

# MICHIGAN POLICE CHIEFS

OFFICIAL PUBLICATION OF  
THE MICHIGAN ASSOCIATION OF CHIEFS OF POLICE

SUMMER 2025



**CHIEF BRYAN ERGANG**  
MACP PRESIDENT 2024-2025





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MICHIGAN POLICE CHIEFS

SUMMER 2025.ISSUE 2



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**Chief Bryan Ergang**

**Our work is not done  
in isolation, and  
the partnerships  
we have built have  
been instrumental  
in promoting  
trust and shared  
responsibility.**

As the summer conference is ready to convene, I am reflecting on my time as President of the Michigan Association of Chiefs of Police (MACP). I do so with a heart full of gratitude and deep respect for the men and women who serve our communities with unwavering dedication. It has been an extraordinary honor to serve in this capacity, and I am humbled by the trust my fellow chiefs placed in me to lead our association through a time of change and challenge.

I am overwhelmingly thankful to Immediate Past President Kyle Knight for his mentorship, the entire MACP Board of Directors, and the MACP Professional Staff, who never fails to impress with their professionalism and commitment to excellence. I assure you that the work they do on our behalf is second-to-none! I would also be remiss if I did not note that none of this would have been possible without the staff at Kalamazoo Township who helped pick up the slack while my attention was diverted for association business.

The past year has been a whirlwind for our association starting with the celebration of the MACP's 100th Anniversary. In addition to our regular business, we navigated complex public safety concerns, advanced key reforms, collaborated for positive outcomes in our legislature, and worked tirelessly to strengthen the relationship between law enforcement and the communities we serve. We also saw the departure of our long-time executive director, Bob Stevenson. Bob did so much to advance our organization; one can hardly put all of his accolades into a single article, and it would be a great disservice to even try. Perhaps Bob's greatest gift to our association was preparing our new executive director, Ron Wiles, to seamlessly take up the role. I am filled with great optimism about the future of the MACP with Ron at the wheel.

Our association remained steadfast in its mission to promote excellence in law enforcement leadership, foster collaboration across agencies, and advocate for policies that support the safety and well-being of officers and communities. Our work is not done in isolation, and the partnerships we have built have been instrumental in promoting trust and shared responsibility. From hosting statewide training sessions to pursuing innovative outreach initiatives, advancing accreditation, and developing tomorrow's leaders, we have continually sought to raise the bar for professional standards.

We also confronted difficult conversations about accountability, transparency, and the evolving expectations placed on our profession. I commend my fellow chiefs for meeting those conversations with open minds and a genuine commitment to progress. True leadership is measured not by avoiding adversity, but by responding to it with integrity and purpose. Together, we have laid important groundwork that will guide this association and our agencies for years to come.

The association is also fortunate, as incoming president Corrigan O'Donohue is more than prepared to take the lead. He has my full confidence as he steps into the role as our president. I have no doubt he will lead this association with distinction and continue the momentum of our endeavor into the next one hundred years.

As I refocus on the day-to-day demands of policing, I carry with me the insights, relationships, and experiences gained during my time as president. This opportunity to serve has been truly enlightening and has shaped me in ways I could never have anticipated. For that, I am truly humbled and grateful. 🍀





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Shelby Township Police Station  
Building Additions and Interior Renovations



Ronald L. Wiles

It is an honor to lead this esteemed organization and continue the critical work of supporting Michigan's law enforcement executives and their agencies.

Every police officer remembers the moment they felt the call—the sense of duty, the desire to serve, and the commitment to something greater than themselves. Law enforcement is more than just a job; it's a calling rooted in integrity, sacrifice, and an unwavering responsibility to the communities we serve.

As I step into the role of Executive Director of the Michigan Association of Chiefs of Police (MACP), I do so with deep respect for this noble profession and a steadfast commitment to supporting our law enforcement leaders.

For more than 100 years, the MACP has been the voice of professional policing in Michigan—advancing leadership, setting high standards, and advocating for public safety. It is an honor to lead this esteemed organization and continue the critical work of supporting Michigan's law enforcement executives and their agencies.

Throughout my career—as a police chief, past president of the MACP, and most recently as Deputy Director—I have seen firsthand the impact of strong leadership, collaboration, and dedication within law enforcement. The MACP has always been a pillar of support for police executives across Michigan, providing essential resources, training, and advocacy.

I want to take a moment to recognize those who have shaped our association—Tom Hendrickson laid a solid foundation, and Bob Stevenson built upon that legacy with vision and dedication.

The MACP and its members are fortunate to have a dedicated team supporting our mission. Matt Silverthorn, Janeice Morrow, and Karah Senn are true professionals whose hard work and commitment are invaluable.

Most importantly, we are thankful for our committed Board of Directors and membership leaders who show up every day and do the work the right way. Your professionalism, integrity, and dedication continue to move our mission forward.

Looking ahead, our vision remains clear: to lead all Michigan police executives to the highest standards of professional policing. Our strategic plan focuses on three key areas:

**Professional Development:** Modern law enforcement requires continuous learning, adaptability, and leadership growth. We will continue providing high-quality training, leadership development, and networking opportunities to ensure that police executives are prepared to lead in an evolving landscape.

**Professionalism and Community Trust:** Our communities rely on us not only for safety but also for leadership, integrity, and accountability. We must continue to set the highest standards, ensuring that ethical leadership, transparency, and a commitment to best practices define our service. Through collaboration and engagement with our partners, we will continue to reinforce the bond between law enforcement and the communities we serve.

**Advocacy:** The MACP will remain a strong and unwavering voice for law enforcement and public safety, ensuring that the needs of our members are represented in policy discussions and legislative decisions. Whether engaging with lawmakers, collaborating with community stakeholders, or addressing emerging challenges, we will stand united in shaping the future of policing in Michigan. Remember, your voice matters—We are the Chiefs of Police!

I look forward to working alongside each of you as we continue to advance this great profession.

Thank you for your dedication and for the outstanding work you do each and every day. Stay safe! 🍀



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**Matt Silverthorn**

**As I take on this new responsibility, I look forward to contributing to the continued success of the program, which has already laid a strong foundation.**

I am honored to serve as the new Accreditation Program Director for the Michigan Association of Chiefs of Police (MACP). As I take on this new responsibility, I look forward to contributing to the continued success of the program, which has already laid a strong foundation. Over the years, my work in law enforcement has evolved into a deep appreciation for organizational structure, accountability, and systems of checks and balances. I believe these principles are essential for any agency seeking accreditation and long-term success.

I recently retired from the White Lake Township Police Department (WLTPD), where I worked for over 28 years. In 2017, WLTPD sought accreditation, and I led the project as the Accreditation Manager. The agency devoted significant time and effort to following the steps of the program, ultimately achieving accreditation. This success inspired me to continue supporting accreditation initiatives. Since then, I remained deeply involved in training future accreditation managers at WLTPD and assisting neighboring agencies on their own paths to accreditation. At WLTPD, I also gained experience in critical areas, often misunderstood in the accreditation process, such as dispatch centers, detention areas, and evidence/property rooms. As a MLEAC Assessor, I conducted 13 final assessments and several mock assessments. I also worked as an Accreditation Consultant for the Rossow Group. My involvement in various aspects of the accreditation process will help me further advance the program.

Building on my experience, it is clear that accreditation is not just about achieving a status but about creating a continuous improvement process for law enforcement agencies. Accreditation is a progressive and time-proven way of helping agencies assess and improve their overall performance. The foundation of accreditation lies in the adoption of standards containing a clear statement of professional objectives. Participating agencies conduct a thorough self-analysis to determine how existing operations can be adapted to meet these objectives. Once procedures are in place, a team of trained assessors verifies that applicable standards have been successfully implemented.

Accreditation status represents a significant professional achievement. Many find the hardest part of accreditation is deciding when to start the process. Challenges faced by law enforcement agencies can make it difficult to begin new projects. Revising and updating policies and procedures often doesn't seem urgent, until a failure occurs, sometimes creating an issue that could have been prevented. Accreditation acknowledges the implementation of policies and procedures that are both conceptually sound and operationally effective.

We recognize that smaller agencies often have limited resources, and the goal of accreditation may seem daunting. However, we are committed to supporting these agencies. We understand the hard work and dedication that smaller agencies put into their operations, and we want to make the accreditation process as accessible as possible. The MACP was awarded a grant from the Department of Justice to enhance the Michigan Law Enforcement Accreditation Program. This grant has allowed us to offer "mini grants" to help agencies with limited resources get started on their accreditation journey. Agencies with between 1-25 sworn officers are eligible to apply for the mini grant, which covers the initial application fee and two years of **PowerDMS Standards**, the software used for MLEAC Accreditation.

I encourage any agency interested in pursuing accreditation to reach out and take the first step toward improving their operations and performance. It's not just about meeting standards; it's about working together as a community to create lasting changes in law enforcement across Michigan. Please do not hesitate to contact me if you have any questions or if you are ready to begin the journey. 🍀



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# SKETCHING THE CLUES: LET THE MICHIGAN STATE POLICE FORENSIC ART UNIT DRAW FOR YOU



BY WADE DAKIN

If your agency has a cold case, unidentified remains, or a case with a victim or witness and no suspect has been identified, the Forensic Art Unit (FAU) may be able to assist. The Michigan State Police (MSP) forensic artists can perform a wide variety of tasks to assist with your investigation.

The MSP FAU is a team of trained forensic artists who provide their talents in art to assist criminal justice agencies with solving crime. The artists are specially trained in the areas of composite sketches, age-progression, image modification, demonstrative evidence, postmortem sketches, and facial reconstructions from the skull. The MSP artists develop a variety of skills to assist your agency. They receive training on various types of witnesses such as the uninvolved bystander, traumatized victim, children, or elderly. The MSP forensic artists maintain proficiency in the principles of rapport building, cognitive interviewing, craniofacial anatomy, skeletal structure of the head and neck, and understanding the ways in which age and weight may affect the appearance of facial features. They continue to practice and advance their skills in the latest drawing techniques for depicting features of the head, face, and neck including the application of these various techniques using computer software such as photoshop on an iPad designed for composite imagery.

As the world becomes more equipped with technology, forensic art becomes a tool in the shadows. But there are still many uses for this amazing tool!

In October of 2023, a subject exposed himself to a child walking home from school. The 11-year-old victim was able to provide an eyewitness description to a forensic artist producing the below sketch. The sketch assisted with an adjudication of this case.



Following the assault of an 18-year-old Upper Peninsula woman in August 2022, a forensic artist assisted with solving a multi-state crime and killing rampage. The MSP forensic artist completed a composite sketch based on the victim's description. The sketch and a vehicle description were shared with the media. Within four to five hours of the incident, 12 to 15 credible tips were received. The investigators were able to use those tips which led to

the suspect being arrested in Alabama two days later. The suspect faced charges tied to the Upper Peninsula assault and two murders in Wisconsin and Alabama.



The MSP currently has forensic artists in Lansing, Grand Rapids, and the Iron Mountain area, but will assist anywhere in the state. If you need assistance from a member of the FAU, contact the MSP Operations at 517-241-8000 or email [MSP-FAU@michigan.gov](mailto:MSP-FAU@michigan.gov).

Wade Dakin has over twenty-four years of service with the Michigan State Police and is currently the manager of the Michigan State Police Audio/Video Analysis Unit (AVAU) and Coordinator for the MSP forensic artists, responsible for leadership and oversight for audio and video analysis of criminal investigations and coordination of investigative composite sketches. Mr. Dakin is an experienced manager working in the law enforcement industry with a Master of Science Degree in Organizational Leadership from Norwich University.





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A close-up, profile shot of a firefighter on the left, wearing a helmet and looking towards a young child on the right. The child is wearing a dark winter coat and a knit hat, looking up at the firefighter. The background is a warm, out-of-focus bokeh of yellow and orange lights, suggesting a night scene. The overall mood is intimate and hopeful.

FEATURE

# BUILDING TRUST THROUGH PROTECTING AND SERVING





BY JENNIFER  
FRANSON

I'm Jennifer Franson, the Founder and Executive Director of iCI Nation, a non-profit organization dedicated to connecting law enforcement officers and the community.

The "C" in iCI Nation stands for **Connecting Cops and Community to Strengthen the City**. The lowercase "i" represents the individual members of the community, while the uppercase "I" symbolizes the collective strength we gain when we connect.

It might sound ambitious, but I want to encourage you, Chiefs—we **are doing it!**

We are using law enforcement officers to highlight the **VALUE** in our cities, which in turn builds meaningful relationships and trust.

You might be wondering: How did we get here? It all started with a group of church ladies.

#### THE SPARK: A SIMPLE THANK YOU

In 2015, I was volunteering with my church's women's group when we organized an event called "Thank You to Our Protectors" for local law enforcement. It was a short, 30-minute program, followed by cookies and coffee. During the social time, both officers and community members were stunned by how deeply they valued one another—it had a tremendous impact.

The women thanked the officers for their service, and the officers thanked the women for simply saying "thank you." This small but meaningful gesture made a world of difference.

The event quickly grew. By its third year, "Thank You to Our Protectors" attracted 67 officers from 18 different

departments—and the impact was the same every time.

#### A NEED FOR MORE CONNECTION

When the George Floyd incident happened, I knew we needed to foster more connections between law enforcement and the community, not just in response to a crisis, but as a proactive effort.

In the fall of 2020, we formalized our mission by establishing iCI Nation as a 501(c)(3) nonprofit. Today, we work with all law enforcement agencies in Kent County, with a focus on four major departments: the City of Grand Rapids, City of Kentwood, City of Wyoming, and the Kent County Sheriff's Office.

Since then, iCI has hosted 42 events, built 63 collaborations, and grown our email membership by over 600%. Yet, as we all know, building relationships and trust is not something people can be convinced of—it must be earned.

But here's the key: **People are eager to be valued.**

At iCI, we build trust and relationships by emphasizing our shared commitment to **protecting and serving**—whether that's through law enforcement or through the community itself.

#### HOW ICI NATION BUILDS TRUST

Building trust isn't abstract; it's something we do with concrete examples. Let me share a few:

##### 1. The Law Enforcement Standard of Value

At one of our collaborations, an immigrant from the Middle East asked, "Who are the police supposed to protect?"

Deputy Chief Morningstar of Kentwood responded immediately, "Everyone." That simple answer encapsulates the law enforcement standard of value. Officers protect and serve the entire

city—regardless of race, religion, or background. They do this even to the point of sacrificing their own lives.

We use this standard of value to kick-start relationship-building. When people realize that the police's role is to serve everyone, it becomes easier to begin forming connections.

##### 2. Law Enforcement Values the Community

In Grand Rapids, the Catholic Diocese runs a Marriage Mentoring program, where couples mentor others struggling in their marriages. When I suggested to the program leader that police officers volunteer, she was skeptical. "Why would police officers be interested in marriage mentoring?" she asked.

I replied, "There's no greater champion of healthy marriages and families than law enforcement."

She agreed, and I coordinated with the local department. At first, their response was a hesitant, "We're short-staffed, but we'll check."

Despite the obstacles, officers volunteered. On the day of the conference, the police shared with the mentors how much they valued their work. The marriage mentors were amazed—police officers valued *them*?

The day ended with a heartfelt thank you from the entire conference, acknowledging that the police's job allowed everyone else to focus on protecting their families.

##### 3. Collaborations: Moving Forward Together

Once relationships are built, the next step is to move forward together. One example is our work with ICCF Community Homes (formerly known as Inner City Christian Federation).

iCI and ICCF hosted a series of community roundtable meetings with staff,

residents, and law enforcement. ICCF Community Homes is the oldest non-profit affordable housing provider in Michigan. They engage 2,000+ households each year and manage over 600 units of affordable rental housing. Prior to this, there was little interaction between ICCF staff, residents, and the police—mostly reactive at best. At the first meeting, I opened by emphasizing how much the police valued ICCF's role in the community. This sentiment was echoed by the officers present.

By the end of the meeting, ICCF staff and residents were connecting with police, exchanging contact information, and even providing officers with access codes to their buildings.

That's the power of collaboration—and it was just the first meeting!

## 4. Sustaining Change: Cities as Greenhouses

iCI views cities as greenhouses where we nurture the values we want to see grow. Through our monthly events, collaborations, and social media outreach, we amplify positive stories of cops and the community working together.

People need to hear the good news. They need to know that there's value in the shared mission of protecting and serving.

### THE FUTURE OF ICI NATION

This is how iCI Nation is working to strengthen cities by building relationships and trust between law enforcement and the community. Together, we're creating something powerful.

I hope this inspires you as leaders to innovate and deepen relationships

with your communities, grounded in the shared value of service.

If you're interested in learning more about iCI Nation or how to facilitate collaborations, please contact me at [jennfranson@sbcglobal.net](mailto:jennfranson@sbcglobal.net).

To receive our weekly Good News newsletter, visit [iCINation.org](http://iCINation.org) and click the "Join iCI Nation" button. 📧

Jennifer Franson graduated with a BA in Communications from Western Michigan University and worked full-time until the birth of her first child. While raising her four daughters she coordinated tours to Israel for Resurrection Life Church in Grandville and organized community efforts between diverse communities. Since 2015, she has been initiating efforts specifically for the police and community with all law enforcement agencies in Kent County. This culminated in 2020 when she founded iCI Nation, a 501(c)(3) whose sole purpose is Connecting Cops and Community to strengthen the city. She can be contacted at [jennfranson@sbcglobal.net](mailto:jennfranson@sbcglobal.net).



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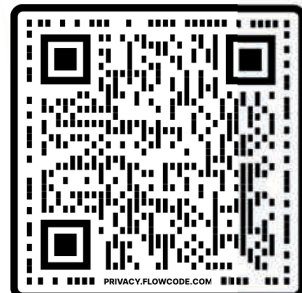
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# LEARN MORE ABOUT MICHIGAN'S OFFICE OF THE CHILD ADVOCATE



BY RYAN SPEIDEL

The Office of the Child Advocate (OCA) was established by law in 1994 to strengthen and improve Michigan's child welfare system through independent oversight and advocacy. Public Act 303 of 2023 formally changed our agency's name from the Office of Children's Ombudsman to the Office of the Child Advocate to more closely align with our mission.

The OCA ensures that child welfare programs operate in the best interests of children and in compliance with Michigan child welfare laws, rules, and policies. This is accomplished by conducting thorough and impartial reviews, elevating public awareness, and making evidence-based recommendations to drive meaningful change.

The child advocate is appointed by the governor with the advice and consent of the Michigan Senate. As an independent oversight body, OCA functions outside of the Michigan Department of Health and Human Services (MDHHS), allowing us to impartially investigate complaints and concerns related to child welfare.

## OUR JURISDICTION

OCA has the authority to oversee and investigate concerns related to:

- MDHHS Child Protective Services, Foster Care, and Adoption programs.
- Private child-placing agencies.
- Child-caring institutions and residential facilities, including those providing juvenile justice services.

## OUR MISSION

Our mission is to ensure the safety,

well-being, and best interests of children by identifying areas for improvement, making impactful recommendations, and promoting transparency in the child welfare system. We are committed to strengthening Michigan's child welfare system by improving laws, policies, and practices to benefit current and future generations. Our work is rooted in integrity, accountability, and a steadfast commitment to the well-being of Michigan's children.

## WHAT WE DO

OCA serves as a voice for children within state government by investigating concerns, addressing complaints, and ensuring child welfare policies align with the best interests of children. Our work is centered around three core pillars:

### EDUCATION

- Increasing compliance in child welfare programs through education.
- Providing insight and guidance to families, legal professionals, and the public to increase understanding of Michigan's child welfare system.
- Offering insight into individual cases for certain eligible complainants.

### INVESTIGATION

- Conducting independent, thorough, and unbiased investigations into Michigan's child welfare programs.
- Reviewing cases where violations of policy, law, or best practices may have occurred.
- Identifying systemic failures and holding agencies accountable for shortcomings.
- Publishing reports based on factual findings.
- Recommending necessary improve-

ments to laws, policies, and practices to improve outcomes for children and families.

### ADVOCACY

- Speaking on behalf of children who need a voice in the system.
- Raising awareness about systemic challenges and deficiencies within Michigan's child welfare system.
- Collaborating with Michigan's Legislature and state policymakers to push for child welfare reforms and policy improvements.
- Engaging with stakeholders, including families, child welfare professionals, legal experts, and policymakers, to improve services and protections for children.

## HOW THE COMPLAINT PROCESS WORKS

Anyone concerned about a child's welfare can file a complaint with OCA. Here's how the process works:

**PRELIMINARY REVIEW** – OCA's intake team assesses each complaint to determine if an investigation is warranted. If the OCA does not have jurisdiction, the caller may be referred to another agency, provided with general information about Michigan's child welfare system, and/or provided guidance on administrative remedies for their concern.

**FULL INVESTIGATION (IF WARRANTED)** – If it is determined that a full investigation is needed, an independent review into the complaint is conducted. During a full investigation, the OCA investigators review case records and applicable child welfare laws and policy and interview relevant individuals, including caseworkers, parents, and legal representatives to determine if laws, poli-





cies, or best practices were violated.

The OCA investigates child deaths involving the child welfare system when there was an active Child Protective Services (CPS) investigation, open services case, a rejected CPS complaint, open foster care case, or closed foster care case in the previous two years. The OCA must conduct a review of MDHHS activities when a child dies in foster care unless the death resulted from natural causes and there were no prior CPS or licensing complaints concerning the foster home.

**FINDINGS & RECOMMENDATIONS** – After completing an investigation, the child advocate determines the next steps. If no issues are found or if the issues were resolved during the investigation, the case is administratively closed with no further action. If minor issues are found, informal resolutions may be recommended. If significant problems are identified, the child advocate may issue formal recommendations to the governor, legislature, MDHHS, or other agencies. The OCA also publishes reports on its findings to promote trans-

parency and systemic improvements in Michigan's child welfare system.

## CONFIDENTIALITY & PROTECTION

To protect children, complainants, and witnesses, the OCA's records are exempt from the Freedom of Information Act and cannot be subpoenaed or ordered by a court. These legal protections ensure the integrity of investigations and encourage individuals to report concerns without fear of retaliation.

## WHO CAN REQUEST ASSISTANCE?

Anyone concerned about a child's welfare can reach out to OCA, including:

- Children capable of making a report.
- Parents and guardians.
- Certain relatives.
- Legal and legislative representatives.
- Mandatory reporters (e.g., educators, medical professionals, law enforcement).
- The governor of Michigan.

## GET IN TOUCH

Want to know more? Visit us online at [www.michigan.gov/oca](http://www.michigan.gov/oca) or call us at 800-MICH-FAM. 📞



Ryan Speidel has over 20 years' experience in law enforcement, regulation, and public service. He has worked with the City of Jackson, the Michigan Department of State, the Office of Inspector General, and MCOLES. Ryan holds a degree in sociology from Eastern Michigan University and is a graduate of the 72nd Mid-Michigan Police Academy. He has served as a police officer, detective, and investigator, with a focus on overseeing public safety programs.

Appointed Michigan's Children's Ombudsman by Governor Whitmer in May 2023, Ryan previously served as deputy director and Acting Children's Ombudsman. Following the passage of Public Act 303 of 2023, he now serves as Michigan's Child Advocate. Ryan Speidel can be contacted at [SpeidelR2@michigan.gov](mailto:SpeidelR2@michigan.gov).

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# SAVED BY THE BELT PROGRAM



BY KARA RUECKERT

**“CLICK IT OR  
TICKET” — WE  
HEAR IT, BUT DO  
WE DO IT?**

Wearing a seat belt saves lives, yet not everyone buckles up. According to the 2024 Seat Belt Use Direct Observation Study conducted by Michigan State University (MSU), Michigan’s seat belt use rate stands at 92%. Still, despite high compliance, the University of Michigan Transportation Research Institute reported 210 fatalities in 2023 involving unrestrained passenger vehicle occupants.

Since Michigan’s primary seat belt law took effect in 2000, MSU researchers estimate that over 4,000 lives have been saved, including 1,841 between 2012 and 2021. However, without a rear seat belt law, Michigan may have lost an additional 158 lives in that same period. Year after year, seat belt use remains lower among men than women, pickup truck drivers compared to other passenger vehicles, and individuals aged 16 to 29.

Children are especially vulnerable. Michigan reported the highest rates of suboptimal restraint among children between the ages of 5 and 8, many of whom are improperly secured with seat belts alone instead of booster seats or forward-facing restraint devices. Between 2019 and 2023, the state averaged 46 suspected serious injuries annually and a total of 25 fatalities among children aged 10 and younger due to improper restraint.

## RECOGNIZING LIVES SAVED: THE “SAVED BY THE BELT” PROGRAM

The Michigan Office of Highway Safety



Planning (OHSP) promotes the Saved by the Belt program, honoring drivers and passengers whose seat belt use prevented serious injury or death in a crash. Recipients receive a certificate and memento of recognition, which can be mailed directly to them or presented by their local agency. To further raise awareness, the OHSP also prepares a press release to highlight the importance of seat belt use.

## HOW TO NOMINATE SOMEONE

Michigan police officers and traffic safety partners are encouraged to submit [nominations](#)<sup>1</sup>. To do so:

- Complete the nomination form and attach the [UD-10 crash report](#)<sup>2</sup>.
- Ensure the crash was significant—not a minor fender bender.
- Verify that no drugs or alcohol were involved.
- Confirm that the nominee was properly wearing a seat belt.
- Include photos, if possible.

## WORKING TOGETHER TO SAVE LIVES

Promoting seat belt use is a team effort.

The OHSP partners with organizations such as:

- Michigan Association of Chiefs of Police
- Michigan Sheriffs’ Association
- Michigan State Police
- Governor’s Traffic Safety Advisory Commission (GTSAC)
- Child passenger safety technicians and instructors

For the past two years, OHSP has amplified efforts to increase seat belt use, distributing call-to-action letters and nomination forms, especially in counties with seat belt use rates below 90%. Presentations have been delivered at Traffic Safety Network meetings, and OHSP continues to engage with Action Teams, GTSAC, and other traffic safety stakeholders. Updates are also shared through the OHSP Police Traffic Services Partner Update and Safety Network News newsletters.

## JOIN THE EFFORT

Together, we can make a difference. If you have questions about the Saved by the Belt program or other seat belt initiatives, contact Kara Rueckert. Ms. Rueckert is the Occupant Protection Program Coordinator at OHSP and her email is: [RueckertK1@michigan.gov](mailto:RueckertK1@michigan.gov). ■

<sup>1</sup> [https://www.michigan.gov/msp/-/media/Project/Websites/msp/ohsp/1\\_July-2024/Saved-by-the-Belt-Nomination-form-2024\\_02-fillable.pdf?rev=565ff77b-95734c31a28f72759b1a949b&hash=238E653E4F-A999B41DADAAA3C84B4D7C](https://www.michigan.gov/msp/-/media/Project/Websites/msp/ohsp/1_July-2024/Saved-by-the-Belt-Nomination-form-2024_02-fillable.pdf?rev=565ff77b-95734c31a28f72759b1a949b&hash=238E653E4F-A999B41DADAAA3C84B4D7C)

<sup>2</sup> <https://www.michigan.gov/msp/divisions/cjic/Traffic-Crash-Reporting-Unit>





# ACCREDITED AGENCIES



Accreditation is a progressive time-proven way of helping law enforcement agencies calculate and improve their overall performance and delivery of service. The foundation of the program lies in the voluntary adoption of standards containing a clear statement of professional objectives. Participating agencies have committed to a five-step process including a thorough self-analysis to determine how existing operations can be adapted to meet these standards and objectives.

**CONGRATULATIONS TO ALL OF THE AGENCIES WHO HAVE SUCCESSFULLY COMPLETED THIS SIGNIFICANT PROFESSIONAL ACCOMPLISHMENT!**

**Allen Park Police Department**

Accredited 2024

**Alma Police Department**

Accredited 2022

**Auburn Hills Police Department**

Accredited 2019

**Battle Creek Police Department**

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**Bay City DPS**

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**Big Rapids DPS**

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**Birmingham Police Department**

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**Bloomfield Hills DPS**

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**Bloomfield Township Police Department**

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**Brighton Police Department**

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**Brownstown Township Police Department**

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**Chesterfield Township Police Department**

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**Clawson Police Department**

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**Clinton Township Police Department**

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**Coldwater Police Department**

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**Dearborn Police Department**

Accredited 2020

**East Grand Rapids DPS**

Accredited 2020

**East Lansing Police Department**

Accredited 2023

**Farmington DPS**

Accredited 2018

**Farmington Hills Police Department**

Accredited 2018

**Ferndale Police Department**

Accredited 2020

**Flint Township Police Department**

Accredited 2023

**Grand Blanc Police Department**

Accredited 2022

**Grand Blanc Township Police Department**

Accredited 2019

**Grand Rapids Community College Police Department**

Accredited 2024

**Hamburg Township Police Department**

Accredited 2024

**Holland DPS**

Accredited 2022

**Houghton Police Department**

Accredited 2023

**Howell Police Department**

Accredited 2020

**Huron Township Police Department**

Accredited 2024

**Kalamazoo County Sheriff's Office**

Accredited 2024

**Kalamazoo DPS**

Accredited 2020

**Kalamazoo Township Police Department**

Accredited 2024

**Kent County Sheriff's Office**

Accredited 2024

**Lake County Sheriff's Office**

Accredited 2024

**Lansing Police Department**

Accredited 2024

**Lapeer Police Department**

Accredited 2024

**Lathrup Village Police Department**

Accredited 2024

**Livingston County Sheriff's Office**

Accredited 2022

**Livonia Police Department**

Accredited 2019

**Ludington Police Department**

Accredited 2022

**Macomb College Police Department**

Accredited 2024

**Madison Heights Police Department**

Accredited 2022

**Manistee Police Department**

Accredited 2024

**Marquette Police Department**

Accredited 2019

**Marshall Police Department**

Accredited 2023

**Marysville Police Department**

Accredited 2023

**Meridian Township Police Department**

Accredited 2020

**Michigan Department of Attorney General**

Accredited 2024

**Midland Police Department**

Accredited 2020

**Monroe Police Department**

Accredited 2021

**Mott Community College DPS**

Accredited 2019

**Muskegon Police Department**

Accredited 2021

**Newaygo Police Department**

Accredited 2021

**Northville Police Department**

Accredited 2022

**Northville Township Police Department**

Accredited 2018

**Norton Shores Police Department**

Accredited 2020

**Novi Police Department**

Accredited 2018

**Petoskey DPS**

Accredited 2022

**Plymouth Township Police Department**

Accredited 2022

**Port Huron Police Department**

Accredited 2018

**Portage DPS**

Accredited 2018

**Rochester Police Department**

Accredited 2022

**Rockford DPS**

Accredited 2017

**Romulus Police Department**

Accredited 2021

**Roseville Police Department**

Accredited 2018

**Royal Oak Police Department**

Accredited 2023

**Saginaw Township Police Department**

Accredited 2024

**Schoolcraft College Police Department**

Accredited 2022

**South Lyon Police Department**

Accredited 2023

**Southgate Police Department**

Accredited 2023

**Sterling Heights Police Department**

Accredited 2021

**Sturgis DPS**

Accredited 2024

**Sumpter Township Police Department**

Accredited 2025

**Traverse City Police Department**

Accredited 2021

**Troy Police Department**

Accredited 2024

**University of Michigan - Flint DPS**

Accredited 2018

**Van Buren Township Police Department**

Accredited 2022

**Walker Police Department**

Accredited 2023

**Warren Police Department**

Accredited 2021

**Wayne Police Department**

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**Western Michigan University Police Department**

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Accredited 2021

# MEET THE NEW CRISIS INTERVENTION TEAM INTERNATIONAL!



BY KEVIN FISCHER

It is my privilege to introduce the new Crisis Intervention Team International (CITI) Michigan Office. For the last eleven years, I have served as the Executive Director of NAMI Michigan. NAMI, the National Alliance on Mental Illness, is the nation's largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness. I came into this role in April of 2014, after my oldest son Dominique was diagnosed with serious mental illness in 2007 and was lost to suicide in 2010. Because of my lived experience as a result of my son's mental illness and his interactions with law enforcement, I became a certified Crisis Intervention Team (CIT) International Coordinator and Instructor.

CIT programs are community-based programs that bring together law enforcement, mental health professionals, mental health advocates (people living with mental illness and their families), and other partners to improve community responses to mental health crises. While CIT programs are known for CIT-trained officers, successful programs also focus on improving the crisis response system, advocating for needed services, and strengthening partnerships across the community.

CIT is a program that provides the foundation necessary to promote community and statewide solutions to assist individuals with a mental illness and/or addictions. The CIT International model reduces both stigma and the need for further involvement with the criminal



justice system. CIT provides a forum for effective problem solving regarding the interaction between the criminal justice and mental health care systems and creates the context for sustainable change. Research shows that communities that prescribe to the CIT International model have higher success rates in resolving serious crisis situations.

The basic goals are to develop the most compassionate and effective crisis response system that is the least intrusive in a person's life and help people with mental disorders and/or addictions access medical/mental health treatment rather than place them in the criminal justice system due to illness related behaviors.

The **Memphis Model** was first developed in 1988 in collaboration with NAMI, Memphis Police, and the University of Memphis, and since has spread throughout the United States and several nations worldwide. A sound CIT program based on the Best

Practice Guide<sup>1</sup> will help strengthen your community in working together to help people who live with mental illness and/or addictions who are in crisis. It will also improve your community mental health system, save lives and bring hope and recovery to those in need. A strong CIT Program (and not just training) will sustain for years to come.

NAMI provided the seed grant that would help Memphis build

the first CIT program. We did so with the hope that people with mental illness would receive a safer and more humane response in times of crisis. More than 30 years later, we have seen tremendous strides in attitudes and responses to people affected by mental illness. At the same time, we still see too many people jailed, left to the streets, and with no place to go for care except the emergency department. Until we see mental illness treated with the same urgency and dignity as other medical conditions, we continue to stand with hundreds of partners, including law enforcement, to demand better. We hope you will go beyond merely training law enforcement officers. We hope, instead, that you use these tools to promote a mental health solution to mental health crises. The end result should be the creation of a robust crisis response and community mental health system that prevents people from entering the revolving door of the criminal justice

<sup>1</sup> <https://www.citinternational.org/bestpracticeguide>



system. CIT has become a movement of change. Thousands of communities have been inspired to make their crisis response systems safer and help people on the path to recovery. Countless advocates, law enforcement professionals and mental health professionals have joined the fight for mental health recovery. It has all been driven by relationships and a sense of local ownership for the challenges of mental health crises in their own communities.

In 2008, CIT founder Dr. Randy Dupont and Major Sam Cochran (ret.) led the convening of members of successful CIT programs from throughout the United States, which became the founding board members of CIT International. Through research and experience, CIT International defines and advocates for the best practice standards of CIT programming. CIT International then supports CIT programs worldwide with fidelity to those best practice standards through education, conferences, certification, technical assistance and providing various training.

The hardest lesson we've learned is about the temptation of training. Law enforcement and jails continue to be the de facto system for responding to mental health crisis situations and housing people with mental illness. Law enforcement agencies are under immense pressure to address this systemic challenge. We hear daily from agencies eager to learn about CIT training, hoping it will be a solution to their problems. Training is an important step, but the goal of the CIT International model is not to train officers to be kinder and gentler as they take people to jail. The goal of CIT is to keep people safe and that is not possible if jail is the only destination during a mental health crisis. A CIT program should help people get connected to treatment and services and offer hope for recovery. That can only be accomplished when law enforcement agencies build relationships with mental health professionals and agencies and work with advocates to fight

for a better mental health system. We have seen law enforcement agencies that focus solely on training face criticism for doing the things they hoped to avoid. Policing is risky and there are never guarantees of absolute safety—but training-only approaches do not improve safety and reflect a misunderstanding of the CIT International model. The CIT International model is not just about policing; it is about community responses to mental health crises. To build a CIT program that is successful, you need to invest in strong relationships and partnerships. You need to be bold about recovery and including people living with mental illness, their families, and advocates at the table. You need to rethink the services available to people in crisis, and if there are gaps, demand something better. It is a challenging task, and it will take the commitment of your entire community. But you will be in the best of company. Working on CIT will connect you with caring and dedicat-

ed individuals in your community and around the country.

True to the CIT International model, the CITI Michigan staff is comprised of behavioral healthcare advocates, law enforcement and healthcare professionals, dedicated to ensuring model fidelity to our mission. As previously stated, effective CIT programs are driven by relationships and a sense of local ownership for the challenges of mental health crises in their own communities. Therefore, it is not our goal to assume responsibility for training throughout the state, but to provide education, conferences, certification, technical assistance, various training, collect meaningful data, and celebrating the accomplishments of participating individuals and programs. We look forward to collaborating with your community. Please contact us at [info@citimichigan.org](mailto:info@citimichigan.org).



### CIT IS MORE THAN JUST TRAINING... IT'S A COMMUNITY PROGRAM!

Kevin Fischer is the Executive Director of NAMI Michigan and Crisis Intervention Team (CIT) International Michigan. NAMI, the National Alliance on Mental Illness, is the nation's largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness.

A retired businessman, Kevin joined NAMI as a volunteer in 2011 after his oldest son Dominique was diagnosed with a mental illness in late 2007 and was lost to suicide in 2010. After serving on the NAMI Michigan Board of Directors as the NAMIWalks Chairperson for two years, and as Board Vice-President for two years, Kevin accepted the role of Executive Director in 2014.

Kevin is the Founder and Director of The Dominique Fischer Memorial Foundation and CEO of EVERYBODY -VS- STIGMA.com, Immediate Past-President of Crisis Intervention Team International (CITI), a member of Governor Whitmer's Suicide Prevention Commission, and the Michigan Department of Health & Human Services (MDHHS) Mental Health Diversion Council and Behavioral Health Advisory Council (BHAC). Kevin is dedicated to eliminating the stigma of mental illness, which he considers the leading barrier to the early diagnoses and treatment, which leads to better outcomes for all. For more information, you may contact Kevin at [kfischer@namimi.org](mailto:kfischer@namimi.org).



# THE 30X30 INITIATIVE: ADVANCING AND SUPPORTING WOMEN IN LAW ENFORCEMENT



BY: MAUREEN "MO"  
MCGOUGH

Launched in 2021 at the Policing Project at the New York University School of Law, the 30x30 Initiative advances the representation, experiences, and well-being of women in law enforcement across the U.S. and beyond. Hundreds of agencies nationwide share our commitment to attracting a broad range of talent and modernizing policies to improve retention.

We focus on women officers because:

- Research shows women improve public safety outcomes—using less force, achieving better results for crime victims, face fewer complaints and lawsuits, and are viewed as more trustworthy and compassionate by the people they serve.
- Despite women officers' unique value, outdated recruitment, hiring, and management practices deter women from joining and remaining in the profession. Women make up just 13% of U.S. officers and 3% of police leaders—with numbers stagnant for decades. In 2020, over 40% of agencies in the U.S. had no women in sworn positions.

Since its inception, 30x30 has worked with over 400 federal, state, and local law enforcement agencies, federal grantmakers, police professional organizations, researchers, state legislatures, international groups, and nonprofits to identify and address barriers

to recruiting and retaining women. Our efforts build on pioneering work, including that of the National Center for Women and Policing, to equitably support and advance women officers.

Centering the lived experiences of women officers is crucial because it helps ensure that policies and reforms are grounded in real-world challenges and needs. Over our first two years, we conducted surveys, focus groups, and interviews with more than 1,000 women officers across the country, confirming persistent challenges: biased assessments and a lack of supervisory support, difficulties returning to the workplace after childbirth, ill-fitting uniforms and vests, and problematic agency cultures that perpetuate exclusion, discrimination, disrespect, and sexual harassment. Yet, we also heard powerful stories about what draws women to the profession and keeps them there—a strong sense of purpose and service, and the camaraderie that comes with working toward a shared mission. These insights, combined with extensive research into what works and matters for building supportive workplaces, form the foundation of the 30x30 Pledge.

## HOW IT WORKS: THE 30X30 PLEDGE

Agency leaders commit to the 30x30 Pledge—a set of no- and low-cost actions designed to address the unique health and safety needs of women officers, modernize policies, enhance data collection, and improve agency culture. These commitments span every stage of an officer's career, from recruitment and hiring to promotion, retention, and separation.

Developed with input from police leaders, researchers, and industry experts, the Pledge is grounded in empirical evidence and tailored to where agencies need the most support. In return, 30x30 provides technical assistance, policy guidance, research summaries, data collection support, connectivity to experts, and membership into a growing community of practice.

In just four years, participating agencies have made significant strides in recruiting and retaining women officers through Pledge activities. As a result, more women are serving in law enforcement, and agencies are actively removing barriers that once hindered their success, ultimately strengthening public safety.

## INITIATIVE PROGRESS

In its first year, 30x30 grew rapidly, partnering with over 100 agencies. Today, it collaborates with more than 400 agencies of all sizes, including federal, state, local, sheriff, and campus departments. Its influence is expanding internationally, with agencies worldwide looking to replicate its model. This widespread adoption reflects a profession ready to prioritize the meaningful and sustainable advancement of women officers.

**Growing Representation of Women Officers.** Reporting agencies that participated in 30x30 for at least two years report an average **28% increase in women recruits**, rising from 19% to 24%. One agency leader noted that implementing 30x30 strategies reduced bias in hiring assessments, lead-



ing to more women being hired in six months than in the previous seven years combined.

**Enhancing Workplace Conditions and Officer Safety.** Through the 30x30 Pledge, agencies have made significant strides in improving conditions for women officers. Notable progress includes improving support for parents and caregivers, expanding flexibility and support for nursing mothers, expanding recruitment strategies, ensuring uniforms and equipment fit women, and improving department responses to sexual harassment. Agencies are also actively gathering insights from women officers through surveys, focus groups, and interviews to better understand workplace challenges and solutions.

**Legislative and Policy Advancements.** Many 30x30 objectives are best achieved through legislation and partnerships with state training organizations. With funding from Arnold Ventures, 30x30 is working with policymakers to promote statewide reforms.

- Hawai'i Bill 2231 (2024): Establishes a goal of 30% women in law enforcement by 2030.
- Washington Senate Bill 5424 (2024): Enables flexible work policies, including part-time options for officers.
- Providing Childcare for Police Officers Act (H.R.2722): Proposes a federal pilot program to fund childcare solutions for officers' nontraditional schedules.
- Female Officers Ballistic Protection Act & DHS Better Ballistic Body Armor Act: Proposes to ensure properly fitting body armor for women officers in federal law enforcement.

**Resources and Technical Assistance.** 30x30 has developed a comprehensive online collection of research summaries, policy guides, survey tools, and best practices. Our site also includes the latest national statistics on law en-

forcement demographics, recordings of conference presentations, and over three dozen webinar recordings with insights from industry leaders.

**Presentations and Working Groups.** 30x30 leadership delivers keynote addresses and presents in national and international conferences, including those hosted by the International Association of Chiefs of Police, the National Organization of Black Law Enforcement Executives, and the U.S. Conference of Mayors. These platforms facilitate collaboration among law enforcement, policymakers, and researchers to advance and support women.

**Celebrating Women in Law Enforcement.** Recognizing and amplifying the contributions of women in policing is essential to inspiring future generations. 30x30 features monthly officer spotlights on its website and recently launched the "Profiles in Courage" series, beginning with Margie Moore, co-founder of Women in Federal Law Enforcement and former executive with the Bureau of Alcohol, Tobacco, Firearms and Explosives.

**Driving Awareness.** Since its launch, 30x30 has been featured in major national and local media outlets, including *The Washington Post*, *Slate*, *CNN*, *USA Today*, and *Vox*, elevating the critical importance of women in law enforcement and highlighting how their advancement can improve public safety outcomes.

**Advancing Research on Retention and Workplace Culture.** 30x30 collaborates with global research partners to ensure its work aligns with and contributes to the latest empirical evidence. Notably, the Research Triangle Institute is studying retention challenges in partnership with 30x30, and the National Institute of Justice is analyzing 30x30 data, including survey responses from over 600 women officers. Findings from these studies, expected in 2025, will inform future strategies.

**Strategic Partnerships.** Initially funded by the Microsoft Justice Reform Initiative, 30x30 has since secured support from Arnold Ventures, the Park City Community Foundation, Mark43, federal grants, as well as additional funding from Microsoft. In 2022, the U.S. Department of Justice formally partnered with 30x30, providing funding for technical assistance, data collection, and evidence-based strategies to help agencies meet their commitments.

**Strengthening Global Engagement.** As interest in 30x30 grows, international agencies and organizations are adopting its strategies. Recent collaborations include:

- Australian Federal Police engaged 30x30 leadership to inform a national strategy on women in law enforcement.
- Police Scotland is coordinating with 30x30 in their work to promote gender equity and address misogyny.
- The Global Society of Evidence-Based Policing is developing a global research strategy to support women in policing.
- DOJ's International Criminal Investigative Training and Assistance Program (ICITAP) is partnering with 30x30 to expand the role of women in security and counterterrorism around the world.

Law enforcement leaders in Canada are banding together to create a comparable initiative for their law enforcement agencies, tailoring their approach to the specific needs of women in Canadian law enforcement.

**A Lasting Impact.** As 30x30 continues to expand, it remains committed to breaking down barriers, improving workplace conditions, and ensuring that all officers are able to thrive. With growing national and international engagement, strong research backing, and broad-based support, the initiative is shaping a more inclusive and effective future for law enforcement.

### DISPELLING MYTHS ABOUT THIS WORK

We envision policing as a profession that is accessible to all qualified individuals and supports their success and wellbeing. To achieve this, agencies must expand recruitment, ensure hiring assessments accurately measure job requirements and are free of bias, and meet employees' unique needs. Our goal is a stronger, safer, and more effective profession that reflects the communities it serves.

**Recruiting, Hiring & Standards.** 30x30 advocates for proactive recruitment strategies to reach the broadest pool of qualified candidates, using messages that accurately reflect the realities of the job and the knowledge, skills, and abilities necessary to do it well. Similarly, 30x30 advocates for accurate, validated hiring and promotional assessments that measure a candidate's ability to the job. **We do not advocate for lower standards or hiring women solely based on gender.** Given the strength of the research on the unique value of women officers, we predict that accurate assessments will naturally result in an increase in women passing them.

**Meeting Women's Unique Needs.** Policing remains male-dominated, and current policies often fail to meet women's unique needs. 30x30 helps agencies address these gaps by supporting them to identify, understand, and meet the needs of all officers under their command. Importantly, **this is not tokenism or favoritism; it is the bare minimum of what employees are due in the workplace.**

**30% Representation.** Research shows that when an under-represented group reaches 30%, they are able to positively influence an organization's culture. By modernizing policies and recruitment strategies, using fair and accurate assessments, and improving culture, we anticipate agencies will naturally see an increase in the representation of women. **30% representation of women in recruit classes**

**is a result we hope to naturally see in agencies making these improvements, not an arbitrary benchmark or quota-based system.**

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The 30x30 Initiative has made significant strides in advancing women in law enforcement and transforming agencies. Yet our mission is far from complete.

We urge police leaders, advocates, policymakers, and funders to deepen their engagement. Agencies must implement policies that support women, ensure fairness, and attract top talent. Policymakers can champion reforms to address workplace imbalances, while funders can accelerate progress through strategic investments.

This movement has made the progress it has because of the support, advocacy, and allyship of so many. Thank you for your dedication. Together, we will build a stronger, more effective law enforcement profession—one where all officers thrive.

For more information about our work, to access our publicly available resources, or to join our community of practice, please visit [www.30x30initiative.org](http://www.30x30initiative.org). 🍂

Maureen "Mo" McGough is the co-founder of the 30x30 Initiative, a national movement improving both the representation and experiences of women in law enforcement in the US and Canada. She also serves as the strategic advisor for the Center for Excellence in Policing and Public Safety (EPPS) at the University of South Carolina School of Law, where she was also the founding Executive Director. Previously, she served as Chief of Strategic Initiatives for the Policing Project at the New York University School of Law, where she oversaw collaborative efforts to establish basic minimum standards for fair and effective policing. Maureen spent a decade with the federal government in various roles with the US Department of Justice and US Department of State. She served as Senior Policy Advisor to the Director of the National Institute of Justice where she led agency efforts to advance evidence-based policing and implement systems-level criminal justice reform initiatives. Maureen is a member of the FBI's Law Enforcement Education and Training Council, an executive board member for the American Society of Evidence-Based Policing and is a recent public leadership executive fellow with the Brookings Institution. Maureen is an attorney and earned her J.D. from George Washington University Law School. You may contact Maureen McGough at [maureen.mc-gough@nyu.edu](mailto:maureen.mc-gough@nyu.edu).

## 2025 Fall Accreditation Conference

### September 3-4, 2025

### Mt. Pleasant, MI

## REGISTRATION OPENING IN JULY!







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**QUALIFIED CITIZEN DEFINITION:** Must have a current CPL and provide proof of advanced pistol and rifle training.

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# WHY EVERY POLICE OFFICER SHOULD LEARN ABOUT THE HOLOCAUST



BY JAMIE WISE

“The Holocaust happened 80-plus years ago, and some people might say, ‘Well, that’s history.’ Unfortunately, as we’ve learned, history might have a tendency to repeat itself,” said George Erdstein, one of over 4,000 Holocaust survivors who came to live in Michigan after World War II. “Perhaps, by learning the lessons of the Holocaust, and what humanity has gone through and is capable of, it may fine-tune your own moral compass, and you can emerge a better person.”

## POLICE TRAINING AT THE ZEKELMAN HOLOCAUST CENTER

The Holocaust was the systematic, bureaucratic, and state-sponsored persecution and mass murder of over six

million Jews by Nazi Germany and its collaborators between 1933 and 1945. Under the Nazis, uniformed police officers were often ordered to conduct roundups and commit violence against the Jewish community. Many of these officers failed in their responsibility to protect innocent life.

We study perpetrators of the Holocaust not to excuse their behavior, nor to blame police officers today for Nazi crimes of the past. Rather, we seek to learn why the Nazis and their collaborators chose to commit genocide in order to prevent it. These lessons of history are critical for understanding the power and importance of ethical decision-making in our everyday lives and professional roles.

Since 2022, The Holocaust Center has facilitated MCOLES-registered in-ser-

vice training on “Policing and the Holocaust” to hundreds of Michigan law enforcement officers, leaving a profound and transformative impact. Chief Bryan Ergang of the Township of Kalamazoo Police Department, who conducted department-wide training in 2023, said:

“The training provided to our sworn personnel allowed us to contemplate how we, as leaders in our communities, can demonstrate strength and depth of character in the face of potentially controversial moral and ethical dilemmas.”

Offered free-of-charge at our state-of-the-art museum or online, this training covers the history of the Holocaust with a specific focus on the role of law enforcement. The training includes hearing the personal stories of

LOCATED IN FARMINGTON HILLS, MICHIGAN, THE ZEKELMAN HOLOCAUST CENTER (THE HC) WAS FOUNDED IN 1984 BY A GROUP OF LOCAL HOLOCAUST SURVIVORS, AND OUR MISSION IS TO ENGAGE, EDUCATE, AND EMPOWER BY REMEMBERING THE HOLOCAUST.

28123 ORCHARD LAKE ROAD | FARMINGTON HILLS, MI 48334 | HOLOCAUSTCENTER.ORG | 248.553.2400



Boxcar by Joel Smith



Exhibits by Owen Kaufman



Holocaust survivors and their descendants or Next Generation Speakers. By examining the choices that real people made during the Holocaust, officers reflect on the deeper meaning of leadership and moral courage.

### HENK DROGT: "POLICEMAN, REFUSED TO ARREST JEWS"

We look to heroic examples of the few exceptional individuals who defied orders under the Nazis. For example, Henk Drogd was a Dutch police officer. After the Netherlands was taken over by the Nazis, he was ordered with his unit to round up Jewish people for deportation to the camps, where they would be murdered.

Drogt and his comrades refused to follow the order. They stood together in their resistance, despite being threatened and pressured by their superiors. Many of his fellow officers were ultimately sent to concentration camps for their defiance, but Henk Drogt was able to escape. He joined the Dutch underground resistance movement providing aid to the Allies and to Jews in hiding. He was later arrested and executed. The words left in the prison records justifying his murder said, "Policeman, refused to arrest Jews."<sup>1</sup>

<sup>1</sup> "Henk Drogd: Paying the Ultimate Price," *Yad Vashem*, <https://www.yadvashem.org/righteous/stories/drogt.html>



Prisoner Uniform

Henk Drogt's story shows that it was possible for police officers at that difficult time in history to choose to put the humanity of others before their own well-being or self-interest, even at great personal sacrifice.

### THE POLICE IN NAZI GERMANY

While we have a lot to learn from stories like Henk Drogt's about the true meaning of courageous leadership, the history of the Holocaust also forces us to confront the question of why so many police officers participated in this genocide, rather than stopping it.

It is essential to understand the history of how the Nazis reshaped and radicalized police forces. Before the Nazis, policing in Germany had been local and decentralized; but under Adolf Hitler's authoritarian regime, the law enforcement profession was transformed to align with the Nazis' political beliefs and objectives.

For instance, in August 1934, the Nazis changed the state's official oath of loyalty so that public servants no longer swore their allegiance to the people or the country, but to Hitler himself by name. This change in language signaled that police officers were expected to protect and defend the dictator's interests, rather than the general welfare. If officers were not willing to do so, they could lose their jobs. This be-

came known as the Fuhrer Oath, and it was one of several measures that fundamentally undermined democracy in Germany.

Under the Nazi regime, police officers were ordered to enforce antisemitic laws that gradually stripped away the social, political, and economic rights of Jewish people. Their everyday decisions on the job had a dramatic impact on the spread of anti-Jewish prejudice and had devastating consequences for real people's lives.

### "ORDINARY MEN": A CASE STUDY OF POLICE DURING THE HOLOCAUST

As World War II raged on, the Nazis decided on a policy that they euphemistically code-named the "Final Solution." By this, they meant the intended total annihilation of the Jewish people through mass killing. While round-ups and murders were already taking place, organized massacres began after the Nazi invasion of the Soviet Union in 1941.

As the German military advanced eastward, special police battalions called the Einsatzgruppen followed behind. Their job was to systematically round up Jewish men, women, and children in occupied areas and murder them by shooting into mass graves close to where they lived. Sometimes called "The Holocaust by Bullets," these mas-



George Erdstein

sacres resulted in the murder of over two million Jewish people. This horrific violence was perpetrated day-in and day-out by uniformed officers. What made them choose to kill?

Holocaust scholar Christopher Browning studied Reserve Police Battalion 101 to answer this very question. Like many people, he initially suspected that these officers were forced to carry out these orders or else be killed themselves. Browning was surprised to find that officers in the battalion were actually told by their superiors that they would not be formally punished for choosing not to participate in the mass shootings.

Despite being offered a way out, the vast majority of officers still consented to carrying out their orders to kill. Browning concluded, “To break ranks and step out, to adopt overtly nonconformist behavior, was simply beyond most men. It was easier for them to shoot.”<sup>2</sup>

In other words, Browning argued that these men chose to become mass killers because of peer pressure. When the orders were given, most of the men did not want to be seen as weak or cowardly compared to their comrades, or they were afraid to face ridicule for not performing their duties.

Browning ultimately titled his study “Ordinary Men” because this desire to conform is a normal psychological tendency. These officers were ordinary men, who chose to commit extraordinary evil. It might be easier to imagine Nazi perpetrators as inhuman monsters who are nothing like you or me. But that would ignore the complex reality of this history.

It is important for us to understand how and why they committed these inhumane acts, recognizing that their choices were not inevitable and that we have a responsibility today to do better.

### COMBATING ANTISEMITISM TODAY

Antisemitism is on the rise globally, and the lessons of the Holocaust are more important than ever, especially for law enforcement. Antisemitism means any prejudice, hatred, or discrimination against Jewish people as individuals or as a community, and it was the motivating ideology behind the Holocaust.

Unfortunately, antisemitism existed long before the Nazis came to power, and even today, this hatred frequently arises during situations of social, political, economic, and public health crises, in which Jewish people are wrongfully scapegoated for society’s problems. Both the FBI and the Anti-Defamation League have tracked a major increase in antisemitic incidents in the United States over the last 10 years, including here in Michigan.<sup>3</sup>

<sup>3</sup> For more information, see “Audit of Antisemitic Incidents,” Anti-Defamation League, <https://www.adl.org/audit-antisemitic-incidents> and “Hate Crime in the United States Incident Analysis,” Federal Bureau of Investigations, Crime Data Explorer, <https://cde.ucr.cjis.gov/LATEST/webapp/#/pages/explorer/crime/hate-crime>

For Holocaust survivors, their families, and the broader Jewish community, antisemitic incidents are a painful reminder that the prejudice that motivated the Holocaust still poses a dangerous threat.

One of the most impactful ways to counter antisemitism and hate-based violence is to act with moral courage whenever these issues arise. Through everyday choices and interactions, law enforcement officers have a unique position to ensure peace and security in our communities. Every police officer should learn about the Holocaust because every police officer has the power to stand in the way of genocide. ■

Jamie Wise, Education Manager at The Zekelman Holocaust Center, creates and leads educational programming focusing on the lessons of the Holocaust for ethical leadership. She oversees The Holocaust Center’s MCOLES-registered training course “Policing and the Holocaust” and has trained hundreds of Michigan law enforcement officers. Jamie earned her master’s degree in Conflict Analysis and Resolution from George Mason University as a Fellow for Genocide and Mass Atrocity Prevention. Her research, published in peer-reviewed journals and edited volumes, addresses contemporary genocide prevention and the legacies of mass atrocities. Jamie can be contacted at [jwise@holocaustcenter.org](mailto:jwise@holocaustcenter.org).



Oak Park Police Department

<sup>2</sup> Christopher Browning, *Ordinary Men: Reserve Police Battalion 101 and the Final Solution in Poland* (HarperPerennial: 1992), p. 184.





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# HIGHLIGHTS

## ACCREDITATION RECOGNITION

Congratulations to these two agencies for achieving accredited status. Each agency was presented a framed accreditation award certificate during meetings with their local government officials. The Michigan Law Enforcement Accreditation program now has 89 agencies under its state accreditation program.



Sumpter Township PD

**Left to Right:** Captain Patrick Gannon, Lieutenant Brian Steffani, Director of Public Safety/Chief of Police Eric Luke and Detective Lieutenant Joseph Balowski



Westland PD

**Left to Right:** Lieutenant John Gatti, Chief Kyle Dawley and Deputy Chief Robert Wilkie

## IN MEMORIAM: RETIRED CHIEF RICHARD W. BUTLER, KALAMAZOO TOWNSHIP POLICE DEPARTMENT (KTPD) E.O.W. MARCH 20, 2025



Chief Richard W. Butler dedicated over 34 years of service to the Kalamazoo Township community and passed away on March 20, 2025, at the age of 85.

Chief Butler joined the Kalamazoo Township Police Department (KTPD) in 1968 and steadily rose through the ranks. In 1978, he was appointed Chief, a position he held with honor and distinction until his retirement.

Throughout his career, Chief Butler upheld the highest standards of integrity and professionalism, training and leading officers of exceptional caliber. He consistently prioritized the service and protection of the community above all else.

Under his leadership, the KTPD strengthened its relationship with the citizens of Kalamazoo Township, helping foster a safer and more connected community.

Chief Butler also made significant contributions to the Michigan Association of Chiefs of Police (MACP), serving as its President from 1998 to 1999 after being a member of the Board since 1983. Additionally, he served on various committees, including the Ethics Committee, Training and Education Committee, and Past Presidents Committee. He was also the MACP's MLEOTC Representative.

Chief Butler's legacy in policing and his contributions to the MACP will never be forgotten. We are grateful for the privilege of having known him and the enduring impact he has had on policing. Our condolences to his family and friends.

Thank you for your many years of dedicated service. 🇺🇸



## SPRING 2025 POLICE EXECUTIVES' & NEW CHIEFS' SCHOOL



**Row 1 (Left to Right)** – Chief Jay Truchan, *Norvell Police Department*; Detective Captain Christopher Aldrich, *Marquette Police Department*; Chief Chris Braegger, *Marlette Police Department*; Lieutenant Greg Booton, *Warren Police Department*; Sergeant Ed Carrier, *Erie Township Police Department*; Executive Lieutenant Brent Chisolm, *Warren Police Department*; Lieutenant Jason Dalbec, *Oakland County Sheriff's Office*; Deputy Chief Matthew Gerow, *Saginaw Police Department*; Sergeant Neal Donovan, *Flint Township Police Department*; Lieutenant Matthew Mardigian, *Bath Township Police Department*; Interim Chief Robert Barnes, *Keego Harbor Police Department*; Lieutenant Chris Deboer, *City of Wyoming Police Department*; Lieutenant Andrew Koeller, *City of Wyoming Police Department*; Commander Gary Lowe, *Washtenaw County Sheriff's Office*; Sergeant Brian Breuker, *Zeeland Police Department*; Chief Bryan Curtis, *DeWitt Police Department*.

**Row 2 (Left to Right)** – Public Safety Officer Michael Bruce, *Plainwell Department of Public Safety*; Lieutenant Rick Conrad, *Huron-Clinton Metroparks Police*; Chief Dalton Turmell, *Quincy Police Department*; Deputy Chief Scott Paquette, *Big Rapids Police Department*; Sergeant Lauren Little, *Ferndale Police Department*; Lieutenant Baron Brown, *Oakland Community College Public Safety*; Detective Sergeant Mike Arntz, *Brighton City Police Department*; Lieutenant Alex Holish, *Eastpointe Police Department*; Lieutenant Angela Small, *Federal Reserve Bank of Chicago*; Lieutenant Brian Tash, *West Bloomfield Police Department*; Interim Chief Jen Brown, *East Lansing Police Department*; Detective Lieutenant Jason Dobberty, *Allen Park Police Department*; Deputy Chief Darin Rietman, *Grandville Police Department*; Chief Nichole Hudson, *Grand Haven Department of Public Safety*; Lieutenant Jim Belmonte, *Huron-Clinton Metroparks Police*; Interim Chief Timothy Anderson, *Ypsilanti Police Department*; Captain Emily Fitzsimmons, *Redford Township Police Department*.

**Row 3 (Left to Right)** – Deputy Director Jason Ginopolis, *Oak Park Department of Public Safety*; Sergeant Eric Vazquez, *Grosse Ile Police Department*; Public Safety Officer Joe Culver, *Plainwell Department of Public Safety*; Lieutenant Kevin Counts, *Grosse Ile Police Department*; Chief Mark Ketz, *City of Frankfort Police Department*; Sergeant Shaun Kozal, *Muskegon Heights Police Department*; Lieutenant Dave Powell, *City of Burton Police Department*; Lieutenant Jeff Roberts, *Bridgeport Township Police Department*; Chief Kevin Jimkoski, *Kinde Police Department*; Lieutenant Keith Weir, *Oakland County Sheriff's Office*; Captain Ed Johnson, *Canton Township Police Department*; Chief Dennis Albert, *Lowell Police Department*; Captain Pete Simerson, *Traverse City Police Department*.

## IN MEMORIAM: RETIRED CHIEF WILLIAM PAUL ZSENYUK, MILAN POLICE DEPARTMENT E.O.W. APRIL 11, 2025



Chief William Paul Zsenyuk passed away on April 11, 2025.

He attended the University of Detroit and Wayne State University where he studied Police Administration and served in the U.S. Coast Guard. Following his military service, Bill started his career as a Detroit police cadet, soon becoming a patrolman and worked in Internal Affairs, Organized Crime, Liquor, Vice & Gambling, worked in "the Big Four cruiser," and Communications. He earned over 30 merit citations there and after rising through the ranks in Detroit, accepted the position as Police Chief in Manchester and later served in a dual role as Village Manager. He later became the Police Chief in Milan until his retirement.

Bill also served as a Hungarian interpreter for many state and federal agencies. He and his wife wrote and published a book on his career through Amazon "On My Watch: From Police Cadet to Police Chief" which continues to receive high reviews. He played and coached baseball, golf and hockey, encouraging his children to participate, but also enjoying those sports into his retirement. He and his son hunted together at their family cabin, and he instilled a respect for firearms safety in his children.

He married his lifelong love and partner, Aileen Alannah Murphy, and they celebrated their 70th Wedding Anniversary before her passing in October 2024.

Chief Zsenyuk was active with the MACP since joining in 1975 and was a Life Member of the Association. Thank you for your dedicated service in law enforcement—you will be truly missed by many that you mentored over the years. 🕒

# NEW MEMBERS

## ACTIVE VOTING

Chief Dennis Albert ..... Lowell Police Department  
 Interim Chief Timothy Anderson ..... Ypsilanti Police Department  
 Chief Robert S. Barnes ..... Keego Harbor Police Department  
 Chief Todd Bettison ..... Detroit Police Department  
 Chief William Black ..... Yale Police Department  
 Chief Christopher R. Braegger ..... Marlette Police Department  
 Chief Bruce Bullard III ..... Gibraltar Police Department  
 Chief Anthony Carrick ..... Chocoday Township Police Department  
 Interim Chief Ahmed Haidar ..... Dearborn Heights Police Department  
 Chief Nichole Hudson ..... Grand Haven Department of Public Safety  
 Chief Kevin Jimkoski ..... Kinde Police Department  
 Chief Mark Ketz ..... Frankfort Police Department  
 Chief Randy Kloss ..... East Jordan Police Department  
 Chief Troy J. Meder ..... Chesaning Police Department  
 Chief Allen Muma ..... Rose City Police Department  
 Chief Jay Truchan ..... Norvell Township Police Department  
 Director Louis Tyson, Jr. .... Bishop Intl. Airport DPS  
 Chief Patrick VanDommelen ..... Muskegon Township Police Department  
 Chief Ethan Walker ..... Rothbury Police Department

## ACTIVE

Capt. Craig Bankowski ..... Warren Police Department  
 Lt. Matt Barr ..... Shelby Township Police Department  
 Lt. Michael W. Boisonault ..... Kalamazoo County Sheriff's Office  
 Lt. Gregory Booton ..... Warren Police Department  
 Lt. Luke Britton ..... Mattawan Police Department

PSO Michael R. Bruce ..... Plainwell Department of Public Safety  
 Lt. Jeffrey D. Campbell ..... Lakeview Police Department  
 Accred Mgr. Loren Cazan ..... Beverly Hills Department of Public Safety  
 PSO Joseph C. Culver ..... Plainwell Department of Public Safety  
 Lt. Jason Dalbec ..... Oakland County Sheriff's Office  
 Sheriff Alyshia M. Dyer ..... Washtenaw County Sheriff's Office  
 Dep. Chief Hussein Farhat ..... Dearborn Heights Police Department  
 Lt. Robert Ginther ..... Beverly Hills Dept of Public Safety  
 Lt. Benjamin Hancock ..... Troy Police Department  
 ASAC Christopher Hess ..... Federal Bureau of Investigation  
 RAC Andrew Holt ..... Bureau of ATF  
 Lt. David Juras ..... Grand Ledge Police Department  
 Sgt. Lauren E. Little ..... Ferndale Police Department  
 Cmdr. Gary Lowe ..... Washtenaw County Sheriff's Office  
 Det. Lt. Brandon Mahoney ..... Whitehall Police Department  
 ASAC Justin Meyer ..... Bureau of ATF  
 Sgt. Mike Monroe ..... Perry Police Department  
 SSA Joseph C. Nether ..... Bureau of ATF  
 Lt. Adrian Ojerio ..... East Lansing Police Department  
 Officer Michael J. Pence ..... Novi Police Department  
 SA Donald E. Pischel ..... CN Railroad Police  
 Asst Chief Eric E. Pratl ..... Lansing Police Department  
 Ret. Det/Lt. David T. Rampy ..... MAGLOCLEN  
 Capt. Ryan J. Sheedy ..... Port Huron Police Department  
 Capt. Lance Taylor ..... Cadillac Police Department  
 Sgt. Melvin L. Taylor ..... NHBP Tribal Police  
 Lt. Keith Weir ..... Oakland County Sheriff's Office

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## CHIEF FLIES TO DC



**Pictured** - Congressman Tom Barrett and Chief Paul Brentar

MACP Third Vice President Chief Paul Brentar flew into Washington D.C. with our partners from Coalition Against Bigger Trucks (CABT) to meet with legislators about the dangers of bigger and heavier trucks on our roadways.

The MACP is strongly opposed to any bills or amendments that would allow for an increase in the weight of semi-trucks. As law enforcement leaders dedicated to public safety, we are deeply concerned about the risks that heavier trucks pose to motorists and Michigan's already overburdened infrastructure. Over the past decade, our state has seen a **57.5% increase in fatalities from large truck crashes**, underscoring the dangers of increasing truck weights. The U.S. Department of Transportation has consistently warned against such changes, and we urge you to reject any measures that would jeopardize road safety. 🚚



Immediate MACP Past President Chief Kyle Knight and District 11 Representative Chief Todd Woods presented Bob Stevenson with a plaque from the Northern Michigan Chiefs honoring him on his retirement and for his exceptional service to the Michigan Association of Chiefs of Police.



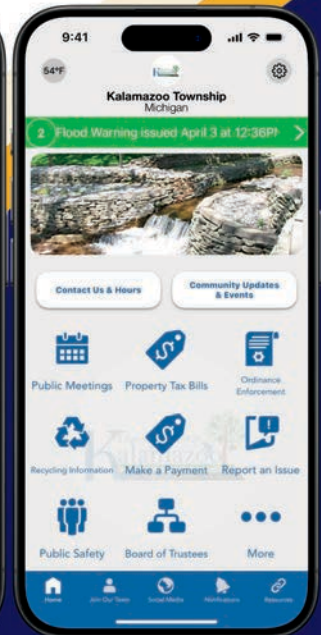
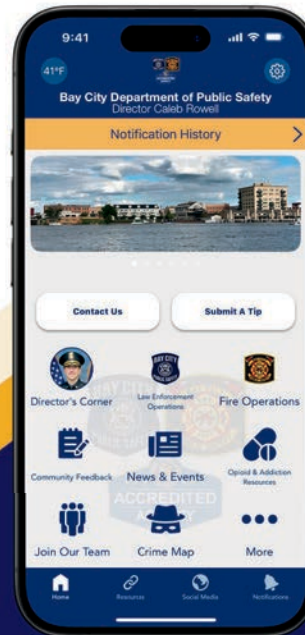
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## Mackinaw City Police Department

102 South Huron Avenue, P.O. Box 580, Mackinaw City, Michigan 49701

Telephone: (231) 436-7861 • Fax: (231) 436-7863

Todd A. Woods, Chief of Police

Dear Friends and Colleagues,

Please allow me to express my interest and announce my candidacy for the position of 3<sup>rd</sup> Vice President to the Michigan Association of Chiefs of Police Board of Directors. It is with great honor that I have been nominated for this position by the Northern Michigan Association of Chiefs of Police.

With over 28 years in law enforcement, my career began as a Police Officer for the City of Gaylord in July of 1996 where I worked until October of 1996 filling in for an officer that was proudly serving our country in Bosnia. I then moved on to the Village of Mackinaw City where I have spent the past 28 years working my way up through the ranks and achieving my goal of becoming our Chief of Police in 2017. I have always sought out educational and training opportunities that would encourage my growth as an individual, as a police officer and as a leader.

I have an Associate's degree in Natural Resources from North Central Community College and a Bachelor's degree in Criminal Justice from Lake Superior State University.

Since becoming Chief of Police, I have had the honor and privilege to know and work with some phenomenal chiefs and leaders. Currently, I serve as the 11<sup>th</sup> District Representative to the MACP Board of Directors and have been in this position since 2020. I participated as a member of the MACP Financial Audit Committee. I have been a member of the MACP since 2017 and I have attended every MACP Professional Development Conference. I am the current President of the Northern Michigan Association of Chiefs of Police and I have been a member since 2017. While serving for both the MACP and the Northern Chiefs Association, the knowledge/experience that I have gained and relationships that I have made are invaluable.

MACP works hard to encourage the highest professional standards. Not only do they support the advancement of police administration, but they speak as a collective voice for all law enforcement agencies in the State to advance our profession and to ensure our concerns are heard with our Michigan Legislators. I would be honored to represent MACP as the 3<sup>rd</sup> Vice President and will continue to work hard in advancing the purpose and mission of the MACP.

I humbly request your support in my candidacy by obtaining an endorsement of support from each of your regional associations.

Sincerely,



Chief Todd Woods  
Mackinaw City Police Department



Todd A. Woods, Chief of Police  
Mackinaw City Police Department



**RETIREMENT: CHIEF TIM THIELBAR, JR.  
MUSKEGON TOWNSHIP POLICE DEPARTMENT  
MARCH 2025**

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Chief Tim Thielbar, Jr. retired from Muskegon Township Police Department in March 2025 having served 28 years in law enforcement.

He graduated from Grand Valley State University and the Grand Valley State University Police Academy in 1996. He began his career at Hope College Public Safety for a year before getting hired at Muskegon Township Police Department in 1996 as a patrolman. He worked his way up the ranks and was appointed Chief of Police in 1997 and served until his retirement.

Chief Thielbar is a lifelong resident of Norton Shores and plans on spending more time with his wife and four children. He has been a member of the MACP since 2019. 🍷

**RETIREMENT: CHIEF ROGER SQUIERS  
WHITEHALL POLICE DEPARTMENT  
MAY 31, 2025**

---



Chief Roger Squiers retired from the Whitehall Police Department on May 31, 2025, after serving 14 years in that capacity.

He was hired by Ovid Police Department in 1979 and was sent and completed the 26<sup>th</sup> session of the Mid-Michigan Police Academy. After serving three years as a part-time officer, Squiers moved on for a short stint at Western Michigan University Campus Police before settling in at the Belding Police Department in 1983. In 1990, Roger went back to

his home area, working for the Owosso Police Department where he served in patrol and was promoted to sergeant in 1996. He later held an administrative position and served as interim chief for a period.

Chief Squiers graduated from the FBI National Academy, Session #236 in 2009, and was selected as Chief of Police in Whitehall in 2011, where he served until his retirement.

Chief Squiers has been a member of the Michigan Association of Chiefs of Police (MACP) since 2011 and was very active on the MACP Legislative Committee from 2018 until the present. He was a member of the Western Michigan Association of Chiefs of Police (WMACP) and served as President, Vice-President and Secretary of the WMACP. He also served as the Chair of the Muskegon COPS Board for nine years.

After more than four decades in law enforcement, Chief Squiers leaves behind a legacy shaped by compassion, community service, and a steady hand committed to doing what's right, even when it meant breaking from tradition.

Chief Squiers, we thank you for your dedicated service to the MACP and to the entire law enforcement community. We wish the best for you and your family in retirement. 🍷



## 2ND ANNUAL ADMINISTRATIVE ASSISTANTS CONFERENCE



The Michigan Association of Chiefs of Police recently hosted its 2nd Annual Administrative Assistants Conference, bringing together over 120 administrative assistants, clerks, and records managers from across the state. Created to support these often-unsung professionals, the conference provides a

valuable opportunity to learn, grow, and connect. With engaging training sessions and meaningful networking, this event reinforces the essential role our administrative assistants play in the success and professionalism of Michigan's law enforcement agencies. 🍓

## LAW ENFORCEMENT NIGHT AT COMERICA PARK

During a special Law Enforcement Night at Comerica Park, the Detroit Tigers, in partnership with the National Law Enforcement Officers Memorial Fund (NLEOMF), paid tribute to the dedicated men and women of law enforcement. Representing the NLEOMF and the Michigan Association of Chiefs of Police, Executive Director Ron Wiles had the honor of throwing out the ceremonial first pitch.

The event highlighted the meaningful collaboration between Michigan's law enforcement community, the Detroit Tigers, and the National Law Enforcement Officers Memorial Fund—working together to honor our fallen officers and support those who continue to serve with dedication and courage. 🍓



**Left to Right:** Noah Wiles, Executive Director Ron Wiles, Dawn Wiles, and Griffin Wiles.



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