



CANADIAN POLICE  
CHAPLAIN ASSOCIATION  
ASSOCIATION CANADIENNE  
DES AUMONNIERS DE POLICE

2023

# CPCA ANNUAL GENERAL MEETING INFORMATION PACKAGE



Bruce Ewanyshyn

CPCA President

8/31/2023





## **2023 CPCA Annual General Meeting Information Package**

Annual General Meeting  
October 19, 2023  
1600 hrs CST

### **AGENDA**

**1. Call to order**

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

**3. Adoption of the Agenda**

**4. Housekeeping Items:**

- a. Request phones be turned off or set to “Silent Mode”
- b. Appointment of a Secretary for the meeting
- c. Attendance; Clarification re: member and non-member participation

## 5. Minutes:

- a. Approval of October 27, 2022 Minutes
- 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 on line 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 1<sup>st</sup> 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 18 -19)
- c. Academic Standards Committee Report (pages 20 - 21)
- d. ATS Planning Committee Report (page 22)
- e. CPCA Ontario Region Report (pages 24 - 25)
- f. Treasurer's Report(s) (pages 26 - 29)
  - 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 pages 30 - 37).
- b. Nominating Committee.
  - i. Election of Executive (Nomination Packages – Pages 38 - 61)
    - President
    - 1<sup>st</sup> Vice President
    - 2<sup>nd</sup> Vice President

## **8. 2024 Objectives:**

- a. Academic Standards Committee
  - Focus on maintaining the current six On-Line Core Courses and explore possibilities of developing additional On-Line Courses.
  - Work with the ATS Liaison and Planning Committee in preparation for a 2025 ATS in BC
- b. Communications Team
  - Website
  - Webinars
  - Zoom meetings
  - Twitter

- Facebook
- Email

c. CPCA Regions – Support & Development

- Support the CPCA-ON Region and Regional Director Charles Swartwood
- CPCA President and the Executive to explore possibilities for additional Regions and Regional Directors
- CPCA President to meet with Regional Directors at a minimum of once a year.

d. 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:**

**Adjournment**



**Canadian Police Chaplain Association  
Niagara Falls, Ontario  
2022 AGM  
Minutes**

**Date & Time:** Thursday October 27, 2022; 14:51 EST

**Meeting chaired by:** Bruce Ewanyshyn

**Recording Minutes:** Phil Sovdi

**Members Present:**

- Bruce Ewanyshyn
- Roxzena Hayden
- Phil Sovdi
- Robert Parmenter
- Charles Swartwood
- Abd Alfatah Twakkal
- Daniel Dihele
- Dave Boyle
- Wendell Gibbs
- John Siderious
- Sheila McKillop
- Jim Mockler
- Pierre Belanger
- Greg Bailey
- Ida Armstrong-Whitehouse
- Wayne Desmond
- Jennifer Donnell
- Craig Danielson
- Paul Jensen
- Andrew Barker
- Dave Sutherland
- Scott Cooper
- Craig Head
- Katherine Bourbonniere
- George Madden
- Elisabeth Melvin
- Bernard Vadnais
- Jane Archer
- Brian Krushel
- Hillar Alkok
- Loretta Jaunzarins

- 1. Call to Order:** Bruce Ewanyshyn, President. 14:51
  
- 2. Welcome and Opening Remarks:** Bruce Ewanyshyn
  
- 3. Adoption of Agenda:** Adoption of the Agenda: Moved-Robert Parmenter, 2<sup>nd</sup>-Greg Baily – 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
  - d. Those raising their hands to make a motion, please state your name
  
- 5. Review and Approve Minutes of Previous Meeting:**
  - a. Motion to Approve Approval of October 23, 2021 Minutes  
Moved-Hillar Alkok, 2<sup>nd</sup> George Madden – Carried
  
  - b. Business arising from Minutes
    - i. Two On-Line courses are currently available and offered only to CPCA Members; these being “Ceremonies, Events, & Line of Duty Death Funerals” and “Spiritual Diversity.” These are available on the CPCA Website under “CPCA Training Courses” at a cost of \$40.00/course. Two additional courses are close to completion. Two other courses are in the planning stage. The Executive decided the On-Line courses would not be offered to non-CPCA Members due to the concern about sensitivity of materials and images.
  
    - ii. In regards to the topic of CPCA Certified Instructors, conversation continues with our ASC Chair Katherine Bourbonniere to determine possible ways to certify instructors.
  
    - iii. The majority of communications with CPCA Members occurs through the CPCA Website with posts on the Blog and Forum pages, Zoom gatherings with Chaplains Connect, training Webinars, information



sharing using Twitter and more recently through a Facebook page. The Registrar keeps contact information up to date through the Members-Only access of the Member Directory.

- iv. Instead of “Regional Chapters,” the CPCA Leadership Team during a meeting on May 4<sup>th</sup> 2022, agreed to move forward with recommendations for “Regions” and “Regional Directors” to better equip and encourage chaplains through regional training and regional leadership. Constitutional revisions are in the works with a diary date of August 2023 in preparation for a vote at the 2023 AGM. Ontario is our pilot project taking on the unofficial title of CPCA Ontario Region under the direction of Chaplain Charlie Swartwood. This project will allow for the testing of ideas with the end goal being solid Constitutional proposals that will be tried and tested before being made official through a Membership vote.

## **6. Reports:**

- a. President’s Report
- b. Registrar’s Report
- c. Academic Standards Committee Report
- d. ATS Planning Committee Report
- e. CPCA Ontario Region Report
- f. Treasurer’s Report(s)
  - i. Financial report

## **7. New Business:**

- a. Nominating Committee
  - i. Election of Executive
    - Phil Sovdi was accepted as Secretary Treasurer

b. Proposed Budget

i. Treasurer's Report

c. From the floor – George Madden – “This is the best ATS I have been to. Let’s move ahead with Winnipeg” – Moved Craig Head, 2<sup>nd</sup> Jane Archer – Carried. None opposed.

d. Background: The word Certification implies that we are certifying chaplains for the work they are accomplishing. This leaves us potentially liable for the work that a chaplain does. We are not a certification organization. We provide training as education not certification.

i. Move that the title Basic Certification be changed to Basic Credentials Move – Katherine Bourbonniere 2<sup>nd</sup> Pierre Belanger – Carried – one opposed

**8. Objectives:**

i. Academic Standards Committee

- Focus on providing and maintaining current online and in-person training sessions for the Core Courses required for Basic Credentialing with the CPCA
- CPCA certified instructors

ii. Communications Team

- Website
- Zoom Meetings
- Twitter
- Facebook
- Email

iii. CPCA Regions – Support & Development

- Support the CPCA Ontario Region pilot project and prepare Constitutional revisions for vote at the 2023 AGM
- CPCA President to continue to annually meet with the potential directors in preparation for the establishment of CPCA Regions.

- iv. Constitutional Changes
  - Continue to propose amendments to support diversity and inclusion and development of regions/regional directors

**9. Opportunity for Questions and Comments:**

**10. Motion to Adjourn: – Dave Sutherland – 15:28**



## President's Report

Dear CPCA Members;

I will begin by expressing my gratitude to every police chaplain across Canada for your continued support of the CPCA. 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 costs most other organizations charge.

In reference to training opportunities, at the conclusion of our AGM during the 2022 ATS in Niagara Falls, there was an overwhelming desire voiced by those in attendance to move forward with plans to have Winnipeg host a 2023 ATS. Discussions between two WPS chaplains and myself had occurred several times in 2022; thus, a foundation to move forward with a 2023 ATS had already been established. I would like to express my gratitude to our new CPCA ATS Liaison Chaplain/Sgt. John Siderius and the 2023 Winnipeg ATS Planning Committee for all the work they have put into making the upcoming Wpg ATS a reality. Appreciation also goes to our ASC Chair Katherine Bourbonniere for working closely with John and the Planning Committee to ensure that the highest level of training will be provided to our chaplains.

As the final month closes on my full two-year term as your CPCA President, there are many reasons to celebrate and be thankful for what God has done in and through the CPCA. In 2021, I had the opportunity to help design and launch a new website for the CPCA. My vision was to design a website that would serve as a communications hub for the dissemination of information through a Blog and a private Forum Page, a Directory to facilitate the connection of chaplains across our nation, a Library for short informative articles, an Events Page with info and registration for Webinars and our ATS, a Merchandise shop for CPCA apparel, Resources, Police Endorsements, a Gallery of photos, and the latest – online training courses covering the CPCA Core Courses for Members and Non CPCA Members.

Since its launch, I continue to maintain the website on a daily basis. Here are some statistics available to date: I have composed 86 Blog posts and in 2023 the articles were shared on a FB Page (launched in 2022), Twitter, and our website. From Jan 1<sup>st</sup> to Aug 8<sup>th</sup>, there have been 4,649 connections to our website alone from persons across Canada and the world. To date, one of my goals listed in 2022 pertaining to the website has reached completion; that is, the online availability of all six CPCA Core courses in order to fulfill 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 have solicited the services of Janelle Wallace who has 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, all who attended the 2022 ATS and who attend the 2023 ATS are provided the opportunity to enroll in the online Core courses for free. This translates to an enriched in-person ATS in which intermediate courses alone are offered enabling even new chaplains to achieve Basic Credentials within a year of studies.

My commitment to offering three Webinars per year continued in Jan, May, and September of 2023. The webinars average attendance was 40 plus chaplains with topics presented by experts in their fields. The three topics were: an Intro to Conflict Management with RCMP Conflict Management Practitioner Melanie Gerhardt, an Intro to Moral Injury with Researcher Dr. Lorraine Smith-MacDonald, and an Intro to a Biopsychosocial Spiritual Approach to Police Wellness with YRP Director of Wellness Dr. Kyle Handley. Each participant was awarded a CPCA Certificate for attending and their training records were updated to reflect the additional hours of training.

In 2023, our Past President Michael Rolph continued to chair our CPCA Constitution Amendment Committee that included 2<sup>nd</sup> VP Robert Parmenter and our “unofficial” CPCA Ontario Region Director Charles Swartwood. The main goal of this committee in 2023 was to establish the Constitutional framework to establish Regions and Regional Directors. The implementation of the recommendations of this committee are available for you to review in preparation for a vote at our 2023 AGM on October 19<sup>th</sup>, 2023, in Winnipeg. The above-mentioned proposals and other proposals recommended to improve how the CPCA functions in the future form part of the body of this report. Please take some time to review and ponder the recommendations. Thank you, Michael, Charlie, and Robert for your dedication to this committee throughout 2023.

In lieu of the current CPCA Constitution, Ontario continues to serve as a pilot project applying the regional concept on a trial basis so that we can establish what works for Canada regarding developing Regions and Region Directors. I am grateful for the vision and passion Chaplain Charlie Swartwood possesses for chaplains in Ontario and for his support of our national association. Charlie is the “unofficial” Director of the CPCA Ontario Region and he has humbly agreed to serve unofficially until the Constitution amendments recommended in this report are voted on by our Membership at our 2023 AGM. A positive vote will pave the way to establish other Regions and Directors who will facilitate regional training and work to establish closer connections with chaplains within their specific regions.

The year of 2023 was not without its share of leadership challenges. Three chaplains who served for many years on the CPCA Leadership Team stepped down from their positions in 2022; namely, Registrar Brian Krushel, ATS Liaison Roxzena Hayden, and Secretary/Treasurer John Tyrrell. While we were grateful to officially welcome RCMP Chaplain Phil Sovdi as our new Secretary/Treasurer, the other two positions remained vacant into 2023. Former TPS chaplain now serving as a RCMP Chaplain in AB, Hillar Alkok, offered his time and resources early in 2023 and became our new Registrar. Winnipeg PS Chaplain/Sgt John Siderius who had first approached me back in 2019 regarding bringing an ATS to Wpg was a natural fit to become our new ATS Liaison Officer since he was already heading the Planning Committee for our 2023 ATS. All three of these men are exceptional leaders and they have been a source of joy to me while engaging in monthly CPCA Leadership Team Zoom calls and continued conversations throughout 2023.

Just when it appeared that our team was solid for the remainder of 2023, our 1<sup>st</sup> VP George Madden stepped down from the CPCA Executive after accepting a national position with the RCMP. It was a pleasure serving with George through his time as 2<sup>nd</sup> VP, and 1<sup>st</sup> VP. George was a source of much encouragement and support to me, and leaves the CPCA with the legacy of the “Webinar” which he first established in 2022. In accordance with our Constitution, our 2<sup>nd</sup> VP Robert Parmenter was provided the opportunity to temporarily serve as the 1<sup>st</sup> Vice President leading to the election at the AGM in October 2023. Robert has been a blessing as he accepted the challenge and has served exceptionally as my 1<sup>st</sup> VP since March of 2023. Robert has continued to serve as our Merchandise manager, Shipping manager, and Constitution Amendment Committee member in addition to serving as our 1<sup>st</sup> Vice President.

I am grateful to our entire CPCA Leadership Team for their dedication to making the CPCA a better Association. As President, I see how incredibly busy our Registrar Hillar Alkok, and Secretary/Treasurer Phil Sovdi are on a daily basis keeping records and managing files for our valued Members. The responsibilities of our ASC Chair Katherine Bourbonniere have

tremendously increased with the development of our online Core Courses. Leading up to our 2023 ATS, John has been engaged almost daily with preparations. Robert, Michael and Charlie have been valued contributors with the current and future operations of the CPCA. Each one is a blessing to me and to the CPCA.

At our upcoming in-person AGM on October 19, 2023, there will be a vote regarding nominees whose names have been put forward for the positions of CPCA President, 1<sup>st</sup> Vice President, and 2<sup>nd</sup> Vice President. As advertised through emails since April, 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 2023 Information Package. Individual Nomination Packages must be completed and sent to Secretary/Treasurer Phil Sovdi at [Secretary.Treasurer@the-cpca.ca](mailto:Secretary.Treasurer@the-cpca.ca) no later than September 29<sup>th</sup>, 2023.

Following discussions with the CPCA Leadership Team, it was decided there would not be an ATS in 2024; there will be an AGM through Zoom. The year will be taken to assess the results of the 2023 ATS in Winnipeg. Plans have commenced to host our 2025 ATS in BC, and I've been working with RCMP "E" Division Chaplain Coordinator Bill Ashbee and our ATS Liaison Officer John Siderius to establish and move forward with a Planning Committee and acquire a host venue.

The year 2023 marked another first – an Affiliate Member with the CPCA. Debra Steele served with Canada Border Services for over 40 years. Her vision is to bring chaplaincy to CBS, and in preparation, she desires to equip herself with all the training the CPCA offers. Through several phone conversations, I have developed an appreciation for Debra. Upon presenting her CPCA Application form to the CPCA Executive, we were unanimous in our approval to embrace Debra as an Affiliate Member.

As your President since June 2021, I have enjoyed connecting with CPCA Members by phone, having conversation and prayer through our website, using Zoom to launch the Chaplains Connect, and using Zoom to host Webinars. I have submitted a completed Nomination Package for a second term as CPCA President. If reelected, I plan to continue to connect with chaplains and host the Webinars that are valuable not only to educate, but also to encourage and support our chaplain brothers and sisters across Canada. As an active police officer serving a community in my 34<sup>th</sup> year, and in my 9<sup>th</sup> year as police chaplain and a member of the BPS Employee Wellness Team, I understand the value of encouragement and positive communication. I encourage you to share promotions and victories with CPCA Members on the website Forum Page. Similarly, if you have written an article that could be of value to chaplains, please submit it to me and I will review it and

post it on our Reading Resources website page, Blog, and promote it through Twitter and FB. We can all be active to encourage one another and share resources that will help us to serve those who serve with excellence.

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

- Solidify a location to host the 2025 ATS and assist in the development of a Planning Committee
- Continue to maintain the six Core Course training modules required for Basic Credentials with the CPCA and explore possibilities for future online courses.
- A CPCA committee will continue to work at developing Constitution changes and continue to revise the CPCA Constitution to reflect and celebrate inclusion and diversity.
- Continue to identify key regional leaders for the formation of future Regions and Regional Directors. The President will meet with Regional Directors a minimum of once a year.
- Continue to plan and host three educational Webinars a year.
- 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.

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;

Bruce Ewanyshyn  
CPCA President  
ICPC Region 1 Director  
Chaplain and Constable/Specialist for the Brandon PS









# Registrar's Report

Hello everyone.

For the past few months, I have had the pleasure of serving as your Registrar. Filling the shoes of Brian Krushel was no easy task but it has been great getting to connect with many of you. Much of the correspondence that comes to the CPCA goes through me and that includes the credentialing process. I am also the one sending out those emails informing you of upcoming webinars and updates on our CPCA webpage.

I also took some time to clean up some of our records because as Brian pointed out last year, there were 309 "Active" members listed in our database but as you will see from the brief overview, those numbers were inflated.

## Membership Records

Following is a brief overview of our current Membership according to our records:

Descriptor	Number	Comment
Members paid for 2023	134	Includes renewals & new memberships. Each of you should have received ID/membership cards.
New members in 2023	12	There are a few more pending. Each new member received a CPCA challenge coin, CPCA water bottle and ID badge.
Active members	183	Those who are still actively serving as Chaplains

Annual membership renewals are due on January 1. The cost is \$75/chaplain until March 31, and then \$90/chaplain thereafter. Payment through our website is preferred, but e-transfer to our Secretary-Treasurer or cheques are still welcome.

## **General**

Communication and the flow of information is key to the Registrar's service to our Association. It is most helpful when you notify the Registrar of any changes in status, email address, mailing addresses, etc. I sent a letter via email to all "309 Active members" (from last year) requesting this information. For example, I moved recently and changed address, phone and even police service.

## **Webinars**

Hopefully you have been able to participate in our CPCA webinars. Certificates are sent via email to each person attending.

Respectfully,

Hillar Alkok  
CPCA 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 Credentialing with the CPCA.

## 2022 Report

I would like to begin by acknowledging the hard work and dedication by all who have made our 6 online Basic Core Courses available. Thank you to Brian Krushel for being able to get the online courses established. Thank you to Janelle Wallace for her patience and expertise in the design of these courses. A special thank you to Dr. Miriam Mollering, Francis Mpindu, Brian Krushel and Daniel Saugh for the work of creating each of these core courses. Your work is well appreciated by many! And thank you to Bruce and Patrick for all their “in the background” work getting these courses online for us! I thank Dr. Miriam Mollering and Hillar Alkok for their work on the Academic Standards Committee. They are truly an asset to our organization.

During 2023 our committee continued focusing its efforts on developing online training modules for CPCA members. To that end we now have all 6 Basic Core courses online and these will be free to chaplains who attend our ATS for 2022 and 2023. Now that these are completed each module can be done by members who are unable to attend an ATS and they will be able to pay the course fee, sign in, and take the courses.

The CPCA offers Basic Credentialing training for police chaplaincy. The requirements for Basic Credentialing 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 Credentialing.

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 Credentialing, please feel free to contact our registrar. Additional levels of police chaplaincy Credentialing can be obtained through the International Conference of Police Chaplains (ICPC). Feel free to visit <http://www.icpc4cops.org/> for more details.

Completing these 6 Online courses has parachuted us to a new level of training at our ATS. It provides us with the ability to engage chaplains with new and current topics, it encourages the ATS to be dynamic and provide quality training along with the opportunity to network. The ATS no longer has to have the same courses offered year after year. This task is monumental for us and we have taken a moment to breathe after accomplishing it. This fall the academic standards committee will be exploring how we provide other online courses that will fulfill the other requirements of the Basic Credentialing. We hope to provide a variety of courses that encourage each of us as Chaplains to grow in our Chaplaincy. We thank you for your support and prayers as we endeavor to accomplish this goal.

Respectfully submitted,

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





# ATS Planning Committee Report

I'm thrilled to embrace my new role as the ATS Liaison, while simultaneously taking on the challenge of orchestrating an ATS with the support of a dynamic team in Winnipeg. The shoes I step into are undoubtedly sizable, given the impressive precedent set by the planners of previous ATS events.

Our journey thus far has been enriched by the wisdom of past ATS planners, gifting us with invaluable insights as we chart the course for the ATS in Winnipeg. It brings me great pleasure to announce that Bill Ashbee and his accomplished team in E Division will be taking the reins from Winnipeg, ready to host the 2025 ATS.

Under the theme "Stronger Together," we draw inspiration from the majestic redwood trees. These towering giants stand united in familial circles, boasting an intricate root system. When their roots intertwine with those of their counterparts, a resilient connection forms, symbolizing an unbreakable bond. Each tree shares this connection, ensuring that every individual tree is ultimately linked. Through the fiercest storms, these roots hold steadfast, nurturing the collective growth of the tree family.

In a similar vein, as we collaborate and unite through the incredible training and support offered by CPCA, we can thrive like the redwoods. Just as they contribute to their ecosystem in remarkable ways, we too can make significant and much-needed contributions to law enforcement communities, both within Canada and beyond.

With respect and dedication,

Sergeant / Chaplain John Siderius  
CPCA ATS Liaison







## CPCA Ontario Region Report

As the CPCA continues to grow in numbers and influence, there are two dynamics that are imperative: Connection and Equipping.

In Ontario, we continue to learn and experience how important communication is among our chaplains.

This year's theme "We're stronger together", sums up everything we are trying to do in the Province of Ontario.

I have listed in my report the following practices which have helped us be connected and equipped throughout the year.

Zoom meetings- There are 70 plus Police Chaplains in Ontario. Throughout the year, they are invited to attend an hour and fifteen-minute call. During these meetings we have either a special speaker or theme, mutually beneficial to all. During our Zoom meetings we often have break-out rooms, which provide opportunities to connect and share.

Monthly emails- I attempt each month to send out emails to all our members, reminding them of our zoom meeting. I have the habit of sending out at least three emails per month at the risk of being redundant, because like myself, chaplains can forget. I also send out emails when there is a crisis in our province or in our country.

PD day- On April 19th at Peel Regional Headquarters, thanks to our Peel Region Chaplain Curtis Hinds, we were graciously hosted for a minimal fee. Our speaker for the day was Eugene Dufour, a Bereavement and Trauma Specialist (Google his name). On a regular basis Eugene is invited to attend our monthly zoom meetings, serving as a tremendous resource to our chaplains. The PD day was our first in-person gathering since Covid and was incredibly successful.

\* Love, Care and Prayer (LCP)- The LCP dynamics of CPCA-ON are the glue that holds us together.



The expression of LCP during times of crisis such as police killed in the line of duty (LOD) has proven to be invaluable.

Future Chaplains-It has been my privilege to assist with either the introduction or re-introduction of police chaplains to various police services in the region. The recognition for spiritual support to law enforcement people is on the rise.

Strategic phone calls- The value of a phone call cannot be underestimated, especially during times of crisis. I have found that making phone calls is relatively easy to do, but leaving a message is often challenging. Chaplains are volunteers primarily and are often employed full time with their “faith community”, resulting in demanding schedules.

National/ Provincial relationship- With the support of our CPCA President and Executive, the relationship between national and regional chaplains has increased significantly. Due to this relational dynamic, our grassroots chaplains are more informed and connected.

Jenn Donnell- This past year we lost a Wonderful Person and Friend- Niagara Police Chaplain Jennifer Donnell. Jenn’s life and example profoundly impacted CPCA National and CPCA ON. Jenn’s battle with cancer was often a rallying cry for prayer, which our CPCA Family delivered so faithfully. The visits from her NRP Chaplain Family were so appreciated and commendable. Jenn was a leader and a champion for Police Chaplains throughout Canada. For those who attended last year’s ATS in Niagara, you will remember how she facilitated our time together.

Ministry of Presence- At the end of the day, what really matters to our Policing communities, is how our presence is felt. Many of our chaplains have the privilege to personally visit their headquarters/ divisional offices, which is awesome. Other chaplains have had to be more creative due to the aftermath of Covid; in either case the “ministry of presence” is key.

It is my privilege to Serve.

Respectively Submitted,  
CPCA-ON Region Director Rev  
Charles M Swartwood





# TREASURER'S FINANCIAL REPORT

Canadian Police Chaplaincy Association  
For the period ended October 31, 2023

Prepared on  
August 15, 2023

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# Profit and Loss

November 2022 - October 2023

	<b>Total</b>
<b>INCOME</b>	
Course Revenue	1,382.99
Short Presentation Revenue	2,114.14
<b>Total Course Revenue</b>	<b>3,497.13</b>
Golf Shirt Revenue	53.10
Membership Dues	11,224.81
Merchandise Coins	483.70
Refunds-Allowances	-138.68
Uncategorized Income	0.01
<b>Total Income</b>	<b>15,120.07</b>
<b>COST OF GOODS SOLD</b>	
Supplies and materials - COS	-789.72
<b>Total Cost of Goods Sold</b>	<b>-789.72</b>
<b>GROSS PROFIT</b>	<b>15,909.79</b>
<b>EXPENSES</b>	
ATS Conference Expenses	20,124.94
Bank charges	0.00
Interest and Bank Charges	1,570.42
<b>Total Bank charges</b>	<b>1,570.42</b>
Commissions and fees	2,485.50
Dues and Subscriptions	133.23
E Commerce Fees	99.64
Freight and Postage	1,004.51
Insurance	2,282.00
Legal and Accounting fees	741.50
Office expenses	2,141.88
Other general and administrative expenses	983.76
Promotional	866.25
Shipping and delivery expense	783.14
Stationery and printing	176.88
Supplies	834.76
Travel	1,055.13
Web Fees	2,529.52
<b>Total Expenses</b>	<b>37,813.06</b>
<b>OTHER INCOME</b>	
Other Ordinary Income	91.44
<b>Total Other Income</b>	<b>91.44</b>
<b>OTHER EXPENSES</b>	
Miscellaneous	2.46
<b>Total Other Expenses</b>	<b>2.46</b>
<b>PROFIT</b>	<b>\$ -21,814.29</b>

# Balance Sheet

As of October 31, 2023

## ASSETS

### Current Assets

#### Cash and Cash Equivalent

### Total

Bank of Montreal	11,858.98
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

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<b>Total Cash and Cash Equivalent</b>	<b>41,959.23</b>
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<b>Total Current Assets</b>	<b>41,959.23</b>
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<b>Total Assets</b>	<b>\$41,959.23</b>
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## LIABILITIES AND EQUITY

### Liabilities

#### Total Liabilities

### Equity

Opening Balance Equity	52,824.95
Retained Earnings	10,948.57
Profit for the year	-21,814.29

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<b>Total Equity</b>	<b>41,959.23</b>
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<b>Total Liabilities and Equity</b>	<b>\$41,959.23</b>
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Respectfully submitted

Phil Sovdi  
Secretary Treasurer





## CPCA Proposed Budget November 1, 2023 - October 31, 2024

Prepared by Phil Sovdi Secretary Treasurer

### Income

Membership Dues	175 x \$75.00	\$ 13,125.00
Online Courses	75 x \$40.00	\$ 3,000.00
Short Presentations	100 x \$25.00	\$ 2,500.00
Merchandise		\$ 1,800.00
	<b>Total</b>	<b>\$ 20,425.00</b>

### Expenses

Annual Training Seminar	\$ 2,500.00
Bank Charges	\$ 125.00
Commissions	\$ 2,500.00
Dues and Subscriptions	\$ 150.00
Freight and Postage	\$ 800.00
Insurance	\$ 2,300.00
Legal and Accounting	\$ 1,000.00
Office and Administrative	\$ 2,500.00
Promotional	\$ 1,550.00
Travel	\$ 1,500.00
Supplies (Merchandise)	\$ 1,000.00
Academic Standards Committee	\$ 2,000.00
Web Fees	\$ 2,500.00
	<b>Total \$ 20,425.00</b>

	\$ 20,425.00
	\$ (20,425.00)
<b>Excess / Deficit</b>	<b>\$ -</b>



# Proposed Changes to the CPCA Constitution

The proposed changes to our 2023 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 2023)

### 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 chaplains of the several law enforcement agencies and associations in Canada.

#### Section 2:

To establish standards for police chaplain candidates in Canada and to ensure their maintenance and development.

#### Section 3:

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

**Section 4:**

To encourage police authorities and associations to implement chaplaincy programs.

**Section 5:**

To establish and maintain a strong relationship with the International Conference of Police Chaplains for the promotion of police chaplaincy.

**Section 6:**

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

## **ARTICLE 3 - MEMBERSHIP**

**Section 1: Membership**

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 Law Enforcement Agency through a letter from their police service/agency. 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 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 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 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 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 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 week after Thanksgiving up to the first full week before Remembrance Day.



## **Section 2: Annual General Meeting**

A general 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 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.

## **Section 3: Officers**

A President, First Vice President, Second Vice President, and Secretary Treasurer shall be elected every two years at the Annual 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. The Secretary Treasurer may serve unlimited terms. The Registrar shall be appointed by the Executive. 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 annual 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. This is consistent with executive duties specified in Section 4: Duties of the Executive.

The Second Vice President position will remain vacant until the next AGM when a vote 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**

### **The President**

Shall direct the planning and activities of CPCA with the counsel and support of the Executive.

Shall preside over all meetings of the CPCA and shall call special meetings when required.

Shall appoint chairpersons of committees and where required appoint members to said committees.

Shall function as the official representative of the CPCA in activities of a public and promotional nature and report to the membership at the annual meeting.

Shall serve as the official liaison with law enforcement agencies and associations.

Shall serve as ex-officio member of all committees of the CPCA.

Shall take responsibility for recruiting and maintaining contact with police chaplains in Canada.

### **Immediate Past President**

Shall provide continuity from their presidential term to the next Executive.

Shall provide guidance to the current president as requested.

Shall offer insight and wisdom on matters from past presidential experience as requested.

### **First Vice President**

Shall assist the president in every way possible.

Should a vacancy occur in the office of president, the First Vice President shall assume the responsibilities of President until the next election.

Shall perform any task requested by the president in achieving the goals of the CPCA.

### **Second Vice President**

Shall assist the President and First Vice President in every way possible.

Should a vacancy occur in the office of First Vice President, the Second Vice President shall assume the responsibilities of the First Vice President until the next election.

### **Secretary Treasurer**

Shall provide oversight and safe keeping for all official documents and correspondence of the CPCA.

Shall record and keep the minutes of meetings of the CPCA including meetings of the Executive and the business sessions of the Annual Meetings.

Shall send all necessary notices, conduct correspondence with members, potential members, businesses and agencies which are involved in the functioning of the CPCA.

Shall provide a written report of the CPCA activities for presentation to the Annual meeting.

Shall handle the receipt and proper recording of all incoming monies, including dues, initiation fees and saleable items.

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.

Shall submit information to the Executive and membership to assist in planning for future budgets and current budget revisions.

Shall prepare appropriate financial reports and obtain an annual review of record; arrange for a review of financial statements when instructed by the Executive.

### **Registrar**

Shall keep records of all membership matters.

Shall send out annual notices for dues.

Shall receive dues and issue membership card.

Shall receive all applications for membership and forward them to the Executive for consideration.

### **Section 5: Nominating Committee**

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

## **ARTICLE 6 - COMMITTEES**

The Executive shall be responsible for providing leadership and developing programs necessary to carry out the objectives and aims of the CPCA.

The Executive shall establish such committees as may be deemed necessary to further the aims and objectives of the CPCA.

## **ARTICLE 7 – REGIONS**

Any group of CPCA chaplains from a clearly defined geographical sub region of Canada may apply for registration as a Regional Group.

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.

Each regional group would be designated as CPCA-(name) Region.

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.

Regional directors will be identified with the leadership shown on the CPCA website.

The Regional director shall send a written report quarterly to the Executive. Regional director meetings will be encouraged at the discretion of the President.

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.

A Regional Director shall have access to regional contact information of file with the Registrar.

Regional directors will be encouraged to submit names for general elections after consultation with group members.

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.

Members of a regional group shall be encouraged to be members in good standing of the CPCA.

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**

Annual dues shall be established by the Association at the Annual Meeting. The fiscal membership year will be January 1 through December 31st. Failure to pay said dues upon notice from the registrar shall result in said member being declared delinquent and shall be prohibited from participation or voting at any meeting of the Association.

### **Section 2: Unrenewed Dues**

A member may be reinstated upon proper application to the 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 Meeting shall be held during the yearly training seminar.

## **ARTICLE 10 - QUORUM**

Those members in good standing present at the Annual Meeting shall constitute a quorum.

## **ARTICLE 11 - AMENDMENTS**

The Constitution may be amended at any Annual 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.

"Serving those who serve with excellence"

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



# Nomination Packages

## A. President Nominee Package for Bruce Ewanyshyn

### 2023 NOMINATION FORM

#### NOMINATOR INFORMATION

Name: Roxzena Hayden

Mailing address: 23 – 50 Chapman Court, London, ON N6G 5E1

Phone number: (519) 933 - 9742

Email address: roxzena.hayden@salvationarmy.ca

#### NOMINATION

I am nominating Bruce Ewanyshyn for President  
(Name of Nominee) (Position)

Nominee's Address: 1020 Victoria Avenue Brandon MB R7A 1A9

Nominee's phone number: (204) 724 - 2916

Nominee's email address: bewanyshyn91@gmail.com

## 1<sup>st</sup> NOMINATION REFERENCE FORM

### REFERENCE CONTACT INFORMATION

Name: Roxzena Hayden

Mailing address: 23 – 50 Chapman Court, London, ON N6G 5E1

Phone number: (519) 933 - 9742

Email address: roxzena.hayden@salvationarmy.ca

I am providing this Reference for Bruce Ewanyshyn for President

The length of time I have known the nominee: 8 years (ATS 2015)

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:

Experience as a police officer / chaplain.

Previous years' experience as CPCA President.

## 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. Thoughtful, caring, stabilizing presence even during adversity.
2. Ability to connect with each chaplain on a personal level, providing suggestions from his experience to help them cope with their situation.

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

Yes, I have worked with Bruce as I was the previous Liaison for the CPCA ATS.

Yes, I would work with him again.

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

1. Approachability
2. Care and compassion for others
3. Willingness to do the extra to make "things" work and affect change. e.g.: CPCA Website.

d. What cautions, if any, would you offer regarding this candidate? None



## 2nd NOMINATION REFERENCE FORM

### REFERENCE CONTACT INFORMATION

Name: Wayne Balcaen

Mailing address: 20 Driftwood Crescent, Brandon, Manitoba. R7A 2J1

Phone number: (204) 573 -0272

Email address: balcy@wcgwave.ca

I am providing this Reference for Bruce Ewanyshyn for President

The length of time I have known the nominee: Thirty-Two Years

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

XXX Friend

XXX Co-worker

Co-volunteer

XXX Supervisor

XXX Other (specify): Car Partner, Spiritual Guide, Executive Support, Confidante

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

Previous term as CPCA as well as other Executive Positions.

A true understanding of the work police and peace officers do.

An understanding of how God and Officers interface in the Law Enforcement world.

Years of experience as a Police Chaplain/police officer and member of our Employee Wellness Team.

## 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. Previous experience with the CPCA in the President's position.
2. Commitment – Bruce will do his all for the position and continue to grow, personally and professionally which will in turn, grow the CPCA.

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

I am not aware of committees we have worked on in the past together. I would, however, have no hesitation to work on a committee with Chaplain Ewanyshyn. He is thoughtful, encouraging and understanding but would ensure fairness and a strong moral compass leading or participating in any committee work. He is well organized and has a keen focus on detail.

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

1. Experience in the Position and with the Executive Roles of the CPCA.
2. Commitment – Bruce has spoken to me about this honor, and he enjoys it greatly.
3. Value – Bruce brings firsthand experience with his dual role as both a police officer and chaplain.

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

**Absolutely none.**



**BRANDON POLICE SERVICE**  
1020 Victoria Avenue Brandon, Manitoba, Canada R7A 1A9  
Telephone: (204) 729-2345  
[www.brandon.ca](http://www.brandon.ca)

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June 2, 2023

Dear Canadian Association of Police Chaplains

**Re: Letter of Support – Chaplain/Constable Ewanyshyn**

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In 2021, I authored a support letter to the Canadian Association of Police Chaplains for my friend, colleague, and the Brandon Police Service (BPS) Chaplain, Constable Bruce Ewanyshyn. At that time, he was seeking the leadership position of President of your Association. In 2021, I gave my recommendation without hesitation, knowing that he would fulfil the mandate to the very best of his abilities. I know, from following his work these past 2 years, that he has met and surpassed the expectations of the Board and the Membership.

I would like to reiterate my unwavering and complete support for Chaplain/Constable Ewanyshyn for this position. Chaplain Ewanyshyn brings a strong leadership vision to whatever role he chooses and when he is passionate about his mission, he is driven to ensure entire success. I have seen this in his professional and personal life over the past thirty-three years.

Bruce is faithful to his service to the Lord and will always share God's word with whomever is needing to hear it or requiring some support. What I find truly unique with Chaplain Ewanyshyn is that he knows his God and his personal beliefs but also accepts all others' beliefs and paths of spirituality – this makes him a true man of God.

Profoundly important is the fact that Chaplain Ewanyshyn has thirty-three years of policing experience to give credence, credibility and lived experience to his words - written or spoken. This experience is not easily gained and without doubt heightens the powerful messages that he can deliver as there is no other way to replicate this experience. Bruce has served our community, province and county with humility and understanding which has allowed him to grow professionally and spiritually. As you are aware, he also served in his capacity as Police Chaplain on a mission to the Ukraine and now has established international relationships based on Canadian Chaplaincy teachings and standard. He has made me incredibly proud as his Chief, colleague, and friend and has placed a positive reputational mark on the Brandon Police Service. His dedication, commitment, steadfastness, and loyalty can never be questioned and is the solid foundation that the Canadian Association of Police Chaplains can and does truly benefit from.

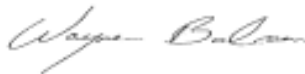
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To conclude, I direct quote a paragraph from my reference letter in 2021 when Chaplain/Constable Ewanyshyn was seeking his first term as President, it still rings true today:

"I have spoken of the passion, drive, commitment, and education that would allow Chaplain Ewanyshyn to fulfill this role but most importantly, I want to offer you my personal views on "Bruce the person". I have known Bruce the entirety of our professional careers. We met as strangers on October 1st, 1990, as we both embarked on our life journey as Peace Officers. Two strangers quickly became friends, and that friendship has grown over the course of the past ~~31~~33 years. What I see daily is a man who is loving; Loving to his God, his family, his friends, his community, and all whom he crosses paths with. He is nonjudgmental, compassionate, inclusive, and caring beyond anyone that I know. He is a man of honor and great conviction who strives to make every day just a little bit better, a little bit brighter and more enlightened for those he has influence upon. He has unparalleled passion when he is offering service through the Lord and the unwavering commitment when serving that purpose. He is supported by an incredible loving wife and family which allows him to lend his time, faith, passion, and service in a very balanced approach. It would be very difficult to find a more selfless person to honor you in this extremely important position.

I am proud to offer my full endorsement to Chaplain Ewanyshyn for this esteemed position, knowing he will serve with incredible pride.

Sincerely,



**Wayne Balcaen**  
Chief of Police

## **Reference Letter Constable Bruce Ewanyshyn**

I have known Bruce for the past 16 years in the capacity of personal friend, confidant, coworker both in personal & professional settings. Bruce is a man of Integrity, this has been evident over our years of working together, first in our church Bethel Christian Assembly in Brandon and then out in various community events we hosted over the years.

I have witnessed the growth and development in Bruce's life over this time and the favor he has amongst a wide variety of people. In short Bruce loves people and believes that given an opportunity many can make life altering faith-based decisions that can bring transformation into one's life.

Bruce was asked to serve as police chaplain at Brandon Police Service on Jan 1 2015 and came to myself and his chief of police asking for our input. It seemed it was the right time and he was the right choice since that time, it seems it is was a great choice for everyone. I have had the opportunity to witness first hand Bruce's chaplaincy care for his coworkers and other first responders within his sphere of influence. I also am honored to serve on his editorial team for his monthly devotional made available to these individuals.

I was privileged to officiate at his wedding ceremony as he married Sheryl, since that time I have observed his wife serve alongside Bruce in an unwavering and supportive manner in his life and ministry.

I have worked with Bruce to encourage him to get his credentials with PAOC & then Open Bible Fellowship of which he is a member in good standing.

In short Bruce faithfulness and commitment to ministry I believe Bruce would make an excellent choice for consideration in the role of President of the Canadian Police Chaplain Association.

Blessings

Pastor Mike Davis

204 724 0309

May 20 2023

RE: Chaplain Bruce Ewanyshyn

## NOMINEE BIOGRAPHICAL SKETCH

Bruce is serving the Brandon Police Service in his 33rd year as a Specialist Constable assigned to the Forensic Identification Unit. Bruce entered into police chaplaincy in 2015 at the request of his Chief of Police, and since the appointment has acquired a Ministry Related Certificate through the Pentecostal Assemblies of Canada and a Christian Minister Certificate through Ministers Network Canada, formally known as Open Bible Faith Fellowship of Canada. In October 2019, Bruce achieved Basic Credentials as a Police Chaplain through the CPCA.

From 2018- 2020, Bruce served the CPCA Executive as 2<sup>nd</sup> Vice President. From 2020 – 2021, Bruce served as 1<sup>st</sup> Vice President. In 2021, Bruce received nomination for the role of CPCA President and was elected to the position he currently serves. Bruce is an active member of the BPS Employee Wellness Team. He has received certificate training in R2MR, Mental Health First Aid (Basic), Understanding & Managing Compassion Fatigue, ASIST, CISM (Basic), Critical Incident Group Debriefing, Suicide Prevention, and Reconciliation Education (4 Seasons of Reconciliation).

In 2021, Bruce designed the current CPCA website, which he maintains and uses as a source of communication for CPCA Members across Canada scribing five website fan-outs a month disseminating information. As President, Bruce leads communications and assists in putting on webinars (three a year). Bruce chairs monthly CPCA Leadership Team meetings and promotes inclusion and diversity in police chaplaincy. Bruce has been overseeing the development of CPCA Regions and future Regional Directors.

Bruce is married and serves with his wonderful wife in worship leading at Holy Spirit Sands Community Church. Bruce scribes a monthly message (since 2015) called “Hitting the Mark” which is sent to 140 Brandon Police Service employees, and many other municipal and RCMP officers across Canada. Bruce connects with police officers on a daily basis while on and off duty embracing the dual role in peer support and chaplaincy. Being an operational police officer affords Bruce the liberty of being boots on the ground in the midst of emergent situations and immediately provide moral and spiritual support to his peers. Member care is a priority to Bruce.

Bruce has an active membership with the Fellowship of Christian Peace Officers who quarterly release a magazine entitled the Peacekeeper in which eight of his articles appeared since 2018. Bruce is a part time lecturer at the Assiniboine Community College where he instructs courses within the Police Studies Program and shares about police chaplaincy. Bruce is an active member of the Brandon Ministerial Association. Bruce continues to train police chaplains in Ukraine since a 2019 police mission’s trip to Ukraine. He presents twice a year on Zoom at the Ukrainian Academy of Chaplains for Law Enforcement Agencies.







# Nomination Packages

## B. 1<sup>st</sup> VP Nominee Package for Robert Parmenter

### 2023 Nomination Form

#### NOMINATOR INFORMATION

Name: George Madden

Mailing address: 242 Royal Birkdale Cr N.W. Calgary Alberta T3G5R7

Phone number: (780) 717-7903

Email address: [george.madden@rcmp-grc.gc.ca](mailto:george.madden@rcmp-grc.gc.ca)

#### NOMINATION

I am nominating Robert Parmenter for 1<sup>st</sup> Vice President  
(Name of Nominee) (Position)

Nominee's Address: 101 Windsor Drive Fort McMurray, Alberta T9H4W9

Nominee's phone number: (780) 788-5165

Nominee's email address: [rparmenter@shaw.ca](mailto:rparmenter@shaw.ca)



## 1<sup>st</sup> NOMINATION REFERENCE FORM

### REFERENCE CONTACT INFORMATION

Name: George Madden

Mailing address: Same as above

Phone number: (780) 717 – 7903

Email address: george.madden@rcmp-grc.gc.ca

I am providing this Reference for Robert Parmenter for 1<sup>st</sup> Vice President

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

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

Robert has been a minister and chaplain for well over 20 years. He deeply cares about people and wants his life to bring honour to God and others in all he does. Highly Qualified individual.

## 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. Loves Police chaplaincy and helping others
2. Wants to make a difference Nationally in the CPCA

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

I have and Robert gets the job done when assigned a responsibility. Very good man.

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

1. He gets the job done, a finisher
2. He is compassionate and wants to help others
3. He really cares

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

No cautions, maybe he could buy his friend lunch once in a while.

## 2nd NOMINATION REFERENCE FORM

### REFEREE CONTACT INFORMATION

Name: Katherine Bourbonniere

Mailing address: 2 Circassion Dr. Dartmouth, NS, B2W 5C2

Phone number: (902) 240-3940

Email address: kbourbonniere@ns.sympatico.ca

I am providing this Reference for Robert Parmenter for 1<sup>st</sup> Vice President

The length of time I have known the nominee: 3 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): Chaplaincy

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

Robert has been 2<sup>nd</sup> vice president for CPCA and continues to actively engage in the work of CPCA. His work is thorough and relevant to the work of CPCA to date.

## NOMINATION REFERENCE FORM cont'd

Please answers the following questions clearly and concisely:

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

1. Robert has vision and compassion
  
2. Robert is loyal, dedicated and hardworking

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

I have worked with Robert on the CPCA executive and continue to support him and enjoy working with him

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

1. Passion
  
2. Hope for the Organization
  
3. Thoughtful

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

None.

## NOMINEE BIOGRAPHICAL SKETCH

My name is Robert Parmenter and I am from St. John's Newfoundland.

I grew up in a family of 12. I graduated from college in St John's Newfoundland and played hockey during my college and afterwards. I left Newfoundland in 1979 and attended EPBC in Peterborough Ontario. I completed my studies there and moved to Fort McMurray in December of 1983 and became part of McMurray Gospel Assembly.

I met my wife in June of 1984 and we were married August 22nd 1984 after only 10 official dates with dates #9 & 10 the two nights before our wedding. We will be celebrating our 39th wedding anniversary this year and we have 2 daughters and 5 grandchildren.

I volunteer as the Chaplain for the RCMP in Wood Buffalo and the Padre for the RCL as well as I volunteer with the Hospital and Keyano Theatre.

I enjoy riding my Harley in my free time. I was recently appointed to the CAP by the Minister of Seniors and Family and the Minister of Children services.

I believe in giving back to the community and the people who serve and protect us.

I am a servant at heart and it is never about me but always about HIM.





# Nomination Packages

## C. 2nd VP Nominee Package for Curtis Hinds

### 2023 NOMINATION FORM

#### **NOMINATOR INFORMATION**

Name: Charles M. Swartwood

Mailing address: 17 Wooton Court Stratford ON N4Z 1B9

Phone number: (519) 272 - 7111

Email address: therev@bethelstratford.org

#### **NOMINATION**

I am nominating Curtis Hinds for 2<sup>nd</sup> Vice President  
(Name of Nominee) (Position)

Nominee's Address: 7150 Mississauga Road Mississauga ON L5N 8M5

Nominee's phone number: (905) 867 - 0942

Nominee's email address: Curtis.Hinds@peelpolice.ca

## 1<sup>st</sup> NOMINATION REFERENCE FORM

### REFERENCE CONTACT INFORMATION

Name: Charles M. Swartwood

Mailing address: 17 Wooton Court Stratford, ON N4Z 1B9

Phone number: (519 272 - 7111

Email address: therev@bethelstratford.org

I am providing this Reference for Curtis Hinds for 2<sup>nd</sup> Vice President

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): Member of CPCA-ON

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

Curtis has been a chaplain with the Peel Regional Police longer than I've known him. His track record with Peel speaks for itself. His position as lead chaplain with one of our largest Police Services makes him an ideal candidate for the CPCA Executive.

## 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. His leadership skills
2. His passion for police officers

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

I have worked briefly with Curtis who is very professional and personable. He is also punctual!

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

1. Punctual
2. Organized
3. Administration

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

I have none! He may work too hard.



## 2nd NOMINATION REFERENCE FORM

### REFERENCE CONTACT INFORMATION

Name: Sam Saliba

Mailing address: 7150 Mississauga Road, Mississauga ON L5N 8M5

Phone number: (905) 867 - 9088

Email address: 2282@peelpolice.ca

I am providing this Reference for Curtis Hinds for 2<sup>nd</sup> Vice President  
(Name of Nominee) (Position)

The length of time I have known the nominee: 15 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):

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

Curtis has been the PRP chaplain for 2 years and 13 years as Chaplain Coordinator prior (volunteer) supports all ranks of officers and civilian personnel. Leads committees and is often consulted in sensitive situations involving spirituality & grief.

## 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. Excellent leader and possesses patience, empathy and respect for others.
2. Curtis possesses the character & competence for the position of VP

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

Yes. We worked and presently work on the Critical Incident Stress Management Team (CISM). Curtis commands a room naturally & people gravitate to him.

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

1. Character
2. Competence
3. Empathy

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

N/A

### 3rd NOMINATION REFERENCE FORM

#### REFERENCE CONTACT INFORMATION

Name: Tracy Coulter

Mailing address: 7150 Mississauga Road Mississauga ON L5N 8M5

Phone number: (289) 514 - 7319

Email address: Tracy.Coulter@peelpolice.ca

I am providing this Reference for Curtis Hinds for 2<sup>nd</sup> Vice President  
(Name of Nominee) (Position)

The length of time I have known the nominee: 14 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):

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

Curtis was extremely successful as the coordinator of the volunteer pastors within this Service, and continues to serve this position well. I feel these skills will transfer well to the Vice President role for which he is applying.

## 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. His willingness to work with others which he truly enjoys.
2. His strength as a leader.

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

The answer is "yes". Curtis is a very engaging and respectful individual. He treats everyone as though they have worth and value, and encourages the shared of ideals and beliefs, even if different to his own.

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

1. His ability to hold discussions with others in confidence.
2. His accepting nature (makes everyone feel welcome).
3. His strength and ability to support others in times of great need.

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

None.

## NOMINEE BIOGRAPHICAL SKETCH

Hello everyone,

I am thrilled to put my name forward in this nomination.

I have always had a desire to help people. I feel that this is what has led me into various roles of service all my life.

I have over two decades of local church, coaching, speaking, and most importantly real-life, in-the-trenches relationships with Pastors, Leaders, and people from all walks of life.

I appreciate and share with people that the world is changing, and we must embrace those changes while not allowing the message of our core values to change.

I have had the privilege of travelling to over twenty-four different nations My travels have given me a unique perspective on culture and people. I have loved every minute of it.

Since 2008, I have served as the Coordinator of Chaplaincy Services and Spiritual Supports for the third largest Police force in Canada, Peel Regional Police. I am one of 2 full time municipally employed Chaplains in Canada.

I have been married to my wife Debbie for 33 years (this September will be 34 years). We have three amazing children. Richard, Kara, and Deelan are my champions! Our children are the most successful part of our lives.

I love to hunt, ice fish, and ride my Harley into the sunset.





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



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