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Columbus, Ohio, US

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Windsor Police, Windsor, ON, CA

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Sanjena Clay  
Palm Beach County Sheriff's  
West Palm Beach, Florida, US

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## Message from the IALEP President

*Teresa Bowling, Columbus, Ohio Columbus Division of Police*

The year is drawing quickly to a close, and I'm guessing that all of us are trying to finish up last minute projects and get ready to compile end of year reports for our respective agency, so let's do a quick look back at a few of the projects that the Board worked on during 2018:

- Webinar training sessions on the Justice Clearinghouse where our members have given presentations on a variety of topics
- Updated website
- Bylaw revisions
- Strategic Plan updates
- The Spring and Fall Planners' Courses
- Selecting the site for the 2019 training conference in Cleveland, Ohio



*Thank you*

I want to extend a heartfelt "Thank You!" to the outgoing Past President Will Werner and Secretary Maria Garcia-Cunningham for the hard work that they put in while members of the Board. Their contributions to the organization were invaluable this past year and hopefully we'll see them again soon at another conference!

During the past year, I had the pleasure of going to Cleveland for the IALEP mid-year meeting in April where we selected the "Metropolitan at the 9" as the venue. I think everyone will be intrigued by the history and architecture of the building and Lt. Johnny Hamm is working to put together a first-rate schedule of training sessions.



### Message from the IALEP President *(cont.)*

*Teresa Bowling, Columbus, Ohio Columbus Division of Police*

Later in April I was able to attend the NCLEPAA Spring Conference in Pine Knolls Shore, North Carolina and was treated to a large dose of southern hospitality and some quality training...some of which was very pertinent when the First Amendment Auditors showed up in Columbus over the summer. I was saddened when Hurricane Florence struck the Outer Banks in mid-September and caused major flooding and damage to the structures there; hopefully they recover in time for next year's Spring conference. In September, I flew to El Paso with my favorite traveling partner (Chris) for the 2018 IALEP Training Conference-Bridging Borders hosted by the El Paso PD. The El Paso conference committee members were extremely hospitable and kept everyone engaged in during training and networking activities.



In addition to the IALEP-related conferences, Chris and I also attended ASEBP Conference in Philadelphia, PA at Temple University in March, and Chris attended the CIT International Conference in Kansas City, MO in August and I tagged along to scope out a possible future conference city and meet up with IALEP's own Todd Stoker. Both conferences were very engaging and provided information that was related to planning as many of our agencies are dealing with policy and procedure issues pertaining to mental illness and conducting projects based upon evidence and research. I encourage everyone, that whenever possible, and if your budget allows, seek out conferences that will broaden your knowledge base and network of associates who could be valuable resources in the future.



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### Message from the IALEP President *(cont.)*

*Teresa Bowling, Columbus, Ohio Columbus Division of Police*

The final activity of the year...non-work-related... involved my daughter's wedding in October, which luckily for me didn't require much more than writing checks because my daughter evidently must be a planner at heart and had everything organized and scheduled!

For 2019, there's still more work to be done. As we welcome Staff Vice President Cassie Johnson and Secretary/Exchange Editor Lisa Drum to the Board, I anticipate that we will be accomplishing many more goals next year under the leadership of President Marg Gloade. There will be many ways for members to become more involved in IALEP over the next few years, and for those who are new to the organization I strongly encourage you to attend a Planner's Course and/or the Training Conference and network with the highly-educated, talented, and interesting individuals who make up the membership. Complete the application process to become a certified or advanced



planner as those skills will open new opportunities for you in the future. For those thinking of or planning on retiring soon, try to pass along the knowledge that you've learned and serve as a mentor if possible. If you're a retired and bored IALEP member, contact the Board and see if they can use some help with a committee or project and volunteer a few hours of your time...it will keep your mind active!



I hope everyone has a happy and safe holiday season with their family, friends, and loved ones until we meet up again next year!!

Tracy





**2019 IALEP Annual Training Conference  
September 9, 2019 thru September 13, 2019**



*Metropolitan at the 9*

**2019 IALEP Annual Training Conference Presentation Proposals  
Cleveland, Ohio**

The 2019 IALEP Annual Training Conference is fast approaching. If you think you have a recent topic, project, paper, presentation, or idea that other IALEP members can benefit from, we need you to start planning to potentially present it in Cleveland. The presentations should relate to one or more of the topical areas for planner certification (full list at: [www.ialep.org/police-planner-certification](http://www.ialep.org/police-planner-certification)) or relationships (the 2019 IALEP conference theme). In the near future, a Listserv request will go out with more detailed information and official documentation for presentation proposals. If you fear missing that notice, just send an email with your name, presentation topic, and contact information to Johnny Hamm (Cleveland Conference Liaison) at [jhamm@city.cleveland.oh.us](mailto:jhamm@city.cleveland.oh.us). Then, when the Listserv is sent, you will receive a direct email as well. Do not miss this chance to help IALEP and its members grow and improve.

*Power, today, comes from sharing information, not withholding it.*

*-Keith Ferrazzi*



**open call for  
PRESENTATIONS**

BECOME  
A MEMBER

## WHAT... \$50 Membership?

Yes – it's true! Your 2019 IALEP membership is only **\$50 USD**.

This \$35 savings is coming your way in 2019 to help your agency and others ensure law enforcement planning professionals can enjoy all the IALEP membership benefits such as the Listserv, planners course, annual training conference, certification, and awards. In addition to these services, networking resources, and professional recognition, your membership still includes the additional \$100 value of access to Justice Clearinghouse's webinar training.

As part of IALEP's Strategic Plan, we will be kicking off a membership drive for 2019 to spread the word about the value of an IALEP membership. With this savings, consider memberships for multiple staff from within your organization. Do you know other colleagues or other police agencies that do not know about IALEP? This is a great opportunity for them to try out membership and all it offers. Every member is a recruiter!

Stay tuned for membership renewal notices coming in January. Thank you in advance for reaching out to other law enforcement professionals and sharing this opportunity.



### Nominations are now being accepted for a new Associate Treasurer

Excel savvy? Interested in helping IALEP and sharing your expertise?

As part of succession planning for IALEP's Executive Board positions, a new **Associate Treasurer** position was created in the latest update of the Association's bylaws and ratified at the 2018 annual conference during the General Business Meeting. Nominations for this new Associate Treasurer position are now open to any active IALEP member.

The Associate Treasurer will work with the current IALEP Treasurer, Will Davis, assisting with the Treasurer's duties, while developing the skills, knowledge and expertise to assume the role of Treasurer. It is a two-year renewable term (proactively starting on January 1, 2019), and will succeed to Treasurer upon the conclusion of their term or in conjunction with the conclusion of the term of the Treasurer.

Individuals seeking consideration for the Associate Treasurer position are encouraged to forward a letter of support from their agency to the IALEP President by **January 31, 2019**. An electronic vote by the IALEP membership will follow. Please contact Marg Gloade ([margaret.gloade@wrps.on.ca](mailto:margaret.gloade@wrps.on.ca)) or Will Davis ([wdavis@scottsdaleaz.gov](mailto:wdavis@scottsdaleaz.gov)) if you have any questions.

### We Need YOU

Would you like to share your skills and expertise, and contribute to your profession with only a short term commitment? IALEP will be activating several committees throughout 2019 and needs YOU to add your voice and ideas. You will be working along-side several Executive Board members on each committee. There is no cost to you or your agency and meetings will be via conference call or email. Please reach out to the designated IALEP Executive Board members by **January 15<sup>th</sup>** if you would like to participate.

Committee	Purpose	Estimated Timeline	IALEP Executive Board Chair
Membership Drive	Focus on 2019 membership drive with special rate, and other membership options	January – April 2019	Marg Gloade, President
Communications	Focus on different methods of communication, social media, website, newsletter, other	All of 2019	Beth Morton, Executive VP
Bylaws	Focus on succession plan for Training and Certification Director position	January – April 2019	Cassie Johnson, Staff VP
Certification and Awards	Focus on reviewing certification applications and award nominations	May – June	Barry Horrobin, Training and Certification Director
Conference	Focus on supporting host with agenda and preparations, and updating the Conference Guide	November 2018 – September 2019	Tracy Bowling, Past President

#### IF YOU ARE WILLING AND INTERESTED IN:

- Sharing your networking skills to help increase IALEP membership, contact [margaret.gloade@wrps.on.ca](mailto:margaret.gloade@wrps.on.ca)
- Improving the communication within and about IALEP, contact [Beth.Morton@athensclarkecounty.com](mailto:Beth.Morton@athensclarkecounty.com)
- Developing a succession plan for the Training and Certification Director position, contact [cajohnson@scottsdaleaz.gov](mailto:cjohnson@scottsdaleaz.gov)
- Reviewing certification applications and award nominations, contact [bhorrobin@police.windsor.on.ca](mailto:bhorrobin@police.windsor.on.ca)
- Consider your experience as conference host and offer insight on the Conference Guide, contact [TBowling@columbuspolice.org](mailto:TBowling@columbuspolice.org)



## Fall Planner's Course 2018

The Fall 2018 IALEP Planners course wrapped up recently in St. Louis, Missouri – “Gateway to the West” (where fine law enforcement planner training can also be found!!). There were eleven attendees collectively representing the graduating class for the 33<sup>rd</sup> edition of the course; which had its maiden voyage way back in May 2000 just across the state in Kansas, City, Missouri. Attendees this time around covered all time zones and shared their combined experiences and challenges with each other, plus the course Instructors (Bellmio, Lege, & Horrobin) as well.

Our niche within the great profession of policing comprised of planning, research, evaluation, etc. has helped to promote best practices and creative solutions to problems and challenges many of us similarly face in our respective regions across many different countries. The course builds on this “camaraderie-driven” approach that ensures each of us can succeed at whatever we are facing because we can count on one another to help out somewhere along the way whenever needed. If nothing else, the course has



helped establish new working friendships that may last a career and encourages everyone to be enthusiastic and creative in how we tackle the challenges laid in front of us. Who we be up for the 34<sup>th</sup> edition of the IALEP Planner’s class????? The 2019 Spring Planner’s Course is tentatively scheduled for the month of April in Newport News, Virginia.



“On behalf of the IALEP Board, on November 22, 2018 former IALEP President Beth Nielsen (Metro Vancouver Transit Police) presented the 2018 Long Standing Contribution and Achievement Award to Chris Stockard, Retired Captain with the Alaska State Troopers. While this award was announced at the IALEP conference in El Paso, unfortunately Chris was unable to attend to receive the award. Demonstrating excellent Canadian and US relationship building that IALEP is known for, the presentation was made at the Stockard’s home in Bellingham, Washington following a gourmet Thanksgiving dinner.”





2018 has been an exciting year for OALEP. We hosted two successful symposiums with our most recent event being the Canadian Staffing Symposium. It was facilitated by Dr. Alex Weiss and featured presenters from the United Kingdom, Puerto Rico, and Canada. Our keynote speaker was Stephen Walkom, VP of Officiating for the NHL. Perhaps unsurprisingly, there were many parallels between the policing world and that of a referee in professional hockey. The players don't thank the refs when they get sent to the penalty box, either. He spoke to us about change management, and asked "How do we change the game"? In his experience it involves:

- collective effort
- checking egos
- consistency
- defining the standard with stakeholders
- matching the rules with the expectations
- evaluation (also defined by stakeholders)
- not accepting anything below the standard
- knowing where you want to go
- recognizing the successes
- education and communication to head off the criticism.

He also shared a story about an idea of his to improve the game that didn't catch on for years (in fact, was initially dismissed) and then took a lot of trial and error to perfect – clearing snow off the ice surface. Simple, right? Then why did it take so long to make a change for the better? For a few reasons (they should have consulted more with their stakeholder, Stephen, given his experience in the Canadian north and pride in a well-cleared driveway), but the moral of the story is: the snow was always there, but we didn't "see" it. *Deep thoughts on change management.* This was a good example of looking outside of policing for lessons learned.

2018 has been an interesting year, too. In Ontario, we saw a change in our provincial government as well as the legalization of cannabis. Favourably, the networking and information sharing that exists among OALEP members should help to ease the transition that such major changes cause. While it may be difficult to top such a year, in 2019 we are hoping to continue to provide high value training at low cost to the members of our chapter.

On behalf of OALEP I would like to wish everyone all the best in 2019,  
Jim



Staff Sergeant Natalie Hiltz, Peel Regional Police presenting on behalf of the Canadian Society for Evidence Based Policing



### Welcome to the new 2019 Executive Board Members



Congratulations to Cassie Johnson of the Scottsdale Police Department in Arizona who will be the IALEP Staff Vice-President in 2019. Cassie brings four years of law enforcement planning experience in her current role and just over two years in crime analysis with the department. Cassie was IALEP 2017 Planner of the Year and served as the IALEP Southwest Chapter President from 2016-2018 and is the current President of the Arizona Police Accreditation Coalition and a Faculty Associate with Arizona State University in the School of Public Affairs.

Congratulations also to Lisa Drum of the Hickory Police Department in North Carolina. Lisa will fill the role of IALEP Secretary and IALEP Newsletter Editor. Lisa has been instrumental over the past three years in putting together the IALEP newsletter and keeping IALEP members informed of all the latest news. Lisa has approximately 21 years of law enforcement planning experience. Lisa was the IALEP 2015 Planner of the Year. Lisa began serving as Secretary/Treasurer of the NC Law Enforcement Planners and Analyst Association in 2002.



The Association is glad to officially welcome both Lisa and Cassie to the Executive Board!



The Blue Courage is a program for Law Enforcement and is a combination of leadership, health and wellness, and emotional survival training that focuses on the nobility of policing, the importance of and the need for courage and the balanced approach to life and policing through ensuring all four parts of the person (mental, emotional, physical, and spiritual) are where they need to be through being deliberate and consistent with our choices. Blue Courage is a state of being. It helps officers to live in an enriched environment where he or she can flourish, doing the right thing in a given situation to obtain the optimal relationship with ourselves and others. Blue Courage helps officers to remember his or her purpose and that policing is and always will be a noble profession.

**"Courage doesn't always roar. Sometimes courage is the quiet voice at the end of the day saying I will try again tomorrow."**

*Mary Anne Radmacher*



## Thank you Tracy!

As 2019 draws to a close, I would like to acknowledge all the hard work and dedication of the outgoing IALEP President, Tracy Bowling. You have set the bar high Tracy! Thank you for your leadership, insight, and passion for law enforcement planning. I will rely on your expertise and advice as we transition into our new roles in 2019. Thank you Tracy!

Sincerely,

*Marg Glode*

*Incoming 2019 IALEP President*



Thank you Tiffany Anderson and Cathie Gura, from Chandler Police Department, for all your time, expertise, and attention to detail on the new IALEP website!

Check it out at: [www.ialep.org](http://www.ialep.org)

**WELCOME**  
**NEW MEMBERS**

William Righter  
Philadelphia Police Department  
Philadelphia, PA

Jordan Crump  
Oklahoma City Police Department  
Oklahoma City, OK

William Windagle  
Toledo Police Department  
Toledo, OH

Gordon Clark  
JRCA Architects  
Salt Lake City, UT

Jesse Smith  
Guelph Police Service  
Guelph ON, Canada

Lori Frank  
Fort Collins Police Services  
Fort Collins, CO

Daniel Stewart  
Oklahoma City Police Department  
Oklahoma City, OK

Gillian Lee  
Ontario Provincial Police  
Orillia, ON, Canada

Amanda Heppler  
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Oklahoma City, OK