



# NEWSLETTER

## INTERNATIONAL POLICE ASSOCIATION



### #SHEisIPA SEMINAR

From the 1-5 November 2024, the #SHEisIPA seminar was held at IBZ Gimborn "Embracing an Inclusive Vision for the Future."

45 women from 23 sections took part in the seminar with the aim of bringing professional development and shared learning into the IPA space with the focus on how to support women to thrive within the organisation and their careers.



Read more on Page 4



### Farewell to Mick Walsh

During this month, we say farewell to our Vice President and Treasurer Finances Mick Walsh following his resignation earlier this year. Mick decided to step down from his position on the International Executive Board (IEB) due to the increasing demands of his new private business venture. We take this opportunity to thank Mick for his dedication and contributions to the IPA over the years. His departure from the IEB will be deeply felt, but we respect his decision and wish him every success in his future endeavours.

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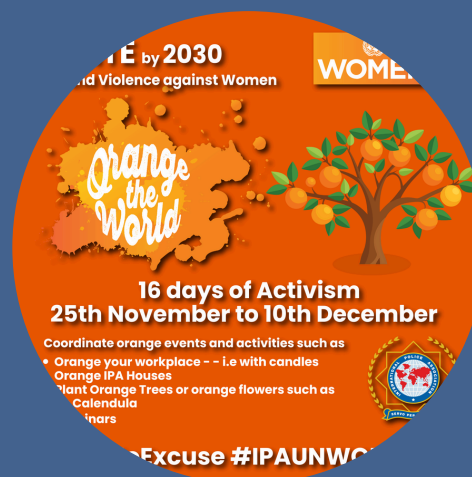
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Gimborn Seminars & Programme 2025

# INTRODUCTION FROM VICE PRESIDENT AND TREASURER FINANCES MICHAEL WALSH



**MICHAEL WALSH**

Vice President & Treasurer Finances

Dear Friends and Colleagues of the International Police Association,

As I pen this message, my heart is filled with immense pride, gratitude, and optimism for the future of the International Police Association. It has been the privilege of my lifetime to serve this remarkable organisation, first as an International Auditor for two terms, and for the past five years as Treasurer Finances and more recently as your Vice President. This journey has been one of growth, shared experiences, and unwavering commitment to our shared mission.

There is no doubt in my mind that the IPA is the best organisation in the world for fostering camaraderie among law enforcement professionals. What sets us apart is not just our global reach, but the spirit of friendship, trust, and collaboration that binds us across borders. The IPA represents more than an association—it is a family.

Through its efforts, it has brought together professionals from different countries and cultures, creating a unique platform for exchanging knowledge, fostering goodwill, and promoting understanding.

Serving on the IPA executive has been more than just a professional role—it has been a deeply personal journey. The past five years have been an opportunity to contribute to the organisation's growth and ensure its values remain at the forefront of everything we do. I have cherished every moment, from working alongside brilliant colleagues to witnessing the positive impact of our initiatives worldwide. Each step of this journey has deepened my admiration for the IPA and strengthened my commitment to its ideals.

As I prepare to step aside, I wish all the candidates in the upcoming elections the very best. The role of leading the IPA is both an honour and a responsibility, and I have every confidence that whoever is chosen will uphold its traditions while steering it toward a bright future. Having been an IPA member for over 30 years, this association has been a cornerstone of my professional journey. As I now move into retirement from the police, I look forward to embracing the opportunity to enjoy the fruits of the IPA's camaraderie, connections, and friendships. To my eventual successor, know that I am here, always ready to lend my experience and encouragement whenever needed.





# INTRODUCTION FROM VICE PRESIDENT AND TREASURER FINANCES MICHAEL WALSH

One of the lessons I have learned during my tenure is the critical role marketing plays in the IPA's success. To grow our membership, expand our initiatives, and amplify our voice, we must continue to prioritise marketing as a key objective. By showcasing the incredible work we do, we can attract more members, strengthen partnerships, and ensure that our mission resonates with people worldwide. I urge the association to keep this focus sharp and to explore new and innovative ways to communicate our value to the world.

To everyone who has supported me throughout my IPA career—colleagues, members, and friends—I offer my sincerest thanks. Your encouragement and dedication have been the backbone of my journey. Whether through teamwork on challenging projects or simple words of kindness, you have made my time in this organisation truly unforgettable. It is you who make the IPA the extraordinary entity it is today.

As I pass the torch, I look to the future of the IPA with immense hope. This association is built on a foundation of resilience, innovation, and friendship, and I am confident it will continue to flourish in the years to come. To the IEB, I wish you nothing but success. Together, with the continued support of our global membership, I believe the best days of the IPA lie ahead.

In friendship and service,

*Mick*

Mick Walsh

Vice President, International Police Association



# #SHEISIPA SEMINAR

## #SHEisIPA Seminar

1 – 5 November @ IBZ Schloss Gimborn

### The Project Team:

- Marie Daly (Section Ireland)
- Karen Duckworth (Lead – Section UK)
- Kimberly Geber (Section Germany)
- Pel Marumo (Section Botswana)
- Ivana Pavlović (Section Bosnia and Herzegovina)
- May-Britt Ronnebro (Section Sweden)
- Pninit Shain (Section Israel)



Embracing an Inclusive Vision for the Future' is not just the mission statement of the Professional Commission's #SHEisIPA Project, it is the central pillar of everything the project stands for. Creating opportunities to make the International Police Association more visible to women in the wider policing family with a view to encouraging more women to join the organization, whilst shining a light on the amazing women already within the organisation.

"There are amazing women who have done, and are still doing, amazing things in and for the IPA; there are amazing and capable women in the IPA who aspire to do amazing things; the #SHEisIPA seminars are about bringing the two together."



Between Friday 1st and Tuesday 5th November, 45 women gathered at IBZ Gimborn from the following sections: Belgium; Bosnia and Herzegovina; Bulgaria; Canada; Finland; Germany' Gibraltar; Ireland; Israel; Lithuania; Moldova; The Netherlands; North Macedonia; Norway; Peru; Portugal; Romania; United Kingdom; United States of America; Serbia; Spain and Sweden. Forty-five women whose aim was to push forward the #SHEisIPA agenda through shared learning, shared experiences, professional friendships, mentoring and networking. Getting sheer enjoyment from the opportunity to be in the same room with so many wonderful women. The Project Team were all present (except for our lovely Pel Marumo from Section Botswana, who had operational policing commitments).

The aim of the seminar was to bring professional development and shared learning into the IPA space with the focus on how to support women to thrive within the organisation and their careers. It was a great honour to have both International President Martin Hoffmann and Chair of the Professional Commission Diego Trolese present for Day 1 of the event.



# #SHEISIPA SEMINAR



International President Martin Hoffmann was able to walk everyone present through the International Executive Board's (IEB) Strategy 2023-27. For many of those present this was the first exposure they had had to the IEB and the strategic plan, so having the opportunity to hear about it directly from President Hoffmann was particularly important. If we want anyone to get more involved with the IPA, it is essential that they understand the strategy properly, and how they can be effective.

The day then moved onto an update about the #SHEisIPA project itself, followed by an introduction to the roles of the IEB Professional and Socio-Cultural Commissions from Marie Daly (Section Ireland). Many in the room were young members who had had little exposure to this side of the organisation, and for whom this was a chance to understand what the opportunities were within the IPA, should they wish to apply and get involved. We were also lucky to have with us Tara Murphy and Karen Frost from Section Canada who are leading their own piece of work within their section to promote the #SHEisIPA agenda.



Tara gave a superb presentation about how they were doing it, the challenges and some of the solutions. We were also able to hear from Desislava Viktorova (Section Bulgaria) who is leading on the UN Women UNiTE campaign for the IEB. Focusing on ending Violence Against Women, this is a global 'call to action' which we are all pleased that the IPA is supporting. The 16 days of activism for UNiTE begins on 25 November and concludes on 10th December.

The World Café was an exercise led for us by Ulrike Neuhooff from IBZ and created an environment for discussion around five key themes. Each theme was designed to consider the enablers to success as well as considering the barriers. Each question and discussion were facilitated by a Chair, and the delegates rotated between the questions. The exercise took place in two sessions, and the outcomes form part of the seminar learning and will be disseminated in the Seminar Outcomes Report shortly.

# #SHEISIPA SEMINAR

The day concluded with a presentation by May-Britt Ronnebro (Section Sweden) about the importance of networking. As May-Britt says, "People may be fooled into thinking networking is easy, "just talk to people, that's all you need to do." But it is so much more than that to be effective. Networking is a skill that can be learnt and when utilised properly, it can create opportunities professionally and personally". This was a powerful way to conclude the first day.

Day 2 began with two inputs from May-Britt that unravelled the IEB's International Relations Portfolio, as well as looking at the financial structure of the IPA. The purpose of the IRC (International Relations Commission) is to keep the IPA linked with Partners, Stakeholders, and law-enforcement agencies. How that works and why it is done was explained in this presentation. When it comes to money, the IPA is a huge organisation with a significant budget that is utilised for the benefit of its membership.

But how is that done? Who controls the money and how are the international budgets worked out. When thinking about organising an event or activity (international or Section), what is the best approach to seeking funding. The presentation provided an understanding of this very important aspect of the IPA.



After an introduction to IBZ Gimborn itself and the 2025 seminar programme by Ulrike Neuhoﬀ, the delegates were invited to sit back and listen to three more hugely inspirational women who shared their respective journeys in policing. Detective Deirdre Mahony (Police Service of Northern Ireland); Chief Superintendent Hannah Wheeler QPM (Metropolitan Police, London) and former Deputy Chief Constable Judith Gillespie (Police Service of Northern Ireland). There was laughter, shock, empathy...every emotion you could imagine was explored during these presentations, with many, many takeaway moments and comments.

Day 3 was a unique opportunity, not only to visit the Police Headquarters in beautiful Cologne (thanks to President of IPA Köln– Silke Paul), but to have the most amazing presentation about International Policing Missions from Senior Police Officer from North Rhine Westphalia, Mr Stefan Schwarz. This was an opportunity that the delegates were incredibly lucky to have, not least because we could hear directly from Police Commissioner Christine Fossen (Norway), currently Head of the UN Police Mission in South Sudan, who joined us online. If ever a presentation challenged the boundaries of 'yes I can', this was it, and women in the room were clearly ignited to learn more afterwards. The day concluded with a walking tour of Cologne including the majestic cathedral which dominates the skyline, and a meal to end in one of the city's traditional restaurants. Throughout this event, some superb photographs and social media content was being put together by Kimberly Geber, and this will feature heavily in forthcoming promotion of the project and its events.



# #SHEISIPA SEMINAR



Another important thread weaving through the seminar was the importance of positive mental health and workplace well-being, something that is more important than ever in today's police landscape, whichever country you are in. Pninit Shain from Section Israel, a qualified POUND fitness instructor, led aerobic classes for those who wished to take part at the start of every day, and Magda Raducu from Section Romania did a presentation about wellness with some very helpful advice for staying healthy in both mind and body. This was further enhanced by the enthusiastic participation in the cultural activities taking place each evening.

As I write this review, I am smiling again at the amazing experience this was. As seminar Chair, it exceeded my expectations, it genuinely did. The feedback received by IBZ Gimborn has been overwhelmingly positive. President Hoffmann and Diego Trolese have really stood behind this project, to the extent that we will be able to run two seminars next year supported by the IEB. I want to take this opportunity to thank them for that. Practical financial support from the IEB helps Sections to enable their female members to get involved, get connected and share their unique policing experiences with colleagues they might never otherwise meet. Conversely, those shared experiences are brought back to the Section through event reports, networking and other activities. Everybody benefits.



The #SHEisIPA project is all about creating opportunities for women to thrive within the IPA and furthermore, in their careers. It is all about leaving the 'achievement ladder' down and providing skills that will not only help women climb it but provide the safety equipment to keep them on the ladder. It is about creating an environment where women are empowered to say, "I can", whether that is getting more involved in the IPA, or challenging themselves with new opportunities in their workplace (or indeed life more generally). It is about an organisation where women in the wider policing family can look in and whilst seeing themselves reflected, can also envisage what the IPA can offer them.

# #SHEISIPA SEMINAR

To those sections who enabled members to join us, I thank you. For those sections who might like to support their female members to get involved next year, there will be two events taking place at IBZ Gimborn (for further information, visit the IBZ Gimborn website <https://ibz-gimborn.com/>):

## 1. #SHEisIPA 'Embracing an Inclusive Vision for the Future' 2 seminar

13th – 17th April 2025

(full details for registration will be circulated in early January from the IAC)

## 2. #SHEisIPA 'Empowering Female Leaders in Law Enforcement' seminar

23rd – 27th October 2025.

If you would like more information about the project, please contact the project team through [sheisipa@ieb-ipa.org](mailto:sheisipa@ieb-ipa.org) or visit our page on the International website at [Women in IPA \(ipa-international.org\)](https://www.ipa-international.org/Women_in_IPA).

On behalf of the #SHEisIPA team, thank you for your on-going support.

Karen Duckworth – #SHEisIPA Project Lead



## IPA CANADA REPORTS ON THE #SHEISIPA SEMINAR

I am deeply grateful for the opportunity to attend the #ShelsIPA event in Gimborn, Germany, this November. It was an honour to participate, present, and learn alongside such an exceptional group of women. The calibre of attendees—representing police services and countries from around the world—was outstanding, and their professionalism created a dynamic and enriching learning environment for all.

The seminar itself was thoughtfully designed, with guided conversations that fostered a knowledge-rich atmosphere. We gained valuable insights into the #SHEisIPA program, the IPA Educational Centre, and the national challenges and successes that shape the policing landscape across different regions.

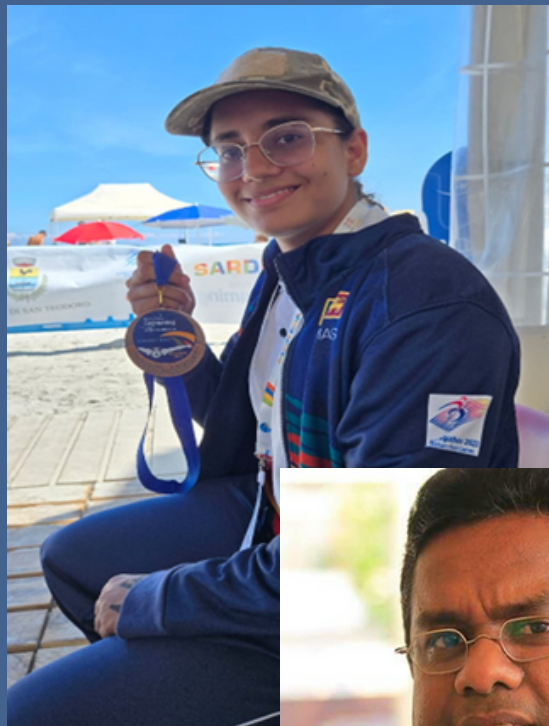
One key takeaway for me was the diversity present among participants, coupled with the shared experiences and challenges we, as women in policing, face globally. The common threads that unite us highlight the ongoing work needed to address these issues. I am inspired by the strength of the International Police Association and its unwavering support for female officers worldwide—something I will continue to draw upon in my own journey.

Once again, I am truly thankful for the opportunity to connect, learn, and grow with so many remarkable female policing leaders

Tara Murphy – IPA Canada



# IPA SRI LANKA AT THE WORLD PARA SWIMMING CUP 2024



**Ms. Galina Basnayake, the daughter of Mr. Ravindra Basnayake, the Travel Secretary of the International Police Association in Sri Lanka, is a distinguished swimmer from SLIIT. She made her country proud by winning a bronze medal in the Women's 3km S7-S10 category at the 2nd World Para Swimming Open Water Cup, which took place in Sardinia, Italy, on September 21, 2024.**

Galina clocked an impressive 42:50.40 to secure the bronze, earning seven points for her remarkable performance.



Ms. Galina Basnayake and father Mr. Ravindra Basnayake

Last year, Galina Basnayake made headlines by winning a silver medal at the Asian Para Games in China. That marked Sri Lanka's first medal in the Asian Para Games after a 13 Year wait.

In the women's 400m freestyle S9 category, she finished with a time of 5 minutes and 18.28 seconds, bringing home Sri Lanka's first swimming medal since 2010 and also secured third Gold Medal at Asian Youth Para Games in the year 2021.

Sunethra Senevirathne  
IPA Sri Lanka



# IPA ITALY TUSCANY III MEETING IN FLORENCE



The III National Meeting organised by the Tuscan Delegation, held in the city of Florence from 4 to 6 October, ended with great success.

During the meeting the IPA members, coming from all over Italy, in a truly productive atmosphere of cordiality, exchanged opinions on many topics, also discussing what the future of the association could be, also in consideration of the general difficulties of the world of Italian associations.

In particular, many have highlighted the need for IPA to move more decisively in sectors that produce a greater sense of belonging to the association and which are also plausible for producing new memberships.

Among these are high-level professional training, which is increasingly needed among all members of the police force, and which can be the element capable of attracting new and young members.

The highest officials of the national IPA representation were present, and there were many speeches from Delegation Presidents and Secretaries, but also from representatives at all levels, as well as individual members.

On the part of the VII Tuscan Delegation and in particular of President Simone Orlandini, attention was focused on the need to improve, at all levels, communication strategies, as well as the updating of the national website, perhaps with the implementation of a internal search engine on the IPA site, so as to facilitate access to past communications.

It was also proposed to increase the promotion of the association's activities not only among members, but also towards citizens.

A particularly moving moment, organized by Giovanni Masucci, vice president of the VII Tuscany Delegation and president of the local executive of Florence, was the presentation of an award to Fabiana Raciti, daughter of Filippo Raciti, the Chief Inspector of the State Police who died on duty during the clashes unleashed by Catania ultras against the State Police, who intervened to quell the disturbances following a football match.

At the conclusion of the work, the VII Tuscan Delegation received a certificate of merit from the National Executive, a certificate which was received by President Simone Orlandini, who had worked hard for the success of this important initiative and who thanked all those who collaborated.

Signed by IPA-Italy Magazine Director  
Mauro Nardella



# IPA UK PARTICIPATE IN AID CONVOY

**On 12th September 2024 Alan Gardiner and Pete King-Fisher, both UK police officers, left the UK to take part in an aid convoy Operation Zephyr destined 5500 km away in the Gambia.**

**Alan writes his account below of the trip where he shared a vehicle for 18 days with Pete, Ed Cirsch a retired Met police officer and Terry Robinson a serving Met police officer.**

After 2 years of planning and fund raising, I along with colleagues from almost all police forces, the NHS, the Fire service and the RAF departed with 19 vehicles in a convoy provided by Emergency Services Aid Charity (ESAC).



The convoy of fire engines, ambulances, 4x4's and a lifeboat, left Portsmouth for a 2-day journey to Santander followed by a beautiful road trip through Northern Spain. This is where it was clear that some of the vehicles may not make the trip!

Having been hosted by the Guardia Local in Badajoz where we were accommodated in the police college it was a quick hop down to Gibraltar where the convoy was hosted by the international police association.



During the journey we hit as few problems including where to stay! At the port the guards were unaccommodating to say the least, resulting in us stringing hammocks up in the car park. We also faced further issues in Morocco where we were delayed four days as we were refused entry to the country and required the embassies involvement to allow us to pass. This resulted in a few missed destinations, however we finally got back on track and arrived in the Sahara after our travels through the Atlas Mountains which was incredible.

The stay in the Sahara was exhausting and tensions started to creep in. Living with four people in a small ambulance on rehydrated food required a higher level of tolerance.

Having cleared Western Sahara we went through the one-mile dirt track area between Western Sahara and Mauritania. Each side of the track is land mined and each border has gun emplacements and passports were checked more than 5 times by passport control.

# IPA UK PARTICIPATE IN AID CONVOY

We were advised to make the crossing to Senegal via ferry due to the size of our convoy and as we drove down the road, we were simply off-roading in fire engines and ambulances. A storm hit making the journey an interesting one as we slid off the track and hit pot holes forcing us to come to a halt. Having attempted to push and use branches, my colleague and I decided to walk 2 kilometres in the dark until we reached the bridge border to obtain a phone number for someone to assist us the following morning. As the sun came up and the road started to dry we managed to get a little further albeit covered in mud and mosquito bites! Salvation appeared to pull each vehicle to a driveable section of the road, that still required driving skills to get out. With the border cleared and 16 battered vehicle and volunteers, we made it into Senegal and were put in a hostel in St Louis which was very basic but felt like paradise, I spent what felt like an eternity under a cold shower and repeated it again in the morning.

Day 16 saw us push on to Kaolack which is the final staging post before moving into the Gambia. We discovered the rear part of our convoy had suffered problems and had not been able to get out, and would therefore spend another night in the swamp. The following day we learnt some of the convoy were still stuck and would be so for 12-15 hours, so we sought alternative accommodation where we were lucky enough to find luxury accommodation. I went to my room that I had to myself and sought comfort in solitary. It was amazing.

Day 18, the the convoy was back together and we headed out early to the border. We were met by the head of the Gambian fire service, expedited through the border and what happened next blew me away. People came out from everywhere and lined the road as we drove though, sirens blaring, lights flashing and entire families cheering us. It was probably one of the most emotional experiences that I have ever had.

The welcome that the Gambian people gave us was phenomenal and is something that I will struggle to forget in my lifetime.

Whilst we had presentations and long speeches over the forthcoming days the important thing to note was that we had an immediate effect in two of our medics treated a burns victim who presented themselves at the fire station during our vehicle handover. Within days our efforts had already made a difference.

This was one of the hardest things I've ever done, my resilience has excelled but I am immensely proud of what we have all achieved and would do it again in a heartbeat. I thank everyone who has supported me, in giving me the time off to attend, to sponsoring me and to giving me support

Part of my heart will always be Gambian.

Alan Gardiner - IPA UK Member

[www.ipa-international.org](http://www.ipa-international.org)





# IPA FINLAND NEW IPA HOUSE IN HIMOS

## IPA Finland present a new IPA House Central Finland, Jämsä, Himos.



The new IPA House is a semi-detached house build in 2018 with two floors, 65 square metres, three bedrooms and six beds. The house also includes combined lounge room and kitchen, two bathrooms, sauna and a balcony upstairs. Outside in the back yard side there is a wide patio with a jacuzzi.

### Location

- Street address and apartment: Sovintoraitti 4 B 2
- Town: Jämsä (Himos)
- Postal code: FI-42100
- Nearest airport: Tampere, Pirkkala airport
- Nearest train station: Jämsä

The new IPA house is located in Central, Lakeland Finland in the city of Jämsä, suburb of Himos. Himos is a centre for various events and activities and a location for numerous holiday resorts. Himos is international, year-round holiday destination with the largest ski-slopes of Southern Finland, and a mixture of country-side holidays and buzzing weekend events in the summer.

The property consists of 3 bedrooms with two beds in each room (sleeping 6 persons) along with a living room, kitchen, bathroom and 2 toilets.

### Facilities

- Hairdryer
- Washing Machine, drying cabinet and detergent
- Shower
- Sauna
- Fridge/Freezer
- Induction Cooker
- Oven
- Dishwasher
- Coffee Machine
- Toaster
- Microwave
- Dishes and cooking utensils
- Dining Table seating 6 persons
- TV
- Jacuzzi (for rent)

### [View on Google Maps](#)



Bed linen and towels are not provided other than pillow and blanket. IPA Finland can organise a linen package upon request.

### Local Tourist Attractions

Himos Golf Resort

Himos Arena

Himos Ski Resort

Visit: <https://www.himosjamsa.fi/en/home/>

# ARTHUR TROOP SCHOLARSHIP

## KATIE BOERST, USA

### The Use of Drones by Front Line Services at IBZ Gimborn

#### Background:

As a police officer, Detective Sergeant, and eventually an Interim Chief of Police throughout my law enforcement career in Wisconsin, I have learned that this profession needs to adapt to current technology and utilize it appropriately to effectively ensure officer safety and mission success. Upon receiving the 2023 International Police Association (IPA) Arthur Troop Scholarship, I was thrilled about the opportunity to join the five-day training course to learn alongside law enforcement from Australia, Belgium, Germany, Ireland, and Pakistan about the use of drones by front line services.



#### Summary:

The drone course took place from September 30th to October 4th, 2024 at IBZ Schloss Gimborn in Germany. The advantageously small class size of 11 along with three instructors allowed for stimulating discussions and plenty of hands-on drone operation. The diversity of the class created opportunities for networking and sharing of experiences and lessons learned. Initially the course focused on bringing all participants up to the same level of understanding about drone equipment and operations. Once that was achieved, the course focused on developing drone operation skills using a variety of units. Participants and instructors quickly became friends and shared meals together while living in the on-site accommodations. The "Turmbar" in the castle was well attended in the evenings for bonding and debriefing from the discussions throughout the week. This social setting allowed several different courses to also meet and share our job experiences and life stories.



#### Instructors and Topics:

Three United States instructors led the course throughout the week. These instructors had a range of experience in drone operation and knowledge that they shared with the class through the use of PowerPoint, video demonstrations, verbal lecture, and hands-on demonstration. The course, due to the small size, was more of a conversation style than a standard lecture. This level of class participation was tremendously beneficial and kept everyone involved.



# ARTHUR TROOP SCHOLARSHIP

## KATIE BOERST, USA

### Day 1: Monday

On the first morning participants introduced themselves, their reasons for attending this specific course, work experiences, and expectations for the week. Introductions showed that participants had anywhere from zero prior experience to many years. The newly acquainted group lunched together at the Schlosshotel Gimborn which provided the meals for the week. After lunch, a presentation by the instructors was done to ensure that everyone was equally aware of the terminology, uses for, and proper operation of drones in a first responder setting. Near the end of the day, there was a presentation of the Crowd Management using drones which included video from several cases in which the instructor had been involved. Participants with previous drone experience were called upon regularly for their input in the course material, and inexperienced participants asked questions that spurred excellent discussions.



### Day 2: Tuesday

After breakfast as a group, class started with instruction on Counter UAS (Unmanned Aircraft System). We were introduced to digital systems that are useful for drone piloting. A large portion of time was spent speaking on the benefits and drawbacks of drone systems manufactured in China. Topics such as payloads, weaponized drones, threat identification, and general tactics were explored at length as well as the varied legislation around the world. Guest presenters from the Belgian Police discussed crowd control of hooligans at football matches. They showed case examples that they had personally handled which opened up a perspective of crowd control not normally seen in the U.S. After lunch, the participants divided up based on experience level. New pilots went outside to learn fundamental flying and drone control while experienced pilots conducted indoor tactical flying.

### Day 3: Wednesday

For the third day of training, the class was introduced to NIST (National Institute of Standards and Technology) which provides some standardization and repeatable benchmarks for pilots and training. Crew Resource Management (CRW) was explored along with the process to identify human, equipment, and environmental factors. There was significant participant discussion on these topics as well as how to develop and maintain a drone pilot program at an agency. A portion of the day was again spent learning to pilot the provided drones. Today time was spent flying the NIST standard course to hone and demonstrate piloting skills.

# ARTHUR TROOP SCHOLARSHIP

## KATIE BOERST, USA



### Trip to Cologne:

After class, the participants piled into a hired coach bus for the hour drive to Cologne. We were dropped off in the city center and allowed to explore in groups based on our interests. We toured the breathtaking Cologne Cathedral for some time before moving on to dinner at the Haxenhaus for the best meal of the week. After experiencing some of the historic pubs and going for a stroll along the riverside, we met the bus back to Gimborn for the night.

### Day 4: Thursday

In spite of the cold, windy conditions, the majority of the day was spent piloting drones outdoors. This extended flying opportunity with such a small class size allowed for even the most inexperienced pilot to sample multiple drones' capabilities as well as gain concentrated hands-on experience. Participants also could pilot the modern drones inside of the 1300th century castle which provided a remarkable juxtaposition. For dinner, the group hosted a pizza party in the Turmbar for some final socialising.

### Day 5: Friday

After breakfast, participants checked out of their rooms and settled their bills. To wrap up the week, there was a presentation of the thermal use of drones which included a very interesting focus on the use of thermal for location of clandestine graves. Even the experienced pilots were fascinated with the techniques displayed during some case studies at a body farm in Florida. A verbal debrief of the week was held prior to everyone's departure. It was bittersweet to say goodbye to the new fast friends we had made in a short period of time.

### Closing Thoughts:

Technology has continued to develop at an astonishing pace, and Law Enforcement in the U.S. has often been reactionary and reluctant to adopt new methods in a timely manner.

After attending this course, I feel much more prepared to develop a drone program for my agency. The multinational perspectives on drone use and functionality were a perk unique to this IPA training that would not be found in a routine drone training found in the US. Upon returning to work, I have felt inspired with a new drive to develop our program based on the training and input I gathered. The IPA friendships made throughout the week will last for many years to come.





# ARTHUR TROOP SCHOLARSHIP APPLY TODAY



The Arthur Troop Scholarship, as a legacy to the IPA's founder, is a professional education and advanced training bursary, with the aim of aiding IPA members in their professional careers.

Every year, serving IPA members are invited to submit their application forms to their national section to have the chance of receiving a scholarship of up to €2,500 to be used for a seminar or training option of their choosing.

Many of the awardees opt to attend a seminar from the wide range on offer at the IPA's Education Centre – IBZ Gimborn in Germany. You can see the type of seminars they offer in their seminar programme 2025 which can be found here: [IBZ Gimborn Seminar Programme 2025](#)

All applications for the Arthur Troop Scholarship are processed through Google Forms. You can apply to the ATS through the following link:

[Apply Now](#)

For more information, please consult the [procedure for the scholarship](#).

The form is open for submissions all year round. We invite you to submit applications for the ATS 2026 award now. The deadline for applications for the 2026 award is 31st March 2025.

## IPA FRANCE FRIENDSHIP MEETING 2025



**IPA Gard Hérault vous propose sa**

**6ème semaine de l'amitié  
du 28 mai au 2 juin 2025**



IPA France invite you to join their friendship week from 28 May - 2 June 2025.

The full programme of events can be found on our international website:

[VIEW THE PROGRAMME](#)

The registration form can also be found on our website.

# IPA WORLD FOOTBALL TOURNAMENT 2025



## IPA Socio-Cultural Commission Sports Project Team introduce the 1st IPA World Football Tournament 2025.

The 1st IPA World Football Tournament 2025 will be held in the historic city of Shkoder, Albania from 4 to 8 June 2025.

The tournament will be 7-a-side teams and to promote gender equality, the tournament will have two categories:

- Men
- Women

The deadline for registrations is 05.03.2025.

Registrations should be sent from the National Sections to the following email address:  
[ipa.wft@gmail.com](mailto:ipa.wft@gmail.com)

One team per Section is allowed to participate after the approval of the Section.

For further information you can contact the email above and Whatsapp number : +355 67 263 0764  
 This information is also found on our International Website: [IPA Events](#)

Looking forward to seeing you in Shkoder, Albania in June 2025!

Christos Parginos  
 Chairperson SCC

## IPA SLOVAKIA MOTORCYCLE MEETING 2025



PA Slovakia invite you to join their motorcycle meeting in Zerrenpach Latky from 4-7 September 2025.

Please find the details of the full programme on our website:  
[IPA Slovakia Motorcycle Meeting 2025](#)

For registrations and any other information please contact  
[dulin020@gmail.com](mailto:dulin020@gmail.com), [richard.kadnar@gmail.com](mailto:richard.kadnar@gmail.com)



# CHANGES TO THE IAC

The International Administration Centre (IAC) is the official office of the IPA, maintained by the International Executive Board and employ professional staff.

Located in Nottingham, United Kingdom, the IAC is the first point of contact for any queries from national sections, IPA members and the general public and will circulate key information from the IEB.

Since the International Executive Board (IEB) created the ambitious strategy for 2023-2027, workload in the IAC has significantly increased, creating opportunity for an additional member of staff and some changes in responsibilities.



## Hana Bower – Office Manager

Hana joined the IAC in October 2022 working full time and is responsible for the management of the International Administration Centre and staff, as well as providing support for the IEB. Hana is also responsible for the communications to sections and is available for any enquiries.

Hana also compiles and distributes the monthly IPA newsletter and takes minutes during IEB meetings and World Congresses.

## Lisa Foreman – Digital Marketing & Content Creator

Lisa joined the IAC in December 2022 providing admin support for two days per week, whilst working for IPA UK 3 days.

Due to the increased workload and with marketing central to our strategy and mission to grow, Lisa will now increase her support to the IAC for 3 days per week focusing on digital marketing and content creation. Lisa has a design background and therefore we are confident she will excel in this new role.



## Shirley Woltman – Admin & Digital Media Assistant

Shirley has just joined the IAC at the beginning of November. Shirley has a wealth of administration and customer service experience, and joins us in the IAC for 2 days per week. Shirley will also support IPA UK in the Nottingham office for 2 days per week.

Shirley will be responsible for updating the section contact information, maintaining the website, and assisting with email enquiries.



# IPA POLAND SPORTS COMPETITION



## Sport Competition and the Jubilee Friendship Celebration in the Małopolska Provincial Group of IPA.

The year 2024 was filled with excitement and opportunities for bonding among IPA members and their supporters.

In March and June, the Małopolska Provincial Group of IPA organised two major events: the 5th IPA Alpine Skiing and Snowboarding Championships and the 10th-anniversary celebration of the RIDERS OF IPA TARNÓW region.

### March in the Tatras – 5th IPA Alpine Skiing and Snowboarding Championships

From March 15 to 17, winter sports enthusiasts gathered in the Tatras to compete in the 5th IPA Championships for the Chairman's Cup of the IPA Zakopane Region. Despite some challenges posed by the weather, the Kotelnica Białczańska team ensured the slopes were impeccably prepared. The competition took place on the FIS2 course, with participants from Poland and Slovakia. Divided into categories for snowboarding, women's skiing, men's skiing, and men's Masters, the event attracted numerous competitors and spectators. The championship concluded with a formal gala at the "Limba" Holiday Resort, where winners received trophies and awards. The top prize for the best athlete was a VIP weekend stay at the Nosalowy Park Hotel & SPA in Zakopane.



### June Celebration in Wysowa Zdrój – 10th Anniversary of RIDERS OF IPA TARNÓW

A few months later, from June 7 to 9, IPA members and supporters gathered again, this time in Wysowa Zdrój to celebrate the 10th anniversary of the RIDERS OF IPA TARNÓW region. The jubilee celebration brought together members of the motorcycle club and invited guests from Poland and abroad, including presidents of RIDERS OF IPA chapters from Poland, Romania, and Lithuania, as well as IPA representatives from Germany, the Czech Republic, Latvia, and Slovakia. In an atmosphere of friendship and shared passion, aligned with IPA's motto "Servo per Amikeco" – "Service through Friendship," participants exchanged experiences and planned future meetings. The event was also an opportunity to honor distinguished members, who received medals, and to officially welcome new members into the club.



# IPA POLAND SPORTS COMPETITION

## Summary and Plans for 2025

Both events were not only opportunities for sports competition and celebration but also for camaraderie and strengthening friendships. Thanks to the support of many individuals and institutions, the organization of both events was successful and well-received by participants and guests. We extend heartfelt thanks to all who contributed to the success of these events. We invite you to follow our 2025 calendar and join us for future gatherings in the spirit of "Servo per Amikeco"!

The Małopolska Provincial Group of IPA



## IPA MOLDOVA MINI FOOTBALL CHAMPIONSHIP

On the 10-11 October 2024, the Mini-Football Championship, "BPDS "Fulger" Cup was held. The tournament took place on the territory of the "La Izvor" football sports complex of the Moldovan Football Federation.

The championship was organised by the management of BPDS "Fulger" and the Fulger Office of IPA – Republic of Moldova Section, with the support of partners.

9 teams participated in the competition, and the "BPDS Lightning Cup – 2024" trophy was won by the team of Detachment no. 1.



[SEE MORE](#)

# IPA UK HOSTING SECTIONS MEETING

## Hosting Section Meeting 1st \_ 4th September 2024

The journey to organise this meeting began in June 2022. There was a lot of planning and many decisions to be made, with The Little Haven Hotel in South Shields being the chosen venue.

Karel Simpson, Mike Elliott and Caroline Brown from Region 3 IPA UK worked tirelessly alongside Karen Duckworth to make this event one that everyone present would remember with happiness.

Finally, it was time for the event to happen and all the hard work was put into place and what a wonderful 3 days it was.



The meeting was to be attended by delegates representing 7 countries. There were 3 from Greece, 1 from Romania, 1 from Portugal, 1 from Germany, 3 from Denmark, 4 from Ireland and 1 from Sri Lanka.

On Sunday Morning Mike delivered bird boxes and saplings to Beamish, ready for our visit on Tuesday. Everyone started to arrive on Sunday at various times, I (Caroline) went to the airport to meet the guests flying into Newcastle and Karen and Karel made sure everything else was in place and transport from Newcastle was organised for the 3 Greeks and 1 Romanian who went to the football match. Sunday evening there was a Welcome Drinks Reception followed by a leisurely dinner and chat.

Monday at 9.30 saw the start of the Hosting Section Meeting, this finished in time for everyone to get on the coach to go to Sunderland to see the Police Wheelchair Rugby and at this time we were joined by an IPA member from Hertfordshire. The rugby match was very fast and furious but amazing to watch. After the match we were given the opportunity to sit in a wheelchair and have a go.

It was then time to return to the hotel for an informal buffet dinner and be entertained by a fellow IPA Member who along with some great "Audience Participation" provided us with a very memorable evening.

The day to go to Beamish has arrived and as the team planned everything else, we planned the weather too. It was a fabulous day and perfect for what was happening.

When we arrived at Beamish, the first job was to plant the saplings. This was done to support the IPA Green Project, and one was planted by the group from each country attending the meeting. The saplings were planted behind a wooden cross with the name of the country, these were made in Romania.



# IPA UK HOSTING SECTIONS MEETING



After a chat with Men in Sheds at Beamish everyone went off to explore, some going down the mine and others wandering round the site taking in all the fascinating features Beamish has to offer. And of course, soaking up the sun which is a rare occurrence.

Back on the coach, its time to head back to the hotel and get ready for the presentation ceremony and the Gala Dinner. Each delegate was presented with a Certificate by Section UK President Clive Wood who then proceeded to present Karel, Mike and I (Caroline) with a Certificate of Appreciation for the work done to make this event the success it was.

I was then very proud and very humble to receive The President's Award for my involvement with IPA since 1983.

It was then time for The Gala Dinner where we were entertained by Sandy Smith who is a regular entertainer at The Little Haven Hotel for Region 3 Events.

It soon came round to have to say Goodbye to many new friends made over this time, but I have to say once again, it was a brilliant event!

Caroline Brown - IPA UK

## IPA UK THE POWER OF A BIRD BOX

Back in the summer, when Section UK was preparing and planning to welcome guests to South Shields for the Hosting Section Meeting, I was contemplating what we could do to highlight the IPA's Green credentials by supporting the Green Project. Although tree-planting had become almost de rigueur for all IPA events, I was suddenly struck by the thought that September was far from the ideal tree-planting season, and I may need to start thinking of something else.

I remembered that my next-door neighbour was always after spare bits of wood for the Men in Sheds group that he helped to run in Maidenhead...just down the road from me in Windsor. Men in Sheds is a community group who come together to provide a safe space for men, promoting positive mental health, friendship and shared learning of new skills in woodwork and carpentry. Perfect, I thought, I would ask whether they might be able to make me some bird boxes that we might be able to put up somewhere instead.



# IPA UK THE POWER OF A BIRD BOX

Vic, my neighbour, was thrilled to be asked and took the challenge on behalf of his group of lads. In the meantime, with this in mind and a question mark over where we would actually put them if we had them, I approached Beamish – the Living Museum of the North, where we would be taking our guests as part of their time in the North-East. I asked them if I might pop in for a chat about a Green Project proposition. In June, after the National Golf Competition in Hexham, I called in and spoke to Michelle Kindleysides (Head of Health and Wellbeing). To my relief, she was hugely positive from the start, and showed me Clover Cottage, a 1950's miners' cottage, which had also been converted to a sensory space where community groups (such as those suffering with dementia) could come and spend time. It had a small garden, which would provide the perfect location for our bird boxes, inviting nature into this lovely environment. For me, this chimed beautifully with the core values of the IPA – service through friendship.

I returned home and spoke to Vic, who coincidentally invited me to a community event he was running to raise some money for the Men in Sheds group. It was an outdoor picnic with some music and all the local care homes and respite centres were invited to bring their residents. I was going to be presented with some of the bird boxes the men had made. I said I would be delighted to attend, and Vic asked whether I might be able to bring some (police) colleagues along. I wondered whether the local neighbourhood policing team might be interested, but he said he didn't know who they were. My ears pricked up because having spent many years in neighbourhood policing, I was sure that they would love to make the connection with Vic and his group.



I contacted Thames Valley Police Neighbourhood Policing Team at Taplow and explained what was happening. The Inspector said (of course) that they would love to come, and so, on the day of the event, a Thames Valley Police Dedicated Ward Officer arrived, and everyone was delighted to see her. The connection was made.

Going back to the Beamish Museum for a moment, it turned out that they supported a similar Men in Sheds group, who met weekly in their beautiful vintage 'shed' next to Clover Cottage. When I made Vic aware of this, when he gave me the final birdboxes to take up to the Northeast, he included some Men in Sheds tee-shirts to be given to the men at the Beamish group. They in turn sent back some Beamish Museum tote bags that they had printed. If the two groups had not been located so far apart (289.5 miles to be precise), who knows what collaboration might have been possible. Where there is will, there is always a way.



# IPA UK THE POWER OF A BIRD BOX



The Hosting Section Meeting guests visit to the Beamish Museum on Tuesday 3rd September went extremely well. The sun shone, the sky was without a cloud, and we were able to present our bird boxes to Michelle and her team (which Region 3's Mike Elliott, one of my smashing planning team along with Karel Simpson and Caroline Brown had put up for us the previous day). And, contrary to my concern, we were also able to plant trees in the end, because our fabulous National Treasurer Bill Lloyd had collected twenty saplings and handed them over to me at Leeds on the drive up to bring up with me.

Mike and the team at The St Margarets Centre in Durham also made some additional garden furniture (bird feeders) and donated some shrubs for the garden. IPABadge.com in Romania made some small wooden plaques to represent each country with delegates present to go in front of the trees. These were donated to us which was very kind and brought across by our Romanian guests. They also made a lovely plaque for the Beamish Museum to mark the event.

So, all in all, these little bird boxes had really had quite an impact on bringing together all sorts of groups and people with a shared interest and common goal – to do something lovely for the users of this space. But we had one last thing to do before we finished our bird box story. In order to further strengthen the connection between Vic and his Men in Sheds and Thames Valley Police (TVP), Thames Valley IPA Branch reached out to the TVP Men's Forum and explained what the Men in Sheds chaps had done and that it might be a really lovely thing if we could arrange for some of them to be invited to Thames Valley's Training Centre in Sulhamstead to present some bird boxes to TVP to put up in the grounds.

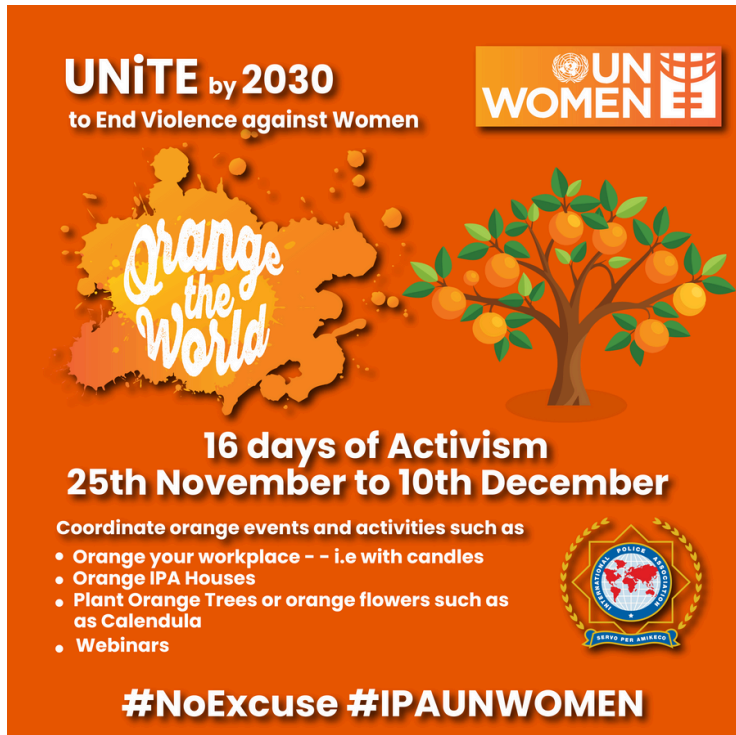


Sulhamstead is set in beautiful woodland and countryside and also has a fascinating Police Museum, which is run by TVP volunteers (who also happen to be IPA members). So, the arrangement was made through TVPs extremely helpful Facilities Manager, Ruth McGrath, and on Tuesday 24th September, a group of five of the Men in Sheds group accompanied by Vic, went to Sulhamstead where they were able to present their boxes and squirrel benches to Ruth and Chief Inspector Stewart Codling, Chair of the Men's Forum. The facilities team put them on trees while the group were still on site, and they were shown round the museum by Bill and Val Butcher and Richard Buckingham from Thames Valley Branch. By the time they left, we had all had the most enjoyable few hours, and I hope that the connection with TVP remains strong moving ahead.

So, what's in a bird box, apart from birds? An awful lot, it seems.

Karen Duckworth  
Vice President  
IPA UK

# UNITE TO END VIOLENCE AGAINST WOMEN



**UNITE by 2030**  
to End Violence against Women

**UN WOMEN**

*Orange the World*

**16 days of Activism**  
**25th November to 10th December**

Coordinate orange events and activities such as

- Orange your workplace -- i.e with candles
- Orange IPA Houses
- Plant Orange Trees or orange flowers such as as Calendula
- Webinars

**#NoExcuse #IPAUNWOMEN**

The United Nations Secretary General's campaign UNITE to End Violence Against Women has proclaimed the 25th of each month as "Orange Day," a day to raise awareness and to take action to end violence against women and girls.

As a bright and optimistic colour, orange represents a future free from violence against women and girls for the UNITE campaign.

Orange day calls upon activists, governments, and UN partners to mobilise people and highlight issues relevant to preventing and ending violence against women and girls.

This year, during the 16 Days of Activism, from 25 November to 10 December the International Day for the Elimination of Violence Against Women till the Human Rights Day, UNITE is drawing attention to the alarming escalation of violence against women under the theme "Every 11 Minutes, a woman is killed. #NoExcuse.

Following the communication last month from Chairperson of International Relations Commission Oliver Hoffmann, we urge all sections to take part and coordinate activities in your sections. This can include:

- Orange your workplace i.e with candles
- Orange IPA Houses
- Plant orange trees or flowers such as Calendula
- Organise Webinars related to the topic

Please share your photos and articles with [iac@ieb-ipa.org](mailto:iac@ieb-ipa.org) and ensure this is shared on social media using the hashtag #NOEXCUSE.

## THE IAC IS ORANGE

The International Administration Centre (IAC) in Nottingham, UK has been lit up orange to support the UNITE campaign to End Violence Against Women.

The office is shared with IPA UK Headquarters and they are supporting the campaign by lighting up the office orange in support of this important message and key campaign.

Remember to send your images to [iac@ieb-ipa.org](mailto:iac@ieb-ipa.org) and share them on social media using the hashtag #NOEXCUSE



# DECEMBER, JANUARY & FEBRUARY EVENTS



International Christmas  
Friendship and festival week

1-6 December 2024



IPA Online World Congress  
2024

7-10 December 2024



IPA Netherlands Blue Light  
Ride December 2024

11 December 2024



IPA Super Tour 2025  
Persian Gulf Cruise and  
African Safari experience

14 February – 2 March 2025



IPA Bremen International  
Kohlfahrt Event 2025

14-16 February 2025



IPA Germany Enforce Tac  
2025

24-26 February 2025

Here are some of the events taking place throughout the IPA over the next couple of months. Visit our international website for a full list of our upcoming events:

[ipa-international.org/Events](https://ipa-international.org/Events)

# GIMBORN SEMINARS

IBZ Castle Gimborn also referred to as the flagship of our association offers professional seminars, conferences and meetings and plays a vital role in fostering professional exchange among law enforcement officers. These seminars help to build personal networks that are the cornerstone of successful international crime-fighting.

*The highly anticipated IBZ Gimborn Seminar Programme is now available. Have a look at the fantastic seminars on offer and register today.*

[CLICK HERE](#)



**Seminar Programme 2025**  
Further education for your success



## UPCOMING SEMINARS

25   01	03.02. – 05.02.	■ Smart Investigations: OSINT Tools for Law Enforcement		499 €	IPA 369 €
25   02	05.02. – 07.02.	■ Demokratische Werte stärken – Ein Seminar für Führungskräfte und Extremismusbeauftragte		399 €	IPA 299 €
25   03	10.02. – 12.02.	■ Tactical First Aid   Advanced Basic Course		699 €	IPA 569 €
25   04	13.02. – 14.02.	■ Deeskalation und Eigensicherung im Umgang mit Menschen mit psychischen Erkrankungen		399 €	IPA 299 €
25   05	18.02. – 20.02.	■ Aktiv in den Ruhestand		499 €	IPA 369 €
25   06	03.03. – 09.03.	■ Fasten? Trau Dich! – Fasten im Oberbergischen Land		529 €	IPA 399 €
25   07	17.03. – 21.03.	■ Europäische Allianzen zur Bekämpfung von „Clankriminalität“ und organisierter Kriminalität European Alliances to Combat Clan Crime and Organized Crime		499 €	IPA 369 €
25   08	24.03. – 28.03.	■ Stressintelligenz entwickeln – Kompetenzen stärken: Hilfe durch Stressmanagement (Modul I)		499 €	IPA 369 €
25   09	26.03. – 28.03.	■ Konflikte im Dienst: Von der Spannung zur Lösung		499 €	IPA 369 €
25   10	31.03. – 04.04.	■ Optimiser les ressources: négociation et efficacité opérationnelle des forces de l'ordre		499 €	IPA 369 €

View the full list of seminars for the year here:

[CLICK HERE](#)





# MARKETING



## Social Media Campaign

The social media campaign sees a different focus of aspects of policing each month. We ask sections to send us photos and videos to upload to our social media generating interest and awareness of IPA.

The focus for **December is Food and Culture** Recipes. With Christmas approaching, it's the time of year where we enjoy food with friends and family and the shops are full of delicious seasonal produce.

During the World Congress in Ohrid, we saw the presentation of national culture where sections showcased various delicacies and drinks from their country. Please share any photos and recipes for us to share with our members on social media.



IPA Estonia showcasing delicacies from Estonia during the World Congress



IPA Montenegro cured ham shared with IPA friends during the World Congress



Jean-Pierre Allet Treasurer Social Affairs with the Swiss Cheese Fondue, Ohrid North Macedonia

Please send in your photographs or videos with a brief description to [marketing@ieb-ipa.org](mailto:marketing@ieb-ipa.org) while copying in [iac@ieb-ipa.org](mailto:iac@ieb-ipa.org) and finally please ensure you have the relevant permissions to submit these images.

Please look out for further information regarding the topics for 2025 in due course.



**Scan this QR code and follow us on our social media channels**



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