

# NEIA NEWSLETTER

For Active and Retired FBI NEI Associates



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[www.neiassociates.org](http://www.neiassociates.org)

## NEIA News

By Charlie Connolly

Your Executive Board has implemented several initiatives in order to better communicate with its membership. Today's newsletter is just one of those initiatives. Hopefully, through the distribution of this newsletter and subsequent feedback we will be better positioned to gather information on our members in terms of their interest in current and future NEIA activities.

This continual work-in-progress is interested in your current whereabouts. It's important if the newsletter is to have value that the membership keep us informed as to what is happening to you, your fellow associates, and in your "neighborhood". Available to all paid up members is a directory on CD that has attempted to account for every member who attended the NEI since 1975. This directory is for members' personal use only. We are committed to keeping you informed as to NEIA activities, events, and

## Constitution and By Laws

By Charlie Connolly

Constitution and By Laws Recommendations were voted in the affirmative by the membership in attendance at the Sun Valley Business Conference, June 6-11, 2009. Prior to the vote, members had access to the proposed revisions via newsletter. The proposed revisions were also available on the morning of the vote. As indicated in previous newsletters, President Gary Penrith and Executive Director Mac Connole named a committee to examine our existing by laws and make recommendations for a more viable document.

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available resources. It's your job to keep us informed: new position, additional honors, second career, retirement, even the death of a colleague. It has been my observation and experience that we are all interested in what is happening to our classmates and those with whom we have forged relationships at Sun Valley and other NEIA venues.

This required not only a review of the existing document but the development of an election process for the Executive Board. As chairman of the committee (Charlie Connolly), I want to thank Dick Ayres (I), Elmer Tippet (XII), Dick Cashdollar (XVIII) and class representative XXXI, Chief Dean Esserman, for their assistance in this undertaking. Upon completion of the By Laws review, a committee consisting of myself, Ayres, Tippet and Mike Flaherty (VIII) worked on establishing an election process and structure that would address the organizational needs of the NEIA. The results of the election committee were subsequently reviewed and voted on by the Executive Board.

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## Executive Board Member Election Process

By Charlie Connolly

Regarding the election of executive board members, the basic criteria require candidates to be paid up members for two years. Those elected will hold office for a four year term with no term limit. The elections will be held every two years. Given that there are currently 11 members of the board, five seats will be vacant during one election period and six during the next election cycle. The rationale is to keep some continuity of operations, minimal disruption to the business of the organization and enhance the institutional memory of the group.

Publication of future elections will be announced at the business meeting at Sun Valley. Interested candidates will have to make their interest known between Sun Valley (June) and January 1st of the next year. While we are still working on a form that the candidate will be asked to complete, his or her basic responsibilities in filing would be to:

- Declare his/her interest in running for office;
- Provide a statement as to why the individual is interested in running for board office and giving a commitment to serve a full four year term;
- Acknowledgment that the position is a voluntary commitment that will require an expenditure of time, i.e. attendance at two meetings, possibly others, each year and the expenditure of personal funds; and
- Submit a brief résumé.

*“Interested candidates will have to make their interest known between Sun Valley (June) and January 1<sup>st</sup> of the next year.”*

Requests to run for board office are to be forwarded to the NEIA Executive Director who will submit such to a nominating committee. The nominating committee will review and vet the submissions, if necessary. The nominating committee will advise the full board of any pertinent findings. The Executive Board and the NEIA Director will publish notice of the upcoming election and the identities of those seeking office. The board has the option of endorsing candidates.

I believe it is appropriate that we recognize that this is largely a volunteer organization without the luxury or presence of a large staff. As the official form is designed and the process is further developed, we appreciate your patience and understanding as much as your constructive criticism.

## Men's and Ladies Golf Tournament

1<sup>st</sup> Place winners – Score of 60 (-12)

Ron Palmer, Mark McGrory, Bob Eckroade, Bill Blair

2<sup>nd</sup> Place winners – Score of 62 (-10)

Mike Wright, Roger Kemp, Mike Mitchell, Bryan Baarz

3<sup>rd</sup> Place Winners – Score of 63 (-9)

Bill Wells, Troy Wells, Chuck Miller, Bruce Getner

Please see *Golf* on page 5

## The Annual Penrith Award

By Charlie Connolly

The Annual Penrith Dinner was held on Wednesday evening as the honoree had a commitment to testify in Washington DC during the week. The recipient, **Chief of Los Angeles Police Department, William Bratton (XII)** was given the award on Tuesday. Chief Bratton won a trifecta of honors that week: Elected President of the Major Cities Chiefs (MCC), received the Penrith Award, and was awarded the honorary title of Commander of the Most Excellent Order of the British Empire by Queen Elizabeth. I have been advised that the title is one grade below Knighthood. Not bad for an Irish American from **Boston**. I would like to believe that I am a friend of Bill's having met him when he arrived in New York City to take command of the New York City Transit Police in the 1980's. While I am familiar with his record of achievements some of you may not be so familiar.



Bill was appointed Chief of the Los Angeles Police in October 2002, overseeing the third largest police department in the United States. He manages a force of 9,800 sworn officers, 3,000 civilian employees, and an annual budget of one billion dollars. Similar to his success in New York, after six years in office, his initiatives have resulted in crime reduction at historically low levels, Part I crimes down 33% and homicides down 41%. Chief Bratton holds the unusual distinction of serving as the chief executive of both the LAPD and the NYPD establishing an international reputation for reengineering police departments and fighting crime since the 1990's.

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## Monroe Scholarship

By Dick Ayres

The Scholarship Committee unanimously decided that the 2009 Monroe Scholarship Award, in the amount of \$10,000, should be granted to Daniel Bevan. Daniel is the son of Vince Bevan (XXIV), former Chief, Ottawa Police Service, Ottawa, Canada. Daniel, during his high school years, was recognized as team MVP eight times in four different sports and graduated as class Valedictorian. He has just completed a Bachelor of Science Degree, with honors in Biology, at Queen's University. This young man not only starred in the classroom but was named Pitcher of the Year in 2009 for the University's baseball team.

Daniel has demonstrated his work ethic and service orientation by coaching youth at risk in basketball, assisting with girls' basketball and volleyball programs, raising money and participating on a humanitarian project in the Dominican Republic, as well as being involved in campus security at Queen's University. Daniel is the only student to be admitted to the Master's program for a degree in Fisheries Oceanography at the University of Victoria this summer.

It should be obvious to all that the Scholarship Committee made an outstanding selection in Daniel Bevan. The NEI congratulates Daniel and his family and wish him well in his future educational endeavors.

*Constitution and By Laws* from page 1

For those who have not had the opportunity to view our new Constitution and By Laws, efforts will be made to post such on our web site [www.neiassociates.org](http://www.neiassociates.org). In fact you are encouraged to go to that web site for articles and information about your association.

### Previous Penrith Award Winners

- \* 1992 Cornelius "Neal" Behan
- \* 1993 Sherman Block
- \* 1994 Fred Taylor & Daniel P. Guido
- \* 1995 E. L. Bud Willoughby
- \* 1996 Sam Gonzales & Weldon Kennedy
- \* 1997 Thomas Constantine
- \* 1998 Terrance Gainer
- \* 1999 Ruben Ortega
- \* 2000 William Kolender
- \* 2001 Bernard Parks
- \* 2002 Jerry Keller
- \* 2003 Mac Connole
- \* 2004 Maury Hannigan
- \* 2005 Terry Mangan
- \* 2006 Charles (Charlie) Connolly
- \* 2007 Edward J. Tully
- \* 2008 Charles (Chuck) Ramsey

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Similar to his experiences in the Transit and Boston Police, he achieved the largest crime decline in New York City's history. He led the development of CompStat, the internationally acclaimed computerized crime-mapping system developed by NYPD in the early 1990's, now used by police nationwide.

A U.S. Army Vietnam veteran, Chief Bratton began his policing career in 1970 as a police officer with the Boston Police Department rising to the department's highest sworn rank in just ten years. Prior to taking command of the NYC Transit Police, Bill also headed two other police agencies, the Massachusetts Bay Transportation Authority Police as well as that state's Metropolitan District Commission Police.

Chief Bratton holds a Bachelor of Science Degree in Law Enforcement, obviously a graduate of the FBI NEI, and was a Senior Executive Fellow at the John F. Kennedy School of Government at Harvard University. He is the only chief executive to serve two terms as the elected President of the Police Executive Research Forum (PERF). Bill is a frequent lecturer, writer, and commentator. His critically acclaimed autobiography, "Turnaround", was published by Random House in 1998. In addition to numerous public and private awards, Chief Bratton is the holder of the Schroeder Brothers Medal, the Boston Police Department's highest award for valor. Chief Bratton is married to Rikki Klieman, an attorney, television anchor and commentator (TruTV), and an occasional movie *star*. They are just about to celebrate their 10th wedding anniversary. Bill has one grown son, David Bratton.

While the Penrith Award was not given at the dinner, the event itself was a great success. The entertainment given by the Griffin Family was outstanding. Given that their family consists of twelve singing members, it was more of an army than a traditional family. They entertained us with a number of popular songs and they themselves came in all sizes, including grandchildren. I felt that I was watching a musical version of the "Walton Family".

*Golf* from page 2

Longest Drive: Chris Tillery – 245 yards  
 Closet to the Hole: Raeburn Kennard – 12’ 7”

### Ladies Golf

1<sup>st</sup> Place Winners – Score of 71 (-1)  
 Susan Dappen, Cat Coats, Vicki Chu  
 2<sup>nd</sup> place Winners – Score of 78 (+6)  
 Helene Daly, Lynne Penrith, Carol Jensen  
 3<sup>rd</sup> Place Winners – Score of 80 (+8)  
 Penny Moses, Judy Palmer, Cathy Deane, Diane Scanga

Longest Drive: Helene Daly – 220 yards  
 Closet to the Hole: Staci Darosa – 3’ 0”

Our thanks go to our sponsor Taser International for making the event possible and for the gifts furnished by N.E.C., Thomas Baker (XV) Associates and Morphotrak. Also thanks to our Golf and Activities Committee, Benny and Carol Jensen.



## New Sun Valley Conference Format

By Charlie Connolly

Speaking of Sun Valley, we introduced some changes that I believe were well received. With the cooperation of the Major Cities Chiefs and NEIA we witnessed a melding of what each group does best. The Major Cities Chiefs informative sessions were largely open to NEIA members and NEIA sessions were structured to allow MCC members to attend. Kudos to past MCC president Gil Kerlikowske (XVII), our newly appointed White House Drug Czar, current president Bill Bratton (XII), NEIA president Gary Penrith (XIV), and Executive Directors Tom Frazier (XIV) and Mac Connole

(XXII), for creating a better learning/information environment. For those who find themselves pressed for time, attending Sun Valley just got a little easier. Rather than a seven day time frame the conference is now structured for five days, even less. If you haven't been to Sun Valley lately, I encourage you to give it another try. This year, an entirely new outdoor theater has been built on site providing another entertainment venue.

*“Speaking of Sun Valley . . . we witnessed a melding of what each group does best.”*

## Sun Valley Presentations

By Charlie Connolly

While all the speakers such as FBI Director Robert S. Mueller III were excellent, the two principle presentations were outstanding. On Tuesday morning, we listened to Eric Greitens a young man who represented not one but two of the best models of citizenry, humanitarianism, and the military. Not content with being a Rhodes and Truman scholar, a White House fellow, and a Navy Seal, he spent some early time in Rwanda capturing the story of refugees, street children, victims of war, and survivors of genocide. Later as a decorated Navy Seal officer, Greitens led men in Iraq, Afghanistan, Africa, and Southeast Asia. His Navy Seal experience in Fallujah working in tandem with the Army, Marines, and members of the Iraqi military proved to be very insightful. He described how the military went through four different tactical maneuvers to achieve a winning strategy. The strategic stages were: **1 – You have no worst enemy; 2– You have no better friends; 3– There are no better Diplomats and finally; 4 – There are no better Role Models.** Obviously, you would have to be there to grasp the impact on one’s enemy while gaining the cooperation of a non-westernized community. Ironically, this transforming tactical military strategy may have potential for urban policing. Currently, the Baltimore Police Department is evaluating its potential applicability to its policing system. In a very unique non-military presentation, he walked us through these four special operations strategies, all of which had value at different times of the surge. It provided us with a better insight regarding the success of the “surge” and a positive turnaround in the war. On a personal note, Greitens’ presentation provided us with the

sense that that while we continue to honor World War II’s “greatest generation”, we should be equally proud of the generation that is keeping us safe today.

On Wednesday, another excellent and entertaining presentation was given by Marshall Goldsmith, a renowned author, lecturer, and authority on helping successful leaders become more successful. His books are not only best sellers but the author was named by the American Management Association as one of fifty great thinkers and leaders who have influenced the field of management over the past eighty years. His talk “What Got You Here Won’t Get You There”, avoided many of the clichés found in other leadership sessions. Humorously, Goldsmith forced us to look inward rather than just at those who work with and for us. He made it clear that leadership was *not merely the process to learn but also what “one is to do”*. We spend a lot of time helping leaders to learn what to do; we don’t spend enough time helping leaders learn what to *stop*. **When you lose, don’t lose the lesson.** Also job success is *not by preaching but by being seen*. Continued success requires that one **act more human, help more, and judge less. Don’t let a little dispute injure a great relationship.** If we are opinionated at work then don’t be surprised that the same situation exists at home. He questioned why we have a “suck up” environment when we claim that we don’t want it in our organization. Are we asking ourselves too often “**how much do they like me**” rather than “**how much are they like me?**” Obviously, I am not doing the lecturer justice, but he held his audience’s interest for close to three hours (yes, there were breaks) focusing on the fact that **once something negative happens, nothing is gained by retaining it. If you have no control over such**

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negativity, **get over it** and get on to the next issue. Remember, not getting what you want is sometimes a wonderful stroke of luck. Don't ask for feedback about the past, look towards the future. ***If you can't change something over time, then "let it go". If you are involved with people who don't care, then work with those who do care.*** Goldsmith advocates that **if you remove the negatives and the destructive comments in your private and public life and stop wrestling with issues that are no longer in your control you are on the pathway for super success.** By controlling your attitude you enhance your aptitude to create that which you desire. I suspect if one can get their internal act together then **you can have everything you want providing you help others get what they want.** While focusing on his delivery and with humor he managed to raise money for a charity. The particular charity was chosen by a member of the audience, Bob Snow. Without going into further detail, Goldsmith would penalize members of the audience for displays of negativity during the session. It cost Tom Baker (XV) and I \$42. It was a lesson well learned. Remind me neither to sit with Tom again nor to talk to Bob Snow. If anyone is interested in contacting the speaker he can be reached at

[Marshall@MarshallGoldsmith.com](mailto:Marshall@MarshallGoldsmith.com)

Both of the speakers deserved and received standing ovations. While I am thanking folks, **let's not forget the sponsors of those sessions, Versaterm Inc. and the family of Bill Weisz.** Mike McAuliffe, FBI Program Director, and Dick Ayres, NEIA Training Director, deserve credit for finding such interesting and entertaining speakers.

## NEI Session XXXII

Currently, thirty of the latest associates have completed the Quantico and Australian sessions and will complete the traditional cycle at Gettysburg, Pennsylvania later this fall. We offer special congratulations to Rodney D. Monroe, Chief, Charlotte–Mecklenburg Police Department, NC who missed Cycle II during his original session (XXIX) and was able to complete that requirement with the current class.

Those who have completed both Cycle One and Two are:

1. Gregory J. Ahern, Sheriff, Alameda County Sheriff's Office, CA
2. Timothy Ray Bellamy, Chief, Greensboro Police Department, NC
3. Ralph S. Boelter, Special Agent in Charge, FBI Minneapolis, MN
4. Richard H. Collins, Colonel, Ohio State Highway Patrol
5. David L. Collins, Superintendent, Wisconsin State Patrol
6. James D. Corwin, Chief, Kansas City, Missouri Police Department
7. Thomas Davoren, Colonel, Connecticut State Police
8. Michael D. Edmonson, Colonel, Louisiana State Police
9. Janice K. Fedarcy, Special Agent in Charge, FBI Philadelphia, PA
10. Michael J. Folmar, Deputy Asst. Director, FBI Training, Quantico, VA
11. Douglas C. Gillespie, Sheriff, Las Vegas Metropolitan Police Department, NV
12. Robert D. Grant, Special Agent in Charge, FBI Chicago, IL
13. Nathan Thomas Gray, Special Agent in Charge, FBI Charlotte, NC
14. James R. Jones, Sheriff, Knox County Sheriff's Office, TN
15. James M. Kasson, Chief Inspector, Drug Enforcement Administration, MD
16. Anne E. Kirkpatrick, Chief, Spokane Police Department, WA
17. Laura M. Laughlin, Special Agent in Charge, FBI Seattle, WA
18. Mark H. Luttrell, Jr., Sheriff, Shelby County Sheriff's Office, TN
19. Joseph A. Masters, Commissioner, Alaska Dept. of Public Safety
20. Leo P. McGuire, Sheriff, Bergen County Sheriff's Office, NJ
21. David John Owens, Deputy Commissioner, New South Wales Police, Australia
22. Kevin L. Robinson, Assistant Chief, Phoenix Police Department, AZ
23. Richard K. Ruminski, Special Agent in Charge, FBI Milwaukee, WI
24. Randy R. Smith, US Marine Corps, Mission Assurance Branch
25. Michael T. Spears, Chief, Indianapolis Metropolitan Police Department, IN
26. Richard W. Stanek, Sheriff, Hennepin County Sheriff's Office, MN
27. Matthew A. Torigian, Chief, Waterloo Regional Police Service, Ontario, Canada
28. Marc Van Laere, Chief Superintendent, Belgian Federal Police
29. Kevin L. Ward, Commissioner, Oklahoma Department of Public Safety
30. Donny Youngblood, Sheriff, Kern County Sheriff's Department, CA

## Where are they now?

Your editor is seeking some help from our readers. I am not looking for life stories but simply a few lines about yourself, your family, obviously your former classmates, and other NEIA colleagues. Keep me in the loop by forwarding your information at [cpcretnypd@aol.com](mailto:cpcretnypd@aol.com) or by mail (see the listing on the last page)

Thanks, Charlie Connolly

Rick Dinse (XXIV) former Los Angeles police executive and Chief of Police, Salt Lake City is now the Law Enforcement liaison for FEMA. I suspect he likes his job except that he finds himself traveling a lot. We are fortunate that we had Rick and his lovely wife Yvonne's company at Sun Valley. Rick's wife on occasion volunteers to help out at the Hospitality cottage and just makes the place more attractive.

I take a little kidding that this column has a NYPD flavor to it. There may be a little truth to it but what the heck, "you can't get too much of a good thing". Let's be honest, I know more about New York than the rest of the "world". Your job is to fill the gap!

However, there are two fellows, that I have the pleasure to work with on NEI projects over the years, who are not NYPD but provide a great story. Did you know that Elmer Tippet (XII) and his sidekick, Mike Flaherty (VIII) are not only real good friends but were born on the same day and year. They interviewed for Prince George Police Department on the same day. They met in the parking lot; it's kind of like a love story. Elmer and Mike were

appointed to same department on the same day. They were promoted to Sergeant, Lieutenant, and Captain on the same day. Nothing could separate Mike or Elmer. Their first wives didn't get along so our guys divorced both of them. *Nothing was going to break up this dynamic duo.*

Both remarried and everybody now loves each other. Unfortunately, there is only one chief of the department, Mike made Chief in November 1983. Elmer was promoted the same day to Deputy Chief. The relationship went on its merry way till November 1987 when Elmer decided to break off the relationship and become the Superintendent of the Maryland State Police. Mike, I suspect, learned to go it alone. He learned the lesson so well he left the state to become Chief of Biscayne, Florida in 1992. The same year, Elmer made his move as Vice President, Public Safety at Dulles and National Airport. I believe there is a movie in this heartwarming story. The opportunities for casting the roles are endless.

David Veness (XIX), the holder of many coveted positions in the UK law enforcement community, has decided to leave his post as Undersecretary General of the United Nation's Safety and Security Department. I suspect David got tired of the political chaos at the glass palace facing the East River on New York's 42 Street. David will do well anywhere he lands.

Jim Jackson (XIV), Chief of Columbus, Ohio, just retired after 51 years of service, 19 of which as the Chief. I have been informed that they have

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named the Police Academy after Jim. That's a fitting tribute to a gentleman who has fought, struggled, and managed the maze of political opportunism that is found in too many of our nation's city administrations. Jim's successor, Walter Distelzweig, was attending the conference as a member of the MCC, and hopefully Walter will be an NEI Associate in the near future.

Boisse Correa (XXVIII) recently announced an end to his forty year career with the Honolulu Police spending the last five years as its Chief. Boisse, I suspect, got a little tired of the "politics" and now intends to enjoy the normal life. The city benefited by his leadership; as he is retiring he is leaving the lowest crime rate experienced by his department.

Bob Langton (XVI) retired a few years ago from his position as Chief of the U S Park Police but not necessarily to the good life. He went to work for HUD and is involved in monitoring their Housing Development Division, responsible for dispensing money to the states.

Bob Stewart (XI), though retired as Chief Constable, Vancouver, British Columbia, Canada, seems to continue to be active having just returned from a trip through Asia. Absent his own record of achievements, my sources tell me he left a family legacy which includes a daughter-in-law who just retired from that agency after 31 years and a grandson who currently is with the Corrections Department.

I was glad to meet the current Chief Constable, Jim Chu (XXXI) at the business conference this year. Jim, I believe, was the first Chief Constable of Asian ancestry to head up the Vancouver

Police Department. Jim graduated from the NEI last year and I hope we will see him attending the NEIA conferences in the future.

NEIA board member Bill Kolender (I) announced his retirement after 53 years in law enforcement. Bill covered the San Diego beat for 33 years, dividing his time between being Chief, and serving 15 years as County Sheriff. Bill found time between those assignments to play a key role with the California Youth Authority and strangely enough to work for Union Tribune, that city's paper. As a member of the board, I will miss not only his insights but the humorous pearls of wisdom Bill would parcel out from time to time. Good luck and stay well!

Don Moore, until recently a fixture at Sun Valley with his lovely wife, Charlotte, underwent some serious medical circumstances including a bout in the intensive care unit. He was pleased with the loss of forty pounds though not with the manner in which he lost it! Charlotte also had some additional cancer scares. She is not only a good golfer but a good soldier as well. She also is convalescing at home with the former "Big Guy" in Rockville, Maryland, and hopefully they will grace us with their appearance at Sun Valley next year.

Jim Meehan (V), though he has been retired a number of years, is still on the New York scene. Jim still keeps an eye on NYPD where he was its Chief of Patrol and Personnel prior to taking an appointment as Chief of the New York Transit Police. Jim and I are not only good friends but we have had the unusual relationship of me working

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for him in one agency, NYPD, and Jim working for me in another, New York Health and Hospital Corporation. To this day, Jim is still one of the most astute analysts of contemporary police and politics.

Joe Dunne (XXIII), former First Deputy Police Commissioner, NYPD, recently retired from UBS, the largest Swiss Bank, after more than eight years in the private sector. Even though it was a nice run, for a number of years it required himself to spend a week each month in Switzerland. Rumor has it that he is starting up an investigative effort on his own. Joe could have saved Rudy Giuliani a lot of grief if the mayor had exercised better judgment. In the Mayor's book he described he was comfortable in appointing Bernard Kerick Police Commissioner because Joe was the number two man. He indicated *both individuals could do the job*. Obviously, we all knew Joe was the better candidate. Rudy Giuliani's political career might have fared better if he had put competence ahead of friendship.

In my last newsletter, I mentioned that Pat Kelleher (XXII), former First Deputy Police Commissioner, NYPD, retired after nine years as Managing Director of Worldwide Security for Merrill Lynch. Upon concluding a very successful second career, Pat was honored by the ASIS International NYC Chapter as their **Person of the Year. The luncheon was sold out**, a tribute to the respect and affection held by the security industry for their guest of honor.

As a result of the newsletter, I heard from a fellow classmate, Lee Laster (VI). Lee, a former Assistant Director of the FBI, mentioned he was glad to hear that Sir John Woodcock was doing well while wondering how the others have fared. Lee and his lovely wife, Darlene, are enjoying their life in Paradise, Honolulu, Hawaii. Though close to eighty, he is still playing shortstop for two softball teams. He goes back to Virginia a couple of times a year to visit the two grandsons and "our identical twin great grandsons". Closer to home, Lee's been the president of his condo association for the past six years. He credits his *New York training* for the fact that he has only been sued twice, taken to mediation three times, and once each to small claims court and condo court. A couple of years ago, they purchased a 21 foot electric boat on which they take their friends out for relaxing evening cruises. We wish the Lasters smooth sailing.

Someone forwarded Tom Constantine (XI), retired Superintendent of the New York State Police and former Director of the Drug Enforcement Administration, a copy of our newsletter. Tom e-mailed me thanking me for including him in the newsletter. He wanted to pay his dues. I told him I would refer the matter to Aimee Baarz. Two hours after our initial call, Tom was surprised to hear from Aimee. I was aware that his son, Tom, was a past president of the FBI National Academy (NY & Eastern Canada chapter) but found out that upon retiring from Niskayuna Police Department he is being considered for Homeland Security Director of Schenectady County. Tom's other son, Kevin, is

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with the FBI and received an award in 2008 as the Outstanding Agent in New England. Well done and keep up the dues.

Robert (Bobby) Parker (XXVII), Director of Miami-Dade Police Department since 2004 and a member of that department for 31 years, is a frequent attendee at MCC and NEIA conferences at Sun Valley. A warm smile always accompanies his presence. If my memory serves me well, Bobby did a great job with the IACP Conference held in Miami. He may be the only appointed rather than elected member that can be found in the Florida Sheriff's Association. Though dedicated to his community and police department, Chief Parker is active in at least eight major professional law enforcement organizations.

Jim Carvino (IX), an e-mail buddy of mine, is still

## Rest in Peace

Finding good news can be difficult at times. Unfortunately bad news seems to travel a little faster. Lee Donahue (XXIII) and his wife, Luci, suffered a loss that all of us pray will not enter our lives. Their youngest son Stephen was killed in a motorcycle accident on June 5, 2009. I am sure we join with his former colleagues in the Honolulu Police Department in expressing our sincere condolences for such a terrible loss.

The NEIA lost a good friend in July with the passing of Don Kane (XVI), retired Nassau County Police Department. Even after his retirement, Don was a frequent supporter and attendee of our Sun Valley Conferences. Speaking for myself, Don was everything one would want in a friend.

going strong in Boise, Idaho, looking out on his deck at all the wild game passing and loitering on his property. He has come a long way from those Brooklyn apartment houses. Jim had an interesting career in law enforcement, a journey that began with the NYPD, Racine, Wisconsin, Boise, Idaho and the Capital Police in Washington, DC. Not content with the executive and operational side of the law, Jim was a Deputy Director of the Office of Liaison Services in the US Justice Department under Ed Meese, Adjunct Professor at John Jay College and Boise State University and President of the Police Executive Research Forum (PERF).



He was always there to help if needed, and tease or kid you if you were too comfortable with yourself. Don was active in his community and on the day he died he was about to attend a luncheon he had put together for the current Commissioner, Larry Mulvey (XXXI), and former colleagues including Mel Kenny (XIX). One definition of a friend is one whose company you enjoy being with. Don Kane easily made that team. I know I speak not only for myself but Don's many NEIA friends and associates in extending our condolences to his wife, Audrey, and their children.

I received a notice from Bud McKinney and Chief Jake Jacocks (XXIV), Chief of Police, Virginia Beach Police Department, that former Chief,

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*Rest in Peace* from page 11

Charles “Chuck” Wall (XVIII) passed away after a courageous battle with cancer. Chuck retired from Virginia Beach in 1999 after 18 years of service. Prior to that position, he was Chief of Police in Morgantown, West Virginia, Rockville, Maryland and Washington Township, New

Jersey. During his tenure in Virginia Beach, Chief Wall was responsible for establishing Crime Solvers and the Mounted Patrol and was a proponent of community policing, school resource officers, and increasing training standards. At the time of his death, the Chief lived in Virginia Beach with his wife, Marion.

## Charlie’s Corner

The following are personal observations regarding the organizational nature of the FBI NEIA. These observations were offered to those in attendance at our most recent Sun Valley Conference. It was suggested that I put them in the newsletter. During the process of reviewing and developing the Constitution and By Laws, questions were raised as to who we are and what should this organization represent in terms of viability and service to its members. With that background in mind, allow me to offer my personal observations based on twenty-eight years of NEIA membership.

Are we relevant today? My response is very much so once we recognize or conceptualize our niche among professional law enforcement organizations. Are we a fraternal organization more than a professional one? I would like to make a case that we are both. In reflecting on our constituencies, I sense we have three: active chief executives, second careerists employed in the private sector, and a cadre of retired NEIA attendees.

Regarding the training presentations given at Sun Valley, our presentations and research handouts appear to get better each year. The content, in my opinion, is more valuable in that it provides leadership that questions or examines the personalized style of individual leadership. These leadership themes are as applicable when dealing with one’s family as well as agency members. Communication, an issue in any worthwhile organization, continues to improve. Transparency is an important element in organizational success. Hopefully the newsletter will be one of the meaningful ways we communicate. Let’s not forget, however, that communication is a two way street. You are encouraged to reach out and communicate with us. Those of us working on behalf of NEIA are not in “the Witness Protection Program”; we are available.

As an organization of professional law enforcement executives, I sense we are more of a “boutique” than a robust organization such as IACP or even PERF. According to Google there are more than 600 professional law enforcement organizations operating within the United States. To improve, accomplish or expand our

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current mission do we have to become a different organization? I doubt that it is necessary. If there were such a debate, then who should we compare ourselves too? If so, what are the conditions that they operate under that we should strive towards? I believe that change, which might be defined as competitive, is not within our realm given our fundamental growth limitations. Many, if not most, of the organizations that can be found in Google offer memberships at various points during one's professional career. The FBINA trains members who will have active careers for decades. Our candidates for membership are at the top of their law enforcement careers. IACP and PERF membership qualification are similar to that of the FBINA. As such, FBI NEIA **are often training and talking to a continuous parade**. Despite our best intentions and efforts, we have to recognize that many of our NEI graduates have a limited time frame as active law enforcement personnel. Therefore, our biggest challenge is to recognize that we will never be as large as those organizations I just mentioned. Nor should it be our mission to compete with them. The fact is that we are extremely transitory given that the NEIA only invites 35 to 40 members each year. A sizeable number are international and find it difficult to actively participate and attend sessions in this country regardless of our conference site. We simply won't grow as large as those organizations who admit members "at will". Our mission, therefore, is to function in an effective and professional manner with some unique growth limitations.

Our challenge, in my opinion, is to view change as a work in progress given that we have, for shorter periods of time, the opportunity to work with the best and brightest in law enforcement. The close relationship with the Major Cities Chiefs Association (MCC) provides us with a force multiplier effect in that regard. Regarding our close relationship with MCC, we complement yet don't mimic each other. If harnessed appropriately, given the large number of NEIA/MCC retired graduates, there is a mother lode of brainpower and executive experience available from which to draw upon. The question is how we harness such potential. This Newsletter is open to any suggestions.

Therefore the active law enforcement executive will remain our first concern. Without the continuing cooperation and support of the FBI that responsibility would not be possible. Yet, NEIA has a responsibility for the second careerist generally in private security and finally those who have retired from the field. From my observation, that three fold relationship within the NEI Associates is a positive functional asset already in play.

Sun Valley has been mentioned as a source of concern logistically and as a permanent conference site. Yes, it can be logistically difficult for some folks to attend conferences. Some active members may take some flack attending a conference site that is internationally known. However, cities such as Las Vegas, Las Angles, Chicago, and New York can take a similar hit from local politicians. Some attendees appear to come alone, others with members of their families. In any conference venue it would be difficult to address the preferences of so many individuals. Obviously, it is easier to surface such preferences than resolve them. However, I suspect if learning is our primary objective in an atmosphere that is family friendly, with

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minimum distractions, no media, sort of a get away venue where one can focus on training and camaraderie, Sun Valley has to be at the top of the list. In addition to the value added through training, a secondary objective is met allowing professional and social networking to take place with the least amount of distractions that are often found at most major conference sites. Where can you find one venue that provides golf, hiking, biking, horseback riding, ice skating, swimming, and fishing at one facility? While cost is relevant in any setting, one can make an excellent economic and social case for our present location.

To summarize my “unspoken thoughts”, NEIA will also continue to take on the appearance of a “fraternal” association and justly so! With the FBI’s assistance and some corporate sponsorship, training will continue to be our primary objective, but getting together with former colleagues and forging new friendships will remain an integral part of the relationship. Though a boutique organization, a continuing goal will be to tap into some of the best and brightest individuals in the international and domestic sector of law enforcement. The right niche and brand, regardless of our size, will enhance our reputational capital. Ownership of one of the world’s best known conference sites is a by product that should not be easily discounted.

Anyway, that’s my story and I am sticking to it.

*Charlie Connolly*

## IACP

The next meeting of interest for NEIA will be in Denver, Colorado, October 1–5, 2009. The IACP and the Major Cities Chiefs will be holding their conferences at that time. NEIA members’ hotel is the Western Tabor Center. The FBI NEIA reception will be held at that hotel, Sunday, October 4, 2009, from 6:30 p.m. – 8:00 p.m.

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**So Long, for now!**

## Inspirational Alley

An invasion of armies can be resisted, but not an idea whose time has come.  
Victor Hugo

Defeat is not the worst of failures. Not to have tried is the true failure.  
George E. Woodberry

I have got a theory that if you give 100% all of the time, somehow things will work out in the end.  
Larry Bird

You can increase your brain power three to five fold simply by laughing and having fun before working on a problem. Doug Hall

Abilities wither under fault finding, and blossom with encouragement.  
Donald A. Laird

Nothing will ever be attempted if all possible objections must first be overcome.  
Samuel Johnson

Four steps to achievement: Plan purposefully. Prepare prayerfully. Proceed positively. Pursue persistently. William Ward

To get what you've never had, you must do what you've never done.  
Brian Tracy

You don't have to be great to start, but you have to start to be great.  
Joe Sabah

Yet, don't forget that there are times when an ounce of image can be more effective than a pound of performance. Charlie Connolly