

MARCH 2024



# INTERNATIONAL POLICE ASSOCIATION (IPA) NEWSLETTER

## WOMEN IN IPA PROJECT



The Women in IPA project is one of the 12 key projects included with the IEB strategy for 2023-2027.

Hear more about the project and the ambition from our Women in IPA project lead Karen Duckworth on page 4.

### PODCAST

Listen to this month's podcast with IPA Ireland Assistant Secretary General Joyce O'Grady.

Joyce discusses the youth and junior member profile in Ireland, and has recently been appointed to work on the Young Member's project of the Professional Commission. <https://www.buzzsprout.com/2143122/14596788>

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# WORD OF INTRODUCTION

## CHAIRPERSON PROFESSIONAL COMMISSION

### DIEGO TROLESE



Dear IPA friends,

A few months have passed since the World Congress in Athens where I had the enormous satisfaction of being elected as a member of the IEB with the position of Chairperson of the Professional Commission; It's an honour to lead this essential element of the IPA and I will do everything possible not to disappoint those who believed in me.

I am happy to be part of a close-knit, active and professional group with the managerial direction of our International President Martin Hoffmann who leaves nothing to chance, and to all of the other very valid members. Furthermore, my appreciation extends to the management of the IAC; Our helpful and professional collaborators.

This is a new experience for me. I am grateful for the opportunity and realise that the commitment necessary, but after 38 years of service and 30 years working across the IPA Italia boards, it is a new stimulus to learn.

Collaboration with friends of the IEB, with the Sections and above all with the members of the International Professional Commission is key and I am thrilled with the members of my commission that have proposed themselves and that we have appointed recently.

My commitment and that of the Professional Commission is the realisation of the projects that were identified and discussed in our first meeting in Nottingham. These were all drafted and approved for inclusion in our Strategic Plan for the 2023/2027 mandate that includes four major projects: Arthur Troop Scholarship (ATS); Education, Women in IPA, and Young Members including the Young Police Officer Seminar (YPOS). These are then divided into other projects, initiatives or events as specified below:

**Arthur Troop Scholarship (ATS):** Needs no introduction. It continues to run offering a professional education and advanced training bursary, with the aim of aiding IPA members in their professional careers. The ATS project will be led by Salvatore del Giglio (Italy) along with project members; Karen Frost (Canada), Maryvianne Agutu Mudho (Kenya) and Janet Zammit (Malta).

**Education:** This project continues to offer professional seminars, conferences and meetings at IBZ Castle Gimborn; The IPA's Centre of Educational Excellence. It strives to encourage further participation of IPA members and make education accessible to members across the world, in all continents. Barbara Weberova (Czech Republic) is assigned the project lead with members; Wesley Miljoen (Netherlands), Marius Moresan (Romania) and Joe Johnson (USA).

# WORD OF INTRODUCTION

## CHAIRPERSON PROFESSIONAL COMMISSION

### DIEGO TROLESE

**Women in IPA:** Diveristy in IPA is fundamental for it's growth. This project includes initiatives to support female leadership and increase the number of women joining the IPA. It organises dedicated professional conferences in collaboration with the project lead Karen Duckworth (UK), and members Ivana Pavcovic (Montenegro), Kimberly Hafke (Germany), Pelonomi Juliah Marumo (Botswana), Marie Daly (Ireland), Pninit Shain (Israel) and May-Britt Rinaldo Ronnebro (Sweden).

**Young Members:** This project intends to promote IPA to young members, while continuing the Young Police Officer Seminar (YPOS) programme. It includes identifying sections for the organisation of seminars to carry out educational seminars for young police officers, with the project lead Philipp Kurz (Germany) and project members Vesna Znidaric Bonaric (Croatia), Joyce O'Grady (Ireland), Yvonne McGregor (UK) and Mirco Ciccicarese (Italy).

I hope that our sections support these projects and encourage participation of their members. These projects create a further stimulus for us to increase the professionalism of Police Officers from all over the world based on new techniques and possible future roles, aswell as help to prevent crime and provide support to the many needs of citizens.

I remind everyone that our association, I believe the most beautiful in the world, is the glue for friendship and collaboration between people who wear or have worn a uniform and carried out different tasks and skills in institutions for the benefit of citizens.

I conclude by stating that I am truly happy to be part of a working group that involves different Police Forces, from various countries, without any distinction of race or religion but above all that values friendship, availability, understanding and professionalism.

We hope that the current conflicts that some of our international sections are facing will soon cease and that human rights will be respected.

Best regards to you and your families.

Servo Per Amikeco

**Diego Trolese**

IEB Chairperson of the Professional Commission

## IPA GERMANY - FRIENDSHIP ENCOUNTER

IPA Germany would like to invite you to the 9th International IPA Friendship Encounter in Selm-Bork Germany from 9-18 August 2024.

Experience some of the local culture and flavours, and attend the IPA house for a Bavarian evening.

The full programme can be found on our international website: [IPA - Upcoming Events \(ipa-international.org\)](https://ipa-international.org)

# WOMEN IN IPA PROJECT

## ‘Embracing an Inclusive Vision for the Future’

### The Sheisipa Project

As part of the recent strategy developed by the IEB, one of the key projects identified for our Profession Commission is Women in IPA.

Following the recent posts advertised for working on our commissions, a team has been implemented to contribute to the project “Women in IPA” led by Karen Duckworth of IPA UK.

Other members of the team include:

Ivana Pavlovic (Bosnia & Herzegovina), Kimberly Hafke (Germany), Marie Daly (Ireland), May-Britt Rinaldo Ronnebro (Sweden), Pelonomi Juliah Marumo (Botswana) and Pninit Shain (Israel).

[Hear more from Karen about the project and the ambition below.](#)

Where does the International Police Association see itself in five years’ time? This is a question that many National Sections are grappling with as they consider the thorny issue of recruitment and retention. Recruit; retain; or eventually wither on the vine seems to be the sad reality.

On March 8th, 2019, the Metropolitan Police Service celebrated 100 years of women in the Met. Strangely that was my last working day with the Service after 31 years, and what a wonderfully symbolic day to step out; To the words of our first female commissioner, Dame Cressida Dick DBE QPM, flanked by her Management Board colleagues Helen Ball QPM and Lucy D’Orci CVO QPM. What an amazing moment in time that was to reflect on where we were in terms of the policing landscape.

Police Forces in the UK recognise that to be effective, they must reflect the communities they serve.

There are many examples in recent history where that simply wasn’t the case and as such, led to significant confrontation with the police. When it comes to women in policing, nearly 36% of UK forces comprise female officers. That percentage would be greater still if you took account of all those women within the wider police family. For organisations like the IPA to remain current and relevant to policing today, they must reflect policing itself. Those working within policing need to be able to peer into the IPA and see themselves reflected; see that the IPA offers something for *them*. Currently, the IPA is some way off that marker. Figures outlined at World Congress in October 2023 showed there were 68 sections, a total of 368,436 members, of whom 15.7% were female.

To that end, there is an opportunity right now for the IPA to make positive strides towards inclusivity by not only embracing an inclusive vision for the future, but proactively going after it. With colleagues from Section UK, as well as IBZ Gimborn, Section Ireland and Section Romania, we started to develop a project which seeks to bring women already within the IPA together, as well as make the IPA externally visible to women within policing. The IEC supported this project following the motion brought to the World Congress in Athens last year for a Women’s Leadership Programme, and the project continues to develop and form part of the wider IEB strategy.



# WOMEN IN IPA PROJECT



'Sheisipa' seeks to celebrate and innovate. Celebrate those amazing women who are already in the IPA - modest, unassuming trail blazers who paved the way to enable us to be where we are today; whilst creating innovative, exciting new opportunities for new members to see what value the IPA can offer them both personally and in developing their careers. 'Sheisipa' has six strands:

1. incorporating and promoting relevant seminars at IBZ Gimborn;
2. an international networking programme supported by online webinars;
3. operational hands-on development opportunities;
4. promotion of the IPA and the project through online media platforms;
5. encouragement of women to get more involved with the IPA and its structures;
6. development of an international mentoring scheme for officers who seek to broaden their perspective.

The IPA is in a unique position through its international connectivity to make a significant difference to any woman's career or life experience if they are open to it. It is that unique position which enables us also to reach out to those women and say, "come on, join us – help to make us more visible".

The 'Sheisipa' Project is being launched now, and March will see the start of a month of online activity celebrating women in all sections to tie in with International Women's Day on Friday 8th March.

Further updates as we move forward will be shared through the the IAC, via the website [Women in IPA \(ipa-international.org\)](https://www.womeninipa.org) as well as through our social media channels.

Be sure about one thing, though. This is not about 'women versus men'. Far from it. This is a collaborative approach to make the IPA more representative, current, and thus allow it to thrive long into the coming decades.

I welcome thoughts, suggestions, and contributions from everyone with positive ideas, and look forward to working collectively with members and NEC colleagues to make a positive difference. When we look back in a few years' time I hope we'll be able to say, **"Look how far we have come"**.

For more information about 'sheisipa', and how to get involved, please contact:

[KarenduckworthIPA@outlook.com](mailto:KarenduckworthIPA@outlook.com)

**Karen Duckworth**

Women in IPA Project Lead

## WOMEN IN IPA WEBINAR

As part of the Women in IPA project, a free webinar will take place on Wednesday, 17 April 2024.

#sheisipa will present a series of talks, led by project member May-Britt Ronnebro, who will explore the world of women in policing, the IPA and its wider universe.

The first talk will be with Kim Hiorth, a retired Norwegian police officer. Kim will talk about her amazing pioneering work among the female minority/indigenous population in Oslo, Norway. Gender equality, equal rights, education, and freedom for all is her mission. After retiring from the police in 2021, Kim travels the world spreading the message. She has received recognition and awards for her work including the World Class Policing Award announced at the World Congress in Athens 2023.

Register for this webinar now: <https://app.seminarmanagercloud.de/ibz-schloss-gimborn-ev/buchungsportal/w-24-74-the-police-heart-ad8213e3128f48c7aa4fc7e0acd31e44>



# CHAIRPERSON OF INTERNATIONAL RELATIONS COMMISSION MEETING WITH THE COUNCIL OF EUROPE



The participatory status of the IPA was the subject of a meeting with the President of the Conference of NGOs in the Council of Europe, Gerhard Ermischer. Eugene Thommes and Martin Laubis, as well as Oliver Hoffmann met Mr Ermischer in Strasbourg on 12 February.

IPA lost its status in 2019 and has been trying to regain it ever since. Mr Ermischer was able to show the IPA representatives a clear roadmap for meeting the criteria required to regain the Status in 2025. The Chair of the International Relations Commission, Oliver Hoffmann, thanked Mr Ermischer for the constructive discussion and stressed that the IPA is very interested in establishing an active working relationship with the Council of Europe.

As a result of the meeting the project team and Oliver Hoffmann are working in the upcoming month on establishing an active relationship to Greco, Moneyval and the committee on trafficking of cultural heritage.

## **Oliver Hoffmann**

IEB Chairperson International Relations Commission

## IPA GAMES - BRASOV, ROMANIA

Registration for the IPA GAMES 2024 is open!

The IPA GAMES 2024 will be held in Brasov, Romania from 19-24 May 2024.

Come along and get involved in over 20 activities for the whole family. Sports for beginners and professionals as well as experience the local flavours of the beautiful city of Brasov.

To register, and for more information visit: <https://ipagames2024.iparomania.ro/>



## IPA LATVIA - NEW PRESIDENT & BOARD

On 27th of January IPA Latvia Section elected a new President and executive board – Congratulations to long-time IPA member and IPA Latvia Board member Inguns Pīcs, who has been elected President for the next four years!

"One of the first things we plan to do is to develop the IT system and improve the website, i.e. we want to make IPA Latvia more visible to Latvian police and develop and expand the IPA membership. Our ambitious goal is that any police officer in Latvia asked if they know what the IPA is, would answer with a smile – of course, they do because they are members!" says the newly elected President.

Inguns points out that it will take a lot to find external support: "We will work with the public and look for supportive businesses and institutions willing to invest their resources to raise the professional qualifications of IPA members thus strengthening the Latvian police.



And of course, we aim to foster much more international friendship, so that IPA members would visit Latvia more often and we could show them our beautiful country!

Servo per amikeco!"

May it come true!

The new IPA Latvia Board will work together with Inguns to make this happen:

- Vita Vilistere, Secretary General
- Gundars Jankovs, Treasurer
- Beāte Grigule, Chairperson of the Professional Commission and Socio - Cultural Commission
- Sanita Rinkmane, Chairperson of the Professional Commission and Socio-Cultural Commission

### IPA Latvia



# IPA NORTH MACEDONIA - 10TH CONGRESS



From January 25-28, on the occasion of 10 years of full membership in the world IPA family, and 13 years since the establishment of IPA, N.Macedonia Section, a special event was organised in which delegates from all National regions and sections were invited to take part. A total of 30 participants from 8 IPA National Sections including Austria, Albania, Bulgaria, Greece, Croatia, Cyprus, Romania and Slovenia were present.

During their stay, many activities were arranged for the foreign delegates, including a friendship dinner in a traditional restaurant in Ohrid, a visit to the Saint Naum Ohridski Complex, a visit to Vevcani and live music at Hotel AQUALINA.

The early arrivals from IPA Cyprus visited some cultural and historical monuments in Skopje. A walk and a tour of the Bridge of Poetry and the Eye Bridge were organised, along with visits to the Old Skopje Bazaar, the Churches of St. Dimitria and St. Spas, as well as a visit to the national restaurant.

IPA Region Tetovo, arranged a visit to Shar Planina Mountain and lunch at traditional restaurant in Lisec for delegations of Cyprus and Austria.

All foreign delegates attended the ceremony on the occasion of "10 years of full membership in the world IPA family".

This was held as an introduction to the regular 13th Annual Assembly, after which a joint photo was taken with all guests and IPA delegates from the Regions and the National Sections.



During the Assembly session, several previous decisions, made between the two Assemblies, were verified and several new decisions were made. The first topic was regarding the organisation of the upcoming 67th IPA World Congress, which will be held at the Inex Olgica Hotel in Ohrid from 17-22 September 2024.

Subsequent discussions took place including the adoption of several working regulations which we hope will help us to reach a higher level of professionalism of the work of IPA Section N.Macedonia.

A decision was also made to participate in the IPA Games, which will be held in Brasov, Romania in May 2024.



## INTERNATIONAL TRADE FAIR & CONFERENCES FOR HOMELAND SECURITY

The 15th International Trade Fair & Conferences for Homeland Security will be held in Leipzig, Germany from 6-8 May 2024.

GPEC® is Europe's largest and only closed trade fair for the police and all authorities with security tasks.

In addition to the exhibitions, a series of specialist conferences, seminars, training courses and official work meetings are possible with exclusive access for trade visitors. All events can be found at: <https://www.gpec.de/programm>.

IPA Germany has concluded a cooperation agreement with the organiser, EMW Exhibition & Media Wehrstedt GmbH, which also allows **free admission for IPA members**. Access to the trade fair is only permitted by registration; IPA members must also state their membership number when registering on the website.

Further information can be found at: <https://www.gpec.de/besucher>.



## IPA NORTH MACEDONIA - 10TH CONGRESS



On the margins of the Assembly, bilateral meetings were held with all foreign delegations in the direction of improving cooperation with members of the IPA. Especially in that of exchange of experiences, organisation of visits, seminars, workshops and trainings for police officers.

During the official Gala Dinner as a part of the 10th anniversary of IPA N.Macedonia's full membership in the IPA, the protocol was signed between IPA Region Skopje and IPA Region Limassol from Cyprus. Special IPA coins and certificates of appreciation were given to IPA members and Regions for their dedication to the goals and principles of the IPA Organisation.

Special presents and certificates were given to all delegations from the representatives from UN-OiDe in N.Macedonia.

May we take this opportunity to thank all of our members and organisations who help us in organising this important event for our section.

Servo per Amikeco

### IPA North Macedonia



### WORLD CONGRESS 2024 - NORTH MACEDONIA, OHRID

Look out for more information regarding the 67th IPA World Congress which will take place in Ohrid North Macedonia from 17-22 September 2024 in the coming weeks.



## IPA UK - VISIT TO GERMANY

It was in March 2023 that I was lucky enough to attend my first IPA trip to Denmark, where among many other International Officers I met Sam, a Police Officer from Bavaria. We kept in touch, so when Sam said that he was coming to visit London with his girlfriend Johanna in December, I jumped at the opportunity to meet up again.

However, since I'm based outside of London it was time to call on friends and colleagues to help make sure that Sam and Johanna got a chance to not only enjoy their time in London, but get to find out more about UK Policing. It wasn't their first trip to London, so had already covered most of the tourist sights.

We agreed to meet up on two days the Tuesday and Thursday of their stay. Starting out on Tuesday afternoon we met at the Civil Service Club to enjoy a drink and exchange patches which we collect on behalf of one another before heading out to have a tour of Westminster. I'm not a big believer in fate, but by some exact stroke of luck as we left the Civil Service Club we bumped into a former colleague of mine who works at the Mounted Branch at Great Scotland Yard Stables. With a quick cheeky request from me, Kevin was happy to head back in after his shift and show them around the stables and introduce them to a number of their horses and talk about the work they undertake on a daily basis.

Having finished our somewhat unexpected tour, we walked around Whitehall, going through the history of the area (special thanks to the IPA Whitehall Walk guide on the website), before heading to watch the Ceremony of the Keys. They both enjoyed the event and commented on how amazing the experience was.

On the Thursday we met again at the Civil Service Club where a very reasonably priced breakfast was enjoyed, before heading to meet Alex an IPA friend and the London Reception Officer. He was kind enough to be able to give Sam and Johanna a tour of Charing Cross Police Station as well giving them a chance to see the vehicles we use in the UK and a lengthy chat sharing experiences with Officers from Charing Cross Response Team.



Patches and gifts were exchanged, with hopefully some more members recruited to the IPA.

Once we'd finished at Charing Cross Police Station it was a quick trip over to Bishopsgate Police Station in the City of London. It's very fortunate that Jordan, a long time friend of mine works for the City of London, he pulled out all the stops to ensure Sam and Johanna got a full picture of how the City of London works. It started with a visit to the Control Room, then a meeting with the Dog Unit, before heading out to go and watch a live deployment of their Operation Servator team. This gave Sam and Johanna a great opportunity to learn about the Counter Terrorism tactics used by the City of London, as well as potentially recruiting a few new

members. We then returned to the Police Station and met with their Traffic Unit where Jordan is based.

Having finished with Policing related activities, we met with my partner and went for an evening meal before enjoying the Christmas lights on Regent Street. With plans made to meet up during the summer in Germany, we parted ways. This visit demonstrates the true ability and commitment of the IPA and Policing family ensuring we afforded the best hospitality possible to Sam and Johanna.

**Simeon Coughlan**  
IPA UK Region 11, Sussex



## IPA KENYA - DONATES ROADBLOCK SPIKES TO AIRPORT POLICE UNIT



The cost, design and manufacturing of the security roadblock spikes and the police checkpoint signs are done by IPA Members, Mr. Moosa Khan and Mr. Omar Khan. This, they do for free and IPA Section Kenya is grateful for their continued support.

**Jared Ojuok**

Secretary General IPA Kenya Section

Once again the IPA Section Kenya in its endeavour to promote the respect of law and order among police officers and citizens provided the Kenya Airports Police Unit (KAPU) with new equipment. This was following a request by the Mombasa Sub-County Police Commander (SCPC) to replace the old security roadblock spikes at the airport's Primary Screening Yard (PSY) as they were badly damaged and, therefore, ineffective.

To enhance the image of the police and assist police officers to improve their relation with the general public, it's important to ensure that police equipment is neat. The IPA Coast Region has over the past few years regularly replaced worn-out security roadblock spikes and police checkpoint signs.

The equipment, comprising four barricades and three signage stands was handed over at the Airport Police offices by IPA Coast Region members led by IPA Kenya Asst. Secretary General, Mr. Inderjeet Singh Main, OGW. They were received by the SCPC in charge of Mombasa Airport Mr. Joel Chebii Kiptum and the Airport Directorate of Criminal Investigations Officer (DCIO), Mr. Samuel Obed Mulunga.



# IPA MOLDOVA - JANUARY 2024 ACTIVITIES

## NEC MEETING

The year 2023 was concluded with a meeting of the National Executive Committee of the International Police Association – Moldova Section, held at "Hanul lui Vasile" restaurant in Chişinău. The meeting discussed the achievements of 2023 and the objectives for 2024. During the meeting, the President of the Association extended holiday greetings, which were posted on the Association's Facebook page.

[https://www.facebook.com/watch/?v=351211750854808&extid=CL-UNK-UNK-UNK-AN\\_GK0T-GK1C&ref=s\\_haring&mibextid=Nif5oz](https://www.facebook.com/watch/?v=351211750854808&extid=CL-UNK-UNK-UNK-AN_GK0T-GK1C&ref=s_haring&mibextid=Nif5oz)



## SPECIAL PURPOSE POLICE BRIGADE

On January 17, 2024, the President of the International Police Association (IPA) – Moldova Section, Mr. Mihai Cebotari, had a working meeting at the division's headquarters with the leadership of the Special Purpose Police Brigade (BPDS) "Fulger" and Association members who are employees of BPDS "Fulger". The discussions covered issues related to the activities of the IPA "Fulger" territorial office. The topic of BPDS "Fulger" employees participating in the "Rubicon 2024" ultramarathon, scheduled for March 22-24, 2024, was also addressed. It's noteworthy that BPDS "Fulger" employees, who are IPA members, have successfully participated in the "Rubicon" ultramarathon over the past years, proudly representing the police subdivision and the Association.

Other topics, including participation in other sports events organised by the "Fulger" Brigade, were also discussed.

[https://www.facebook.com/story.php?](https://www.facebook.com/story.php?story_fbid=pfbid02st3kQ4LdepbKWCHdpFhttFDG1Pm179gkNw6Ez4pm4bFbcRCuoelbaiR4rmfeUusyXI&id=100088913923914&mibextid=Nif5oz&paipv=0&eav=AfbKgnlDuijJ8noe0mhclXX75Cdi_C6mO9AW-Z7fQhaXBK4tEpoE_gW9kVMplXgk6bsg&_rdr)

[story\\_fbid=pfbid02st3kQ4LdepbKWCHdpFhttFDG1Pm179gkNw6Ez4pm4bFbcRCuoelbaiR4rmfeUusyXI&id=100088913923914&mibextid=Nif5oz&paipv=0&eav=AfbKgnlDuijJ8noe0mhclXX75Cdi\\_C6mO9AW-Z7fQhaXBK4tEpoE\\_gW9kVMplXgk6bsg&\\_rdr](https://www.facebook.com/story.php?story_fbid=pfbid02st3kQ4LdepbKWCHdpFhttFDG1Pm179gkNw6Ez4pm4bFbcRCuoelbaiR4rmfeUusyXI&id=100088913923914&mibextid=Nif5oz&paipv=0&eav=AfbKgnlDuijJ8noe0mhclXX75Cdi_C6mO9AW-Z7fQhaXBK4tEpoE_gW9kVMplXgk6bsg&_rdr)

## ARMWRESTLING SPORTS COMPETITION

On January 31, 2024, the Special Purpose Police Brigade "Fulger" of the General Police Inspectorate hosted the Armwrestling Sports Competition for the second consecutive year. The sports event was organised by the "Fulger" Brigade with the support of the National Sports Armwrestling Federation of Moldova, the International Police Association (IPA) of Moldova, and the PowerTeam. Participants included employees of the specialised police subdivision and members of the IPA "Fulger" territorial office. Deputy Chief of the General Police Inspectorate, Mr. Lilian Carabeţ, President of the National Sports Armwrestling Federation of Moldova, Mr. Alexandru Grumeza, and the General Secretary of the International Police Association, Mr. Mihail Avram, delivered welcoming speeches to the participants. During the competition, the police officers showcased their strength and physical prowess in arm wrestling, and the winners were awarded prizes and certificates of merit from BPDS "Fulger", the International Police Association – Moldova Section, and the PowerTeam.



[https://www.facebook.com/story.php?](https://www.facebook.com/story.php?story_fbid=pfbid02XYgtvgbY2dnaBZ3Ab4LvjAERPFrNaNLUmpuR7RqVctdHxVPfLMePLZwbCdp6Ko5XI&id=100088913923914&mibextid=Nif5oz&paipv=0&eav=Afa9K8Dj3b6AHbmiBd087PrR5cPA_uZPuS9AUeVfTl5h0bo-N-)

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# IPA USA - FOUR YEARS WITH THE UNITED NATIONS INTERNATIONAL POLICE BOOK



I am an American police officer who served a total of four years as an United Nations International Police Officer (UNPOL). I served three years in the United Nations Mission in Kosovo (UNMIK) Police, and one year in the United Nations Stabilization Mission in Haiti (MINUSTAH) Police. Not only did I serve as an UNPOL in two different missions, but I also rose to command level positions in both missions.

My book *Four Years with the United Nations International Police* takes the reader through the unique and fascinating journey of working overseas as an International Police Officer for the United Nations. After being deployed to the (UNMIK) Police, my first position was as an Investigator on a Counter-Terrorism Task Force in Peja, Kosovo. I worked my way up to being a General Instructor and Firearms Instructor for the UNMIK Police Training Centre (PTC), and then as the Deputy Chief of PTC. When I was in PTC, I travelled to 6 different countries conducting testing on the host nation's national police. I would then provide the national commander with a list of that country's officers who were qualified to participate in peacekeeping missions.

After 18 months in the Kosovo Mission, I was promoted to Director of Personnel and Administration for the UNMIK Police, a position that put me at #10 on the chain of command for the entire UNMIK Police Force in Kosovo. At the time, the UNMIK Police consisted of 2,190 police officers from 47 countries. I was now a member of the UNMIK Police Commissioner's Senior Staff, which consisted of the top 10 leaders in the UNMIK Police. Along the way, during my mission in Kosovo, I met, fell in love with, and married a Kosovo Albanian named Arijeta.

After three years in Kosovo, I left the UNMIK Police in December of 2008, when the mission was handed over to the European Union. I then served one year with the MINUSTAH Police in Haiti. I started out in Haiti as a mentor in the field in the Les Cayes Region of Haiti. During my year in Haiti, I rose to Zone Commander, Deputy Regional Commander, and was ultimately I was the Regional Commander for the Les Cayes Region of the MINUSTAH Police in Haiti. The Les Cayes Region was 1,000 square miles, 1 million inhabitants, and 365 police officers operating out of 23 police stations. Arijeta was with me in Haiti, and we lived through the January 12, 2010, earthquake that struck Haiti. I commanded the post-earthquake Les Cayes Region throughout the chaotic recovery and normalization efforts.

As this book is full of fascinating and important lessons and experiences in leadership, organization, morale, and personnel management; it could be a stand-alone treatise on leadership. From organizing and planning complex multi-element operations, to a unique and creative method to improve morale, to commanding a life and death operation, to leading during the chaos of post-disaster emergency management, there are many leadership lessons throughout this book. I learned and grew so much during these four years. This work is a must-read for any aspiring leader.

# IPA USA - FOUR YEARS WITH THE UNITED NATIONS INTERNATIONAL POLICE BOOK

During my four years with the UN Police, I lived a multicultural existence that most people cannot even imagine. I worked with police officers and UN Staff from 72 different nations. I worked with people from every conceivable form of government, from democracies to totalitarian regimes, from monarchies to republics, to communist countries. I worked with people from every conceivable religion. I worked with people from every conceivable level of economic attainment, from the United Kingdom and Germany to Malawi, to Eritrea, to Bangladesh.



Working in such a hyper-diverse environment brought me extensive lessons in cultural understanding, cross-cultural communications, and a very broad understanding of the world. In my book, I discuss in human terms my personal and professional growth throughout this journey, as well as my ever-increasing understanding of the world throughout this extraordinary experience.

I have been an International Police Association member since 2016. I currently teach Criminal Justice for the University of Texas Rio Grande Valley in Brownsville, Texas. I am also a part-time Lieutenant for the Cameron County Precinct 2 Constable's Office; I couldn't give law enforcement up completely. I also work as a consultant and expert witness. I live in the Brownsville, Texas area with my wife Arijeta.

The book is available globally through Amazon in Kindle, Paperback, and Hardcover.

<https://www.amazon.com//dp/BOCPXLKDT8>



The International Administration Centre (IAC) have 2 signed copies of Four Years With The United Nations International Police books to giveaway to two lucky winners.

### How to Enter

The first 2 members to email [iac@ieb-ipa.org](mailto:iac@ieb-ipa.org) with the subject WIN will receive a signed copy of this book.

Entries after 8th February 2024 will not be counted.



## IPA UK - PENN STATE STUDENTS VISIT LONDON



LEMONT FURNACE, Pa. — Aris Karagiorgakis, associate teaching professor of psychology at Penn State Fayette, The Eberly Campus, and Hakan Can, professor of criminal justice at Penn State Schuylkill, led students on a journey through London, England, as part of the course CRIMJ 499: Serial Killers and European Criminal Justice. The seven-week, 3-credit course concluded at the end of the fall semester and offered students an immersive experience into the heart of English criminal justice history and modern practices.

The program, open to all Penn State students, explored key British sites to gain insight into the evolution of the English criminal justice system. Students participated in an extensive walking tour, taking in the sights of Westminster Abbey, St. Paul's Cathedral, Parliament Street, Millennium Bridge and Tower Bridge.

In addition to these historical explorations, the students engaged directly with the contemporary criminal justice system. They received a lecture on current research aimed at reducing discriminatory practices in "stop and search" from Inspector David Porter at New Scotland Yard, accompanied by a tour from Metropolitan Police Detective Sgt. Ozan Bagatirlar and Detective Helena S.

At Islington Police Station, the students were lectured on gun violence and approaches to crime prevention, punishment and justice by Special Constable George Nahlis and Roula Nahlis from Sir George Monoux College.

These experiences were coordinated by Detective Sgt. Alex Williams from Metropolitan Police, a London International Police Association Officer, specifically considering the Penn State students' diverse backgrounds and perspectives.

The itinerary also included a visit to the Tower of London, the Clink Prison Museum, and a uniquely engaging London Dungeon Experience. The students delved into the darker chapters of London's history with a Jack the Ripper walking tour and gained firsthand insight into contemporary legal proceedings by attending a trial at the Old Bailey.

At the Central Criminal Courts, the students had a particularly impactful experience. Thanks to Communications Manager Jay Patel, they sat through a murder and an arson trial, took a tour of the Old Bailey Courthouse, and even had one-on-one time for a Q&A session with Senior Circuit Judge Judy Khan. Khan fielded questions and inspired a unique discussion about death penalty attitudes across cultures, offering the students a deep dive into the complexities of judicial perspectives and cultural differences in law.

Throughout their journey, the students explored how legal and cultural contexts in the United Kingdom shape human behavior. Through hands-on experiences and engaging dialogue, they examined the psychological underpinnings of law and culture and how these elements influence thoughts, feelings and daily actions.

**Sgt. Alex Williams**  
IPA UK



# IPA MONTENEGRO - MONTENEGRIN POLICE AT THE VIENNA COURT



The tradition of playing waltzes at Viennese courts has been going on for centuries. The beginnings of balls are linked to the 18th century and the Hofburg Palace and were reserved only for the aristocracy. The inhabitants of Vienna accepted court customs

and very soon the balls became a place for bonding, communication and dancing. These customs have been preserved to this day, as evidenced by the strict dress code, the protocol for entering the hall, the schedule of dances and music changes. In addition to the waltz, other dances are also danced in glittering halls with lavish flower decorations, but the Viennese waltz is the king of dances. Nowhere are balls as festive and romantic as in Vienna, so it's no surprise that the most beautiful ballrooms in the whole world are located in Vienna.

Ball season is in the winter period, when the Flower Ball, the Officer's Ball, the Police Ball and so on alternate, hence a large number of guests from the country and abroad gather at these prestigious cultural events.



This year, the Police Ball was held on the first weekend in February, and representatives of the Montenegrin police took part in this event, under the auspices of the International Police Association, and at the invitation of their colleagues from Austria. This was an opportunity to promote our police and Montenegro, as well as to develop international police cooperation.

**Ljiljana Bogicevic**  
General secretary  
IPA Montenegro



## XXVI INTERNATIONAL FOOTBALL TOURNAMENT POZNAŃ 2024

The IPA Poznań Region would like to invite you to take part in the XXVI International Football Tournament Poznań 2024, which will be held in the city of Poznań (Poland) on 23-26 May 2024.

The tournament will feature matches played on natural grass pitches for both men and women.

For more information, please visit our website for the programme, invitation and registration form.



[InvitationXXVIFootballTournamentIPAPoznanPoland2024English\\_B.pdf \(ipa-international.org\)](https://ipa-international.org/InvitationXXVIFootballTournamentIPAPoznanPoland2024English_B.pdf)



# IPA CANADA - FITNESS CHALLENGE



*Left to Right. Top Row: Gilbert Anctil; June Reggler; Deacon Bill Reggler. Middle Row: Bill Murrell; Teresa Holmes; Osman Ozdemir; Andy Bakker; Jim Grant; JP Vincelette; Jeff Pinhey; Brian Sullivan Bottom Row: Doug & Jane Morris; Richard Brzozowski. Missing: Jonatham Cheung; Gary Coulter*

## CONQUER THE WORLD CIRCUMFERENCE

IPA Canada, Region 6 has managed to traverse the circumference of the world, all 40,075 kilometres (kms). In fact, the final tally achieved was 41,350 kms and we did it in only 15 months. By the end of 14 months there was only 198 kms left, so close... and by the end of the month, December 2023 the supreme goal was achieved! We even trekked another 1,275 just for good measure.

We began in September 2022. By the end of September 2023, we were a mere 7,612 kms away from the world's circumference. We were all determined to complete it, picked up a few new regional members and biked, walked, ran, swam, mowed grass, played golf, hiked, snorkelled, walked and cycled some more until we did it!

Bill Murrell, our Regional Supply & Travel representative biked; rowed, including on a dragon boat team; and walked his way to an incredible 1st place, completing an astounding 9014 kms! Remember last year Bill completed 2836 kms. He blew that distance, and everyone else out of the water! Bill, the Man, the Machine, the man with Million Dollar kneecaps! Bill also plays basketball and wants to ensure he can give the younger crew a true run for their money.

Teresa Holmes came in 2nd place with 3698 kms and is also the top female. She is an avid swimmer; kayaker; and walker.

Andy Bakker followed closely behind in 3rd place with 3491 kms. Andy prefers to cycle and even devoted some time and his talent to cycle for children's cancer.

CONGRATULATIONS TO ALL. Excellent job!

### **William Murrell**

IPA Canada - Region 6

## 29TH MEDITERRANEAN IPA SECTIONS CONFERENCE

The Mediterranean IPA Sections Conference will be held in IPA Croatia from 25-27 May 2024 in Malinska, KRK Island, Croatia.

Along with the socialising of delegations of our sections, we will exchange experiences in the security topic, "Internet, addiction and youth", in general on addiction diseases with a reflection on the manifestations of crime that addiction diseases cause. Lectures on these topics will be held at the conference by Croatian experts from institutions professionally engaged in addiction in various segments and forms of the social community and police officers.

The invitation, programme an registration can be found on our international website:

[IPA - Upcoming Events \(ipa-international.org\)](https://ipa-international.org)

All Mediterranean sections are welcome:



ANDORRA – ALBANIA – AUSTRIA – BOSNIA AND HERZEGOVINA – BULGARIA – CYPRUS – FRANCE – GIBRALTAR – GREECE – HUNGARY – ISRAEL – ITALY – MALTA – MOLDOVA – MONACO – MONTENEGRO – NORTH MACEDONIA – PORTUGAL – ROMANIA – SAN MARINO – SERBIA – SLOVENIA – SPAIN – SWITZERLAND – UKRAINE

## CALENDAR OF EVENTS

# March 2024

Mon	Tue	Wed	Thu	Fri	Sat	Sun
			1	2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22 IPA Albania—5th Congress	23 IPA Albania—5th Congress	24 IPA Albania—5th Congress
25 IPA Montenegro— Gender Equality Conference	26 IPA Montenegro— Gender Equality Conference	27 IPA Montenegro— Gender Equality Conference	28 IPA Montenegro— Gender Equality Conference	29	30	31

## GIMBORN SEMINARS MARCH 2024

<b>24   07</b>	<b>04.03.–08.03.</b>	■ Frauen und Mädchen als Opfer von Gewalt, Menschen schmuggel und Ausbeutung Women and girls as victims of violence, trafficking and exploitation	495€	IPA 365€	
<b>24   08</b>	<b>11.03.–15.03.</b>	■ Design Against Crime – Design Out Crime	495€	IPA 365€	
<b>24   09</b>	<b>18.03.–19.03.</b>	■ Handlungssicherheit bei der Bewältigung polizeilicher Einsätze mit psychisch kranken und/oder suizidalen Menschen	365€	IPA 295€	

You can find a copy of the programme on our website:

[IBZ-Seminarprogramm-2024.pdf \(ipa-international.org\)](https://ipa-international.org/IBZ-Seminarprogramm-2024.pdf)

The programme has been tailored to the requirements of the International Police Community.

# MARKETING

## Social Media Photo Campaign

Please be reminded of the topics for the coming months of the Photo campaign. Sections are encouraged to continue to send content to be shared via our social media channels.

- MARCH – Women in IPA to coincide with International Women’s Day 8th March 2024
- APRIL – IPA Houses / accommodation
- MAY – IPA Publications / Archives
- JUNE – Environmental / CSR in line with our mission to become more sustainable and to coincide with World Environmental Day 5th June 2024

Photos and videos should be sent to [iac@ieb-ipa.org](mailto:iac@ieb-ipa.org). Please ensure you have the permissions to use any images submitted.

## PODCAST



This month Mick Walsh, IEB Vice President talks to Joyce O’Grady of IPA Ireland.

Joyce is the Assistant Secretary General for Section Ireland and holds the youth and junior members profile. Joyce discusses her experiences in working with junior IPA members through mentorship.

Joyce has recently been selected to serve on the International Professional Commission for the Young Members project and will no doubt bring all her experience to this forum.

Click here to listen now:

<https://www.buzzsprout.com/2143122/14596788>

