evolutionary propulsion

2004-2005 Annual Report

VCPI
Virginia Community Policing Institute

EVOLUTION

It's a concept that conjures up controversy, but we're **NOT** talking about men and monkeys. Evolution is a *theory*, a way of explaining who we are and how far we've come. It is a *tool* we use to reflect on the past and prepare for the future. It is a *process* for becoming better and stronger.

Life evolves on a planet that is constantly changing. Societies, governments, and technologies evolve as knowledge is passed on and natural resources grow or diminish. Organizations evolve, too.

Since its inception in 1997, the efforts of the Virginia Community Policing Institute have been concentrated on assessing Virginia's need for community policing training and technical assistance, and developing and delivering these services.

"Rapid growth" is a phrase that could be used to describe VCPI during the past few years. Year after year, as VCPI expanded its service capabilities, we have more than doubled our activities annually. This past year, however, the institute has had a different focus.

"Rapid growth" has been surpassed by maturity.
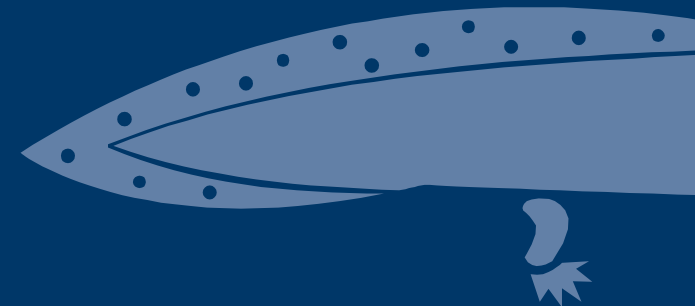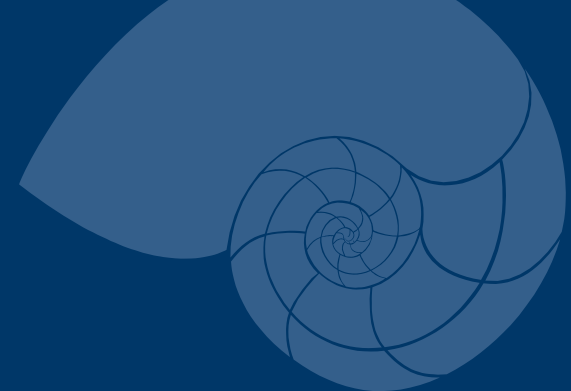
For any organism or organization, evolution doesn't happen at a constant rate. Different phases occur during the developmental process that greatly impact the future of that organism or organization. VCPI has enjoyed a very impactful phase this year.
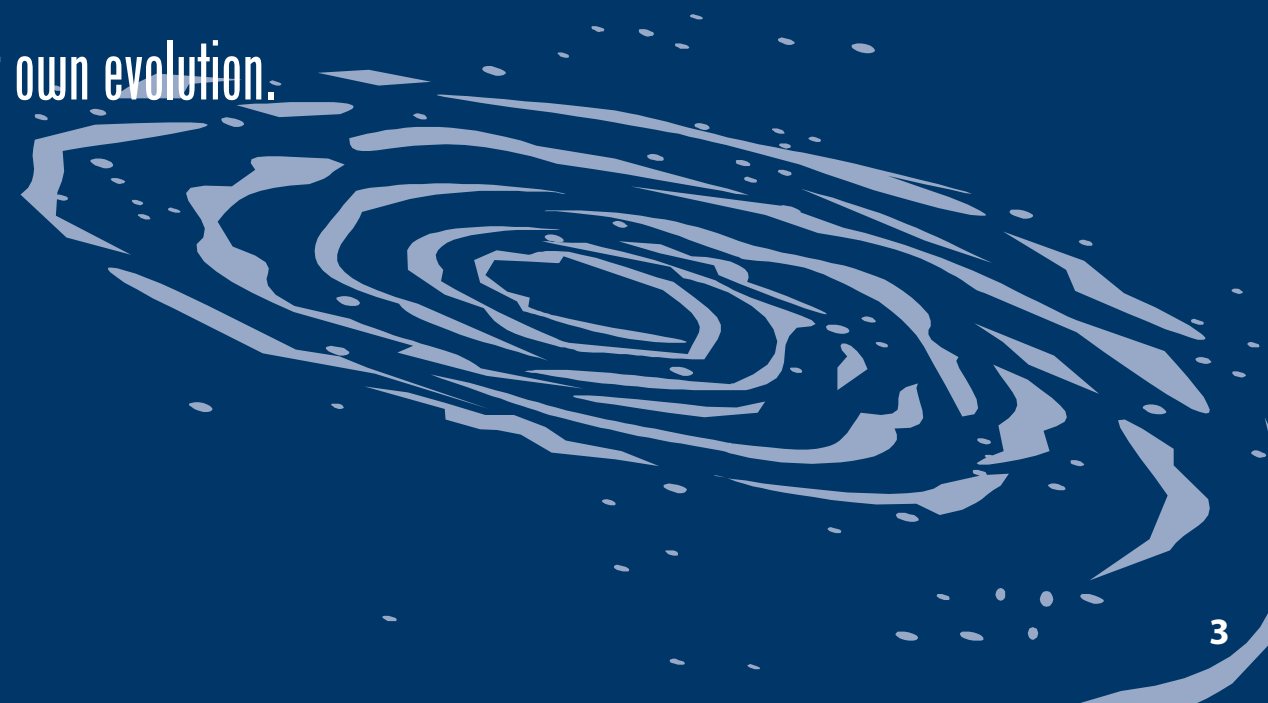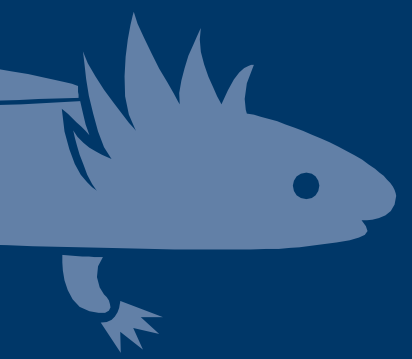
We've strengthened our infrastructure.

We've expanded our services.

We've strengthened our partnerships.

We've expanded our audiences.

We've taken major strides forward in our own evolution.

OUR VISION

Every community in Virginia will effectively practice community policing philosophy & principles.

OUR MISSION

To advance community policing in order to build safer communities and improve the quality of life throughout the Commonwealth of Virginia.

QUANTIFYING OUR MISSION

To date, VCPI has trained at least one person from 364 law enforcement agencies in Virginia.

89%

OUR GUIDING PRINCIPLES

In delivering community policing services to the Commonwealth of Virginia, VCPI stands on the principles of teamwork, respect, and commitment to excellence.
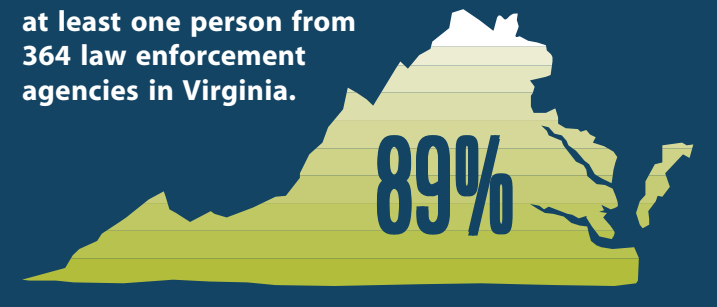
Since the dawn of VCPI, the institute has provided instruction for more than 18,200 students in 212,085 hours of training in a total of 718 courses.

The institute currently offers more than 35 different courses ranging in length from 2 to 40 hours. Additionally, as new training needs arise, VCPI develops curriculum in response to the emerging critical issues.

VCPI Courses in FY2004-2005:
108

Students Attending VCPI Courses in FY2004-2005:
3,122

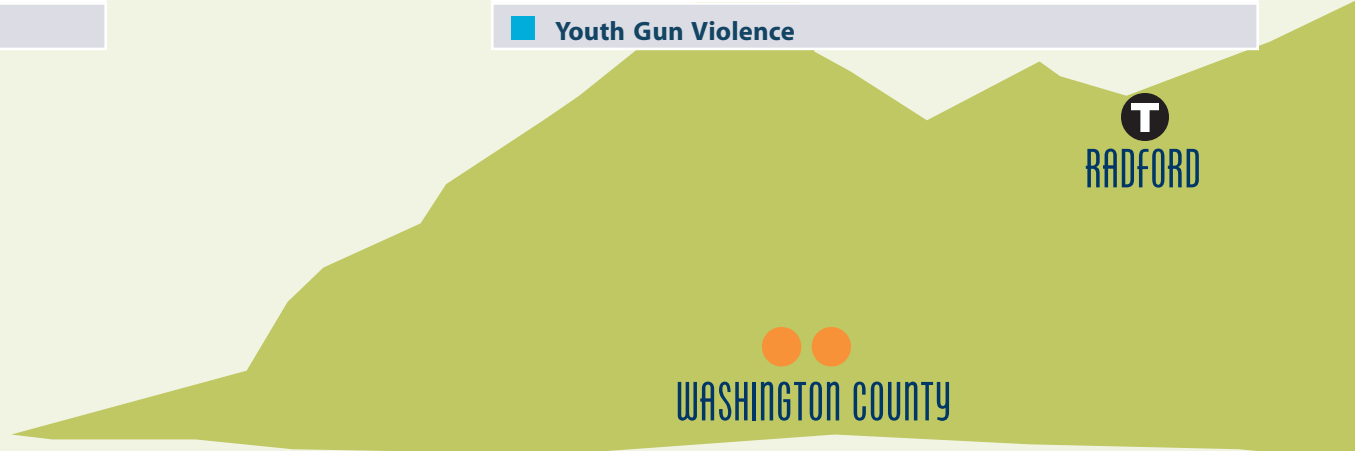Training Hours in FY2004-2005:
29,695

GEOGRAPHICAL IMPACT

- ■ Advanced Search & Seizure
- ■ Anti-terrorism Training for Law Enforcement
- □ Bias-based Policing
- ■ Clandestine Laboratory Enforcement
- ■ Communication Skills
- ■ Community Policing in African American Communities
- ● Community Policing in Asian Communities
- ● Community Policing in Hispanic Communities
- ○ Community Policing in the Youth Community
- ● Community Policing Overview
- ● Community Policing to Reduce Domestic Violence
- ● Critical Incident Management
- ⬡ DNA Evidence Indentification, Collection & Preservation
- ⬟ DNA Train the Trainer
- ⬟ Domestic Violence Awareness Seminar
- ⬟ Ethical Decision Making

- ● Explorers Camp
- ⬡ History & Principles of Community Policing
- ★ Interview and Interrogation
- ★ Introduction to CPTED
- ★ Law Enforcement & Community: Lessons of the Holocaust
- ★ Leading Organizational Change
- ★ Partnerships in Community Policing
- ★ Patrol Drug Interdiction
- ▲ Power Series Event
- ▲ Prevention & Enforcement Strategies & Tactics
- △ Problem Solving
- ▲ Speeding in Residential Neighborhoods
- ▲ Street-Level Drug Interdiction and Affidavit Writing
- ▲ Stress Management
- ▲ Survival Spanish for Law Enforcement
- ■ Youth Gun Violence

T Technical Assistance

During FY2004-2005, VCPI also conducted training outside of Virginia and offered technical assistance to communities across the country.

T RADFORD

WASHINGTON COUNTY

6

FLORIDA ⓣ

NEVADA ⓣ

NORTH CAROLINA ⓣ ⓣ

PENNSYLVANIA ⓣ

MIDDLETOWN

LOUDOUN ⓣ

FRONT ROYAL

RESTON ⓣ FAIRFAX ⓣ ⓣ ARLINGTON

MANASSAS ALEXANDRIA ⓣ

HARRISONBURG

FREDERICKSBURG

WEYERS CAVE

HOT SPRINGS ⓣ

HANOVER WARSAW

CHARLOTTESVILLE ⓣ ⓣ ⓣ ⓣ ⓣ

HENRICO

ⓣ ⓣ ⓣ RICHMOND

ⓣ ⓣ ⓣ ⓣ

ⓣ ⓣ ⓣ ⓣ ⓣ ⓣ ⓣ ⓣ ⓣ ⓣ ⓣ ⓣ

ⓣ ⓣ ⓣ ⓣ ⓣ ⓣ ⓣ ⓣ ⓣ ⓣ ⓣ ⓣ

LYNCHBURG

SALEM

ROANOKE

ⓣ ⓣ ⓣ ⓣ ⓣ

CHESTERFIELD

PETERSBURG FORT LEE NEWPORT NEWS ⓣ

ⓣ ⓣ

VIRGINIA BEACH ⓣ ⓣ ⓣ ⓣ

MARTINSVILLE

NORFOLK

DANVILLE

CHESAPEAKE

7

DIVERSIFIED GROWTH

The path of evolution typically moves from simplicity to complexity. Prehistoric people started out living simple, difficult lives as nomadic hunter-gatherers, meeting their immediate needs and simply surviving. As human society evolved, people settled into cities, shopped for their food instead of hunting it, diversified their activities, explored new territory, and made new discoveries that improved quality of life. Society began to grow and thrive.

In the same way, VCPI has evolved beyond the single task of providing excellent training and has diversified its offerings. The institute now spends a tremendous amount of time sharing resources and expertise and building relationships with like-minded organizations to accomplish our goal of building safer communities and improving the quality of life in the Commonwealth of Virginia. **We call this technical assistance.**

Richmond Crime Control Committee

One such relationship is visible in the institute's involvement on Richmond's Community Crime Control Steering Committee, composed of volunteers committed to helping the police department and the city make the city safer.

VCPI's Curriculum Specialist has been involved with this program from the beginning and now serves as the Chairperson for the committee. He began as co-chairperson of the group's domestic violence reduction team (made up of representatives from the Richmond Police Department, the Commonwealth Attorney's Office, Richmond Social Services, the YWCA, and the Medical College of Virginia) in 2003. One of the committee's first goals was to implement a Court Watch program in which concerned citizen volunteers observe court proceedings in order to determine if victims of domestic violence are being treated fairly by the court process, evaluate the effectiveness of statutes, and increase community awareness of relationship violence.

The domestic violence reduction team developed a Court Watch volunteer training program held in September and November 2004 and April 2005. To date, nearly 60 volunteers have been trained and future training sessions are planned. Though the program is just getting started, early results are promising as the volunteers' presence begins to be felt in the courtroom.

Virginia Holocaust Museum

VCPI worked closely with the Virginia Holocaust Museum to create and offer an eight-hour course entitled *Law Enforcement and Society: Lessons of the Holocaust*. Both non-profit organizations brought a tremendous amount of expertise and dedication to the program development and implementation. VCPI's involvement began largely to provide direction to the Virginia Holocaust Museum. However, as the project evolved, both organizations discovered that VCPI could provide far more than technical assistance during the program development and implementation phases. VCPI now collaborates with the Virginia Holocaust Museum to provide the training on a bi-monthly basis to Virginia's law enforcement communities. VCPI's Deputy Director serves as Chairperson for the committee.

Mousetrap™

VCPI has provided technical assistance to thousands of citizens concerned with internet crimes against children. Mousetrap™, a preventive educational CD-Rom, has been distributed on a request basis, reaching a wide and varied audience. CDs have been distributed to more than half of the country, including Arkansas, Ohio, California, Pennsylvania, Kentucky, Washington, Arizona, Idaho, Kansas, North Carolina, Connecticut, Florida, Wisconsin, Texas, Maryland, Michigan, Alabama, Indiana, Illinois, Hawaii, Colorado, and Virginia, as well as Washington, DC. In fiscal year 2004-2005, 2989 CDs have been distributed to Virginians and 1718 have been distributed to other states.

Other Technical Assistance

Sometimes technical assistance occurs on a smaller scale. Throughout the year, the institute participates in speaking engagements and conferences statewide and nationally, whether it's to talk about domestic violence, ethical decision-making, the PTO training program, or our successful Mousetrap™ CD-ROM. We also spend numerous hours consulting for a variety of organizations and conducting on-site needs assessments for police departments and law enforcement agencies. We play our part to strengthen community policing as a whole, not just in our training, but in sharing our organizational strengths, talents and expertise.

NATURAL SELECTION

In 1859 Charles Darwin published a theory that rocked the scientific world and started the vigorous debate that continues today. He called the theory "natural selection." Darwin believed that over time, through competition between different species for resources, competition within a species for mates, and chance genetic mutations, organisms will adapt to their environment, new species will evolve, the fittest will survive.

While science and society continue to grapple with the origins of life, we can trace VCPI's organizational roots without much argument. How has the institute adapted to become such a unique "species"? The answer lies in the services developed and offered by the institute, shaped by the environments surrounding our law enforcement agencies and communities.

NEW COURSE OFFERINGS:

The hallmarks of a VCPI course are interactivity, creativity and real-world application to the community. These traits are what make our ever-popular *Problem Solving* class so successful. This year the institute saw the opportunity to build on these traits in developing two new, specific problem solving classes based on the Problem-Oriented Policing (POP) Guides produced by the COPS Office. The two *Advanced Problem Solving* courses we rolled out in Spring 2005 are titled *Speeding in Residential Neighborhoods* and *Youth Gun Violence*. Due to the success of these new offerings, VCPI students can look forward to even more of these problem-specific classes in the upcoming year.

Sometimes our local environment plays a direct role in shaping curriculum offerings. For example, all corners of the state feel the impact of migrant workers and Hispanic immigrants living and working in the community. Officers are challenged not only to overcome cultural and language barriers when handling normal police-public interactions, but also when responding to immediate tactical, and possibly dangerous situations in Spanish.

With this in mind, VCPI spent the past four years offering and improving a 40-hour *Survival Spanish for Law Enforcement* course designed to teach officers to communicate with predominantly Spanish-speaking citizens.

The class was revitalized during the past year and was offered four times since June 2004, reaching 81 law-enforcement officers who learned and practiced phrases in Spanish they might need in a wide variety of tactical and arrest situations. In addition to officer safety, completion of *Survival Spanish for Law Enforcement* is a major step in enhancing mutual respect, courtesy and professionalism – the cornerstones of community policing nationwide.

Drug trafficking and production are problems felt throughout the Commonwealth, both in urban and rural settings. This year VCPI amped up its training opportunities in these areas, offering two new courses: *Patrol Drug Interdiction* and *Clandestine Laboratory Enforcement*.

The 16-hour *Patrol Drug Interdiction* course takes an in-depth look at current drug trends in Virginia. Course content covers marijuana indoor and outdoor growth operations, as well as interdiction techniques on the highway, during calls for service, at hotels and motels, and in airports and bus stations, incorporating problem solving techniques. The course also reviews proper court preparations and discusses what it takes to become qualified as an expert witness in court.

The problem of clandestine drug laboratories, methamphetamine trafficking, and abuse is now nearly epidemic in many states, including Virginia. VCPI's *Clandestine Laboratory Enforcement* training was offered in collaboration with Circle Solutions, Inc. for the first time in September 2004. The course addresses the specialized problems associated with clandestine laboratory enforcement, including recognizing the signs and hazards of a clandestine laboratory and conducting the investigative activities required to successfully apprehend lab operators. The training also focuses on such critical issues as encouraging a community response, identifying and collaborating with community partners, developing community education and awareness programs, and use of problem solving techniques.

National trends often guide the development of VCPI curricula. One such national trend in law enforcement circles is the emergence of a new post-academy training program called the *Police Training Officer (PTO)* program, which is slowly replacing the standard San Jose Field Training Officer training model developed in the 1970s.

VCPI staff spent two weeks in Sacramento, California obtaining instructor certification for the new PTO model which incorporates problem-based learning, creativity, and direct interaction with the community. We immediately knew we had to bring it back to our state, and we've spent much of the past fiscal year making it happen. We've presented the concept to Virginia's chiefs, sheriffs and other police training decision makers and are preparing to offer our first 40-hour *PTO Training* course this coming autumn.

VCPI course development is also responding to national crime trends, such as gang violence, Illegal gang activity is arguably one of the fastest-growing crime problems in many of Virginia's communities today. The need for gang training is critical to any jurisdiction seeking an effective response to current gang problems or agencies seeking to implement a gang prevention strategy. With the help of gang experts, VCPI has spent countless hours this past year developing an eight-hour course entitled *Introduction to Street Gangs*. The course covers many aspects of gang culture and Virginia gang-related legislation. It is being offered for the first time in late Summer 2005.

This year VCPI had the opportunity to respond to not just national trends, but also a national law enforcement training need. In March 2003, the White House announced President George W. Bush's "Initiative to Advance Justice through DNA Technology." One issue addressed by this large-scale initiative was the development of training for law enforcement and other professionals in the criminal justice system. The Department of Justice, Office of Community Oriented Policing Services (COPS) asked VCPI to spearhead this effort.

VCPI partnered with the Virginia Institute of Forensic Science and Medicine (VIFSM), a national leader in forensic science training (including the use of DNA technology), and a true kindred spirit in their commitment to excellence and creativity. We convened a focus group of industry professionals and experts, including attorneys, forensic scientists, law-enforcement officers, EMTs and other first responders, to assess current training programs and identify the gaps between available resources and industry needs.

The final product is a cutting edge DNA curriculum piloted in December 2004 and offered to Virginia's law enforcement community in June 2005. Now the nation's law enforcement agencies have a valuable new tool: *DNA Evidence Identification, Collection, and Preservation for Law Enforcement*. As the institute's evolution continues, VCPI's impact is being felt beyond the borders of our state.

SURVIVAL OF THE FITTEST

The strong survive; it's the law of nature. While VCPI is constantly diversifying its course offerings to meet current law enforcement needs, the institute continues to offer courses that have stood the test of time, year after year. These are some of the classes that have weathered the evolutionary changes of the past year and have emerged as the backbone of VCPI's training calendar in 2004-2005:

Interview and Interrogation begins with a review of communication basics: context and relational components, verbal and non-verbal communication, coding and encoding messages, channels of communication, and "noise" that interferes with effective communication. Later, participants explore the differences between interviews and interrogations and the how to prepare for each. Participants strengthen existing skills or develop new ones through an examination of techniques such as Reid, neuro-linguistic programming, and kinesic analysis. The class ends with a powerful exercise; using skills and techniques discussed during the day, participants evaluate the body language and statements of two suspects during their interviews with detectives.

Advanced Search and Seizure reviews the concepts of Constitutional law, specifically focusing on the fourth, fifth, and sixth amendments. Participants employ a highly interactive electronic polling system to respond to scenarios drawn from real-life cases. Group discussions follow the voting on each case and bring forth clear answers regarding the limitations and framework of those amendments with particular focus on the procedures officers must follow from an initial stop to any subsequent search, arrest, or interrogation.

From the beat officer conducting the routine traffic stop to the executive-level supervisor creating policy and procedure, VCPI's *Bias-based Policing* course takes on current critical issues related to racial and ethnic profiling from the perspective of Constitutional law. Participants explore the definition, terminology, and extensive case law associated with the perceptions and realities of "bias-based policing." Participants are also introduced to systems of control for departmental and supervisor accountability related to field training programs, data collection, complaints, and recruiting and hiring practices.

VCPI has implemented a **Multi-Cultural Series**, consisting of four 8-hour courses: **Community Policing in African-American, Asian, Hispanic, and Youth Communities.** The courses are designed to help jurisdictions facing the challenges of policing a diverse, changing population. The goal of these courses is to help law-enforcement personnel improve the level of service to these specific populations through a better understanding of the following topics:

- National and state demographic information on African-American, Asian, and Hispanic cultures;
- A historical perspective on African-American, Asian, and Hispanic cultures in the United States, including major events and legislation;
- The role and structure of the African-American, Asian, and Hispanic families;
- How culture influences communication;
- Key issues for law enforcement in policing these cultures, including issues associated with culture shock, drug use, gangs, and domestic violence, as well as tips on how to improve law-enforcement services to these communities.
- **Community Policing in the Youth Community** covers topics such as: Generation X to Generation 911, youth substance abuse, dating violence and date rape, aggressive students, bullying behavior, and asset development and resiliency.

It's not only specific VCPI courses that have stood the test of time, but some of the concepts that have been the very foundation of the institute's entire curriculum – for example, ethics. While we offer a specific **Ethical Decision Making** course, the concept also made its way into a program developed by the Virginia Holocaust Museum in Richmond with VCPI's partnership and assistance. **Law Enforcement and Community: Lessons of the Holocaust** is a powerful eight-hour course that uses the holocaust as a comparison to modern day ethical decision making.

Participants begin the day by examining the police role in the history of the Holocaust, from the Nazi rise to power through the end of the Second World War. This includes a guided tour through the museum, highlighting law enforcement's evolving role, followed by interactive discussions facilitated by a Holocaust historian and lunch provided by the museum. The afternoon is dedicated to addressing law enforcement-specific discussion points including individual observations and feelings regarding the role of law enforcement during the Holocaust, the swearing of an oath of office and loyalty to duty, differences between Weimar Germany's oath of office versus the Nazi oath of office and the Law Enforcement Code of ethics, Nuremburg Laws and Jim Crow Laws, and the potentially unethical act of upholding the law.

MEANINGFUL EXTINCTION

Evolutionary scientists disagree about what caused the extinction of the dinosaurs, but they agree that the dinosaurs' demise allowed mammals, including humanity, to develop, survive and thrive on earth. The extinction of some species allowed new species to flourish.

We've seen some extinction at VCPI, too. Certain classes are no longer requested or offered as we develop or revise courses that meet contemporary training needs. And some training opportunities, such as our annual conference, have been dropped completely, replaced by new opportunities better suited to the geography and schedules of Virginia's law enforcement community. For the past few years, we'd been hearing over and over from our conference participants, "I wanted to spend more time with this speaker. I wanted to spend more time learning about that topic. I wanted to attend both workshops at the same time, but had to choose only one."

& BRAND NEW SPECIES

Enter the Power Series, a triumph of evolutionary proportions for the Virginia Community Policing Institute – four powerful speakers, a full day focused in-depth on topics of interest, taking place in locations throughout the state, four times a year.

Nearly 200 law enforcement officers, school system personnel, and others joined us for the inaugural Power Series event on July 28, 2004 in Fairfax. **Dr. Al Valdez, a nationally recognized expert in gangs**, provided a full day of invaluable insights into the world of gangs, covering the history and development of gangs, their movement across the country, their activities, behavior, and culture, providing participants a thorough understanding of how to recognize gang members in the community.

Dr. Jack Enter was the title speaker at VCPI's second Power Series event, *Future Trends in Crime: Proactive Strategies and Survival Skills for the 21st Century*, held November 4, 2004 in Richmond. This retired police officer and **nationally renowned criminal justice expert** shared his insights on several societal trends and their potential impact on law enforcement as a whole, and individual officers.

On February 8, 2005 VCPI brought **internationally acclaimed motivational speaker and accomplished author Stephen Gower** to Manassas to talk about the power of perception versus reality in the law enforcement career. Sharing heartfelt and sometimes humorous stories of his personal struggles, Gower lead participants on a journey through the various levels of perception and examined how to create a motivational environment within their agencies and their communities.

Our fourth Power Series event on April 4, 2005 at the Richmond Police Academy featured **Dr. Kevin Gilmartin**, a behavioral sciences and management consultant with more than 20 years of law enforcement experience and **author of *Emotional Survival for Law Enforcement: A Guide for Law Enforcement Officers and Their Families***. The man who literally "wrote the book" on emotional survival spent the day discussing how it is that within a matter of a few years, idealistic and committed officers and employees can transform into cynical, angry individuals with difficulties in their personal and professional lives, and provided specific ideas on how this cycle can be altered.

In the coming year VCPI will continue to offer hard-hitting topics presented by experts in their fields – evolutionary excellence at its best.

THE BUILDING BLOCKS OF LIFE

The most visible aspect of VCPI is the training and technical assistance we provide. However, we couldn't properly report the year's activities and advances without taking a deeper look at the very foundation of any organization's success: its infrastructure. We've been making some major changes, some more visible than others, to the behind the scenes workings of the Virginia Community Policing Institute.

Scheduling classes, contracting with instructors, granting participants their course credits, keeping track of course evaluations, marketing new course offerings, or simply printing labels to mail out the newsletters – we couldn't do any of it without the VCPI database. It is the life blood of nearly all VCPI operations, containing tens of thousands of records of participants, instructors, agencies, training academies, and more. With so much information, VCPI's old database was starting to burst at the seams. We needed a sleek new system that would allow for our continued development. It was time for some evolutionary change.

In late summer 2004, VCPI contracted with Merge Computer Group, Inc. to do a massive overhaul of the old system. At the end of this fiscal year the new system is on the cusp of being fully operational. This will make our day to day operations much more efficient, and you, the recipient of the institute's services, will feel the difference. VCPI's new system will allow us to respond to your needs quickly and with more flexibility than ever before.

The "extreme makeover" of VCPI's database has led to some more visible signs of our evolution. With intense staff direction, Merge redesigned the VCPI website to be a more accurate reflection of who we are, who we serve, and what we do.

Designed to interact with the new database, the website allows students to browse our course calendar and register for classes online without the hassle of phone calls and faxing registrations forms. In addition to providing staff and contact information and driving directions, a brand new News & Events section highlights the latest community policing news and opportunities.

The website features VCPI exclusive products like Mousetrap and the Problem Solver's Challenge board game, as well as an extensitve list of links and resources. The website also offers a call to action to support VCPI in several ways:

· Sharing resources such as training facilities, equipment, instructors, or logistical assistance;

· Writing a letter of support via the internet to state and national legislators or directly to VCPI;

· Making a tax-deductible donation to VCPI.

While the information available on the new website is comprehensive, the website also accomplishes a strategic marketing goal. It is our virtual face to the rest of the world. The institue and its partners can be very proud of its new online presence.

SYMBIOTIC RELATIONSHIPS

Often cooperation, not competition, is necessary to survive and evolve. Nature offers numerous examples of symbiotic relationships between species that are mutually beneficial to each – the bird on the back of a rhino, the remora fish that attaches itself to the shark, the butterfly that spreads pollen from flower to flower while gaining nourishment. Even within a single species, there is strength in numbers as chimpanzees, antelope, or even human beings band together.

In community policing, cooperation is key. At VCPI, nurturing symbiotic relationships with a diverse group of policing and non-policing related organizations has proven to be mutually beneficial indeed.

VCPI has formal partnerships with the organizations listed here. Each continues to provide resources, support, and guidance for the institute.

RICHMOND POLICE DEPARTMENT (RPD)

200 West Grace Street
Richmond, VA 23220
(804) 646-6842

VIRGINIA ASSOCIATION OF CHIEFS OF POLICE (VACP)

1606 Santa Rosa Road, Suite 134
Richmond, VA 23288
(804) 285-8227

VIRGINIA CRIME PREVENTION ASSOCIATION (VCPA)

1405 Westover Hills Blvd, Suite 6
Richmond, VA 23225
(804) 231-3800

VIRGINIA DEPARTMENT OF CRIMINAL JUSTICE SERVICES (DCJS)

202 North Ninth Street, 10th Floor
Richmond, VA 23219
(804) 786-4000

VIRGINIA SHERIFFS' ASSOCIATION (VSA)

701 East Franklin Street, Suite 706
Richmond, VA 23219
(804) 225-7152

VIRGINIA UNION UNIVERSITY (VUU)

1500 North Lombardy Street
Richmond, VA 23220
(804) 257-5600

BOARD OF DIRECTORS, OFFICERS, AND EXECUTIVE COMMITTEE MEMBERS

Permanent Directors

NAME	TITLE	ORGANIZATION
Dana G. Schrad	Executive Director	Virginia Association of Chiefs of Police
John W. Jones	Executive Director	Virginia Sheriffs' Association
Jay W. Malcan, Ph.D.	Chair, Department of Criminology/Criminal Justice	Virginia Union University
*Rodney Monroe	Chief of Police	Richmond Police Department
Patrick D. Harris	Executive Director	Virginia Crime Prevention Association
Leonard Cooke	Director	Department of Criminal Justice Services

Elected Directors

NAME	TITLE	ORGANIZATION
Tim Paul	Section Chief, Crime Prevention and Law Enforcement	Department of Criminal Justice Services
F. W. Howard	Sheriff	New Kent County Sheriff's Office
Timothy Longo, Sr.	Chief of Police	Charlottesville Police Department

Officers of the Institute

NAME	TITLE	ORGANIZATION
John W. Jones	President	Virginia Sheriffs' Association
Lynda S. O'Connell	Secretary	VCPI – Executive Director
Lynda S. O'Connell	Treasurer	VCPI – Executive Director

Executive Committee

| NAME	TITLE	ORGANIZATION
John W. Jones	President	Virginia Sheriffs' Association
Jay W. Malcan, Ph.D.	Committee Member	Virginia Union University
Dana G. Schrad	Committee Member	Virginia Association of Chiefs of Police
F. W. Howard	Committee Member	New Kent County Sheriff's Office

NOTE: Col. André Parker left his position as Richmond's Chief of Police in December 2004. In January 2005, Rodney Monroe was hired as the new Richmond chief and by default joined VCPI's Board of Directors.

NATURAL RESOURCES

As a 501 (c) 3, non-profit organization, VCPI relies heavily on its many supporters, whose generosity allows VCPI to continue its activities and provision of services. Institute resources include grants, contracts, donations, partnership contributions (both cash and in-kind services), and cost-sharing efforts.

All grants to VCPI for the past fiscal year were awarded by the U.S. Department of Justice, Office of Community-Oriented Policing Services. Additionally, VCPI extends its appreciation to the Governor's Office of Substance Abuse Prevention for its $10,000 contribution to the institute's Mousetrap™ distribution project.
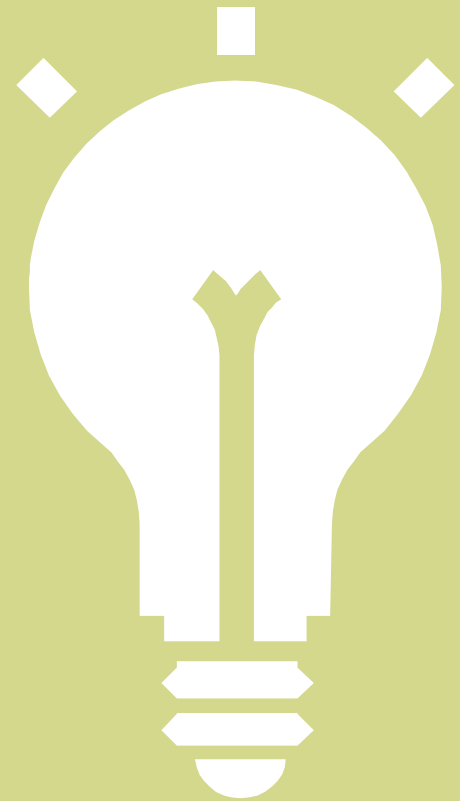
TOTAL REVENUES $1,078,172.33

COPS Grant #2003CKWXK036	12.2%
COPS Grant #2004CKWXK008	41.7%
2003 Integrity/Public Trust Initiative Grant #2003HSWXK030	9.8%
RCPI Directors Conference #2002HSWXK033	10.2%
DNA Training Initiative Grant #2003CKWXK043	21.3%
Private Dollars Raised	4.8%
TOTAL	100%
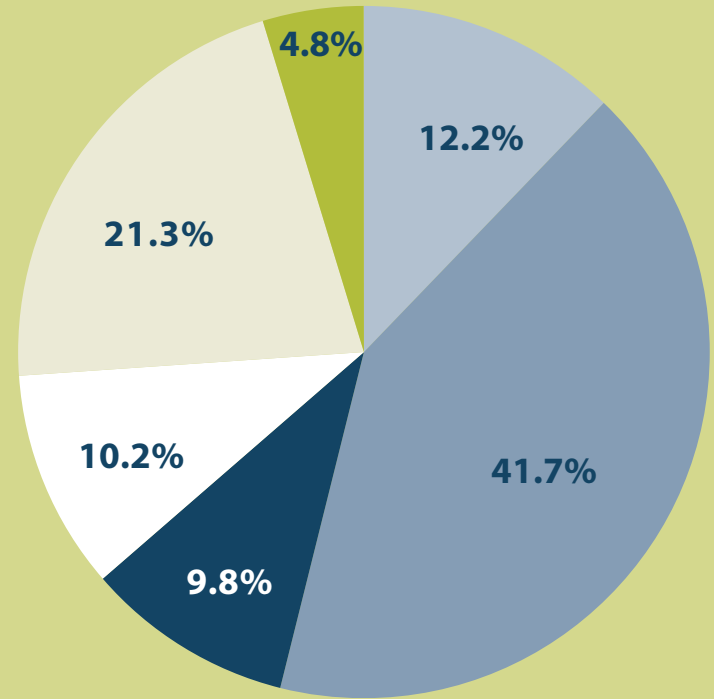
TOTAL EXPENDITURES $1,049,001.85

Phone, Office, Operating Supplies, Postage, Insurance	9.1%
Consultants/Contracts, Database, Accounting, Legal, Instructor Fees	19.0%
Travel	15.2%
Course Supplies, Printing, Equipment, Curriculum Development, Staff Training, etc.	6.5%
Training Development & Delivery Personnel	38.1%
Administrative Personnel	12.1%
TOTAL	*100.0%
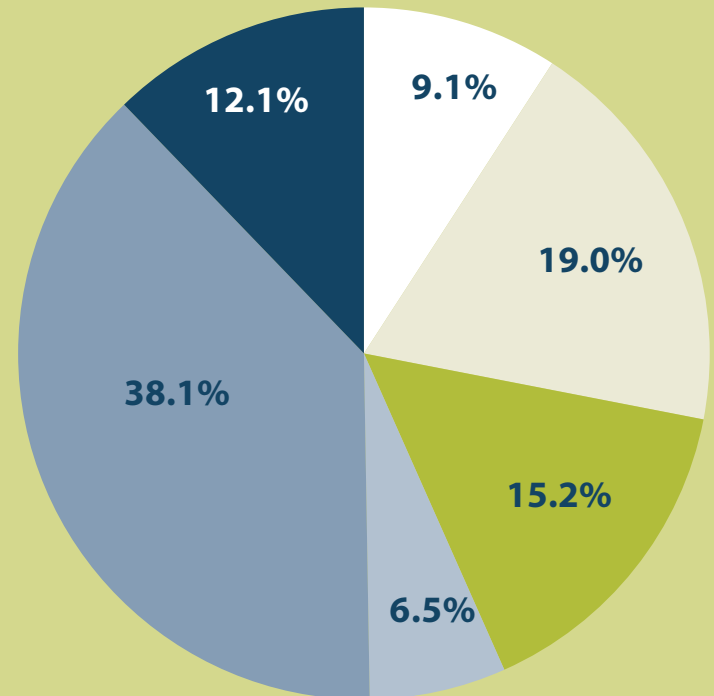
*Exclusive of "Other" category which totalled .2%

CONTINUING EVOLUTION

Evolution is a continuing process. It occurs during every minute of every day. In nature, years can go by with few noticeable developments and then periodically, there are years with incredible changes.

Since 1997, VCPI has been on an evolutionary fast track, but no greater changes have occurred than during the past year. VCPI has matured and is evolving into a more diversified, stronger, and more valuable organization. The massive growth experienced by VCPI during the last several years naturally pushed VCPI into its recent activities. The growing demand for services and products caused VCPI to strengthen its capacities, its infrastructure, and its processes. Many other "behind the scenes" changes were made and each of them allows VCPI to better serve its communities.

All of these changes have simply propelled VCPI faster and further on its evolutionary journey. FY 2005-2006 is well underway and the institute couldn't be more excited about the tremendous opportunities and changes its faces. So many new courses and products are under development and VCPI has scheduled courses not just through the end of FY 2005-2006, but well into 2006-2007! We're exploring on-line learning possibilities, we're hiring new staff, and we've found a new home. After seven years in downtown Richmond, VCPI is relocating just a few blocks west to a larger space, more conducive to our new expansions. Evolution is full of surprises, opportunity, and excitement!

Evolution doesn't occur in a vacuum. VCPI would not be where it is without the tremendous support that we've received over the years. VCPI continuously benefits from the support and guidance of our board of directors, our legislators, the COPS Office and others providing funding and sponsorships, our instructors, our partnerships, and our participants. Each of these people and organizations contributes a great deal to the continuing evolution of VCPI and of community policing throughout the nation.

You many already be a part of VCPI's evolution. If not, join us and experience VCPI now and in the future! You won't want to miss out on where we're going. You can participate in our services, support VCPI, and keep track of our evolutionary journey on VCPI's new website: www.vcpionline.org. VCPI has had an exciting history, but it's not nearly as exciting as our future. Don't miss it!