

NAWLEE News

National Association of Women Law Enforcement Executives



President's Message From Chief Vicky Peltzer

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I am honored to be elected as NAWLEE's new president. I look forward to a productive year with the experience of the NAWLEE Board of Directors, past presidents, and many other members who contribute to the growing success of the NAWLEE organization. In addition, the organization has grown to the point that we are seeking an Executive Director, a new position. This will greatly enhance the work that NAWLEE does and help the organization meet the needs of the membership.

The Board of Directors has committed to making this another successful year for the organization, but we need the help of our membership, and we know that many of you are biting at the bit to help us. Thank you, ahead of time, for your support. We are asking the membership to work with the Board of Directors and provide us with suggestions and ideas. This is your organization and we want you to invest in the organization and its membership. Let us know what your needs are, whether it is job opportunities, training, resources, or even a listening ear. We are here for you.

We currently have 342 members, but we know there are many potential members just waiting for someone to contact them and tell them about the "magic" of NAWLEE. Please help us to identify those potential associate and executive members that you know would benefit from all the wonderful things that NAWLEE has to offer. Jane Castor has once again agreed to chair the Membership Committee and needs your help in identifying new members.

Lieutenant Penny Fischer, Michigan State University, and Captain Lianne Tuomey, University of Vermont, have done a wonderful job with the mentoring program and have continued pairing up mentors with other members. We are excited about continuing to make that program grow.

Major Kathy Stefani, Massachusetts State Police, has agreed to chair the Publication Committee. She will need assistance in getting information on promotions, new assignments, and articles of interest, education pieces, and any other information that would be beneficial to the membership. Information on

our next Annual Conference in Tempe, Arizona, will be included in upcoming letters, so don't miss them, and start making your plans now.

Captain Electra Theodorides-Bustle, Sarasota County Sheriff's Office, will be chairing the Organizational Structure Committee and will be working on updating the by-laws and addressing some issues that were brought up at this year's annual conference.

If any of you have any interest in assisting the committee chairs, please let them know of your interest. They welcome anyone to help them. This is a good opportunity to get involved in NAWLEE. We are looking at grooming future board members and working on committees will help you to have insight on current issues and how to address them. Jump at the wonderful opportunity!

Don't forget to check the NAWLEE website frequently for any new information. We will work hard during the year to keep the website informative. I look forward to an exciting year.



NAWLEE membership and experience help you hit the mark!

If you have recently been promoted, please let NAWLEE know: Send Information to the 1st Vice President,

Major Cathy Atwell at the University of Maryland Department of Public Safety,

Bldg 003

College Park MD, 20742

Email:

catwell@umpd.umd.edu

Promotions and Transfers: NAWLEE members are on Target

Retired

Chief Diane Skoog - Carver Police Department, Carver Massachusetts, after 25 years of service.

Change in Department

Vice President /

Director of Corporate Security Gayle Moore -- MGM Studios, Inc. Santa Monica, California

Change in Department

Assistant Chief Susan Rockett - Calumet Park Police Department Calumet, Illinois

From Captain to Major

Major Rita Porter - Overland Park Police Department, Overland Park, Kansas

From Detective to Sergeant

Sergeant Paula Balafas Wheat Ridge Police Department, Wheat Ridge, Colorado

Achievements

Chief Information Officer Brenda Owens of the Florida Department of Law Enforcement was recently elected as the 1st Vice President of the National Law Enforcement Telecommunications Network (NLETS).

From Sergeant to Captain

Captain Roe Manghisi New Jersey State Police

From Member to Director

Connie Patrick is the first woman to be appointed to the Director of the Federal Law Enforcement Training Center

NAWLEE Executive Director Position Announcement



Organizational skills will be necessary for the NAWLEE Executive Director

The NAWLEE Board of Directors has worked hard to hammer out the details of the Executive Directors position. They've identified some of the responsibilities and tasks that will be associated with the position. These include:

- ? Provide support to the NAWLEE Board of Directors and a wide variety of administrative services to manage the NAWLEE organization.
- ? Administer NAWLEE policies, procedures, and ac-

tivities.

- ? Assist in the publication of the newsletter; ensuring that the articles are compiled and publication go out at least 3 times a year.

Financial Responsibilities:

- ? Prepare annual budget.
- ? Perform bookkeeping functions and maintain all fiscal records for the NAWLEE.
- ? Coordinate annual Federal Tax Report with accountant.
- ? Pay all bills incurred for the operational

needs of the Association in accordance with the approved budget and association policies.

- ? Maintain the operational checking account for NAWLEE, reporting all income and expenditures to the Board on an annual basis.

Assist in coordinating the NAWLEE conference and general business meetings:

- ? Compile and promulgate any NAWLEE pre-

NAWLEE Executive Director cont.

- meeting packets.
- ? Prepare and distribute meeting agenda and minutes.
- ? Assist Host Agency with meeting logistics with hotel, and supporting organizations.
- ? Generate all meeting correspondence and invitation letters.

General Office Duties:

- ? Facilitate the proper and timely communication between the membership and the Board members, facilitating answers to questions, issues and concerns.
- ? Assist with correspondences between NAWLEE Board members and others as appropriate.
- ? Maintain NAWLEE records.
- ? Prepare annual corporate documents and respond to inquiries from the Flor-

- ida Department of State.
- ? Review, research, and prepare responses to general correspondence.
- ? Research and purchase supplies and equipment.
- ? Respond to requests for general information.
- ? Create and manage a long term calendar of NAWLEE events.

NAWLEE Internet website:

- ? Facilitate communication with the web master ensuring the web has up to date information on it.

If you are interested in the position of NAWLEE Executive Director, please send a letter of interest three references and resume by December 6th to Major Cathy Atwell, at the address below. If you have additional questions, she can be reached at (301) 405-5728, and email at catwell@umpd.umd.edu

Fax: 301-405-0538

**University of Maryland
Department of Public Safety
Service Building 003
College Park, MD 20742**

NAWLEE Appoints Committee Chairs

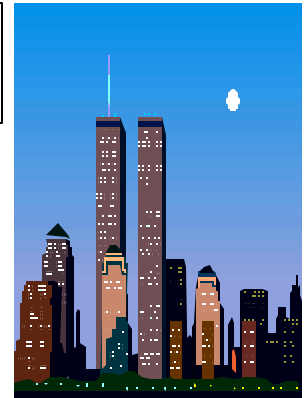
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Publication Committee Major Kathleen Stefani - Massachusetts State Police 40 Charlotte Drive Plymouth, MA 02360 (508) 820-2334 Fax (617) 727-6874 e-mail - Kathleen.stefani@state.ma.us



8th NAWLEE Conference July 31– Aug 3, 2003

Tempe Arizona

The city of Tempe, Arizona is the State's largest city, and is located in the center of the Valley of the Sun.

Tempe is right in the center of the action, adjacent to Phoenix, Scottsdale, Mesa, and Chandler. There are lots of activities in the Tempe area, so conference goers can enjoy many activities.

For the extreme adventurer, there are deserts, Jeep tours, and high flying escapades with Fighter Combat International.

The sun shines more than 300 days a year, so pack sunscreen. Tempe Mission Palms Hotel and Conference Center will be the conference base.

Watch for more information in the news letters and on NAWLEE web site, www.nawlee.com

Article by Jana Hunter

2002 NAWLEE Conference: Partnerships for Tomorrow

The seventh annual NAWLEE conference kicked off in Seattle on Aug. 9 with the Washington State Patrol honor guard presenting the colors, complete with a trumpeter and a formal presentation of arms. Chief Vicky Peltzer of the hosting University of Washington Police Department welcomed the 115-plus attendees from 18 states, the District of Columbia and the Cherokee nation, promising a weekend of informative and inspiring sessions and beautiful weather. She did not mislead on either account.

Outgoing president Teresa Chambers briefly addressed the group, urging those conference "old-timers" to welcome the newcomers. The first female Chief of Police of the 210-year-old United States Park Police was saving her more lengthy remarks for the business luncheon the next day; however, tragedy struck her staff later that night, and Chambers made an emergency return to Washington, D.C., underscoring the sobering reality of the business.

Chambers' appearance in Seattle, coupled with the conference's first speaker, did bring local television to the Hilton Seattle Airport and Conference Center. Tony Ventrella, known in the area as a sports anchor, had re-

cently resigned that post and would begin his new job as Morning News Anchor on KCPQ-TV the next Monday. Ventrella also is a motivational speaker and inspired the group with his seven keys to happiness that he turned into a book, "Smile in the Mirror: Let Your Light Shine," to make sure the positive messages in society were being portrayed.

After lunch, world-renowned crime author Ann Rule mesmerized her audience with three intimate hours of slides and stories about the infamous cases she has turned into 18 *New York Times* bestsellers.

The conference offered nine different sessions featuring various topics but only as many as four time slots in which to hear them. All offered tangible nuggets of information that each executive and officer could take back to enrich their organizations.

Two all-morning courses made the decision-making even tougher. Capt. Lianne Tuomey of the University of Vermont Police Department and Lt. Penny Fischer of the Michigan State University Department of Public Safety led a session on learning to be an effective mentor, an instructional course that fed

directly into NAWLEE's newly installed program that pairs mentors with protégés who are seeking advice, assistance and an active listener to help them succeed professionally. Seventeen people participated in the training session, and 31 pairings were made at the conference. Michael Buschmohle of Applause! Associates presented a program entitled "Enunciate!!" which offered excellent tips and strategies on being a more effective and relaxed public speaker.

The seven other courses touched on as many subjects. At "Show Me The Money," Corene Labbé broke down grant writing into an un-intimidating and rewarding process and stressed creative and out-of-the-box thinking to maximize opportunities to obtain grant funding.

Dr. Marita Malone, Supervising Special Agent in the Everett FBI office, broke down the nature of change and the issues management faces, likening a high school prom to an organization facing change, presented specific suggestions on how to reduce change resistance, and illustrated the importance of networking as it relates to implementing change resistance, and illustrated the importance of networking as it relates to implementing change in "Leadership and Management." James Gilbert of Edward Jones Investment Firm imparted important information involving investments in "When They Don't Call You Officer Anymore."

"Environmental Cues for Violence," taught by Mark Mann, Special Operations Chief

of the Grant County (Wash.) Sheriff's Office, focused on workplace violence: identifying it, confronting a hostile environment and defusing the situation through tactical communication.

A trio teamed to present "Traffic Safety for Managers": Mike Brown, Assistant Chief of Police for the California Highway Patrol; Deb Byers Black, Assistant Chief of the Phoenix Police Department; and Rick Larson of the International Association of Chiefs of Police. The three touched on strategies to prevent traffic difficulties.

In the "May I Quote You?" session, given by Rick Rosenthal of RAR Communications, Inc., NAWLEE members gained in-depth insight into the news media and how best to work with them. Cathy Purvis, Global Director of SecGlobal Director of Security for Motorola, presented "Life in the Private Sector," giving her audience suggestions and advice on making the transition out of law enforcement.

Saturday's luncheon doubled as NAWLEE's yearly business meeting, and the rate at which Major Cathy Atwell of the University of Maryland Police Department, plowed through the agenda truly was impressive. Filling in for Chambers, the organization's First Vice President introduced each speaker, set the election process in motion, mentioned the information and committee sign-up sheets that were centerpieces at each table, and explained changes to the by-laws.

Election results were announced before the meeting adjourned: President-Chief Vicky Peltzer; First Vice President-Major Cathy Atwell; Second Vice President-Capt. Lianne Tuomey; Secretary-Chief Diane Skoog of the Carver (Mass.) Police Department; and Treasurer-Susan Kyzer, Executive Director of the Commission for Florida Law Enforcement Accreditation.

Laura Forbes, Asst. Chief of the Tempe (Ariz.) Police Department and coordinating host of

202 NAWLEE Conference in review continue

NAWLEE's eighth conference, gave a brief but humorous advertisement about the wonders of visiting Tempe next August. Exact dates have not yet been finalized. The 2004 conference will be held in Arlington, Va.

Most NAWLEE members spent Saturday evening experiencing food and entertainment fashioned around the Northwest Coast Native Americans. The four-hour adventure included a boat tour of Elliott Bay, a salmon dinner, a stage show and a unique gift gallery.

Three Round Table discussions concluded the conference on Sunday morning. The executive level attendees, led by Chief Peltzer, focused on leadership. Myra Harmon guided the middle managers' discussion about recruitment, hiring and retention, and Asst. Chief Annette Spicuzza of the University of Washington Police Department headed the first level officers' talks about the survival of women in the ranks.

Special thanks to the following sponsors: Motorola, the Washington Association of Sheriff's and Police Chiefs, HTE Government Software, SPILLMAN Technologies, Inc., Tully's Coffee, Starbucks Coffee, Athena Concealment Systems and Police Supply, Designs by Jenni Young, Seattle Seahawks, Seattle Mariners and the University of Washington Husky Athletic Department.

Hosting assistance came from Chief Ann Kirkpatrick and the Federal Way Police Department, the Seattle Police Department, the Port of Seattle, the King County Sheriff's Office and the UW Explorer Post.

NAWLEE Meets at IACP 109 Conference in Minneapolis October 2002

"NAWLEE is magic" is a recent quote I heard when I attended the International Association of Chiefs of Police convention in Minneapolis Minnesota. Cathy Atwell brought this quote to the attention of the group. Since the convention I have been thinking about what Cathy said and I believe too, that NAWLEE is magic.

I recall during the meeting, everyone standing up and introducing themselves. I later thought about how wonderful it was that all these women can come together at a predominately male conference. The small group spent almost two hours together, discussing endorsing IACP candidates, listening to candidates, talking about mentoring and networking. As I left the meeting I was truly inspired to go back to my department infused with some of the "magic".

I thought about the magic feeling that I felt sitting in the room with all of the other police executives who are women. I realize that as women, we need to be reminded sometimes just how "good" we are as police executives. As you read this, please realize that all women are not great police executives, but women possess certain traits that help them in this area. Women are very good at being multi-task oriented. We have to be. We are Moms, wives, errand runners, sole supporters of

households' etc. When we think that we could do something better than someone else, we probably can. We can be very determined, sometimes stubborn and bull headed and when faced with what seems to be an impossible task, we can usually find a way to complete it.

I know that I possess some of these special traits. I also understand that others don't always appreciate them. However, my determination and stubbornness have helped me more than once. For example, I like to run. I am not particularly fast, but I use my determination to help keep me going on those really tough days. Determination helps me deal with work, family and peers, not just in my running. I can remember five years ago, wondering how anyone could run extremely long distances, such as marathons. I found out as I talked with other runners that it was simply conditioning and a mind set. Since those conversations I have completed 3 marathons, many half marathons and still plan to complete future marathons.

My challenge to each of you as you read this is to reflect back on past NAWLEE events that you have participated in. Think about how you felt as you interacted with other women executives. Did you find that you too felt some of that "magic"? I know that I plan to share NAWLEE with other policewomen in my area. Please take the time to share with others where you live. Encourage others to join or become more involved in the organization. Please use some of your determination or other "special" traits to help build the organization. Many thanks, hope to see all of you in Tempe, Arizona!

Author: Captain Lynn Behnke Orange
County Sheriff's office



Did you find that you too felt some of that "magic"? I know that I plan to share NAWLEE with other policewomen in my area.





*National Association of Women Law
Enforcement Executives*

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For information regarding the newsletter,

Please contact:

First Vice President Major Cathy Atwell at

CAAtwell@umpd.umd.edu

or Sgt. Laura Dyer at LDyer@umpd.umd.edu

WE'RE ON THE WEB!

WWW.NAWLEE.COM

How to Reach the NAWLEE Board of Directors 2002-2003

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Secretary Diane M. Skoog
Chief (ret.) Carver Police
Department

dmskoog@juno.com

NAWLEE correspondence
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Treasurer Susan Kyzer

Executive Director, Commis-
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ment Accreditation. (407)
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kyzer@fdle.state.fl.us

**Immediate Past President
Teresa C. Chambers**

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