



Noble Region IV

Virtual Conference

May 23 & 24, 2025



Welcome

AGENDA

GUEST SPEAKERS

SHIRLEY A BERGER (RETIRED)

CHIEF BOOKER HODGES

DEPUTY CHIEF VICTOR McDOWELL

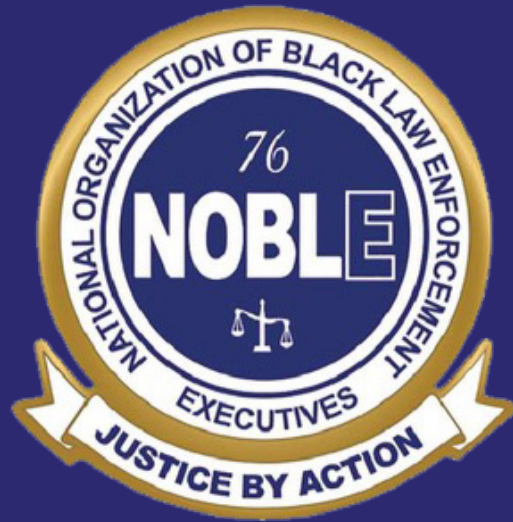
DR. BRUCE HENRY

CRYSTAL KING-SMITH (RETIRED)

VIRTUAL MEET -N- GREET

ASSISTANT CHIEF VICTOR GREEN

JACQUELINE FORTUNE-CARTER



AGENDA

FRIDAY, MAY 23, 2025

- FRIDAY AT 4:30PM AND SATURDAY AT 5PM ONE HOUR EACH DAY. SHIRLEY A BERGER (RETIRED) DETROIT POLICE DEPARTMENT: FINANCIAL AND FISCAL ACCOUNTABILITY FOR REGION IV/CHAPTERS. ONE HOUR EACH DAY.

FINANCIAL ACCOUNTABILITY TRAINING WILL PRESENT AN OVERVIEW OF NOBLE NONPROFIT ACCOUNTABILITIES. THIS TRAINING IS FOR CHAPTER BOARD MEMBERS AND REGION IV MEMBERS. THE GOAL IS TO ILLUMINATE FINANCIAL KNOWLEDGE AND SKILLS NECESSARY TO MANAGE RESOURCES AND SUPPORT THE ORGANIZATION'S NATIONAL NOBLE FISCAL STANDARDS.

TRAINING OBJECTIVES

1. OVERVIEW OF FISCAL PROTOCOLS ALIGNED WITH THE NATIONAL NOBLE FISCAL STANDARDS
2. UNDERSTAND BASIC NOBLE FINANCIAL AND QUARTERLY REPORTS
3. OVERVIEW AND COMPLETION OF KEY NONPROFIT FINANCIAL STATEMENTS AND REPORTS
4. ENSURE COMPLIANCE WITH NONPROFIT FINANCIAL REGULATIONS
5. STRENGTHEN FISCAL COMPLIANCE AND ACCOUNTABILITY REPORTING FOR NATIONAL NOBLE/CHAPTERS.

- FRIDAY AT 5:30 PM CHIEF BOOKER HODGES /VICTOR McDOWELL

DURING THIS COURSE WE WILL DISCUSS THE IMPORTANCE OF MENTORING. AS OUR PROFESSION CONTINUES TO GET YOUNGER AND OUR MORE SENIOR MEMBERS BEGIN TO RETIRE TAKING WITH THEM A WEALTH OF KNOWLEDGE MENTORING IS IMPORTANT NOW MORE THAN EVER. MANY AGENCIES HAVE INFORMAL MENTORING PROGRAMS THAT MAY NOT BE EFFECTIVE AT PROVIDING CAREER DEVELOPMENT TO THOSE WHO ARE NOT IN THE IN CROWD. IN THIS WORKSHOP WE WILL LOOK AT HOW ONE POLICE DEPARTMENT ARRANGES ITS FORMALIZED MENTORING PROGRAM THAT INCLUDES BOTH CIVILIAN AND SWORN STAFF.

- FRIDAY AT 6:30 PM DR BRUCE HENRY: PROMOTIONAL PROCESS PART 1

PART 1: PROMOTIONAL TEST TAKING IS MORE THAN JUST MEMORIZING PROCEDURES, RULES, AND ORDERS. IN THE ASSESSMENT PHASE, YOU MUST APPLY YOUR KNOWLEDGE TO ACTUAL INCIDENT SCENARIOS IN ORDER TO PROVE YOU ARE SUFFICIENT TO PERFORM LEGALLY, PROFESSIONALLY, AND COMPASSIONATELY IN THE NEXT LEVEL. THIS PART OF THE PROCESS IS ADMINISTERED AND JUDGED BY ASSESSORS SELECTED FROM THE FIELD OF LAW ENFORCEMENT.

- FRIDAY AT 7:00 PM CRYSTAL KING-SMITH (RETIRED) CHICAGO POLICE DEPARTMENT: PROMOTIONAL PROCESS PART 2. THIS SECTION IS ABOUT PROMOTIONAL TEST PRESENTATIONS TO PREPARE YOU FOR THE ASSESSMENT/ORAL BOARD SECTION OF TESTING.

- FRIDAY AT 7:30 PM- 8PM VIRTUAL MEET N GREET: BRING YOUR HATS AND FAN FOR SOME VIRTUAL LINE DANCING GOOD FUN.

AGENDA

SATURDAY, MAY 24, 2025

- SATURDAY AT 4PM VICTOR GREEN ASSISTANT CHIEF OF KALAMAZOO DEPARTMENT OF PUBLIC SAFETY: UNDERSTANDING THE GENERATIONAL DIVIDE IN LAW ENFORCEMENT

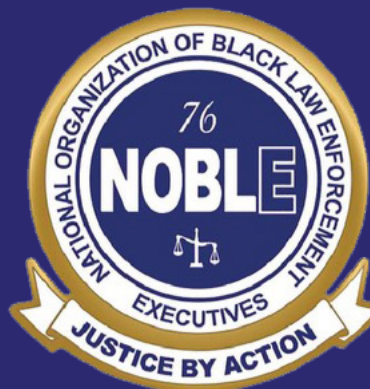
GENERATIONAL DIFFERENCES CAN IMPACT HOW WE MANAGE AND COLLABORATE WITH FELLOW OFFICERS AND CITIZENS DUE TO VARYING LIFE EXPERIENCES, VALUES, AND COMMUNICATION STYLES. WHILE EACH GENERATION—SUCH AS TRADITIONALISTS, BABY BOOMERS, GEN X, MILLENNIALS, AND GEN Z—SHARES SOME COMMON TRAITS SHAPED BY HISTORICAL EVENTS AND SOCIETAL CHANGES, THESE TRAITS ARE NOT ABSOLUTE. THE BOUNDARIES BETWEEN GENERATIONS ARE NOT SCIENTIFICALLY FIXED AND OFTEN DEPEND ON PERSONAL UPBRINGING AND VALUES RATHER THAN JUST THEIR BIRTH YEAR.

UNDERSTANDING THE UNIQUE PERSPECTIVES OF EACH GENERATION HELPS REDUCE FRUSTRATION AND INCREASE AWARENESS IN THE WORKPLACE. HOWEVER, IT'S IMPORTANT TO TREAT GENERATIONAL LABELS AS BROAD REFERENCE POINTS—NOT RIGID CATEGORIES—SINCE PEOPLE EVOLVE OVER TIME, AND LIFE STAGES OFTEN INFLUENCE BEHAVIOR MORE THAN GENERATIONAL IDENTITY.

SHARED EVENTS LIKE RECESSIONS, PANDEMICS, AND TECHNOLOGICAL ADVANCES CAN SHAPE ATTITUDES AND BEHAVIORS ACROSS GENERATIONS, WHILE OTHER EXPERIENCES MAY UNIQUELY DEFINE A SINGLE COHORT. BY INCREASING GENERATIONAL AWARENESS, LAW ENFORCEMENT CAN FOSTER BETTER COMMUNICATION, COLLABORATION, AND ADAPTABILITY AMONG EMPLOYEES AND CITIZENS OF ALL AGES.

OBJECTIVES:

1. DEFINE WHAT A “GENERATION” IS (COHORT THEORY).
 2. IDENTIFY THE GENERATIONS IN LAW ENFORCEMENT.
 3. EXPLORE THE CHARACTERISTICS, STRENGTHS, AND CHALLENGES OF DIFFERENT GENERATIONS IN LAW ENFORCEMENT.
 4. EXPLORE AND DISCUSS HOW EACH GENERATION AFFECTS THE DEPARTMENT AND COMMUNITY IT SERVES.
 5. DESCRIBE THE COMMON VALUES, COMMUNICATION STYLES, AND LIFE EXPERIENCES THAT SHAPE EACH GENERATION'S BEHAVIOR.
- APPLY STRATEGIES TO BRIDGE THE GENERATIONAL DIVIDE.



AGENDA

SATURDAY, MAY 24, 2025

- SATURDAY AT 5PM PART 2. SHIRLEY A BERGER (RETIRED) DETROIT POLICE DEPARTMENT: FINANCIAL AND FISCAL ACCOUNTABILITY FOR REGION IV/CHAPTER FINANCIAL ACCOUNTABILITY TRAINING WILL PRESENT AN OVERVIEW OF NOBLE NONPROFIT ACCOUNTABILITIES. THIS TRAINING IS FOR CHAPTER BOARD MEMBERS AND REGION IV MEMBERS. THE GOAL IS TO ILLUMINATE FINANCIAL KNOWLEDGE AND SKILLS NECESSARY TO MANAGE RESOURCES AND SUPPORT THE ORGANIZATION'S NATIONAL NOBLE FISCAL STANDARDS.

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1. OVERVIEW OF FISCAL PROTOCOLS ALIGNED WITH THE NATIONAL NOBLE FISCAL STANDARDS
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- SATURDAY AT 6PM WOMEN'S TALK: WOMEN LEADERSHIP- "AWARE AND NOT AFRAID." HOSTED BY JACQUELINE FORTUNE-CARTER: PANEL DISCUSSION: THIS ENLIGHTENING DISCUSSION DELVES INTO THE TRANSFORMATIVE JOURNEYS OF DIVERSE FEMALE LEADERS FROM VARIOUS SECTORS WHO HAVE COURAGEOUSLY NAVIGATED OBSTACLES WHILE REMAINING AWARE OF THEIR SURROUNDINGS AND THE CHALLENGES AHEAD.

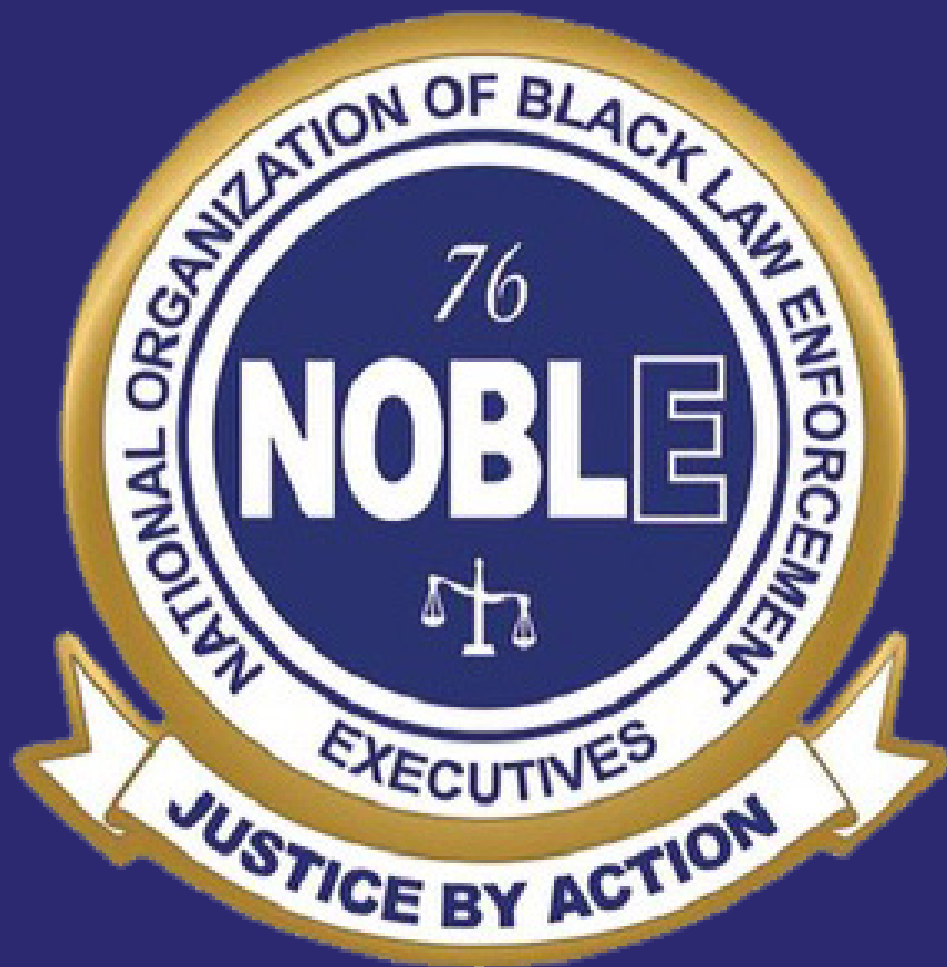
- SATURDAY AT 7 PM: BOOKER HODGES, CHIEF OF THE BLOOMINGTON POLICE DEPARTMENT — REFINING YOUR PRESS CONFERENCE CRAFT

PARTICIPANTS IN THIS COURSE WILL LEARN HOW TO CRAFT A PRESS CONFERENCE THAT EFFECTIVELY COMMUNICATES KEY INFORMATION AND BUILDS TRUST WITH THE PUBLIC AND WITHIN THEIR RESPECTIVE AGENCIES. THEY WILL ALSO LEARN HOW TO USE SOCIAL MEDIA TO DEVELOP THEIR ORGANIZATIONAL BRAND AND ENHANCE THEIR OVERALL MEDIA PRESENCE.

PARTICIPANTS WILL BE PROVIDED WITH REDACTED POLICE REPORTS FROM THE PRESENTER'S AGENCY TO USE FOR PRACTICING THEIR PRESS CONFERENCE SKILLS DURING THE WORKSHOP.

THIS WORKSHOP IS HIGHLY INTERACTIVE, SO PARTICIPANTS SHOULD COME PREPARED TO LEARN AND ACTIVELY PRACTICE THEIR PRESS CONFERENCE DELIVERY. THE PRESENTER HAS GARNERED A NATIONAL FOLLOWING FOR THEIR CANDOR AND PRESENTATION STYLE DURING PRESS CONFERENCES. A MEMBER OF NOBLE FOR 10 YEARS, THE PRESENT-

- SATURDAY AT 8 PM BUSINESS MEETING: CLOSING OF REGION IV VIRTUAL CONFERENCE



THANK YOU.