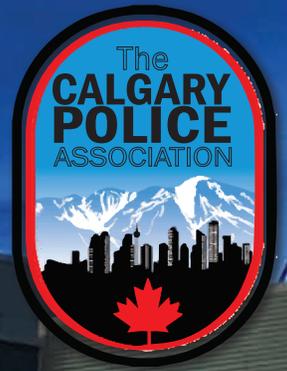


10-4

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ISSUE 20 • SPRING 2022



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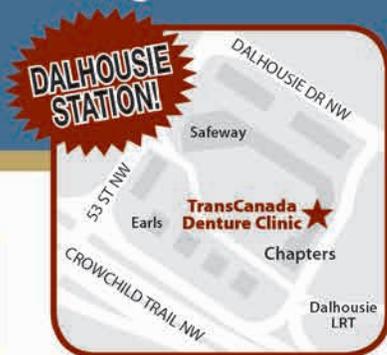
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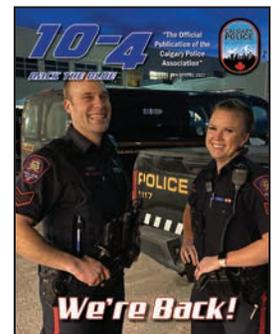
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On The Cover: After several years as Detectives, Sergeants Hayley Marquis and Paul Teworte have returned to patrol on the front line. Welcome back you two!



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Thank you to Work Area Stewards for serving the members of the Calgary Police Association. Please reach out to them if you have any questions.

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A MESSAGE FROM THE EDITOR

By Lee Dunbar, Editor

Hello to all our members and readers. Most of you are aware there has been a bit of a shuffle on our CPA Board and a new addition as a result of our latest election. I'd like to start by saying congratulations to Director Chris Young as he moves over to our Vice President spot. The latest election also resulted in the re-election of Director Pat Stachniak and my return to the board. In addition, a new member, Director Tom McMahon, I truly look forward to working with all of you and congratulations.

Sincere thank you to all our members for the support as I am honoured to be back on your board. Coincidentally and as luck would have it, I have landed the portfolio as the editor for the 10-4 magazine. I'd like to thank Director Graham Ernst for the last couple years as editor. You did some great work with the content and photos. There are some big shoes to fill but I will certainly do my best. Moving forward, I would like to continue with and increase our members engagement with articles and photos. If you have ideas or would like to submit an article please get a hold of me at Ldunbar@backtheblue.ca.

As I draft this message Premier Jason Kenny has lifted the vaccine passport program in Alberta and laid out a slow return to normalcy plan. I am hoping this will finally be the beginning of the end of this pandemic. This has been an extremely tough couple of years on everyone. The pandemic and the blind and inconsistent methods in which we have dealt with it as a society has left a path of destruction and divide in our communities, one in which I don't think we will ever completely recover from. We need to start a "return to normal" at some point and I am hoping this will finally be the beginning on a long road to recovery for all of us both personally and professionally.

It's been a solid 2 years of this pandemic. Things have changed in policing dramatically over this time. I remember working day 1 of the pandemic lockdown in the Real Time Operations Center. The highly publicized infection rate, hospitalizations and deaths left our communities frightened for what lie ahead. Fight our flight mode seemed to kick in as our city began to shut down leaving us fearful for our personal health and that of our loved ones.

The eerie drives through our beautiful city and neighbourhoods as schools, businesses were shut down leaving empty streets. Literally the only vehicles on the road at night were emergency services, us, and stolen vehicles.

While this was happening, I watched our members come to work and continue to protect our communities. They suited up and showed up everyday for their shifts. People forget, police officers are human and we all had the same fears of infection and potentially bringing this

home to our loved ones, yet we persevered and remained vigilant in our oath to protect and serve. *This is our thin blue line.* There was a sensation of overwhelming support from our communities during the first part of the pandemic, it made me proud.

Then on May 25th, 2020, policing in North America would change forever. The controversy surrounding the death of George Floyd changed the narrative on policing overnight. Violence and protests erupted and I watched my brothers and sisters get attacked both verbally and physically.

Then to further compound stressors on our members, our call load increased substantially as we became the main point of contact with the massive influx of COVID related calls. It seemed as though for months our members would just be out there selflessly tempting fate never knowing if that next call was going to be their exposure and may inadvertently infect their family.

Brewing in the background was the massive divide of vaccinated vs non vaccinated and imposed restrictions in which had created volatility and led to the explosion of protests. To date the Calgary Police has attended nearly 200 protests where in some cases numbers of attendees were in the thousands. The verbal abuse, constant baiting was relentless in an effort to get a rise out of our members to post to social media. The mere frequency and prolonged exposure accompanied with a massive increase in complaints against our members has beaten many of our officers down.

Policing is an honourable profession and I personally do not regret one day of my career. I will tell you however, that I do not feel the pride in which I did for the first 20 years of my career. We have had a massive increase in CPS members resigning and members retiring early. We are not able to fill our current recruit classes and this makes me extremely worried about potential adjustments to our hiring process.

I want my current members and future ones to feel proud to be a police officer. The pride that makes them want to put on that uniform everyday and risk their lives for each other and our community. That is the member that I want to show up at my door or be the contact when I or someone I love is a victim.

To all my fellow members, I am convinced the tide is shifting and changes are coming. I thank you for all you do for our community, take care of each other, and stay safe.

Lee Dunbar
Ldunbar@backtheblue.ca

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PRESIDENT'S MESSAGE

By Johnny Orr, President

Hello and welcome to the Spring 2022 edition of your 10-4 magazine! This is the first issue with our new editor, Director Lee Dunbar. Lee was elected to the Board in January for his second stint here and we are very happy to have him back. I want to thank Lee for this excellent issue. I would be remiss if I did not thank outgoing editor Graham Ernst. His years long commitment to making 10-4 the best magazine it can be did not go unnoticed.

Hopefully, by the time you are reading this, the snow has melted, and the weather is a little more bearable!

In the past several months, I have been receiving an increasing number of inquiries from Members seeking updates regarding our current round of bargaining. Even more than specific updates about this round, I have been getting a lot of questions regarding the processes and procedures involved in a round of negotiations. I thought this would be a great forum to explain what a round of bargaining typically looks like.

I will start by saying that I cannot be as specific as I would like to be in this forum. One common ground rule in collective bargaining is that we will not bargain in public. This is done for good reason. When one side goes public in an effort to shame the other side, it rarely goes well. Behavior such as that also tends not to go over well should we find ourselves at an interest arbitration. Without being too specific, and as I have said before, in this round of negotiations, we are focusing a lot of our efforts on the front line and recognizing their value within our organization. We are also looking to make improvements which give you more control in how your career goes, ensuring fairness in promotional processes and competitions.

One of the questions I get quite often is about timelines. When will we settle? Are we going to arbitration? Unfortunately, bargaining moves very slowly at the beginning. We spend a lot of time (days on end) discussing what might seem like “housekeeping” issues. While these issues seem boring, they can have a significant impact on the Membership if not handled correctly. One simple clause in the contract can impact others, so it is critical that everyone of them be considered very carefully. Sometimes this involves the use of outside experts in areas of negotiation and labour law. In this round of bargaining, we have dealt with (and in some cases are still dealing with) numerous issues up to this point, including Supplementation of Compensation, Legal Indemnification, EOI's and competitions, Promotions, and many other working conditions. We have come to agreement on eighteen items (non-monetary) and are now working through monetary issues.

Once we have completed these “non-monetary” discussions, we start getting into the monetary items, including things like wages, premiums, pension issues, health spending accounts, etc. We have just started doing so and we should have a better idea where we stand in the coming weeks and months.

One further complication in negotiating with the City (or any other large government organization), is that the negotiators at the table need to go through several processes in order to be able to agree to any monetary items. This can slow things down, however is a necessary step. It can be frustrating. I will say that the labour relations negotiators from the City are excellent to deal with and are open to meaningful discussions, it is the process that is frustrating.

I want the Membership to rest assured, that we have been working extremely hard on making sure we are as prepared as possible for this round of negotiations. This has included utilizing labour lawyers and other experts to assist us. Members of the board have been assigned various issues to research and prepare for. Whether we can reach an agreement or not, we are well prepared and well positioned to achieve the best contract possible for all of you.

Another question I have been asked quite often is regarding the retirement bonus. As you are all aware, this “bonus” of one year's worth of annual leave is payable upon retirement. The previous City council eliminated this benefit, and this was to take effect on December 31, 2021. Given that we are currently in contract negotiations, the City will not and cannot eliminate the benefit until such time as an agreement is reached. This means that should you retire prior to an agreement being ratified; you will receive the benefit. We are currently negotiating that benefit and will keep you updated.

I know that these lengthy negotiations are very frustrating for all of you, as they are for me, and the rest of the CPA Board. I want to reiterate that we are well prepared and will continue to push for a fair deal which brings us in line with our comparators and recognizes the incredibly valuable contributions you make everyday in service to your community.

Should you have any specific questions about negotiations, please feel free to reach out to me or any Board Member anytime.

Stay Safe,
Johnny Orr



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My Journey through PTSD

By Constable Courtney Luxen

In July of 2018, my families' life was thrown into a roller coaster that we never could have imagined. During a great summer of going camping every weekend (7 trips) and family outings, my eyes started to irritate me in July, I also felt tightness in my breathing. There was a lot of air quality issues from BC forest fires, so we brushed it off as environmental. One evening out camping, I was nauseous and eventually threw up. No one else was sick from our food, so this was odd. I did not have a fever or any other flu-like symptoms to go along. My nausea remained though, and my eyes got worse. I was so sensitive to light that event indoors I needed my sunglasses. I was blinking uncontrollably, and at times I could not even force my eyes to open, like they were glued shut and my muscles didn't work. I saw an ophthalmologist and optometrist and was advised my eyes were just dry. In August after trying a few different drops, my eyes weren't getting any better, so I went back to my optometrist and was given a prescription for steroid eye drops. Within days of starting these, I began to struggle with my breathing much worse than any tightness I felt before. All day long I could barely get a full breath and my lungs were fluttering in and out with quick small breaths. We thought that I was having an allergic reaction – I began to hyperventilate for most of the day and have panic attacks because I couldn't get a deep breath. So, with these breathing issues starting right along with the steroid eye drops, of course I stopped the drops. But even without the drops, my breathing continued to get worse. I went to the hospital; some routine tests were done, and nothing appeared on the results. I was told that I was just having temporary panic attacks, and I sent home without answers. I continued not being able to breath or see and was very frustrated with being told that nothing was wrong with me. I was having a great summer, everything in my life was pretty much the same as it had always been until my eyes and lungs stopped working properly. I didn't believe that everything was normal and to just let it go away on its own. I decided to see if a Naturopath doctor had any answers, and if acupuncture could resolve what I was going through. The Naturopath doctor very confidently told me that I had a liver infection, and to take a massive amount of a supplement over the course of a week, and my body reactions would go away. Before I could even start the supplement program, my breathing worsened, and a new symptom started. I had involuntary muscle contractions in my upper body. Without input, my arms would flip up over my head, and my upper body would fling itself in random directions. My neck and head twitching and swinging constantly all over the place. My husband tried to hold me up or steady me and multiple times without any ability to control it, I headbutted him or my arms

flung and hit him or the furniture nearby. I was getting cuts on my head and arms from all the crashing.

I immediately went to my Family Doctor who knew that I needed to be seen by a neurologist immediately. He sent me to the hospital with a referral note and a bit about me. I was rushed back instantly and given test after test and I was admitted into Neurology for 7 days. They tested for everything (Parkinson's, MS, heavy metals, Lyme disease and much more). There are over 70 different identifiable known causes that can result in uncontrollable body movements. Between MRI, CT scans, blood test, spinal taps, urinalysis, thought process tests, all of the tests were coming back negative. In the end, these negative tests were a blessing, as most of the detectable disorders are life-long disorders. My Neurologist told me that he believes I have Functional Neurological Disorder (FND) – "chorea" was the word given for my constant movements. FND was a blessing, because I was told that both my brain and my body were not broken. With a lot of therapy, some people can recover from this. We learned that my brain had "high-jacked" itself and I was stuck in a rut in the 'fight or flight' response. The "FIX" was that I had to learn to retrain my brain to accept that I was safe. I would have to relearn my brain's pathways to relearn everything that had become hijacked.

I was then discharged with some meds to help with pain (from the constant movement) and for sleeping. I had ice/hot packs around my neck and arms cycling throughout the day. And at the end of September I started with the Functional and Somatic System Treatment clinic (F.A.S.T) – a program where I saw a Neuro-Physiotherapist, Speech Therapist, Occupational Therapist, Psychologist and a Dietician and a Psychiatrist when I needed a med check. Through this therapy I had to relearn how to do almost everything: breath properly laying down, learn to sit, breathing while sitting, talking while sitting and breathing while eating (actually one of the hardest tasks I've had to relearn), learn to walk and breath while walking. Holding my head up without flailing and learning to talk while walking – multitasking was very challenging. I never fully lost my speech, but it became very slurred and I was hard to understand. I struggled with relearning this, as I had so much neck stiffness and my voice made different sounds. I lost 35 lbs due to my constant movements. I could not sit up to eat, or crawl to the bathroom. Every day I was laid on the floor with a pillow under my head. My arms were uncontrollably doing snow-angels on the carpet. I was getting open sores on my elbows from getting rug burn. I had to wear long sleeve shirts and elbow pads to try and stop new sores. My husband was taking care of me as best he could and driving me to my appointments and learning the

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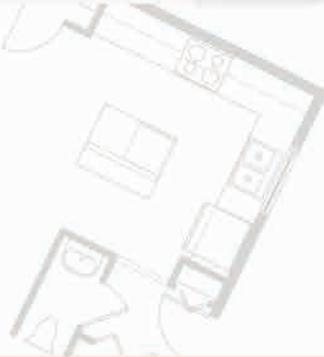


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Continued from page 9

physio exercises as I did, so that we could do them at home. But he could not keep up with doing that and everything else with taking care of all the other parts of life and our 5 and 3 year-old girls as well. We were supported by family, friends, co-workers and neighbors who all assisted us on a full-time schedule. As I continued with the appointments which were nearly 40 hours a week, my brain started to learn that I was safe. I was able to relax my muscles and I began to regain some control slowly.

There have been so many ups and downs, both mentally and physically. I began to progress one day and then lose progress the next. After about 3 months of relearning some of the physical functioning of my body, I was assessed by a Psychiatrist, who eventually diagnosed me with Complex Post Traumatic Stress Disorder (C-PTSD) – which I denied being possible for a while. Through this, I learned that my body's response was directly associated to different triggers that I had been experiencing over the years, but not acknowledging the impact in my life. We eventually identified many different traumas – I like to refer to this as “Death by 1000 cuts”. After approximately 6 months of working on my physio and discussing past trauma with a therapist, I began to have what was called dissociative seizures/blackouts (known as “drop attacks”). I had many unpredicted falls from full standing heights. I needed constant adult care beside me if I stood up to make sure that they could catch me if I fell. I eventually learned to sense these blackouts before they happened, and I was able to sit down safely. With counselling the blackouts went away.

Thankfully with my care team and family and friends, I have re-established those brain pathways and have regained most physical function – as long as I continue to do self care every day (a few things I find helpful is a regular sleep routine, exercise, a gratitude journal and meditation) and regular therapy sessions.

My mental health has been tested a lot. I spent months crying as I wasn't able to be apart of my own life – my brain simply wouldn't let me. I missed out on a lot of family activities including both of our girls' first days of school and birthdays. My girls were 5 and 3 years old at the time, which was challenging with them “wanting” my help. I often felt disengaged as I knew that I wasn't able to meet most of their basic needs, which they would rely on others who were helping us. I am so happy to be “back” for them. This

was the most challenging time in my life. We have had to learn to be vulnerable and learn to rely on people in all aspects of our life. I have an amazing support system, which continues to work alongside of me. I am no longer afraid to reach for help when I know I need it.

After regaining my physical health, I went through a Traumatic Psychological Injury program through WCB. I had great success and learned a lot about my body and how the body keeps a score (a great book by Bessel Van Der Kolk, MD). I was away from work for 21 months; however, I have returned to new opportunities and a real passion around the importance of mental health and have been able to help others in different ways.

One thing that I have learned is that people are very quick to judge and stare, without ever knowing what I was going through. They just see someone that isn't walking quite ‘normal’ ...and they judge. I too have had to rethink of how I perceive other people. Please ask questions if you have an urge. As hard as it was at the beginning, I am open to sharing my journey...I know other people who seem ‘different’ as well, who would rather you make eye contact and ask what has happened to them, rather than you looking away or mocking them.

FND and PTSD are real and affect everyone so differently, both physically and mentally. I have no way of knowing how my journey will go. But I am willing to continue the hard work.

Something that has been asked a lot is: Did I have any symptoms before hand? I find this a tricky question, as hindsight is 20:20. I did not know the importance of mental health and staying mentally healthy. I did not ever think that I needed to check myself or was worthy of having a need to do so. I didn't know the ramifications of ignoring my feelings and bodies response to different situations prior to my sickness. I can look back and see that some of my health and daily life has been impacted for years. That is why I am so passionate about supporting others to check up on themselves as individuals, before its too late.

I am sharing this in hopes that it will reach someone who needs to know that ‘it’ will get better, so please feel free to share. Don't give up hope.

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A MESSAGE FROM THE VP OF FINANCE

By John Burdymy, VP of Finance.

HOW TO BUY YOUR FIRST HOME IN CALGARY IN 2022

Over the next 5 years the Calgary Police Service's goal is to hire a minimum of 100 officers a year. That is a lot of new officers and potentially new citizens to our city. As house prices have begun to increase again after a relatively stagnant 5 years in the city's housing market, it has unsurprisingly become a big topic around the office. The recent increase in housing costs has resulted in a lot of questions directed to me given my background in financial planning, this is an especially concerning topic for our newest and youngest members. As house prices increase year after year it is likely to make the market less affordable requiring better financial acumen from first time purchasers. The reason being is a 3% raise for a 5th class constable is equivalent to approximately \$2,000, yet a 3% increase in a \$500,000 house is equivalent to \$15,000. Therefore, allow me to offer a few strategies to help you think about as you begin to set your sights on accomplishing your goal of getting into home ownership.

For this example I will use a newly-built condominium in south Calgary that is listed for \$150,000 and a resale detached single family home valued at \$400,000. There are two programs that can assist you in buying your first property, the Home Buyers' Plan (HBP) and the First-Time Home Buyer Incentive. Both of these programs have their own nuances but they are both available to first-time home buyers only! The definition of first-time buyer in these programs is somewhat unique so I encourage you to review the definition on the Government of Canada website.

The HBP is a program that allows you to contribute to your RRSP and then withdraw up to \$35,000 from that RRSP tax free. The benefit of RRSP's is every contribution reduces your taxable income by the amount of your contribution (For example, if you are paid \$70,000 annually, but invest \$5,000, only \$65,000 of your income is taxable). When tax time comes around you will receive the tax previously paid (assuming its regularly deducted as the City of Calgary does) as a refund (For example going from \$70,000 to \$65,000 taxable would give a refund of \$1,525). Once you have a purchase in place and qualify for the program

you can withdraw up to \$35,000 assisting you with your down payment however you must repay this amount to your RRSP within 15 years of the withdrawal.

The First-Time Home Buyer Incentive is a newer program beginning in 2019. This program is designed to help first-time home buyer's purchase a home in Canada by contributing up to 10% of the purchase price. In order to qualify, the purchaser must be a first-time home buyer, the mortgage on the home must not exceed 4 x the buyer's qualifying income (under \$120,000 family income or you don't qualify), the mortgage must be insurable (a mortgage for more than 80% of the value of the home, including this incentive) and your down payment must be made with traditional funds (the HBP is included). The incentive depends on the type of housing you purchase, a new build can have an incentive up to 10% but a resale is only 5%. This incentive is registered as a secondary mortgage and must be repaid upon selling the house or 25 years, whichever comes first. There is no interest on this incentive however it is tied to the value of the home as you and the government now share in your home's equity. The cost of the repayment is a percentage of the value of your home in which they contributed, and it is determined by market value. For example, if you purchased a condo for \$150,000 and sold it at \$160,000, you have made \$10,000. Assuming you were given a First-Time Home Buyer Incentive of 10% (\$15,000) you now owe \$16,000 (10% of current market value). At any time you are able to have an appraisal (deemed acceptable to the program administrator) completed and pay it back at that time. Therefore if you had the funds in the future and housing took a dip it would be cheaper to repay then. Now that I have given an overview of the programs, I will cover two basic examples.

\$150,000 CONDO IN SOUTH CALGARY (NEW CONSTRUCTION)

5th class constable starting with \$0 in RRSPs but will have an annual income of \$67,885. If that member puts away \$150 per paycheque into an RRSP in his/her first year, he/she will have

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\$3900 in the RRSP at the end of the year and it will result in a tax refund of \$1,189.50. In their second year their income will rise to \$76,240. If that member chooses not to spend that raise and now invests \$300 per paycheque, he/she will have \$7,800 saved in their 2nd year, this will result in a refund of \$2,742 assuming you also re-invested last year's refund. Therefore at the end of the second year with refunds and excluding any potential investment return, the member will have saved \$15,631.50 to contribute to a down payment. In the case of the \$150,000 condo that is a down payment of 10.42%, however you can only put down a maximum of 9.99% down if you want to use an incentive down payment of up to 10% as the mortgage must be insured (80% or more).

Therefore the member puts down \$14,850 and the First-Time Home Buyer Incentive will put down 10% or \$15,000. This will result in the mortgage being approximately \$496 a month using a current posted variable rate 25-year mortgage.

\$400,000 DETACHED HOUSE IN CALGARY (RESALE)

In this example since the maximum incentive for a resale house is 5% under the First-Time Home Buyer Initiative, we know the maximum down payment is 14.99% in order to qualify for that incentive as the mortgage must be insured. On a \$400,000 house that equates to \$59,960, whereas a 5% down payment would be \$20,000. As the desired houses' price increases its important to remember the mortgage can only be 4 x your income. Therefore, a 5th class constable could have a mortgage as big as \$271,540 (assuming you qualified for that mortgage). If the member had a spouse contributing to family income, they may qualify quicker, otherwise they would have to wait a couple years to qualify for this purchase (\$400,000) using both programs I have outlined. Assuming you're single and are only qualifying on your income you will likely be eligible to purchase a \$400,000 using this program by the end of year 3 with intermittent amounts of overtime and working on statutory holidays. Lets plan that a 5th class constable puts away \$150 a paycheque into RRSPs, then when they become a 4th class constable they put away \$300 a paycheque and then a 3rd class constable they put away \$400 a paycheque. That will

result in the following:

- 5th class contributions \$3,900
Tax refund: \$1,190 (this will be re-invested into next year's RRSPs)
- 4th class contributions \$7,800
Tax Refund: \$2,742
- 3rd class contributions \$10,400
Tax refund: \$4,008
- Total after 3 years including tax returns: \$30,040

Therefore assuming no change in real estate prices (for simplicity) they will have a down payment equivalent to 7.51% of the house. The government will give them another 5% under the incentive program resulting in them needing a primary mortgage for 87.49% of the purchase, or \$349,960. This will result in the mortgage being approximately \$1451 a month using a current posted variable rate 25-year mortgage.

These examples are overly simplified to give you an understanding of the programs and demonstrating how a junior member can purchase a house. There are a lot of nuances and given I am no longer a practicing financial planner I encourage you to seek out a financial planner and/or a mortgage broker/banker and a licensed realtor to assist you with your own unique circumstances. In my experience our junior members who have trouble accomplishing their dream of purchasing a new home stumble in a few areas:

1. Fail to adequately save for a down payment
2. Purchase something else utilizing debt (usually a new vehicle)

Saving money is like working out, consistency is key. Paycheque by paycheque you can save until you develop an asset base. If your goal is to purchase a home prioritize that goal over buying a new vehicle or vacation as the amount of debt available to you can be limited by existing debts already in your name. Hopefully this article gives you a brief oversight of some of the programs available to you to assist you in buying your first home should that be your dream.



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CALGARY *Beyond* THE BLUE

By Tara Ernst

I spoke to a fellow police spouse/friend walking through some difficult times. It happened randomly as I regularly check in with a few people I know in challenging situations. She shared her honest thoughts, not one of those “I’m good, how are you” type conversations. I am grateful she was courageous enough to share with me. One of the things we batted around was **who** puts pressure on us spouses to prove/show/fake that we have it all together? Is it society that we blame? Is it our significant others? Or, and this one was eye-opening, is it ourselves we have to blame? We all know that being a police spouse/significant other presents some challenges that not many fully understand outside of these blue walls. She shared with me that she was afraid to allow her personal life to affect her work life. It made me pause. Was this exactly what prevents us from seeking help and reaching out to each other? I challenged her with the question. If a friend or colleague was dealing with a spouse going through cancer, a broken limb or a death, would you judge them if they asked for some time to deal with their personal life? I don’t know about you, but I sure wouldn’t. I sent her the words to a song we all know well; Lean on Me by Bill Withers. A classic, I know, but let’s look at the lyrics and let them sink in.

She laughed a little and couldn’t believe I “Bill Withered” her.

*Lean on me
When you're not strong
And I'll be your friend
I'll help you carry on...*

*Please swallow your pride
If I have things you need to borrow
For no one can fill
Those of your needs that you won't let show*

*If there is a load you have to bear
That you can't carry
I'm right up the road
I'll share your load
If you just call me*

We all know how difficult it is to reach out and ask for help, but maybe just re-read those words and take that step.

This conversation makes me think about our big goals for Calgary Beyond the Blue this year. We know that many of you may think we are just a FaceBook group. A place where you can find police-friendly businesses, a place where you can share your changed dinner plans or where you can sit back quietly and realize that you are not alone in this journey. And we love that; we do. But, we also want you to know what goes on behind the scenes and where we are going.

First of all, we are currently looking for more amazing people who want to share their ideas, gifts, and talents. There are so many opportunities for you to join this incredible organization, and our number one goal is to grow our team of volunteers and board members.

Secondly, the conversation I had, and the many more I have shared with spouses over the years, has led us to want to have a Beyond the Blue Peer Support Team. We are working with CPS’ Peer Support lead and Psychological Therapies to make this a reality.

The last goal is to have some in-person events! Our 2nd Annual Beyond the Blue Family BBQ at YouthLink is happening on August 13, 2022. We are so excited to work with YouthLink again this year and add more fun things for our families to enjoy together. We have been working behind the scenes to host a full-day workshop for couples. Unfortunately, Covid has paused these plans for the last two years, but this will happen. We are looking at February of 2023 and will need volunteers, sponsors and ideas to make this goal happen.

I want to also take a minute to thank all the organizations and people within the CPS that believe in what we do. Thank you to the CPA board for sponsoring and believing in us, John Grillone and the Peer Support Team, Psychological Therapies for being open to phone calls, emails and questions, Chief Neufeld for taking calls from us, the CCLC for putting our information in the welcome package to recruits, the RSM, Asif for giving our families updates on Covid protocols last year and showing up in support of our BBQ last year and being a voice for us, YouthLink for hosting our first annual BBQ and to you, always and forever our members for continuing to support us.

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A MESSAGE FROM THE VP ADMIN

By Chris Young, Director

YOUR ASSOCIATION IS HERE TO ASSIST

Before I get into the main topic of my article, I would like to acknowledge past Director Paul Wozney. I also would like to acknowledge returning Directors, Lee Dunbar, and Pat Stachniak. Also, I would like to welcome newly elected Director, Tom McMahon. Paul was successful in the promotion process and was promoted to the rank of Inspector back in June of 2021. Paul spent many years on the Association Board as a Director, and I just wanted to take a moment and thank him for his service to the Membership. I very much enjoyed working with Paul. Congratulations again Paul and I wish you all the best. Both Lee Dunbar and Pat Stachniak have returned to the Board for another term. It is good to have them both back. I have had very good experiences working with these two men, serving, and representing the Membership. Welcome to Tom McMahon who was also successful in the election this past Fall. I look forward to working with Tom now and in the future. I am very much looking forward to working with the entire Board in 2022.

Time is passing quickly, and it is hard to believe that I have been in the Vice President of Administration position for almost two months! It's been busy, but I find the work extremely rewarding. Assisting the Membership is a passion for me and for my fellow Board Members as well. Which brings me to the topic that I wish to address in this edition of 10-4. I have seen a few issues that I feel compelled to address. The Association is here to assist all Members. Our goal is to achieve the best resolution for our Membership in all situations. Often, a good resolution for a Member is also good for the Service as well. I've experienced a few situations in my early days of being VP of Admin where some Senior Officers and even some of our Staff Sergeants and Sergeants have taken an "us vs them" approach towards the Association. Instead of approaching the Association and requesting some clarity or opinion on such items as issues involving the Collective Bargaining Agreement, sometimes a decision is made without Association consultation. This is perfectly fine until the decision being made completely contradicts the Collective Bargaining Agreement. Issues often arise when this occurs. Usually, the Member that this decision affects negatively reaches out to the

Association and that is how someone like myself and/or another Board Member becomes involved. For me, the first step with any issue is communication. I reach out to the Senior Officer, Staff Sergeant or Sergeant involved. Like dealing with a "call for Service", I attempt to get the full the story from the involved person(s). A lot of the time, a conversation takes place, people are educated, and the issue is resolved. However, sometimes the conversation portion doesn't go as smoothly as expected.

Sometimes when I reach out in these situations, I am greeted with what can be interpreted as "uncooperative behavior." I have observed a very closed approach from the other party involved. It almost feels like a competition or a contest that they don't want to lose. Personally, I really don't see the situation in terms of "winning or losing". I attempt to view it as an issue, that often not only affects the Member(s) involved but has the potential to affect the entire Membership as a whole. I try to take the approach of working with everyone involved to achieve the best resolution. If we are able to work together and remove the "winning and losing" mindset, the situation/issue is often resolved quickly and smoothly. I do my best to not take these situations personally. I see them for what they are, as just business. Issues and situations arise daily in the Association world. Wouldn't it be easier for all parties if we approached these situations in a more cooperative manner? Perhaps, one side, the other or dare I say both sides have information and/or a point that the other side did not know or consider. The only way this information or points are going to be flushed out is by having open communication with one another. By practicing good communicating and active listening, the greater the chances are of achieving the best resolution for all. We are all human and humans make mistakes. I personally have made a lot of mistakes in my time and I'm sure I will make a lot more. Making mistakes is one of the ways we learn and grow.

Another issue that often arises in these situations is the feeling or presentation of animosity toward the Member who approached the Association regarding the issue. Consulting or contacting the

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Association is not a bad thing. In fact, I would encourage all parties involved in a situation to reach out to the Association. A Member that contacts the Association is in full rights to do so. They pay dues. They are a Member. The Association represents them and their best interests, so they are within full right to consult or involve their Association. Seeing this as a negative move or act is the wrong mindset and approach in my professional opinion. I have actually been told by a supervisor, "I try my best for this Member and what do they do? They run to the Association."

Why see this in a negative light? Staff Sergeants and Sergeants are Members too. I often point out that they too can reach out to the Association. And in all honesty, why wouldn't you? I believe the best course of action is to consult the Association on issues. Get some clarity on such things as the Collective Bargaining Agreement. Get the Association's opinion. I would also recommend contacting the Human Resources Department and consulting with them also. This approach is better then guessing the answers and having a worse outcome because of that guess turning out to be the wrong one. Will the Service and the Association always agree on issues? No. Will there be different interpretations on issues or such things as the Collective Bargaining Agreement? Yes. Often this happens and that is what

the grievance process is for. And if that is the appropriate process with regards to resolving an issue at hand, then that is the approach that will be taken in the end. I do believe that having an open communication approach could avoid a lot of time delay in achieving some resolutions in some situations though.

In conclusion, I want to point out that the "winning and losing" mindset does little in achieving the best resolution. Being closed and negative does little to improve the workplace, especially when it comes to the overall morale of Members and the Organization as a whole. A Member told me the other day that he feels that the Service would be a better workplace if we all got some "wins". I interpret "wins" as a collaborative effort in achieving the best resolutions for our Members. If we are able to do that, it will improve morale, the workplace, and the Organization. It won't happen overnight, but rather slowly and over time.

Mutual respect and professionalism go a long way for both sides of the fence. Just some food for thought for when the next issue pops up on your radar.

Be safe my friends,
Chris Young your VP of Admin.



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Calgary Police Youth Foundation

FLAMES ALUMNI, RHETT WARRENER AND TIM HUNTER JOIN POWER PLAY AS THE CELEBRITY PROGRAM AMBASSADORS



On Wednesday, February 9th the Calgary Police Youth Foundation announced that Calgary Flames Alumni, Rhett Warrener and Tim Hunter would be joining the Power Play Program as Ambassadors. Through Power Play, Rhett and Tim will help share the much-loved Canadian sport of hockey with children and youth in a safe and supportive environment.

Each week, the Ambassadors will have a chance to join Program participants and members of the Calgary Police Service on the ice where they will help the youth develop their skills, improve their skating, and offer mentorship.

Power Play is a free, weekly drop-in program that engages youth ages six to 17 and gives them the opportunity to learn how to skate (winter) and play soccer (summer) while interacting with CPS officers in a safe and supportive environment. Power Play provides Calgary's youth with healthy physical activity for the critical after-school hours – the time youth are most likely to be tempted by high-risk, criminal behaviour while building relationships between vulnerable communities and the Calgary Police Service.



We are so excited to welcome Rhett and Tim to the Power Play family and are extremely grateful for their ongoing support. If you are interested in volunteering for Power Play please contact CPYFVol@CalgaryPolice.ca

HELP CHILDREN AND YOUTH IN CALGARY BY VOLUNTEERING WITH THE CALGARY POLICE YOUTH FOUNDATION

To our dear supporters, we often say we can't do what we do without your help, and in the case of volunteers, this is very true. We need and value each and every person who volunteers their time and talent in the service of others.

This year we are improving our processes to recruit, screen, place and recognise our wonderful volunteers and we are pleased to announce that our friends at the Calgary Police Service will be providing volunteer management services going forward.



Volunteering with Calgary Police Youth Foundation is always a fun and rewarding experience! Sign up today and know that your volunteer contribution will go a long way to helping keep children and youth in Calgary safe from crime and victimisation. Want to learn more? Email us at CPYFVol@CalgaryPolice.ca.

MAKE A DIFFERENCE THROUGH PROMISING FUTURES

Sign up today for our monthly giving program – Promising Futures – and help make a positive impact on children and youth all year long! Promising Futures is an easy and convenient way to give, while helping to make a larger impact over time.

By becoming a monthly donor, you are joining a dedicated group of supporters committed to improving the lives of children and youth through the crime prevention, education, risk reduction and early intervention programs funded by CPYF.



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To learn more or to sign up today, visit our website at:
<https://yycyouthfoundation.ca/promising-futures/>

**ANNOUNCING THE CALGARY POLICE
YOUTH FOUNDATION'S 2022
PHILANTHROPIC LEADERSHIP AWARD
RECIPIENT – MR. MURRAY MCCANN**



The Calgary Police Youth Foundation is honoured to announce that Mr. Murray McCann is this year's Philanthropic Leadership Award recipient.

The Philanthropic Leadership Award from the Calgary Police Youth Foundation is a prestigious social impact award that is presented annually by the Chief Constable of the Calgary Police Service. It recognises and celebrates a renowned humanitarian whose actions have left a blueprint so that those who follow may be inspired to support the welfare of our city's children and youth.

Mr. McCann is a philanthropist who funds causes in Canada, USA and Zambia, that support children, disadvantaged youth, veterans, orphans, and those in need. Mr. McCann has called Calgary home for 70 years. Graduating as a Chartered Accountant in 1963 he practised his profession for nine years before succumbing to his entrepreneurial spirit and acquiring his first operating company. Over the 50 years to follow, his holding company Aristos Capital

Corporation, made numerous acquisitions in ten different industries in Canada, USA, China, India and Malaysia.

With business no longer his primary interest, Mr. McCann spends most of his non-leisure time on his philanthropic activities in Canada and Zambia. These include Rosedale Hospice, Namuso Youth Vocation Skills Centre & Residence, Ebenezer Village Orphanage & School, Patron of the Arts of the Vatican Museum, Homes for Heroes Foundation, United Way, Field of Crosses Memorial and numerous initiatives in centres where his companies did business.

As a result of his benevolence, business acumen and leadership skills, Mr. McCann has been honoured with a variety of awards and accolades including but not limited to the Queen Elizabeth Diamond Jubilee Medal (2012), Governor General Meritorious Service Medal (2016), Calgary's Citizen of the Year (2018), Calgary Stampede Western Legacy Award (2018), Alberta's Order of Excellence (2020), Calgary's Top 7 Over 70 (2021) and now the Calgary Police Youth Foundation's 2022 Philanthropic Leadership Award.

Mr. McCann and his wife, Carol, have seven children, nineteen grandchildren and one great granddaughter, all of whom bring them tremendous joy.

We invite you to join us in congratulating Mr. McCann on this tremendous achievement.

The Philanthropic Leader Award is part of the Calgary Police Youth Foundation's Annual Chief Youth Courage Awards Celebration which take place on October 21, 2022.



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A MESSAGE FROM YOUR DIRECTOR

By Pat Stachniak, Director

Hello, and welcome the latest edition of the 10-4 magazine. As you are all aware, the last two years have been, to put it lightly... a challenge. As the pandemic drags on and the never-ending barrage of information on restrictions, variants and waves comes in, it seems as though there is never any good news. The one thing that has stayed consistent throughout the pandemic is our member's commitment to the citizens of Calgary. I know that in order to ensure the highest level of service is provided to Calgarians, you have all been called upon to work endless protests, undertake long hours and fill shifts. Seeing this type of dedication from all of you makes me proud to work alongside you.

In January, I took over as the MEBAC representative. I recently received a call from one of our members who had noticed that our LTD contributions had decreased, and they wanted to know why. I reached out to the interim president of MEBAC and he was able to explain. This was some good news for a change and I'm happy to share the explanation with all of you below;

"The MEBAC Executive Committee has approved recommended rates from Canada Life's book of business and MEBAC's experience and utilization over the past few years to continue to ensure that there is enough money available to make payments to members who are on LTD. MEBAC has seen a bunch of different trends over the last few years. Members were coming off LTD earlier, and long-term disabled members were being taken off the Disabled Live Reserves (DLR) thus putting large sums of money back into MEBAC's reserves. MEBAC has also experienced good returns on their investments. All these positives left MEBAC with a substantial amount of money in its reserves. At the end of 2021, The Executive Committee felt the need to slowly draw down on its reserves while still leaving plenty of money if an increase in utilization were to occur.

As you know LTD is very difficult to get exact costing for, and in the past, we have seen swings of 6-7 Million dollars of utilization in one year. The Finance Committee has been analyzing the trends

over the past 5 years and has come up with what we believe is the best way to draw down the reserve to help meet MEBAC's targeted reserves set up by the Executive Committee."

From reading the above explanation, you can see that the MEBAC board is constantly evaluating the benefits you receive, and we work hard to make sure you get the most value out of those benefits. If you ever require some clarification on what benefits we do, or don't have, I am happy to answer those questions. If I don't have the answer I will seek it out for you.

As we move from spring into summer, I hope that we will once again get back to some normalcy. I know I have been optimistic about this in the past, only to be disappointed when another lockdown occurs. As I write this article we have started phase 1 of Alberta's plan to eliminate restrictions. We no longer have to show proof of vaccination to enter public venues such as arenas and bars, and children no longer have to wear masks. This is a positive step in the right direction and hopefully it continues. I have heard from several people asking when the Cuff will be re-opening and was surprised by this, as we have been open since November. I hope everyone has a chance to come by and reconnect with colleagues and have a few laughs. We have hired some new staff, and have made Jessie Donaghy the manager. If you want to use the Cuff for a private function you can reach out to Jessie and she will be happy to help you with whatever you need, her email address is jdonaghy@backtheblue.ca. As we move towards summer, we hope to have some specials like wing nights, so keep your eyes open for that. I have had some inquiries in relation to Country Thunder and whether or not we will allow members to use the CPA lot for camping. If the concert goes ahead as planned we will once again allow members to camp. As it gets closer to the time of the event, I will send out a message on how to go about reserving a spot for the weekend.

Stay safe,
Pat Stachniak

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A MESSAGE FROM YOUR DIRECTOR

By Graham Ernst, Director

As I write this article, we are less than 24 hours removed from the end of the Restrictions Exemption Program in Alberta. Kids don't have to wear masks in school, and the end of the mask mandate is looming. No matter where you sit on the COVID-19 concern teeter-totter, these are pretty significant changes compared to how things have been for the last couple of years. For me, these changes, like Spring arriving every year, gives me a renewed sense of optimism for what's to come. It is more than a glass half full of hope and more like the shot of energy or exhilaration that you get from jumping in a cold lake for the first time each year.

Spring is an exciting time for me for an unusual reason. The reason is that almost twenty years ago, I received an unexpected email from my older brother Dallas.

I was a small-town teenager who kicked around home a year after graduating high school. The year after high school, I worked with some shockingly violent criminals who moonlighted as construction workers building a new hotel. I had decided to "save up money to travel" and instead spent it on beer and wings. I don't tell this story in polite company, but the guys I worked with were all nuts, and I was not prepared for that level of crazy. One guy on the crew was somewhat famous as he had cut his neck with a razor in domestic court in front of the judge. Maybe in the police world, unsurprisingly, he survived and lived to go on to pack drywall and dig holes with me at that construction site.

My brother Dallas was off in Vancouver at the time doing his own thing, but we talked regularly, and he pushed me to pull up my socks and make something of myself. With his encouragement, I finally got things together and moved on to go to college. A couple of years and a diploma later, I was back to bumming around in Kamloops, B.C. The best thing about that time was I had met a beautiful girl, who I later tricked into marrying me. My now-wife Tara and I were debating whether to move out of B.C to go to Calgary and start a new life.

I was young and dumb and more than a little afraid to leave my comfort zone and take the big step of moving to the big city of Calgary. Looking back at that time, I was a little like Peter Pan and

just didn't want to grow up. No, I did not have the tights!

Looking back, many kids didn't have the fortune I did with their parents divorcing. Both my parents ended up with their perfect matches on the second try, and I gained a lot of new family, including a total of 6 siblings. Dallas was a year and a half older than me, and we were technically stepbrothers. We had been close since we were little kids and had long before dropped the "step." While Dallas and I were close in age, we decided early on, without exchanging words, that we wouldn't compete directly with each other and instead stick together against our arch enemies, the little brothers.

Over the years, Dallas and I formed an incredibly tight bond, and I considered him a true brother and best friend. At 25 years old, he was very successful with a rising star as management in a major corporation. Dallas had accomplished this while still completing his business degree and working full time on the weekends. He was generous, funny and did well with the ladies. He was a friend, but I admired no one more.

Do you remember what getting a letter in the mail is like? That excitement and appreciation of the time and effort it takes to write the letter, fill the envelope and lick the stamp. It was always one of my favourite things as a kid. Unfortunately, letters, like that excitement, have diminished over the years but the appreciation of someone taking the time to send a heartfelt message still makes an impact. At one of the most uncertain times in my life, my brother was there to lend some sage advice by sending an utterly unexpected email.

On February 16, 2005, Dallas sent me an email out of the blue. This was completely unexpected, and he had never done anything like this before. His email talked explicitly about the hope and excitement that Spring brings. He spoke about his own struggles to make a significant change and really lifted my spirits with his unexpected kindness. He called spring "New Start Season" and told me that I had already done the hardest part by deciding to do something different.

His effort moved me, and I called him right away to thank him

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for the encouragement. We talked for a long time, and by the time we were done, he had convinced me that I was on the right path. It was just the pep talk I needed. I saved that email, grabbed my girl, a different brother, like a safety blanket, and bravely headed for Cow Town! My life was never the same and has led me to this article today.

By now, I am sure you are wondering, “what the hell is your point”? My point is that if you are struggling out of a brutal winter season or frustrated with your work, life or some other crisis, that Spring is the “New Start Season!” It doesn’t have to be the same old ho-hum. Push yourself, take a risk and try something new! You never know what kind of good things might come of it.

For the spring edition of 2022, I had the option of giving you a regular update on Association business. Instead, in light of recent events, I felt compelled to try and share a little bit of the hope, encouragement and endless energy that my brother shared with everyone he knew.

Sadly, my brother Dallas passed away less than seven months later. He died as a result of falling asleep at the wheel of his car after burning the candle at both ends for a weekend with his friends. Tara, my brother Brice and I drove all night from Calgary to help search for his car, and we of all the people looking were first to arrive with the Mounties. When we knew he was gone, his email was one of the first things I thought of. I have saved that email ever since, and it lifts my spirits every time I read it. That email, and those heartfelt words, mean something to me still. I hope my energy and encouragement to those reading this does the same for you. Enjoy 2022! You never know what the new year can bring! Play safe.

“Anyways, I just started typing, and before ya know it, I have a bloody Essay going here, so I better get going. In some ways, I am envious that you get to start something new. Take advantage and remember to enjoy the excitement of change! If ya need anything, I’ll try my best to help ya!”

Dallas Faeh





A MESSAGE FROM YOUR DIRECTOR

By Tom McMahon, Director

Before I begin my article for the 10-4 magazine, I wanted to take this opportunity to thank all the members that took the time to email, call, text and speak in person for their support in our latest election for the CPA. Thank you!

Congratulations are in order for Chris Young on his new position along with Lee Dunbar and Pat Stachniak. In addition to the congratulations, a sincere thank-you to our outgoing board members for their hard work and dedication. It has been very eye opening as I begin this new role and the learning curve has been steep. Thank you to the current board for your patience and guidance as I get my feet under me.

To be completely honest, I wrote two other articles before settling on this one. It was a difficult process as I struggled to remain more global in my analysis and not get fixated on one particular issue. After some introspection, my issue was fundamentally, there are so many concerns to advocate for on behalf of the membership. So, where to begin?

It has been incredibly obvious listening to front line members over the past 2 years in training and in speaking with colleagues approaching the CPA election, their concerns can primarily be boiled down to abysmal morale and staffing. These concerns are clearly interrelated and represent different sides of the same coin. Poor morale equates to lower levels of recruiting and retention. Poor staffing and the associated issues will undoubtedly lead to lower morale. It is my sincere hope the CPA and ELT/SLT are able to move forward together to address these concerns. I would suggest improving these two issues need to be the organization's internal primary objectives moving forward.

The frontline staffing problem has officially reached 'can no longer ignore' levels with redeploing members to assist and the creation of PPAT. Thank you to those members for your efforts so the organization can still fulfill our base functions. It was shocking, to say the least, to read APM #011 on February 7 where it mentioned the redeployment of resources "has made a significant difference in bringing staffing above 60 percent on most shifts". 60 Percent.....

I don't know if you follow hockey, football or any sport, but fresh off of the Super Bowl, I have a question: what would be the plausible outcome if one team (after redeploing resources) played at 60 percent of their roster? How would the team playing at 60% feel? Would there be injuries (physical and mental) and mistakes as teammates madly scrambled to play multiple positions? Now, extend that feeling as you play 'your season' and that is the situation for every game, for every shift. What are the long term impacts? I could go on but we should all get the picture.

Recruiting and retention must be a priority so the CPS team can play at 100%. There is a large segment of our organization that was hired in the late 90s and they will soon be eligible for retirement. In speaking with a member involved with training recruits, I am told the CPS has not graduated a full class of 24 members in 3 years. I am aware of only one member officially occupying the spot of recruiter as others do file management and background checks. Please correct me if I am wrong. Can we not assign several additional people to assist on this critical recruiting front? I know, how does the organization do this while frontline numbers are so diminished? How do you not? The classic chicken or the egg problem. Recruiting must be a priority.

With that in mind, if we are having difficulty getting people in the 'front door', what is the organization doing to prevent those from leaving the 'back door'? Has there been any exploration of the possibility of members eligible for retirement signing contracts to remain on while going to pension, or something similar? Retention must be a priority until our numbers are up. But here's the rub, the other side of the staffing/morale coin, who wants to join or stay given the current internal and external law enforcement climate?

Full disclosure, the larger morale issue is where my previous articles were naturally drawn to and I got down into the weeds with singular issues. Depending on work areas, teammates, immediate supervisors and your management team, we can all be somewhere on this morale continuum but overarching trends remain.

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Continued from page 25

In speaking with a member recently, he described this issue as “death by a 1000 cuts”: public comments by the Chief, our discipline process, COVID-19 policies, ranges that don’t work, tenure processes, internal systems that don’t speak to each other like Sentry, Blue Team, Content Server, Evidence on Q and others, booking on with 5 members (2 on call out) with 2 pages of calls waiting, the Alberta Crown Prosecution Service’s Triage System, dropped charges without consultation, court outcomes, and on, and on, and on.

We, the membership, the CPA and Senior leadership must work

together to identify priorities on this list and fix them, now. A united, dedicated effort to stop the “death by a 1000 cuts” must be a priority not only for the morale side of the coin, but for the staffing side of the coin. We are our best recruiters; we must address morale and the staffing results will come.

For the members, if I have missed something or you feel there are more pressing concerns, please contact me at: tmcmahon@backtheblue.ca. I work for you.

Tom McMahon



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CPS/Legacy Place Society Benevolence Program

The CPS/Legacy Place Society Benevolence Fund is a great way to show your commitment and provide support to our CPS members and their families in time of need. Since our inception in 2012, this program has helped more than 100 of our families during their time of crisis.

On behalf of all the committee members, thank you to everyone who has assisted us by providing funds to those in need. Without your generosity, we could not do the work we do.

SO, WHAT DO WE DO?

We provide funds in times of need that covers costs associated to the following:

1. Medical expenses and prescriptions not covered by current benefits;
2. Travel associated to medical assistance;
3. Food/meals for family during times of need;
4. Psychological services not covered by current City of Calgary Employee & Family Assistance Program;
5. Physical or mental rehabilitation;
6. Household/vehicle renovations needed because of a medical condition;
7. Anything the committee deems necessary that addresses the members' wellness because of the initial crisis.

DID YOU KNOW?

Legacy Place Society is a not-for-profit registered charity (Registered Charity# 891549420RR001) that provides confidential support to first responders, veterans and military personnel. Every donation you provide greater than \$20.00

is tax deductible and a tax receipt will be provided. See legacyplacesociety.com for more information.

HOW CAN YOU HELP?

If you recognize or have heard that a CPS sworn or civilian member is going through a difficult time and they need assistance, what can you do? Call one of the committee members to advise us. Information and inquiries are kept confidential. Next, we would ask that you become the advocate for that person or find someone who would like to take on this role. We will then send an information package that will include an electronic Time Donation Request sheet that can be printed or emailed to members who wish to donate. The recipient will have final say of what information is released. This is to respect the sensitivity and confidentiality of the situation.

Why wait for an assistance request when you can help with a monthly contribution? Honestly, there are times when there is an emerging situation and funds are needed prior to beginning a fund-raising campaign. There are situations when a member wants to keep their situation private and would rather not ask for help. Well, we have a solution for that and we can ensure confidentiality.

We accept time sheets to donate court time, regular time and overtime.

We accept cash and personal cheques (made out to CPS/LPS Benevolent Fund) as well as e-transfer to: info@legacyplacesociety.com. If you use e-transfer and wish to donate to a specific fund, please add that to the comments section.

CPS/LPS Benevolent Committee

Executive Director
Legacy Place Society
Diana Festejo 403-813-8019

Sergeant John Grillone
403-710-3150

Sergeant Garry Woods
587-777-4532

Constable Jacqueline Maerz
403-200-7193

Constable Logan Frison
403-875-9839

Constable Chris Terry
403-998-8993

CHEERS AND JEERS

CHEERS to Paul Wozney! Thank you Paul for your many years of service to the Membership as a Director on the Calgary Police Association Board. Congratulations again on your promotion to Inspector. All the best!

- **Chris Young**

CHEERS to Inspector Clare Smart, Detective Sushelnitsky, Constable Kristian Thorpe, Constable Rob Albers and Constable Arthur Rekshta on your achievements in East Village. Your dedication, patience and effective communications on the severity of the problems with our encampments has finally resulted in the support from our elected officials to affect real change. The continued efforts with our many external partners finally paid off and has resulted in the removal of these encampments. These specific tents outside Dermot Baldwin Way housed some of the

most desperate and violent predators in our community in which significantly harmed our homeless population. I have no doubt your efforts will have saved lives.

Thank you on behalf of your community, Service and District.

- **Lee Dunbar**

CHEERS to all members of the CPS who took part in the planning, investigation and execution of Operation East Side. It was incredible to see our organization come together to develop and implement an operational plan that addressed a vulnerable community being terrorized with violence and criminal activity. I was so impressed and proud of everyone who played a part in this operation. Thank you!

- **Clare Smart**



Why I Support HOMES FOR HEROES FOUNDATION

By Patrick Delaney

It was a normally hot day in August in the town of Nakhony in the Panjwai district of Afghanistan. It was about an hour before my patrol was set to go out for our regular four hours. Cpl Pinksen was in the lead with Pte Miller on a patrol that had gotten supplies and were on the way back to our Combat Outpost Lion (COP Lion). About one hundred meters away there was a large explosion. We grabbed our kit as fast as possible and ran to the site. We took positions scanning for enemy while others attended to the wounded. When I heard my Warrant say, "It's going to be ok Brian", my stomach dropped. Cpl Pinksen succumbed to his injuries eight days later in German hospital. Pte Miller was seriously injured but survived. That day is etched into my,

In Support of



and I'm sure many other's memories. A documentary was made during our time at COP Lion by Lt. Col Mike Vernon. It can be viewed on YouTube titled, "Desert Lions: Canadian Forces Mentors in Kandahar".

One hundred and fifty-eight Canadian soldiers lost their lives in the war

in Afghanistan with many returning home continuing to fight battles of their own. This continuing fight is not new relative to the Afghanistan war, it has always been an issue. What is new for this day and age are the supports in place to help. One of those supports, is the reason for this article, the "Homes For Heroes Foundation". My goal is to spread awareness and raise funds for this amazing cause. I reached out to Cameron H. Diggon, Capt. (Ret'd) who is the Director of Fund Development at Homes for Heroes. He provided the following information:

INTRODUCTION

"Homes For Heroes Foundation is a registered charity developed in response to the growing number of Canada's Veterans who are facing crisis as they return to civilian life and, as a result, find themselves on the path to homelessness."

THE PROBLEM

"For one out of every four Canadian Forces members, the process of being released from their military career and transitioning

back into the community can be stressful and complex. Due to the challenges they face in making this transition, Veterans are twice as likely as non-veterans to experience homelessness – and female Veterans are twice as likely as their male counterparts to be homeless. In its May 2019 report on *Moving Toward Ending Homelessness Among Veterans*, the House of Commons Standing Committee on Veterans Affairs concluded that up to 5,000 Veterans are likely to be homeless across Canada."

OUR SOLUTION

"Our mission is to provide a caring and comprehensive solution to homelessness among our Veterans. To do so, we are building unique, affordable and innovative urban villages to house Veterans during their transition back to civilian life; and, providing a full-service, wrap-around program that will deliver the resources, training and counselling necessary to ensure their success on this journey – enabling them to achieve the goal of living independently in the long term."

WHERE ARE WE NOW?

"We opened our first Veterans' Village in Calgary on November 1, 2019. Thanks to the caring citizens, businesses and service clubs in the community, 15 Veterans were able to get off the street, to be warm and safe, able to take care of their personal needs and have a secure place to keep their belongings – to begin the journey back into mainstream society."

"The great news is that our Veterans are already succeeding. Since opening, nine of our tenants have graduated from the program. As they departed, new tenants moved in, and past tenants have returned to mentor those who replaced them. We anticipated the average stay within our program to be two years and we are pleased that this transition process was so successful for these Veterans."

"On December 1st we opened our second Veterans' Village in Edmonton. This Village of 20 homes will provide over 7,000 bed-nights per year for Veterans-in-need. We are looking forward to being able to communicate a similar story of success as this project moves forward."

WHAT'S NEXT?

"Homes For Heroes is now expanding its program to a national

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level, with Villages being prepared for Kingston, Ontario; Winnipeg, Manitoba; Victoria and the Lower Mainland, British Columbia and in Halifax, Nova Scotia. The Government of Ontario has asked us to consider a further two Villages in the Province.



Our goal is to build one or more Veterans' Villages in every major city in the country – whatever it takes to realize our vision of ending homelessness among Canada's Veterans."

HOW CAN YOU HELP?

"Financial support for the operation of our existing Villages in Calgary and Edmonton is important if we are to continue to deliver

a high standard of counselling, training and resources to our resident Veterans while maintaining highly affordable rents. In the meanwhile, we have active capital campaigns to fund the building of new Villages in cities across Canada."

"Together, we will get our Veterans off the street; we will help them deal with the devils that haunt them; we will restore their pride, dignity and self-respect; and, we will welcome our Veteran brothers and sisters back into our society as proud and productive citizens.

Together **we will end homelessness** among Canada's Veterans."

HOW TO DONATE: [www:homesforheroesfoundation.ca](http://www.homesforheroesfoundation.ca)

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Facing Childhood Trauma and Sexual Assault

By Jas Kainth

Thank You for taking time to read this. I'm in my 22nd year and I've had less than 5 lows and hundreds of highs, thus far, in my mediocre (at best) career.

As a caution, the topic I want to bring forward could be triggering for some members: child sexual assault, childhood trauma, and my own darkness.

In 2006, I was transferred to the (then called) Child Abuse Unit. I should have waved the proverbial 'help me - white flag' but I didn't. I put on my social mask - imposter costume, forced myself to show up everyday, convince victimized children that I was a safe person, and they could trust me enough to tell me their deepest, darkest secret. During that time, my own unresolved darkness compounded. I dissociated during every child interview and suspect interrogation and 'soldiered on' in silence, I didn't want to give anyone the opportunity to think or say I was weak or less of a Detective.

I was 6 years old when I was recurrently sexually assaulted by an extended, non-familial, casual contact. Among physical repercussions, the psychological impact of the sexual assaults resulted in living my life with constant pangs of guilt and shame

controlling how I made decisions. I felt like I was not worthy of being loved, not worthy of being paid attention to, not worthy of being cared for.

I'm sure that we can all relate to these feelings at some point in life. I harbored these feelings every single day for 40 plus years and it made my existence very lonely and cumbersome. To overcompensate, I tried really hard to make other people feel valued because I knew what it felt like to feel absolutely worthless of anything good, and I didn't want anyone else to feel that way. I was scared to ask for help, when I hit the street in 2000, the head of Psych services was referred to as Dr. Bonkers and medical leave was referred to as stress leave or off duty crazy - that was not ok. As a result, I bottled up my darkness, tighten the lid, and stuffed it way down.

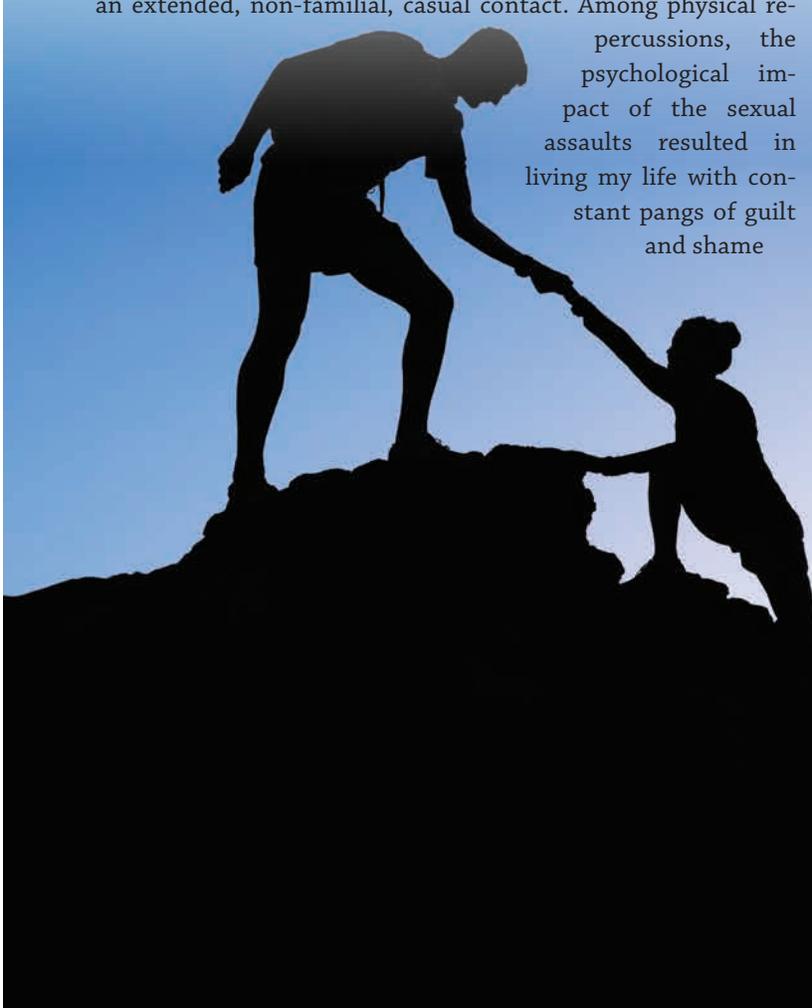
I encountered a ferocious trigger, became scared, and finally sought treatment in 2020, for insomnia, nightmares, and anxiety, and in April of 2021 I was diagnosed with Complex PTSD. As a person who was susceptible to being hyper sensitive, I found the excuses of time and distance that allowed me to feel that the treatments were affording me the care and attention (even though I probably was) and then those feelings made me feel like I wasn't important or worthy enough to be helped. I allowed that negative rhetoric to become real. Then I did what I did when I was 6 years old to cope - I ran away: fight, flight or freeze. My primitive and basic instinct of flight initiated itself and I ran away from the treatment.

I became very desperate, I started wondering how life would be if I wasn't a part of it. I had to take drastic action, I rang the alarm and said I needed intense help, rather than one hour once a week or once a month. I did what I thought I would never do in my career - I could no longer care what others thought of me, I took medical leave, and entered into an intensive one month outpatient trauma treatment program. I'm not cured but I'm better. The darkness is still present in my orbit but it's further away and some days it can't even touch me.

I urge anyone feeling the way I did to reach out, it will hurt but the alternative is...

The words you are reading is proof that you are not alone. Don't hesitate to give me a call or send me an email, I'm now ready and more than willing to share with anyone.

Stay safe
Jas Kainth #3431



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Humility: The Police Officer is Greatest, Collaborative Tool

By Jameel Ali

Law enforcement is a profession inundated with *A-Type* personalities. When it comes to recruiting candidates, an alpha mentality has been the unwritten pre-requisite for law enforcement agencies across the nation. This has been a matter of necessity for police, because the criminal element consists of equally motivated people of an opposite disposition. Thus, despite popular opinion, sometimes fire must be fought with fire. However, in this fire-fighting business that we call law enforcement, cohesion poses an increasing challenge without a particular characteristic permeating throughout every rank. It is a characteristic that separates the *law enforcer* from the *lawbreaker*. That characteristic is: Humility.

Humility, *prima facie*, appears to be a trait of the meek, and the meek—well let's be honest, it rhymes with *weak*. Many fall prey to this mischaracterizing of what it is to be humble and meek, but a wise man once said that meekness is not weakness; instead, it is strength under control. So how does this coincide with our careers as police officers?

During a recent training block, my team took part in exercises with the district training staff. We participated in various scenarios, ranging from a dynamic rapid intervention situation, to dealing with a minor domestic assault involving two brothers. In one scenario, we encountered an active shooter in an office space. We formed up, made entry, and worked our way towards the gunfire. It was messy. One member cleared a room, while the others proceeded onward without him. Another member was left in a different room, as the lead and secondary officers engaged

with, and eliminated the threat. Actual stop.

I was prepared for a tongue-lashing from the district training officers, because it not only looked bad, it felt bad. Our team was not on the same page, and we left each other behind. Essentially, the tail didn't know what the head was doing and, as a result, our team of five turned into five teams of one. Yes, we ultimately, and fortunately, stopped the threat in a training exercise, but we lacked cohesion because we lacked humility. We lacked the humility to be led, and the humility to step in the gap for our brothers and sisters at the expense of our own desires.

The spirit behind building clearing is, at its core, humility. The second in the stack does not stop and berate the lead for clearing the strong-side instead of the weak-side. The lead officer is not offended when her number two takes firm grip of her shoulder to stop her advance. The third and fourth do not leave the team behind because they do not want to be associated to Operation FUBAR. No, the second recognizes that his preconceived notion of his role has changed due to the circumstances before him. He smartens up and immediately, and without question, gets his shoulder where it belongs—beside his number one. The third and fourth fill the gap and fix the problem. The fifth takes rear guard. Humility is fluidity. It's the ability to differentially divert from your initial course, adapt to new changes as new stimulus presents itself, and, as a team, overcome challenges these new changes create.

If the underpinning of this career is not humility, what is it? This is a job where we understand we may face extreme legal

and physical jeopardy in the interest of, and for the safety of, the public—but still, we ask for the next call. That, my friends, is humility. In humility we find our sense of duty and the realization that in times of grave danger to the public, someone must respond, and we are it. If we, as an organization, can embody humility; meeting each challenge, shoulder to shoulder, patch to patch, as we enter threats unknown, we will rebuild morale within our ranks, each member equipped with the greatest, most collaborative tool: Humility.





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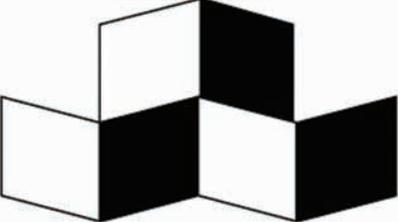
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- Free consultation and hospital visits;
- Home visits;
- No Fee unless recovery;
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- We only act for the injured, not the insurance company.

- Brain Injury;
- Severe Spinal Cord Injury;
- Quadriplegia;
- Paraplegia;
- Hemiplegia;
- Wrongful Death; and
- Permanent Disabilities including (Fractures, TMJ, Chronic Pain, Post-Concussive Syndrome and PTSD).

*English & Punjabi spoken and professional translators available upon request!

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