



2025

CPCA ANNUAL GENERAL MEETING INFORMATION PACKAGE



Bruce Ewanyshyn

CPCA President

9/15/2025



2025 CPCA Annual General Meeting Information Package

Annual General Meeting
October 23, 2025
1430 hrs PST

AGENDA

1. Call to order
2. Welcome and Opening Remarks— Rev. Bruce Ewanyshyn, President & Honorary Chaplain
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 24, 2024 Minutes
 - b. Business arising from Minutes

- i. Constitution changes proposed at the 2024 AGM were approved by the Membership with 100% in favor. Proposed amendments to the CPCA Constitution for 2025 were completed and made available to the Membership 30 days prior to the 2025 AGM. The proposed changes are to Article 5 Section 3: Officers, removing the restriction that limits the President, 1st Vice President, and 2nd Vice President for two terms of service. For full details, please refer to the “Proposed Changes to the CPCA Constitution” document (included) with the proposed changes appearing in red font. A request was made to the Membership to review the proposed changes prior to the AGM and direct any questions to CPCA 1st Vice President Chaplain Robert Parmenter. The amendments resulted from the work of a committee chaired by 1st Vice President Robert Parmenter and CPCA-ON Regional Director Charles Swartwood.
- ii. Secretary/Treasurer Phil Sovdi affirmed to the position at the 2024 AGM has established and maintained a high standard of excellence through well detailed monthly financial reports provided to the CPCA Executive, and wise investments of CPCA assets.
- iii. At the 2024 AGM, CPCA Regional Directors existed for the Regions of BC, SK, MB, ON and the Atlantic Provinces. In 2025, CPCA-SK Regional Director Tom McCullagh tendered his resignation to the CPCA Executive. The CPCA-SK Regional Director position remains vacant leading to our 2025 AGM.

6. Reports

- a. President’s Report
- b. Registrar’s Report
- c. Academic Standards Committee Report
- d. ATS Planning Committee Report
- e. CPCA-BC Region Report
- f. CPCA-MB Region Report
- g. CPCA-ON Region Report
- h. CPCA-ATL Region Report

i. Treasurer's Report(s)

- i. Financial report
- ii. Proposed Budget

7. New Business

- a. Motion re: changes to the CPCA Constitution (Proposed changes are in the AGM Information package).
- b. Nominating Committee
 - i. Election of Executive (Nomination Packages)
 - President
 - 1st Vice President
 - 2nd Vice President

8. 2024 Objectives

- a. Academic Standards Committee chaired by Katherine Bourbonniere
 - Focus on maintaining the current six On-Line Core Courses and appraise CPCA Webinars for their value towards training hours for CPCA Members.
 - Explore the development of one or two Intermediate online training courses.
 - Work with the ATS Liaison and Planning Committee in preparation for a 2027 ATS in Toronto.
- b. Communications Team
 - Website
 - Webinars
 - Zoom meetings
 - LinkedIn & X
 - Facebook
 - Email

c. CPCA Regions – Support & Development

- Support the operating four CPCA Regions and their Regional Directors.
- CPCA President and the Executive to explore possibilities for additional Regional Directors
- CPCA President to meet with Regional Directors at a minimum of once a year (attendance at monthly CPCA Leadership Team Zoom meetings satisfies this criteria).

d. Constitutional Revision Committee

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

9. Opportunity for Questions and Comments

Adjournment



Annual General Meeting - Online, Zoom

October 24, 2024

1100 hrs MT

Meeting chaired by: CPCA President Bruce Ewanyshyn

Recording Minutes: CPCA Secretary / Treasurer Phil Sovdi

Members Present

Bruce Ewanyshyn	John Siderius
Ben Yablonski	John Ratz
Abdihamid Osoble	Katherine Bourbonniere
Bill Ashbee	Richard James
Charles Swartwood	Marty Cayer
Cindi Chenard	Micah Linkletter
Dave Field	Nora Vedress
David Spencer	Phil Sovdi
David Roch	Phyllis Roch
Dave Sutherland	Darrow Woods
Don Bernhardt	Joel Johnston
John Tyrrell	Robert Parmenter
Hillar Alkok	Russ Ideson
Ida Armstrong-Whitehouse	Scott Couper
James Fam	
Jim Richards	
Jim Mockler	

Non-Voting Members and Guests

Jenn Schwartzentruher

Mark Thomas

Debra Steele

Leo Petrilli

Minutes

1. Call to order 11:07 MT
2. Welcome and Opening Remarks—Chaplain Bruce Ewanyshyn, President
3. Adoption of the Agenda: Motion - Phil Sovdi 2nd: Bill Ashbee
All In Favour - Carried
4. Housekeeping Items:
 - A. Zoom protocols for the meeting
 - i. Mute your microphone
 - ii. Place your phone on mute or turn it off
 - iii. Use the “Raise your hand” icon when you wish to speak
 - B. Appointment of Phil Sovdi as Secretary for the meeting
 - C. Attendance; Clarification re: member and non-member participation
5. Minutes
 - A. Approval of October 19, 2023 Minutes: Motion - Dave Sutherland, 2nd David Roch,
All In favour - Carried
 - B. Business arising from Minutes
 - iii. Due to the success and the feedback received from attendees of the 2023 ATS in Winnipeg, the Executive in conjunction with the ASC decided to

continue the format of offering intermediate courses at ATS gatherings while not including the Core Courses. Thus, the fee for each Core Course offered online is waived for those who have attended an entire ATS (attendance for a day or two does not qualify) since and including the 2022 and 2023 ATS gatherings. This format will continue for our 2025 ATS. The rationale is so that content at the ATS will be fresh and challenging to all, while all core courses are available to the new member online. All content is to be Relevant, Reliable, and Relatable.

- iv. Proposed amendments to the CPCA Constitution were completed and made available to the Membership 30 days prior to the 2024 AGM. The proposed changes include the addition of the phrase “law enforcement chaplain,” an AGM quorum to include the “addition of at least 50% plus 1 of the Executive in attendance,” and several grammatical and formatting changes. All proposed changes appear in red font. A request was made to the Membership to review the proposed changes prior to the AGM and direct any questions to CPCA 1st Vice President Robert Parmenter. The amendments resulted from the work of a committee chaired by CPCA 1st Vice President Robert Parmenter and CPCA-ON Regional Director Charles Swartwood. - Robert walked us through the changes to the Constitution and brought clarity to them and why they were necessary. He expressed that in a constantly changing culture it is necessary to keep step with the language and presentation of our relevancy to that culture. Robert gave clarity to the positions of the Executive and the terms that they hold. The only elected position that can carry on without a change in personnel is that of the Secretary/Treasurer. Every other position has a two-year term with a maximum service of two terms.
- v. At the direction of the President, the CPCA Executive have appointed five Regional Directors to oversee CPCA operations in BC, SK, MB, ON, and the Atlantic Provinces. Bruce expressed that his big goal was to have all Regions with representation by the end of his term as President.

6. Reports - (a) to (j) are well documented and in the Information Package that was distributed by email.

- a. President’s Report (pages 10 - 16)
- b. Registrar’s Report (pages 17 & 18)
- c. Academic Standards Committee Report (pages 19 & 20)

- d. ATS Planning Committee Report (pages 21 & 22)
- e. CPCA-BC Region Report (pages 23 & 24)
- f. CPCA-SK Region Report (pages 25 - 27)
- g. CPCA-MB Region Report (pages 28 & 29)
- h. CPCA-ON Region Report (pages 30 - 32)
- i. CPCA-ATL Region Report (pages 33 & 34)
- j. Treasurer's Report(s) (pages 35 - 38)
 - iii. Financial report - Phil highlighted the Financial Report as distributed. He noted a couple of changes since the report was created in August. A GIC for \$10,000.00 matured and was reinvested with the \$300.00 interest earned into another term. Two more GIC's are coming due in November and the same will be done. Also, a separation of bank charges and Square charges will now be visible future forward. Overall, CPCA is in a very healthy financial position. Robert asked how much of the total assets of \$54,624.01 is available? The answer was all of it if a situation warranted. Phil reported that the bank balance as of that morning October 24, 2024, was \$19,703.90. Phil also showed on screen an unofficial signed audit by Laura Lastiwka, Bookkeeping Corporate Manager, CPB, from Fort McMurray Tax & Accounting. Laura has access to CPCA's books through Intuit-QuickBooks. Motion to accept the Financial Report as given: Dave Field, 2nd Ben Yablonski, All in favour - Carried.
 - iv. Proposed Budget - Phil shared the proposed budget again prepared for August. At the time of preparation our membership was in the 140's range. The extra conservative growth that Phil included has since been matched. If we stay where we are in membership, we are already on course for the budget. Motion to accept the budget as distributed: Joel Johnston, 2nd Ben Yablonski, All in favour, Carried.

7. New Business

- c. Motion re: changes to the CPCA Constitution (Proposed changes are in the AGM Information package). - Charlie Swartwood moved, 2nd Phil Sovdi, Dave Field conducted the online vote, and the results were almost immediate. 100% in favour. Carried

d. Nominating Committee

i. Election of Executive (Nomination Package for Phil Sovdi– Final Pages)

- Secretary Treasurer - There were no nominations received other than for Phil Sovdi. Phil spoke to the honour and privilege to serve. Phil is excited for the opportunity to ultimately invest in our Country through serving the CPCA in this capacity. Motion to Affirm Phil Sovdi as Secretary/Treasurer - Moved David Sutherland, 2nd Bill Ashbee. Dave Field conducted the online vote, and the results were almost immediate. 100% in favour. Carried.

8. 2025 Objectives

e. Academic Standards Committee Chaired by Katherine Bourbonniere

- Focus on maintaining the current six On-Line Core Courses and appraise CPCA Webinars for their value towards training hours for CPCA Members. Bruce noted that when you receive a course certificate, the Registrar automatically credits you for the course.
- Work with the ATS Liaison and Planning Committee in preparation for a 2025 ATS in BC

f. Communications Team Led by President Bruce Ewanyshyn

- Website
- Webinars - probably the next Webinar will be in January or February of 2025. February is more likely.
- Zoom meetings
- Linkedin & X
- Facebook
- Email

g. CPCA Regions – Support & Development

- Support the operating five CPCA Regions and Regional Directors
- CPCA President and the Executive to explore possibilities for additional Regions and Regional Directors

- CPCA President to meet with Regional Directors a minimum of once a year.

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

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

9. Opportunity for Questions and Comments:

Jenn Schwartzentruber asked, "Is there are more opportunities for Affiliate positions?" Bruce answered that the membership is open to those searching, the Webinars are open to those wanting to access them, and David Field added that our Core Courses are available to those wanting and looking. Darrow Woods said that he was one of those looking into Chaplaincy with the CPCA and he also asked that we pray for Roxzena Hayden (member) who is in need of our prayers and support.

Ben Yablonski asked about the ATS 2025. Bill Ashbee said it that it is booked and signed for October 20-24 in Vancouver. Bill announced that we have a hotel rate of \$149.00 per night at the Sandman Inn. That rate is available also for 3 days before and 3 days after so that attendees can make it into a holiday if they choose. John Siderius added that the rate is secured up until August 18, 2025. Then he thanked Bill for negotiating such a good price!

Charlie Swartwood expressed appreciation for Bruce's leadership and how CPCA has advanced through his efforts. He named specifically the Web site and all the work done connecting the CPCA nationally through the Reginal Directors.

Adjournment 12:30MT



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 cost most other organizations charge. The theme for our previous ATS in Winnipeg was "Stronger Together;" the theme for our 2025 ATS in Vancouver is "Better Together."

On the note of being "Better Together," I will share how blessed I am to serve an Association that has an immeasurable wealth of knowledge and experience within the hearts of our members. Throughout 2025, I have connected with many chaplains across Canada. The abundance of praise reports I have heard as God has opened doors to serve law enforcement officers and their families, has encouraged and filled my heart with the hope that the relevance and effectiveness of chaplaincy across Canada will never reach its sunset. Each member of the CPCA is a beacon of light and hope to the sworn and civilian staff of the agency they serve. It's humbling for me in a very good way to know that I'm surrounded by incredible women and men who dedicate amazing amounts of time and energy to serve First Responders within their communities. Your greatest gift to law enforcement is your faithfulness and unconditional love displayed each time you set foot within a police agency, special event, patrol car, coffee shop, hospital, or home of an officer. As a recently retired law enforcement officer with close to 34 years of service, I extend my deepest gratitude for your displays of faithfulness and love to those in your policing sphere of influence. As we continue to serve beyond 2025, let us encourage and support each other so that we may truly reap the benefits of being "Better Together."

An abundant amount of work has taken place behind the scenes in order to bring the 2025 CPCA ATS to Vancouver. It is with immense gratitude that I acknowledge the leadership of the

Planning Committee Chair Bill Ashbee, Co-Chair Dave Field, Chaplain Inderjeet Singh, Chaplain Russ Ideson, Constable/Chaplain Marty Cayer, and CPCA ATS Liaison Officer John Siderius. As you know, Bill had a serious health challenge during the course of planning our ATS. Our CPCA Registrar Dave Field stepped up providing leadership to move plans forward which gave Bill added peace on his road to recovery, enabling him once again to lead this team of amazing servants. We are headed to Vancouver to taste the fruits of the labor of each aforementioned person. Thank you for being a living testimony to our theme of “Better Together.” I extend my appreciation to our ASC Chair Katherine Bourbonniere and her team including CPS Chaplain Miriam Mollering, and Chaplain Dave Field for working closely with ATS Liaison John Siderius and the Planning Committee to ensure that the highest level of training will be provided to our chaplains in Vancouver.

As the final month closes on my second 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. Opportunities to connect with human resources across Canada has opened doors to host some outstanding webinars in 2024/2025. Member feedback has been overwhelmingly positive regarding the wealth of knowledge and experience these presenters have brought to our police chaplains and our Affiliate Members. The CPCA continues to see new Full Members join on a monthly basis as well as new Affiliate Members. I’m encouraged by the zeal displayed by our new members to absorb knowledge and learn how to serve law enforcement officers and their families with excellence. I’m thankful for technology and the ability to access it since launching the new CPCA website in 2021. My vision was to use it as a hub for the dissemination of information, connection, and training. Based upon the feedback I’ve received from our members since becoming your President, I believe this has been the most successful thing I’ve been able to develop, maintain and expand. I hope to continue expansion of the website far beyond my service to you as President. Features of our website include the dissemination of information through a Blog and a private Forum Page, a Member 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 online training courses covering the CPCA Core Courses for Members and Non-CPCA Members.

Regarding our online Core Courses, the CPCA Executive decided in 2022, in order to expedite the attainment of CPCA Basic Credentials, that all who attended the 2022 ATS in Niagara Falls, or the 2023 ATS in Winnipeg, upon request to the President, will be provided the opportunity to enroll in the online Core Courses for free. This translates to more enriched future in-person ATS gatherings in which intermediate courses alone are offered enabling even new chaplains to achieve Basic Credentials within a year of studies. This practice will continue for 2025 for those who pay for **full attendance** (single or two-day ATS attendance does not qualify), and be

offered once again to those who attend the 2025 ATS in Vancouver. If you attended the 2022 ATS or the 2023 ATS and paid for the **full week registration**, and are interested in enrolling in any of the six online Core Courses for free, please send me an email and I will add you to the course as a participant. My email address is bewanyshyn91@gmail.com

In 2025, our 1st Vice President Robert Parmenter continued to chair our CPCA Constitution Revision Committee that included CPCA-ON Regional Director Charles Swartwood. There is only one Article that has a proposed amendment which if voted in by our Membership would enable the President, 1st Vice President, and 2nd Vice President to serve unlimited terms. However, these positions are still elected ones and will be subject to an election through the Membership every two years.

This past year I have received encouragement from some CPCA Members and our Executive to seek re-election for another two-year term. Under the current CPCA Constitution, I am not eligible to serve another term as your President. It was your National Leadership Team who came forth with the recommendation that the CPCA Constitution be amended to allow my name to be once again nominated for President. Through prayerful consideration and counsel from several chaplains, I have accepted a nomination and completed a nomination package. My nomination only becomes valid if at the AGM, Members in good standing vote to approve the amendment to Article 5 Section 3: Officers. For more details, please review the proposed Constitution amendments and my nomination package included within this AGM Information package. It would be a privilege and honor to serve you for one more term as your President. However, there is a backup plan in place in case the Constitution amendment is rejected. The two other nominees would be bumped up one Executive position so that regardless of the results of the Constitution proposal, the CPCA will have a President and a Vice President to lead us.

This past year has also presented some challenges in leadership. Due to increased commitments, our CPCA-SK Regional Director Tom McCullagh resigned in 2025. Tom is an amazing leader and he is missed. Despite advertising, this role remains vacant. Also, despite my recruiting efforts, the CPCA-AB Regional Director position remains vacant.

On July 17, 2025, our 1st Vice President Robert Parmenter informed the Executive that he was taking a sabbatical from chaplaincy with the RCMP and from his duties as CPCA 1st Vice President. The length of Robert's sabbatical is undetermined. However, Robert has continued to serve the CPCA as the head of the CPCA Merchandise Committee. He continues to fill your orders and mail your items. He has also developed a new CPCA Challenge Coin which will be debuted and available for purchase at our 2025 ATS in Vancouver. Thank you, Robert, for your continued acts of service to the CPCA. Robert has been a blessing and has served exceptionally as our 1st VP since March of 2023. He has continued to serve as our Merchandise manager,

Shipping manager, and Constitution Amendment Committee Chair, in addition to serving as our 1st Vice President. Robert has decided not to accept a nomination for another term as 1st VP, or to succeed me as your 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 Dave Field, and Secretary/Treasurer Phil Sovdi are on a daily basis keeping records, managing files, and managing the funds of the CPCA for our valued members. The responsibilities of our ASC Chair Katherine Bourbonniere continue with discussions commencing regarding the possible development of future intermediate online courses. Leading up to our 2025 ATS, our ATS Liaison Officer John Siderius has been busy and has recently begun to focus on preparations for our 2027 ATS in Toronto. Our 2nd Vice President Curtis Hinds brings abundant wisdom, knowledge and experience to our team and will make for an amazing President in the future. Our Regional Directors continue to connect with chaplains in their regions to provide training opportunities and encouragement. Thank you, Charles Swartwood, Bill Ashbee, John Siderius, and Dave Sutherland for your dedication as Regional Directors. You are an integral part of the present and future of the CPCA.

At our upcoming in-person AGM on October 23, 2025, there will be a vote regarding nominees whose names have been put forward for the positions of CPCA President, 1st Vice President, and 2nd 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 2025 Information Package. Individual Nomination Packages must be completed and sent to Secretary/Treasurer Phil Sovdi at Secretary.Treasurer@the-cpca.ca no later than September 26th, 2025.

Following discussions with the CPCA Leadership Team, it was decided there would not be an ATS in 2026; there will be an AGM through Zoom. The year will be taken to assess the results of the 2025 ATS in Vancouver. Preliminary discussions have commenced to host our 2027 ATS in Toronto. ATS Liaison John Siderius has come up with a theme, “Resilience, Renewal, and Restoration.” If approved, the ATS will be built around that theme.

Looking ahead, if the Constitution revision is passed by the Membership, and if I’m 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 a recently retired police officer, Honorary Chaplain for Brandon PS, a Chaplain for the MFNPS, a member of the BPS Employee Wellness Team and the MFNPS Employee Wellness Team, I understand the value of encouragement and positive communication. I

continue to remain closely connected to two police agencies through contractual teaching agreements with the Assiniboine College, Brandon PS, and the Manitoba First Nations Police Service. Chaplains can continue to connect and encourage one another through written testimonies. I encourage you to share promotions and victories with CPCA Members either on the website Forum Page or by submitting them to me to publish on the Blog. 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 LinkedIn, X, 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 2027 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.
- Explore expansion of our online courses to include Intermediate Courses. Measures towards this goal will commence at our 2025 ATS.
- Constitution Revision Committee to continue to work at developing Constitution changes and continue to revise the CPCA Constitution to reflect and celebrate inclusion and diversity.
- Identify and appoint Regional Directors to cover the remaining provinces.
- Continue to plan and host three educational Webinars a year.
- Continue to connect chaplains across Canada through the website via the CPCA Blog Page, Forum Page, Email Marketing, LinkedIn, X, and our CPCA Facebook Page.
- Continue to update and monitor the CPCA website.

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

In service to you;

Rev. Bruce Ewanyshyn
CPCA President
ICPC Region 1 Director
Honorary BPS Chaplain and Retired Constable





Registrar's Report

After being overwhelmed last year, I found it a little easier this year to record the renewals and get the membership cards out. I didn't realize that the membership cards were to be bilingual until near the end so some of the members received bilingual cards but most didn't. All will get the bilingual cards for 2026.

We are still getting new members this year. There were 12 new applications this year of which 3 were affiliate members. That being said, our overall membership is down from 157 to 144 members. (There are 12 members who will probably be paying their dues shortly so our numbers for 2025 should be 156 members.) The overall membership last year went up from 134 in 2023 members to the 157 in 2024. The membership this year is above the 2023 number and some of the members that left the association this year were due to either retirement or that they were no longer serving as chaplains.

Memberships Paid	2024 - 157	2025 – 144 (156)
New Members	2024 - 19	2025 - 12
Active Members	2024 - 186	2025 - 178

The training records have been updated and continue to be updated as new webinars or courses are added.

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

Blessings to all.

Dave Field – Registrar





Academic Standards Committee Report

Working Vision for CPCA Academic Standards Committee

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

I would like to begin by acknowledging the hard work and dedication of Dr. Miriam Mollering and Dave Field for their work on the Academic Standards Committee. Miriam and Dave have provided much strength and guidance to the committee over the years. When we have met in 2025 our focus was dedicated towards the 2025 ATS and exploring methods of evaluation for online courses.

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

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

As we move into 2026 and another ATS, we would like to see us moving even farther into the process of evaluating and creating course outlines. I thank everyone who has taken the time to take the online courses and look forward to the year ahead.

Respectfully submitted,

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





ATS Planning Committee Report

It has been a truly exciting and rewarding year in my role as CPCA Liaison. I have had the privilege of working closely with the dedicated BC team as they prepared for the upcoming CPCA Annual Training Seminar (ATS) in October. Their commitment, professionalism, and collaborative spirit have been evident at every stage—from securing venues and accommodations to managing the many details involved in hosting such a significant event.

Naturally, the planning process presented a few challenges, as is expected in the development of any ATS. However, the BC team navigated these with flexibility and insight, making thoughtful adjustments that I believe have only enhanced the overall quality of the seminar. Their work promises to result in an enriching and meaningful experience for all who attend.

As anyone who has ever hosted an ATS can attest, it is a substantial undertaking—often likened to herding cats—but consistently proves to be one of the highlights of the CPCA calendar. The rewards of hosting are many, and the impact on both attendees and hosts continues to affirm the value of this gathering.

Looking ahead, we are pleased to note that Toronto has expressed interest in hosting the next ATS in 2027. I, along with Chaplain Katherine Bourbonniere (Academic Standards Chair), members of the CPCA Executive, and the current Vancouver planning team, are committed to offering our full support. We will gladly share our resources, knowledge, and experience to assist them as they embark on this important journey.

Respectfully submitted,

John Siderius

CPCA ATS Liaison

Philippians 4:7: "And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus."





CPCA-BC Region Report

The past year turned out to be personally challenging due to dealing with a cancerous sarcoma. As a result, although the health journey included miraculous strength to continue working due to a lot of prayer support and encouragement from colleagues, travel was restricted in order to attend medical appointments. There were a lot of virtual meetings and some hand-offs of responsibilities to other Chaplains.

Objectives for 2024/2025 were modified:

- Ten Police Chaplains recruited and onboarded in BC and then becoming Members of the CPCA. Three new RCMP Chaplains were onboarded with two becoming Members of the CPCA. Several other Chaplains in BC applied for CPCA Membership.
- Build relationships between Police Chaplains in every region of British Columbia. This was accomplished through virtual meetings.
- A one-day Training for BC Police Chaplains in the Spring did not occur.
- Promotion of the CPCA ATS October 20-24, 2025 in Vancouver. “We are stronger together!” Great strides were accomplished by the Host Committee. An email in May was sent to the Commanding Officer of the Detachment where a Chaplain is serving promoting the ATS with full details on the Schedule and costs for Registration and Accommodation. The Detachment was asked to consider funding the cost for their Chaplain to be trained. The result was positive for a lot a Chaplains and there should be a strong representation of BC Chaplains at the ATS in Vancouver.
- The initiative launched In May 2024 with the Canada Border Services Agency seeking to provide Chaplaincy Services at the BC Immigration Holding Centre was stalled. One RCMP Chaplain applied to be available for on-call support.

- Efforts continued to be made to build relationships with the Surrey Police Service to have Chaplaincy Services in place.

Thankfully, there was no Line of Duty Death of any Police Officer in British Columbia in the past year. Bill was unable to attend the BC Law Enforcement Memorial in September 2024 but will serve alongside the Vancouver Police Chaplain in September 2025 to Officiate the Memorial.

Objectives for 2025:

- Have a successful CPCA ATS October 20-24, 2025, at the Sandman Hotel Vancouver. "We are stronger together!"
- Deal with attrition of Chaplains in BC with some retiring and one resigning to go for training at the RCMP Training Depot in Regina, SK. Ten Police Chaplains will be recruited and onboarded and then become Members of the CPCA.
- Build relationships between Police Chaplains in every region of British Columbia.
- Promote CPCA online training events to BC Chaplains.
- A one-day Training for BC Police Chaplains in the Spring of 2026.

Respectfully submitted,

Bill Ashbee, BC Region Director





CPCA-MB Region Report

This past year has brought significant change, transition, and both challenges and blessings for the Manitoba members of the Canadian Police Chaplain Association (CPCA). In particular, the Winnipeg Police Service (WPS) Chaplaincy Team has undergone notable shifts that have impacted the structure and function of chaplaincy within the service.

As many are aware, the WPS Chaplaincy Team is comprised of serving members of the police service. Over the past year, two of our Chaplains have retired, creating a noticeable gap in our on-site presence and day-to-day availability. Additionally, another Chaplain has had to step back from their duties due to serious health concerns. These changes have presented challenges in maintaining the level of spiritual care and support that the team has been known for.

However, amidst these difficulties, we are grateful for the blessings that have also emerged. Two Chaplains have been promoted into senior executive leadership roles within the WPS, offering a unique and much-needed presence in high-stress, decision-making environments. Their new positions allow them to bring chaplaincy values and a compassionate lens into strategic leadership—something that is both rare and profoundly valuable.

We are also encouraged by a renewed interest in chaplaincy from within the Service. Several members have expressed a sincere desire to serve as Chaplains, including one civilian member who brings both the qualifications and heart needed for this vital ministry. This potential growth is a testament to the ongoing impact and relevance of chaplaincy in law enforcement settings.

Training remains a key focus. Several of our WPS Chaplains have recently participated in the Law Enforcement Chaplain Training Program through the Billy Graham Society as well as courses and webinars through the CPCA, reinforcing our commitment to professional development and ensuring our Chaplains are equipped to serve with excellence, wisdom, and resilience.

Despite ongoing challenges in achieving full recognition of the Chaplaincy's value within some areas of the law enforcement community, our Chaplains continue to persevere. They serve faithfully, trusting in God's guidance and provision, and remain committed to demonstrating His love through both word and deed. Their consistent presence and care validate the ongoing need for spiritual support within the police service.

Outside of the WPS, the Manitoba RCMP Chaplaincy remains a relatively closed and self-contained group. Other than occasional communication with Chaplain Day, the current RCMP Chaplain Coordinator for Manitoba, there has been limited contact or updates regarding their activities, needs, or opportunities. We continue to pray for open doors and greater collaboration in the future.

Reflecting on the biblical story of King David entrusting the building of the temple to his son Solomon, we are reminded that even when intentions are good, God's timing and divine plan always take precedence. This account underscores the need for patience, faith, and peace as we continue to build and support this sacred calling of police chaplaincy.

I remain confident that God has great things in store for the Police Chaplaincy ministry in Manitoba. It is our role to remain faithful, attentive, and ready—trusting in His perfect timing.

Blessings,

John Siderius

John Siderius

Manitoba Representative

Canadian Police Chaplain Association

Jeremiah 17:7-8 - "But blessed is the one who trusts in the Lord, whose confidence is in him. They will be like a tree planted by the water that sends out its roots by the stream. It does not fear when heat comes; its leaves are always green. It has no worries in a year of drought and never fails to bear fruit."



CPCA-ON Region Report

In Ontario the glue that holds our CPCA chaplains together is a mix of four Zoom meetings, an Annual in person Professional Development Day, several emails and an amazing Advisory Board.

I am amazed and sometimes overwhelmed, when I reflect over the experience and knowledge of our Chaplains. I am humbled and privileged to serve, pray and at times, help shoulder their burdens.

I think the fuel that keeps us connected, not only in Ontario but in Canada, is our Passion to Serve.

It is because of our passion and calling to be Police Chaplains, that enables us to keep focused, be Multifaith in nature, responsive and available for all whom we serve.

The CPCA Ontario Advisory Board and our national CPCA Leadership Team prove to be invaluable. Thank You!

As the Regional Director for Ontario, I am especially grateful for our CPCA PRESIDENT Bruce Ewanyshyn and the dedication of those who serve alongside him. Bruce has been an ongoing source of support, encouragement and a Friend.

I conclude with two phrases that I believe and describe the CPCA accurately:

“We are better together” & “We are stronger together!”

Respectfully submitted,

Charlie Swartwood,
(CPCA Ontario Regional Director)





CPCA-ATL Region Report

Since my last report for the 2024 AGM, I am pleased to have a number of things to report to give thanks and praise about.

In the last year, thanks to having access to MTeams, the chaplains in the Atlantic region have had a number of opportunities to get together virtually. The main focus is to be able to network and support one another in the region. In this region only a few chaplains are fortunate enough to have another police chaplain nearby. It helps to have someone to chat with that can support and encourage you as you in turn support your police officers and staff. We were privileged to have had, at one of these meetings, JM Blais, who is a retired police chief from Halifax PD as well as having served many years in the RCMP as well. He spoke and encouraged the chaplains on the leadership's perspective of chaplains and their role.

I have been blessed to have had a few opportunities to meet a small number of the region's chaplains in person over the year. I am always blessed to share and pray with others in this ministry. I pray that these opportunities will continue to unfold.

This year we were also fortunate to have the Halifax PD chaplains, with the support of local RCMP chaplains agree to host the ATS in 2027. I definitely look forward to seeing this event come to be here in this region.

I have had the opportunity recently to meet and welcome a new chaplain, Evan Oxner to our fold. Evan is serving Amherst PD. On the other side though, we did have to say goodbye to a small number of chaplains who have either retired or withdrawn from their participation in the CPCA. Again, I thank them for their service and their ministry to our local law enforcement agencies in the region.

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

Soli Deo Gloria (Glory to God Alone),

Dave Sutherland
Director
CPCA Atlantic Region





Financial Management Report

Canadian Police Chaplain Association

For the period ended September 8, 2025

Prepared on

September 8, 2025

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Statement of Activity

November 1, 2024 - September 8, 2025

	Total
INCOME	
ATS Conference Fee	16,325.63
Banquet Fee	205.00
Course Revenue	840.00
Short Presentation Revenue	1,717.16
Total Course Revenue	2,557.16
Golf Shirt Revenue	610.00
Membership Dues	11,485.20
Merchandise Coins	570.00
Total Income	31,752.99
GROSS PROFIT	31,752.99
EXPENSES	
ATS Conference Expenses	2,988.00
Bank charges	20.50
Business Fees & Licenses	160.01
Commissions and fees	600.00
Freight and Postage	692.20
Insurance	2,362.00
Legal and Accounting fees	141.75
Office expenses	716.82
Promotional	973.35
Square Fees	931.47
Supplies	3,667.56
Web Fees	4,238.14
Total Expenses	17,491.80
OTHER INCOME	
Interest earned	234.96
Merchandise Sold	65.00
Total Other Income	299.96
OTHER EXPENSES	
Miscellaneous	15.00
Total Other Expenses	15.00
PROFIT	\$14,546.15

Statement of Financial Position

As of September 8, 2025

ASSETS

Current Assets

Cash and Cash Equivalent

Bank of Montreal	24,940.44
Bank of Montreal - ATS - Working Account	8,802.00
BMO GIC 0007 RR PLUS AC	5,000.00
BMO GIC 0008 A C-GIC	10,100.25
BMO GIC 2603-9797454	5,083.15
BMO GIC 2603-9797454-#2	5,351.81
BMO GIC 60943321	10,300.00

Total Cash and Cash Equivalent	69,577.65
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Total Current Assets	69,577.65
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Total Assets	\$69,577.65
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LIABILITIES AND EQUITY

Liabilities

Total Liabilities

Equity

Opening Balance Equity	52,824.95
Retained Earnings	2,206.55
Profit for the year	14,546.15

Total Equity	69,577.65
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Total Liabilities and Equity	\$69,577.65
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Respectfully submitted,
Phil Sovdi
CPCA Secretary & Treasurer





CPCA Proposed Budget November 1, 2025 - October 31, 2026

Prepared by Phil Sovdi Secretary Treasurer

Income

Membership Dues	155 x \$75.00	\$ 11,650.00
Online Courses	25 x \$40.00	\$ 1,000.00
Short Presentations	75 x \$25.00	\$ 1,875.00
Merchandise		\$ 800.00
Total		\$ 15,325.00

Expenses

Annual Training Seminar	\$ 500.00
Bank Charges	\$ 50.00
Commissions	\$ 350.00
Dues and Subscriptions	\$ 150.00
Freight and Postage	\$ 550.00
Insurance	\$ 2,362.00
Legal and Accounting	\$ 250.00
Office and Administrative	\$ 1,000.00
Promotional	\$ 1,000.00
Travel	\$ 1,000.00
Supplies (Merchandise)	\$ 1,000.00
Academic Standards Committee	\$ 1,500.00
Web Fees	\$ 4,500.00
Total	\$ 14,212.00

	\$ 15,325.00
	\$ (14,212.00)
Excess / Deficit	\$ 1,113.00



Proposed Changes to the CPCA Constitution

Greetings Members of the CPCA. Thank you for being part of this great ministry as we are here to serve those who serve with excellence and to lift up each other. This is never about us but all we can do for HIM.

I am sending this as a notice of potential change to the current CPCA Constitution.

This can be voted on at the ATS AGM in Vancouver in October.

Should you have any questions, you can email me at rparmenter@shaw.ca. 1st Vice President Robert Parmenter

As you know, we have had nothing but excellent leadership by our current President Bruce Ewanyshyn who stepped into the role sooner than he had expected, but has stepped up to the challenge and has done a great job.

This is not something I believe we should let go as I believe Bruce still has a lot of vision for the future of the CPCA, so in light of that I am proposing the following change to the CPCA Constitution and that being, taking out the part that says the President, 1st Vice President and 2nd Vice President, shall not be eligible to serve for more than two terms.

This change would allow our current CPCA President to let his name stand for another term.

Please note below, the current statement in the CPCA Constitution and following that, the proposed change **in red** to the CPCA Constitution.

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 2025)

Revised October 2025 (if approved)



Canadian Police Chaplain Association Constitution

Proposed Changes 2025 (In Red)

ARTICLE 1 - NAME

ARTICLE 2 - OBJECTIVES AND AIMS

ARTICLE 3 - MEMBERSHIP

ARTICLE 4 - TERMINATION OF MEMBERSHIP

ARTICLE 5 - ORGANIZATION

ARTICLE 6 - COMMITTEES

ARTICLE 7 – REGIONS

ARTICLE 8 - MEMBERSHIP DUES

ARTICLE 9 - ANNUAL MEETING

ARTICLE 10 - QUORUM

ARTICLE 11 – AMENDMENTS

ARTICLE 1 - NAME

The Canadian Police Chaplain Association (CPCA)

ARTICLE 2 - OBJECTIVES AND AIMS

Section 1:

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

Section 2:

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

Section 3:

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

Section 4:

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

Section 5:

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

Section 6:

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

ARTICLE 3 - MEMBERSHIP

Section 1: Full Membership

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

Section 2: Liaison Officer

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

Section 3: Retired Chaplain

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

Section 4: Honorary Member

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

Section 5: Affiliate Member

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

Section 6: Relocation

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

ARTICLE 4 - TERMINATION OF MEMBERSHIP

Section 1: Letter of Resignation

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

Section 2: Unpaid Dues

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

Section 3: Revocation for Cause

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

ARTICLE 5 - ORGANIZATION

Section 1: Annual Training Seminar

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

Section 2: Annual General Meeting

An Annual 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 Annual General Meeting shall be held no later than the thirty first day of October and with thirty days notice having been sent to the membership.

Section 3: Officers

A President, First Vice President, Second Vice President, and Secretary Treasurer shall be elected every two years at the Annual General Meeting. The President, First Vice President, ~~and~~ Second Vice President, and

Secretary Treasurer ~~shall not be~~ are eligible to serve in their respective offices for ~~unlimited terms~~ (a term is two years) ~~with a vote to take place every two years at the AGM. The Secretary Treasurer may serve unlimited terms.~~ The Registrar shall be appointed by the Executive and may serve unlimited terms. These elected officers with the Immediate Past President and Registrar shall form the Executive.

Section 4: Interim Vacancy

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

The Second Vice President position will remain vacant until the next Annual General Meeting when an election will take place to elect a new Second Vice President, to fill the unexpired term.

Section 5: Duties of the Executive

1. The President

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

- g) Shall take responsibility for recruiting and maintaining contact with police or law enforcement chaplains in Canada.

2. Immediate Past President

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

3. First Vice President

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

4. Second Vice President

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

5. Secretary Treasurer

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

- b) Shall record and keep the minutes of meetings of the CPCA including meetings of the Executive and the business sessions of the Annual General Meetings.
- c) Shall send all necessary notices, conduct correspondence with members, potential members, businesses, and agencies which are involved in the functioning of the CPCA.
- d) Shall provide a written report of the CPCA activities for presentation to the Annual General Meeting.
- e) Shall handle the receipt and proper recording of all incoming monies, including dues, initiation fees and saleable items.
- f) Shall pay all bills authorized by the Executive within the framework of the adopted budget, which includes writing of cheques and keeping of appropriate records.
- g) Shall submit information to the Executive and membership to assist in planning for future budgets and current budget revisions.
- h) Shall prepare appropriate financial reports and obtain an annual review of record; arrange for a review of financial statements when instructed by the Executive.
- i) Should a vacancy occur in the position of Secretary/Treasurer, an interim one may be appointed by the Executive until one can be elected at the next Annual General Meeting.

6. Registrar

- a) Shall keep records of all membership matters.
- b) Shall send out annual notices for dues.
- c) Shall receive dues and issue membership card.
- d) Shall receive all applications for membership and forward them to the Executive for consideration.

- e) Should a vacancy occur in the position of Registrar, an interim one may be put in place by the Executive until one can be appointed.

Section 6: Nominating Committee

- a) The CPCA Executive shall act as the nominating committee, calling on members to forward nominations for election to executive positions at the Annual General Meeting. Those nominated shall provide a resume at least thirty days prior to the Annual General Meeting.
- b) For the position of President, any nominee shall have served at least one prior term as a member of the Executive.

ARTICLE 6 - COMMITTEES

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

ARTICLE 7 – REGIONS

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

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

ARTICLE 8 - MEMBERSHIP DUES

Section 1: Annual Dues

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

Section 2: Unrenewed Dues

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

ARTICLE 10 - QUORUM

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

ARTICLE 11 - AMENDMENTS

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

Respectfully submitted,

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





Nomination Packages

President Nominee Package for Bruce Ewanyshyn

NOMINATOR INFORMATION

Name: Phil Sovdi

Mailing address: 18 Moberly Crescent, Fort McMurray, T9H 1G9

Phone number: (780) 715 - 6905

Email address: phil.sovdi@gmail.com

NOMINATION

I am nominating: Bruce Ewanyshyn for President
(Nominee) (Position)

Nominee's Address: RR #4 Site 1 Comp 278 Prince Albert, Saskatchewan S6V 5R2

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

Nominee's email address: bewanyshyn91@gmail.com



1st NOMINATION REFERENCE FORM

REFERENCE CONTACT INFORMATION

Name: Phil Sovdi

Mailing address: 18 Moberly Crescent, Fort McMurray, T9H 1G9

Phone number: (780) 715 - 6905

Email address: phil.sovdi@gmail.com

I am providing this Reference for Bruce Ewanyshyn for President

The length of time I have known the nominee: About six years, since Halifax ATS.

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

- ☐ (Yes) Friend
- ☐ (Yes) Co-worker
- ☐ (Yes) Co-volunteer
- ☐ (Yes) Supervisor
- ☐ Other (specify): _____

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

Bruce has far exceeded any and all expectations that I have had for a President and co-worker. He has worked diligently and thoroughly to achieve this role. I have seen the CPCA morph and change, all for good, under Bruce's leadership. He has led us to an efficiency and influence that we haven't had before his leadership. The CPCA has a greater reach today because of Bruce's work and passion. Particularly, Bruce has led the CPCA to regionalize and thus strengthen the greater connect throughout Canada. Bruce has the vision for the CPCA's 'Next', and I am so grateful to be able to stand support him and alongside him to accomplish this.



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. I have watched him work and focus with passion.

2. I have watched him navigate and prayerfully consider next steps in each decision.

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

Yes, I have served alongside Bruce as Secretary Treasurer for three years.

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

1. Passion

2. Consideration

3. Vision

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

Bruce can get so excited about where we are going, that he forgets that we have to "get there."



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

2nd NOMINATION REFERENCE FORM

REFERENCE CONTACT INFORMATION

Name: Ray & Leslie Johnson

Mailing address: P.O. Box 1271 Carberry, Manitoba R0K 0H0

Phone number: (204) 901 - 4557

Email address: resurrectionlife90@gmail.com

I am providing this Reference for Bruce Ewanyshyn for President

The length of time I have known the nominee: Approximately ten 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):

Christian ministry, co-laboring in a local church we attended in Brandon, Mb., in outreach and evangelism events, ministry together in the local church of which we, Ray and Leslie Johnson are Senior Leaders/Pastors. Bruce along with his wife Sheryl has been and continues to be part of the leadership team here in Carberry, Mb. at Holy Spirit Sands for 3+ years. He has been and continues to be part of the larger facet of Resurrection Life Ministries.

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

- Bruce, along with his wife Sheryl was ordained as ministers of the gospel three plus years ago and have worked in collaboration with Resurrection Life Ministries/ Holy Spirit Sands Community Church both before and since.

Bruce (Sheryl) is a strong worshipper of Jesus, he and his wife lead and minister in worship.

Bruce is strong in his leadership skills and therefore serves as an excellent team leader.



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

. His first love and commitment are to the Lord Jesus Christ, to his wife and then to the ministry that naturally/supernaturally follows in his walk with the Lord.

He is decisive in his applied knowledge for problem solving and decision making as required in a timely fashion as well as in the urgency of time.

As a team leader, Bruce is well prepared to make the difficult decisions required.

He is a team builder who builds on principle and on solid proven qualities and integrity of character. He is one who holds to the truth that mercy triumphs over judgement, yet without compromise.

Bruce would score highly in emotional intelligence as well as intelligence as evidenced by his self-awareness, self-regulation, motivation, empathy, and social skills, the ability to learn, adapt, and use knowledge to solve problems and make decisions.

NOMINATION REFERENCE FORM cont'd

He is one who cares and can empathize with the men and women entrusted to his oversight as one who has also endured many trials, struggles or loss of life in the line of duty. His is a heart of compassion and unconditional love as given by the Father in heaven.

Please answer the following questions clearly and concisely:

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

1. Bruce is passionate about police integrity, serving the community well to serve and protect.
2. Bruce is a man who has compassion and empathy for his fellow officers who have or will have many struggles and trials, including loss of life in the line of duty.

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

Yes, I or we have in the past and do now work as committee or group of leaders who make decisions for the ministry, Resurrection Life Ministries and Holy Spirit Sands.



We value the wisdom and insight Bruce brings to the team in the decision-making process. He is a man of decision as well as a man of reason in addition to the reference of intelligence and emotional intelligence stated above.

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

1. Self-awareness and a strong leader who promotes unity among the group
2. Bruce is a man of prayer and strong convictions in his faith as a man of God.
3. The ability to analyze issues and find solutions using available resources. He will face the challenge placed before him, seek the council of the Lord and wise counsel.

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

No cautions per se, but a suggestion to offer encouragement and affirmation of a job well done.

Offer feedback on progress in the position and an ear to listen and share. This place of leadership can be a lonely one.

Kind regards,

Ray and Leslie Johnson,
Senior leaders and executive directors for Resurrection Life Ministries and Holy Spirit Sands.
Located in Carberry, Manitoba

Resurrection Life Ministries
love • acceptance • forgiveness
Revelation 22:2 "The leaves of the tree are for the healing of the nations."

June 12, 2025

To: CPCA and National Leadership Team

As Executive Directors and Founders of Resurrection life Ministries, we Ray and Leslie Johnson would highly recommend Reverend Bruce Ewanyshyn be re-elected as President of the Canadian Police Chaplaincy for an additional 2-year term.

Bruce, along with his wife Sheryl was ordained as ministers of the gospel three plus years ago and has worked in collaboration with Resurrection Life Ministries/Holy Spirit Sands Community Church both before and since.

He and they continue to be a valuable member(s) and co-leaders who serve in leadership and as a parachute ministry team member(s) both in their new residential location as well as here in Carberry when in the area.

He and they are an ongoing part with our apostolic and leadership team.

Bruce is a strong leader, team leader, a person of integrity who is also able to follow those in leadership over him.

Bruce is a man who possesses not only intelligence but emotional intelligence and spiritual intelligence as well.

He is a man who is not only trustworthy but can be trusted and is a man of his word. He cares deeply about his fellow officers, their well being and holds them to the high standard of service expected of peace officers, nothing less than he himself keeps as a standard.

Bruce brings honour to the name of the Lord Jesus Christ and is one who gives honour and respect to those brothers/sisters currently in or who are part of the larger members of brothers and sisters serving

Bruce is a man of many strengths two of which are self awareness and complex cognitive abilities. His fellow officers, their well being and holds them to the high standard of service expected of peace officers, nothing less than he himself keeps as a standard.

Bruce brings honour to the name of the Lord Jesus Christ and is one who gives honour and respect to those brothers/sisters currently in or who are part of the larger members of brothers and sisters serving

Bruce is a man of many strengths two of which are self awareness and complex cognitive abilities.

It is our honour to recommend Reverend Bruce Ewanyshyn as President of the Canadian Police Chaplain Association for another term of office.

Kind regards,



Ray and Leslie Johnson

Co-Founders and Executive Directors for Resurrection Life Ministries and Holy Spirit Sands Community Church

ph: 204.901.4557

web: www.resurrectionlife.bc.ca

email: resurrectionlife90@gmail.com

mailing: P.O. Box 1271, Carberry, MB, R0K 0H0



MANITOBA FIRST NATIONS POLICE SERVICE

HEAD OFFICE: LONG PLAIN RESERVE #6B, Band #287

3RD Floor Rufus Prince Building • 5000 Crescent Road West

Mailing Address: P.O. Box 37, Portage la Prairie, MB • R1N 3B2

Telephone: (204) 856-5370 – Fax: (204) 856-5389

Email: mfnpp@mfnpp.ca Website: www.mfnpp.ca

June 25, 2025

Nominating Committee – CPCA Executive Canadian Police Chaplain Association

RE: Reference Letter – Nomination of Chaplain Bruce Ewanyshyn

I am writing this reference letter in support of the re-election of Chaplain Bruce Ewanyshyn for the position of President within the Canadian Police Chaplain Association.

My name is Kristen Tompsett, and I am a Staff Sergeant with the Manitoba First Nations Police Service. I have had the privilege of working with Bruce Ewanyshyn over my 20-year career. I first came to know him during his time with the Brandon Police Service as a police constable, and more recently through his work in the Chaplain Service.

Over the past four years, the Manitoba First Nations Police Service has had the opportunity to work closely with Bruce in his role as President of the Chaplain Service and through his contract position with Assiniboine College – Forensic Ident. He has provided invaluable spiritual guidance and support to our police officers, their families, and civilian employees during emotionally challenging times.

In the past year alone, Bruce has been instrumental in two significant events that highlight his dedication and the value he brings to our organization:

1. January 8, 2025 – Loss of Chief Doug Palson

The Manitoba First Nations Police Service suffered a devastating loss with the passing of Chief Doug Palson. Bruce was immediately contacted to support our officers, their families, and staff. He provided spiritual guidance, helped coordinate the Regimental Funeral, and ensured the service honoured both traditional and faith-based practices. His efforts in liaising with Elders and incorporating diverse traditions created a meaningful and respectful farewell. Bruce's personal connection with Chief Palson and his unwavering support for our service made him the unanimous choice to serve as Chaplain for the funeral.

2. April 17, 2025 – Troop 2 Graduation at Southport, Manitoba

Bruce has also contributed to our recruitment and training efforts through his role with Assiniboine College. He educates recruits on forensic evidence collection and supports our commitment to inclusion and diversity. His guidance in incorporating spiritual and ethical education into our training has been invaluable in preparing new officers for the challenges of policing.

The Manitoba First Nations Police Service deeply values the relationship we have built with Bruce. His understanding of the demands of police work, combined with his experience and compassion, has made a lasting impact on our organization. His support has been a cornerstone of our mental health and wellness initiatives.

Bruce embodies the Seven Teachings that guide our service:

- **Love:** Demonstrates compassion and goes beyond his role through acts of kindness.
- **Respect:** Honors all individuals, including Elders and community members, and provides guidance during stressful times.
- **Courage/Bravery:** Faces challenges with integrity and helps others do the same through spiritual support.
- **Honesty:** Speaks and acts with sincerity and truthfulness, upholding both his oath as an officer and his faith.
- **Wisdom:** Applies his knowledge and experience to support sound decision-making and growth.
- **Humility:** Practices selflessness and acknowledges a higher power, fostering unity and strength.
- **Truth:** Lives with authenticity and integrity.

Bruce has brought physical, emotional, mental, and spiritual support to our police service. His leadership and dedication make him an exceptional candidate for re-election as President of the Canadian Police Chaplain Association.

Sincerely,

Kristen Tompsett

Kristen Tompsett

Staff Sergeant

Manitoba First Nations Police Service



NOMINEE BIOGRAPHICAL SKETCH

After closing in on 34 years of active law enforcement, Bruce retired as a Constable Specialist with the Brandon Police Service on May 7, 2024. On that day, the BPS Police Chief Randy Lewis presented Bruce with a plaque acknowledging him as a BPS Honorary Chaplain. At that time, Bruce had served over nine years as the “boots on the ground” police chaplain for BPS combining his roles as Constable and Chaplain. He continues to support his peers at BPS as an Honorary Chaplain despite moving to Prince Albert, SK with his wife Sheryl in May 2024.

Bruce travels frequently to Manitoba where he is an Instructor for the Police Studies Program through Assiniboine College. Bruce is also actively employed as a contractual Instructor for the Manitoba First Nations Police Service Recruits and Senior Officer classes. Bruce designed a two-week course entitled, “Forensic Crime Scene Management for Frontline Officers” which he facilitates at the College, MFNPS, and this summer for Brandon PS.

Bruce has also accepted invitations to serve as Police Chaplain for the Manitoba First Nations Police Service including sharing some words and a prayer at the opening of the Regimental Funeral of MFNPS Police Chief Doug Palson in February, 2025. The photo below was taken on April 17th while Bruce shared some words and a prayer to bless the MFNPS Troop 2 Graduates.

Bruce & Sheryl continue to serve as Ordained Ministers on the Apostolic Team for Holy Spirit Sands Church in Carberry, MB where they lead worship. They hold membership with the Christian Ministers Association. They enjoy adventures together camping, hiking, kayaking, snowmobiling, motorcycling, and cycling. They have been working on renovating a riverfront property which they hope will become a couples retreat in the future where couples can come to be refreshed and encouraged.

Bruce has served the members of the CPCA as President for 52 months leading up to the 2025 AGM. If a proposal to change the Constitution allowing Executive Officers to serve unlimited terms is passed at the AGM on Oct 23 2025, Bruce would welcome the opportunity to serve one more two-year term as CPCA President.





President & 1st Vice President Nominee Package for Curtis Hinds

NOMINATOR INFORMATION

Name: Charles 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 President & 1st Vice President
(Nominee) (Position)

Nominee's Address: 7 Alphonse Crescent, Miss, ON, L5M-1A4

Nominee's phone number: (416) 989 - 9464

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



1st NOMINATION REFERENCE FORM

NOMINATOR INFORMATION

Name: Charles Swartwood

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

Phone number: (519) 272 - 7111

I am providing this Reference for Curtis Hinds for President & 1st Vice President
(Nominee) (Position)

The length of time I have known the nominee: 5 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:

He is a friend has served with me on CPCA- On advisory board for at least four years.

Curtis is the Peel Police lead chaplain.



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 love for God
2. His passion to serve the men and women of Peel Police

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

I have worked with him on the CPCA ON Advisory board and the National CPCA EXECUTIVE.

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

1. His Love for God
2. His outside of the box thinking which is refreshing
3. I also am impressed with his business experience, which brings balance to any executive position.

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

There are no CAUTIONS I can think of concerning Curtis Hinds, as the CPCA 2nd Vice President.



2nd NOMINATION REFERENCE FORM

REFERENCE CONTACT INFORMATION

Name: Sgt Samer Saliba

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

Phone number: (416) 254 - 0164

Email address: 2282@peelpolice.ca

I am providing this Reference for Curtis Hinds for President & 1st Vice President

(Nominee)

(Position)

The length of time I have known the nominee: 13 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 our chaplain coordinator here at Peel Regional Police for the last 15 years. He brings with him a wealth of practical experience to this position.



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 experience I believe will be an asset to chaplains in Canada.
2. Curtis understanding of 'people' will also be a great asset to you.

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

I have worked with Curtis as his direct report for close to 5 years. I would have found him to be not only a great mind, but also a loyal friend.

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

1. Dedication
2. Loyalty
3. Wisdom / Advice

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

I have no cautions.



Curtis Hinds is an ordained and licensed minister in the province of Ontario. He has travelled to over twenty-four different countries around the world speaking in training conferences and Seminars since 1996.

Since 2008, Curtis has proudly served as Coordinator of Chaplaincy and Spiritual Supports for Peel Regional Police and has been hired to serve Peel Regional Police in a fulltime capacity.

"As the Coordinator of Chaplaincy Services and Spiritual Supports, I have the unique and much needed role of supporting all our members in all aspects of their lives. Many of our members would prefer to identify as 'Spiritual' rather than 'religious'. This allows for support, and guidance that connects with the heart of our members.

My availability crosses many areas of our organization. From 'Ride-Alongs & Divisional Visits', to supporting our members and their loved ones in times of difficulty and stress and being there to just 'talk' about life.

I consider myself to have a very simple and genuine style of connecting with people of all different cultures, religions, and ethnicities. I like to see my role among other things as one who... 'Loiters with Intent'. My intent is simply to be there for our members..."

Quote – *"I am only here to Help"*

He carries a wealth of training and experience in helping people.

Curtis has been married to Debbie for 35 years and have lived in the Region of Peel for have lived in the Meadowvale community of Mississauga for 24 years and they have 3 children, Richard, Kara, Deelan, and one granddaughter Gwendolyn.



2nd Vice President Nominee Package for Jim Raddatz

NOMINATOR INFORMATION

Name: Dave Field

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

Phone number: (778) 242 - 0884

Email address: dfield368@gmail.com

NOMINATION

I am nominating James (Jim) Raddatz for 2nd Vice President

(Nominee)

(Position)

Nominee's Address: 67-5721 213A Street, Langley, BC, V2Y 2N2

Nominee's phone number: (250) 917 - 8176

Nominee's email address: jbraddadtz@gmail.com



1st NOMINATION REFERENCE FORM

REFERENCE CONTACT INFORMATION

Name: David Field

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

Phone number: (778) 242 - 0884

Email address: dfield368@gmail.com

I am providing this Reference for Jim Raddatz for 2nd Vice-President

(Nominee) (Position)

The length of time I have known the nominee: 2 years

The primary capacity or context in which I have known the nominee

X Friend

X Co-Volunteer

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

Jim has served within the Christian community for over 30 years, including pastoring churches. He has been a chaplain for over 10 years. He has a great, friendly personality and has been a faithful member of the CPCA for years. He has mentored new chaplains in BC under the direction of Bill Ashbee, the RCMP Coordinator for the "E" Division chaplains



Please answer the following questions clearly and concisely:

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

1. Wisdom in spiritual matters

2. Faithfulness in serving

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

I have not worked on a committee with Jim. I have been involved with two meetings where Jim has met with four other chaplains to discuss our roles within the chaplaincy (spiritual wellness) program with the RCMP "E" Division and specifically the Fraser Valley chaplaincy program.

I would have no issue working with Jim on a committee.

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

1. Experience

2. Wisdom

3. Mentorship

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

None



2nd NOMINATION REFERENCE FORM

REFERENCE CONTACT INFORMATION

Name: Bill Ashbee

Mailing address: 13704 58 Avenue, Surrey, BC V3X 3J1

Phone number: (604) 309-5471

Email address: bashbee@shaw.ca

I am providing this Reference for JIM RADDATZ for 2ND Vice President
(Nominee) (Position)

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 (for 10+ years; both he and I are Ordained with the PAOC)
- ☒ Co-volunteer (for 6 years)
- ☐ Supervisor
- ☒ Other (specify): Serving on E Division Chaplain team I have overseen for past 4 years

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

Jim has served as Pastor and Evangelist in the same denomination in which I also am ordained – the Pentecostal Assemblies of Canada. He has exceptional experience in leadership, and in radio and television ministry. He has served as Volunteer Chaplain to RCMP Detachments in Smithers, BC and Langley, BC for the past ten years. Jim's skills include being personable, reliable, dependable, trustworthy, and strategic. He also has shown leadership in mentoring new RCMP Chaplains.



Please answer the following questions clearly and concisely:

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

1. Wise leadership skills, including conflict resolution.

2. Excellent communication skills, both written and verbal.

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

Jim has been part of numerous meetings and training sessions with RCMP E Division Chaplains and me over the past four years. He contributed very well to discussions with his experience, wisdom and insights.

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

1. Experience

2. Communication

3. Availability

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

None



NOMINEE BIOGRAPHICAL SKETCH



Jim Raddatz

Re: 2nd VP for CPCA

Jim is a retired ordained minister; a role held in his denomination for over forty-nine years. In his capacity as a minister, he served in a variety of responsibilities in churches, as an evangelist nationally and internationally, and as an adjunct professor at Vanguard College in Edmonton. He has served as the lead pastor of multiple staff churches in British Columbia, Alberta, and Ontario. While pastoring he also provided oversight as a divisional pastor to 23 churches in the Toronto area and served as the Evangelism, Spiritual Life Director for two of his denomination's districts. Jim has been actively involved in Interdenominational Ministerial Committees across the country.

While pastoring in Northern BC, Jim was asked by Jim Turner, the RCMP Divisional Lead Chaplain for the Province of British Columbia at the time, to become the chaplain of the Smithers Detachment. This began a rewarding experience in serving those who serve us. As of 2025, Jim has been serving the Langley Detachment of the RCMP. This has proven to be a positive engagement with members and civilians who serve in the Langley City and Township.

Listening, mentoring, and the power of presence are skill sets Jim uses in his interactions with police members. Jim firmly believes you will gain respect, and opportunities to engage with police members, through authenticity and an approachable demeanor.

Thank you for the opportunity to be considered for the role of 2nd VP of the CPCA.



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



(Photo taken at our previous ATS in Winnipeg in 2023)

Visit our website at:

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