets.

The following is not audited: assets and liabilities outside of the chequing and investment account; other information not provided by the Treasurer and Executive of OVL. It is expected that no other liabilities exist and all relevant information was provided.

6) News Letter Editors Report:

Shannon Lee Mannion was sick and unable to attend therefore there was no report.

7) Returning Officer:

Terry King reported that a returning officer was not required at this time as there were no contested elected positions. Note, there were no contested un-elected positions either.

AGM Information

Nominations for the four elected positions:

President

Events co-coordinator

Off road co-coordinator and

Member at large

Nominations should be sent to David Pell at djpells3@yahoo.ca or call (613) 839-0350 (please leave message if not home)

OVL Annual General Meeting

Wednesday, February 2, 2005

7:00 p.m. at the Hungarian Community Centre on Majestic Drive

OVL Annual Birthday Party

The Birthday party will be at Silver Lake, June 24 thru 26. **Start making plans!**

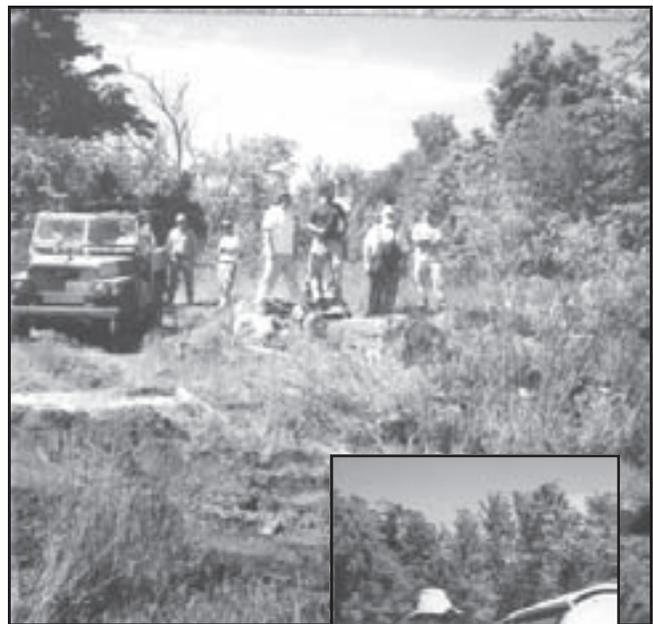
Accommodations:

Your choice is between camping, motel, or a bed and breakfast.

All those who wish to stay at the Birthday Party site (Mrs. Deacon's) free of charge are welcome to do so. Please keep in mind no open fires, cook stoves only. Toilet facilities and a wash station are available but no showers.

The Provincial Park is very close by and reservations can be made via telephone at 1-888-668-7275 or from the website at www.ontarioparks.com and look for the Silver Lake - Dawson area (where most of the Land Rover owners stay).

The Silver Lake Motel is located right nearby and reservations can be made by telephone at (613)-268-2511. Ask for Frank or Mary, they are most hospitable and serve a fabulous breakfast.



A great time at last year's birthday party!

A Transport Minister Reminds Canadians to Drive Carefully

OTTAWA - Transport Minister Jean-C. Lapierre today reminded Canadians to be extra cautious while driving during the holiday season and winter months.

“Each year approximately 2,800 people are killed and more than 17,000 seriously injured on Canada’s roads. And while the number of these victims has fallen significantly over the past five years, there are still too many,” said Mr. Lapierre. “I’d like to remind Canadians to adjust their driving habits to account for winter road conditions.”

The following tips can help prevent accidents on the road this holiday season and throughout the winter:

- clear the snow and ice off your vehicle so you can see properly while driving; *[What a good idea!]*
- increase your vehicle’s visibility by turning on your full vehicle lighting system; *[Especially at night!]*
- install snow tires on all four wheels for winter driving as they provide better traction, control and stability of your vehicle in slippery and snowy conditions; *[Way better than slicks!]*
- make sure that tire valves are equipped with caps to keep out snow and ice; *[This caps it all!]*
- check tire pressure at least once a month, preferably after the vehicle has been outside overnight as tire pressure decreases as the temperature drops; *[Be sure to use the metric scale, Pascal!]*
- be aware of black ice, which occurs more often in shaded areas and is difficult to see; *[Hey Man, white ice is transparent!]*
- be cautious on bridges and highway overpasses, which freeze quickly and remain frozen longer than other sections of the road; *[at minus 40° C and F it’s all the same, fucking cold!]*
- always take extra caution at intersections.

Each year, 25 per cent of deaths and 40 per cent of serious injuries from vehicle collisions occur at intersections. Be careful, even when you have the right of way;

- give yourself extra time to stop at railway crossings as roads may be icy; *[Never have intersection while driving!]*
- check weather conditions before setting out on extended trips and allow for extra travel time when weather is bad; *[About two days is a good estimate to drive from Ottawa to Montreal!]* and
- don’t drink and drive. *[Just be mellow]* Make arrangements to get home safely over the holidays and throughout the year. *[Take the bus or make sure Air Canada de-ices your plane – hope there are instructions like this for air pilots!]*
- *[No mention of skids, so just steer into a warm intersection!]*

For more winter driving tips, please see the attached backgrounder.

Backgrounder

Winter Tips for the Road:

They Could Save Your Life!

Each year approximately 2,800 people are killed and more than 17,000 seriously injured on Canadian roads. And while the number of fatalities has fallen significantly over the past five years, too many accidents continue to happen. So take a moment to review some winter road safety tips from Transport Canada – they could save your life.

Before you go

- For safety’s sake, clear the snow and ice off your vehicle so you can see properly while driving. And keep an emergency kit in the trunk of your car – you never know when you

(continued on page 7)

Drive Carefully *(continued from page 6)*

may need it.

- Most cars only take 30 seconds to warm up – even in extreme cold. So help the environment this winter by avoiding unnecessary idling.
- Increase your vehicle's visibility by turning on your full vehicle lighting system.
- Check weather conditions before setting out on extended trips and allow for extra travel time when weather is bad.

Check your tires

Your tires are one of the most important pieces of safety equipment on your vehicle, so proper use and maintenance can help prevent problems.

- Install snow tires on all four wheels for winter driving as they provide better traction, control and stability of your vehicle in slippery and snowy conditions.
- Worn or damaged tires have reduced traction and should not be used on snow-covered roads or in severe conditions.
- Make sure that tire valves are equipped with caps to keep out snow and ice.
- Check tire pressure at least once a month, preferably after the vehicle has been outside overnight as tire pressure decreases as the temperature drops.
- Keep a tire jack and tire wrench in the vehicle, and ensure the spare tire is properly inflated and in good condition.

Stay safe around trucks

Most fatal collisions involving heavy trucks are caused by the drivers of the "other vehicle" (a car, van or light truck). Drivers of personal vehicles have an important role to play in reducing collisions:

- Avoid cutting in front of trucks or buses and braking suddenly, especially in slippery and snowy conditions.
- Large trucks have large blind spots. If you can't see the driver's face in their side mirror, they can't see you either, so move quickly through blind spots.

- Never pass on the right – this is the side with the largest blind spot.
- When passing a truck, make sure your lights and windshield wipers are on, and signal and pass promptly. Be prepared to steer through the oncoming road spray.

Wear your seatbelt

Approximately 10 per cent of Canadians don't use seat belts, but this accounts for about 40 per cent of fatalities and about 20 per cent of serious injuries.

- Make sure you and each of your passengers has access to and uses a properly functioning seatbelt.
- Lap belts should be kept low and snug over the hips, while shoulder belts should always be worn across the chest and over the shoulder.
- If your vehicle is equipped with front seat airbags, adjust your seat as far back as possible to give the airbag room to inflate.

Child safety

It's especially important to make sure you know how to secure children in car seats. Approximately 70 per cent of all injuries incurred by children in traffic collisions are caused by incorrect use of car or booster seats. And surveys show as many as one-third of Canadian children are not properly restrained when they're travelling in motor vehicles.

- Always put children in the "Kid Zone" or rear seat of your vehicle, further away from the dangers of front-end collisions and front-seat air bags. Statistics show that kids are 25 per cent safer in the back seat.
- Buckle your child up for every trip, no matter how short.
- Make sure you have the correct seat for your child and that it is installed correctly (follow the guidelines in the instruction booklet and on the label of your child seat). For more information on child safety, visit Transport Canada's Web site at <http://www.tc.gc.ca/roadsafety/childsafety/menu.htm> or call 1-800-333-0371.

(continued on page 10)

Photo



Gallery



Welcome, a new Land Rover Company in Calgary, Alberta

To all at the Ottawa Valley Land Rover Club;

Please find below two link's. The first is for an organization which is raising money for the Red Cross, for aid in Asia. Now the difference here is that the prizes are very close to our hearts as Land Rover owners and fans. The prizes include a restoration project 1961 109 series II Rover and a Hannibal Roof top tent.

Now the second is a new company running out of Edmonton, Alberta which is responsible for the Rover-type prizes that are being put up as prizes, Oh Mark Nault, the owner, also does some amazing business and as I have just spent \$5,000 on parts for my Defender 90 I can personally account for his incredible pricing.

I would hope that the club would pass on both of these web sites through this web site, the club magazine and at the Prescott Social which I hope to attend for the first time later this month.

Here they are:

www.roverparkboys.com

www.gcec.ca

If you don't see the how to enter below all the logo's just highlight everything and it should appear!

Anyway thanks

Paul King

classicrange@hotmail.com

Drive Carefully *(continued from page 7)*

Drive with caution

In winter conditions, it's more important than ever to exercise caution on the roads.

- Adjust your driving to weather and road conditions.
- Obey the speed limit.
- Accelerate smoothly and maintain a steady speed. This is a safer and more fuel-efficient way to drive.
- Be aware of black ice, which occurs more often in shaded areas and is difficult to see.
- Always take extra caution at intersections. Each year, 25 per cent of deaths and 40 per cent of serious injuries from vehicle collisions occur at intersections. Be careful, even when you have the right of way.
- Be especially careful when approaching railway crossings and give yourself extra time to stop as roads may be icy.
- Be cautious on bridges and highway overpasses, which freeze quickly and remain frozen longer than other sections of the road.

Don't drink and drive

With holiday parties and other functions, it's important to remind family and friends not to drink and drive. Every year in Canada more than 1,000 people die in alcohol-related collisions - about one-third the total number of fatalities. Thousands more are injured, many of them permanently disabled.

- Put simply, don't drink and drive.
- If you are hosting a party or function where alcohol is served, remember that you may be legally liable for damage caused by guests - even after they have left the premises.
- Make sure your guests do not drive if they have been drinking, and always have a variety of non-alcoholic beverages available.

For more information on transportation safety, visit the Transport Canada Web site at www.tc.gc.ca.



supplied by Ray Pearmain

Beautiful, beautiful baby boy!



We welcome Luc Zipkin, newest, youngest and most beautiful OVLV member. He arrived on December 24th, 2004 at 9:30 p.m., weighing in at 5 pounds, 3 ounces (2.6 kg if you're going metric) and 19 inches long. Mom's name is Ann and dad's name is Eric.

Do Personalities Rule Your Recreation?

The following articles are reprinted from December 2003. Let's just say that they are water to meant to prime the AGM pump. (ed.)

by Del Albright, BlueRibbon Ambassador

Is your club ticked off...? Are you drifting away from your club because of the behaviour of a few folks? Do you find yourself attending fewer club/group meetings these days? Do you feel like your opinion does not count? Are you tired of the politics and cliques in your club? In other words, do personalities rule your recreation?

In my travels around the country helping folks to get organized and keep trails open, I have seen too much of the above problems. Don't get me wrong, there are tons of great clubs that are doing just fine. But I've seen my share of personalities driving folks away from organized recreation. There are ways to fix that.

I am convinced that our future lies in folks joining and staying active in organized recreation. The more we band together and stay tuned into what's happening with our trails, the better our chances of having a sport in the future. The more we separate or alienate from each other, the less chance we have of surviving as a recreational pursuit. We must be together at every opportunity.

This means that our local clubs/groups must be viable and effective. I am always reminded of the anti-access (radical environmental groups) slogan of **think globally; act locally.** They've got it figured out. They preach keeping the big picture in mind, while taking baby steps at the local level towards achieving the big picture. It works!

In large business corporations and management, there's a concept called the **Swiss cheese** approach. Swiss cheese has a lot of holes in it to make the cheese what it is. When a manager is faced with a tremendously complex task, the Swiss cheese approach is to make one hole at a time until you have your block of cheese done. In other words, like a long hike in the back country, it's just one step at a time until you reach your destination.

This is where the local level involvement is so important. If we're all taking baby steps, punching holes in the big block of Swiss cheese, eventually

we'll achieve the big picture — responsible access for all!

It starts with your local club or group. It starts with a few folks deciding to get past personalities and get something done for the greater good. It starts with a commitment to not let someone else control how you feel about your sport or your club.

If you have personality issues in your club or group, I suggest that before you give up, you confront them head on. Let folks know how you feel and what you expect. Only then can a group or club decide if they want to make changes to accommodate your wishes. But to me, it is such a shame to see someone drop out of a group without letting folks know what's up. It's similar to telling a boss at work what's wrong from your perspective so the problem can be fixed. Many times bosses don't know what the employees know. So by letting someone know there's a problem, at least you give them a chance to fix it.

There's an old saying I use a lot: **A complaint is never legitimate until it's voiced to someone who can fix it.** If personalities are ruling your recreation, then I suggest you speak up and clear the air. Get to the **peace table** and talk it out. Find solutions or compromises that all the parties can live with. But whatever you do, give it a shot before you give up.

When I help folks get past personalities issues, I always remind them that we are not out to change who someone is, only how they behave in our group. If a certain behaviour is alienating other club members, then we need to find a way to change that behaviour. It can be done, but only through communications that are pretty open and honest.

In the leadership training I give folks, I drive home the point that we must let folks know our expectations — those things that make us smile and enjoy our sport (or our job or anything else). The same holds true for a club. If you have expectations that are not being fulfilled, then let someone know. By doing so you increase your chances of staying in the game and helping us to punch holes in that big block of cheese.

Del

Five Ingredients to a Membership-Building Recipe

by Del Albright

We are grateful that Del Albright, an Environmental Affairs Coordinator for CA4WDC in California, has given permission to reprint a couple of his articles. Given that our AGM is imminent, this article is particularly timely. (Alas, we did not have space to run this article in its entirety. The following points seem to speak directly to OVLR members. ed)

So why is it that the same five or six people, over and over, do most all the work in organized, volunteer clubs/groups? And it matters not whether we use examples like the PTA, the Boy Scouts of America, or your local recreation-oriented club; the work gets organized and done by a small cadre of volunteers who repeatedly step up to the plate. How do we change that?

How do we get more volunteers to jump in? Well, here is a recipe I've learned from being an "organizer" and from listening to people talk about their clubs (both successful and fizzled) for several years.

First Ingredient - Individual Leadership:

I know it's a buzz word today, but leadership among volunteers is essential to increasing membership in your club/group. I am referring specifically to leading by example; practicing what you preach; asking for nothing you wouldn't do yourself; all the cliches you've heard before. But more importantly, a leader must be willing and able to make tough decisions, keep meetings on track and facilitate/mediate club feuds. A strong leader finds ways to maximize the talents of the club members; thereby distributing the workload and increasing the effectiveness of the club. A strong leader of volunteers creates a process of building future leaders in the group. This is where the next ingredient comes into play.

Second Ingredient - Motivation:

Members of volunteer groups/clubs need to believe in your cause before they will be motivated to help achieve it. It is the job of the leader to help volunteers reach down inside

themselves and find those motivations; whatever they may be. You can lead to your heart's content; but if you can't inspire your followers into following, you'll be lonely "at the top."

Volunteers join clubs and groups for many reasons. Usually they are at least interested in activity the group represents. The amount of their involvement relies on the motivation (and recognition) they receive. It is important that organized recreational clubs/groups provide a mechanism to feed the old ego just a little bit. Yes, we should not deny the fact that we like to be proud of what we do, both in our work and play worlds.

So the leaders of a club need to find ways to prove the value of their club and what it represents. That value must be translated into "credit" that is passed on to the individual members and the group as a whole.

Finding worthwhile projects that benefit the community or the environment are good examples of "value." People feel good when a trail is cleaned up or a flood-damaged road is repaired with volunteer manual labor. It is critical that the leaders and organizers ensure that the "credit" belongs to the group; and not just to the leaders. A friend of mine said it simply: "You gotta feel good about what you're doing; or why the heck do it?" Here is where we must learn to translate value into credit; then we are beginning to really build on our motivational factors.

Third Ingredient - Organizational Skills:

It seems clear from my research that leadership and motivation will go only so far if you don't have this ingredient of organizational skills included in your recipe. These skills include everything from time and meeting management, to the basic requirements of planning, staffing and directing a recreational event.

Without some organizational skills, leaders will begin to lose followers; even in spite of

(continued on page 13)

Five Ingredients *(continued from page 12)*

motivation and interest levels. Frustratingly long and unproductive meetings will turn off your volunteers. Events that are poorly planned and executed will decrease the value of what you do; hence you will also decrease the motivation for staying in your group.

I have yet to see many seminars or workshops offered by off highway recreation groups that focus on establishing organizational skills in our volunteer leaders. Well, I think it's certainly time we changed that. I know our opponents spend plenty of time and money developing and training their leaders. We have to start investing in developing skills that result in leadership that motivates members to want to join and stay (productive) in our clubs and groups.

Fourth Ingredient - Progressive Development of Future Leaders:

Here is where we start to add the spices to our recipe. This step is where we reach out to those "lurkers" and quiet ones in our group to find the talent that has yet to surface. We find that talent and we use it. A good leader will capitalize on the skills of the group by learning to delegate responsibilities and tasks. We must share our knowledge and abilities with our volunteers; while at the same time helping them to become more involved in orchestrating and executing events/activities.

It may start out with the delegation of small tasks. Then eventually, with some practice and a little training, we give folks larger and more complex tasks. I think you'd be surprised at how many people will rise to the occasion just because they've finally been given the chance (and responsibility). Again, though, I must emphasize that people need some training and development before they're thrown to the wolves of being "in charge" of something.

It also seems relevant that if you have a pleasurable experience being "in charge" of something, then you're more likely to do it again. So if we prepare our future leaders with some training and progressive involvement, then we're very likely to encourage them to do more! They in turn, will help build and motivate other leaders (and more members to the group).

A good leader of volunteers will give folks clear expectations and objectives. Expectations reflect the conditions and standards you put on how the job gets done and how people are treated in the process.

Objectives reflect the measurements of how successful you are in the job you're doing. For example, in planning an off highway event, some expectations of the event organizer/leader might sound like this:

- I would like to avoid surprises and the last minute rush. Please keep me posted of any obstacles as we go along that might lead to a major crisis BEFORE they actually become one.
- Conduct your tasks as if you were in the shoes of the participants. Visualize how what you're doing is actually going to play out on the day of our event.
- I would like you to feel free to play the role of "devil's advocate" as we plan our event. This helps us to plan ahead of time to cover all the bases.

Expectations are not really measurable, whereas objectives are. Some objectives for this same event might sound like this;

- To conduct this event on schedule (on time).
- To ensure this event runs smoothly, with a minimum of participant downtime.
- To make safety our number one priority and avoid accidents and injuries.

In volunteer groups, leaders must seek out staff to develop and nurture. You may have to conduct surveys, ask for biographies/resumes, or interview every person in your group. But find ways to learn about what your folks are capable of and what their interests are (beyond just enjoying the sport). Then plug them into the process of furthering the sport so their enjoyment increases concurrently. Then it's time to add the final ingredient.

Fifth Ingredient - Step Back:

Other words for this ingredient are empower, encourage, counsel, and guide. The bottom line is that as a current leader, after you have given a

(continued on page 14)

Five Ingredients (*continued from page 13*)

volunteer some training, presented some clear expectations and objectives to ensure a successful endeavor, step back and let folks do their job. Don't meddle or micro-manage. If it's not getting done the way you, the leader wants it done, then it's probably because YOU didn't paint a clear enough picture of the soup you were trying to concoct! If you have to jump in and follow-up on every detail of an event, then I suggest you look at the expectations and objectives you gave out in the first place.

Thank-you, Del.

Del Albright, internationally published columnist, Environmental Affairs Coordinator for CA4WDC and BlueRibbon Coalition Ambassador, has authored volumes over the last 20 years on land use, outdoor recreation, and access. Contact BRC at 800.258.3742 or www.sharetrails.org; or visit Del's Web Site at www.delalbright.com/.

New Year's Resolutions

When things in your life seem almost too much to handle, when 24 hours in a day are not enough, remember the mayonnaise jar.....and the 2 beers.

A professor stood before his philosophy class and had some items in front of him. When the class began, wordlessly, he picked up a very large and empty mayonnaise jar and proceeded to fill it with golf balls. He then asked the students if the jar was full.

They agreed that it was.

So the professor then picked up a box of pebbles and poured them into the jar. He shook the jar lightly. The pebbles rolled into the open areas between the golf balls. He then asked the students again if the jar was full.

They agreed it was.

The professor next picked up a box of sand and poured it into the jar. Of course, the sand filled up everything else. He asked once more if the jar was full. The students responded with a unanimous "yes."

The professor then produced two cans of beer from under the table and poured the entire contents into the jar, effectively filling the empty space between the sand. The students laughed. "Now," said the professor, as the laughter subsided, "I want you to recognize that this jar represents your life. The golf balls are the

important things—your family, your children, your health, your friends, your favorite passions — things that if everything else was lost and only they remained, your life would still be full. The pebbles are the other things that matter like your job, your house, your car. The sand is everything else—the small stuff.

"If you put the sand into the jar first," he continued, "there is no room for the pebbles or the golf balls. The same goes for life. If you spend all your time and energy on the small stuff, you will never have room for the things that are important to you. Pay attention to the things that are critical to your happiness. Spend quality time with your children. Get medical checkups regularly. Take your partner out to dinner. There will always be time to clean the house, and fix the disposal. Take care of the golf balls first, the things that really matter. Set your priorities. The rest is just sand."

One of the students raised her hand and inquired what the beer represented.

The professor smiled. "I'm glad you asked. It just goes to show you that no matter how full your life may seem, there's always room for a couple of beers."

When things in your life seem almost too much to handle, when 24 hours in a day are not enough, remember the mayonnaise jar ... and the 2 beers.

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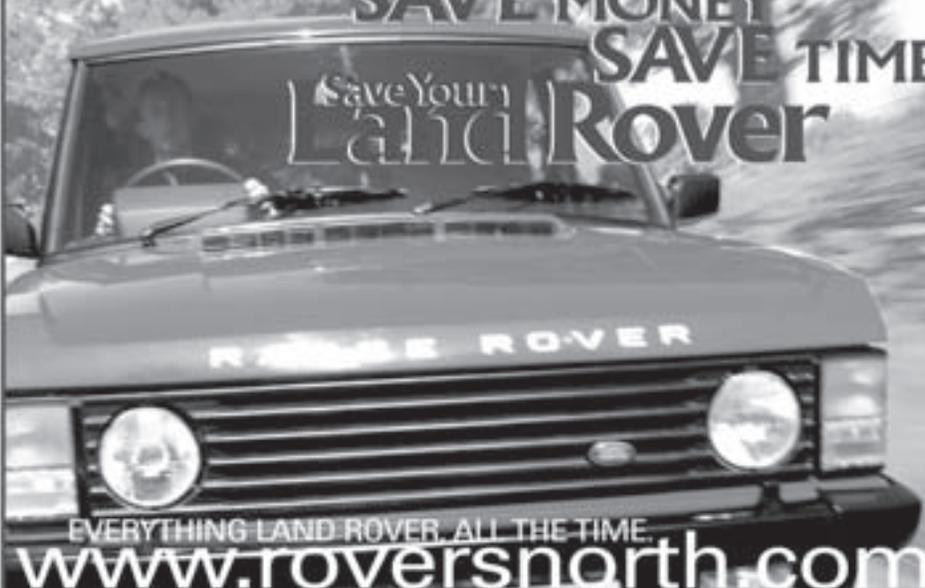
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