



MANITOBA ASSOCIATION OF CHIEFS OF POLICE POLICING MANITOBA

SPRING 2024

Policing under a clear
night sky with dancing
ribbons of light



Member Organizations



Contents

President's Message	5
Hitting the Mark – Brandon Police Service Body Armor Delivered to Ukraine Police.....	6
A Journey Through the Canadian Forces Military Police ...	10
Richard Scott – Still Active After All These Years	14
International Exchange Experience – Bridging Policing Practices from Winnipeg to Abu Dhabi.....	18
Forest Green – Innovations for Police.....	22
Elections Canada Security Posture Looking to the Future.....	24
MACP HealthIM Mental Health Service Award	26
MACP Conference and MB Justice Excellence in Law Enforcement Awards	28
Interpol – Caribbean Region – Liaison Officer.....	32
It's Time to Get Serious About Communication.....	34
First Home Savings Accounts and the Role of Your Spouse or Common-law Partner	36
Manitoba First Nations Police Service Connecting the Dots A Community Focused Approach to Public Safety	41
Retirement Reflections – Never Say Never.....	44
Civil Forfeiture's Impact on Organized Crime	48
Guides for Families of Homicide Victims and Missing Persons.....	50

Promote safety. Improve crisis outcomes. Effective oversight.

Compassionate and evidence-based
emergency mental health crisis response.

President's Message



*Rob Hill
Commanding Officer, Manitoba RCMP*

As you're all aware, this will be my last message to the MACP as I've been promoted to the rank of Deputy Commissioner and named as the new Commanding Officer of the Alberta RCMP. It's been an incredible honour and a privilege to serve alongside all of you.

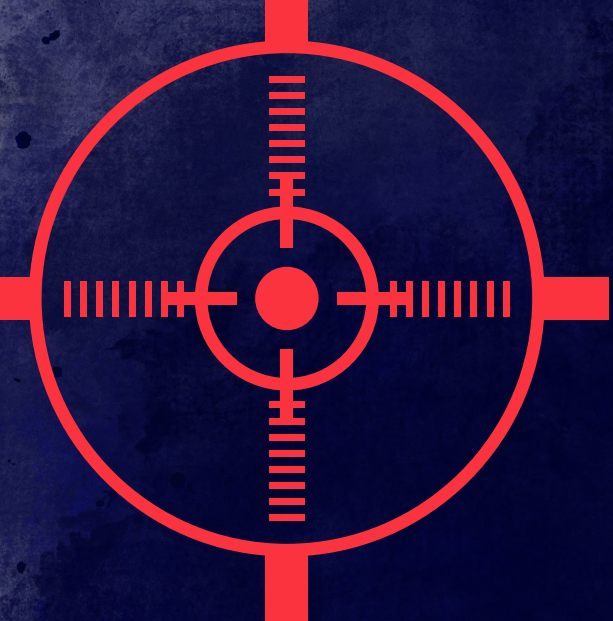
As I depart, I can't help but reflect on the important work accomplished in 2023. Another year where we witnessed growth, collaboration, and innovation by coming together and supporting each other. Each and every member of the MACP serve as the leaders, and mentors, to more than 4,000 police officers, law enforcement and civilian staff. It is vital that we continue on our path of being leaders in public safety and police excellence.

This past year, we've engaged with the Province of Manitoba, communities, and our policing partners to address the rise in violent crime like never before. Funding from the Province has been key in assisting us develop a number of new integrated teams. The Manitoba Integrated Violent Offender Apprehension Unit is one, and has already made a significant dent in arresting a large number of violent criminals with outstanding warrants.

As MACP members are aware, the Organized Crime Committee developed a hard-hitting social media campaign entitled, "Gang Life is No Life" last year. The popularity of this campaign was staggering. Almost 7 million views all within the borders of Manitoba – and just in 6 weeks' time. An impactful project that will continue to run into 2025.

I also want to acknowledge that the National Police Leadership conference will return to the city in 2025 after an incredibly successful conference in 2023. I would be remiss if I didn't recognize the Senior Police Leadership and Management course at the U of M, that has been so well received. This program is thanks to the important collaboration between the MACP and all our police agencies, as it assists to grow and develop new leaders in policing and law enforcement.

Thank you to our membership and sponsors for the work you do in supporting us. The vision for the future continues to shine bright as you navigate the many changes in the increasingly complex policing landscape. I'm sure our paths will cross again.



HITTING THE MARK

By BPS Chaplain/Constable Bruce Ewanyshyn

Brandon Police Service Body Armor Delivered to Ukraine Police

It started with a question over a year ago: “Bruce, do you have any connections with Ukraine Police?” BPS Sergeant Dana McCallum whose duties include maintaining equipment needs for the Brandon Police Service, was in the process of acquiring replacement body armor for our officers. There is a five-year manufacturer’s warranty on body armor regardless of use and condition. Sgt. McCallum had 28 gently used vests that were free of trauma and in perfect condition set for destruction due to an expired warranty. Being very aware of the lack of supplies and equipment in Ukraine in the midst of war, Dana wanted to explore the possibility of donating these vests to police

officers in Ukraine. I expressed to Dana that her idea was fantastic and assured her that through connections I had made during a police missions trip to Ukraine in 2019, I could facilitate the process. BPS did not have a budget to pay any of the freight expenses, thus I thought that would be the biggest hurdle to overcome; I was so naive. A yearlong journey would reveal that funds were the least of our obstacles; the transport of the BPS vests would require many personal connections, several documents, and persistence in overcoming miscommunications and language barriers.



A yearlong journey would reveal that funds were the least of our obstacles; the transport of the BPS vests would require many personal connections, several documents, and persistence in overcoming miscommunications and language barriers.



Poland has recently tightened their regulations on the transfer of military equipment including vests. Ballistic or armor vests according to Polish law are considered goods of strategic importance. They are included in the list of armaments published by the Minister of Development and Technology in Poland (EU). This means that the export of such goods, including in transit outside the territory of the Republic of Poland, requires a written consent of the trade control authority, i.e. the Minister of Development and Technology. To get the BPS vests through Customs in Poland would require an entity using a national general authorization to trade in arms and there are only a

Many phone calls to individuals and organizations over several months left me with broken and unfulfilled promises with no clear way forward in sight. Money was an issue, but the classification of the protective body armor vests as “arms” was the greater concern. Due to the current Russian invasion, airfreight into Kyiv, Ukraine, was not an option; Warsaw appeared to be the most feasible drop location, followed by land delivery to Kyiv. However, the weight of the vests meant shipping costs would be several thousands of dollars. As a result of a personal connection established through a past speaking engagement, a friend of mine representing a Christian organization in Western Canada, offered to cover the thousands of dollars in shipping costs. This individual and their organization requested to remain anonymous. Just when I thought the plan was coming together to get the vests to Warsaw, another hurdle emerged.

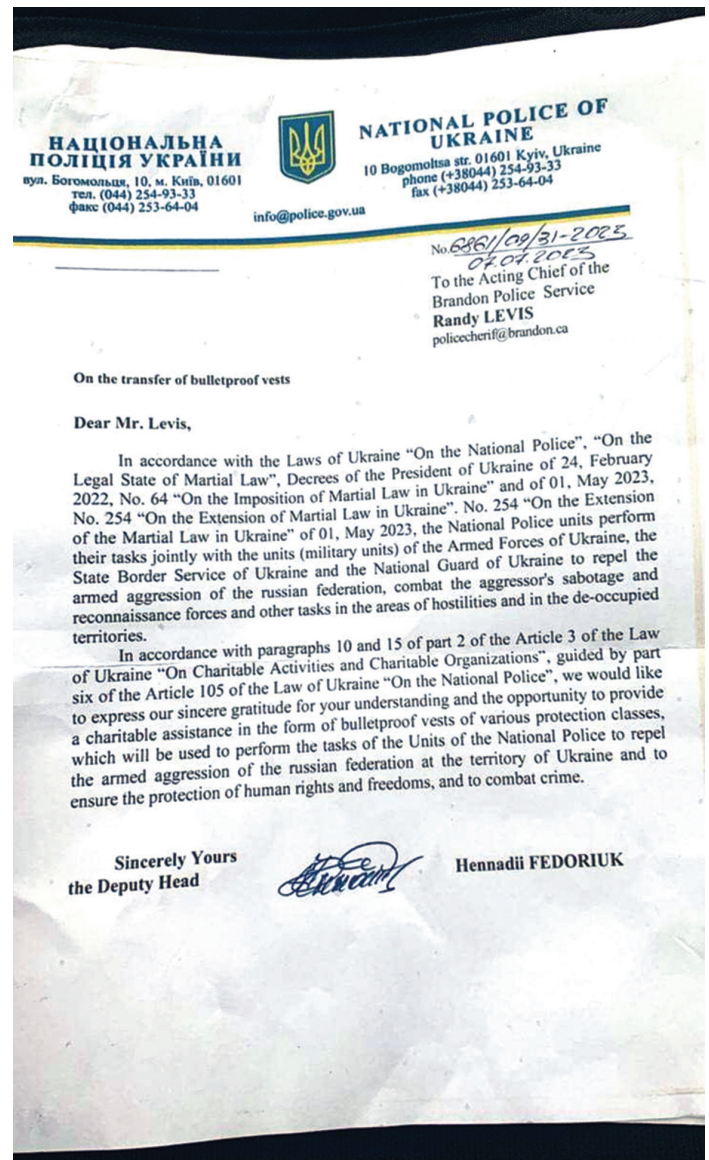
few of them in Poland. I was able to connect and establish a rapport with the Director of Misja Dobro Czynic (Good Works Mission); namely, Radek Gasza. Radek and Misja Dobro Czynic operate within the sphere of the Evangelical Churches of Poland. In the months to come, Director Radek Gasza would truly live up to the name of their organization through their many good works.

Through Radek, I received a referral to KI TEC and a man I will reference as Mariusz Adach (identity protected). KI TEC is a trade control authority that possesses the necessary concessions to deal with arms in cooperation with the Minister of Development and Technology of Poland. I did some background checks to verify that KI TEC is a legitimate company in Poland. I cannot stress enough how divine intervention was the key to every connection and every transaction. Although the process was arduous,

I experienced favor every step of the way from the connections in Western Canada, to the Evangelical Churches in Warsaw, to the company in Poland who would acquire the vests from Customs. Throughout the process, I was trusting in God to make a way for the signing and delivering of all required documentation to get the vests from Canada to Ukraine. My requests were answered for donation letters, first from BPS Police Chief Wayne Balcaen and then upon his resignation, from BPS Acting Chief of Police Randy Lewis. Much gratitude goes to Ret. Police Chief Wayne Balcaen who made several phone calls after receiving my initial request in order to establish that a donation of body armor from Canada fell within legal parameters.

Upon the arrival of the vests in Poland a few months ago, I received correspondence from a representative of KI TEC. He indicated that the donation letter(s) were insufficient to release the vests from Customs to KI TEC. A written contract was required between BPS and KI TEC specifying the donation of vests were to KI TEC so that they could take custody of the vests. The contract required a commitment to pay for any Custom fees and taxes. Once again, I experienced favor and Director Radek Gasza offered to cover all these fees through a donation by Misja Dobro Czynic. With only an email and no written contract confirming this offer in hand, I presented my A/Chief of Police Randy Lewis with a Donation Agreement requiring his signature to cover any additional custom fees and taxes. I promised that if the agreement fell through by Misja Dobro Czynic failing to cover the additional fees, I would personally pay the expenses. A/Police Chief Lewis trusted me at my word and he signed the Donation Agreement.

There were many times that my wife and I prayed together for these vests to reach the Ukraine National Police and not end up on the black market. I learned at the outset of this project that ballistic vests are sought-after items in Eastern Europe. In my opinion, prayer played a pivotal role in providing success in navigating past each barrier. Once the Donation Agreement was in place, I assisted in facilitating the process to send a Ukraine police chaplain to Warsaw to take custody of the vests. Days later, I received notification from Ukraine that KI TEC had sent the National Police of Ukraine chaplains away from Warsaw empty handed due to KI TEC's legal obligation to personally deliver the vests to the National Police of Ukraine. Several weeks later, I received an email from KI TEC informing me that they had attempted to place our vests into the hands of the National Police of Ukraine, only to be turned away from the National



Police Headquarters by a police officer who refused to accept that the donation was legal and legitimate. In addition, I was informed I would be looking at storage fees if the vests continued to be in the custody of KI TEC.

Through further conversations, I learned that the National Police of Ukraine are intentional in their efforts to curb any actions that may be perceived as a form of corruption. Even during my time with Ukraine police in 2019, I observed how important it was to them and each officer to break free from the past stigma that police in Ukraine embrace corrupt practices. Community policing which seeks to establish the trust of the citizens is of paramount importance to current police operations in Ukraine. Restoring the faith of people groups within their jurisdiction is high on the priority list of the National

Police of Ukraine. Police chaplaincy has come alongside community policing initiatives to rebuild trust and relationships between police and community since 2019.

Police chaplaincy, under the direction of Head Chaplains Yaroslav Malko and Pavlo Tsarevskyi, is embraced and supported by superior officers and the rank and file of the National Police of Ukraine. Yaroslav founded police chaplaincy in Ukraine through many collaborative efforts including inviting Canadians such as TO Chaplain Hillar Alkok and myself to accompany his team from Mariupol in 2019 to travel throughout Ukraine to unpack police chaplaincy to police officers and communities alike. Pertaining to the delivery of the BPS vests to the National Police of Ukraine, Yaroslav ensured the proper authorities were convinced the donation was legal, thus preparing them to accept the donation of the 28 gently used body armor vests. Focusing beyond the donation of the BPS vests, it is clear that police chaplaincy in Ukraine is establishing bridges between police and community. Individually, police chaplains are providing emotional and spiritual care to police officers to strengthen them morally, emotionally, and spiritually.

There are more details to the story of the journey of our Canadian donated police vests, however, I think I have established that the process required cooperation from several persons, persistence in overcoming obstacles and language barriers, and God's favor and intervention to get the task accomplished. On October 11, 2023, the vests were delivered into the hands of the National Police of Ukraine. I received the photo at the top of this story from my friend Yaroslav confirming the donation with five police officers wearing our vests, and the remaining vests in opened shipping packages awaiting distribution. Below is a letter addressed to BPS Acting Chief of Police Randy Lewis from the National Police of Ukraine Deputy Head Hennadii Fedoriuk offering appreciation and explaining the implementation of the vests.

I am thankful to all persons involved in this project: Dana who made the initial inquiry, our two BPS Police Chiefs, a friend representing a Christian organization in Western Canada, Director Radek Gasza, KI TEC representative Mariusz Adach, and the founder of police chaplaincy in Ukraine - Yaroslav Malko.

argyle:

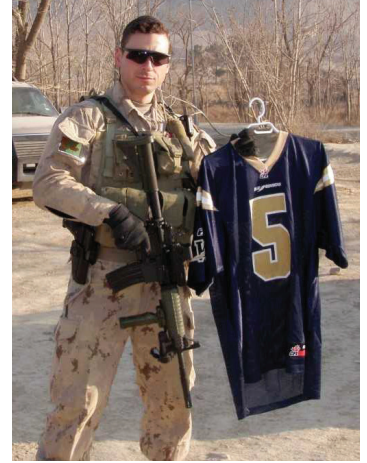
A **believeco:partners** agency

Engagement, communication
and reputation advisors

argylepr.com

A Journey Through the Canadian Forces Military Police

And the Importance of MACP as an Enabling Organization for Manitoba Law Enforcement Agencies



LCpl Robert Wuskynyk

In the early 2000s Robert (Bobby) Wuskynyk was like many young people his age in Manitoba who were attending post-secondary institutions, volunteering, and working at jobs to gain experience to become competitive enough to be employed with either the Winnipeg Police Service (WPS) or the Royal Canadian Mounted Police (RCMP). Growing up in Dallas, Manitoba and attending school in Peguis First Nations, policing in either the WPS or RCMP was “the only way to go” at the time, and the thoughts of leaving the province was not in the cards.

On September 11th, 2001, Robert had just finished a night shift at his seasonal job as a Conservation Officer with Manitoba Conservation. He was sitting on his couch with his roommate who was a new Constable in the WPS. They were watching the attacks on the World Trade Center and the US Pentagon in silent disbelief. The world events that happened thereafter spurred Robert’s already strong patriotism and he decided to visit a Canadian Forces Recruiting Center. After a long application process complete with aptitude tests, interviews, scenario assessments, medicals, fitness tests, background checks, and an assessment center in Halifax, Robert was enrolled as a Commissioned Officer in the Canadian Forces Military Police Group in 2004.

Robert’s first year in the Military Police was spent in St. Jean, Quebec, located about 45 minutes outside of Montreal. This first year included a basic training course for all commissioned officers followed by an in-depth French language training program. Robert then was sent back to Winnipeg to await his Military Police Officer

course at the Canadian Forces Military Police Academy in Borden, Ontario, located about an hour North of Toronto. After completing this course and receiving his badge and credentials, Robert was selected and trained as a Close Protection Operator, responsible for VIP protective services.

Robert’s first deployment was to Afghanistan in 2009. There he was assigned as the Officer In Charge of four Close Protection teams. This nine-month tour was his first experience overseas and being able to provide services to VIPs in the middle of a combat environment was a very eye-opening experience. The people that Robert worked with is what he remembers the most. The bonds that he made have transcended time and they are all as close today as they were back then. The bonds made in high risk, high threat environments are something that all Police Officers, regardless of the agency can appreciate.

After this first deployment Robert and his family were posted to Ottawa where he became the Operations Officer at the newly formed Canadian Force Protective Services Unit. This was an exciting time and networking with Civilian Police counterparts became more and more important, especially while operating domestically across many different jurisdictions. In 2011, as his role and the unit developed, Robert was asked to be the Team Leader on a Close Protection Team for the Canadian Ambassador in Lebanon. This was an interesting time. The Special Tribunal for Lebanon, investigating the 2005 assassination of Rafic Hariri, Lebanon’s Prime Minister messaged that they were about to release many indictments for members of the Lebanese militant group Hezbollah. Due to Canadian



Robert's first deployment in Afghanistan in 2009

involvement with the Special Tribunal for Lebanon there was heightened concern for the safety of our Ambassador. Robert and his Close Protection Team felt that they were part of history when during their time on this deployment they also witnessed the beginning of the Arab Spring that sent the middle east into a new direction that we are still witnessing today.

Once back in Canada after his Lebanon deployment, Robert concentrated his efforts on the day-to-day operations of the Canadian Forces Protective Services Unit and running Close Protection courses for new members until he was asked to take on a different challenge. In 2012, Robert became the Officer in Charge of the National Drug Enforcement Team of the Canadian Forces National Investigation Service. This new role involved six different regional offices from BC to Nova Scotia. Liaison with Civilian Police was critical during this time and Robert was successful in creating amazing relationships that lead to many Joint Force Operations between the Military Police and many provincial and municipal police agencies.

Robert really enjoyed his experience with the Canadian Forces National Investigation Service and was provided the opportunity to lead the Specialized Operations Section, which included a surveillance team, polygraph section, computer forensics section, undercover section, and drug section. He was then asked to become the Deputy Commanding Officer of the unit. His role in this unit required even more liaison with the Civilian Police community and Robert took many courses at the Canadian Police College in the areas of drug investigative techniques,



Robert as team leader on a close protection team for the Canadian ambassador in Lebanon.

search warrant writing, and major case management team commander. He also had the opportunity to be welcomed back as a guest lecturer in the areas of leadership in policing and the operational planning process.

This would come to an end in 2017 and 2018 when Robert was asked to deploy again on two almost back to back deployments. The first in 2017, was to Kuwait where Robert would be the Commanding Officer of a Military Police Unit responsible for providing policing services to the deployed Canadian Armed Forces personnel in that area of the world.

Then in 2018, he was selected to be the Executive Officer to the Director of the Combined Joint Task Force – Operation Inherent Resolve – Ministerial Liaison Team in Baghdad, Iraq. Robert worked on a team of the Multi-National militaries along with a Canadian Police contingent from the RCMP and the Saskatoon and Toronto Police Services. Their job was to instruct and provide opportunities to the Iraq government to further develop the areas of medical, police services, and other governance items. Without the linkages and liaison with the Civilian Police community it would have been very difficult to conduct these deployments.

Once back on the ground Robert was appointed as Commanding Officer of the Canadian Forces Protective Services Unit in Ottawa. During this posting Robert worked closely with the RCMP Protective Services on cross training and operational planning. Building these bonds and professional contacts set Robert up for success at this next job.

In 2020, during the beginning months of the COVID-19 pandemic, Robert was posted to Winnipeg and assumed his current rank of Lieutenant Colonel and took Command of the Air Force Military Police Group. In this job he was responsible for frontline police services across the Air Force, from Comox, BC to Gander, NFLD. It was because of connections made during his time in Ottawa that Robert was introduced to the Manitoba Association of Chiefs of Police (MACP), where he became the Military Police representative for Manitoba and quickly became part of the MACP community. Robert highlighted the Military Police and their involvement in the criminal justice system, which then led to some interesting opportunities. One of these opportunities was becoming part of the RCMP D-Division Major Crimes Unit mentorship program. In this program investigators from the Canadian Forces National Investigation Service worked files along side their RCMP MCU counterparts. The exposure for all parties involved was invaluable and solidified the benefits of organizations like the MACP.

In late 2023, Robert left the Military Police and was recruited into the larger Royal Canadian Air Force as an Air Operations Officer. His new role will be to assist the RCAF in creating a new Security Force based upon concepts of integrated defense and functionality domestically and internationally. This new adventure is a direct result of the RCAF modernization in the areas of their fighter force, long range surveillance patrols, and unmanned aerial vehicle (UAV) programs. As the RCAF Security Force program develops there may be opportunities for the MACP to facilitate even more relationship building!



Robert left the Air Force Military Police in good hands however. Lieutenant Colonel Jonathan Inman took over from Robert in September 2023. Jon and Robert have known each other for a long time and their friendship helped facilitate an incredible handover and continued amazing professional relationship between the MACP and the Military Police. We would like to thank Robert for everything he has done in his police service, wish him luck in the RCAF, and cannot wait to see what is next!



GHS IS HONoured TO BE A SPONSOR AND TO SUPPORT MACP

In an increasingly digital world, protecting privacy, data, and intellectual property is crucial.

GlassHouse Systems has been working in Manitoba and across Canada for over 30 years, collaborating with customers to reduce complexity and to help plan, architect and implement solutions that enhance security and deliver a robust IT infrastructure.

www.ghsystems.com | info@ghsystems.com

GET MORE FROM YOUR BODY-WORN CAMERA

Learn More Here:

www.motorolasolutions.com

Contact:

Michel Belows

204.941.9447

michel.belows@motorolasolutions.com



MOTOROLA SOLUTIONS

MOTOROLA, MOTO, MOTOROLA SOLUTIONS and the Stylized M Logo are trademarks or registered trademarks of Motorola Trademark Holdings, LLC and are used under license. All other trademarks are the property of their respective owners. © 2021 Motorola Solutions, Inc. All rights reserved.



WINNIPEG
CRIME
STOPPERS
winnipegcrimestoppers.com

**204
786
TIPS
(8477)**

**SEE
SOMETHING
SAY
SOMETHING**



HealthIMTM
Established 2014

Richard (Dick) Scott

Still Active After All These Years

The Manitoba Association of Chiefs of Police (MACP) was established in 2000 and incorporated on March 22, 2001. One of the original members of the MACP when it was established in 2000 was Chief Richard (Dick) Scott of the Brandon Police Service.

Dick was also one of the incorporators and first directors of the Winnipeg Police Museum when it was incorporated on May 2, 1986. At the time, Dick was the Inspector in charge of the Training Academy on Vermillion Road, where the Museum was initially located.

As Dick had previously been a member of the St. James-Assiniboia Police Department, as well as its predecessor the Assiniboia Police Department, prior to amalgamating with the Winnipeg Police Department, he was well placed to assist in the Museum's objectives -- to discover and collect any material related to the local police services and to promote the research and recording of the early history of the local police services.



Dick was born in Brandon, Manitoba, on March 3, 1945. At the age of 15 he moved with his family to Winnipeg where he attended Deer Lodge Junior High School and later St. James Collegiate. He always had an interest in policing through his uncle, a Staff Sergeant in the RCMP. When the local Assiniboia Police Department advertised for the position of Cadet while he was still in high school, Dick applied. He interviewed with the Chief of Police, Ed Nelson, and was successful. His start date was August 3, 1964.

At the time, the Assiniboia Police were housed in the R.M. of Assiniboia Town Hall at 3180 Portage Avenue (now the home of the St. James-Assiniboia Historical Museum). The police office was on the east side of the building in the basement and had three small rooms; a Chief's Office, a storage Room and a main area for the police officers and public. Access to the police offices were from the outside, with steps leading down to the basement. The door has since been bricked-off. At the time there were seven officers, two Cadets and the Chief.

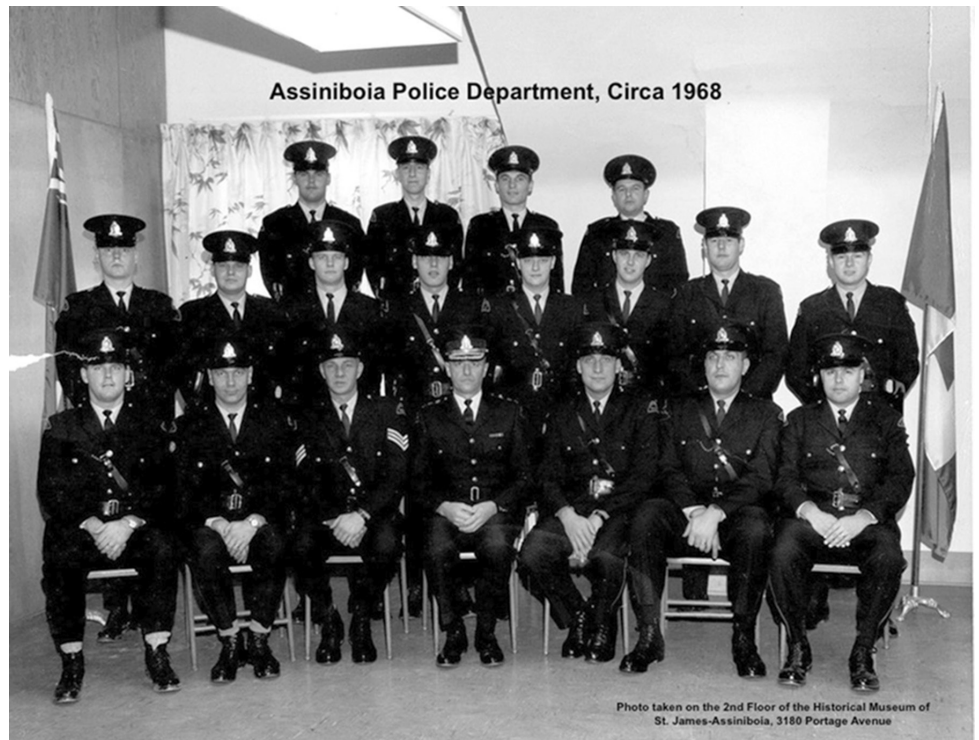
In March of 1965, because of the unsanitary working conditions in the basement of the Town Hall, the police moved to a one-story building at 3098 Portage Avenue at Greenacres Blvd (now 3104 Portage Avenue). Dick was promoted to constable two months later, on June 3, 1965. Five months later Dick entered Recruit Class #63, graduating in November 1965. Classes were held on the 2nd floor in the old Winnipeg Police headquarters on Rupert Avenue.

In November 1968, plans were made for the amalgamation of the St. James and Assiniboia Police Departments. By then the Assiniboia Police had grown to twenty-one officers, including the Chief.

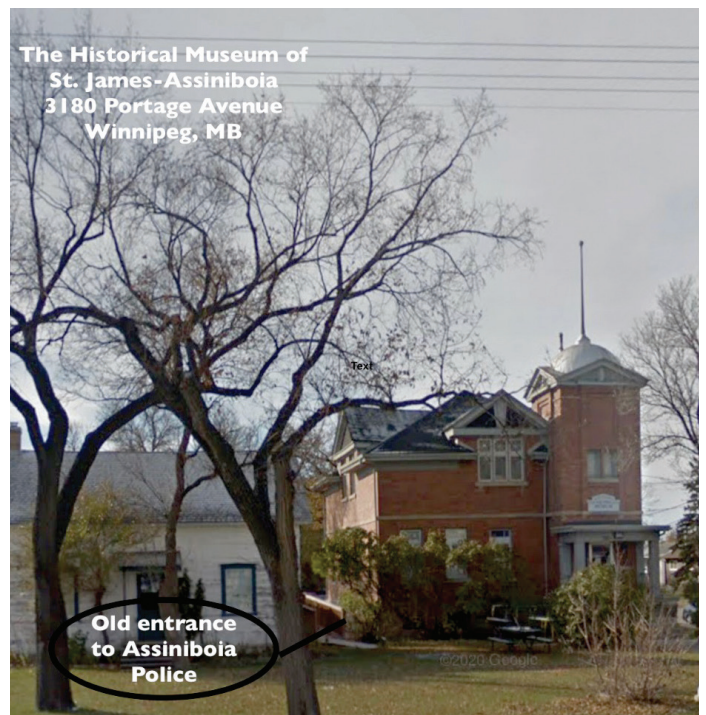
The new St. James-Assiniboia Police Department came into existence on January 1, 1969, with the Assiniboia members moving into the St. James Police building at 210 Lyle Street. A year earlier, the St. James Police had absorbed the 5-man Brooklands Police Department, making the St. James-Assiniboia Police Department the largest metro department, after the Winnipeg Police Department, with 90 police and staff members.

During his time with the St. James-Assiniboia Police, Dick worked uniform duties. Primarily doing traffic enforcement and investigating fatal accidents as well as school patrol duties. He was promoted to Patrol Sergeant in January 1974.

With the amalgamation of all the metro Winnipeg Police departments in October 1974, Dick remained at 210 Lyle Street for another year before being transferred to the Public Safety Building as the Personnel Evaluation Officer. In January 1979 Dick was promoted to Staff Sergeant and in 1981 he was transferred to the Training Academy (then located at Assiniboine Park, in what is now the Toba Centre for Children & Youth).

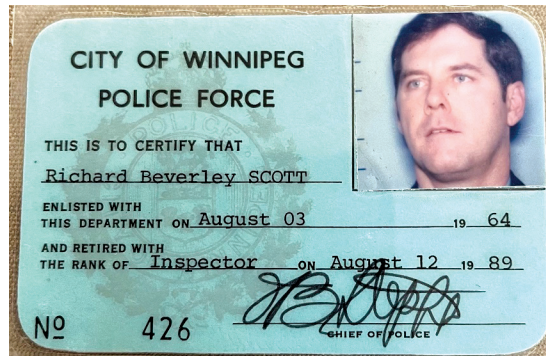


Assiniboia Police Department, 1968. Second floor of the R.M of Assiniboia Town Hall
Back row, l-r: Ken Owens, John Drysdale, Peter Savinkoff, Nick Anderton. Middle row: Ken Olson, Mike Seymour, Ted Soroka, Bruce Honey, Ed Paulishyn, Russell Swanky, Bob Flock. Front row: Dick Scott, Irv Schmidt, Jim Brown, Chief Ken McCaskill, Jack Paul, Ed Mularchuk, Eric Kelbert
Missing: Bob White, Ted Waller (Cadet)



Former Town Hall and Police Offices, R.M. Assiniboia, 3180 Portage Ave. Current home of the St. James-Assiniboia Historical Museum

In 1983 Dick was moved along with the Training Academy into the old Van Belleghem School, 10 Vermillion Road, where the Police Museum was initially located. In 1984 Dick was promoted to Inspector. In 1987 he was detailed to attend the FBI National Academy, graduating after 11-weeks of intensive training as part of Class #149.



Recognized for his leadership skills, Dick was selected as the President of the Canada Games Planning Committee, which was held for the first time in Brandon in 1997. This would lead to his later chairmanship of the Canada Safeway Curling Championships in 2008 in Brandon and his selection as a Board member for the Provincial Exhibition in Brandon, a position he held until 2020.

On August 12, 1989, Dick retired from the Winnipeg Police to return home and take a position as Deputy Chief of the Brandon Police Department. As Deputy Chief he was responsible for the Criminal Investigations, Identification, Community Services, Court Services and Central Records. He established and implemented a department wide computer system for dispatch and records management. He was instrumental in helping the Brandon Police to become one of the few law enforcement agencies in Canada to be accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA). He would act as a team leader for CALEA for the next 10-years, from 1994-2005.

With the retirement of Chief Brian Scott (unrelated), Dick was promoted to Chief of Police in November 1995, responsible for directing and organizing all activities of sworn and civilian members attached to the Brandon Police. Although he had already been doing some community-based policing, Dick's goal was to turn the Brandon Police into a complete Community Policing Service.



Dick (bottom left) was part of the 2002 Mock Assessment Team for Winnipeg's Reaccreditation

In his last year of policing in Brandon, Dick became a founding member of the Manitoba Association of Chiefs of Police (MACP), which was established in 2000 and incorporated in March 2001. Dick retired from the Brandon Police in April 2001 after 37 years of policing in Manitoba.

After retirement, Dick remained active in policing issues. In 2002 he was hired as the Director of Policing and overseeing the development of a self-administered policing agency for the Opaskwayak Cree Nation in The Pas. While this vision did not become a reality until the Manitoba First Nations Police took over this responsibility in April 2021, his work did lead to the establishment of an RCMP Detachment on the Opaskwayak Cree Nation and training of the band constables at the RCMP Depot in Regina.

He was similarly hired by Keewatinowi Okimakanak in Thompson as the Policing Implementation Coordinator acting as a resource to the MKO First Nations and the Regional Consultative Group. Nisichawayasihk Cree Nation in Nelson House also hired him as a policing consultant responsible for the development of Community Tripartite Agreement (CTA) for a RCMP First Nations Community Policing Service in 2005.

In 2005 Dick started work with OBO Security and Event Services in Brandon, as their Coordinator responsible for Security Guard training. In 2008 he joined Oliver, Yaskiw & Associates doing all confidential background investigations for the City of Brandon. In 2010 he joined the Paladin Security Group as their Director of Operations. You can usually find him in the Operations Centre at IG Field (soon to be Princess Auto Stadium) for all Blue Bombers home games.

Earlier this year he became the Program Coordinator, Safety Officer Program, at Assiniboine Community College in Brandon. This program consists of three separate entities, First Nation candidates, Community, and Institutional Safety Officers. Once trained these safety officers work collaboratively with local policing authorities to enhance public safety by maintaining a visible presence with the communities they serve, facilitating the response to local policing authority to situations that require police involvement, and provides information and assistance to local policing authorities.

To paraphrase Paul Simon, Dick is still active after all these years. Starting as young police cadet with the Assiniboia Police Department until today as a Safety Officer Program Coordinator with Assiniboine Community College, it has been sixty years since he entered the field of law enforcement and he hasn't looked back.



SPEEDS IN EXCESS of 40 miles per hour are expected of this new machine, recently delivered to the Assiniboia police department. The carriage it replaces was a public menace when pulled faster than the speed limit in a high wind. The white doors and the "Assiniboia Police" lettered thereon are a new innovation designed to discourage leadfoots on Portage Avenue. The 1965 model factory-built automobile is posed outside the new police station at 3098 Portage. Two men have also been added to the force in the past month.

Friday, May 4, 2007

Scott selected to oversee 2008 Safeway Championship

BY ROB HENDERSON

Although he's a novice when it comes to curling, Dick Scott knows enough to realize the pressure is on to put on a good show when Brandon hosts the provincial men's Safeway Championship next year.

Scott is the chair of the Brandon committee that signed the hosting agreement with the Manitoba Curling Association on Thursday at the Corral Centre Safeway, officially locking in the championship for Feb. 13-17, 2008, at WCG Place at the Keystone Centre.

"It's going to be elite and every time the provincials are put on it's a challenge for the host committee to come up with something that makes it even



Dick Scott signs the agreement while newly elected MCA president Dale Brooks of Hamiota smiles approvingly.

better from the past years," Scott said. "We haven't made a decision on what that's going to be, but believe me there will be something that makes it more exciting."

Scott, the former Brandon

police chief, certainly has the credentials to helm a major event, having been the host chair of the 1997 Canada Summer Games in Brandon.

However, having only curled for the last year or so, he admits

to being surprised when he was approached by the Brandon Men's Bonspiel committee about chairing the championship.

"I volunteer all the time, but I've been out of doing main events (recently), so this was another challenge to do something for the City of Brandon and I've always tried to be there for the City of Brandon," he said.

"I get a tremendous feeling to get involved with these people. Just being around them gets you excited, simply because they're great people and they do things with a curling rock that I can only dream about."

The last time the event was held in Brandon was in 2004, which also happens to be the last time a major curling championship was played in the facility.

Profits will be split among Brandon's three curling clubs and the Brandon bonspiel. Scott's challenge will be to make sure the Brandon event isn't lost in the shuffle in the same season that Winnipeg hosts the Canadian men's championship and the men's worlds are just a hop, skip and a jump away in Grand Forks, N.D.

But the first major step is to get the rest of the committee heads on board. Scott believes the organization will flow smoothly once that's done.

"Our biggest task will be putting together the committee," he said. "We've done so many events in the city over the past 30 or 40 years, especially with curling, that a lot of the committees are intact, so it's bringing them together and getting them excit-

ed about it."

"But it will be world class and it will be excellent."

MCA president-elect Dale Brooks has fond memories of curling in the championship in Brandon. His last provincial men's championship was in 2004 and he qualified for the championship round here in 2000 as a member of Allan Lawn's team.

"It's nice being from the rural (area) to have the championship played in Brandon," said Brooks, who will be sworn in as president at the MCA's annual general meeting June 2 in his hometown of Hamiota. "Brandon has a great history of hosting successful events, so I can't see this being any different."

rhenders@brandonson.com



BRANDON SUN FILE PHOTO

Former Brandon Police Service Chief Dick Scott has been working as a consultant with the Opaskwayak Cree Nation Police Department.

Former Brandon chief helps OCN band force make transition

BY DEAN PRITCHARD
Brandon Sun

More than a year after he retired from the Brandon Police Service, former top cop Dick Scott can't stay away from policing.

Since July, Scott has been working as a consultant with the Opaskwayak Cree Nation Police Department, helping the force make the transition from a band force to an independent, self-administered agency.

"It's an opportunity that came along and it sounded like something I would enjoy," says Scott from The Pas.

"It sure turned out to be something that makes me want to come to work."

Currently, the police department's nine officers work hand in hand with local RCMP

who accompany them on calls.

The transition to becoming a fully independent agency is expected to take as long as five years.

Scott retired from the Brandon Police Service in May 2001 after 37 years in policing, the last six as chief.

Since his retirement, Scott has remained active assessing police agencies across North America for the Commission of Accreditation for Law Enforcement Agencies and training security staff for OBO Security.

Scott's to-do list at OCN includes helping the police force formalize its policies and procedures, establishing a budgeting system and staffing plan and assessing training and equipment needs.

"I think the key here is the First Nations

people are asking to be policed by their own," Scott says.

"What we are looking at here is developing something at OCN and being able to take that footprint and going to other First Nation communities and using all of it or part of it, use it as a stepping stone to create their own forces."

Scott's work includes frequent trips to Winnipeg, where he is lobbying for changes to the province's Police Act.

Currently the only aboriginal communities identified under the act are those covered by the Dakota Ojibway Police Service, Scott says.

"We are asking for a change that would allow us to do the same thing."

dpritcha@brandonson.com



International Exchange Experience

Bridging Policing Practices from Winnipeg to Abu Dhabi

By Cst. Bishoy Marcos

As a member of the Winnipeg Police Service and a representative of the Manitoba Association of Chiefs of Police, I am actively participating in an international exchange program along with 35 international police officers from various countries around the world through the Abu Dhabi Police College. This program is not only a unique opportunity for personal and professional growth but also a platform to enhance cross-cultural understanding and share diverse policing practices. My

involvement is driven by a desire to both absorb and contribute to this rich and varied policing environment.

The Abu Dhabi Police College, known for its comprehensive training programs, plays a pivotal role in the law enforcement sector in the United Arab Emirates (UAE). My experience here is providing a distinctive perspective on the contrasts and similarities in policing between Canada and the Middle East.



The discipline and precision of drill marching at the College are instantly striking. This daily exercise inculcates discipline and fosters unity amongst all 35 of us. Adapting to this environment and its operational methodologies, though initially challenging, is proving to be immensely rewarding.

The training covers a wide spectrum of law enforcement aspects. Classroom academics delve into critical areas like criminal law, community policing strategies, constitutional frameworks, special operations, and risk management. These sessions are instrumental in providing insights into the theoretical aspects of policing within a different legal and cultural framework.

Physical training each morning is intense and demanding, designed to build stamina and resilience through cardiovascular and resistance training. This aspect of the training is crucial in preparing police members for the physical rigors of day-to-day law enforcement duties.

Firearms training forms a significant component of the curriculum. I am training with various firearms, including the SIG Sauer pistol, an American-made SMG 9mm rifle, and the M16, an American-made 5.56 rifle. This part of the training is enhancing my skills in handling different types of firearms, a vital competency for law enforcement officers.

A key element of the exchange program is the sharing of knowledge and practices from the Winnipeg Police Service. Through discussions and practical sessions, we are creating platforms for exchanging ideas, particularly in areas like



community policing and crisis intervention strategies. I also had the opportunity to present practices of the Winnipeg Police Service in front of the other international exchange officers, high ranking officers of the Abu Dhabi College, Ministry of Interior officers, and local cadets.

One of the most enlightening aspects of this exchange has been the visits to Abu Dhabi's judicial and operational facilities. Observing the functioning of the Abu Dhabi courts, I am gaining firsthand knowledge of the legal process and the interaction between law enforcement and the judicial system. These visits are providing a comprehensive understanding of the criminal justice system in the UAE.

The crime scene analysis segment, including practical evidence evaluation and the use of AI in crime scene scanning, is particularly intriguing. The advanced technology and methods used here for crime scene investigation are at the forefront of modern forensic science. These techniques are not only more efficient but also provide a higher degree of accuracy in investigations in less time.



A tour of the Ministry of Interior's Command and Operation Room offers an impressive showcase of the integration of technology in real-time surveillance and crisis management. The sophisticated systems in place for monitoring and coordinating law enforcement activities are a testament to the UAE's commitment to public safety and security following their aim of being the safest country in the world.

Additionally, the exposure to the Special Operations Unit and their counter-terrorism strategies has been extraordinary. Witnessing their advanced training, tactical approaches, and the use of specialized equipment provides invaluable insights into the complexities of counter-terrorism operations. This was also seen during the F7 Special Forces Unit visit showcasing VIP protection emergency extraction and a special team fast-roping down from a helicopter.

This international exchange is proving to be a transformative experience, significantly contributing to my personal and professional development. The broad range of training techniques and methodologies I am being exposed to is broadening my perspective and equipping me with diverse skills applicable to my role in Winnipeg.

Understanding the various policing methods practiced worldwide is essential, and this exchange is a clear example of the mutual benefits that such programs offer. It enhances global security cooperation and promotes a deeper understanding among law enforcement agencies.

This program is not just about professional development; it's a journey that expands my understanding of the universal challenges and strategies in law enforcement. The lessons I am learning are invaluable and will have a lasting impact on my approach to policing in Winnipeg.



As I continue this journey, my commitment to law enforcement is further reinforced, enriched by the diverse experiences and knowledge I am gaining. I eagerly anticipate incorporating these learnings into my work and continuing to contribute to the evolution of policing practices in our interconnected world.

airbushelicopters.ca

**SUPPORTING
LAW
ENFORCEMENT
IS
A
CRITICAL
MISSION**

With surveillance and crime-fighting equipment vital to operations, our versatile range of helicopters perform a multitude of critical missions. Supporting law enforcement teams, who in turn support communities, Airbus proudly delivers cutting edge flight technologies that help keep the world a safer place.

AIRBUS

Driven by Good™

**Education and
advocacy for
safer roads.**

caamanitoba.com/advocacy

©/™ CAA trademarks are owned by, and use is authorized by, the Canadian Automobile Association. ™Driven by Good is a trademark of CAA Club Group.

Forrest Green Solutions offers services and expertise from coast to coast!

Since 1987, Forrest Green Solutions has been offering services to companies and governmental departments. Under the PoliceSolutions banner, we offer software solutions to police services throughout Canada to reduce costs and make evidence-informed decisions to the benefit of the communities they serve. A large part of this approach is the team of retired senior police executives who work with our police clients, soliciting feedback and guiding new initiatives.

Depuis 1987, Forrest Green Solutions offre des services aux entreprises et aux entités gouvernementales. Sous la bannière PoliceSolutions, nous offrons des solutions logicielles aux services de police partout au Canada pour réduire les coûts et prendre des décisions fondées sur des données probantes au bénéfice des communautés qu'ils desservent. Une grande partie de cette approche repose sur une équipe de cadres supérieurs de la police à la retraite qui travaillent avec nos clients policiers, sollicitant des commentaires et guidant de nouvelles initiatives.

Clive Weighill, C.O.M.



- Chief Coroner, Saskatchewan (2018-2024)
- Chief, Saskatoon Police Service (2006-2017)
- President, Canadian Association of Chiefs of Police (2014-16)

Vice-President, Western Canada, Forrest Green Solutions

clive@forrestgreen.com



Jean-Michel Blais, M.O.M.



- Chief, Halifax Regional Police (2012-2019)
- Chief Superintendent, RCMP (2011-2012)
- Author, *Working the Blue Lines - Lessons in Leadership from Hockey and Policing* (2022)

Vice-President, Québec & Atlantic Canada, Forrest Green Solutions

jm@forrestgreen.com



Brad Hill

- Deputy Chief, Operations, Windsor Police Service (2018-2020)
- Former member of various OACP, CISO and CACP committees

Vice-President, Central Canada, Forrest Green Solutions

brad@forrestgreen.com



 **Forrest Green Solutions**

 **PoliceSolutions.ca**

Forrest Green

Murray Rowe, Jr.

Innovations for Police

For more than twenty years, Forrest Green has been working closely with police leaders. In the last few years our platform has expanded to include several new innovations.

Safe Neighbourhoods Video Registry (SNVR)

Objectives:

- Reduce time to build the video timeline by 50%
- Reduce labour for investigators obtaining videos by 25%

Although the ability for citizens and businesses to register home and CCTV video cameras is not new, our SNVR program has improved on the concept by including integrated mapping within the solution. These maps are hosted internally on our own mapping tile server; we do not rely on open-source maps from Google or other platforms where data is not necessarily protected.

Citizens click on a link on either the police or local municipal website (or both) and can quickly and easily register their static video cameras (e.g. doorbell/security) or other CCTV cameras, including a thumbnail image of the coverage area, and whether or not it faces a roadway. They also indicate the length of time each camera's data is retained. Police can 'drop a pin' on a map relating to an investigation or area of interest, and instantly see

how many voluntarily registered cameras, along with corresponding contact information, are within the search radius. This helps investigators to quickly identify cameras with potentially useful images, and prioritize their requests for data retrieval based on the retention period.

Blackberry Technology Suite

Crisis Management – Two-way Communications

Allows police to communicate internally (e.g. municipal workers, bus drivers and other police agencies) and with the general public and businesses. It is perfect for high-risk areas where the public is concerned about crime. It builds community and demonstrates a partnership between police and businesses. If video is required for an incident, the Blackberry tool can send unlimited communications instantly with dashboards measuring response rates via:

- Text
- Telephone
- Email

This tool is used by the U.S. Department of Defence and the Canadian Parliamentary Protection Services.



Freedom of Information & Protection of Privacy (FIPPA) Online Intake Module

Based on requests from police agencies across the country, Forrest Green has developed an online intake module for FIPPA requests to both municipalities and law enforcement. This module will streamline the request process by allowing for 24/7 electronic submissions directly to the appropriate agency. The system allows for quick communications with the requestor through built-in, pre-formatted emails to clarify details of their application, or to request the upload of supporting documents. The agency can then compile all eligible information to satisfy the request, and release either by in-person pickup, mail, or electronic upload as appropriate. Additional production fees that may apply can also be securely provided by the applicant through their online account. We anticipate release of this module by the summer of 2024.

Continuing to Grow

Since launching our online police record check solution in 2013, Forrest Green has rapidly grown into the market leader. Our platform is being used by more municipal, regional and First Nations police agencies across the

country each year, with more than a 50% market share. As a recurring sponsor of the MACP, Forrest Green would like to thank all municipal police services in the province for their continued support and relationships. Technology and capabilities in the industry continue to evolve, Forrest Green will continue to support law enforcement agencies in Canada and continue to create new innovations and solutions to solve your needs.



Thank you for your business.

Murray Rowe, Jr. is President of the Forrest Green Group of Companies



PoliceSolutions.ca

Exclusively for Police Services

X ELECTIONS CANADA SECURITY POSTURE

Looking to the future

By Amber Warnat, Elections Canada

The overall threat landscape has shifted drastically in a short period of time, and that impact is also felt on Canada's electoral process.

During the 44th General Election in September 2021, Elections Canada saw a significant increase in violent and disruptive behaviour at polling sites compared to previous elections. We confirmed 102 security incidents, 78 of which required a police response at a polling site. While most of the incidents were simply disruptive, a handful were violent. The number of incidents may seem minor given how many issues police deal with on a daily basis, but no notable security incidents were flagged at the previous election in October 2019.

Since 2021, Elections Canada has re-evaluated its overall security posture. We have completed a systematic review of field security activities to ensure proper mitigation

measures are in place to protect people, assets and information. The review resulted in several action items ahead of the 45th General Election. Changes that are being introduced include the formation of a Field Security Team, whose primary focus is to provide dedicated support to the workers across the country, providing supplementary training to workers, and the development of stronger security instruments. These changes complement the robust Enterprise Security Program already in place at Elections Canada.

Ahead of the next election, Elections Canada's priority is to improve relationships and ongoing communications with Canadian policing services. We are doing so in a number of ways. First, we are collaborating with police and the Office of the Commissioner of Canada Elections to develop print and digital materials that outline helpful clauses from the Canada Elections Act that police can reference to when





responding to disturbances at polling sites. During the last election, it was noted that there were issues when police responded to incidents due to their lack of awareness of prohibitions under the Canada Elections Act. This is to be expected; it is not a law that police have many opportunities to become familiar with. Our goal is to make it easier for police to understand what is and is not allowed under the Act at a polling site, so they are better able to enforce the law, and provide support to election workers on site.

Secondly, the agency is in the process of developing a Canadian Police Knowledge Network course. The purpose of the course is to prepare officers for the unique requirements of responding to incidents at polling sites and provide them with a better understanding of what is in the Act. It is our goal that the materials and course will allow for police to feel well-equipped to balance de-escalating a situation while using their traditional practices, while also being mindful of some of the intricacies of the Act.

The safety of workers and electors is always the utmost priority for Elections Canada. Police have a crucial role to play in helping us ensure security at the polls, and ultimately, to protect the federal election process. The use of de-escalation skills when incidents arise helps maintain the free and open electoral process that Canada is known for.

Elections Canada values its relationship with police and understand the integral part they play in maintaining order. We are striving to make of the work of police easier by developing targeted courses and materials that focus exclusively on policing during an electoral event. We also hope to continue to maintain communications on an ongoing basis, with an increase of engagement during an election. Together, we can help ensure that Canadians continue to trust the federal electoral process.



MANITOBA'S
TACTICAL EXPERTS



**FOR VETERANS
BY VETERANS
WITH VETERANS**

www.870tacticalsupplycompany.com

MACP HealthIM Mental Health SERVICE AWARD

MACP - HealthIM Mental Health Service Award celebrates individuals who have made a positive impact on the lives of those suffering from mental health challenges in their community.

Established in 2021, the award recognizes efforts to destigmatize mental health challenges, support for people living with mental illness, advocacy for issues related to mental health and overall, a dedication to elevating the profile of mental health issues.

The recipient of the 2023 award was Ms. Erika Hunzinger, a civilian Manager of Crisis Response, working hand in hand with the WPS in the Winnipeg area. Ms. Hunzinger is passionate about improving access to mental health crisis services and fostering collaboration across Winnipeg's emergency services.

Recognizing that law enforcement is often at the forefront of responding to citizens who are experiencing emergency mental health crises, Erika spent three years developing a tight-knit relationship with the police and healthcare providers to identify areas of opportunity. These efforts culminated in the launch of the Alternative Response to Citizens in Crisis, or ARCC, co-response program.

ARCC partners a Winnipeg Police Service member with a healthcare clinician to attend mental health calls



for service and provides a compassionate, person-centered response supporting individuals at imminent risk of harming themselves or others.

During the initial pilot period, ARCC was involved in 882 calls for service, involving 530 individuals. ARCC's presence on scene resulted in a 29% reduction in presentation to the emergency department. The program is now set to expand, with more \$400,000 in funding from the province.

Erika's devotion and unrelenting efforts have significantly helped reduce the stigma experienced by people with mental illness, as well as improve access to the right resources at a critical time.

The award selection committee would also like to acknowledge two strong runners up for this year's award:

- Sgt. Brock CARSON, from "D" Division RCMP
- Cst. Jerra GREEN from Brandon Police Service

Thank you for the distinguished service from all members, as well as the nominators for their time during the application process.

Nominations for the 2024 MACP HealthIM Mental Health Service Award open this summer with a deadline of September 1, 2024.

CALL FOR NOMINATIONS

Mental Health Service Award



The Manitoba Association of Chiefs of Police / HealthIM Mental Health Service Award honours an individual law enforcement member serving in the province of Manitoba who has made a difference in their community for those suffering from mental health challenges.

Nomination Criteria

1. Reducing stigma experienced by people with mental illness.
2. Providing support or care to people with mental illnesses, their families and / or caregivers
3. Advocacy for issues related to mental health (including individual needs, family needs, service delivery and systemic issues.)
4. Dedication to elevating the profile of mental health awareness.
5. Advancing local knowledge in the area of mental illness / health
6. Through their tireless commitment and work has shown excellence in their service and support around mental health and addictions.
7. Member is a Constable or NCO.

For nominations email:
gschumacherMACP@winnipeg.ca

Deadline: End of Day - September 1st



HealthIM™
Established 2014



Manitoba Minister Of Justice
and Attorney General

EXCELLENCE IN LAW ENFORCEMENT MEDAL

Call for nominations coming soon.



MACP CONFERENCE AND MB JUSTICE **EXCELLENCE IN LAW ENFORCEMENT AWARDS**

The awards were presented to Manitoba Law Enforcement officers who made an “Exceptional and Important contribution for the betterment of their Community, their Police Service or to Manitoba Law Enforcement.”







Build connections with members of other police agencies



Class of 2024

Join the next session of the

Senior Police Leadership and Management Program!

Through this unique program you will become a more effective strategic leader, specifically within your policing agency. Learn the fundamentals of leadership, management, and strategy within your area of law enforcement as you build connections with members of other police agencies.

This program was created in collaboration with the MACP, RCMP, WPS, other municipal police agencies, and the University of Manitoba's James W. Burns Executive Education Centre.

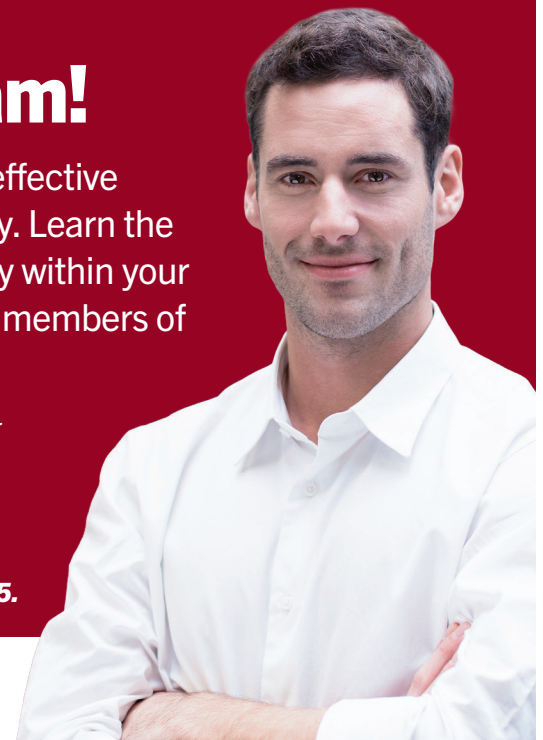
The 2024 program sold out! Join the next session coming January 2025.



Executive Education
ASPER SCHOOL OF BUSINESS



University
of Manitoba



Contact your MACP representative to learn more!

INTERPOL

Caribbean Region – Liaison Office



In 2013, on the heels of INTERPOL and regional law enforcement analytics showing increasing levels of crime, as well as challenges which are characteristic to the Caribbean Region such as language barriers, low GDP, and isolated island nations with porous borders, the concept to expand INTERPOL's footprint into the Caribbean Region was initially envisioned. After extensive coordination with the Caribbean Community Implementation Agency for Crime and Security (CARICOM-IMPACS), INTERPOL's Caribbean Region Liaison Office officially became operational on November 1, 2023, co-located at CARICOM-IMPACS facilities in St. Michael, Barbados, a decade in the making.

On secondment to INTERPOL, the Liaison Office is currently staffed by Inspector Grant Stephen from the Royal Canadian Mounted Police, Deputy Superintendent Theo Hayles from the Jamaica Constabulary Force, and Corporal Douglas Roberts from the Royal Grenada Police Force, each having responsibilities and project scope to include:

- Develop active cooperation with regional and international law enforcement (CARICOM-IMPACS, the Association of Caribbean Commissioners of Police, UNODC, the Caribbean Customs Law Enforcement Commission, etc);
- Coordinate regional joint operations and support follow up investigations by the member countries in the region;
- Provide capacity building and training to National Central Bureau (NCB) staff and law enforcement agencies in the region (INTERPOL systems, processes, and capabilities);
- Produce analytical reports to support law enforcement agencies of INTERPOL member countries.

INTERPOL's global structure currently has 196-member countries, with each having an established National Central Bureau (NCB), typically run by the national police

(for example, Ottawa NCB located within RCMP National HQ, however staffed by law enforcement from across the country). NCBs are the central connection point between police of jurisdiction or government agencies in their respective country and other INTERPOL member countries. NCBs will typically report up to Regional Bureaus (RB) or Liaison Offices (LO) who coordinate INTERPOL activities within a region. The RB's then report up to INTERPOL HQ in Lyon, France.

INTERPOL also facilitates cooperation among national law enforcement institutions through criminal databases and communications networks. INTERPOL manages 19 different databases with information on crimes and criminals and it connects all INTERPOL member countries via a secure communication system called I-24/7. INTERPOL offers investigative support such as forensics, criminal intelligence analysis, and assistance in locating fugitives around the world.

INTERPOL Notices are international requests for cooperation or alerts allowing police in member countries to share critical crime-related information. Notices are issued by the General Secretariat at the request of a member country's INTERPOL NCB and are made available for all member countries to consult in our Notices database. Notices can also be issued at the request of International Criminal Tribunals and the International Criminal Court to seek persons wanted for committing crimes within their jurisdiction, notably genocide, war crimes, and crimes against humanity. They can also be issued at the request of the United Nations in relation to the implementation of sanctions imposed by the Security Council. Most Notices are for police use only and are not available to the public. However, an extract of the Notice can be published on this site if the requesting country wishes to alert the public or seek their help. All United Nations Special Notices are public.

Contrary to popular belief, INTERPOL is itself not a law enforcement agency but rather a multilateral organization that assists law enforcement around the world. INTERPOL provides investigative support, expertise and training to law enforcement worldwide. Its mandate is to facilitate cross-border law enforcement cooperation and, as appropriate, support governmental and intergovernmental organizations, authorities and services whose mission is to prevent or combat crime – within the limits of the laws existing in the different countries and in the spirit of the *Universal Declaration of Human Rights (UDHR)*. Its broad mandate covers virtually every kind of crime, including counter-terrorism, cybercrime, organized and emerging crime, financial crime, anti corruption, crimes against humanity, child pornography, drug trafficking and production, environmental crime, and intellectual property infringement.



INTERPOL project scope and capabilities will typically follow a templated series of outputs, often starting with a needs assessment of the participant countries. The goal is to identify capacity related to investigating and prosecuting targeted offences. Capacity building needs often range to include training courses to include basic fundamentals to building court qualified expertise, targeting law enforcement and prosecutors. Technical expertise is shared by INTERPOL to ensure hardware and software are fully operational, and INTERPOL databases, tools, and systems are appropriately utilized to their fullest potential. Organizational staff, structure, and equipment are also assessed. Conducting a fulsome needs assessment at the onset contributes to the sustainability of operations well after project conclusion. As trans-national crimes require an international response, INTERPOL will coordinate and or provide analytical support and intelligence, and provide investigative support and coordination throughout the life of the project.

Despite only being operational for a few short months, the Caribbean LO has realized tremendous early success. Networks have been established with key partners to include the United Nations Office of Drugs and Crime, international delegations established in the region, Regional Bureaus for the Americas, NCB's spanning the Caribbean, North and South America, and Europe, along with regional and local law enforcement.

Project Turquesa V, targeting illegal movement of migrants, human smuggling, and human trafficking came to a successful conclusion in December 2023 resulting in thousands of illegal migrants intercepted, hundreds of human trafficking victims made safe, and hundreds of organized crime related arrests across the Caribbean Region, Central and South America (final stats yet to be published).

Project planning and anticipated launch within the 2024/25 fiscal year for the Caribbean Region include an operation which will aim to enhance Haiti's capacity to detect, identify, trace, and investigate illicit firearms trafficking and firearms related crime; another which will target firearms trafficking and other firearms related offences throughout the Caribbean Region; an operation targeting migrant smuggling, human trafficking, cyber enabling of these offences, and proceeds of crime derived from these offences; and a maritime security project, which will target organized crime's exploitation of the maritime domain to include all substantive offences.

Other planned activities for the fiscal year will include NCB site visits or performance counseling / quality standards visits, having the objective of strengthening the operability of the respective NCB (via tech upgrades, training on INTERPOL capabilities, etc.); and ongoing government, international partner, and INTERPOL meetings and collaboration for the purpose of maintaining continued collaboration and coordination of regional joint operations and investigations.

For more information related to INTERPOL and it's regional and global activities, please visit www.interpol.int





IT'S TIME TO GET SERIOUS ABOUT COMMUNICATION

By Judy Pal

In these times of profound change and divisiveness, it's time to get serious about developing solid relationships with our multi-faceted neighborhoods. Police can't be effective servants of communities without understanding them. It's more than a demographic or statistical analysis of facts and figures. It moves beyond categorical breakdowns into the learned and lived experiences of the people we serve. How can we understand our communities, without building solid bridges of communication?

Many departments, on paper, boast community relations units, host 'coffee with a cop', and post photos of officers doing the good work that is typical of every good cop, and consider that 'community relations'. A deeper look reveals an unanswered question – what are the true outcomes of those efforts? Is your department simply checking a best-standards box (community relations unit), 'preaching to the choir' (coffee with a cop), or filling a Facebook page? It's time for our profession to move from box-checking to strategic thinking.

Education

It starts with education. Understanding the long and complicated history minority communities have had with law enforcement is often a critical missing component in today's training curriculums. From the history of how law enforcement evolved to the role law enforcement played in the personal histories of your community members, *these lived experiences of previous generations factor into the learned experiences of today's generation.*

Understanding leads to knowledge, and knowledge allows agencies to adopt policies and practices that provide better service and deeper connections. Better service leads to stronger relationships. Those relationships have a clear empirical link to a reduction in crime and improvement in overall community safety. After all, police can only be as good as the community they serve wants them to be. Police depend on their community for success – for helping prevent crime, for providing information about crime, and for solving crime.



Honest Reflection

It's also time for inner reflection. Leaders must look candidly at their own inner circle of trust. While many agencies boast their command staff is reflective of their community (and unfortunately many do not), we must be honest with ourselves and look at our inner circle of trust. If that inner circle, that small group of people that sit in your office at 8 pm, all look and think like you do, you are on the edge of 'groupthink' rather than embracing diverse opinions. Former NYPD Police Commissioner Bill Bratton always said he enjoyed filling his board room with people who disagreed. It gave him the opportunity to hear passionate debate about an issue from every angle. And he wasn't talking about a 'both sides' discussion. He called it a Rubik's cube!

Outputs v Outcomes

Lastly, many agencies focus on outputs rather than outcomes. Many agencies place too much focus on numbers: arrests, stops, response times, etc. A very smart chief by the name of Ed Flynn, formerly of the Milwaukee Police Department, coined the phrase, "sometimes success is measured by what doesn't happen." He was talking about outcomes, not outputs. In other words, the tangible efforts that lead to demonstrable crime reduction, not just statistics that justify existence.

Police must refocus on the true outcomes of our actions. Are the tactics we are implementing part of a greater strategy to help us reach our goal of a safe community for every person? What are the peripheral unintended consequences of what we are doing?

Community of Advocates

We should be working to create a community of advocates. How? Communication, research, strategic planning, collaboration, and setting a true north for your agency that puts community priorities first. We create advocates when

we communicate. We bring awareness to an issue and work with our community to raise their appreciation of its gravity. Once they understand the issue and acknowledge the problem, if asked, they will act and support the action of law enforcement. Presto – advocacy. It's easy to summarize, but understand, the steps take time and energy.

Politicians must understand law enforcement is trying to keep fingers in a leaking dam while building another one, with fewer and fewer resources. Building those trusting relationships is a four-pronged communication effort. Without the support of your own people, elected officials, your entire community, and the media, you are standing on wobbly ground.

If, upon true reflection, you are not happy with your department's reputation, begin work now to build meaningful relationships. Start by producing actionable intelligence about your community – who are the informal and formal leaders of all demographics. Meet, ask hard questions, and most important, employ the most important rule for good communication: listen! Listen for context, listen for insights and experiences, listen for perspective, and without prejudice, listen beyond the past and for a deeper connection. Listen for change.



Judy Pal is a former Asst. Commissioner with the NYPD and served as Chief of Staff in both Baltimore and Milwaukee, and communications lead in Atlanta, Savannah and Halifax, Nova Scotia.

FIRST HOME SAVINGS ACCOUNTS

AND THE ROLE OF YOUR SPOUSE OR COMMON-LAW PARTNER

By Wilmot George, CFP, TEP, CLU, CHS

As the availability of the new Tax-Free First Home Savings Account (FHSA) increases, Canadians can dive deeper into its features to understand how to use it to their benefit. Benefits of the account double when each member of a couple is eligible to open an account. However, where an individual has a spouse or common-law partner (CLP),¹ the couple should understand specific FHSA rules aimed at spousal relationships to ensure eligibility and maximum benefits from the account. Included in the rules are answers to the following questions:

- How is my status as a “first-time home buyer” impacted by having a spouse or CLP?
- Can my spouse contribute to my FHSA and claim the related tax deduction?
- Can I transfer funds from my spousal RRSP to my FHSA?
- What are the options for naming my spouse or CLP beneficiary of my FHSA?

Let’s discuss each of these questions.

1. How is my status as a first-time home buyer impacted by having a spouse or CLP?

To open an FHSA, an individual must be a first-time home buyer, defined as an individual who did not, at any time in the current calendar year before the account is opened or at any time in the preceding four calendar years, live in a home as their principal place of residence that either:

- i. the individual owned solely or jointly; or,
- ii. the individual’s spouse or common-law partner owned solely or jointly.

In other words, if an individual lived in a home that they or a spouse or common-law partner owned in the year the FHSA is to be opened, or in the preceding four-year period, the individual would not be eligible to open an FHSA. Consider the following example.



Carlos is a Canadian resident who is 34 years old. Carlos would like to open an FHSA in June 2023. He currently lives with his common-law partner in a home that his common-law partner owns. Carlos is not considered to be a first-time home buyer because his common-law partner owns his current principal residence. As a result, Carlos is not a qualifying individual and will not be permitted to open an FHSA.²

It is important to note that first-time home buyer status applies not only at the time an FHSA is opened. It also applies when an FHSA holder attempts to make a tax-free withdrawal to purchase a first home. However, the definition of a first-time home buyer for withdrawal purposes differs slightly from the one that applies at account opening. Specifically, there is no reference to a spouse or CLP in the definition of a first-time home buyer for purposes of a tax-free withdrawal. The result? Once an FHSA is opened, an FHSA holder can make a qualifying, tax-free withdrawal to purchase a first home even if they currently reside in a home their spouse or CLP owns.

Having met the eligibility criteria, Joanne, a long-time renter, opened an FHSA in 2023. In 2025, she moves into a home owned by her boyfriend, Jack, and began a common-law relationship. In 2030, the couple finds a new home they decide to purchase together. Joanne could make a tax-free, qualifying withdrawal from her FHSA to purchase the new home even though she lives in a house owned by Jack in the current and preceding four-year period.

2. Can my spouse contribute to my FHSA and claim the related tax deduction?

Only the holder of an FHSA can contribute to their own account³ – a spouse or CLP cannot. Similarly, only the holder of an FHSA can claim the related tax deductions for contributions to the account. That said, the rules do not prevent a spouse from gifting assets to a partner for the partner to contribute to his/her own FHSA. Where such a strategy is employed, the normal attribution rules that apply to gifts between spouses (i.e., taxation of resulting income to the gifting spouse) would not apply to FHSA income.⁴

Earlier this year, Kelly contributed the maximum amount allowed to her FHSA. Her husband, Kevin, still has \$6,000 of contribution room available. To take advantage of Kevin's room, Kelly gifts \$6,000 to Kevin, which he promptly contributes to his FHSA. Kevin would claim the related tax deduction, and a withdrawal of FHSA income in the future would not be subject to attribution.

3. Can I transfer funds from my spousal RRSP to my FHSA?

FSHA rules allow transfers from an RRSP to an FHSA, provided the FHSA holder has not exceeded FHSA contribution limits. How do these rules apply to spousal RRSPs? To recap, where the annuitant of a spousal RRSP makes a withdrawal from the spousal plan, an amount equal to contributions made by a spouse or CLP to any of the annuitant's spousal RRSPs in the year of withdrawal or prior two-year period is taxed to the contributing spouse and not the annuitant. This is known as the spousal RRSP attribution period. Keeping this in mind, if the annuitant-spouse wants to transfer funds from their spousal RRSP to their FHSA, but contributions from a contributing spouse were made within the spousal attribution period, would the transfer be allowed? And if so, how would withdrawals from the FHSA be treated if the spousal attribution period had not yet expired?

Annuitants of spousal RRSPs are permitted to transfer property from their spousal RRSP to an FHSA of which they are the holder provided the annuitant's spouse, or CLP, did not contribute to the spousal RRSP in the year of transfer or the previous two calendar years (i.e., the attribution period). If no contributions were made to the spousal RRSP in the attribution period, the normal RRSP to FHSA transfer rules apply.

Saul contributed \$5,000 to Carla's spousal RRSP in April 2023. In June 2024, Carla decides to open an FHSA. She wants to maximize her FHSA on that same day. Carla's FHSA contribution room for 2024 was \$8,000 because this was the first year she opened an FHSA. Carla would like to contribute \$3,000 and directly transfer \$5,000 from her

¹ A common-law partner (CLP) is defined as a person with whom the individual has been living in a conjugal relationship for 12 or more months (or are parents to a common child) without a breakdown of the relationship for 90 days or more.

² Source: Canada Revenue Agency (CRA)

³ Federal Income Tax Act (ITA), section 146.6(2)(c)

⁴ Federal ITA, section 74.5(12)(d)

spousal RRSP to her FHSA. Carla could contribute \$3,000 to her FHSA, but to avoid unintended tax consequences, she must wait until at least January 1, 2026, to make a transfer from her spousal RRSP.⁵

4. What are the options for naming my spouse or CLP beneficiary of my FHSA?

Like TFSAs, FHSA holders can name their spouse or CLP “successor holder” on the FHSA contract⁶ or by way of a will, in which case the FHSA would maintain its tax-exempt status. If named successor holder, the surviving spouse would become the new holder of the FHSA upon the original holder’s death, provided the surviving spouse meets the eligibility criteria to open an FHSA (i.e., is at least age 18, a Canadian resident and a first-time home buyer). Inheriting an FHSA in this way would not impact the surviving spouse’s FHSA contribution limits.

When Tony opened his FHSA on May 1, 2023, he designated his spouse, Monica, as the successor holder. Tony died on October 13, 2023. Because Monica met the eligibility criteria to open an FHSA when Tony died, she could keep Tony’s FHSA and become the new account holder. Alternatively, Monica could have transferred the FHSA proceeds to her RRSP or RRIF or received the proceeds as a taxable payment.

If the surviving spouse is not eligible to open an FHSA at the time of their spouse’s death, amounts in the FHSA could instead be transferred to an RRSP, RRIF or pre-existing FHSA⁷ of the surviving spouse. The surviving spouse could also withdraw amounts from the FHSA on a taxable basis. Direct transfers to RRSPs, RRIFs and FHSAs occur on a tax-deferred basis. To avoid additional implications, the withdrawal or transfer should occur before the end of the year following the year of the FHSA holder’s death.

Brad is the holder of an FHSA who died in August 2023. Before his death, Brad designated his spouse, Kyle, as the successor holder of his FHSA. Brad did not have an excess FHSA amount on the date of his death. Kyle has been a non-resident of Canada since January 2023. Therefore, he is not considered a qualifying individual and cannot

become the holder of the FHSA. Kyle must transfer or withdraw all the property of the FHSA by the end of the day on December 31, 2024.

Alternatively, the FHSA holder can name any person (including a spouse or CLP) or organization (e.g., registered charity) “beneficiary” of the FHSA on the account contract or by way of will. If the beneficiary is the holder’s spouse or CLP, the spouse or CLP can transfer the proceeds to his or her own FHSA, RRSP or RRIF without tax implications before the end of the year following the year of the holder’s death. Alternatively, the spouse/CLP can request a withdrawal, which would be taxable to him/her.

Rhonda, age 35, was named beneficiary of her spouse, Fred’s, FHSA. Fred passes away in May of 2025. As Fred didn’t name a successor holder on the account, the proceeds could be paid (or, paid or transferred in the case of a spouse or CLP) to a designated beneficiary, and the account closed. As the beneficiary, to avoid immediate tax implications, Rhonda requests a direct transfer of Fred’s FHSA proceeds to her FHSA, which was completed before December 31, 2026, on a tax-deferred basis. Rhonda did not require FHSA contribution room to complete the transfer.

If the beneficiary of the FHSA is not the deceased holder’s spouse or CLP, the funds would be paid to the beneficiary (or the deceased’s estate where no beneficiary is named) following the death of the FHSA holder. Amounts paid to the beneficiary (or deceased’s estate) would be included in the beneficiary’s income (or estate) for tax purposes.

Having a spouse or CLP is not a prerequisite for having an FHSA. For those who do, however, understanding the spousal rules can go a long way toward maximizing the benefits of the account.

Wilmot George is Vice President and Head of Tax, Retirement and Estate Planning at CI Global Asset Management

Questions? Call Michael Luik B. Comm (Hons) CFP at Richardson & Luik Financial Services Ltd. 204-957-0159.

⁵ Source: Canada Revenue Agency (CRA)

⁶ Except for insurance contracts, contract level designations for registered accounts are not normally permitted in Quebec. Quebec residents would normally make their designations in their wills.

⁷ At the time of publishing, the ability of a surviving spouse (who was named successor holder but not eligible to open an FHSA) to transfer the deceased’s FHSA to his/her own FHSA was a proposal that had not yet passed; the ability to transfer to an RRSP or RRIF had already passed.



Richardson & Luik Financial Services Ltd.

Making good decisions is the key to achieving lifetime financial security and we'll help you along the way. We'll work together by:

- assessing your current financial situation,
- setting achievable goals,
- developing a realistic approach to meet those goals,
- helping you work toward your goals and
- helping you revise that approach as your needs change.

Phone:

(204) 957-0159

Email:

richardson.and.luik.financial.services.ltd@sunlife.com

Address:

503-1020 Lorimer Boulevard,
Winnipeg, MB R3P 1C7



Cloud Engineered • Mobile First

www.NicheRMS.com

We are honoured to be a sponsor of the Manitoba Association of Chiefs of Police and support their commitment to leading the development of policing in Manitoba.

Save the Date and Join us in Winnipeg!

**CACP/MACP National Police
Leadership Conference**

**Conférence sur le leadership policier
de l'ACCP/AMCP**

APRIL 28 - 30 AVRIL 2025



WHO SHOULD ATTEND

Police Executive
Members
(Inclusive of Chiefs,
Deputies, Senior
Officers & Civilians)

Investigation
Team Leaders

Police Human
Resources,
Training,
Recruiting &
Wellness

Informal Leaders
who have influence
in police
organizations on
how people think,
and behave

CONNECTING THE DOTS

A community focused approach to public safety

It is Friday June 30th, 2023; another beautiful summer night in the Pembina Valley which is about a two-hour drive southwest of Winnipeg. A sign along Manitoba's Provincial Trunk Highway 23 points south to the Swan Lake First Nations Pow Wow grounds. This is a special evening for the First Nation. A grand entrance of participants from First Nation communities across Canada and the United States will mark the official beginning of the 25th annual Swan Lake Pow Wow. This is one of many Pow Wows each summer in Manitoba to celebrate Indigenous culture.

For the members of the Manitoba First Nations Police Service, the Swan Lake Pow Wow is not just an event they patrol to ensure safety, it is an opportunity to take part in the grand entry as valued members of the community. It says a lot about the special link between First Nations police and the culture which is celebrated at these events. Swan Lake First Nations is one of eight First Nation

communities which are policed by the Manitoba First Nations Police Service.

What makes the MFNPS unique is a community focused approach to public safety which is trauma informed. As outlined in the 2023 to 2027 MFNPS Strategic Plan, Trauma-informed policing is a concept which originated in the health sector. It is grounded in a deep appreciation and empathy for community, cultural, historical, and gender issues. Key aspects of trauma-informed policing are:

- People feel physically and psychologically safe
- Empowerment of the community members' voices, and choices
- Collaboration exists between police and community
- Police trustworthiness and transparency
- Peer support and mutual self-help within the community, and within the Service



This approach has been put into action by the MFNPS in both formal and informal practices. MFNPS detachment members work directly with their respective Chiefs, Band Councils, and support agencies to provide initiatives which include focused law enforcement, support for youth, and victim support. MFNPS members regularly give back to their communities by getting personally involved in local events and activities.

The cultural connection to First Nation communities is not just a priority for the MFNPS, but a source of inspiration. The MFNPS holds the seven sacred teachings as core values which guide the service's 56 sworn and 20 civilian members in their day-to-day work. Those teachings are Humility, Respect, Love, Honesty, Wisdom, Courage, and Truth.



“We are a police service that was created by First Nations for First Nations” says Manitoba First Nations Police Service Chief Doug Palson. “Each First Nation we serve and protect is unique in culture, which is why we put so much emphasis on officer participation in their assigned communities.”

Chief Palson leads a police service that serves Dakota, Ojibway, and Cree communities from Opaskwayak Cree Nation in the north to seven other First Nations in southern Manitoba. The Manitoba First Nations Police Service (MFNPS) is the oldest First Nation Police Service dating back to 1974 when it was known as the Dakota Ojibway Police Service.



Today the MFNPS has civilian governance from the Dakota Ojibway Tribal Council Police Commission which represents the eight First Nations communities. Commission Chair Sherri Thomas of the Roseau River Anishinabe First Nation understands the unique quality of policing provided by the MFNPS: “The philosophy that being integrated into the community as much as possible, being a part of the community as opposed to just policing the community, is extremely important. It is important at the community level, it is important at the service level, and it’s important at the governance level that there’s a connection to the community.”

Operating under a tri-partied funding agreement between the federal, provincial, and Dakota Ojibway Tribal Council Police Commission, the MFNPS faces many of the funding challenges facing other First Nation police services. The MFNPS is held to the same standards and expectations



of any police organization in Manitoba. The differences between the MFNPS and the other law enforcement agencies is that the service's staffing model has stayed relatively static over the past 50 years, despite the increase in demand for policing.

Chief Palson wants to build a police service which has the proper capacity to provide effective public safety solutions through sustainable and stable funding. "First Nations have the right to self determination. This includes having the resources to address the social issues that face our communities. We believe that a First Nation police service needs adequate internal capacity. We need stable funding to ensure long term success."



Sherri Thomas and her fellow Police Commissioners believe in the value that First Nation policing provides. "There's always challenges, but a First Nations police service is going to be able to not only integrate and connect to the community, to the people, to the resources that are there, but they're going to be more successful in providing that level of peace and protection and safety that our communities and First Nation people not only want but deserve."

As the MFNPS looks ahead to 2024 and beyond, the community focused approach will continue. There are several First Nation communities who have made it clear that they wish to have the MFNPS as their provider of public safety. This will translate into growth and opportunities for the MFNPS as new communities on board.



Commission Chair Sherri Thomas sees the importance of First Nation policing by First Nations. "You do not get the level of engagement from any understanding from any other police service. So, any community that can have a First Nations police service in their community is going to be better off regardless."

The members of the Manitoba First Nations Police Service are determined to make a significant impact on public safety in Manitoba.

Chris Adams is a consultant who specializes in supporting communication and technology initiatives in the public safety sector. Adams is currently providing specialized services to the Manitoba First Nations Police Service. He can be contacted by email at chrispa@shaw.ca or chris.adams@mfnpc.ca



Learn how Triton can make your **recruiting & online process** more efficient.

TRITON'S AUTOMATION AND CUSTOMER SERVICE CREATES A USER-FRIENDLY ENVIRONMENT CUSTOMIZED TO YOUR NEEDS

» ONLINE AUTOMATION FOR RECORD CHECKS

Triton works with police services across Canada to create a **custom criminal record check platform** for each agency's needs.

» RECRUITMENT SCREENING

TRITON is a **national pre-employment screening agency** providing secure and easy-to-use **online background checks**. With over a decade of experience in the industry, we've made it our goal to help agencies of all sizes streamline their hiring process to make data-driven choices that foster long lasting relationships with their most important assets – their members.

CRIMINAL BACKGROUND CHECK - 15 minutes

Custom platform built directly from your website.

EMPLOYMENT & EDUCATION - 48 hours

Our experienced agents verify candidate information.

REFERENCE CHECK VERIFICATION - 48 hours

Fully customized per your request.

CREDIT CHECK VERIFICATION - 120 minutes

Using Trans-Union to find any red flags concerning credit.

DRIVING RECORD ABSTRACT - varies by province

Data from the Ministry of Transportation

SOCIAL MEDIA BACKGROUND CHECK - 48 hours

Full scan of candidates online presence

HOW CAN TRITON HELP?

Live, Canadian Based, Customer Service - We manage all applicant calls 

We continuously innovate to modernize and automate processes

Our **Guided Entry** makes completing an application as easy as ordering a pizza online

Triton's adherence to security and regulatory compliance are at the **highest global standards**

We work with you team to develop process to meet your **service's specific needs**

CONTACT US

ROB STEWART

(416) 606-6016
rob.stewart@tritonverify.com
tritoncanada.ca

WANT TO GET STARTED?



Let's talk about how we can create a custom solution for you.



NEVER SAY NEVER

By John O'Donovan (O.D.)

Retirement is all about change. And let's face it, most people shy away from change, it leads us into the unknown. So let me tell you about my journey(s). You will see that change; even extreme change can be good.

In 1989 I packed up everything that I owned and moved away from everything I knew, fleeing one of the worst economic depressions that Europe had seen in modern times. Parts of Ireland had 70% unemployment. The economy was crushed and once again, Ireland's biggest export was people. Many went to England. Some went to the U.S., where the authorities weren't too interested in immigration status. My wife and I picked Canada. Why? Because, like us, most people there spoke English and when you looked on a map, Canada didn't seem as far away from home as New Zealand or Australia. (A silly reason really, because it would be years before we could return to Ireland on holidays)

My wife and I, and our three children aged seven and under, were granted Landed Immigrant Status and set up in Burlington, Ontario, not far from Toronto. Organizing the logistics of the move had been exhausting. But we finally made it. I found work right away and things were good. For that first year, we were really tourists. We were in awe every time that we went somewhere. Even the shopping malls

were amazing. Life in this fast-paced city was daunting and to be honest, it was somewhat overwhelming, for a couple of young immigrants who were 'fresh off the boat'.

As we settled into our rented townhouse in Burlington, we promised each other that we would not move again. Oh, those empty promises! We wanted our own place and knowing that was never going to happen in the Greater Toronto Area, we considered moving outside the area. That's when a friend suggested Winnipeg. I never heard of it. It was 1990, there was no internet, so off I went to the library. Let me tell you, you learn nothing from a *World Book Encyclopedia*. As for the *Winnipeg Free Press*, well the news didn't look as bad as the local Toronto news. And I forgot to check the climate. How bad could it be? On August 1st, 1990, after promising ourselves we would never move again, we arrived in Winnipeg. This time, we were determined to settle and not move again. After all, the kids needed roots and stability. We couldn't keep traipsing around the world for fun (direct quote from herself).



Why was everyone warning us about winter? How cold can it really get? I will never forget the first time I experienced -30C°. I could not swallow the air. I thought I was going to suffocate. What the hell are we doing here? “Well, we’re stuck here, thanks a lot!” my wife said, because after two huge moves, we were out of money and here we were.

Needing stability in our lives, it was time to grow up and find a proper job. In April 1994, at the age of 33, this immigrant with an average education, was privileged to join the Winnipeg Police Service. I won’t bore you with the next 25 years, but I will say that it was an honor to serve the citizens of Manitoba, in the finest city in the world.

In 1990, my wife and I promised each other that we would never move again. But after my career with WPS, there was more than enough time for one more adventure. We built a new house and moved to the west coast, during the pandemic. Why? Because we learned nothing after the first two moves.

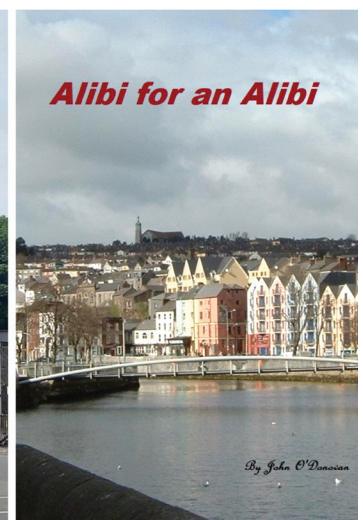
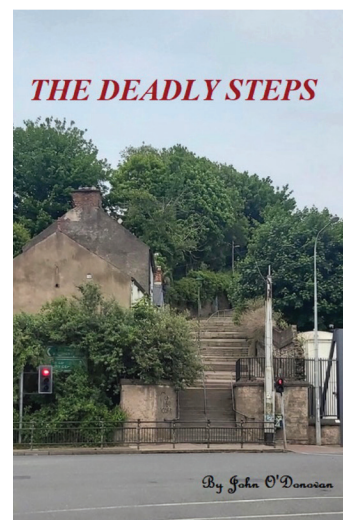
We now live in a quiet village, nestled between the mountains, on the shores of a crystal-clear lake, in the Cowichan Valley, on Vancouver Island.

We spend our days walking, hiking and exploring. In between all of that, Mary and I also volunteer at the Cowichan Therapeutic Riding Association, once or twice a week. What an amazing experience that is. Mary has experience working with children, as she was an education assistant at John Taylor Collegiate, and a lifetime ago, I worked with racehorses, in Ireland. So, we are the perfect team. Mary is excellent with the kids, and I love working with these saintly patient gentle giants. Check out this safe link on You Tube and get a taste of what we do.

[Ember Had A Dream - YouTube](https://www.youtube.com/watch?v=n6zMH1EBn_Y)
https://www.youtube.com/watch?v=n6zMH1EBn_Y

I’ve also taken up a new hobby. I’ve taken to writing and publishing novels. What better way to pass the wet gloomy days of winter. With the digital age that we live in, this is extremely easy. I work with a distribution company in Oklahoma. I write the story and give it to them in a Word Document. They format it and distribute it as an e-book, all over the world, via Amazon, Kindle, Kobo, Apple Books and several other outlets. They take 30% off the cover price. We’re not getting rich, (that is not the point), as I sell the e-books for \$4.99, but I’ve sold them everywhere. I’ve had sales in the U.K, Ireland, U.S.A., Australia and New Zealand. Amazon and Barnes & Noble also offer a Print on Demand version and Apple Books offer an Audio Book.

So, what do I write about? All the experts say that you should write about what you know. And what do I know? Yup, you guessed it. They are all crime novels. They are all set in Ireland, mostly in Cork City, on the south coast. There are no comparisons to anyone or anything in Winnipeg, (or is there?). This exercise has been somewhat cathartic, as it has helped me to dump some of the negative energy that I collected on the way and because they are novels, I get to control the ending. I plan on five novels, in this series.



- ***The Deadly Steps*** (published January 2023).
- ***Alibi for an Alibi*** (published September 2023).
- ***The Strongest Web*** (to be published in the first half of 2024).
- ***Time to be Scared*** (still writing but plan to publish late 2024).
- ***Old Cops Never Die*** – They Just Fade Away (outline started, to be published in 2025).

I have never tried to write about a true crime. Maybe its because we lived it for so long. Maybe it's because it wouldn't be what people want to hear. But the next 297 words are my first attempt at True Crime. It's about a marauding gang in a small village in BC.

In early August, we hadn't seen any rain since May. The municipality had introduced water restrictions. The residents could only hand water their flower and shrub gardens for an hour a day. We had a considerable investment in our new garden. It was a concern.

I thought twenty-five years with the Winnipeg Police Service had prepared me for anything. I was so wrong!

Late on that hot Thursday night, Mary, my wife, called me over to the window. There was a gang at the top of the street. We watched them move around, stepping in and out of the shadows, deciding if they should venture down our street.

We heard about this gang from other residents. They usually only came around at night and caused destruction wherever they went. "They better not come down here!" Mary said, with defiance in her voice.

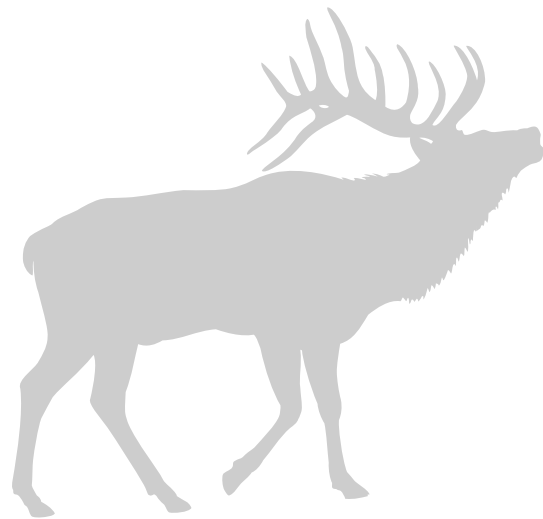
"What the hell are we going to do about it?" I thought quietly to myself, while studying the young, strong physiques of these gang members.

And with that, the biggest one of the gang marched down our street, followed by his minions. They crashed through the other gardens, uprooting shrubs and damaging tree limbs. For the most part it was nothing but mindless vandalism.

They arrived at our house. The leader walked through the shrubbery. Two of the younger looking ones walked up the driveway. They headed straight to the two rose bushes, but the leader wanted something else. He eyed up the Azalea. He broke off a couple of branches and tossed them aside as he looked up at us, taunting us to do something about it. He looked back at the damaged plant.

"Not the Azalea!" I yelled, as Mary unlocked the patio door and we ran onto the balcony overlooking the front garden, shouting at these invaders. The two smaller ELK were startled, as they expertly stole the flower petals from the rose bushes. But not the big bull! He looked up at us, shrugged and calmly walked next door to sample their 'salad bar' of plants.

Retirement is good. Even if you get six huge elk camping out in your garden. Will we move again? Never say Never, this is one hell of an adventure!





Our police officers remain committed to provide assistance to you and your Services as well as the general public in all the communities within which we operate.




Get Connected

Get iPatrol for mobile access to NicheRMS. Search, Update, eTicket, Drivers License Scan and Integrated Electronic Pocket Notebook and more.

Book a demo!

674.447.1145 mobinnoco.com



-  1-866-790-ISNI (4764)
-  INFO@ISNINC.CA
-  WWW.ISNINC.CA



▶▶▶▶

POLICING SUPPORT

SERVICES PROVIDED

- Investigations – Workplace, Police Services Act and Surveillance
- Background Screening
- Training & Education
- Workplace Conflict Resolution, Mediation & Restoration
- Policy Review & Development

Civil Forfeiture's Impact on

ORGANIZED CRIME

By Jeffry Simser and Melinda Murray

Civil asset forfeiture can effectively attack the assets of organized crime. A recent case, out of British Columbia, affirms the importance of this tool: the Supreme Court of Canada denied leave after three outlaw motorcycle clubhouses belonging to the Hells Angels were forfeited. The bikers brought numerous legal challenges to nearly every aspect of the case between 2007, when the case started with the Nanaimo clubhouse and 2023, when the case finally ended.

Outlaw motorcycle gangs run on the “power of the patch” and control narcotics market in their territory. Clubhouses are central to their business model, in this instance two-story fortified buildings on fenced and gated property. The fences ensure privacy: people on the street, including police, cannot see what is going on in the compound. The front doors are made of metal and open outwards; they are designed to prevent forced entry. Where there are windows, they are made of bulletproof glass. Cameras and a security system monitor the property. Inside the club, a member-only section for secret meetings is set off from the main entertainment area.

The civil forfeiture case adduced evidence that these clubhouses served three operational objectives: they were safe houses that allowed members to plan crimes; they were intelligence hubs, where the learnings from crown disclosure packages were discussed; finally, they were a

“planted flag” marking territory. Now the clubhouses have been forfeited to the province.

Forfeiture is a critical tool in the fight against money laundering and organized crime. Dirty money can be disgorged. Victims can be compensated. Criminals willing to do hard time suddenly become concerned when their wealth is at stake. Canada has two kinds of forfeiture. Criminal forfeiture, a creature of the Criminal Code, happens after a conviction. The assets in the criminal case must link to the charges the accused faces. Civil forfeiture is a creature of provincial law. The first law was introduced over twenty years ago and presently 9 provinces and territories have a civil forfeiture statute.¹ Two types of property can be impacted by civil forfeiture: one, property that is the proceeds of unlawful activity (the profit from a narcotics deal, the money scammed by a fraudster) and instruments, property that makes the labour of unlawful activity possible (the car that moves the narcotics, the computer used to enable the fraud or a biker clubhouse).

A civil forfeiture action is a lawsuit brought in a civil court and as strange as it may seem, the property itself is the defendant. Say, for example, that a highway traffic officer interdicts a bag with \$100,000. The director of civil forfeiture will go to court with available evidence (notes of the officer, expert opinions about the packaging of the money, narcotics tracing on the packaging and so on).

¹ B.C., Alberta, Saskatchewan, Manitoba, Ontario, Quebec, New Brunswick, Nova Scotia and Nunavut.

The court is asked to determine whether it is more likely than not that the money is a proceed. Individuals can come to court and enter their own evidence to establish either that the money is legitimate or that they have a lawful claim.



As the process is civil, their evidence is tested, and they are cross examined in the court process. If the court finds that the property is a proceed (profits of a drug) or an instrument (working capital to buy more narcotics) and if there are no legitimate claims to the property, it will be forfeited (unless it would clearly not be in the interests of justice to do so).

In Manitoba, civil forfeiture cases can move along one of two tracks. A streamlined pathway, called administrative forfeiture, starts with notice being sent to those who may be property owners. That notice invites them to come forward and challenge the forfeiture if they so wish. If they decline the property is automatically forfeited. If they do challenge, then the Director can either initiate a court process or abandon the case. Property forfeited administratively must have a value of less than \$75,000.²

The second civil forfeiture stream is a court-based procedure, which takes longer and has many formalities. The Director makes formal filings with the court, as does anyone wanting to contest the case. Documents are exchanged, witnesses are cross-examined and ultimately matters go before a Superior Court judge for a determination. Manitoba has statutory provisions that allow the Director to move quickly where the assets might disappear.

A preliminary preservation order allows the court to freeze property where there is a serious issue to be tried. Manitoba was the first Canadian jurisdiction to pass what's known elsewhere as an "unexplained wealth order" (called a preliminary disclosure order in Manitoba). Where someone has significant assets and little to no known source of legitimate income, the Director can seek a court order requiring that person to explain how they acquired the property and what their source of wealth was. If the



explanations and legitimate income do not adequately explain the wealth, then the Director can bring a civil forfeiture action against the assets. Manitoba courts can also apply presumptions. So, in cases where money has been found in close proximity to controlled substances or where cash is bundled in a manner not consistent with standard banking practices, the court can presume it to be a proceed.

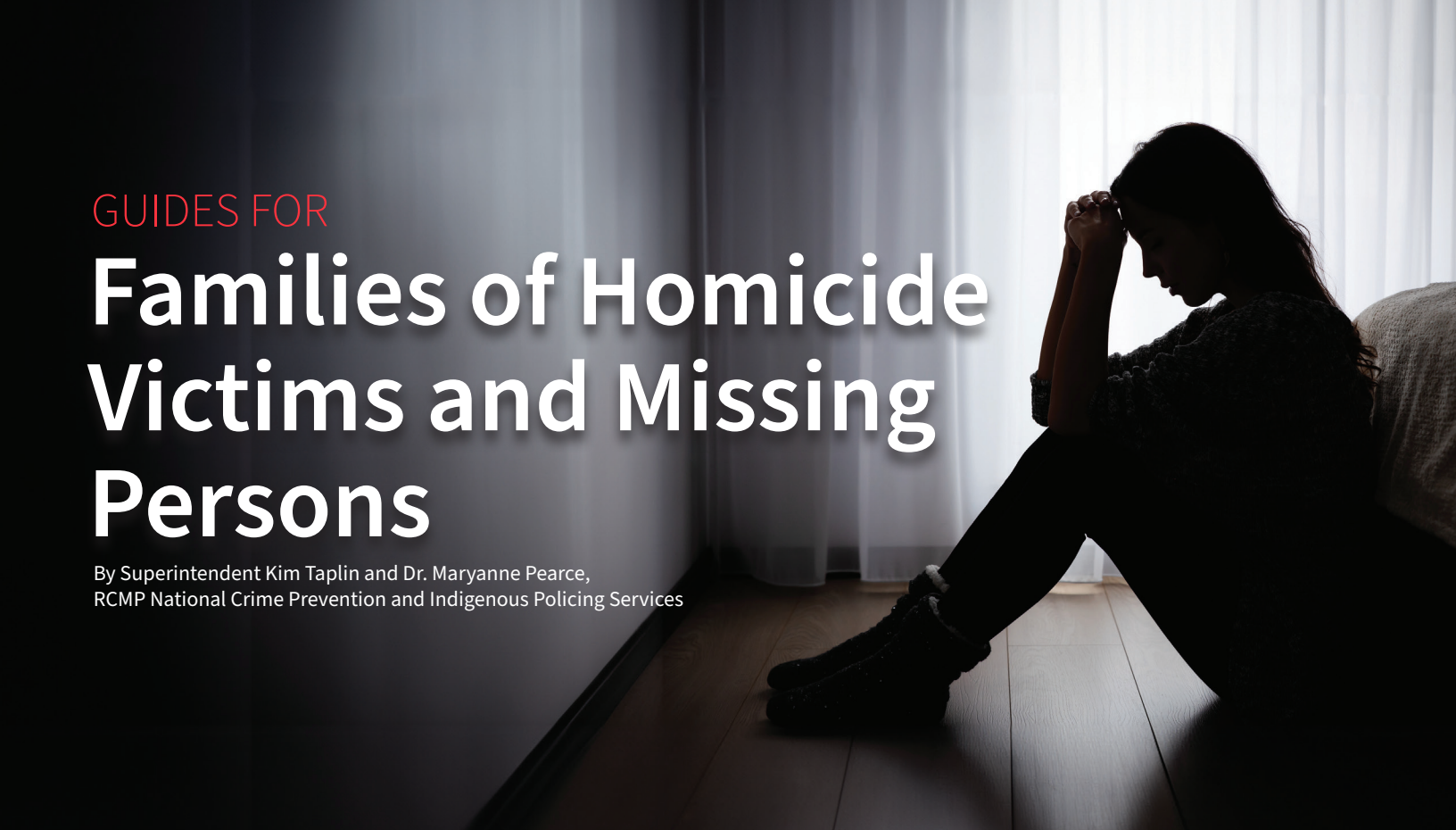


Vehicles can be presumed as instruments in a variety of circumstances (used to flee police, containing restricted or prohibited firearms, containing controlled substances, or modified to transport drugs). Finally, the statute was recently amended to improve the ability of the Director to collect critical information from financial institutions in a timely manner.

Civil forfeiture is an important tool in the fight against organized crime. Manitoba is now one of Canada's leading jurisdictions. Working in partnership with law enforcement, forfeited money stays in Manitoba to help victims and to support programs focused on reducing and preventing crime.

Melinda Murray is the Director of Criminal Property Forfeiture for Manitoba and before setting up his own law practice, Jeffrey Simser was Canada's first director of civil forfeiture (in Ontario).

² Real estate and property with a third-party lien/interest are excluded from administrative forfeiture.



GUIDES FOR

Families of Homicide Victims and Missing Persons

By Superintendent Kim Taplin and Dr. Maryanne Pearce,
RCMP National Crime Prevention and Indigenous Policing Services

The Royal Canadian Mounted Police (RCMP) and the Canadian Association of Chiefs of Police (CACP) will release two guides this spring for families of missing persons and homicide victims. The guides are intended to provide vital information for families regardless of where they live, the occurrence location, and the police of jurisdiction.

RCMP Commissioner Mike Duheme and CACP President Chief Danny Smyth of the Winnipeg Police Service say the guides address long-standing gaps in communication between police services and families. During the public hearings of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG), families expressed frustration with police communication, the complexities of the criminal justice system (CJS), and the barriers caused by living in a different jurisdiction than the investigating police agency. “We listened to the families, we heard their needs, and we have acted to address them,” said Commissioner Duheme.

The *Guide for Families of Homicide Victims* covers the entire criminal justice system, from police investigation to parole. It also provides a glossary of terms, victim supports, and messages from faith communities. The one-stop guide for families allows them to review valuable information at their own pace, when they are ready to do so.

“It is important that these guides are trauma-informed,” says Jodie Boudreau, Deputy Commissioner of Contract

and Indigenous Policing. “The intensity of grief and trauma when someone is lost to homicide is indescribable. Repeating information, meeting people’s needs on their own schedule, and providing the answers needed is part of supporting families in such a terrible time.”

The *Guide for Families of Missing Persons* provides advice for anyone who is reporting a missing person, including checklists of information that might be required. It also explains some of the questions police might ask, and offers tips for working with the media and victims’ supports.

“There is consensus among police services across Canada that there is no waiting period to report someone missing,” says Chief Smyth. “This is a misconception that challenges the ability of police to act quickly and heightens the stress on families when someone is missing. We hope these guides will empower people and encourage quick reporting.”

Dr. Maryanne Pearce is a special advisor in Contract and Indigenous Policing. Formerly part of the MMIWG Team for the RCMP, she began working on the guides several years ago after listening to testimony from families at the National Inquiry. Due to their intended use across policing jurisdictions and the criminal justice system, the guides required considerable consultation. The CACP’s Policing with Indigenous Peoples Committee endorsed an early draft of each guide. Later, the RCMP carried out widespread

external consultations with provincial and territorial departments, Medical Examiner's Offices, and Indigenous and victims' organizations.

"Meaningful consultation takes time, especially with so many rounds of consultations and entities," says Pearce. "In some cases, there were still unanswered questions which required further research, and then validation that it satisfied the consulting party."

In an effort to reach more families, the guides will be available both online and in paper form. "Not all families have access to computers or the internet," said Superintendent Kim Taplin. "All families, including families of the heart, should have access to the information they need in their darkest times."

The guides support self-administered police services and smaller municipal police services that might not have the resources to create their own guides. The guides will be available later in 2024. They will also be translated into languages other than English and French.



INVESTIGATIVE TOOLS POWERED BY THE WORLD'S LARGEST VEHICLE HISTORY DATABASE

**Solve crimes faster.
5,000+ crime fighting partners.**

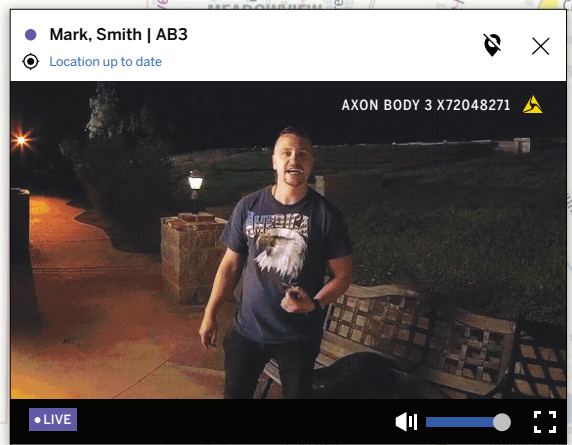




- 1 **VEHICLE HISTORY REPORTS**
The definitive search tool for vehicle history. Track location, accident data and service records.
- 2 **PARTIAL LICENSE PLATE SEARCH**
Search for vehicles-of-interest with just three license plate characters. Filter by make, model, color and more to narrow down your search.
- 3 **VIN ALERTS**
Click-it-and-forget-it alerts. We obtain new information on the vehicle, you receive an instant notification.
- 4 **HIGH MILEAGE ALERTS**
Identify questionable vehicles involved in dealership and rental car fraud, as well as vehicles with altered VINs.
- 5 **CRASH REPORT CENTER**
Nationwide access to our database of accident reports to identify person-and-vehicle-of-interest.

CONTACT CARL ANDERSEN
CAndersen@CARFAX.ca | 416.706.4714

CARFAX FOR POLICE IS
A PROUD PARTNER OF


LIVE STREAMING. LIFE SAVING.

AXON BODY-WORN CAMERAS WITH
LIVE-STREAMING PROVIDE PERSONS IN
CRISIS REAL-TIME HELP IN THE MOMENT.

LEARN MORE AT AXON.COM/BODY3



