



CANADIAN POLICE
CHAPLAIN ASSOCIATION
ASSOCIATION CANADIENNE
DES AUMONNIERS DE POLICE

2024

CPCA ANNUAL GENERAL MEETING INFORMATION PACKAGE



Bruce Ewanyshyn

CPCA President

9/19/2024



2024 CPCA Annual General Meeting Information Package

Annual General Meeting on Zoom
October 24, 2024

1000hrs PST; 1100hrs MST; 1200hrs CST; 1300hrs EST; 1400hrs AST; 1430hrs NFLD

AGENDA

1. Call to order

2. Welcome and Opening Remarks—Chaplain Bruce Ewanyshyn, President

3. Adoption of the Agenda

4. Housekeeping Items:
 - A. Zoom protocols for the meeting
 - i. Mute your microphone
 - ii. Place your phone on mute or turn it off
 - iii. Use the “Raise your hand” icon when you wish to speak
 - B. Appointment of Phil Sovdi as Secretary for the meeting
 - C. Attendance; Clarification re: member and non-member participation

5. Minutes

A. Approval of October 19, 2023 Minutes

B. Business arising from Minutes

- i. Due to the success and the feedback received from attendees of the 2023 ATS in Winnipeg, the Executive in conjunction with the ASC decided to continue the format of offering intermediate courses at ATS gatherings while not including the Core Courses. Thus, the fee for each Core Course offered online is waived for those who have attended an entire ATS (attendance for a day or two does not qualify) since and including the 2022 and 2023 ATS gatherings.
- ii. Proposed amendments to the CPCA Constitution were completed and made available to the Membership 30 days prior to the 2024 AGM. The proposed changes include the addition of the phrase “law enforcement chaplain,” an AGM quorum to include the “addition of at least 50% plus 1 of the Executive in attendance,” and several grammatical and formatting changes. All proposed changes appear in red font. A request was made to the Membership to review the proposed changes prior to the AGM and direct any questions to CPCA 1st Vice President Robert Parmenter. The amendments resulted from the work of a committee chaired by CPCA 1st Vice President Robert Parmenter and CPCA-ON Regional Director Charles Swartwood.
- iii. At the direction of the President, the CPCA Executive have appointed five Regional Directors to oversee CPCA operations in BC, SK, MB, ON, and the Atlantic Provinces.

6. Reports

- a. President’s Report (pages 10 - 16)
- b. Registrar’s Report (pages 17 & 18)
- c. Academic Standards Committee Report (pages 19 & 20)
- d. ATS Planning Committee Report (pages 21 & 22)
- e. CPCA-BC Region Report (pages 23 & 24)
- f. CPCA-SK Region Report (pages 25 - 27)
- g. CPCA-MB Region Report (pages 28 & 29)
- h. CPCA-ON Region Report (pages 30 - 32)
- i. CPCA-ATL Region Report (pages 33 & 34)

j. Treasurer's Report(s) (pages 35 - 38)

- i. Financial report
- ii. Proposed Budget

7. New Business

- a. Motion re: changes to the CPCA Constitution (Proposed changes are in the AGM Information package).
- b. Nominating Committee
 - i. Election of Executive (Nomination Package for Phil Sovdi– Final Pages)
 - Secretary Treasurer

8. 2025 Objectives

- a. Academic Standards Committee Chaired by Katherine Bourbonniere
 - Focus on maintaining the current six On-Line Core Courses and appraise CPCA Webinars for their value towards training hours for CPCA Members.
 - Work with the ATS Liaison and Planning Committee in preparation for a 2025 ATS in BC
- b. Communications Team Led by President Bruce Ewanyshyn
 - Website
 - Webinars
 - Zoom meetings
 - LinkedIn & X
 - Facebook
 - Email

c. CPCA Regions – Support & Development

- Support the operating five CPCA Regions and Regional Directors
- CPCA President and the Executive to explore possibilities for additional Regions and Regional Directors
- CPCA President to meet with Regional Directors a minimum of once a year.

d. Constitutional Revision Committee Chaired by 1st VP Robert Parmenter

- The Executive will continue to revisit the Constitution to ensure relevancy and to allow for the advancement of the CPCA which includes supporting inclusion and diversity amongst all faith backgrounds of chaplaincy.

9. Opportunity for Questions and Comments

Adjournment



**Annual General Meeting
Winnipeg, MB
October 19, 2023
1600 hrs CST**

Meeting chaired by: Bruce Ewanyshyn

Recording Minutes: Secretary / Treasurer, Phil Sovdi

Members Present:

| | | |
|---------------------|---------------------------------|-----------------|
| Bruce Ewanyshyn | Craig Danielson | Edward Dean |
| Roxzena Hayden | Elisabeth Melvin | Gerry McMillan |
| Phil Sovdi | George Madden | Shay Anderson |
| Robert Parmenter | Dave Sutherland | Greg Wiebe |
| Charles Swartwood | Brian Krushel | Saif Khan |
| Abd Alfatah Twakkal | Hillar Alkok | Helen Peters |
| Daniel Dihele | George Labossiere | Michael Zorn |
| David Boyle | Bill Ashbee | Carson Culp |
| Wendell Gibbs | Greg Rector | Tom McCullagh |
| John Siderius | James Rosenberger | Beverly Brazier |
| Pierre Belanger | Ben Yablonski | Curtis Hinds |
| Jim Raddatz | Debra Steele (Affiliate Member) | |

Non-Members Present:

Paul Hitz

Minutes

1. Call to order: 16:08 CDT
2. Welcome and Opening Remarks—Chaplain/Cst. Bruce Ewanyshyn, President
3. Adoption of the Agenda: Moved - Craig Danielson, 2nd Ben Yablonski, All in Favour - Carried.
4. Housekeeping Items:
 - a. Request phones be turned off or set to “Silent Mode.”

- b. Appointment of a Secretary for the meeting: Phil Sovdi
- c. Attendance; Clarification re: member and non-member participation

5. Minutes

- a. Approval of October 27, 2022, Minutes: Moved - Carson Culp, 2nd David Boyle, All in Favour - Carried.
- b. Business arising from Minutes.
 - i. Four On-Line courses were added in 2023 completing the objective of having all six Core Courses available On-Line. After increased interest by non-CPCA Members and discussions with the Academic Standards Committee and the Core Course presenters, the Executive made the decision to offer On-Line Core Courses to non-CPCA Members. A separate area on the website was created in order to offer the six Core Courses to non-CPCA Members at a cost of twice as much per course compared to what CPCA Members pay. Due to the success and the feedback received from attendees of the 2022 ATS in Niagara Falls, the Executive in conjunction with the ASC decided to continue the format of offering intermediate courses at ATS gatherings while not including the Core Courses. Thus, the fee for each Core Course offered online is waived for those who have attended an entire ATS (attendance for a day or two does not qualify) since and including the 2022 ATS.
 - ii. The designation of Basic Credentials replaced Basic Certification on the website and throughout all documentation with the CPCA. The availability all six Core Courses On-Line significantly expedites the process of achieving CPCA Basic Credentials. In theory, Basic Credentials may be achieved in one calendar year in which an in person ATS is held.
 - iii. Proposed amendments to the CPCA Constitution were completed and made available to the Membership 30 days prior to the 2023 AGM. The proposed changes include an entire section designated for Regions and guidelines for business conducted through a Region including the role of a Regional Director. The amendments resulted from the work of a committee chaired by Past President Michael Rolph which included the unofficial CPCA-ON Regional Director Charles Swartwood and CPCA 1st VP Robert Parmenter.
 - iv. The President conversed with potential Regional Directors during 2023 in preparation for the approval of Regions and Regional Directors post 2023 AGM.

6. Reports

- a. President's Report (pages 12 - 16)
- b. Registrar's Report (pages 17 & 18)
- c. Academic Standards Committee Report (pages 19 & 20)

- d. ATS Planning Committee Report (pages 22)
- e. CPCA Ontario Region Report (pages 24 &25)
- f. Treasurer's Report(s) (pages 26 - 29)

- iii. Financial report: Moved - Brian Krushel, 2nd Bill Ashbee
Amendment: Carson Culp asked that the financial statement be amended to include the \$19,814.94.
My records (Carson, then Treasurer for ATS Niagara) show the following:
CPCA Deposit for ATS (Float) - \$ 2,000.00
Registration Income (Pad Nov 15) \$19,814.94
Banquet Cash Income \$499.50
CPCA Additional Transfer \$310.00
The Financial Report did not show the ATS Niagara registration deposits to the CPCA as they were accounted for in the former year's books. It only showed the expense which occurred after the new books were initiated. We switched Secretary Treasurer from John Tyrell to Phil Sovdi and switched books from Sage to QuickBooks. This difference would hugely offset the profit loss of -\$21,814.29. The difference would read -\$1999.35.
All in Favour with the amendment - Carried.
- iv. Proposed Budget: Moved - David Sutherland, 2nd Roxzena Hayden, All in Favour, Carried.

7. New Business

- c. Motion re: changes to the CPCA Constitution (Proposed changes are in the AGM Information package). Moved - Robert Parmenter, 2nd Charlie Swartwood, All in Favour - Carried.

d. Nominating Committee

i. Election of Executive by ballot:

- President: Bruce Ewanyshyn
- 1st Vice President: Robert Parmenter
- 2nd Vice President: Curtis Hinds

Motion for Ballots to be destroyed: Moved - Roxzena Hayden, 2nd Bill Ashbee

8. 2024 Objectives

e. Academic Standards Committee

- Focus on maintaining the current six On-Line Core Courses and appraise CPCA Webinars for their value towards training hours for CPCA Members.
- Work with the ATS Liaison John Siderius and Planning Committee in preparation for a 2025 ATS in BC. Bruce has already asked Abd Alfatah Twakkal to prep for presentation then.

f. Communications Team - led by Bruce Ewanyshyn

- Website - Bruce Ewanyshyn

- Webinars - Charlie Swartwood, Bruce Ewanyshyn
- Zoom meetings - Leadership team
- Twitter - Bruce Ewanyshyn
- Facebook - Bruce Ewanyshyn
- Email - Bruce Ewanyshyn

g. CPCA Regions – Support & Development

- Support the CPCA-ON Region and Regional Director Charles Swartwood. Bruce honoured Charlie as the initiator and spearhead for forward regional movement. Charlie has blazed a path for the CPCA future forward.
- CPCA President and the Executive to explore possibilities for additional Regions and Regional Directors. Conversations have already been had with regards to this. Bruce announced that Bill Ashbee would be the Regional Director for British Columbia; Tom McCullagh for Saskatchewan; John Siderius for Manitoba.
- CPCA President to meet with Regional Directors at a minimum of once a year.

h. Constitutional changes

- The Executive will continue to revisit the Constitution to ensure relevancy and to allow for the advancement of the CPCA which includes supporting inclusion and diversity amongst all faith backgrounds of chaplaincy.

9. Opportunity for Questions and Comments - None

Adjournment: Moved - Phil Sovdi



President's Report

Dear CPCA Members;

Another year is wrapping up which provides an opportunity for reflection upon 2024, and for expressions of thanksgiving for all the blessings since we met together a year ago in Winnipeg at our Annual Training Seminar. It was an ATS to remember thanks to all the efforts of the Planning Committee led by WPS Inspector George Labossiere and Sgt John Siderius, who is also our ATS Liaison Officer. The event was “outside the box” compared to all previous ATS events I’ve attended, and indeed it solidified the theme for many that we are “Stronger Together.” The AGM included the election of Curtis Hinds to the Executive Officer position of 2nd Vice President, Robert Parmenter to the Executive Officer position of 1st Vice President, and yours truly to a second consecutive term as President. This report will be my second to last as your CPCA President with 2025 marking the final year of my second term commitment to the members of our Association.

It is with a heart of gratitude that I give thanks for the many opportunities that came my way in 2024 enabling me to connect with members of the CPCA. Some were in person, but most were either over the phone or through written correspondence. Leadership is meaningful when it accompanies relationship, and as chaplains we understand the rewards that come from investing time in the lives of the women and men whom we serve in law enforcement. It’s no different for leadership within any organization. It is the people who matter, not position or title. How can we serve others to enhance their life and assist them to fulfill what God has called them to do? God is our provider and He calls us to work together to accomplish His will here on earth; thus, we are stronger together.

I give thanks for every police chaplain across Canada who has continued supporting the CPCA by paying the annual membership fee. Your membership and interest in this Association serve to strengthen our CPCA that exists to equip and connect you with training opportunities and networking resources. Without your continued support through Membership renewals, and attendance at online and in-person events, we would cease to exist. Our Membership fee continues to cost far less than other association memberships, and our online training courses and webinars are offered at a fraction of the price most other organizations charge.

In reference to training opportunities, the decision was made based upon membership feedback and finances, to forego an ATS in 2024 (AGM will be through Zoom), and focus our finances and resources to creating an amazing ATS in British Columbia in 2025. In fact, discussions for the 2025 ATS began during the week of our 2023 ATS in Winnipeg. The Planning Committee Chair was appointed, that being Bill Ashbee, and discussions of how we could improve upon our 2023 ATS began between Bill, our ATS Liaison Officer John Siderius, and the previous Planning Committee. Since then, Bill has brought together a team to form a Planning Committee which is comprised of dedicated and energetic chaplains; to date, much has been accomplished towards establishing an unforgettable and affordable ATS in downtown Vancouver from October 20 – 24, 2025. For more details on the Vancouver ATS themed “Better Together,” please review the ATS Liaison Report by John Siderius and the CPCA-BC Regional Director’s Report by Bill Ashbee; these are included within this AGM Information Package. Much gratitude to all involved in paving the way for the CPCA to meet in Vancouver in 2025.

I am grateful to those who attended the 2023 AGM in Winnipeg and unanimously approved the Constitution amendments suggested by our Constitution Revision Committee chaired at that time by Past President Michael Rolph. Stepping in due to Michael’s absence from the AGM, committee member and 1st VP Robert Parmenter presented the proposed changes. The fruit from our members approving votes have resulted in the development of Regions and Regional Directors within the CPCA. CPCA Member Rev. Charles Swartwood had unofficially led the Ontario region for almost four years. The CPCA Executive embraced Charlie’s initiative as a pilot project for a possible development of Regions and Regional Directors within the CPCA. The success of his leadership in providing support and training to chaplains in Ontario convinced the Executive that Regions effectively deepen chaplaincy connections, and strengthen chaplains in personal ways to a degree that we as a national leadership team cannot achieve. Upon the approval of the Constitution, I appointed Charlie as the official Regional Director for CPCA-ON Region. Since then, I’ve had the pleasure of appointing Directors for the provinces of BC, SK, MB, and the Atlantic. The CPCA-BC Regional Director is Bill Ashbee. The CPCA-SK Regional Director is Tom McCullagh. The CPCA-MB Regional Director is John Siderius. The CPCA-ATL Regional Director is Dave Sutherland. I continue to search for Directors for the remaining provinces. Each Director has accomplished much in less than a year.

In preparation for our 2025 ATS in Vancouver, CPCA-BC Regional Director and Planning Committee Chair Bill Ashbee and ATS Liaison John Siderius are engaged in weekly discussions and preparations. Our newest CPCA Regional Director Dave Sutherland has been busy establishing connections in the Atlantic Region, and Charlie Swartwood continues to be a forerunner for our Regional Director model hosting annual professional development days and online training/connection opportunities for our chaplains in Ontario. CPCA-SK Regional Director Tom McCullagh oversees administrative duties with RCMP chaplains across SK but has also been reaching out to municipal police agencies. He has a vision to see chaplaincy grow without borders across SK. CPCA-MB Regional Director John Siderius also has vision for

expansion of chaplaincy across MB and has been approaching law enforcement agencies outside of Winnipeg with the hope of expansion. Please take the time to read each Regional Director Report for details of how these amazing chaplains are helping connect chaplains within their Region and grow chaplaincy. Each one is a blessing to me and to the CPCA.

As the CPCA grows to embrace Regions and Regional Directors, change continues to be part of our Association. On January 5, 2024, our Registrar Hillar Alkok provided me with his official resignation. Hillar served the CPCA as Registrar after our long-term Registrar Brian Krushel resigned in December 2022. Thank you Hillar for your service as a Registrar for just over a year and for assisting with the transition of our new Registrar David Field. In January 2024, David Field answered the call to serve and was appointed by the CPCA Executive as Registrar. Dave has a law enforcement supervisory background and a pastoral background and has dedicated himself to compiling accurate up to date training records and files for each CPCA Member, new and old. Dave has reached out time and again to past members and current members and serves on the Academic Standards Committee under the leadership of Chair Katherine Bourbonniere. For more details regarding Dave's progress as Registrar, please see the Registrar's Report included in this Information Package. Although our ASC Chair Katherine Bourbonniere was on Sabbatical for six months, she remained available and provided guidance to our ASC Committee as our ASC Chairperson. Katherine's report for 2024 is included in this AGM Information Package; thank you Katherine for your leadership.

Another change to our CPCA Leadership Team was the resignation of our Past President Michael Rolph on January 12, 2024. Michael served the CPCA faithfully as Past President from 2021 to 2024. In addition to providing wise counsel to myself and our Executive, he served as the Chair for the Constitution Revision Committee for several years. Thank you, Michael, for your years of service to the members of the CPCA, both as President, and as Past President. The Past President position remains vacant until the current President's term is complete at the conclusion of the AGM during the ATS in Vancouver in October of 2025.

You may ask, what has your current President been doing for the CPCA since October 2023? Since designing and launching our CPCA website in 2021, I've continued to update information in our Members Directory, photo Gallery, Reading Resources, and online training courses. I've continued to create Events for certificate training sessions, merchandise updates, and Blog stories. I maintain the website on a daily basis and use it as a communications hub to disseminate information and training to Full and Affiliate Members. Many outside inquiries come through our website and punctual responses have led to new Full and Affiliate Members joining our CPCA family of chaplains. Even today, I received a phone call resulting from an inquiry through the website. The phone call was from a retired police officer who is pursuing chaplaincy and requested advice and training which we, the CPCA, will provide through our online courses along with a personal connection. Our CPCA Constitution provides a list of some duties required of the President which includes the statement that the President shall take

responsibility for recruiting police chaplains in Canada. The CPCA website helps facilitate that responsibility so remaining connected to the website is a duty I take seriously. The fruit has been abundant and I am so grateful for the increase in active memberships we have seen in 2024. For more details, please review the Registrar's Report.

I continue to remain busy authoring Blog releases that serve to inform and hopefully encourage our chaplains. These articles are shared not only on our website but, for the articles that are appropriate for public viewing, I share on social media forums such as our CPCA FB Page which I created last year, on LinkedIn and on X (formally Twitter).

My commitment to offering three Webinars per year continued in Jan, May, and October of 2024. The webinars average attendance was 40 plus chaplains with topics presented by experts in their fields. The three topics were: "Walking With Suffering - When Your Colleagues Are Hurting" presented by Eugene Dufour a trauma counsellor for First Responders for over 43 years; "Kagence - A Law Enforcement Officer's Battle with Addictions" presented by Leo Petrilli, and "A Look at Human Trafficking/Sexual Exploitation" presented by RCMP Inspector (retired) Deborah Pond. Each participant was awarded a CPCA Certificate for attending, and their training records were updated to reflect the additional hours of training (thanks to our Registrar Dave).

In order to supplement the training provided through the webinars, in August 2024, I revived the Chaplains Connect which I first started in 2021. I hosted a presentation on Buddhism with guest Rev. Cathy Merchant who holds the position of the Interfaith Leader of the Living Interfaith Sanctuary and the Minister of Community Life of Canadian Memorial United Church, both located in Vancouver, BC. The Chaplains Connect events are offered for free with the purpose of continuing to educate and connect our members across Canada. Due to the positive response in August, I will continue to create and host Chaplains Connect in 2025.

Maintaining our online six Core Courses is a duty I share with Registrar Dave Field who has taken the initiative of making contact with each participant when they first enroll in a course. This adds a personal touch and provides a point of reference for solutions to any challenges the participant may encounter. The troubleshooting duties regarding course functions are tackled by me. It's a team approach that has worked well.

In review, completion of the online six Core Courses fulfills one-half of the requirements towards completing the Basic Credentials training program. All six Core Courses are currently offered online through our website. Our Academic Standards Committee Chair Katherine Bourbonniere has made these training opportunities a reality, and we solicited the services of Janelle Wallace who organized and formatted the six presentations from our gifted educators who include Dr. Miriam Mollering, Chaplain Brian Krushel, Dr. Francis Mpindu, and Dr. Daniel Saugh. These training courses are of exceptional quality and they serve to challenge all participants to learn and grow through reading and written assignments that are graded by the

specific course instructor. The CPCA Executive decided in 2022, in order to expedite the attainment of CPCA Basic Credentials, that all who attended the 2022 ATS in Niagara Falls, or the 2023 ATS in Winnipeg, upon request, will be provided the opportunity to enroll in the online Core Courses for free. This translates to enriched future in-person ATS gatherings in which intermediate courses alone are offered enabling even new chaplains to achieve Basic Credentials within a year of studies. This practice will continue for 2025 and be offered once again to those who attend the 2025 ATS in Vancouver. If you attended the 2022 ATS or the 2023 ATS and paid for the full registration, and are interested in enrolling in one of the six online Core Courses for free, please send me an email and I will add you to the course as a participant. My email address is bewanyshyn91@gmail.com

In 2024, our 1st Vice President Robert Parmenter served as Chair for our CPCA Constitution Revision Committee which included our CPCA-ON Regional Director Charles Swartwood. The recommendations of this committee are available for you to review in this AGM Information Package in preparation for a vote during our **2024 AGM online via Zoom on October 24th, 2024 at 1300 hours Ontario Time**. The recommended proposals serve to improve how the CPCA will function moving forward in 2024/2025. Please take some time to review and ponder the recommendations. **If you require clarification or have concerns, please contact 1st VP Robert Parmenter prior to October 24th in order to avoid lengthy discussions on Zoom during our AGM.** Robert will be happy to discuss any change with you and can be reached by email at rparmenter@shaw.ca or by phone at 780-788-5165. Thank you, Robert and Charlie, for your dedication to this committee throughout 2024.

If you have ordered any CPCA merchandise through our online store, you will have received the order promptly due to the ongoing dedication of your 1st VP Robert Parmenter. Robert maintains the supply of merchandise and arranges the shipping of all purchased items. Thank you, Robert, for outfitting our members with our unique CPCA goods.

Since his election to the Executive position of Secretary/Treasurer at the 2022 AGM, Phil Sovdi has provided outstanding service in this dual role. Phil's commitment to excellence is second to none, and I personally have been blessed by the professionalism demonstrated by Phil in keeping our financial records up to date, our investments well tended, and our monthly Minutes recorded accurately. Phil provides monthly financial statements to the Executive which are formatted professionally and categorized in an easy to read and comprehend fashion. Thank you, Phil, for your dedication to excellence. The Secretary/Treasurer position is a two-year term which comes to completion at our 2024 AGM. Please take time to review the Nominee packages included to prepare for the vote at our AGM on Zoom on October 24th.

In summary, at our upcoming AGM on October 24, 2024, there will be a vote regarding nominees whose names have been put forward for the position of Secretary/Treasurer. Only CPCA full Members in good standing will be allowed to vote as per our Constitution. CPCA Affiliate Members are invited and encouraged to join the AGM on Zoom but will be placed into

a breakout room when the time comes to register the vote. As advertised through emails since June, Nomination Packages and Instructions have been available through the CPCA website at this link <https://www.canadianpolicechaplainassociation.com/annual-training-seminar>

All completed Nomination Packages received to date are included in this AGM 2024 Information Package. Individual Nomination Packages must be completed and sent to Secretary/Treasurer Phil Sovdi at Secretary.Treasurer@the-cpca.ca no later than September 27th, 2024.

There will be a vote regarding the proposed Constitution amendments. Again, only CPCA full Members in good standing will be allowed to register a vote.

One more comment regarding growth of the CPCA. In 2024 we have had our Affiliate Members grow from one to six. Two of these members have provided me with connections to quality presenters whom you have listened to in Webinars and on the Chaplains Connect. I'm thankful for our Affiliate Members and I hope they will have an opportunity to serve a law enforcement agency in the future. The CPCA is privileged to be able to provide training and connection for all our members.

Future goals of the CPCA Leadership Team include but are not limited to:

- Solidifying all details pertaining to our 2025 ATS in Vancouver including topics, presenters, accommodations, activities, etc.
- Continue to maintain the six Core Course training modules required for Basic Credentials with the CPCA.
- Constitution Revision Committee to continue to work at developing Constitution changes and continue to revise the CPCA Constitution to reflect and celebrate inclusion and diversity.
- Identify and appoint Regional Directors to cover the remaining provinces.
- Continue to plan and host three training Webinars a year.
- Continue to plan Chaplains Connect events.
- Continue to connect chaplains across Canada through the website via the CPCA Forum Page, Blog Page, Twitter and Facebook.
- Continue to update and monitor the CPCA website.

On a personal note, in case you missed reading the Blog story from May, on May 7th I retired from active police duties with the Brandon Police Service after 33.7 years. In a retirement ceremony, I was appointed as Honorary Chaplain for BPS to maintain connection with the officers and to assist in mentoring future chaplains. That same month, my wife and I moved onto an acreage in Prince Albert, SK. I have not retired as a college instructor and will continue to be in direct contact with upcoming police recruits through instructional sessions at

Assiniboine College, and with the Manitoba First Nations Police Service. You can say I'm semi-retired.

Thank you for taking time to read this letter and for your continued support for your CPCA. Please consider engaging myself or any of the CPCA Executive with suggestions for the future. We need and welcome your feedback as we continue to "serve those who serve with excellence."

In service to you;

Rev. Bruce Ewanyshyn
CPCA President
ICPC Director of Region 1





Registrar's Report

As a result of a vacancy in this position, I was appointed as Registrar in January this year, just as all the membership fees were starting to come in. I must say that until the end of March I was up to my eyeballs in paper. Besides dealing with the membership fees that were coming in, I was also dealing with updating our records, which required that I learn how Access worked. Rather than try to understand the old version, I redid all the membership and training files on Access. This included adding the training records from the last two Annual Training Sessions and the seminars and webinars that we have added this year. Besides our national training, I have also added the regional training that took place in Ontario and British Columbia. As the new Regions start up this year, I would ask that you send any training done with the chaplains on a regional level be sent to me so the members files can be updated.

I sent out a number of new member packages this year. We have had **16 full** and **3 affiliate** members this year added to our association, but I also sent out three or four new member packages for some that joined at the end of last year. Our newest member joined us on July 31, 2024. It is always great to see new members and new chaplains.

I am still trying to sort out who the active members are within the association. We show 348 members on the Access file listed as Active. In our Constitution, Article 4, Section 2 – Unpaid Dues states, *“After two years of unpaid dues the members name may be removed from the roster of members”* Of the 348 members showing as active on the books, 189 have paid their dues within the last two years but only 143 have paid for this year. I will be working on these discrepancies over the next few months. I am sure that some of the 348 chaplains are still active but not necessarily a member of the Canadian Police Chaplain Association. Once sorted out, they will remain on our books but with a designation other than “active”. There was a mix-up with Toronto Police Service this year and only two of their members are paid with twelve not paid. Two of those would be new chaplains. I have been dealing with the wellness coordinator and these twelve should be paid up by the time of the Annual General Meeting.

| | | |
|------------------|------------|--------------------------------|
| Memberships Paid | 2023 - 134 | 2024 – 143 (12 pending) |
| New Members | 2023 – 12 | 2024 – 19 |
| Active Members | 2023 – 183 | 2024 -189 |

I am also responsible for maintaining the training records for our chaplains and affiliates. To this end, as mentioned above, I have gone back to old records I have, and updated files as

needed. After reviewing all the files, I send emails out to those who were close to completing their Basic Credentials. One of the purposes of the CPCA is to provide training to our members so they can receive Basic Credentials, so they are better able to do their assignment. Many of the new members have jumped right into the training, working on and for some, completing the six core courses which are on-line. The other six courses are offered both through the seminars and webinars and will also be offered at the 2025 Annual Training Seminar. If you haven't completed the required courses, please make an attempt to do so this year. If you don't know what courses you need to complete the Basic Credentials, send me an email at registrar@the-cpca.ca

Blessings to all.

Dave Field - Registrar





Academic Standards Committee Report

Working Vision for CPCA Academic Standards Committee

The Academic Standards Committee functions to ensure professional training is provided to CPCA members. To that end, the Committee will focus on providing and maintaining current online and in-person training sessions for the Core Courses required for Basic Credentialling with the CPCA.

I would like to begin by acknowledging the hard work and dedication of Dr. Miriam Mollering and Dave Field for their work on the Academic Standards Committee. Miriam and Dave have provided much strength and guidance to the committee. Since I have been on Sabbatical there has not been a great deal of work at this time. As I return October 1, my hope is that there will be increased direction for the Academic Standards Committee into 2025.

The end of 2023 and beginning of 2024 saw a change in registrars. Dave has done a phenomenal job at bringing more clarity and communication. He has helped many of us to navigate the difficulties that have been inherent in offering online courses and I thank him for his persistence. Miriam has provided strong material for evaluation that we will have to implement as we go forward in our ATS and online courses. There has also been initial conversation as to the offerings of the ATS in 2025.

CPCA offers Basic Credentialling training for police chaplaincy. The requirements for Basic Credentialling are the completion of our SIX CORE Courses, THREE POLICE COMMUNITY/FAMILY Courses are required and THREE CRISIS-related Courses. It is now our goal to provide at an ATS the 3 Police Community/Family and 3 Crisis Courses required for any chaplain who desires Credentialling.

NOTE: Credit may be gained for courses of equivalent or higher quality and content. Course details (transcripts, course outline, certificate of completion, number of hours, etc.) must be submitted to the CPCA Registrar for consideration. If you have questions about your progress towards Basic Credentialling, please feel free to contact our registrar. Additional levels of police chaplaincy Credentialling can be obtained through the International Conference of Police Chaplains (ICPC). Feel free to visit <http://www.icpc4cops.org/> for more details.

As we move into 2025 and another ATS, we would like to see us moving even farther into the process of evaluating and creating course outlines. I thank everyone who has taken the time to take the online courses and look forward to the year ahead.

Respectfully submitted,

Archdeacon Katherine Bourbonniere (she/her), Chair
Academic Standards Committee





ATS Planning Committee Report

Member: John Siderius (Liaison)

This past year has been filled with excitement as we've witnessed the remarkable progress and enthusiasm of the British Columbia's Annual Training Seminar committee in their preparations to host the CPCA ATS in October of 2025 under the theme "Better Together."

Planning an ATS requires tremendous dedication and effort, and I kindly urge you to join me in keeping Bill Ashbee and his team in our daily prayers. Their commitment and hard work will undoubtedly ensure an extraordinary gathering characterized by sharing, learning, and fellowship.

Reflecting on the theme "Better Together," the concept of unity resonates profoundly with me. Unity, as defined in the principles of art, involves arranging different elements to create harmony and coherence. Just as a unified artwork conveys purpose and direction, our collective efforts underscore the significance of working together seamlessly.

We are all integral parts of God's creation, intricately designed and crafted to be unified with one another. It is through this unity that we fulfill His purposes with love and compassion. Indeed, our unity is what exemplifies the theme, "Better Together."

As we look forward to the in person CPCA ATS in 2025, let us continue to support one another and embrace the spirit of unity that defines us. Together, we will create an event that not only celebrates our shared goals but also strengthens our bonds as a community.

"And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching."

With respect and dedication,

Sergeant / Chaplain

John Siderius





CPCA-BC Region Report

The BC Region of the CPCA has seen some encouraging growth in 2024. Police Chaplains in British Columbia have been applying to be members of the CPCA. As well, there has been a strong response of BC Chaplains signing up and attending online CPCA training. In the province, 37 Chaplains serve the RCMP, 2 Chaplains serve Vancouver Police Dept., 1 Chaplain serves Delta Police Service and Metro Vancouver Transit Police. Efforts have been made and relationships built with the Surrey Police Service to have Chaplaincy Services in place when they become the Police of Jurisdiction November 29, 2025.

Emails and phone calls have been made to Chaplains in BC who are still on the Active List (60 Chaplains) to inquire on their status. Dave Field, CPCA Registrar, has been notified of connections that have been made to update the list of who is currently still active in Police Chaplaincy.

Chaplains Jim Turner and Bill Ashbee spoke at the two-day Provincial Line of Duty Death Symposium in Delta, BC in April. Representatives from many of the Policing Agencies in British Columbia attended. Bill and Jim promoted the work of Chaplaincy Services at those critical times. Most of these Police Services do not have a Chaplain.

Plans to host the CPCA ATS in 2025 in Vancouver are progressing well. A venue for training has been secured and the Host Team is close to signing a contract with a hotel, which is located 1 ½ blocks from the training venue. In addition, application for funding for the ATS is being made to several Police Services in BC to be able to keep the training seminar affordable for Chaplains from across Canada.

In May, a new initiative was launched with the Canada Border Services Agency. Chaplaincy Services were needed at the BC Immigration Holding Centre. Information was forwarded to Police Chaplains in BC who would be interested in being available for on-call support. This is another positive step toward including Chaplaincy Services for the support of CBSA Members and staff.

On September 29th, Bill will again serve as Director of Ceremonies for the British Columbia Law Enforcement Memorial at the Legislative Grounds in Victoria. Chaplains participating will include a Vancouver Police Chaplain, and multi-faith Police Chaplains.

Work continues to see an additional 5 Police Chaplains recruited and onboarded before the end of the year.

Objectives for 2025:

- Ten Police Chaplains recruited and onboarded in BC and then becoming Members of the CPCA.
- Build relationships between Police Chaplains in every region of British Columbia.
- A one-day Training for BC Police Chaplains in the Spring.
- Promotion of the CPCA ATS October 20-24, 2025 in Vancouver “Better Together.”

Respectfully submitted,

Bill Ashbee, CPCA-BC Region Director

Divisional Chaplain / Aumônier divisionnaire

Spiritual Wellness Services Leader, RCMP “E” Division





CPCA-SK Region Report

Thank you for the privilege of serving in the role, my hope was to accomplish more in the way of bringing the various police force chaplains in Saskatchewan together but due unexpected to Divisional need these efforts have been hamper to a degree. I have attached my updates for your review.

As discussed over the last few meetings that I was able to attend, the Depot Chaplaincy role has been in a complicated issue. May of 2023 the Depot Chaplain was removed from the position. I was asked to assume the imminent duties over and above my regular duties at F Division. Needless to say, the tasks were overwhelming and complex as there were a number of high-profile issues that had to be mitigated and managed.

Fortunately. my Line Officer supporting my requests for Depot to immediately hire a Chaplain on a 90 day contract with the option to renew it – this was done within a week and Fr Jeff Burwell became an amazing addition to the RCMP Chaplaincy team. Jeff and I worked together to identify the many deficiencies and rectify many of them. Unfortunately, Fr Burwell was not willing to take the role permanently and was redeployed by his Order in March and is now serving in Montreal.

Since Chaplain Burwell's departure, I asked for a full-time administrative person as I was once again left with the Depot work including close to 30 funerals, 27 of with have been completed since the beginning of April. Les Kingdon was provided to serve in this role for 1 year but I have put forward a request to have him hired into the Depot role 75% admin and 25% chaplaincy. Les is ordained with the C&MA of Canada and though he has worked in the custodial unit at Depot for the past 17 years he is still credentialed and has a great "pastor's heart."

Depot also accepted my request to develop MOUs so that I can pay stipends and mileage to my volunteer chaplains if they are covering services at Depot as well as another open 90-day contract for a Depot Chaplain. I have put forward 4 names but unfortunately none have accepted the role at this point. That said, we have increased our Chaplaincy numbers for Depot drawing from Regina Police Service and utilizing their chaplains as needed. Slowly we are

building more relationships with the various Police Forces as “time” is now starting to be available.

Future hopes and plans:

- As noted earlier, my work-load over the last few years was exceptional and quite frankly I was burned out last year and just seeking God daily for strength I did not have. My body was making it clear through some significant health issues that the pace was no longer sustainable and quite frankly for my age I am amazed the ticker is still ticking! The new resources and a 3-week shutdown holiday have proven miraculous as I have always loved the role God has granted but for the first time in a few years I am ENJOYING it and feel like I can finally give people my “first fruits” and not the left-overs.
- By His grace and enabling, my hope for the rest of 2024/2025 is to:
 - Ensure the Depot Chaplaincy is fully functional with the many services that had been lost restored such as Grad services, Cadet orientation and a footprint that is sound and deep! We have had two cadet deaths in less than a year making it clear that P2P or Wellbeing advisors are not enough, Chaplaincy is a necessary service that meets the breadth of spiritual and emotional needs from A-Z.
 - I have organized the 130th annual Veteran Church Parade earlier this month at Depot and had the privilege of marching with our Vets.
 - September 6-8th will be our annual Memorial.
 - Reaching out to RPS, SPS, Estevan, PA and other smaller police forces to see how we can support each other and enhance the work we have been called to.

Personally, I have stepped off of the Search and Rescue team after 13 years and the Emergency Services Unit of 9 years though I still operate the command post at Craven Thunder! I will covet your prayers this year for the members and myself as we will have close to 25000 people at the event this year!! I work the night shifts from 1800-0600hrs. I was not sure that I would do this again as it is taxing but the members were asking if Dave (who works the days and myself would be manning the CP again - so, if God has opened the door, then I am praying he will equip us for what he has called us to. The double time for 60+ hours of work is pretty good also.

Respectfully submitted,

Tom McCullagh MOM/BBS, CPCA-SK Region Director

RCMP F Division Chaplaincy/CISM Coordinator





CPCA-MB Region Report

Manitoba Police Chaplaincy Update

Chaplaincy Transition:

The Brandon Police Service is pleased to announce that a new Chaplain Don Bernhardt has assumed responsibility for the Chaplaincy role, succeeding Chaplain Bruce Ewanyshyn who has stepped into an Honorary Chaplain role for BPS. Chaplain Ewanyshyn will continue to provide his invaluable support, expertise, and guidance as the new Chaplain transitions into the position.

Local Training:

Three members of the Winnipeg Police Service (WPS) recently participated in the Global Leadership Summit, a two-day event designed to inspire and equip current and future leaders with effective leadership strategies and ideas. A very inspiring time to grow and learn together. I recommend all Chaplains given the opportunity to take the opportunity to participate in the Summit next year.

Chaplaincy Model and Proposal:

The WPS currently operates with seven part-time Chaplains. These individuals are all full-time sworn officers who dedicate their personal time to providing care and spiritual support to their colleagues, balancing their roles with their primary jobs and family commitments.

A proposal has been drafted and submitted to the WPS Executive for the consideration of establishing a full-time Chaplain position. This role would focus exclusively on providing dedicated care and spiritual guidance to WPS members.

Outreach Efforts and Challenges:

Letters highlighting the value of police chaplains and the benefits of the Canadian Police Chaplain Association (CPCA) for training and support have been sent to all Chiefs of Police in Manitoba. Unfortunately, there have been no responses to date.

Future Directions:

Encouraged by the wisdom of senior CPCA members, efforts will continue to strengthen CPCA connections across Manitoba. Despite the lack of initial responses from police chiefs, the WPS CPCA team is committed to advancing the following objectives:

Intentional Training/Webinar Opportunities: Provide targeted training and webinar sessions for police chaplains.

Interaction Opportunities: Facilitate interactions among Manitoba Chaplains through in-person meetings and chat groups.

Relationship Building: Foster relationships by engaging with officers in their environments, creating more opportunities for meaningful connections.

The WPS CPCA team will also actively include and encourage other active police chaplains in Manitoba to participate in these initiatives.

Respectfully submitted,

Chaplain/Sergeant John Siderius, CPCA-MB Region Director
Winnipeg Police Service





CPCA-ON Region Report

The phrase you often hear mentioned in the CPCA Family is: "We are Stronger Together." In Ontario we endeavor to contribute to the strength of our association in the following ways:

- Zoom meetings - Annually we have four Zoom meetings, which provide the opportunity for our members to connect, communicate and equip each other. Presently we are 75 members strong.
- PD Day - Annually we host an in-person Professional Development Day. This past year our PD Day was hosted by the YORK REGIONAL HEADQUARTERS, which consisted of two presentations, one on PTSD by Constable Brett Calman and a presentation on Emotional Intelligence by Imam Abd Alfatah Twakkal. The value and strength given to our members on this day is incalculable.
- OPP, RCMP & Municipal services - In Ontario there are three main Police Services with Chaplains. Each type of service is unique, yet because the common goal of our chaplains is to serve our police and their staff, we support one another especially in times of crisis.
- South Simcoe - We are pleased to announce, in the last couple of months, that Police Chaplaincy has been introduced to South Simcoe with one of newest members responding to the invitation.
- Waterloo Regional Police Service - We are also pleased to announce due to our CPCA affiliation we are about to see Police Chaplaincy reinstated to this influential service. As the CPCA-ON Regional Director I have been consulted on a number of occasions.
- SOLICITOR GENERAL RELATIONSHIP- Due to a unique relationship with our York Regional Police Service Lead Chaplain Greg Bailey, we have been recognized and formerly addressed by the Honourable Michael Kerzner. Michael highly values chaplaincy and has proven to be a wonderful Friend in the Province of Ontario.

- “Email fan-out’s” have proven to be my most effective way to keep in touch with the Ontario Region Chaplains. I have found frequency is key. Sometimes I have been criticized for too many emails. Timely emails are a necessity with volunteers.
- Boots on the Ground - Dave McLennan Founder and President of BOG, has proven to be a wonderful friend and resource. I encourage all of our Chaplains (nationally) to become familiar with BOG if you haven’t already.
- Advisory Board - In the CPCA-ON region I have an Advisory board that serves as a sounding board. I am in touch with them on a regular basis throughout the year and I could not function without them.

I would like to publicly express my gratitude to: Greg Bailey, Roxzena Hayden, Jason Tucker, Aaron Groat and Curtis Hinds.

“We are better together” and “We are Stronger together.” I believe these two statements describe any organization that has a common goal and purpose such as CPCA Police Chaplains. It is an honour and privilege to serve and be a part of the CPCA.

Our objectives for 2025:

- 1) Four Zoom meetings:
 - September-Dr Kyle Handley
 - November-Wellness and Chaplain relationship
 - January-TBA
 - March-TBA

- 2) PD DAY 2025 to be hosted by TPS (Toronto Police Service)

- 3) Continue developing relationship with Ontario’s Solicitor General

- 4) Continue assisting Police Services as they introduce or reintroduce Police Chaplaincy to their Services.

5) Keep my timely emails flowing.

Respectively Submitted,

Charlie Swartwood, CPCA-ON Regional Director





CPCA-ATL Region Report

With the changes to the constitution approved at the 2023 AGM, the way was made for the formation of the CPCA Atlantic Region. I was approached by our CPCA president to consider an appointment as the Director, which after prayerful consideration I accepted.

After accepting the appointment my first order of business was to write a letter to each of the Police Chiefs in the four Atlantic provinces. Two letters were drafted. The first letter was to departments that already supported CPCA chaplains in their service with an emphasis on thanking them for their support and making myself known as a regional contact. A second letter was drafted to departments that did not have CPCA chaplain identified in their service and introducing the CPCA, myself as a representative and offering support should they wish to develop chaplaincy within their department.

After canvassing the membership for a suitable time, we had our first CPCA virtual gathering in the spring of 2024. It was seen as a good initial step and there was support to continue with these virtual gathering due to the geographical distance between the majority of chaplains.

The initial meeting was relatively short due to the limitations of the zoom account available. Having reported this to the CPCA Executive a motion was made to support the Atlantic Region through the purchase of a subscription to a video conferencing program for the Director to use to support the chaplains in the region. MSTEams was chosen taking into consideration the cost and stewardship of funds.

The plan for 2024/2025 is to establish regular virtual gatherings for the Atlantic Region chaplains for mutual support and encouragement. There is a small group of chaplains

located in the Halifax area of Nova Scotia that have indicated that in person meetings would be preferred and that option will be looked into as well.

I thank the Executive for their support for the Atlantic Region Chaplains and I am honoured to serve the chaplains in this region.

Soli Deo Gloria (Glory to God Alone),

Dave Sutherland, CPCA-ATL Region Director





TREASURER'S FINANCIAL REPORT

Canadian Police Chaplaincy Association
For the period ended August 8, 2024

Prepared on
August 8, 2024

Profit and Loss

January 1 - August 8, 2024

| | Total |
|-------------------------------|--------------------|
| INCOME | |
| Annual Training | 5,200.00 |
| Course Revenue | 760.00 |
| Short Presentation Revenue | 1,562.13 |
| Total Course Revenue | 2,322.13 |
| Golf Shirt Revenue | 85.00 |
| Membership Dues | 9,837.09 |
| Merchandise Coins | 550.00 |
| Refunds-Allowances | -105.00 |
| Uncategorized Income | 357.03 |
| Total Income | 18,246.25 |
| GROSS PROFIT | 18,246.25 |
| EXPENSES | |
| ATS Conference Expenses | 13.00 |
| Bank charges | 5.91 |
| Interest and Bank Charges | 335.00 |
| Total Bank charges | 340.91 |
| Commissions and fees | 600.00 |
| Dues and Subscriptions | 244.25 |
| Freight and Postage | 773.91 |
| Insurance | 2,361.00 |
| Office expenses | 1,601.52 |
| Shipping and delivery expense | 145.56 |
| Web Fees | 1,669.61 |
| Total Expenses | 7,749.76 |
| PROFIT | \$10,496.49 |

Balance Sheet

As of August 8, 2024

| | Total |
|--|--------------------|
| ASSETS | |
| Current Assets | |
| Cash and Cash Equivalent | |
| Bank of Montreal | 19,323.76 |
| BMO GIC 0007 RR PLUS AC | 5,000.00 |
| BMO GIC 0008 A C-GIC | 10,100.25 |
| BMO GIC 2603-9797454 | 5,000.00 |
| BMO GIC 60943321 | 10,000.00 |
| BMO GIC Redeemable Short-Term Investment | 5,200.00 |
| Total Cash and Cash Equivalent | 54,624.01 |
| Total Current Assets | 54,624.01 |
| Total Assets | \$54,624.01 |
| LIABILITIES AND EQUITY | |
| Liabilities | |
| Total Liabilities | |
| Equity | |
| Opening Balance Equity | 52,824.95 |
| Retained Earnings | -9,345.61 |
| Profit for the year | 11,144.67 |
| Total Equity | 54,624.01 |
| Total Liabilities and Equity | \$54,624.01 |



**CANADIAN POLICE
CHAPLAIN ASSOCIATION**
**ASSOCIATION CANADIENNE
DES AUMÔNIERS DE POLICE**

CPCA Proposed Budget November 1, 2024 - October 31, 2025

Prepared by Phil Sovdi Secretary Treasurer

Income

| | | | |
|---------------------|---------------|----|-----------|
| Membership Dues | 155 x \$75.00 | \$ | 11,650.00 |
| Online Courses | 25 x \$40.00 | \$ | 1,000.00 |
| Short Presentations | 100 x \$25.00 | \$ | 2,500.00 |
| Merchandise | | \$ | 1,500.00 |
| | Total | \$ | 16,650.00 |

Expenses

| | | | |
|------------------------------|--------------|----------|-----------|
| Annual Training Seminar | \$ | 1,000.00 | |
| Bank Charges | \$ | 400.00 | |
| Commissions | \$ | 200.00 | |
| Dues and Subscriptions | \$ | 150.00 | |
| Freight and Postage | \$ | 400.00 | |
| Insurance | \$ | 2,361.00 | |
| Legal and Accounting | \$ | 300.00 | |
| Office and Administrative | \$ | 2,000.00 | |
| Promotional | \$ | 1,000.00 | |
| Travel | \$ | 1,000.00 | |
| Supplies (Merchandise) | \$ | 1,000.00 | |
| Academic Standards Committee | \$ | 1,500.00 | |
| Web Fees | \$ | 2,000.00 | |
| | Total | \$ | 13,311.00 |

| | | |
|-------------------------|----|-------------|
| | \$ | 16,650.00 |
| | \$ | (13,311.00) |
| Excess / Deficit | \$ | 3,339.00 |

Respectfully submitted
Phil Sovdi
Secretary Treasurer





Constitution

Proposed Changes to the CPCA Constitution

The proposed changes to our 2024 CPCA Constitution are in red font. Please refer to our current CPCA Constitution located on our CPCA website through this link in order to review our current CPCA Constitution

<https://www.canadianpolicechaplainassociation.com/constitution>

Canadian Police Chaplain Association Constitution

(With proposed amendments for the AGM in 2024)

Revised October 2024 (if approved)



Canadian Police Chaplain Association Constitution

Proposed Changes 2024 (In Red)

ARTICLE 1 - NAME

ARTICLE 2 - OBJECTIVES AND AIMS

ARTICLE 3 - MEMBERSHIP

ARTICLE 4 - TERMINATION OF MEMBERSHIP

ARTICLE 5 - ORGANIZATION

ARTICLE 6 - COMMITTEES

ARTICLE 7 – REGIONS

ARTICLE 8 - MEMBERSHIP DUES

ARTICLE 9 - ANNUAL MEETING

ARTICLE 10 - QUORUM

ARTICLE 11 – AMENDMENTS

ARTICLE 1 - NAME

The Canadian Police Chaplain Association (CPCA)

ARTICLE 2 - OBJECTIVES AND AIMS

Section 1:

To serve those elected or appointed to serve as police **or law enforcement** chaplains of the several law enforcement agencies and associations in Canada.

Section 2:

To establish standards for police **or law enforcement** chaplain candidates, in Canada and to ensure their maintenance and development.

Section 3:

To establish and staff seminars in Canada relating to chaplaincy training.

Section 4:

To encourage police **or law enforcement** authorities and associations to implement chaplaincy programs.

Section 5:

To establish and maintain a strong relationship with the International Conference of Police Chaplains (**ICPC**) for the promotion of police **or law enforcement** chaplaincy.

Section 6:

To support regional groups that operate in accordance with the Constitution of the CPCA.

ARTICLE 3 - MEMBERSHIP

Section 1: Full Membership

Full membership in the Canadian Police Chaplain Association is open to individuals who are persons in good standing who provide evidence of appointment as a chaplain by a police or law enforcement agency through a letter from their police service or law enforcement agency. An application shall be accompanied by a character reference or, if applicable by a letter of reference from the religious body of which the applicant is a recognized leader.

Section 2: Liaison Officer

One employee of a police or law enforcement agency who is responsible for directing the agency's chaplaincy program may apply for membership with the same privileges as a chaplain member with the exception of voting or holding elected office.

Section 3: Retired Chaplain

A chaplain who has been a member of the Canadian Police Chaplain Association for at least five years prior to retirement and who retired as a member in good standing may apply for continued membership with the same privileges and opportunities afforded to active members.

Section 4: Honorary Member

An individual who through meritorious service or special interest in the Canadian Police Chaplain Association may be awarded the status of honorary member as bestowed by the organization upon recommendation of the Executive.

Section 5: Affiliate Member

An individual who has an interest in and is supportive of the objectives of the Canadian Police Chaplain Association who desires to affiliate with the association may apply to become an affiliate member. The affiliate member shall have the general privileges afforded to regular members but shall not be eligible to vote or hold elected office.

Section 6: Relocation

Chaplains who relocate outside the geographical region and no longer serve as an appointed chaplain may retain membership for five years beyond the current membership to afford time to re-establish appointment with another police **or law enforcement** service.

ARTICLE 4 - TERMINATION OF MEMBERSHIP

Section 1: Letter of Resignation

Membership in the Canadian Police Chaplain Association shall terminate when a letter of resignation is received by the secretary.

Section 2: Unpaid Dues

After two years of unpaid dues, the member's name ~~may~~ **shall** be removed from the roster of members.

Section 3: Revocation for Cause

Membership may be revoked for cause that is likely to bring discredit to a police **or law enforcement** agency or the Canadian Police Chaplain Association. Action under this section will be taken by the Executive after having careful review of evidence delivered by another member or the police **or law enforcement** agency for which the member has served. The member whose membership is revoked under this section may appeal the action to the next Annual General Meeting.

ARTICLE 5 - ORGANIZATION

Section 1: Annual Training Seminar

The Association shall hold Training Seminars on an annual basis, when possible, to provide training and to ensure continuation and growth. Such seminars shall be scheduled between the first **full** week after Thanksgiving up to the first full week before Remembrance Day.

Section 2: Annual General Meeting

A ~~An~~ ~~Annual~~ ~~g~~General ~~m~~Meeting shall be held each year to elect officers, to receive financial and other reports, and to conduct other business as necessary. If there is a Training Seminar the meeting shall be held at that time. If a Training Seminar is not held in a given year, the ~~Annual~~ General ~~m~~Meeting shall be held no later than the thirty first day of October and with thirty days notice having been sent to the membership.

Section 3: Officers

A President, First Vice President, Second Vice President, and Secretary Treasurer shall be elected every two years at the Annual ~~General~~ Meeting. The President, First Vice President and Second Vice President shall not be eligible to serve in their respective offices for more than two terms (~~a term is two years~~). The Secretary Treasurer may serve unlimited terms. The Registrar shall be appointed by the Executive ~~and may serve unlimited terms~~. These elected officers with the Immediate Past President and Registrar shall form the Executive.

Section 4: Interim Vacancy

Should a vacancy in any office occur between ~~a~~Annual ~~General~~ ~~m~~Meetings, the vacancy shall be filled by the next officer in rank succession. A President shall be replaced by the First Vice President and the First Vice President replaced by the Second Vice President. ~~If a vacancy in the Secretary/Treasurer or Registrar occurs, an interim one may be appointed by the Executive.~~ This is consistent with executive duties specified in Section-4 ~~5~~: Duties of the Executive.

The Second Vice President position will remain vacant until the next ~~AGM~~ ~~Annual General Meeting~~ when a ~~an~~ ~~vote~~ ~~election~~ will take place to elect a new Second Vice President, ~~An election shall be held at the next Annual General Meeting to fill the unexpired term.~~

Section 5: Duties of the Executive

1. The President

- a) Shall direct the planning and activities of CPCA with the counsel and support of the Executive.
- b) Shall preside over all meetings of the CPCA and shall call special meetings when required.
- c) Shall appoint chairpersons of committees and where required appoint members to said committees.
- d) Shall function as the official representative of the CPCA in activities of a public and promotional nature and report to the membership at the ~~a~~Annual ~~General~~ ~~Meeting~~.
- e) Shall serve as the official liaison with law enforcement agencies and associations.
- f) Shall serve as ex-officio member of all committees of the CPCA.
- g) Shall take responsibility for recruiting and maintaining contact with police ~~or law enforcement~~ chaplains in Canada.

2. Immediate Past President

- a) Shall provide continuity from their presidential term to the next Executive.
- b) Shall provide guidance to the current President as requested.
- c) Shall offer insight and wisdom on matters from past presidential experience as requested.

3. First Vice President

- a) Shall assist the President in every way possible.

- b) Should a vacancy occur in the office of President, the First Vice President shall assume the responsibilities of President until the next election.
- c) Shall perform any task requested by the President in achieving the goals of the CPCA.

4. Second Vice President

- a) Shall assist the President and First Vice President in every way possible.
- b) Should a vacancy occur in the office position of First Vice President, the Second Vice President shall assume the responsibilities of the First Vice President until the next **Annual General Meeting** election.

5. Secretary Treasurer

- a) Shall provide oversight and safe keeping for all official documents and correspondence of the CPCA.
- b) Shall record and keep the minutes of meetings of the CPCA including meetings of the Executive and the business sessions of the Annual **General Meetings**.
- c) Shall send all necessary notices, conduct correspondence with members, potential members, businesses, and agencies which are involved in the functioning of the CPCA.
- d) Shall provide a written report of the CPCA activities for presentation to the Annual **General Meeting**.
- e) Shall handle the receipt and proper recording of all incoming monies, including dues, initiation fees and saleable items.

- f) Shall pay all bills authorized by the Executive within the framework of the adopted budget, which includes writing of cheques and keeping of appropriate records.
- g) Shall submit information to the Executive and membership to assist in planning for future budgets and current budget revisions.
- h) Shall prepare appropriate financial reports and obtain an annual review of record; arrange for a review of financial statements when instructed by the Executive.
- i) Should a vacancy occur in the ~~office~~ position of Secretary/Treasurer, an interim one may be appointed by the Executive until one can be elected at the next Annual General Meeting.

6. Registrar

- a) Shall keep records of all membership matters.
- b) Shall send out annual notices for dues.
- c) Shall receive dues and issue membership card.
- d) Shall receive all applications for membership and forward them to the Executive for consideration.
- e) Should a vacancy occur in the ~~office~~ position of Registrar, an interim one may be put in place by the Executive until one can be appointed.

Section 6: Nominating Committee

- a) The CPCA Executive shall act as the nominating committee, calling on members to forward nominations for election to executive positions at the Annual General Meeting. Those

nominated shall provide a resume at least thirty days prior to the ~~AGM~~ **Annual General Meeting**.

- b) For the position of President, any nominee shall have served at least one prior term as a member of the Executive.

ARTICLE 6 - COMMITTEES

- a) The Executive shall be responsible for providing leadership and developing programs necessary to carry out the objectives and aims of the CPCA.
- b) The Executive shall establish such committees as may be deemed necessary to further the aims and objectives of the CPCA.

ARTICLE 7 – REGIONS

- a) Any group of CPCA chaplains from a clearly defined geographical sub-region of Canada may apply for registration as a Regional Group.
- b) Groups shall be clearly defined as to membership, purpose and region to be served and must have the approval of the Executive of the CPCA prior to establishment.
- c) Each regional group ~~would~~ **shall** be designated as CPCA-(name) Region.
- d) A region will be led by a Regional Director who is named and appointed by the President and Executive of the CPCA to whom they are accountable.
- e) Regional ~~d~~**D**irectors will be identified with the leadership shown on the CPCA website.

- f) The Regional ~~d~~Director shall send a written report quarterly to the Executive. Regional director meetings will be encouraged at the discretion of the President.
- g) A Regional Director shall have access to regional contact information on file with the Registrar.
- h) Regional ~~d~~Directors will be encouraged to submit names for general elections after consultation with group members.
- i) Funds for operation of the group may be approved by the Executive after submission of an annual budget prior to the end of March in any given year. An annual financial report shall be submitted to the Secretary/Treasurer by the end of September each year.
- j) A regional group may meet regularly for mutual support and training of the members and will function at all times in keeping with the aims and objectives of the CPCA.
- k) Members of a regional group shall be encouraged to be members in good standing of the CPCA.
- l) All training in a regional group towards Basic CPCA Credential requirements shall first have the approval of the Academic Standards Committee.

ARTICLE 8 - MEMBERSHIP DUES

Section 1: Annual Dues

- a) Annual dues shall be established by the Association at the Annual **General** Meeting. The fiscal membership year will be January 1 through December 31st.
- b) Failure to pay said dues upon notice from the ~~registrar~~ **Registrar** shall result in said member being declared delinquent and shall be

prohibited from participation or voting at any meeting of the Association **CPCA**.

Section 2: Unrenewed Dues

- a) A member may be reinstated upon proper application to the registrar **Registrar** and such application shall be accompanied by payment of dues. Such reinstatement shall be subject to the approval of the Executive.

ARTICLE 9 - ANNUAL MEETING

An Annual **General** Meeting shall be held during the yearly training seminar.

If a Training Seminar is not held in a given year, the Annual **General Meeting** shall be held no later than the thirty first day of October and with thirty days notice having been sent to the membership.

ARTICLE 10 - QUORUM

Those members in good standing present at the Annual **General** Meeting shall constitute a quorum **with the addition of at least 50% plus 1 of the Executive in attendance.**

ARTICLE 11 - AMENDMENTS

The **CPCA** Constitution may be amended at any Annual **General** Meeting by a vote of two thirds (2/3) of the members present and eligible to vote, provided notice of the proposed change has been sent to members at least thirty (30) days prior to the meeting.

Respectfully submitted,

Robert Parmenter, 1st Vice President
Chair of Constitution Revision Committee





Nomination Package

A. Secretary Treasurer Nominee Package for Phil Sovdi

2024 NOMINATION FORM

NOMINATOR INFORMATION

Name: David Field

Mailing address: 5762 Kestrel Drive

Chilliwack, BC, V2R 0E7

Phone number: (778) 242 - 0884

Email address: dfield368@gmail.com

NOMINATION

I am nominating Phil Sovdi for Secretary-Treasurer

Nominee's Address: 18 Moberly Cres

Fort McMurray, AB, T9H 1G9

Nominee's phone number: (780) 715 – 6905

Nominee's email address: phil.sovdi@gmail.com

1st NOMINATION REFERENCE FORM

REFERENCE CONTACT INFORMATION

Name: David Field

Mailing address: 5762 Kestrel Drive, Chilliwack, BC, V2R 0E7

Phone number: (778)242 – 0884

Email address: dfield368@gmail.com

I am providing this Reference for Phil Sovdi for Secretary-Treasurer

The length of time I have known the nominee: 10 months

The primary capacity or context in which I have known the nominee (check all that apply)

- Friend
- Co-worker
- Co-volunteer

- Supervisor
- Other (specify): _____

Give a brief description of the nominee's experience and/or qualifications for this position:

As the Registrar for the CPCA I have dealt with Phil Sovdi on a number of occasions both through emails and through the executive meetings. Phil is always punctual and has maintained the financial records in a fashion that are easy to understand. Phil has been in the Sec-Treas position for a year now and has everything down pat

NOMINATION REFERENCE FORM cont'd

Please answer the following questions clearly and concisely:

a. What are the top 2 reasons you are nominating this person?

1. Know him personally

2. Maintains the CPCA financial records in an excellent fashion

b. Have you worked, or would you want to work on a committee with this person? Why or why not?

I have. Phil is easy going and very helpful. He is dedicated and punctual.

c. What are this candidate's 3 greatest strengths for this work?

1. Desire to want to do the work

2. Efficiency

3. Punctual

d. What cautions, if any, would you offer regarding this candidate?

none

2nd NOMINATION REFERENCE FORM

REFERENCE CONTACT INFORMATION

Name: Elisabeth MELVIN

Mailing address: 9602 91 street

Morinville, Alberta T8R 0E3

Phone number: (587) 596-9951

Email address: elis74@live.com

I am providing this Reference for Phil SOVDI for Secretary/Treasurer

The length of time I have known the nominee: 4+ years

The primary capacity or context in which I have known the nominee (check all that apply)

- Friend
- Co-worker
- Co-volunteer

- Supervisor
- Other (specify): RCMP Eastern Alberta District Chaplain

Give a brief description of the nominee's experience and/or qualifications for this position:

Phil SOVDI currently holds an executive position on the CPCA board as the Secretary/Treasurer.

NOMINATION REFERENCE FORM cont'd

Please answer the following questions clearly and concisely:

a. What are the top 2 reasons you are nominating this person?

1. Phil SOVDI has successfully executed the role of secretary/treasurer in the previous term.
2. Phil understands the combined roles and has the foresight needed to keep them relevant. Over this last term, Phil has successfully introduced new initiatives that have led to a greater level of efficiency overall.

b. Have you worked, or would you want to work on a committee with this person? Why or why not?

I have not had the experience of working with Phil on a committee. However, Mr. SOVDI serves as a RCMP Chaplain in my district and has been a pleasure to work with.

c. What are this candidate's 3 greatest strengths for this work?

1. Dependability
2. Capacity
3. Vision

d. What cautions, if any, would you offer regarding this candidate?

I do not have any cautions to offer.

NOMINEE BIOGRAPHICAL SKETCH

Phil Sovdi - Bio

Phil Sovdi wants to see growth and maturity in all facets of people's lives. He is passionate about encouraging and equipping people to be fruitful in their abilities and relationships with God and each other.

Phil and Linda, of 43 years, have five adult children in First Responder and Support Roles in their respective careers. They display Phil and Linda's passion of people care. Together they have two RCMP officers; an Advanced Care Paramedic/Firefighter, an EMT/Firefighter, and one to hold it all together, a Human Resources Director/Clinical Counselor.

Phil has served now as Secretary/Treasurer for the CPCA for the last two years while he maintained his full-time driving job as a Motorcoach Operator.

Phil reaches out under the banner of "because you matter." His ministry has included Pastoring, Police Chaplaincy, Speaking, Writing, and Blogging. He has written two books and has developed a website for people's spiritual growth and health.

Phil has been a volunteer chaplain in Fort McMurray's large RCMP detachment since 2008 and has found it replete with opportunities to engage and connect with members. From ride-a-longs and lunches to phone calls with ODS members; he has spent time in a side-by-side and then riding his motorcycle with another member and his "Sport-bike," all with the intention of connecting and support. Coffees, lunches and good old 'find a corner' conversations are all made in the name of member care.

Regularly at 6:00 A.M. on a Saturday or Sunday morning, you can find Phil sitting with a Watch at their detachment's briefing table "because they matter."



Thank you for your continued support of the Canadian Police Chaplain Association

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| | | | |
| <p>President Chaplain Bruce Ewanyshyn Brandon Police Service</p> | <p>1st Vice President Chaplain Robert Parmenter RCMP "K" Division</p> | <p>2nd Vice President Chaplain Curtis Hinds Peel Regional Police</p> | <p>Registrar Chaplain David Field RCMP "E" Division</p> |
| | | | |
| <p>Secretary / Treasurer Chaplain Phil Sovdi RCMP "K" Division</p> | <p>Past President Vacant</p> | <p>Academic Standards Chair Chaplain Katherine Bourbonniere RCMP "H" Division</p> | <p>Annual Training Liaison Chaplain John Siderius Winnipeg Police Service</p> |
| | | | |
| <p>CPCA - ON Region Director Chaplain Charles Swarwood Stratford Police Service</p> | <p>CPCA - MB Region Director Chaplain John Siderius Winnipeg Police Service</p> | <p>CPCA - SK Region Director Chaplain Tom McCullagh RCMP "F" Division</p> | <p>CPCA - BC Region Director Chaplain Bill Ashbee RCMP "E" Division</p> |
| | | | |
| <p>CPCA - ATL Region Director Chaplain Dave Sutherland</p> | | | |

CPCA Leadership Team 2024



CPCA ATS Winnipeg 2023

*****Next ATS will be in Vancouver October 20 – 24, 2025*****

Hope to see you there for our “Better Together” gathering

Thank you for “Serving Those Who Serve with Excellence”