

2024

Woodstock Police Force Annual Report



Submission by:

Completed
February 2025

Mark Bennett
Chief of Police

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Chief's Message:



As we reflect on the accomplishments and challenges of 2024, I want to take this opportunity to recognize the resilience, dedication, and unwavering commitment of the Woodstock Police Force and our community partners. The past year has been a period of significant transition for our organization, bringing changes that continue to shape our path forward.

In 2024 we bid farewell to an esteemed and respected leader, Chief Gary Forward. Chief Forward's leadership, vision, and dedication to community safety left an indelible mark on the Woodstock Police Force, and we remain deeply grateful for his years of service.

We were also pleased to welcome Simon Watts to our team in the rank of Deputy Chief of Police. With his assistance we will strive to continue to evolve and adapt to the needs of our community.

Even amidst these transitions, the Woodstock Police Force has achieved significant milestones in 2024. Two notable achievements include the appointment of a dedicated investigator for intimate partner violence, sexual assault, and child abuse—crimes that remain a top investigative priority for our organization—and the creation of the Community Engagement Unit (CEU).

The CEU was established to support residents, businesses, and visitors in the Town of Woodstock by enhancing community-police interactions, developing innovative crime prevention initiatives, and fostering trust and collaboration. This new initiative reflects our steadfast commitment to building stronger connections with the community and ensuring Woodstock remains a safe and welcoming place for everyone.

As we look ahead, I am filled with pride in the hard work and achievements of our members and the support of our community. Together, we will continue to navigate the changes and challenges that come our way, always striving to deliver exceptional service and uphold the values that define the Woodstock Police Force.

Thank you for your continued trust and partnership. I look forward to what we can accomplish together in the years to come.

Mark Bennett
Chief of Police

Executive Summary:

The Woodstock Police Force (WPF) has entered its fifth consecutive year of strategic planning, continuing to utilize a methodology that guides our actions, outlines our approach, and ensures transparent reporting of our progress.

Our 2024 Strategic Plan identified nine key categories aimed at enhancing public safety and fostering a safer, healthier community. We are pleased to report an 80% overall completion rate of 199 objectives across the areas of transparency, visibility, partnerships, accountability, education, and employee wellness.

It is relevant to note that the overall percentage of completed objectives decreased compared to previous years, primarily due to challenges in three specific areas:

Education & Communication – This shortfall is partly due to the delayed creation of the Community Engagement Unit, which was deferred to accommodate staffing adjustments.

Equipment – The procurement of a significant amount of equipment was postponed until the expansion of the Woodstock Police Force was confirmed.

Training – This area saw the most significant decrease, largely due to limited provincial availability for certain courses and scheduling conflicts with court dates, vacations, and staffing requirements.

Despite these challenges, the WPF remains committed to adapting and addressing these areas to ensure continued progress in our strategic goals.

Statistically, the Woodstock Police Force responded to **3,550** service calls in 2024 compared to 3,314 in 2023 (an increase of **7%**). Woodstock experienced a **38%** increase in crimes against persons, a **21%** decline in property crimes, and a **23%** reduction in thefts. Decreases were observed in the areas intimate partner violence (**down 26%**), and break and enters (**down 37%**).

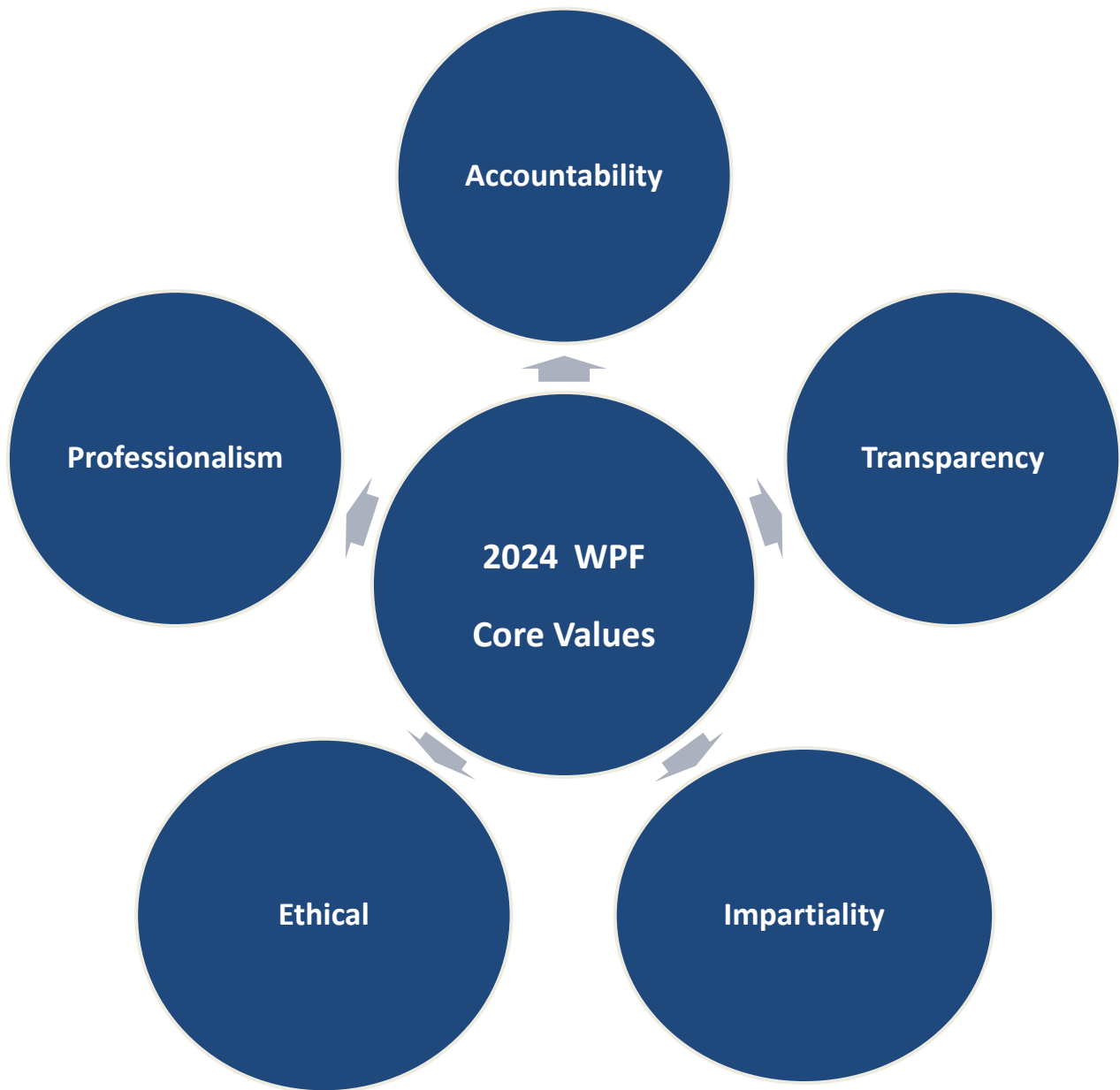
In our 2024 internal satisfaction survey, 80% of Woodstock Police Force staff reported feeling satisfied with their jobs, while 84% rated morale as either excellent or good.

Our 2024 WPF Mission Statement.

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



Our 2024 WPF Core Value.



Our 2024 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 2024 Strategic Planning results: How did we do?¹

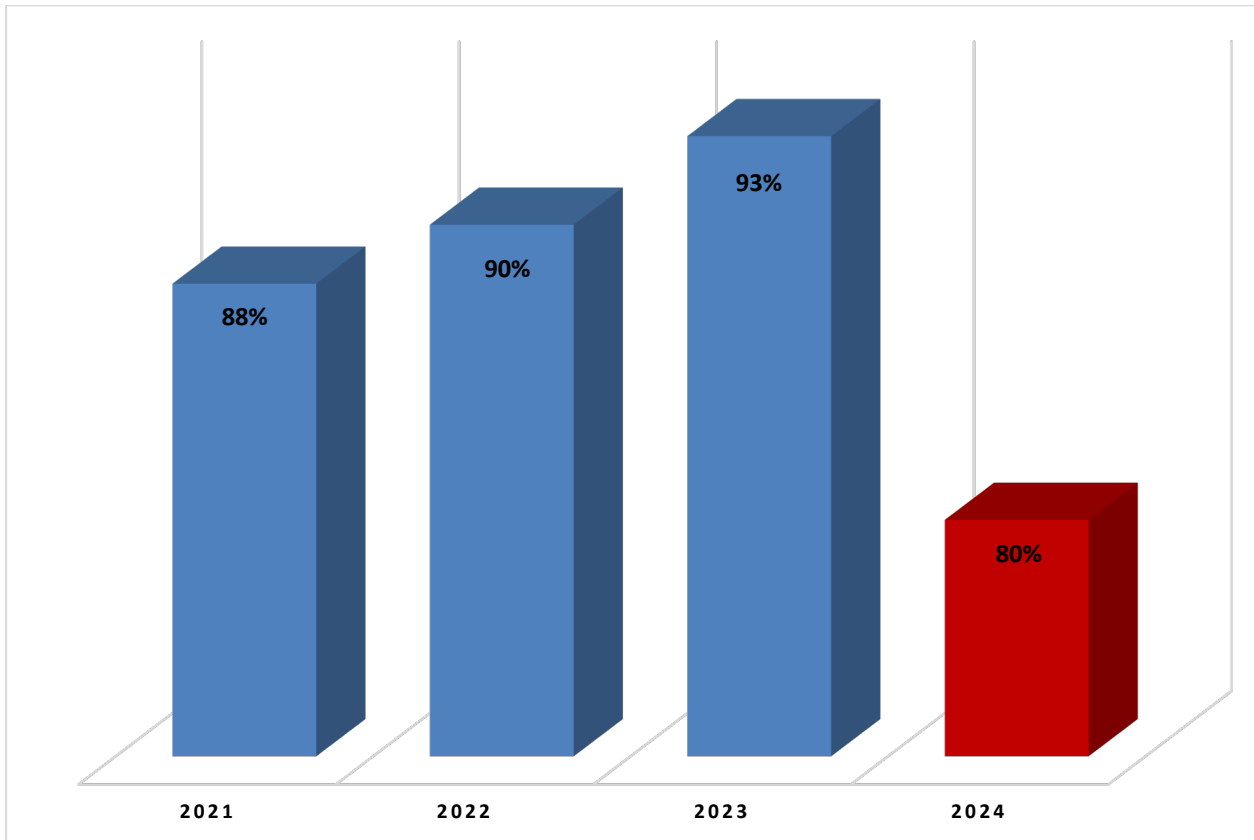
Category 1: Accountability & Trust →	93% completed
Category 2: Education & Communication →	76% completed
Category 3: Enforcement & Visibility →	95% completed
Category 4: Intelligence →	85% completed
Category 5: Administration →	95% completed
Category 6: Wellness →	78% completed
Category 7: Partnerships & Efficiencies →	81% completed
Category 8: Equipment →	50% completed
Category 9: Training →	63% completed

80%

Overall Completion of Our Strategic
Planning Objectives for 2024

¹ Specific details/results of our 2024 Strategic Plan may be viewed at [woodstockpoliceforce.ca](https://www.woodstockpoliceforce.ca). Explanations of categories below 80% completion can be found in the executive summary.

WPF Strategic Planning Objectives: 4-Year Completion Comparison

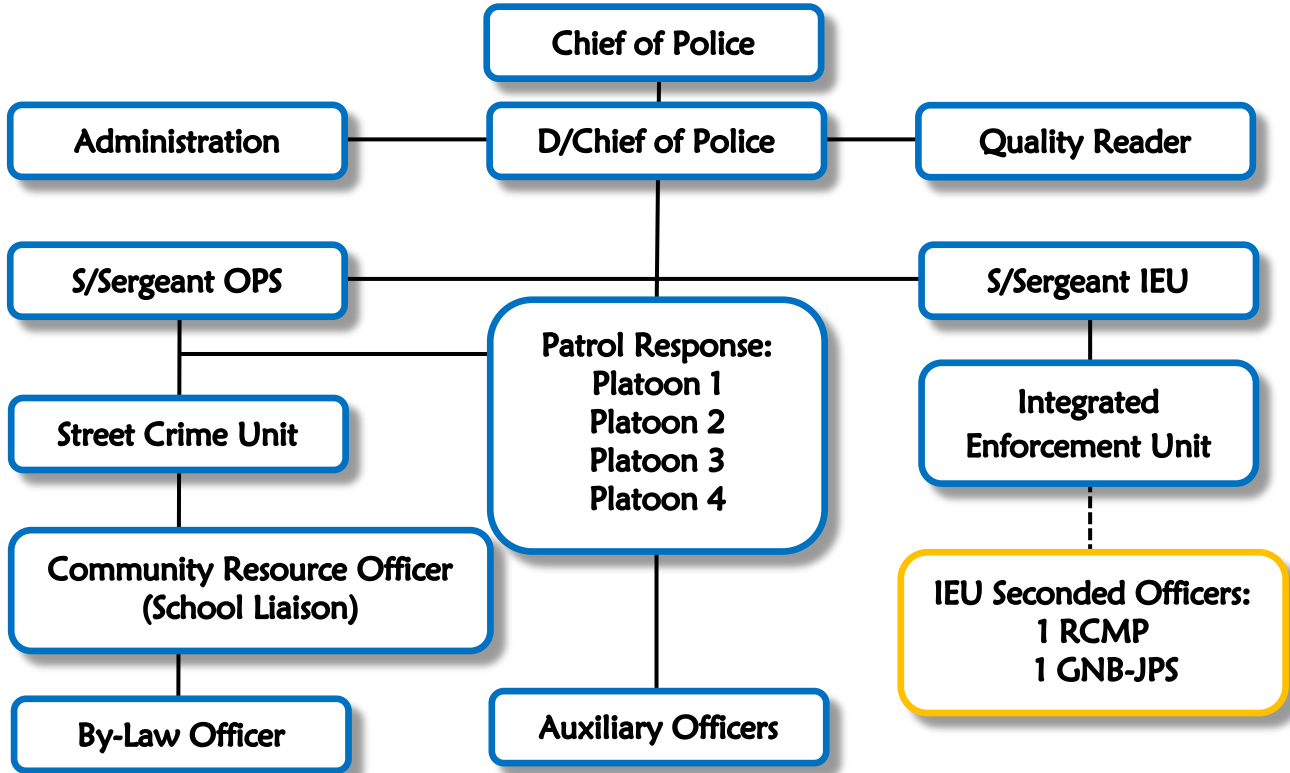


The above reaffirms our ongoing commitment to a structured and effective strategic planning process while also highlighting our dedication to maintaining consistency in fulfilling our responsibilities. It underscores our obligation to follow through on our commitments, ensuring that we complete what we have set out to achieve to the best of our abilities.²

² A noticeable decline in the completion of a number of strategic priorities can be attribute in whole or in part due to shifting organizational priorities in anticipation of the expansion of WPF, limited provincial training availability as well significant staffing changes.

2024 WPF Organizational Chart & Deployment.

The Woodstock Police Force provides 24/7/365 emergency response. Resource support for 2024 consisted of 24 full-time sworn members, 4 administrative support personnel, 1 Reader, 2 IEU seconded officers, 1 By-Law officer, and 4 auxiliary police.³

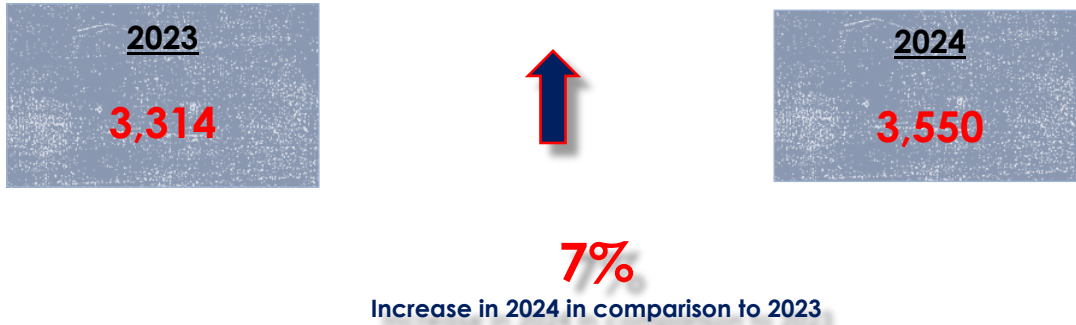


Position	Number of Resources	Shift Scheduling
Chief of Police	1 position	M-F: 8-hour dayshift/evening
Deputy Chief of Police	1 position	M-F: 8-hour dayshift/evening
S/Sergeant (IEU)	1 position	M-F: 8-hour dayshift
S/Sergeant Operations (SCU & Patrol)	1 position	M-F: 8-hour dayshift
Integrated Enforcement Unit	(2) WPF (1 GNB funded)	M-S: 8-hour day/evening/night
Street Crime Unit	3 positions	M-F: 8-hour day/evening/night
Community Resource Officer (CRO)	1 position (partially funded)	M-F: 8-hour day/evening
Community Engagement Unit (CEU)	2 WPF position (Sept 2024)	M-S: As per community needs
Platoons 1-2-3-4	12 full-time positions	4 on 4 off rotation (12 hr) D/N
Quality Reader	1 position	M-F: 8-hour dayshift
Admin Staff (full time)	2 positions (1 GNB funded)	M-F: 8-hour dayshift
Admin Staff (part-time)	2 positions	3 & 4 days per week: 8 hr days
By-Law Officer	1 position	M-F: 8-hour day shift/evening
Seconded Officers (funded externally)	2 positions (1 RCMP & 1 GNB)	M-S: 8-hour day/evening/night
Auxiliary Police	4 positions	Voluntary

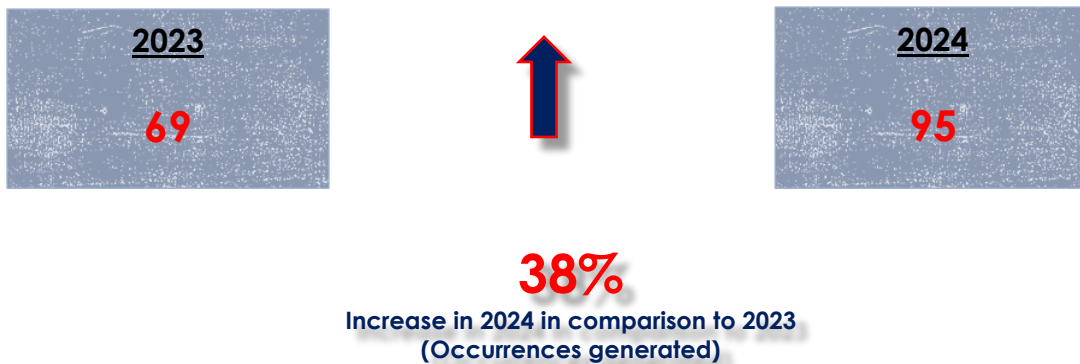
³ Please note that 1 WPF IEU Police Position and 1 WPF IEU Admin are surplus to our WPF complement. These positions exist and are funded through the GNB provincial IEU public safety initiative in partnership with the New Brunswick Association of Chiefs of Police (NBACP). Our CRO position is partially funded by GNB Department of Education.

2024 WPF Calls for Service Breakdown.

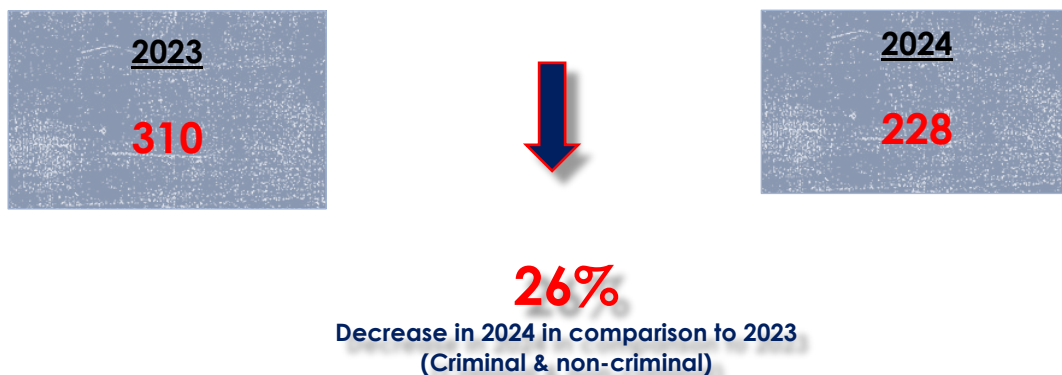
Total Calls for Service



Crimes Against Persons



Intimate Partner Violence



2024 WPF Calls for Service Breakdown...Con't

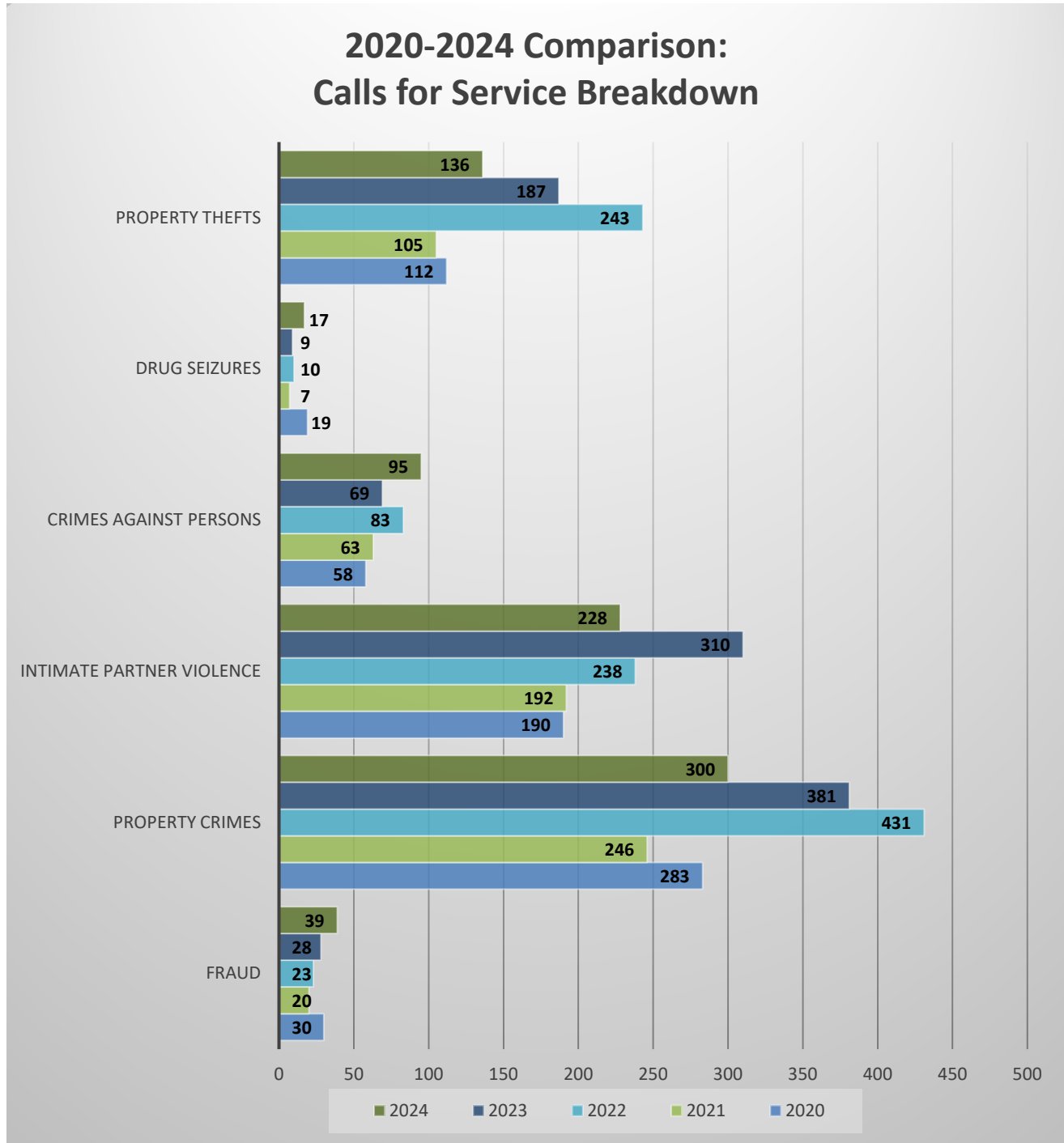


Drugs & Weapons

52% ↑
Increase over 2023

WPF Calls for Service: 5-Year Comparison.

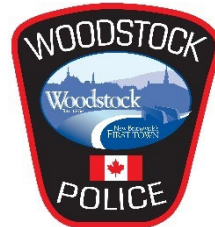
The below noted illustrates a 5-year breakdown comparison of the WPF's calls for service.⁴



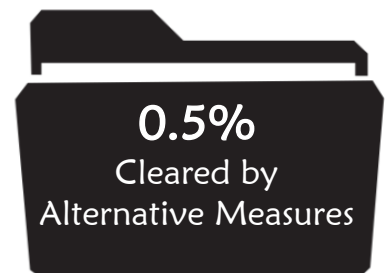
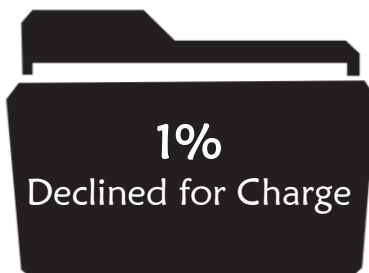
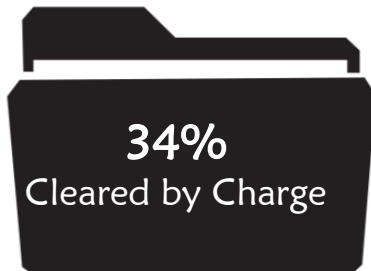
⁴ Years 2020-2024: Please note that a single call for service may be further broken down to capture up to four (4) general offences to reasonably explain quantitative differences in our statistical data (e.g., an Intimate Partner Violence call may result in the creation/addition of offences related to assault causing bodily harm, forcible confinement, and pointing a firearm etc.). Further breakdown of associated quantitative data may be viewed at Appendices "A" & "B" of this report.

2024 WPF Investigations: Clearance & Solvability.

Of the 3,550 calls for service the Woodstock Police Force responded to in 2024, **652** incidents were **characterized for criminal investigation**. The below represents what percentage of those files resulted in charges (solvability) and/or clearance (conclusion).



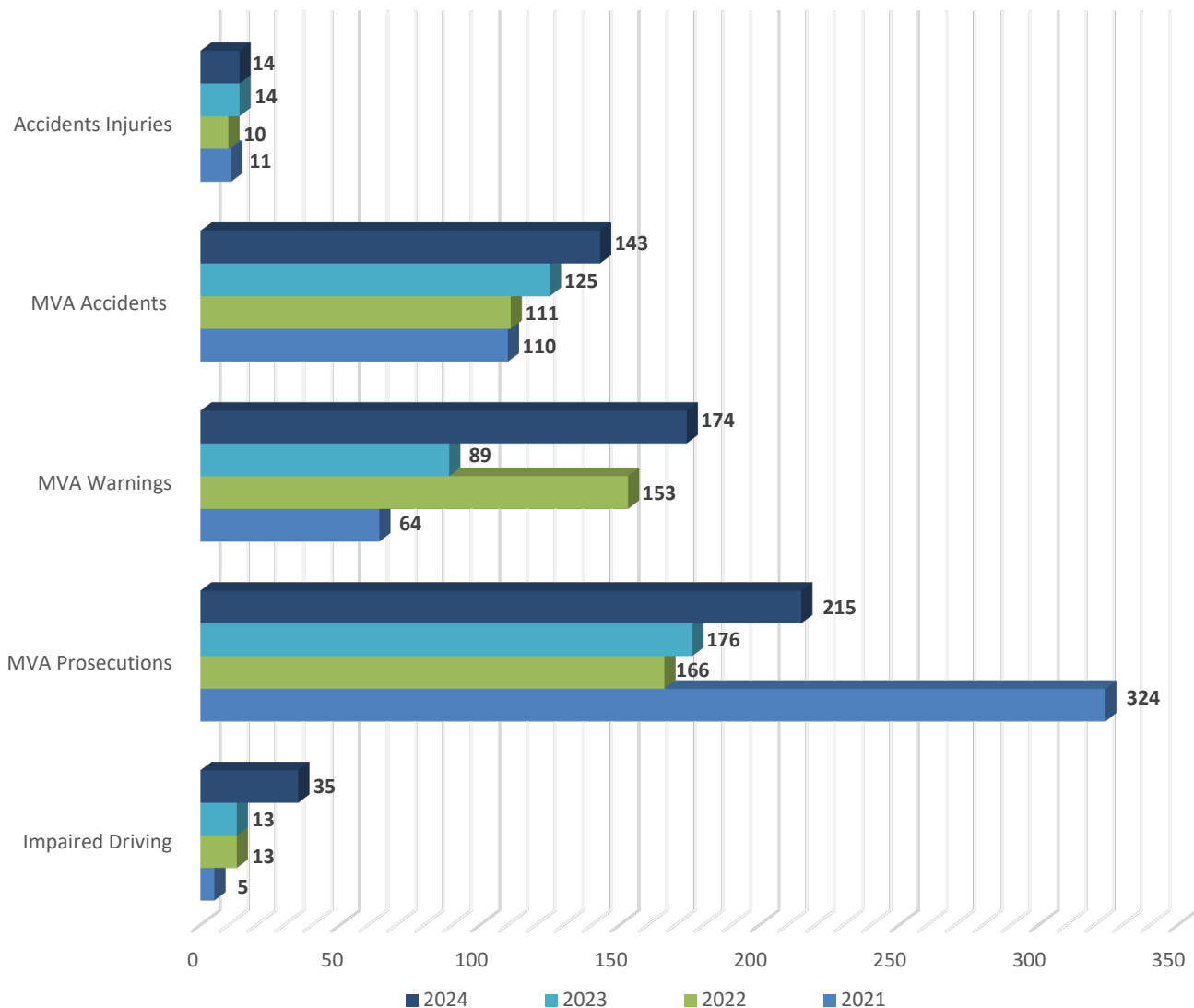
2024
Investigative Files:



2024 WPF Self-Generated Efforts & Accidents.

The below noted provides a 4-year comparison of the WPF's self-generated efforts and reported accidents.⁵

2021-2024 Comparison: Accidents & WPF Self-Generated Education & Enforcement



⁵ Years 2021-2024: 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.

2024 Primary Patrol Response and Administrative Support Teams.



Administration

- ✓ File "Reader" Review
- ✓ Customer Service Contact (landlines)
- ✓ Statistics (Local & National)
- ✓ Criminal Records Checks
- ✓ Bond Room Coordination
- ✓ CPIC – CJIM Validation/Maintenance
- ✓ Fingerprint Administration & Submission
- ✓ Budget – invoice – payables Coordination
- ✓ Court Preparation & Information
- ✓ Web-Site Coordination
- ✓ Officer Time Management (Payroll)
- ✓ Social Media Coordination
- ✓ File Validation
- ✓ Scheduling
- ✓ Executive Administrative Support
- ✓ Policies Coordination
- ✓ Strategic Planning Coordination
- ✓ Stores – Equipment Coordination
- ✓ Right to Information (RTIPPA)
- ✓ Records Management System Coordination
- ✓ ViCLAS
- ✓ Provincial Offences Procedures Act
- ✓ Memorandums (MOU) Coordination

Platoon Response

- ✓ 24/7/365 Police Service Coverage
- ✓ "First Responder" Emergency Response
- ✓ General Patrols and Visibility
- ✓ Low to Mid-Level Investigations
- ✓ Departmental Policy Oversight
- ✓ Federal Statute Enforcement
- ✓ Provincial Statute Enforcement
- ✓ First Aid Application
- ✓ File Submission and Review
- ✓ Incarceration Oversight
- ✓ Education & Awareness Coordination
- ✓ Officer Safety Training
- ✓ Scene Containment & Continuity
- ✓ Special Events Attendance
- ✓ Wellness Checks
- ✓ Intimate Partner Violence – ODARA
- ✓ Strategic Planning Insight & Completion
- ✓ Tactical Response & Entry
- ✓ Community Events Participation
- ✓ Crime Prevention Awareness
- ✓ Community Policing Engagement
- ✓ NBACP Sub-Committees Participation
- ✓ Labour/Management Committee

2024 Community Resource Officer.⁶



⁶ The WPF is proud and grateful to have partnered with the Anglophone West School District for the fifth consecutive year. This collaboration has helped raise early awareness among local youth in key areas of exposure. Through our Community Resource Office (CRO), we have also fostered partnerships with organizations such as Special Olympics, Seniors Groups, Western Valley Drug & Alcohol, the Icelandic Prevention Model, the Multi-Cultural Association of Carleton County, and local daycares.

WPF Integrated Enforcement Unit (IEU).

Established in 2022, the Integrated Enforcement Unit (IEU) focuses on investigating illicit drug and firearms offenses within our region. As one of seven units operating across the province, the Woodstock IEU collaborates closely with its counterparts, sharing intelligence and coordinating investigations.

Led by the WPF, the Woodstock unit operates with support from an administrative IEU coordinator and consists of officers from the Woodstock Police Force, RCMP, and Justice & Public Safety (JPS).



In 2024, the Woodstock IEU carried out several targeted investigations across the region, yielding significant results. These efforts led to numerous criminal charges, including drug trafficking, weapons offenses, and possession of stolen property. Notably, one investigation resulted in the seizure and forfeiture of a vehicle under proceeds of crime, as it was being used for criminal activity.

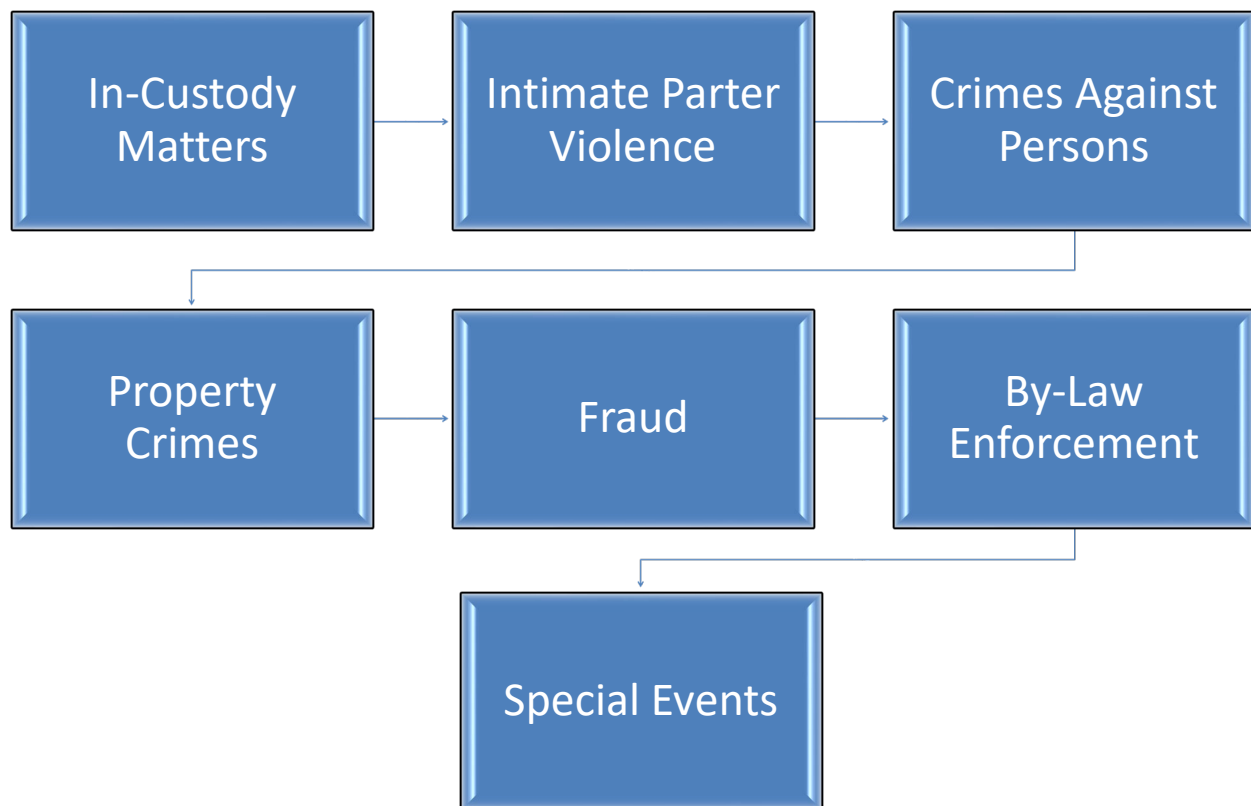


The IEU successfully removed several types of narcotics from the streets of Woodstock, including:

- 2850 grams of marihuana
- 178 grams of cocaine
- 104 grams of MDMA
- 68 capsules of hydromorphone
- 202 grams of hash
- 111 grams of shatter
- Over 100 packages of edibles
- 13 syringes with resin

WPF Street Crime Unit (SCU) & By-Law.

Established in the fall of 2023, the Street Crime Unit (SCU) was created to investigate mid- to high-level crimes and occurrences. This plainclothes unit consists of three Woodstock Police Force officers as well as the department's By-Law Officer. Since its inception, the SCU has contributed to a **70% increase** in the clearance rate of reported crimes.



WPF employee satisfaction & organizational progress.⁷

A career in policing comes with both rewards and challenges. To foster a strong and motivated workforce, employees must have a voice in shaping both their personal growth and the direction of the organization. Strategic planning is one way to achieve this, but is it truly making an impact? Are we enhancing employee satisfaction, organizational progress, and overall morale?

To better understand these dynamics, the Woodstock Police Force conducted a seven-question survey, inviting employees to share their perspectives. The following results offer insight into where we stand as an organization

7 Questions Posed

29 Members/Staff Surveyed

25 Responses Returned

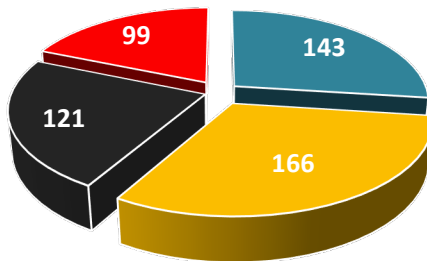
80% Employee Satisfaction!

⁷ The full list of questions and results, related to each, may be viewed at Appendix "D" of this Annual Report.

WPF Internal & External Communication.

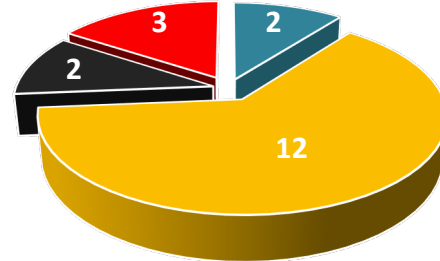
(INTERNAL) The importance of effective and consistent communication cannot be overstated. The need to keep our staff and community informed is critical to our public safety mandate, vision and service.⁸

WPF Routine Orders



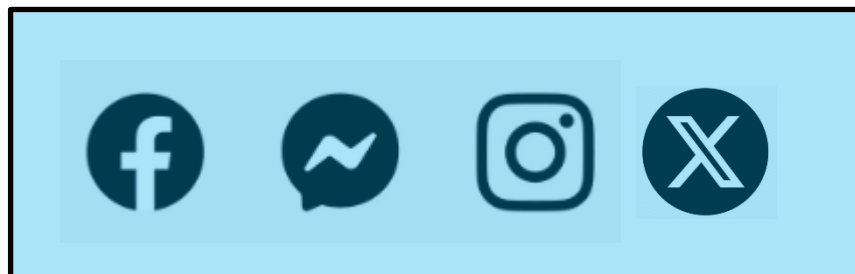
■ 2024 ■ 2023 ■ 2022 ■ 2021

WPF Routine Orders



■ 2024 ■ 2023 ■ 2022 ■ 2021

(EXTERNAL) The Woodstock Police Force utilizes a variety of social media platforms (e.g., Instagram, Facebook, and "X" (@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 base.

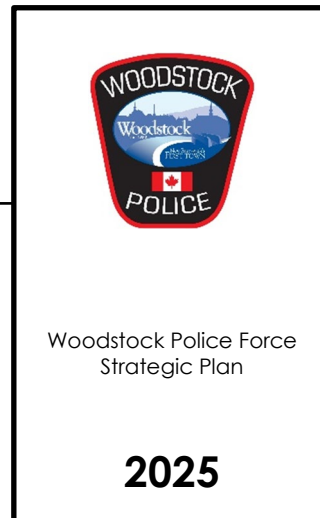


⁸ Internal WPF communication is via force-wide emails to all staff in the form of documented Routine Orders (day-to-day operations) and Standing Orders (directives and policy). This approach supports the timely communication of best practices, policies, course selection, and organizational changes to all staff.

Accountability and Building Public Trust.

1. **Transparency** - Our 6th Consecutive Year of Strategic Planning (2025) will soon be available on-line for public viewing at woodstockpoliceforce.ca.

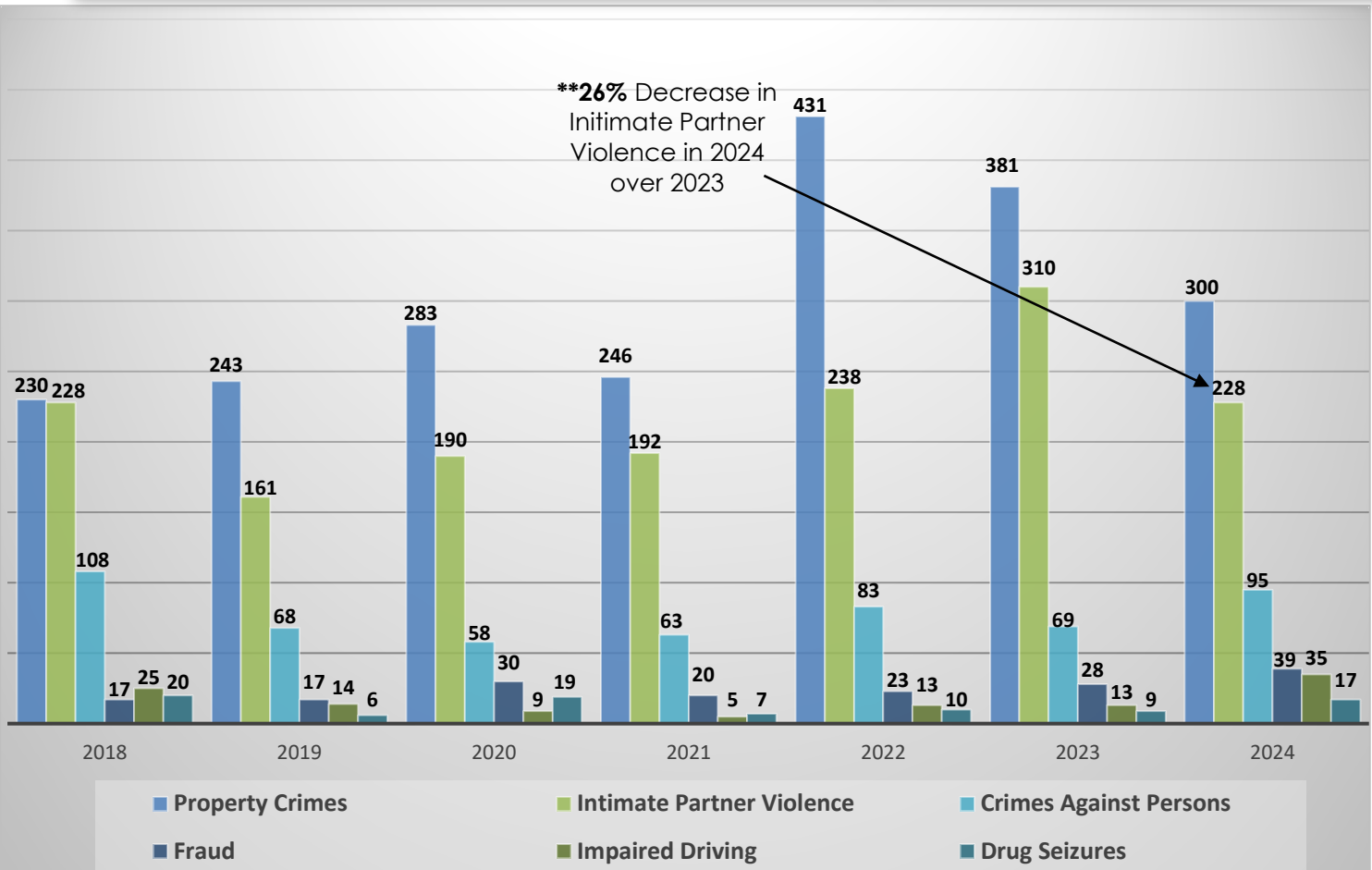
Available on-line by March,
2025



2. **Accountability** – Implementation of Body Worn Camera (BWC) technology for use by the WPF was realized in 2020. 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, & officer misconduct purposes.
3. **Visibility** – In 2024, WPF officers engaged to increase our visibility and accessibility to citizens through planned and scheduled bike patrols, foot patrols, holiday spot checks, and public safety road checks.

APPENDIX "A"

7-Year Statistical Comparison



Category

7-Year Average

2024 Events

Trending

Property Crimes

275 average

300 Reports



Intimate Partner Violence

221 average

228 Reports



Crimes Against Persons

78 average

95 Reports



Fraud

25 average

39 Reports



Impaired Driving

16 average

35 Reports



Drug Seizures

13 average

17 Reports

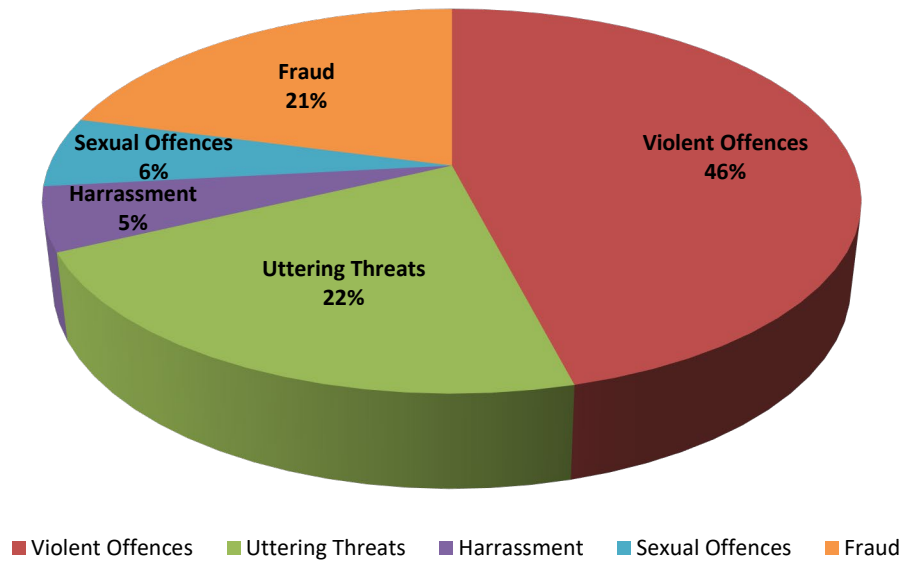


Appendix "B"

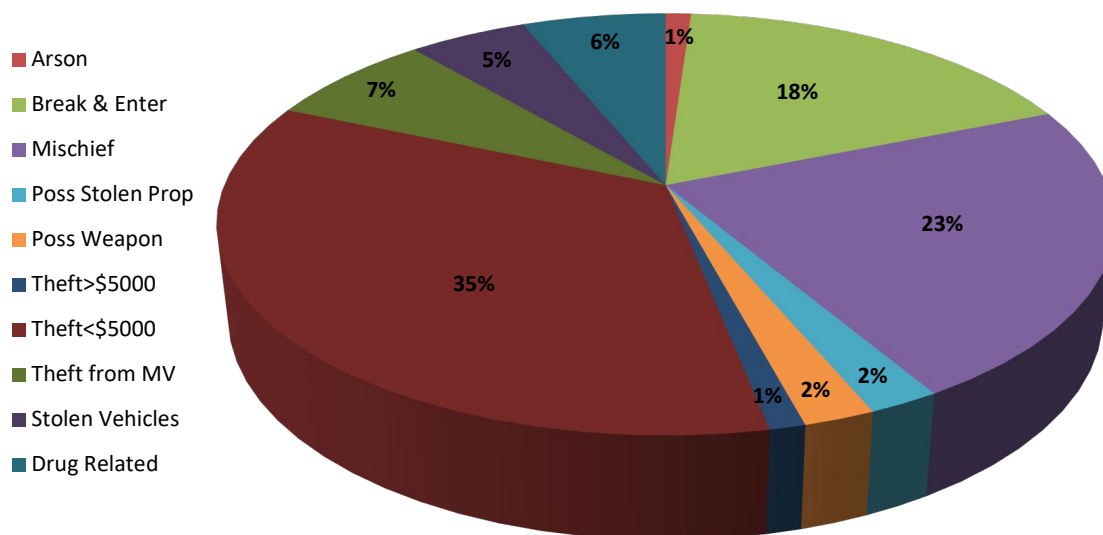
2024 WPF Crimes Against Persons: Breakdown

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

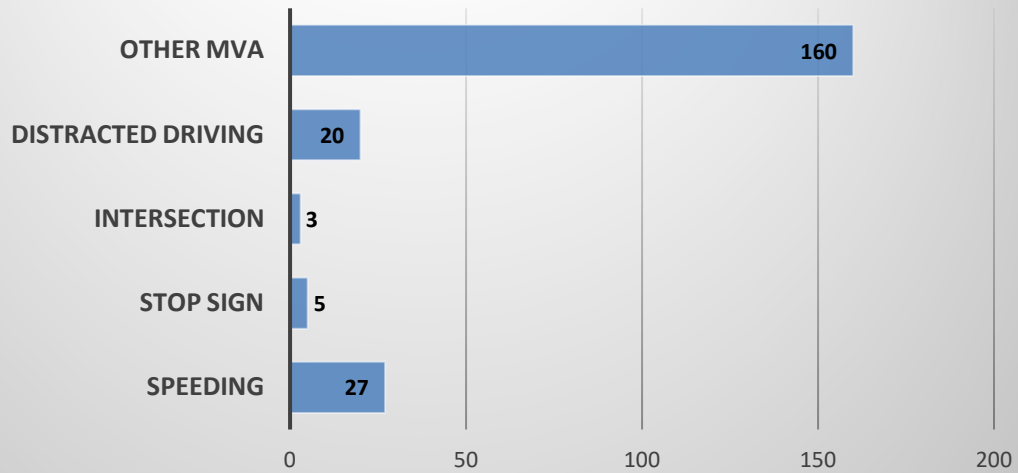
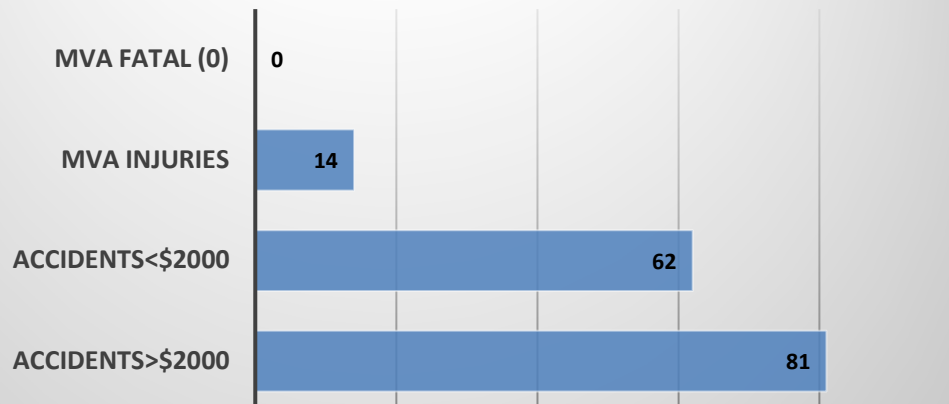
2024 Crimes against persons



2024 Property / Drug Crimes



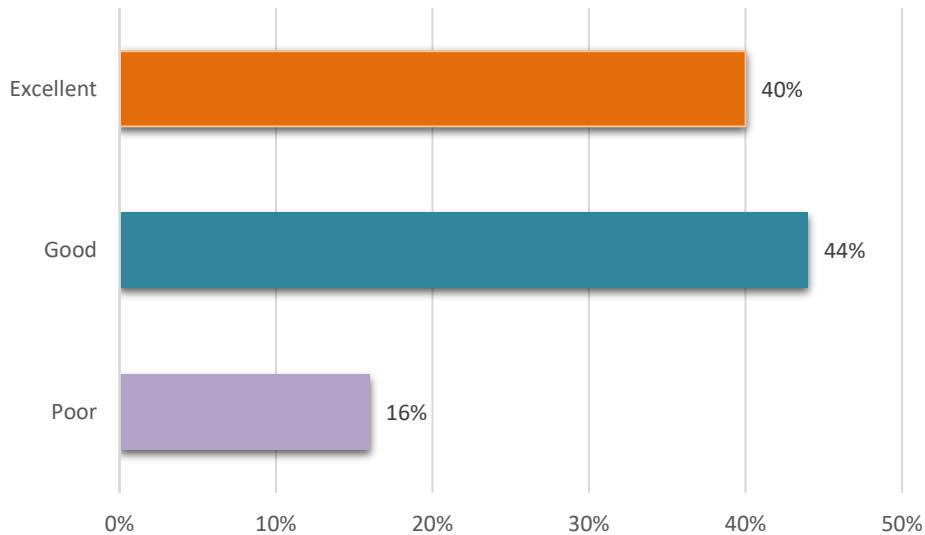
Appendix "C"

2024 Motor Vehicle Traffic Response: Breakdown**2024 WPF Self-Generated: Motor Vehicle Act****2024 Accidents and Injuries**

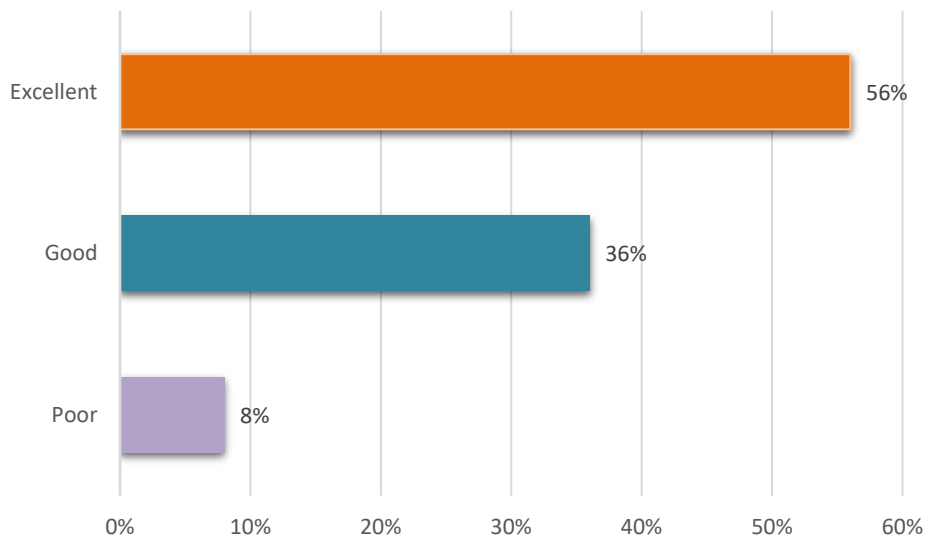
Appendix "D"

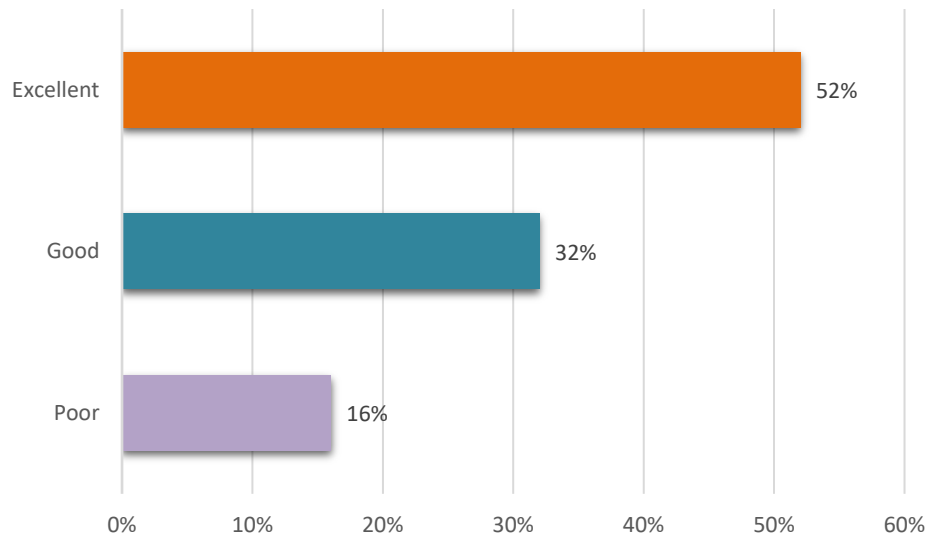
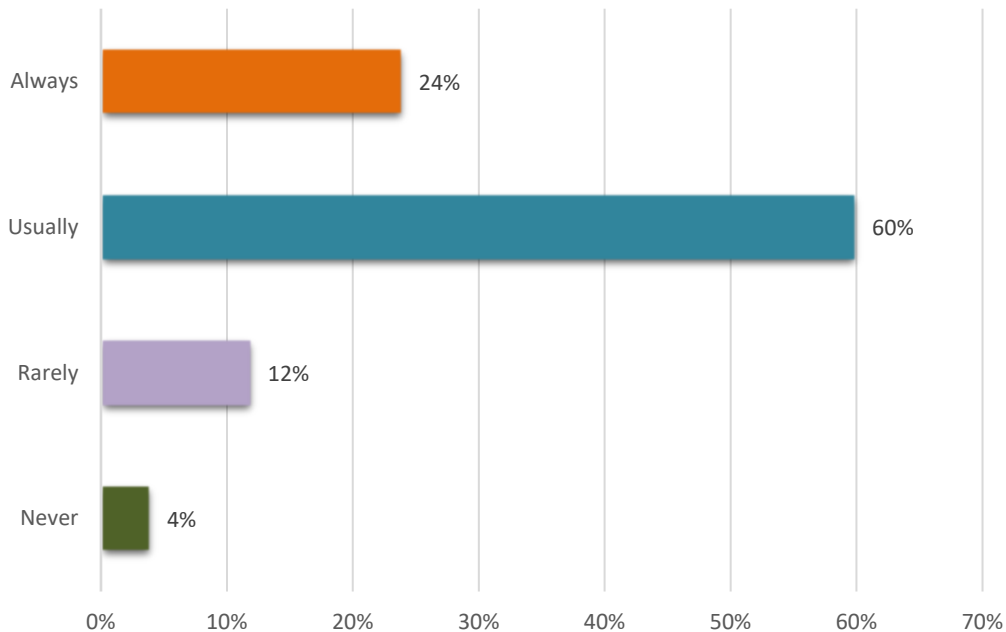
2024 WPF Internal Satisfaction Breakdown

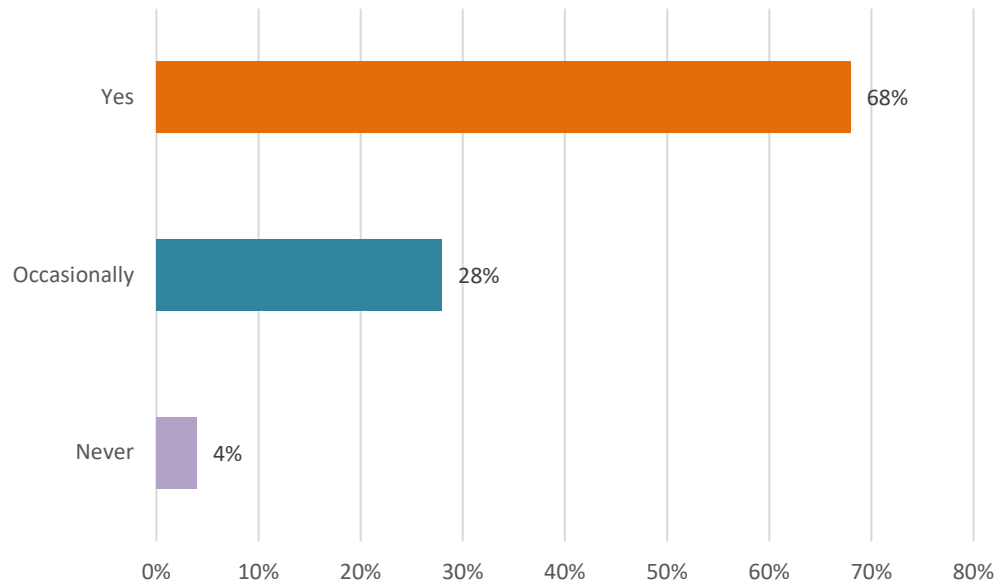
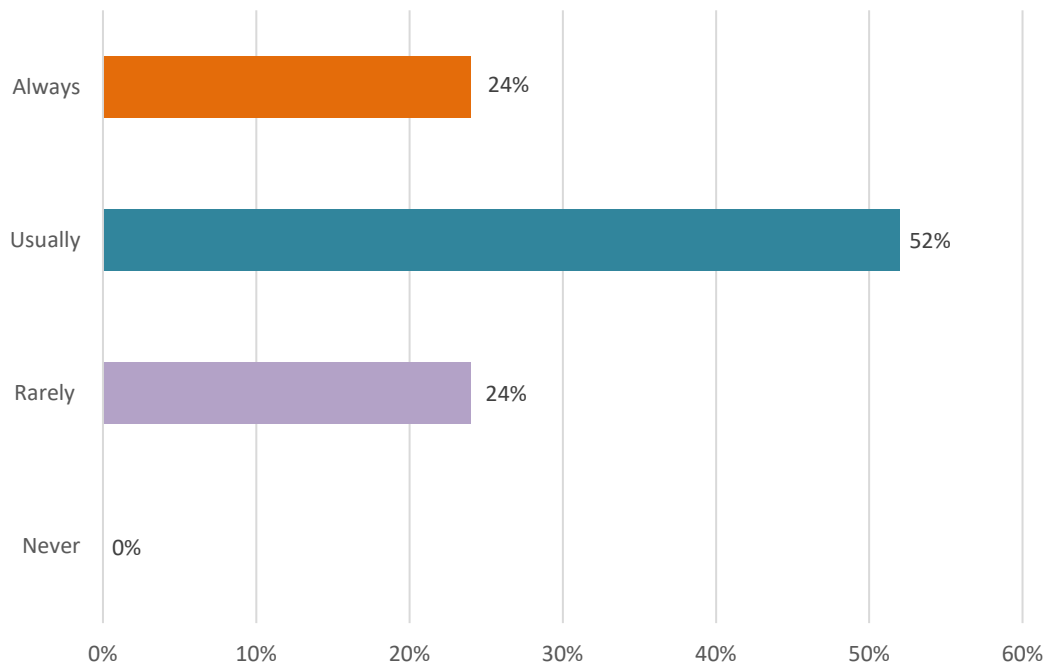
1. How would you rate the communication between senior leadership and WPF members?

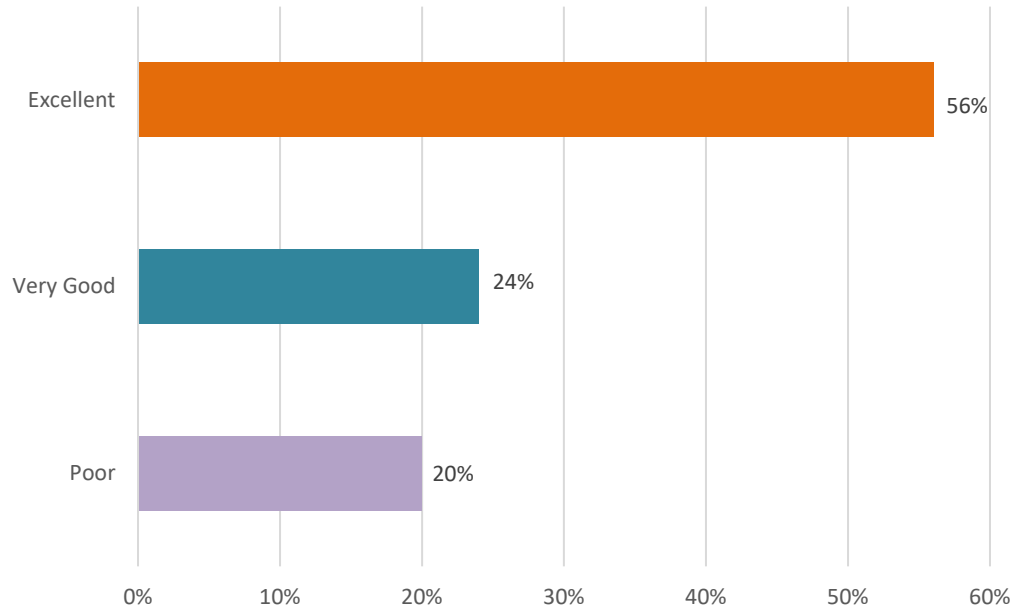


2. How would you rate the direction the Woodstock Police Force is moving in?



3. How would you rate the morale within the Woodstock Police Force?**4. Do you feel work is recognized by senior leadership?**

5. Do you feel you are given opportunities to grow and develop as a member of the WPF?**6. Do you feel your opinions are valued within the Woodstock Police Force?**

7. Rate your job satisfaction working with the Woodstock Police Force?

APPENDIX "E"

5-Year History

WPF Officer Misconduct & Police Act Complaints

Conduct Complaints Woodstock Police Force	New Brunswick Police Act Section	2020	2021	2022	2023	2024	5 Year Totals
Discreditable Conduct	Section 35(a)	0	0	1	0	1	2
Neglect of Duty	Section 35(b)	0	0	0	0	0	0
Deceitful Behaviour	Section 35(c)	0	0	0	0	0	0
Improper Disclosure of Information	Section 35(d)	1	0	0	0	0	1
Corrupt Practice	Section 35(e)	0	0	0	0	0	0
Abuse of Authority	Section 35(f)	0	1	1	1	0	3
Improper Use & care of Firearms	Section 35(g)	0	0	0	0	0	0
Damage to Police Force Property	Section 35(h)	0	0	0	0	0	0
Misuse Intoxicating Liquor or Drugs	Section 35(i)	0	0	0	0	0	0
Convicted of an Offence	Section 35(j)	0	0	0	0	0	0
Insubordination	Section 35(k)	0	0	0	0	0	0
Party to Breach	Section 35(l)	0	0	0	0	0	0
Workplace Harassment	Section 35(m)	0	0	0	0	0	0
Total Allegations →		1	1	2	1	1	6
Conduct Complaints - Final Disposition Woodstock Police Force		2020	2021	2022	2023	2024	Total
Summary Dismissal		0	1	0	0	0	1
Informal Resolution		1	0	1	1	1	4
No Further Action Required		0	0	1	0	0	1
Settlement Conference		0	0	0	0	0	0
Arbitration Hearing		0	0	0	0	0	0
Withdrawn by complainant		0	0	0	0	0	0
Files Outstanding		0	0	0	0	0	1
Total Disposition Files →		1	1	2	1	0	6

End of Report
Thank You Kindly.

“Compassion is the basis of morality.”

- Arthur Schopenhauer