

**Wednesday, May 21, 2025, at 8:30 AM**

AbbyPD HQ (3<sup>rd</sup> Floor Boardroom), 2838 Justice Way, Abbotsford, BC, and Video Conference\*

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**POLICE BOARD MEMBERS PRESENT:**

Mayor Ross Siemens, Chair  
Gordon Holloway, Vice-Chair  
Mandy Padda  
Paula Olmstead  
Amrik Narang  
Amar Rai  
Shannon Charney

**REGRETS:**

**MINUTE RECORDER:**

Shyanne Bergen

**SENIOR LEADERSHIP TEAM & STAFF PRESENT:**

Chief Constable Colin Watson  
Deputy Chief Constable Jason Burrows – Administration  
Deputy Chief Constable Dan Culbertson – Operations  
Director Bea Nicolato – Finance & Budget Branch  
Sue Shaw & Cheddar  
Inspector Kevin Murray  
Sergeant Paul Walker – Strategic Communications

**GUEST(S):**

Special Advisor - Chris Dominato

The meeting was called to order at 8:35 AM.

**1. Adoption of Agenda**

It was moved and seconded that the Agenda be **approved**. The motion was **adopted**.

**2. Consent Agenda**

It was moved and seconded that the consent agenda be **approved**. The minutes from the previous meeting were pulled out for minor amendment and then approved. The motion was **adopted**.

- (a) Minutes from previous meeting – April 23, 2025
- (b) Crime Overview Report – April 2025
- (c) Strategic Communications Report – April 10 to May 10, 2025
- (d) POLICIES
  - i. I.A.XXX – Brand Standards and Guidelines – NEW
  - ii. I.B.130 – Specialty Assignments – Police Officers – REVISED  
I.E.020 Allocation of Personnel – REPEALED
  - iii. I.C.100 – Public Trust Complaints, Ordered Investigations and Internal Discipline  
Municipal Constables and Special Municipal Constables – REVISED
  - iv. AbbyPD Third Party Report – Sexual Assault – 2024 Audit
- (e) Compliments Report – April 15 to May 12, 2025

**Minutes from previous meeting – April 23, 2025**

Minutes to reflect “Lara Victoria” rather than “Lara from Victoria”, as Lara is from Delta.

*Sue Shaw, Cheddar, and Inspector Murray joined the meeting at 8:38 AM.*

**3. Presentation – Victim Services**

Sue Shaw presented on AbbyPD’s Victim Services department with Cheddar. A copy of the presentation is included in these minutes.

Brief discussion of the volunteer-based program and recruitment of volunteers. It was advised that UFV is a big contributor for volunteers and that QR codes to become volunteers are displayed at

community events. Having a volunteer-based victim service program is unique to AbbyPD compared to other programs which normally have paid employees, which can present challenges.

Brief discussion of the 2000 files and attending 85 events. It was noted that a volunteer reaches out to the victim(s) after the incident most of the time, rather than attending on scene.

Brief discussion of the diversity of volunteers and language barriers. It was advised AbbyPD does not have a volunteer with indigenous background but that they do have a connection with Katherine Mills who is an indigenous support worker who travels to different jurisdictions to help foster cultural support. AbbyPD continues to look for ways to diversify their volunteer support. If someone on staff does not speak the victim's language, they will do a 3-way call with Victim Link but has used Archway's translation services before.

*9:03 AM Sue Shaw, Cheddar, and Inspector Murray exited the meeting.*

#### **4. Abbotsford Community Foundation – Presentation of Awards**

It was moved and seconded that Mandy Padda will present the Abbotsford Police Board award on June 23, 2025, to the WJ Mouat Secondary Student, on behalf of the Board. The motion was **approved**.

It was moved and seconded that Amrik Narang present the Abbotsford Police Board award on June 24, 2025, to the Abbotsford Senior Secondary Student, on behalf of the Board. The motion was **approved**.

**Action: Shyanne to notify ACF and make the appropriate arrangements with the presenters.**

#### **5. CAPG Summer Conference**

It was advised that Gordon Holloway has previously been registered, and Mandy Padda would like to also attend.

It was moved and seconded that Mandy Padda will attend the CAPG Conference in Victoria. The motion was **approved**.

**Action: Shyanne to register Mandy Padda for the CAPG Conference.**

If any other board members are interested in attending, they are to let Shyanne know by May 31, in order to secure the early bird pricing.

#### **6. BCAPB Report**

Discussion of the recent BCAPB conference attended by Mandy Padda, Gordon Holloway, and Shannon Charney. The general feedback was that the information received during the conference was very informative.

Brief discussion of the numerous presentations, including the fentanyl statistics and issues/recent changes with safe supply and the OPCC.

The potential for the workshops to be done at the beginning of the conference was discussed.

## **7. Chief's Report**

Chief Watson, DCC Burrows, and DCC Culbertson reported on the following:

**New Building** – Moved into phase 1, with gratitude expressed to all involved, but specifically to Insp. Chesley, Director Klassen, the City, and the construction firm.

**Chief's Community Engagement** – Chief Watson attended numerous events including: Volunteer appreciation dinner, coffee meetings with community members, day of mourning, media tour of new building, recycling event, mentoring class, and staff BBQ

**2024 Commendation Award Ceremony** – Happening on May 28

**Recent swearing in** - 5 new recruits & 1 exempt

**AbbyPD Engagement with Community Events** – In December 2023 Abbotsford Community Events (ACE) team was developed to increase communication and engagement whenever there is a scheduled community event, including street events. Numerous stakeholders go through the upcoming events and do risk assessments and create ops plans. This information was provided as awareness to the Board and the public given the recent tragedy in Vancouver.

**Body Worn Camera Pilot Project** – Started on May 13 and has seen 4 day shifts so far, capturing 300 videos with up to 16 cameras deployed per day. Reception from patrol has positive but comes with natural growing pains, including forgetting to turn the camera on, but nothing significant was advised. Brief discussion that some other departments appear to have the camera automatically turned on when equipment is taken out of the holster, and it was advised AbbyPD does not have that capability, and the officers must remember to turn it on.

2 of the 4 shifts are using cameras and are limited to the day shifts which are in use every 4 days (4 days on 4 days off). The camera's effectiveness at night is unknown right now.

Brief discussion of the dedicated staff member reviewing the footage and it was noted that when the member uploads the footage, they would select a category and then the footage is reviewed by category. The dedicated staff member's shift is aligned with the 4 days the cameras are being used.

Brief discussion of moving beyond the pilot and the cost implications, specifically if/how many units outside of patrol will also get cameras.

**Counterattack Funding** – The impaired driver campaign from June 15 to August 31 and in coordination with PSSG and ICBC, AbbyPD has received \$28K to address further. Impaired drivers' signs are still being deployed around town. Traffic safety is an area of huge importance in Abbotsford and AbbyPD will continue to work on creative ways to address traffic safety.

## **8. Standing Board Committee Reports**

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**Finance Committee** – Due to timing of the meeting the financial data was not available for this agenda package, but nothing of significance to report.

**Governance & Policy Committee** – Nothing.

**Human Resources Committee** – Nothing.

## **9. Other Business**

None raised.

## **10. Questions from the public relating to today's Agenda**

Nothing.

The meeting was adjourned at 9:38 AM.

"Original Signed"

Chair – Ross Siemens

"Original Signed"

Minute Recorder – Shyanne Bergen

# Victim Services



ABBOTSFORD  
**POLICE DEPARTMENT**

STRENGTH IN COMMUNITY



# Victim Services Mandate

- Lessen trauma
- Prevent re-victimization
- Empower
- Make appropriate referrals



# What is our goal in Victim Services?

*To solidify a team that shares **core values** and consistently delivers services and support to victims of crime in a timely, professional, respectful and trauma informed manner*



# Who we are

Abbotsford Police Victim Services is part of the Patrol Branch under the direction of Insp. Kevin Murray and S/Sgt. Marcus Senft

We are a volunteer-based unit under the supervision of two Victim Services Coordinators:

- Cassidy Baker/Jasmine Dhaliwal – Coordinator
- Sue Shaw – Coordinator
- Melanie Van Heerden – VS Support Worker
- 30 volunteers (**half of pre-COVID levels**)





# Volunteers: our lifeblood

- We currently have 35 volunteers that have varied backgrounds and experience from: E-Comm; BCEHS; social work; fire service; clinical psychology; trauma counselling and many are aspiring law enforcement officers.
- They complete a weekly office shift and two 12-hour on-call shifts per month



# Challenges with Volunteer Workforce

- Pre-COVID, we had over 60 volunteers but lost more than half during COVID
- Have never been able to get back to pre-COVID levels meaning programs like the Forensic Support Team (FST) are no longer operational
- Ongoing struggles to fulfill all on-call shifts and reliance on an incentive program to bolster numbers
- Complexity of cases and explosion of victims needing language support has further exacerbated problems
- A large number of our volunteers are students building their portfolios and acquiring critical tools for the careers they eventually leave us to pursue (ex. Policing, Social Work, Medicine)
- This means we have continual and ongoing training of new volunteers taxing on staff resources



# What does VS do?

- Provide on-scene crisis response and follow up to victims
- Receive referrals from Abby PD Members, police-based victim services units, Crown Counsel or victim self-referrals
- Open 2,000 new files per year while maintaining pre-existing files simultaneously
- Attend approximately 85 crisis response calls per year
- \*NEW\* Collaborate with the newly formed Sex Crimes Unit (SCU) to assist in providing trauma informed care and support to survivors from the first instance
- Maintain client case loads supporting victims of crime
- Community outreach/engagement with partner agencies to help promote our services (Mock Car Crash, Callout, Etc.)







ABBOTSFORD  
POLICE DEPARTMENT

VICTIM SERVICES



# Services Provided...

- Emotional Support
- Assistance with completion of forms
- Information and Preparation
- Crisis Response/Attendance on scene
- Court Services & Information
- Referrals



# Occurrence Types:



- Abduction/Kidnapping
- Adult Survivor of Sexual Assault
- Adult Sexual Assault
- Attempted Murder
- Child Physical Assault/Abuse
- Child Sexual Assault
- Criminal Harassment
- Industrial Accident
- Missing Person
- Murder/Manslaughter
- MVA/Fatal MVA
- Natural Disaster
- Other Assault (non-familial)
- Other Familial Assault
- Other Crime
- Other Non-Criminal
- Partner Assault
- Property Crime (B&E)
- Robbery
- Senior Abuse
- Sudden Death
- Suicide/Attempted Suicide
- Threatening
- Youth Sexual Assault





# Crisis Response & Follow Up Support...

## **Once a report has been made to Abbotsford Police:**

- Victim Services will be requested from the investigating officer
- Depending on the needs of the file, we will either deliver immediate crisis response or follow up support

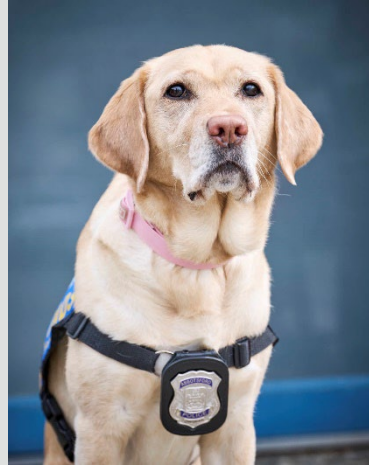
## **Victim Services can provide:**

- Emotional support and referrals
- Transition house placement and transportation
- Transportation to ARH for Forensic Nurse exam
- Support to victims and child-minding during interviews
- Justice System information and court updates/support



# This is Cheddar!

She is our APD PADS Justice Facility Dog! She spends most of her time in Victim Services supporting victim survivors and staff alike and was recently “sworn in” by Chief Watson.

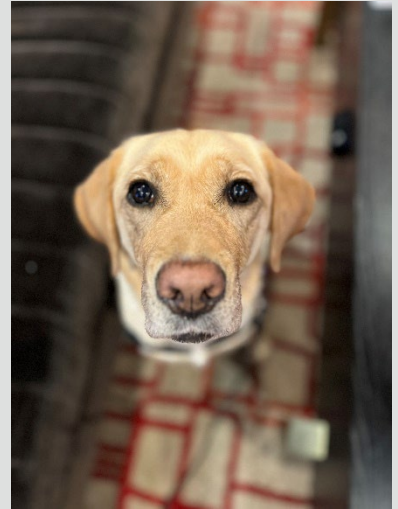




# What does Cheddar do?

Cheddar is skilled in de-escalating and regulating emotions and provides support to clients and staff in myriad ways. She:

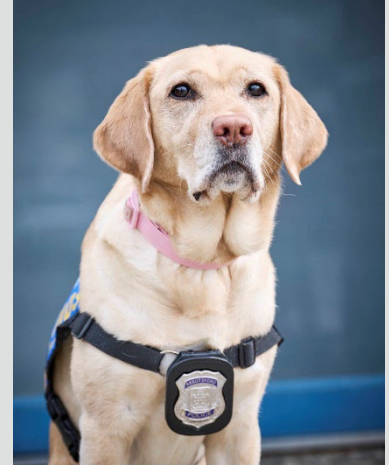
- is utilized as a testimonial aid and supports victims in the testimonial box as they testify in court
- attends Crown Counsel Meetings with victims
- accompanies and provides support to victims during police interviews
- provides on scene support to clients



# To Date, Cheddar has:

- Worked with 109 clients
- Supported clients during 16 Crown Counsel meetings
- Accompanied 19 people during court testimony
- Supported 38 people during police interviews
- Travelled to Chilliwack 3 times to support youth victims provide critical police statements – one resulting in enough evidence to make an arrest

**Note:** Demand for Cheddar is high, resulting in an equivalent 0.5 FT staff member in supporting Cheddar's efforts. She is highly regarded in her work and is continually sought after to support and engage in high profile cases



# Purple Light Nights (PLN)

- VS spearheads AbbyPD initiatives promoting PLN and relies heavily on VS volunteers to staff events
- VS successfully lobbied to get a fully wrapped purple PC as a permanent addition to the AbbyPD fleet
- VS has fostered a fantastic relationship with the Abbotsford Canucks and continues to grow the PLN presence at the Season Home Opener game every year
- VS maintains a presence at all PLN-related events throughout October (including UFV Student Wellness Week, August 'Mela', MCC Fall Fair, Abby Canucks)
- PLN won the 2025 'Diversity in Marketing' Award from the Fraser Valley Cultural Diversity Awards Night



# Purple Light Nights (PLN)



# Community Connections

- VS Coordinators maintain high profile portfolios and sit on the Abbotsford Restorative Justice Board and VAWIR (Violence Against Women in Relationships) meeting with their respective boards throughout the year
- VS has many important community connections that present to our Unit such as Hospice, Abbotsford Court Victim Services, SARA for Women
- VS has many established partnerships with vendors and collectives alike such as Pet Smart and Abbotsford Modern Quilting Guild who donate stuffies and quilts all year long to provide items of comfort to victim survivors



# 2025 and beyond

- We rely heavily on volunteers to continue the critical work we do in the community (such as the event VS hosted at Seven Oaks last week for 'Victims and Survivors of Crime Week' demonstrating first hand the 'Power of Collaboration'. Our volunteers engaged with community stakeholders, handed out stuffies to children and had important conversations ensuring the public is aware of the resources and supports available in Abbotsford)
- VS is engaging with Patrol and community partners like never before demonstrating the crucial need for support and staffing to meet the needs and challenges faced by our increasingly diverse population





# Questions?

