

Mayor and Council External Correspondence

Summary as of September 24, 2025

Item	From	Topic	Dept.	AT #
26	Royal Canadian Legion #289 & #61	Permission Request - Annual Legion Poppy Campaign & Remembrance Day Parade - October 31 - November 11, 2025	CS	149268
<i>Proposed Motion:</i>		<i>THAT letters be sent to the Ladner and Tsawwassen Legions noting the City of Delta's support for the annual poppy campaign and Remembrance Day Parade.</i>		
27	M. McKnight, Vancouver Police Department	UBCM Resolution NR12 - Health and Wellbeing of BC's Public Safety Personnel	CS/DPD	149290
<i>Proposed Motion:</i>		<i>THAT staff prepare a letter in support of the First Responder Resiliency Program to be sent to Hon. Nina Krieger, Minister of Public Safety and the Solicitor General, on behalf of the City of Delta.</i>		

Mayor & Council

From: Membership <rcl289.member@eastlink.ca>
Sent: September 5, 2025 3:22 PM
To: Mayor & Council
Subject: Emailing: Signed Letter to Mayor and Council 2025
Attachments: Signed Letter to Mayor and Council 2025.pdf

8 SEP 25 10:19 AM

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Hi there,

On behalf of the Legion I thank you for your consideration on this matter.

Tsawwassen Legion 289

Jodie McDonald

Poppy Contact

TYPE: REGULAR AGENDA
DEPT: CS
A.T.#: 149268
Comments: Regular Agenda
Oct. 6, 2025

A genda
FILE # 0320-20

Each year the Royal Canadian Legion requests Council's support for the conduct of the annual poppy campaign. As in previous years, a Highway Use Permit will be issued to the Ladner Legion in support of the parade for the Remembrance Day Ceremony at Memorial Park.

Proposed resolution: THAT letters be sent to the Ladner and Tsawwassen Legions noting the City of Delta's support for the annual poppy campaign.



Royal Canadian Legion #289

#22-1835 56th Street
Tsawwassen BC V4L 2L8
Tel: 604-943-0232
Fax: 604-943-3388
email: rcl289@dccnet.com

Facebook:
www.facebook.com/legion.289

September 5th, 2025

Office of the City Clerk
City of Delta
4500 Clarence Taylor Crescent
Delta, BC
V4K 3E2

Dear Sir or Madam,

Annual Legion Poppy Campaign – October 31 to November 11, 2025

We are seeking support from Delta Council for permission to conduct our annual Remembrance Poppy Campaign this October – November within the Tsawwassen area.

Please present this correspondence to a Regular Council Meeting prior to that start date.

Yours faithfully,

Jodie McDonald
Poppy Contact

ACKNOWLEDGED

DATE

**Royal Canadian Legion #61**

Address: 4896 Delta, Street
Delta, BC V4K 2V2
Tel: 604-946-4611
Fax: 604-946-4685
email: rcl61@telus.net

website: www.rcl61.ca

September 24, 2025

The Mayor and Council
City of Delta
4500 Clarence Taylor Crescent
Delta, BC
V4K 3E2

TYPE: REGULAR AGENDA
DEPT: CS to reply
A.T. #: 149268
Comments: Regular council
Oct. 6/25

RE: REMEBRANCE DAY, TUESDAY, NOVEMBER 11, 2025

With regard to the above, permission is requested, as in previous years for Delta Branch #61 of the Royal Canadian Legion to hold our Poppy Campaign including the sales of poppies from Friday, October 31st, 2025 to Monday, November 10th, 2025 in the community of Delta. As usual, permission will be requested from the merchants where solicitations are to be made.

Permission is also requested for the customary parade to begin from Branch #61 which is located at 4896 Delta Street and march to the Cenotaph and return back to the Legion. This will commence at 10:20 am in front of the Legion and proceed south on Delta Street directly to the Cenotaph at Memorial Park. Following the ceremony to parade will return to the Legion via the same route at approximately 11:30 am.

Thank you for your attention to this matter. Please contact Heather Bowling at 604-946-4611 or rcl61@telus.net for more information.

Sincerely,

Heather Bowling
Office Manager

See page 2 for staff comments

Mayor & Council

From: Michelle Jansson
Sent: September 15, 2025 9:52 AM
To: Mayor & Council
Subject: FW: Please support UBCM Resolution NR 12- Health and Wellbeing of BC's Public Safety Personnel

A genda
 FILE # 0400-20

TYPE: REGULAR AGENDA
 DEPT: DPD/CS
 A.T. #: 149290
 Comments: Regular Council
Oct. 6/25



Michelle Jansson
 City Clerk | City of Delta
Office: 604-946-3223 | **Cell:** 604-679-3891
Email: mjansson@delta.ca

The City of Delta acknowledges that we are on the shared, traditional, ancestral, and unceded territories of the sc̓aw̓áθ̓an (Tsawwassen), x̓w̓m̓əθ̓k̓w̓əy̓əm (Musqueam), and other Coast Salish Peoples. We extend our appreciation to these First Nations for the opportunity to enjoy this land together.

From: MCKNIGHT, Michele <michele.mcknight@vpd.ca>
Sent: Monday, September 15, 2025 9:19:40 AM
To: Mayor George Harvie <mayorharvie@delta.ca>
Subject: Please support UBCM Resolution NR 12- Health and Wellbeing of BC's Public Safety Personnel

Warning: This email came from outside the City of Delta. If the sender is not known, please do not open links or attachments. Contact the Service Desk (3215) if unsure of this email.

Dear Mayor Harvie and Council,

I am reaching out to you to provide a letter asking that the City of Delta Mayor and Council supports the much-needed BC First Responder Resiliency Program (FRRP) and endorses the Union of BC Municipalities (UBCM) resolution *NR 12- Health and Wellbeing of BC's Public Safety Personnel*. This resolution essentially asks the Province of British Columbia to:

- (1) Fund the BC First Responder Resiliency Program for an initial two years, to ensure continuous health and safety education for first responders across the province; and
- (2) Urge joint provincial ministries to collaborate with FRRP interest holder organizations to develop mental health and wellness policies, regulations, and funding mechanisms to ensure the long-term viability and expansion of this program for all first responders across the province.

I have been a police officer for 27 years and I can share with you that I and **two police officers from Delta Police** were able to participate in the FRRP. We were seen and heard by our peers, and the program marked a significant and measurable turning point in managing our mental health. I have

attached a document containing testimonials from FRRP participants, which explains in our words, exactly how impactful the program is.

Mentally healthy police officers make better, less reactive decisions and provide stronger public service because improved mental well-being allows for clearer thinking, enhanced emotional intelligence, and better engagement with the public, particularly during crisis situations. The FRRP helps first responders be better parents and coworkers, as well as reduce the likelihood of excessive force or other forms of misconduct, improve de-escalation skills, fosters stronger ties to the community and improves public safety and trust in law enforcement.

Please support the UBCM Resolution *NR 12- Health and Wellbeing of BC's Public Safety Personnel* at the convention next week.

Please see attached letter and FRRP Testimonials.

Respectfully,

Michele

Michele McKnight
Constable 2446
CISM Coordinator & Handler of Facility Dog, Zen 🐾
Employee Wellness Unit
Vancouver Police Department
Desk: 604-717-2655
Visit the [Employee Wellness Unit](#) page on Bluezone
Instagram [@padszen](#)

I acknowledge with gratitude the land on which I live and work is the unceded ancestral territory of the Coast Salish peoples, including the territories of the xʷməθkwəyəm (Musqueam), Skwxwú7mesh (Squamish), and Selilwataʔ/Selilwitulh (Tseil-Waututh) Nations.

VANCOUVER POLICE DEPARTMENT | *Beyond the Call*

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This correspondence pertains to UBCM Resolution NR12 - Health and Wellbeing of BC's Public Safety Personnel, submitted by the City of North Vancouver, which was adopted unanimously at the recent UBCM Convention.

The Delta Police Department (DPD) supports evidence-based resiliency and wellness programs for police officers as essential to building strong, healthy teams to serve the community effectively. DPD has made significant efforts in this area and recognize that the need for these supports continues to grow. DPD further notes a provincial approach to long-term support and sustainable funding through the BC First Responder Resiliency Program would be a positive step in strengthening these efforts for first responders across B.C. and the communities they serve.

Although the resolution has already been endorsed by UBCM, if Council wishes, staff can be directed to prepare a letter on behalf of City of Delta to Hon. Nina Krieger, Minister of Public Safety and the Solicitor General, expressing support for this initiative.

Dear Mayor and City Council,

RE: Support for UBCM Resolution NR12- Health and Well-Being of BC's Public Safety Personnel

I am writing to request your support for the UBCM resolution *NR 12- Health and Wellbeing of BC's Public Safety Personnel* to ask the Province of British Columbia to (1) fund the BC First Responder Resiliency Program (FRRP) for an initial two years, to ensure continuous health and safety education for first responders across the province; and (2) to urge joint provincial ministries to collaborate with FRRP interest holder organizations to develop mental health and wellness policies, regulations and funding mechanisms to ensure the long-term viability and expansion of this program for all first responders across the province.

I can confirm that only a few police officers from your city were able to participate in this life changing program.

As a first responder, I believe that public safety personnel need targeted mental health support to effectively serve their communities. First responders in Canada experience mental health disorders at a rate 4x higher than the public. Because of the operational stress and trauma we experience at work, psychological injury claims in BC have increased 416% in recent years, and these events directly impact municipal budgets through absences, attrition, and overtime coverage, above Worksafe claims (\$85k per claim; \$2M total for firefighters in 2022).

The BC FRRP is effective, and it saves money. With a 5:1 social return on investment, this evidence-based program results in significant improvement in mental health (depression, anxiety, post-traumatic stress), social support and quality of life. The program is operated in partnership between the University of British Columbia, Vancouver General Hospital, Vancouver Coastal Health, the British Columbia Professional Fire Fighters Association, the British Columbia Police Association, the Vancouver Police Union, and the Vancouver Police Department.

I believe the FRRP program is an effective tool for increasing personal resilience and reducing symptoms of depression, anxiety, and post-traumatic stress. I think the FRRP is an effective resource that should be offered to public safety personnel at every stage of their career.

Please support UBCM resolution *NR 12- Health and Wellbeing of BC's Public Safety Personnel* next week at the UBCM Convention.

Sincerely,

Constable 2446 Michele McKnight,
Participant and Facilitator of the FRRP
3585 Graveley Street, Vancouver BC
michele.mcknight@vpd.ca
604-717-2655

The First Responder Resiliency Program:

Testimonials from Municipal Police Officers

The Vancouver Police Department Employee Wellness Unit helps coordinate seats for the First Responder Resiliency Program (also known as the BCPA Resiliency in Policing Program). We asked past participants to share their experience from the program in the hopes that all police officers will hear how this program, and the setting in which it is held, is so necessary for the health and wellness of municipal police officers. With their permission, we share with you, their experiences anonymously.

The Resiliency in Policing Program most likely saved my life. If it had been available to me sooner, my personal life and career would have taken significantly different trajectories.

I hope that this program will continue to be available to members when it will have the most beneficial impact on their lives. Seeking help after it is too late is less desirable from all perspectives.

At the time I participated in the BCPA Resiliency in Policing Program I was a 12 year member, having spent my career entirely in operations. Prior to participating in the program my stress and anxiety had reached unmanageable levels. On the outside it appeared as though I was my usual self, and this was especially the case while at work. Although I had already started the personal process of dealing with the stress and learning new techniques to handle anxiety, I did not feel like this was something I could share with anyone in the workplace. The Resiliency in Policing Program was my first experience participating in and speaking about personal topics in a group setting. Having spoken with counsellors and psychologists many times prior I was comfortable with that process, but I had no idea how impactful this would be with peers! I learned that many of the people around me at work are or have been experiencing similar issues, and the way that stress and anxiety affects the body is similar for many of us. Listening and sharing with my peers helped me recognize that others understand and feel exactly how I was/am feeling. The process helped me understand the commonality we all share, and how this job affects us similarly. I felt completely heard, understood and supported throughout this program. Not once did I feel that my colleagues would gossip or talk about me after the fact back at the department. Dr Duncan Shields and Dr David Kuhl were absolutely amazing! I felt so understood by them! I also learned about resiliency in the program, and how to strengthen this in myself. I was also reminded that we are more resilient than we sometimes think we are - this mindset has been a huge help for me as I continue to work in the operational setting. I also learned how to listen and support my colleagues better. I think I carry this with me more now than ever, and it has made me a better teammate, friend, and family

member. Although I was nervous to participate in this program, it was absolutely the perfect thing I needed to do at that time in my life. If ever given the opportunity I would do it again. I am fully in support of any initiative to gain funding for this program. Funding from the government for this program would be an excellent investment into the health and safety of their First Responder employees.

I have been working as an officer for about 2 years. I had a bad call that left me shaken for a year but I did not speak to anyone about it as I did not want to appear weak. When I saw this course it gave me the opportunity to deal with my feelings that I had been shoving down and pretending weren't there.

For me this course was transformative. It gave me the opportunity to release emotions that I had been pushing down for months. As such I was able to come to terms with the trauma I had experienced from my work as a first responder. Through the work in the program I was able to share what I had been hiding and I ended up getting diagnosed with PTSD.

Since then I have continued to work on my mental health and to get better at dealing with my triggers. Without this program I would not have been able to deal with my trauma and begin to heal.

This course needs to continue so that others are able to work through the trauma that they have experienced through their lives. Without this program more people could fall into depression, anxiety, PTSD or the use of substances to mask their emotions.

The program was facilitated by Dr. Duncan Shields and Dr. David Kuhl, highly experienced doctors specializing in first responder trauma.

All participants were police officers. These were long, intense days with late nights and assignments. I am not exaggerating when I say the program is life changing.

We watched first hand as police officers reached a positive turning point in their recovery from critical incidents. I highly recommend this program to police officers experiencing ongoing stress from critical incidents,

The facilitators guided us through education and exercises specifically geared to address past and ongoing trauma and stress. From the program description, 'data and program outcomes suggest that given the right tools and conditions, first responders can be a tremendous resource to each other, helping us access their own strength, courage and grit during times of deepest struggle.' This was absolutely true.

Loon Lake was one of the biggest gifts I have received in my 22 year career. It was magnificent terrain, delicious food, and gorgeous cabins and was facilitated by two of the leading experts in trauma in our country. The experience left me not only with an amazing bond with the members I experienced it with but memories and laughs that I will forever cherish. Every detail of the program has been designed through the lens of establishing

resilience. I have come away from the program feeling so much lighter in life with multiple tools to navigate the rest of my career through a new lens of understanding different aspects and perspectives of this career, the members I work with and the community I serve. Since the resiliency training I feel stronger and healthier in all aspects of my life and will forever hold Loon Lake in a place of pure gratitude. I would recommend this program for every first responders but especially police. In a time of a massive loss of resiliency by police officers throughout North America this training is essential to ensure members are educated and supported and are equipped with strategies to build or rebuild resilience.

Good morning. I just wanted to email to say thank you all for helping set up the Loon lake program. I found it extremely beneficial and would easily recommend it. Thanks again for your hard work.

I took part in the BCPA Resiliency Program a year ago not knowing what it was all about. Two items that stood out to me. The other participants that I spent five days with were truly brave and compassionate people. Secondly, Dr.'s Shields and Khul conducted each session with care and encouragement. Their constant check-ins with each participant revealed their true understanding of what each of us have been going through. If we (government, police agencies) are going to say we take our Officers Mental Health seriously we need to continue to support financially to this very important program.

The level of emotion and openness to share was fantastic but what most surprised me was how quickly the group became so comfortable with each other. Most were complete strangers having only their vocation in common. Yet, the instructors created such a safe atmosphere that everyone was able to share their stories without judgement, without embarrassment without fear. Some even admitted having not told anyone else about their story.

I'm a happy person and enjoy life. I've seen a lot of bad things, heard many disturbing and demoralizing stories involving some of the worst of humanity. But I still look fondly over my career because of the people that I have worked around. Those people that have made the same choices I've made, the same sacrifices. I want to protect those people; see them stay healthy and prosper into retirement. This program is a key component on how to achieve this. It may not be that tragic suicide, too many NOK notifications or police-involved shooting that triggers us. It may be nothing in particular. But I have realized that we all carry a heavy weight and that just being there to listen, to be heard and just talk with others who may have experienced FAR worse then ourselves is what matters most. That is what this program has taught me.

I am an actively serving 40 year member, spanning with three different policing agencies in British Columbia. Over the years I have been involved in a variety of stressful situations which have taken their toll on my mental well being as a police officer on the job as well

as in my personal life. When this 4 day program was offered to me in April of 2023 I was a little apprehensive to say the least. When I first arrived at the lodge I was greeted by a former participant of the program which put me at ease. I was able to ask a few questions which provided me with some comfort and reassurance that I was participating in a program that was going to help me with my mental wellness.

After the initial introductions from all the other participants (8 in total) I came to the conclusion that we were all there for the same purpose and goal. To heal and to become more resilient with what was plaguing us and how to cope in the future in our policing career, or in my case, into retirement.

After the 4 days were completed I felt a sense of enlightenment as if a burden had been lifted from my shoulders. The psychologists, experts in their field in my opinion, were able to draw out of me, personally, a sense of calm and understanding of what the policing career had inflicted upon me over the years. I feel that this program should be made available to all police officers of all tenures of their policing career and not wait until stuff has built up within them over the years. Nobody should have to suffer in silence when having to serve their community or suffer in their personal lives.

I wholeheartedly endorse this program to all active members in the policing environment.

I was recently involved in a critical incident that was bothering me mentally. A colleague referred me to the VPD program BCPA Resiliency in Policing. I went in with an open mind about what this program was. During those four days, there was a lot of support within the group and from the facilitators. Someone told us, "You get out what you put into it!" It was the best advice for me and anyone else at the program. I was able to navigate to my resolve on what I was dealing with. The location itself was secluded, which helped, as it gave me focus and concentration as to why I was there.

I recommend this program to anyone their agency (First responders) referred. The facilitators were knowledgeable, respectful and professional.

The BCPA Resiliency in Policing Program was a turning point in my recovery from burnout, cumulative stress and a near-death experience in my personal life. Like many police officers, I minimized the traumatic event to get through it. My body knew it was traumatized, but my brain was saying nothing was wrong. I struggled at work: my emotions felt out of control and I suffered digestion and cognitive issues. Although I had engaged in regular psychotherapy regarding this event for nine months, it was participating in the program in 2019 that created the environment for me to finish the limbic response. I needed to be heard by my peers. They allowed me to give myself permission to share, go deep, and fully express my feelings. I am now in my 26th year of policing and using the tools I learned, I actively work to keep my mental health resilient.

Every police officer should have the opportunity to participate in this program, to learn, truly understand and practise positive, mental health strategies in a safe place. A dedicated space for first responders to take this program is *essential* for the future of healthy police officers and police departments.

I was 29 years old when I started on The Job. I always felt that the life experience of being older was good for me and the work, I still believe that. But as I close in completing my 30th year on The Job, I realize that I have been a police officer for over half of my life. What have I learned?

The work is HARD! The work demands that you use every part of yourself to help others to succeed and so often to survive. In the chaos to help others survive, it is the best word, I can only speak for myself but I know I speak for all of us on the Job we give up little bits and parts of ourselves and our humanity. I took on trauma and grief from others. How can you not, they are having the worse days of their lives. Telling them their child is dead, their daughter has fallen into drug addiction to deal with the trauma of being forced into the sex trade and it's not anyone's fault that their love one so full of despair took their own life.

At first it didn't seem to matter of the bits and parts you give up. Except now I look back and go the daily drip of little bits and parts becomes huge. It becomes massive it can feel insurmountable. The experience of life I had before I started working can fall away, the good parts, and the dark parts of it creep in more and more.

I attended the program because I knew I needed to work on myself. To my surprise it was a lot of work and still is. The program is not club med, its work but I was and those there with me were grateful for it. It was life changing. I learned so much more about myself and what facing that much trauma can mean. I learned most importantly that sticking it in a box in your head doesn't work. Your head will find it and open it almost always at a bad time. My friend is a psych nurse who smartly asked me if I felt cured after the Program. I said no cause I don't think I was ever sick just in denial/oblivious of what was going on around me and to me through the years. The work for me continues, it is important for me to say I need to work on this. My wife of 29 years told me a few months after I came back that I had moved closer to the man she married all those years ago (she settled). Duncan and Kevin ran my session and I am forever grateful to them. The hug I gave them at the end and the ones I have given them when seeing them since are of pure gratitude and appreciation of helping to bring me back.

Beware those that look into the darkness, for the darkness looks back. –Fred Neitzsche (often translated as looking into the abyss).

It is a quote that has frighten me now for a long time. I feared that was me. The program made me realize that it was not true for me and gave me invaluable tools to make sure it never happens.

I believe the Program was key to me turning a corner to better mental and physical health. It not weak to say you need help its being realistic. We all need help and this program does just that.

I am beyond grateful for my time at the Resiliency in Policing retreat at Loon Lake. As a 15 year member I have never participated in anything that has had as much of a positive effect on my life as this retreat. It was life changing. The format of group therapy not only helped me through sharing my experiences but I learned so much from others'

experiences as well. It was a stark reminder that none of us are alone in our journeys through our profession. The care and commitment of the doctors who led the program helped me me feel safe, seen, and heard. Since the program I have been able to implement the tools and suggestions that were shared with me and this has made all the difference. This is a program that every police officer should have the opportunity to experience. It is the way to take care of the caretakers. Thank you!

I have always been a proponent of having a psychologist. I started seeing one 17 years ago after a personal tragedy. It evolved into regular sessions because of this job. However, I had never tried group therapy.

I was hesitant at first, but only because, as police, it can be hard to be vulnerable with your peers. I kept an open mind because of the great things I heard about the program. I was not disappointed. Being vulnerable with one's peers created a bond of fierce trust and understanding. Being heard and validated by one's peers helped me work through things that I had been hanging onto for years.

Loon Lake is an amazing setting for this journey. Plus, Dr. Kuhl and Dr. Lutz are so kind, knowledgeable and experienced to guide us through the process.

This program is so beneficial to help police officers get back to the path, or even to stay on the path of mental health resiliency that is required for this job. I feel very grateful to Dr Kuhl and Dr Lutz and the VPD Wellness Unit for giving me that opportunity.

I attended the BC Resiliency Program on the suggestion by a fellow Peer Support Team member. As a member of the Team, I felt that if I were to recommend the program as a resource for members that I am supporting, then I should have firsthand knowledge of what the program could offer. At that time, I wouldn't say I was in a down point in my personal life or career, but I knew I had areas of growth I should take on. I thought I had nothing to lose, so I got approval from my Sergeant to attend.

The group setting at first was daunting, and I kind of felt a little out of place, as there were definitely others in attendance that were clearly suffering. As I thought through my reasons for attending, I worried the others may think, Why is she here? or Someone else who is suffering should be here instead of her. I knew at least one attendee for many years, but other than that, I hardly knew anyone else well at all. Surprisingly, my worries about taking a spot of someone else who may need it more dissipated, and a bond between us formed almost instantly. There was something about the tranquil setting, the knowledge of the doctors who made us feel like we were in good and capable hands, and the commitment by all of us attendees to put into the program what we want to get out of it. Everything fell into place. Any reservations I had were dispelled very quickly. I know that the other attendees felt reservations (but for different reasons) and I could see that they too felt comfortable within a short period of time.

As the program progressed over the three days, I had moments of enlightenment about my life experiences, and how those shaped my psychological responses. The doctors helped me understand why we all have responses. One realization was finally recognizing things about me that I thought were just my quirky or dramatic tendencies were the intricate nervous system's responses to trauma. I felt comforted to know that those

tendencies were not character flaws, or anything to be ashamed about. As complex as my responses were, it suddenly seemed simple. I felt a sense of relief that my reactions had a physiological reason. I now understood that was also why the pattern of responses I have had throughout my life were actually my nervous system's learned method of coping. I felt hopeful that my nervous system could learn new responses. Patterns I had all my life, could be changed. Growth was not only possible, but seemed to be happening in those very moments of the program.

My original intention of participating was to learn about the program and how it could benefit others. What a gift it was to gain such insight into my own reactions and patterns. It was like a lightbulb turned on when I learned that my body and nervous system are both beautifully complicated in its response to trauma, yet simplistically normal. We all respond to stress and trauma differently and experience it in varied ways, but the common thread is that as Police officers can learn to recognize our individual responses, and address them before they cripple our relationships and our lives. Growth after trauma is not only possible, but it is something we are deserving of.

I am a police officer with 14 years of service. I had an opportunity to attend the BCPA Resiliency in Policing Program this year. I attended the program because I knew that I needed some space and distance from my everyday life in order to work out some challenges I was facing in my personal and work life. Many first responders have suffered in silence and it is through programs like this, that we have an opportunity to take care of people whose job is to take care of others.

This program allowed me to share these challenges together with other attendees in an organized and safe environment. It allowed me to understand what I had struggled with and that I was not alone. My experiences, however unique, are shared by others in how we emotionally react and connect to them. Whether we are scared, traumatized, sad, or overwhelmed, someone else has felt the same. I look back on how important it was to have the support and understanding of my peers. To be validated and heard.

Many officers make it into retirement but not many are given the tools to be able to enjoy retirement. This program is one of the few tools available which gives us a chance at that. We equip ourselves with the best tactical knowledge, know-how, equipment and resources to handle dangerous situations. Yet, we do not have permanent programs in place to give us the best chance of not only surviving our jobs, but to make it and to have a fulfilling retirement. If more first responders are given this opportunity, we can hopefully create a sub-culture where mental health is just as important as our physical safety.

I whole-heartedly believe that this program should be permanently in place with secure funding. We have to put money where it matters.

I have been in policing for 23 years and I just want to say what an amazing experience this was for me, I got so much out of it in a positive manner. It was an incredible journey over the 4 days and I learnt a tremendous amount about myself and where I am at, the reasons why I have suffered such trauma and how to now cope and overcome these hurdles. I can not thank you all enough for enabling this and the support you have provided.

I would highly recommend this to anyone in the department. I would certainly be very interested in helping out within the department or at future retreats to help others through incidents going forward.

Many thanks again

I would like to thank you for providing me the opportunity to attend the resiliency program in Maple Ridge. I will admit, it was difficult, intense, emotional, and at certain points I wanted to get up and leave. I'm so happy I didn't. It's hard to explain, but somehow I feel a weight has been lifted. I have a better understanding in relation to how my mind and body are reacting or not reacting to adverse policing calls and not to be so hard on myself. At the end of the program, I wasn't ready to leave and wished I had more time with the two physiologists, who were both kind and brilliant. I couldn't thank Duncan and Kevin enough for their time and the effort they put into the program. For me, the program was life changing.

I have been a police officer 17 years and I wanted to express my support for the First Responder Resiliency Program. I had the opportunity to attend one of the week-long sessions held at Loon Lake in 2024, and I returned as a peer facilitator this past October. I found the doctors (Kuhl, Lutz and Shields) to be very empathetic and knowledgeable in their respective fields, and I appreciated the passion they all showed for what they do. They created a safe environment that allowed us to share our individual experiences, something I found pivotal in my own recovery from work related stress. I would never have attended this kind of group environment without the encouragement of the VPD Peer Support Team, to whom I am grateful. It is my hope that this program will continue to support our members who are suffering from workplace trauma, at all phases of their careers, it is invaluable.