

WOODSTOCK POLICE FORCE: 2022 Annual Report



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Chief of Police

14 February 2023

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Executive Summary:

The Woodstock Police Force (WPF) entered its third consecutive year of strategic planning methodology in 2022. Similar to 2020 and 2021, this approach guided our intent to openly communicate what we were doing, how we were doing it, and reporting our results for all to see. This process encouraged us to carefully assess what we were doing well and, more importantly, where and what we might improve upon moving forward.¹

Our 2022 *Woodstock Police Force Strategic Plan* identified 8 categories aiding our public safety efforts toward an increasingly safer and healthier community. The results demonstrated a **90.1%** overall **completion** of **184 objectives** in the areas of transparency, visibility, partnerships, accountability, education, and employee wellness.²

Statistically, the Woodstock Police Force responded to **3,266 service calls** in 2022 compared to 2,610 in 2021 (**an increase of +25%**). Crimes against persons rose by **+32%**, while sharp increases were observed in reported frauds (**+109%**), property crimes (**+75%**), and property thefts (**+134%**). Equally challenging was the **+24%** increase noted in the area of Intimate Partner Violence (IPV). Our newly implemented Integrated Enforcement Unit (IEU) saw an increase of **+97%** in drug related & illicit firearms seizures in 2022.³ The WPF processed **13 impaired drivers** in 2022 (compared to 5 in 2021); however, we experienced a decrease in our self-generated motor vehicle enforcement by **-22%**.

G. Forward

Gary J. Forward, BIS., MA.
Chief of Police – Woodstock Police Force

¹ Our 2020, 2021, and 2022 WPF Strategic Planning may be viewed at; [Woodstock Police Force - Strategic Planning](#)

² Our planning was developed through informal/formal discussions with our employees, community, Town Council & department heads.

³ For more information, please see the statistical quantitative break-down throughout this 2022 *Annual Report*.

Our 2022 WPF Mission Statement...

The Woodstock Police Force is committed to proudly serving our community with integrity and equality toward all.



Our 2022 WPF Core Values...



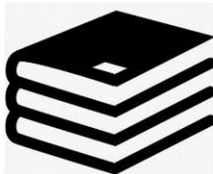
Our Key Policing Responsibilities...



The Protection of
Life & Property



To Preserve Peace &
Maintain Order



The Education &
Enforcement of the Law



To Maintain & Build
Partnerships in Service to Our
Community



WPF 2022 Strategic Planning: How did we do?⁴



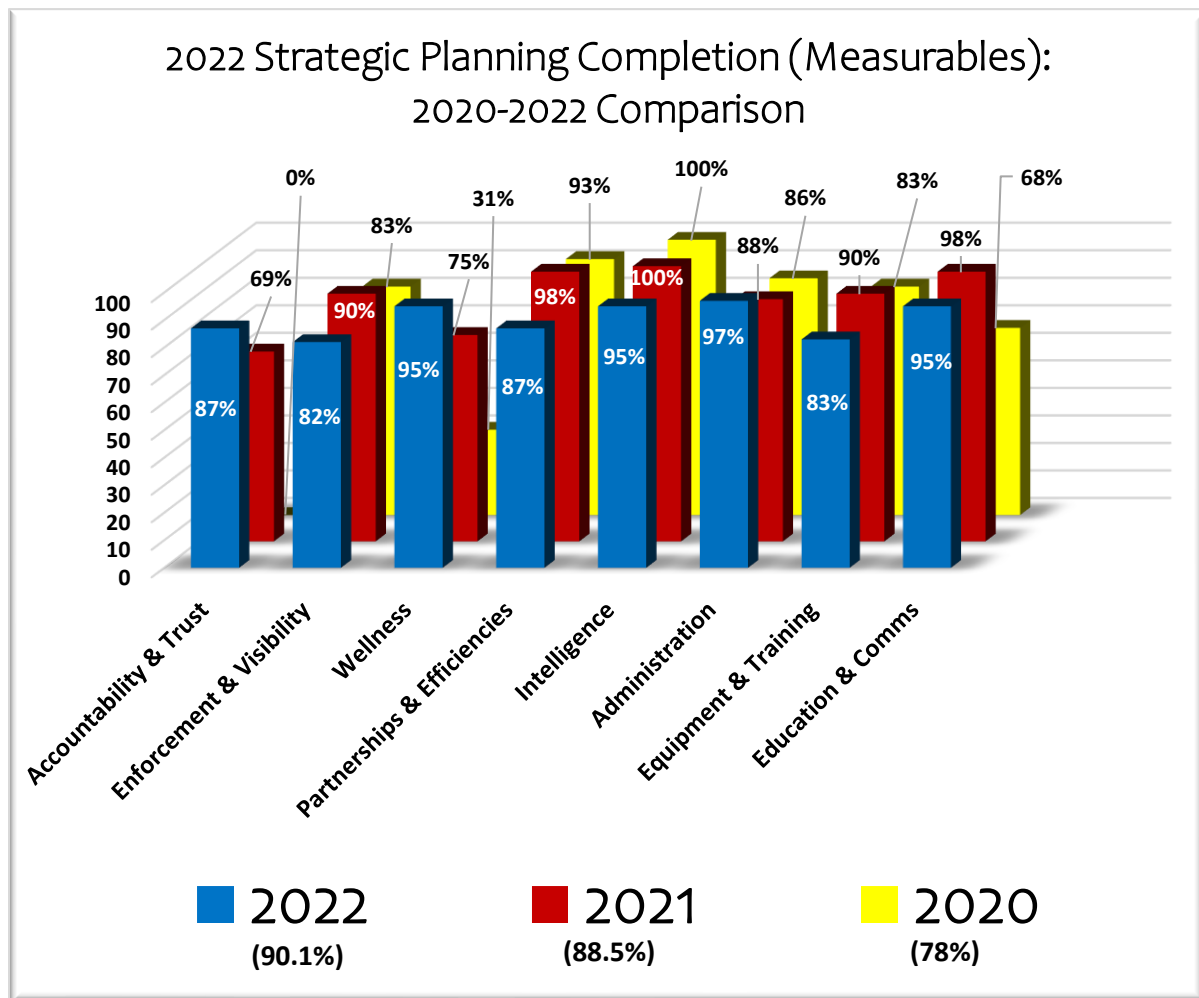
Category 1: Accountability & Trust →	87% completed
Category 2: Education & Communication →	95% completed
Category 3: Enforcement & Visibility →	82% completed
Category 4: Intelligence →	95% completed
Category 5: Administration →	97% completed
Category 6: Wellness →	95% completed
Category 7: Partnerships & Efficiencies →	87% completed
Category 8: Equipment & Training →	83% completed

90.1%

**Overall Completion of Our Strategic
Planning Objectives for 2022**

⁴ Specific details/results of our 2022 Strategic Plan may be viewed at [Woodstock Police Force - Strategic Planning](#)

WPF Strategic Planning: 3-Year Comparison

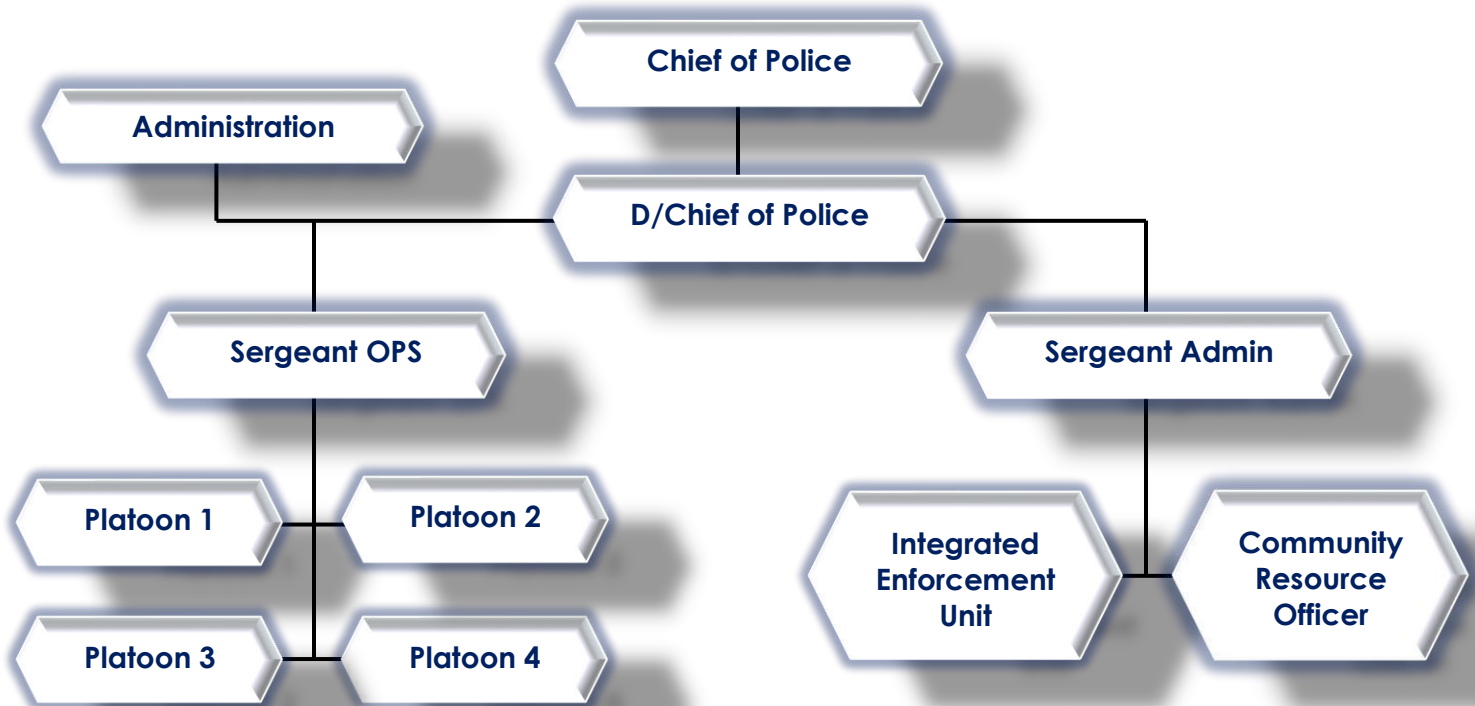


What may we take from this? It is not enough to say “what we are going to do” and “how we are going to do it,” without openly communicating associated results. In effect, our organizational intent to build better must be **measured for all to see** should we hope to nurture public/staff trust and confidence in the policing services provided.⁵

⁵ *Accountability & Trust* was not identified as a category in our 2020 Strategic Planning. The tragic deaths of George Floyd (25 May 2020), Chantal Moore (4 June 2020), and Rodney Levi (12 June 2020) served to erode public trust in policing and police officers in general. Accordingly, the WPF introduced the category of A & T in 2021 (and moving forward) to ensure we remain diligent in our efforts to earn and maintain public trust in our unwavering commitment to being increasingly accountable, transparent, respectful, fair and visible.

2022 WPF Organizational Chart & Deployment...

The Woodstock Police Force provides 24/7 general, emergency, and investigative response to the Town of Woodstock. Resource support for 2022 consisted of 19 full-time members, 4 administrative support personnel, and 4 auxiliary police officers.



WPF Resource allocation and work schedule

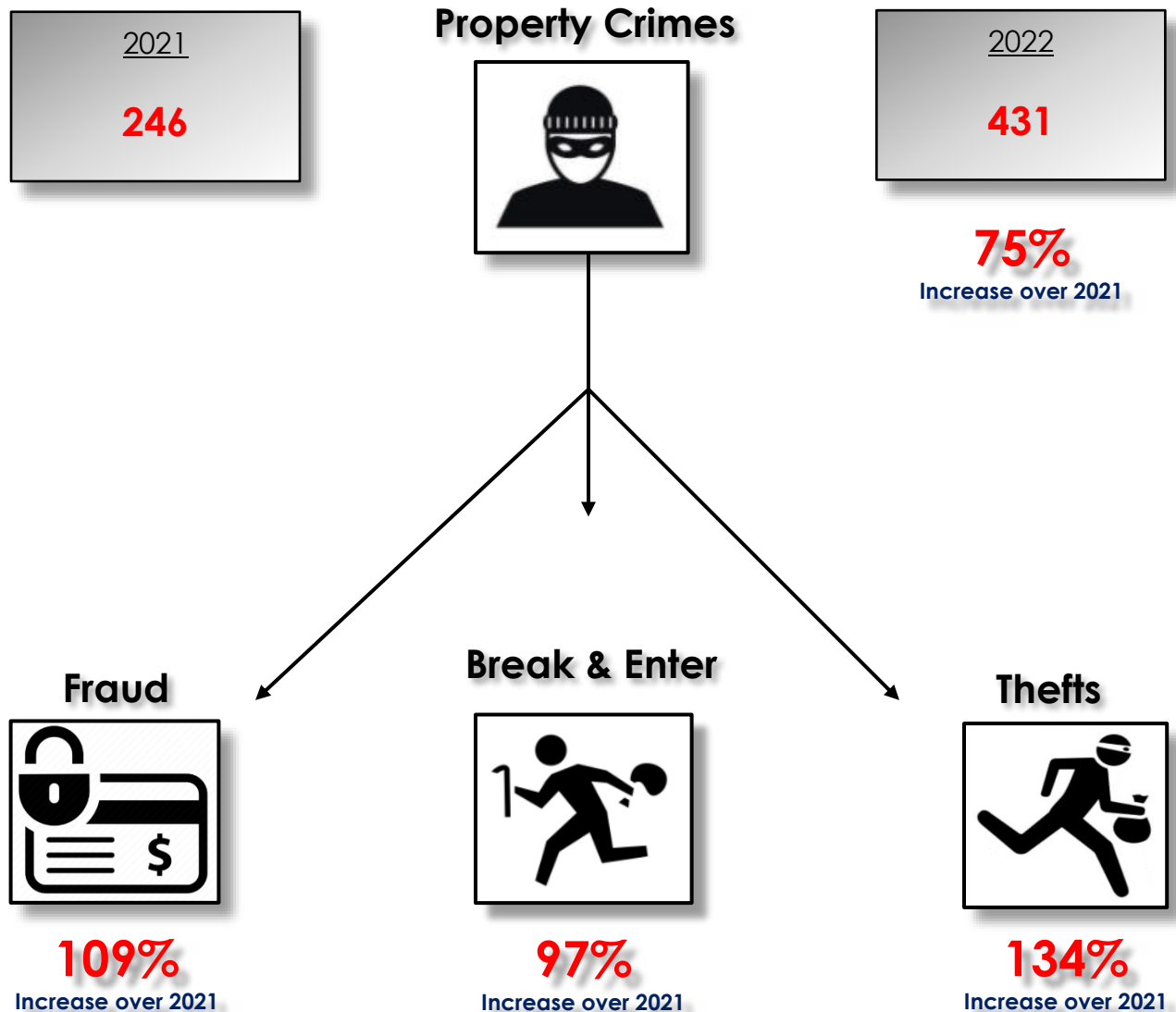
Position	Number of Resources	Shift Scheduling
Chief of Police	1 position	M-F: 8-hour dayshift
Deputy Chief of Police	1 position (vacant in 2022) ⁶	M-F: 8-hour dayshift
Sergeant of Administration	1 position	M-F: 8-hour dayshift
Sergeant of Operations	1 position	M-F: 8-hour dayshift
Integrated Enforcement Unit	(3) WPF (1) IEU/GNB Funded	M-S: 8-hour day/evening/night
Community Resource Officer	1 position	M-F: 8-hour day/evening
Platoons 1-2-3-4	12 full-time positions	4 on 4 off rotation (12 hr) D/N
Admin Staff (full time)	2 positions	M-F: 8-hour dayshift
Admin Staff (part-time)	2 positions	3 days per week: 8 hr days
Admin Staff (F-T) +1 to Compliment	1 position IEU/GNB Funded	M-F: 8-hour dayshift (paid by IEU)
Auxiliary Police	4 positions	Voluntary

⁶ The position of deputy chief has been vacant since 2018 in favour of resource support to platoons (from 2 to 3 officers per platoon). Succession planning to fill the position of D/Chief shall be included as part of our 2023 strategic planning effort.

2022 WPF Calls for Service Breakdown...



2022 WPF Calls for Service Breakdown...Con't



Drugs & Firearms

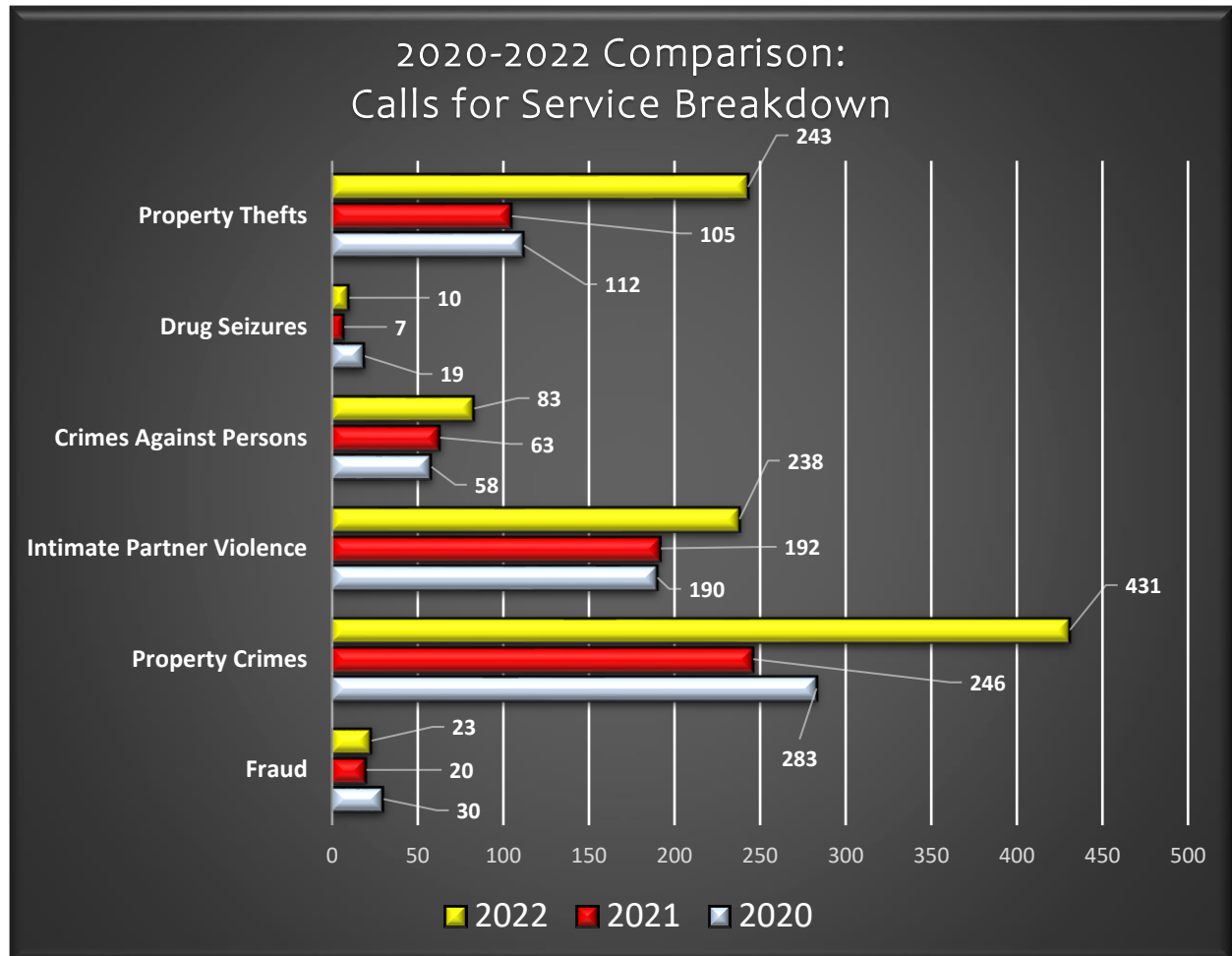
97%

Increase over 2021



WPF Calls for Service: 3-Year Comparison

The below noted illustrates a 3-year breakdown comparison of the WPF's calls for service.⁷



⁷ Please note that a single call for service may be further broken down to capture up to four (4) general offences to reasonably explain quantitative differences in our statistical data (e.g., an Intimate Partner Violence call may result in the creation/addition of offences related to assault causing bodily harm, forcible confinement, and pointing a firearm etc.).

2022 WPF Investigations: Clearance & Solvability...

Of the 3,266 calls for service the Woodstock Police Force responded to in 2022, **665** incidents were **characterized for criminal investigation**. The below represents what percentage of those files resulted in charges (solvability) and/or clearance (conclusion).

Still Under Investigation

40%

Victim/Complainant
Declined to Proceed

13%

Cleared by Charge

20%

Insufficient Evidence
to Proceed

26%



Declined for Charge

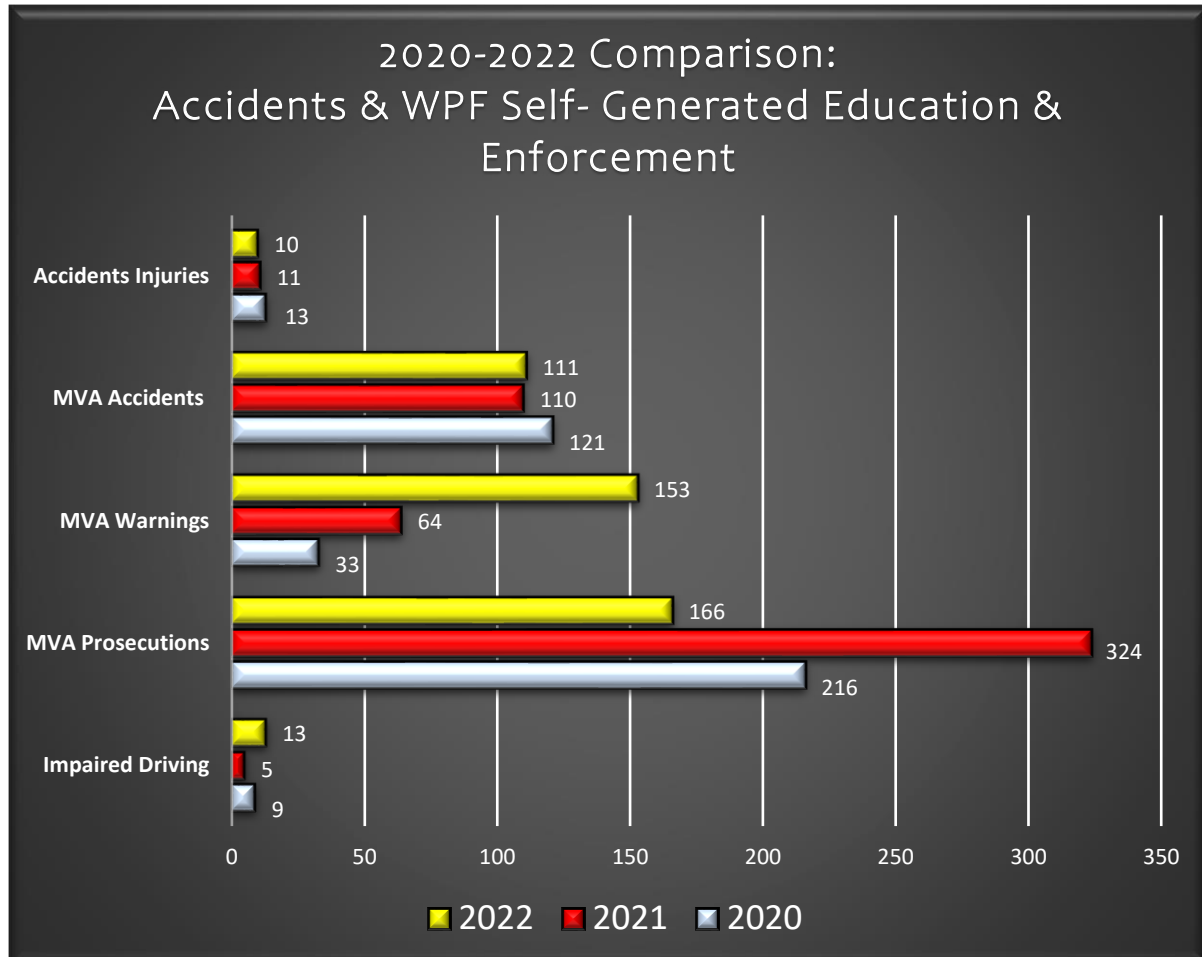
0.1%

Cleared by Alternative
Measures

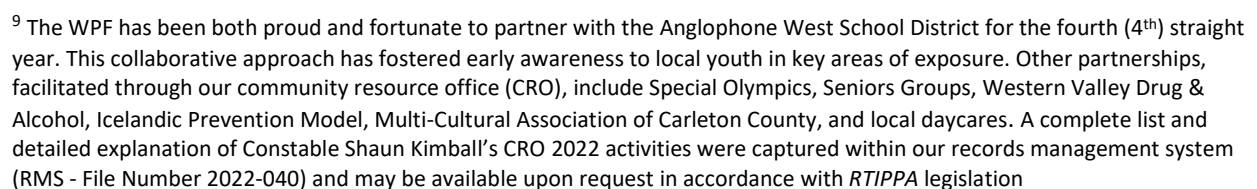
0.5%

2022 WPF Self-Generated Efforts & Accidents

The below noted provides a 3-year comparison of the WPF's self-generated efforts and reported accidents.⁸



⁸ The category of "other MVA" includes, but is not limited to; no insurance, no valid DL, expired registration, fail to stop for police...etc. Please note as well that "Distracted Driving" includes the act of "Texting." Further breakdown depicting "other MVA" may be viewed at Appendix "C" of this report.



2022 WPF Public Safety Pamphlets...

As part of our strategic community awareness planning and with growing community concerns related to **Cyberbullying, Internet Safety & Fraud**, the Woodstock Police Force created educational pamphlets in 2021 and continued distribution in 2022 during related school and community presentations.¹⁰

INTERNET SAFETY TIPS FOR KIDS: CONT'D

7. Don't buy or accept gifts - Never buy a toy, game, book or anything else online without your parent's approval. Don't enter any contests or join clubs without permission. Never accept free prizes or gifts.

8. Tell an adult right away - If you see anything on your computer, such as a message or picture that makes you feel bad or uncomfortable, tell your parent or teacher!

9. If you're not sure - ask! You never know what you are going to run into on the internet. If you're not sure how to deal with certain situations, it's best to ask an adult.

10. Don't meet or call - If someone ask to meet you in person, say NO and tell your parents or teacher. The person you are chatting with may not be telling the truth. You could be talking to an adult pretending to be a kid.

ONLINE CHILD SEXUAL EXPLOITATION

Online child sexual exploitation is a disturbing public safety issue. It continues to harm past and present generations of children in Canada and abroad. In the digital age, kids are extremely vulnerable to online sexual exploitation.

Woodstock Police Force is committed to proudly serving our community with integrity and equality toward all people. If you need assistance, further information, or would like to make a complaint, please contact WPF Community Resource Officer or any member of Woodstock Police Force

BE THE CHANGE

Talk to your kids and be an empowered and educated adult on behalf of all children!

For more information visit:
www.cybertip.ca
www.publicsafety.gc.ca



822 Main Street | Woodstock, NB E7M 2E8
Tel.: 1-800-325-4601

WOODSTOCK POLICE FORCE TALKS ABOUT INTERNET SAFETY & CYBERBULLYING



Const. Shaun Kimball, community resource officer with the Woodstock Police Force, shows the brochures on cyberbullying and fraud the police have printed to help educate residents. PHOTO: REBECCA HOWLAND/NOBLE OBSERVER

Power of print: Police pamphlets warn about fraud, cyberbullying

CYBERBULLYING

Cyberbullying is an aggressive behaviour that happens between two or more individuals. It usually involves harassing, humiliating, intimidating, and/or threatening behaviour through electronic mediums such as the internet, cell phones, computers, etc.

CYBERBULLYING CAN TAKE MANY DIFFERENT FORMS SUCH AS:

- Sending mean or threatening messages via cell phone or computer.
- Breaking into a social media or email account and sending hurtful material to others under an assumed identity, perhaps changing their profile to reflect sexual, racist, or other content to offend others.
- Creating social media accounts or websites that have stories, pictures, cartoons, jokes, etc. ridiculing others.
- Taking an embarrassing photo of someone and sending it electronically to other people.
- Engaging someone in messages, tricking them into sharing personal information, and forwarding that information to others.

People who have been victimized by cyberbullying feel unsafe and vulnerable. It can cause unhappiness, low self-esteem, anxiety, depression, isolation, and takes away personal power.

IF YOU ARE BEING CYBERBULLIED, REMEMBER:

- Always talk to someone you trust who can offer support and develop a plan to end the harassment.
- Resist the urge to reply to hurtful messages and posts by the cyberbully. Make them think you just don't care!
- Always save copies of hurtful and abusive messages and posts. You may need them later as proof.
- If needed, block the cyberbully online and consider setting up new social media, email, or cell phone accounts to get away from them.
- If you are being cyberbullied, leave the online area and stop. Report harassing behaviour to your internet service provider or social media website. Make a complaint to police if you are being stalked, harassed, receiving threats, or receiving hate speech.

I'M HERE FOR YOU.
HELP!

INTERNET SAFETY TIPS FOR KIDS:

1. Have an adult nearby - Make sure your parents, a teacher, or another trusted adult are close by so you can ask them questions or ask for help when you need it.
2. Use a nickname - Never provide your real name to anyone on the internet. Make up a special cyber-space name when using social media and apps.
3. Don't share personal information - Never share personal information without permission from a parent. Do not share your age, address, phone, or where you go to school. Your passwords for websites, apps, and emails are secret and should only be shared with your parent.
4. Don't send a digital picture of yourself or anyone on the Internet. Tell your parents or teacher if someone wants you to send a picture.
5. Check before you download - Downloaded files or programs can sometimes contain viruses that can harm your computer. Check with an adult before you download anything.
6. Always be polite online - Don't be cruel to cyber friends. Never use hateful words or say mean things. Don't tell rumours or lies about others. If someone sends you nasty messages, tell a parent or teacher.

REPORTING FRAUD/SCAMS

Depending on the type of fraud, or how it occurred, you'll also want to report it to other organizations. Fraud that took place online through a website Report the incident directly to the administrators of the website. You can do so through a link such as "Report Abuse" or "Report an Ad".

REDIRECTED MAIL

If you suspect that someone had your postal mail re-directed, contact Canada Post. You should also notify your service provider (telephone, cell phone, electricity, water, gas, etc.) of the identity fraud.



CITIZEN & IMMIGRATION DOCS

Lost, stolen, or misused immigration documents Please contact Citizenship and Immigration Canada if your immigration documents have been lost or stolen OR you suspect someone is fraudulently using them.

LOST OR STOLEN PASSPORT

If your passport is lost or stolen, report the incident to Passport Canada. If you are outside of Canada, you must report the loss or theft to the nearest Canadian government office abroad.

STOLEN SOCIAL INSURANCE NUMBER

Visit your local Service Canada office or call Service Canada at 1-800-206-7218. If your SIN card has been lost or stolen or if you believe someone is using it. You will be provided information on what to do.

LOST OR STOLEN PROVINCIAL OR TERRITORIAL IDENTITY DOCUMENTS.

THESE DOCUMENTS INCLUDE:
Your birth certificate, your driver's license, your health card, other documents issued by a province or territory.
Please contact the province or territory that issued the document if the document has been lost or stolen OR you believe someone is fraudulently using this information.
You can find contact information on provincial and territorial government websites.

Victims of scam and fraud can file a report with the Canadian Anti-Fraud Centre for record purposes.
For more information:
www.antifraudcentre.com or by calling 1-888-495-8501.



822 Main Street | Woodstock, NB E7M 2E8
Tel.: 1-800-325-4601

WOODSTOCK POLICE FORCE TALKS ABOUT SCAMS & FRAUD



¹⁰ Our full-version Internet Safety and Fraud pamphlets may be viewed at [Woodstock Police Force - Home](https://www.woodstockpoliceforce.ca/home)

WPF employee satisfaction & organizational progress...¹¹

Policing is one of many professions that can be both rewarding and challenging for many. If we truly want to value our people, employees should be provided every opportunity to engage in charting their own, as well as their organization's, future. Our strategic planning may provide that opportunity, however; how has our methodology impacted employee satisfaction, organization progress, and overall wellness/morale?

In the summer of 2022, Woodstock Police Force employees were asked to partake in a 10-question organizational survey to better understand where the WPF rated as it pertained to employee satisfaction and organizational progress. Here are the results.



10 Questions Posed



23 Members/Admin Surveyed



23 Responses Returned (100%)



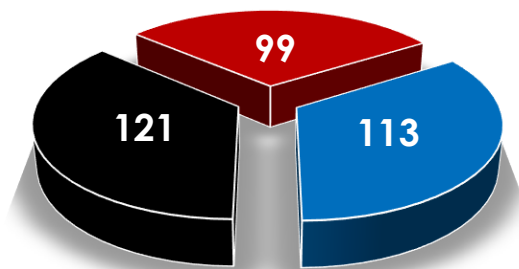
97% Employee Satisfaction!

¹¹ The full list of questions and results, related to each, may be viewed at **Appendix "D"** (page 24) of this Annual Report.

WPF Internal & External Communication...

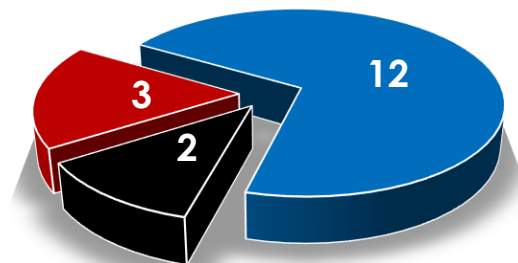
(INTERNAL) The importance of effective and consistent communication cannot be overstated. The need to keep our staff and community informed is critical to our public safety mandate, vision and service.¹²

WPF Routine Orders



■ 2022 ■ 2021 ■ 2020

WPF Standing Orders



■ 2022 ■ 2021 ■ 2020

(EXTERNAL) The Woodstock Police Force utilizes a variety of social media platforms (e.g., Instagram, Facebook, and Twitter ([@woodstockpf_nb](https://twitter.com/woodstockpf_nb))) that may openly and transparently communicate helpful public safety information to our community. External public communication may include; special event notices, road closures, missing person(s), warrants, as well as general inquiries and requests for public assistance. We are also proudly partnered with local media entities where information may be shared to reach an even larger public audience.



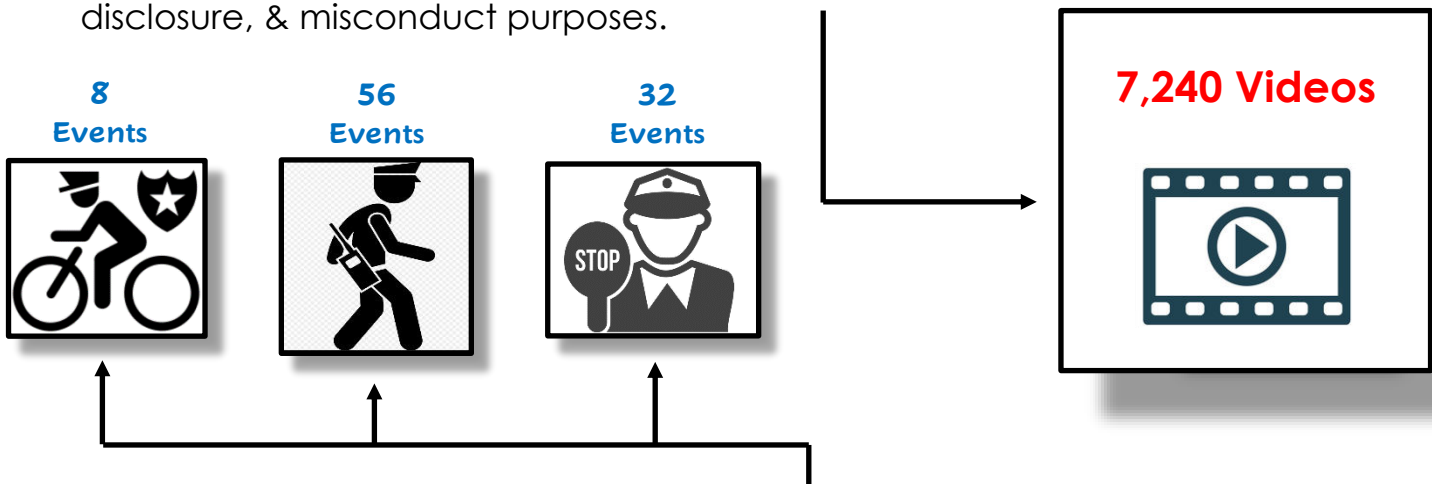
¹² Internal WPF communication is via force-wide emails to all staff in the form of documented Routine Orders (day-to-day operations) and Standing Orders (directives and policy). This approach supports the timely communication of best practices, policies, course selection, and organizational changes to all staff.

Accountability and Building Public Trust...

1. **Transparency** - Our 4th Consecutive Year of Strategic Planning is available on-line for public viewing at [Woodstock Police Force - Home](#)



2. **Accountability** – Since bringing our Body Worn Camera (BWC) technology on-board in 2020, the WPF has recorded and maintained in excess of 7,240 videos. Internal WPF policy directs that uniformed officers shall be outfitted, at all times, with BWC's and that every video shall be maintained indefinitely for evidentiary, disclosure, & misconduct purposes.



3. **Visibility** – In 2022, WPF officers engaged to increase our visibility and accessibility to citizens through planned and scheduled **bike** patrols, **foot** patrols and public safety **road checks**.

Chief's Message and Conclusion...

Similarly, to 2021, our 2022 strategic planning guided WPF growth in the areas of technology, hiring, training, partnerships, equipment, policy and systems advancement. This progression will most certainly assist in our preparation for future and additional public safety responsibilities; if and when called upon to do so. Until then, we shall continue to carefully consider what more can be done to further public trust and confidence in the public safety services provided.

Demonstration of the Woodstock Police Force's proactive efforts in 2022 may be found through the implementation of our newly formed Integrated Enforcement Unit (IEU) dedicated to the investigation of illicit drugs and firearms. The IEU is "intelligence-led" and partners with other agencies/teams, positioned around the province, to target those engaged in the production, distribution, and sales of controlled drugs and substances that prey on our citizens and place our communities at grave risk. Additionally, the Woodstock Police Force was proud to facilitate an Intimate Partner Violence (IPV) symposium in August of 2022 that hosted dedicated professionals including the Women's Equality Branch, Multi-Cultural Association of Carleton County, Public Prosecutions, Crime Prevention Branch – DJPS, and Child Protection Investigations & Regional Intake Services.

In conclusion, I wish to again recognize the unwavering public safety dedication of our organization's staff, Mayor & Council. They have demonstrated, beyond expectation, their willingness to grow and to always question; "What are we doing well today, but how might we do better tomorrow?" Far from perfect, WPF officers & staff have sought, without complaint, various ways to be increasingly accountable and to cautiously consider the challenges of others without bias, assumption or judgement. **It has been my privilege to learn from their development, experiences and insight.**

Respectfully Submitted,

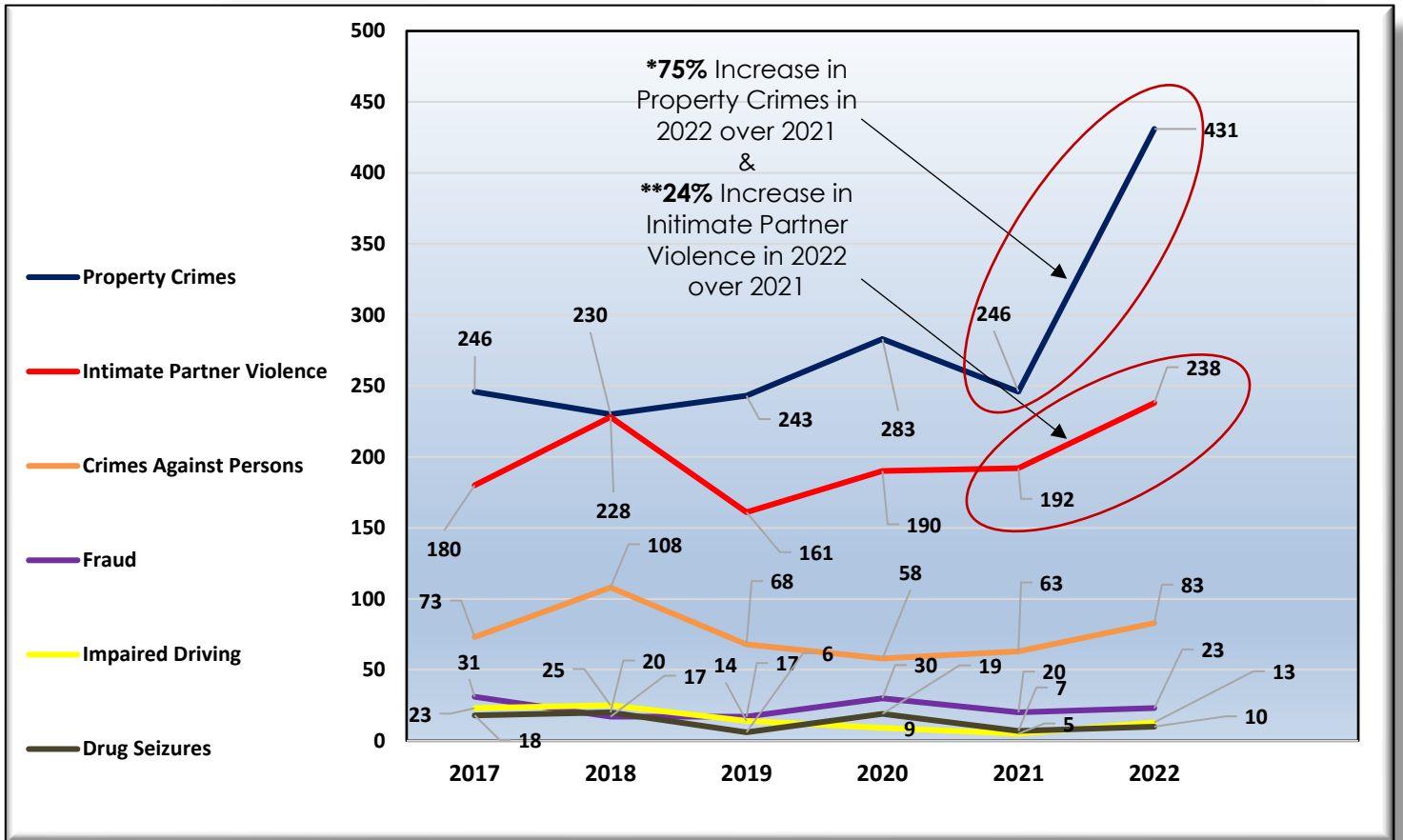
G. Forward

Gary Forward, B.S., M.A. - Chief of Police, Woodstock Police Force

Woodstock Police Force – 2022 Annual Report

APPENDIX “A”

6-Year Statistical Comparison

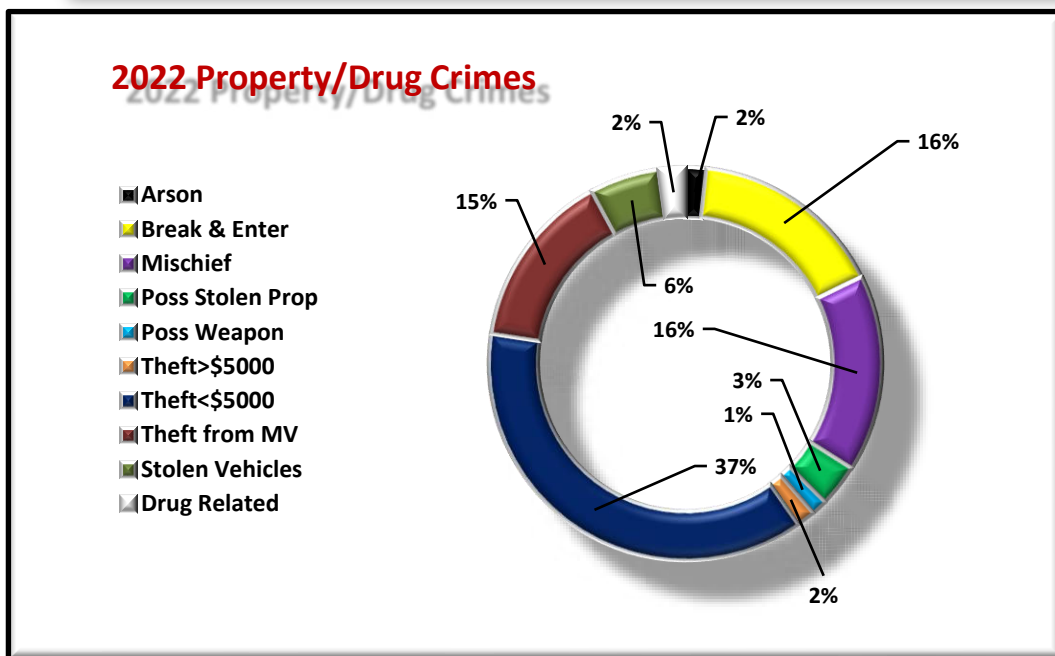
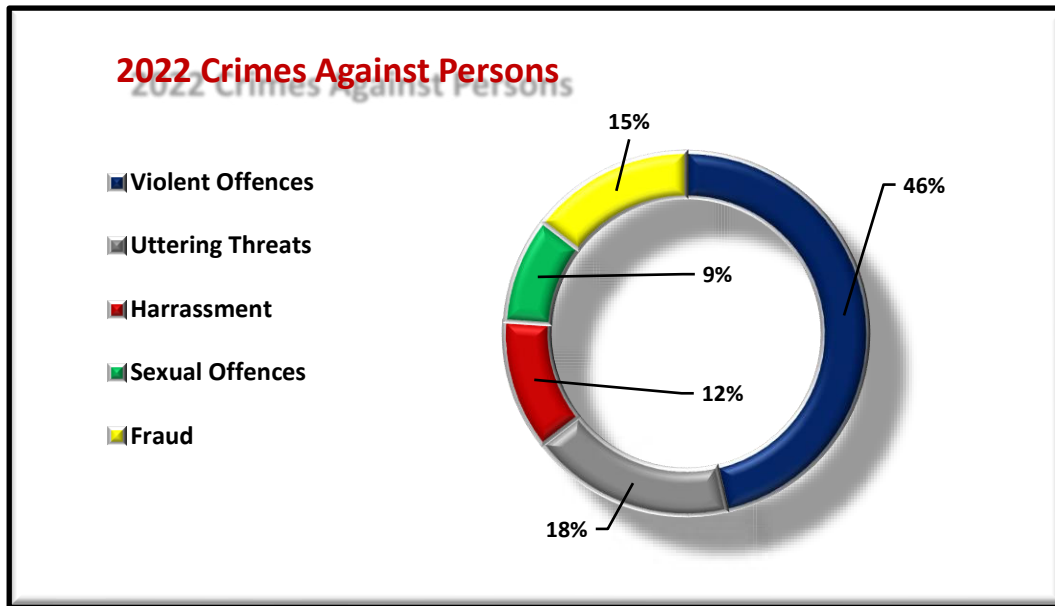


Category	6-Year Average	2022 Events	Trending
Property Crimes	278 average	*431 Reports	
Intimate Partner Violence	198 average	**238 Reports	
Crimes Against Persons	75 average	83 Reports	
Fraud	24 average	23 Reports	
Impaired Driving	13 average	10 Reports	
Drug Seizures	13 average	10 Reports	

Appendix “B”

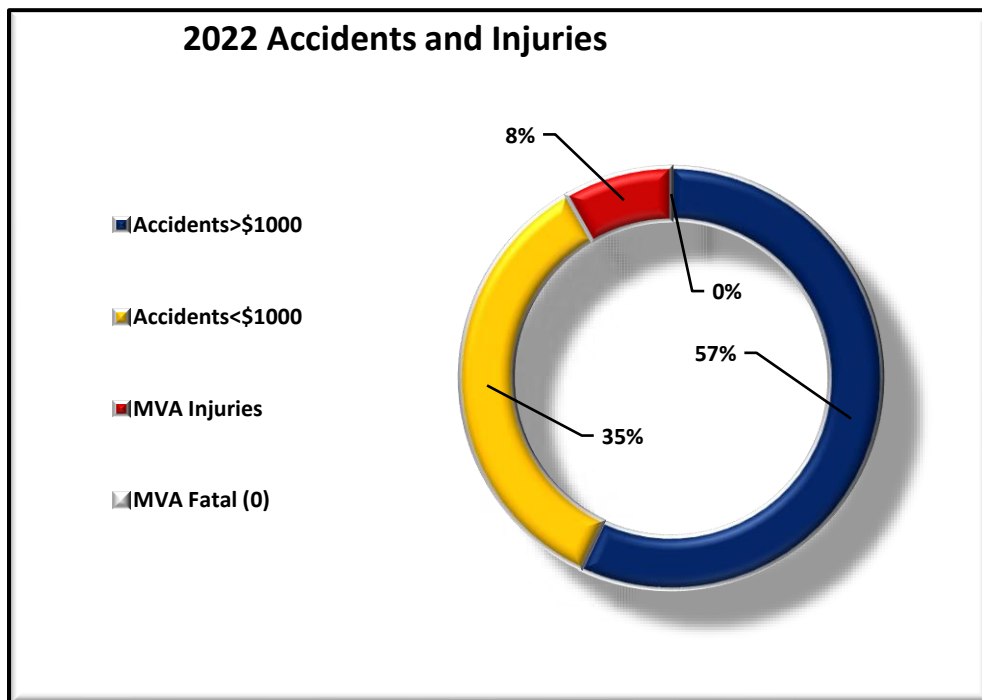
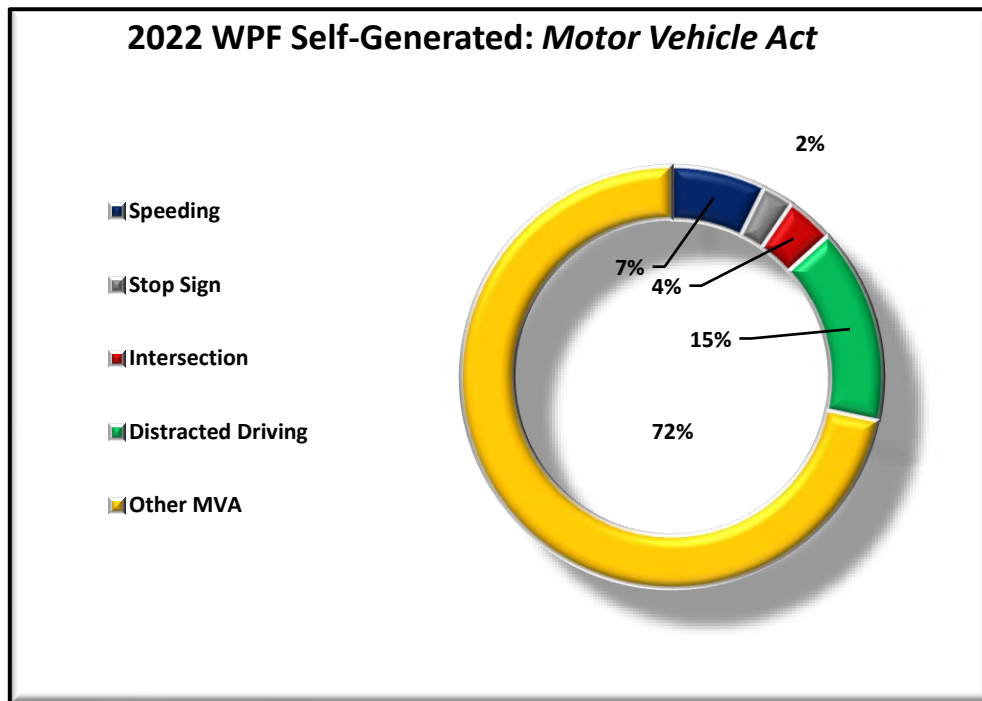
2022 WPF Crimes Against Persons: Breakdown

The following illustrates further breakdown related to crimes against persons & property drug/crimes.



Appendix “C”

2022 Motor Vehicle Traffic Response: Breakdown



Appendix “D”

2022 WPF Internal Satisfaction Breakdown

1. How would you assess our 2022 Strategic Plan in charting our path forward?	95%
2. How might you rate your satisfaction with the overall progression of the police force?	97%
3. How would you rate the morale within the Woodstock Police Force?	87%
4. True or False? The Woodstock Police Force promotes a healthy and safe environment for officers and staff to work?	100%
5. How might you rate the direction/management of the Woodstock Police Force?	100%
6. How might you assess the support of our civic authority (Mayor & Council) in late 2021 and 2022?	97%
7. True or false? The WPF demonstrates advancement towards its technological/equipment/training requirements?	98%
8. How might you assess the professionalization of the force related to our public safety responsibilities, preparedness and community engagement?	100%
9. How might you assess our commitment to force values, transparency, & accountability in our service to our citizens and community?	100%
10. How might you rate your job satisfaction at the Woodstock Police Force?	97%

Survey Satisfaction Average...

2022 Survey Average = 97%

Summary

Overall and similar to 2021, our results in 2022 suggest the Woodstock Police Force is moving in a helpful direction and at a pace that appears comfortable for many. Support for this may be found in the survey's outcome linked to progression of the force, staff morale, and employee job satisfaction. We must however be watchful in this regard to never assume, or take for granted, these very important considerations. Accordingly, we must continually ask; How we are doing today, and what might we do differently tomorrow?

We were pleased to see an added focus on Wellness in 2022 that we believe may have contributed to overall sentiment and support for our valued team. As it relates to the external support of the WPF from Mayor and Council, the 97% rating was important recognition in 2022 from last year's assessment of 79%. We submit that Council's support has a great deal to do with our efforts to research various organizational needs and communicate the information through documented administrative/business case submissions.

In conclusion, we truly hope and trust some measure of understanding about who and how we are is communicated in these results. At minimum, the information sheds light on where we currently are as an organization and perhaps, some insight into where we are headed in our commitment to public safety and each other.



Woodstock Police Force – 2022 Annual Report

APPENDIX “E”

6-Year History WPF Officer Misconduct & Police Act Complaints¹³

Conduct Complaints Woodstock Police Force	New Brunswick Police Act Section	2017	2018	2019	2020	2021	2022	Total
Discreditable Conduct	Section 35(a)	2	0	0	0	0	1	3
Neglect of Duty	Section 35(b)	0	0	0	0	0	0	0
Deceitful Behaviour	Section 35(c)	1	0	0	0	0	0	1
Improper Disclosure of Information	Section 35(d)	0	0	1	1	0	0	2
Corrupt Practice	Section 35(e)	0	0	0	0	0	0	0
Abuse of Authority	Section 35(f)	1	1	1	0	1	1	5
Improper Use & care of Firearms	Section 35(g)	0	0	0	0	0	0	0
Damage to Police Force Property	Section 35(h)	0	0	0	0	0	0	0
Misuse Intoxicating Liquor or Drugs	Section 35(i)	0	0	0	0	0	0	0
Convicted of an Offence	Section 35(j)	0	0	0	0	0	0	0
Insubordination	Section 35(k)	0	0	0	0	0	0	0
Party to Breach	Section 35(l)	0	0	0	0	0	0	0
Workplace Harassment	Section 35(m)	0	0	0	0	0	0	0
Total Allegations →		4	1	2	1	1	2	11
Conduct Complaints - Final Disposition Woodstock Police Force		2017	2018	2019	2020	2021	2022	Total
Summary Dismissal		1	0	1	0	1	0	3
Informal Resolution		0	1	1	1	0	0	3
No Further Action Required		3	0	0	0	0	0	3
Settlement Conference		0	0	0	0	0	0	0
Arbitration Hearing		0	0	0	0	0	0	0
Withdrawn by complainant		0	0	0	0	0	0	0
Files Outstanding		0	0	0	0	0	2	2
Total Disposition Files →		4	1	2	1	1	2	11

¹³ The above noted was disclosed to the New Brunswick Ombudsman in 2021 and is on record with the New Brunswick Police Commission. Please Note: The 2022 complaints were received in late 2022 and **reported by the police force itself**.

Woodstock Police Force – 2022 Annual Report

APPENDIX “F”

Town of Woodstock - All-Terrain Vehicle (ATV): Pilot Project & Related Occurrences Comparison

	April 10th to October 30th			Entire Year Comparison		
	2022	2021	2020	2022	2021	2020
Compliance/Warnings	0	0	0	1	1	0
Prosecution Tickets	1	1	2	1	2	2
Fail to Stop for Police	13	4	5	33	11	9
High Speed Pursuits	0	0	0	0	0	0
ATV General Complaints	6	4	20	30	20	69
Impaired Operation	0	1	0	0	1	0

2022 ATV Pilot Project
Introductory Time Frame: April 10th – Oct 30th

40% Decrease
in “ATV General Complaints” in 2022 when compared
to 3-year average time frame (April 10 – October 31)

78% Increase
in “Fail to Stop” occurrences when compared to 3-year
average time frame (April 10 – October 31)

Please Note: It is contrary to WPF policy for officers to engage/enter into a “high-speed” pursuit of any vehicle unless the actions of the driver pose significant threat to public safety. The above suggests compliance with WPF internal policy.



End of Report
Thank You Kindly.

“Waste no more time arguing what a good [person] should
be. Be one.”

Marcus Aurelius