

Official Ballot — 2009 IALEIA Election of Officers

Results will be announced at the Awards Banquet on Thursday, April 23, 2009 at the IALEIA Annual Training Conference in Las Vegas, Nevada. Two-year terms will begin on July 1, 2009. Descriptions of duties and candidate biographies at: **IALEIA.org**.

Election Ballot

(ALL Regular Members worldwide may vote for all of the **offices below.)**

Circle the name of only one (1) candidate for each office.

President

Ritchie **Martinez** or Edward **Polachek**

Vice President

Jenny **Johnstone** or Mark **Massop**

Treasurer

Thomas **Nowak** or Danny **Taylor**

Secretary

Leo **Jacques** or Kathleen **Lichay** or John **Schneider**

Communications

Lynn **McCloskey**

Professional Development

William **Brown**

Partnership

Steven **Pokotylo**

Membership and Outreach

Shelagh **Dorn** or Cynthia **Konecny**

International

George **Gelman** or Radoslaw **Ostoja** or Kate **Pearce**

Ballots may be submitted by one of the following: email to thomas@ialeia.org or grthomas@state.pa.us fax to Gregory Thomas 717-346-7076; Deadline for casting ballot is April 17, 2009. **Please Vote!**

Printed Name: _____ IALEIA #: _____

Signature: _____ Date: _____

(electronic signature or email heading may suffice)

Biographies of Candidates

Ritchie A. Martinez, Criminal Analyst Supervisor, Arizona Department of Public Safety, a career law enforcement intelligence veteran with over 37 years of experience, has held numerous leadership positions and initiated/served on numerous efforts to advance the profession of police intelligence and analysis at all levels of government. Most notably and important to his candidacy is his decade plus previous service to IALEIA. During this service he has been a member of the Awards committee, Director at Large, Vice President, Executive Director, Executive Advisory Board member, and President. Once again Martinez is seeking the presidency of IALEIA hoping he can help continue the association's institutional national/international status and build a strong team of board members effectively to manage its fiscal foundation to survive current world economic challenges. Martinez also wants to explore and work toward bringing the larger law enforcement analytical community together as one professional voice. Martinez believes IALEIA's newly-formed board can be the key to growing the organization's core values while delivering key association services and products. Respect among other partnering criminal justice, private/corporate and related professional organizations is important! Martinez believes he has helped IALEIA build respect and understands the value of maintaining it.

Edward Polachek spent 28 years as a military intelligence officer in the US Air Force, retiring as a Lt. Colonel. He held the position of the Senior Intelligence Officer for the Drug Control Program, supervising intelligence analysis support to multi-jurisdictional drug enforcement groups throughout Wisconsin, and provided analytic support to the DEA and FBI for nine years. Involved with the HIDTA program in Milwaukee, Wisconsin for years, Ed now serves as Director responsible for 20 analysts. Ed's military background has provided him with the understanding of the critical role analysts must occupy in the law enforcement community. Ed volunteered to become an instructor for the Foundations of Intelligence Analysis Training for IALEIA in 2004; he then took charge of FIAT, professionalizing the management of the program and recruiting more IALEIA members to participate. Based on his performance, he was asked by the IALEIA President to serve as Vice President. Ed serves as the IALEIA representative to the Interagency Threat Assessment Coordinating Group (ITACG) and also represents IALEIA on the Partners Advisory Group to the Director of National Intelligence. Ed has fully supported progress towards an efficient business model for IALEIA, and has the full support of the current president.

Jenny Johnstone's career in Law Enforcement began 17 years ago as a sworn Customs Inspector with Canada Customs. In 1993 she became an Intelligence Analyst with Canada Customs. During that time she worked as part of a joint task Force with the Royal Canadian Mounted Police (RCMP) focusing on contraband smuggling. In 2001 she joined the RCMP as a civilian analyst working on Eastern European Organized crime and Border related issues as part of an Integrated Border Intelligence Team. She is presently assigned to the Criminal Intelligence Service British Columbia Yukon Territory (CISBC/YT) and works with a multi agency Task Force focusing on Gangs. Jenny is a founding member and past president of the Western Canadian Chapter of

IALEIA and currently holds the position of Director-at-Large on the International Board as a Canadian Representative. She was also the Chairperson for the highly successful 2007 Vancouver IALEIA/LEIU Spring Training Conference. She is a certified FIAT instructor and has taught FIAT and FIAT IDP classes in Phoenix, Tallahassee, and Sofia, Bulgaria. Jenny's goals as a member of the Board of IALEIA are to maintain and heighten the organization's international scope to ensure all members benefit from the excellent work of IALEIA.

Mark Massop joined IALEIA in 1998. In 2001, he was elected President of the Mid-States Chapter of IALEIA. Since 2004, Mark has served on the IALEIA Board of Directors as the Chapter Director, providing outreach and support to IALEIA Chapters worldwide. In 2006 he was named to the Executive Committee. During that same year, he helped develop the IALEIA Strategic Plan that the organization currently operates under. Serving on the strategic planning committee has prepared Mark well to take on the role of Vice-President. Mark Massop began his career in law enforcement upon graduating from the Kansas City Regional Police Academy in 1988. During his tenure, he served in a variety of assignments spending the final seven years of his career in Intelligence. In 2000, he was selected as the Outstanding Intelligence Analyst of the Year for the Midwest HIDTA. The same year the Office of the National Drug Control Policy selected Mark Massop as the Outstanding Intelligence Analyst for all of the HIDTA programs. In 2004, he moved to the private sector where he currently serves as an Intelligence Analyst Consultant providing intelligence analysis support to customers in both the public and private sectors.

Tom Nowak will modernize IALEIA's financial processes and systems, improving internal controls and accountability, providing a clear picture of our fiscal position to support planning. Tom Nowak is an Analyst with the US Secret Service performing case support in the Northeast. He supports any case that impacts the banking infrastructure (Identity Theft, Credit Card Fraud, Bank Fraud, Counterfeit Currency, Electronic Crimes and Mortgage Fraud). Tom spent two years as a crime analyst at the Niagara Falls PD. He served 12 years in the US Army as a Debriefing Officer, which included tactical, strategic, and special operations assignments as well as an assignment at a US Embassy overseas. He has worked as a bookkeeper, audited financial records, planned and executed operational and program budgets exceeding \$600,000 and \$1,000,000 respectively, and tended bar. He has a B.A in Political Science (Management minor) and is completing his M.S. in Criminology and Criminal Justice Administration. He is a Certified Fraud Examiner. Tom is currently the IALEIA Marketing Director, serves on the Executive Committee, is the Coordinator for the FIAT Program, and a certified instructor. He has worked on the IALEIA Journal, and was one of four individuals selected to develop IALEIA's strategic plan.

Danny Taylor, active member of IALEIA for 15 years, is honored to serve as IALEIA's Treasurer since 1999 under three presidents and Board members who gave him invaluable insight through their expertise. As current Treasurer, Danny facilitated the evolution of IALEIA's finances from an Excel spreadsheet to a full-blown accounting protocol. Under his management and the oversight of a Certified Public Accounting firm,

he orchestrated the transition of IALEIA's fiscal resources from a few thousand dollars to a \$100K plus business, thus providing the financial framework to advance IALEIA's programs and initiatives. Starting his career as a Financial Analyst with the Criminal Investigation Division of the IRS, Danny has numerous years experience in finance and management. Formerly with the non-profit National White Collar Crime Center (NW3C), he currently works for the Commonwealth of Virginia's State Corporation Commission as a Senior Auditor responsible for the investigation of securities fraud and other complex financial crimes. His knowledge of law enforcement analytical practices is vital to IALEIA's core values and amply supports his continuing to serve as treasurer. If elected, Danny will work to continue to improve our business operations, focus on providing more deliverables to members and completing IALEIA's certification program.

Leo Jacques, Ph.D., a Criminal Analyst Supervisor with the Arizona Department of Public Safety, began his law enforcement career in 1978 as an Intelligence Analyst with the Quad State Project which morphed into the Regional Information Sharing System. He is a former director of RMIN, one of the RISS projects. Currently he supervises civilian and Arizona National Guard intelligence analysts and research specialists at the Arizona HIDTA Investigative Support Center. An IALEIA member since 1987, he has been the IALEIA Bylaws, Ethics and Elections Director since 1996, and previously served as the IALEIA Southwest Chapter Secretary for eight years. Leo has taught ethics and humanities courses at the University of Phoenix since 1976 and has several publications in law enforcement and history journals.

Kathleen M. Lichay, Criminal Intelligence Analyst the last three years with the Naperville Illinois Police Department started her career with the U.S. Customs Service. An IALEIA Member since 2006, she is currently Secretary of the Land of Lincoln IALEIA Chapter. She has a Bachelor of Arts in Psychology and a Masters of Arts in Mental Health Counseling. Capitalizing on this experience, Kathleen would like to pursue the role of Secretary for IALEIA as she considers herself extremely dedicated and motivated with fresh ideas to reignite the organization. Proud to be a member of IALEIA and the Illinois Land of Lincoln Chapter, Kathleen believes reaching out to our international analysts remains a top priority. Working as a criminal intelligence analyst for a police department, she understands what it means to reach your core audience for all the right reasons. She regularly attends roll calls and prepares intelligence bulletins for the safety of her patrol officers, the most vital first line of defense. As IALEIA Secretary, Kathleen would apply this same approach on the IALEIA Board to represent the needs of intelligence analysts. Kathleen would appreciate your support.

John Schneider is a graduate of St. Francis University in Loretto, Pennsylvania with a Bachelor of Arts Degree in Philosophy. He has done post-graduate work in Theology. He has been employed by the Pennsylvania State Police for more than ten years, first as a supervisor in the Pennsylvania (Firearms) Instant Check System (PICS) and for the last five years as an Intelligence Analyst in the Pennsylvania State Police Criminal Intelligence Center (PaCIC). In his position as an Intelligence Analyst, his main area of responsibility is International Terrorism. He was employed in the retail loss prevention field for over 20 years with the G.C. Murphy Company, Ames Stores, and McCrory

Stores. His last position was a Territorial Loss Prevention Director. John is a Certified Criminal Analyst. He is also a FIAT trainer and received his FIAT training in Tallahassee, Florida in 2008.

William Brown's police career includes 25 years with the Edmonton Alberta Police Service, mostly in analysis. For the last five years Bill has been a Criminal Intelligence Analyst with the Royal Canadian Mounted Police (RCMP). Bill, with an M.A. in Humanities [University of Manchester (UK)] in Criminal Intelligence Analysis, provides analytical training to the military, local, state and federal law enforcement agencies, and teaches in the Criminal Justice Program, Athabasca University (AU). In 2003 and 2006 Bill received the IALEIA "Outstanding Analyst" award. He assisted with program development of the Bachelor of Technology and Advanced Specialty Certificate in Forensics Investigation, Crime and Intelligence Analysis Option, at the British Columbia Institute of Technology (BCIT), and assists AU and Algonquin College to develop analysis curriculum. IALEIA member since 2001 and pursuing the IALEIA designation of Certified Crime Analyst (C.C.A.), Bill was President of the Western Canadian Chapter, member of the IALEIA Education and Career Development Working Group and the Awards Committee. With proven experience in practices, principles and techniques of tactical and strategic analysis, community-based, problem-oriented and intelligence-led strategies, and his academic credentials, Bill has the requisite skills and expertise for the challenging and demanding position of IALEIA Professional Development Director.

Lynn McCloskey has served 16 years as a Criminal Intelligence Analyst with the Illinois State Police. Assigned to the Motor Vehicle Theft Intelligence Clearinghouse, Lynn oversees all Clearinghouse analytical activities and produces numerous analytical products in support of the Motor Vehicle Theft Prevention Council. She previously served in the Center for Crime Gun Information and Analysis, Violent Crime, and Sex Offender Registration Units. Lynn holds a Bachelor of Science degree in Criminal Justice from Illinois State University. During her career as an analyst, Lynn has produced numerous analytical products including link analysis charts for federal and state prosecutions, geographic analysis, investigative targets, telephone toll analysis, time series analysis, and assisted in program development. She has provided instruction to task forces, public groups, the Illinois Law Enforcement Intelligence Network (ILEIN) and the International Association of Law Enforcement Intelligence Analysts, (IALEIA). An IALEIA member since 1993, Lynn has been a Foundations of Intelligence Analysis (FIAT) instructor for IALEIA since 2004. Lynn is committed to the mission of IALEIA and hopes to serve IALEIA members by advancing intelligence analysis among the law enforcement community as Communications Director.

Shelagh Dorn began her career in law enforcement 16 years ago as a sworn Deputy Marine Warden with the Brunswick Maine Police Department. She has spent the past six years with the New York State Police as the Senior Supervising Intelligence Analyst, assigned to the New York State Intelligence Center (NYSIC). Prior to the NYSP, Mrs. Dorn served as coordinator for several research projects through the University at Albany. She also has paramedic and volunteer firefighting experience with a variety of agencies during the past fifteen years. Mrs. Dorn has a BA in Sociology from Cornell

University; an MA in Criminal Justice from the University at Albany; and is pursuing a Ph.D. in Criminal Justice at the University at Albany. Mrs. Dorn is a member of IALEIA's Foundations of Intelligence Analysis Training (FIAT) Coordinating Committee and a certified FIAT instructor. She has frequently participated in designing and revising training and intelligence curricula at the state and national levels. She has several publications in law enforcement and intelligence, and is leading an international team responsible for rewriting two of IALEIA's Intelligence-Led Policing publications.

Cynthia Konecny has been employed as a Crime Analyst in the Research, Planning and Information Services Unit of the King County Sheriff's Office for over eight years. Within the Centralized Crime Analysis Unit, which supports four precincts and twelve contract cities as well as the specialized units within the jurisdiction of the Sheriff's Office, Cynthia provides crime analysis for two precincts and four contract cities. In addition, she provides analysis, mapping, and database development to: the Special Assault Unit in continuing modification of the Sex Offender Tracking database; the Personnel Unit in development of the Personnel database; and regional information sharing support of W.I.R.E. (a web based resource for law enforcement). Cynthia earned a B.A. in Geography/Urban and Regional Planning from Western Washington University. An IALEIA member since 2007, Cynthia has been an active Foundations of Intelligence Analysis Training (FIAT) instructor since 2004.

Steven Pokotylo is currently employed by the Royal Mounted Canadian Police (RCMP). An IALEIA member since 2005, Steve is presently the IALEIA Corporate Liaison Director. He has been responsible for researching and developing opportunities to generate funding for IALEIA programs and projects within the corporate world, and for implementing all fundraising endeavors approved by the Board. As the IALEIA point of contact for corporate member participation in IALEIA conferences, he has orchestrated corporate support of the last several IALEIA conferences. He is currently generating corporate support for the 2009 IALEIA conference in Las Vegas, Nevada.

George Gelman-Kipnis has been involved in the intelligence analysis field for the last 13 years, first as the adviser to the Attorney General of Mexico and then as a trainer and consultant in Mexico, Honduras, Ecuador, and Paraguay. With a Masters in Business Administration and a postgraduate diploma in National Security and Strategic Studies, he also completed training in intelligence analysis and related fields in the USA, UK and Canada. George, fluent in English, Spanish and Russian, was a speaker in multiple international law enforcement and intelligence conferences in Mexico, Panama, Brazil, and Germany. A member of IALEIA since 2000, and IALEIA Regional Director for Latin America since 2005, he has been the General Coordinator of two IALEIA conferences in Mexico in 2003 and 2006. George, for his independence, integrity, diplomacy, and business acumen, is committed to the international development of IALEIA. He is in a unique position to reach out and successfully engage individual and organizational peers and partners as he has consistently demonstrated as an IALEIA Board member. In accepting nomination for this post, his goal is to extend the benefits for IALEIA to increment its presence worldwide while providing its international members with innovative products and services.

Radoslaw Ostoja-Domaradzki joined the Polish Police in 1995 and for the next five years worked as investigator on the different levels of police hierarchy from the local police station up to Regional Police Headquarters in Warsaw. Since 2000 as analyst he was involved in the creation of the professional intelligence analysis program in Poland. In 2003 he was promoted to Head of the Analysis and International Cooperation Unit within the Central Bureau of Investigation of the Polish National Police, which is responsible for the fight against organized crime. Radek participated in training, seminars and conferences to promote intelligence/crime analysis in Poland. In 2005 he was assigned to the European Police Office (EUROPOL) in The Hague, the Netherlands. Europol, with 100 analysts, is the intelligence sharing centre for the European Union countries and the most powerful tool helping investigate international organized crime in EU. An IALEIA member since 2003, Radek is convinced analysts around the world should share their experience and knowledge to serve our stakeholders better. In 2006 the European IALEIA members elected Radek IALEIA Regional Director representing Europe. As new International Director he would like to strengthen involvement of non-US/Canada analysts in IALEIA activities and expand membership internationally.

Kate Pearce, Head of Analysis, United Kingdom National Policing Improvement Agency (NPIA), has worked for NPIA since February 2004. She informs national analytical policy and manages the development of the analytical profession through a professional development program for analysts and intelligence researchers. Kate is secretary of the ACPO (Association of Chief Police Officers) National Analysis Working Group, the senior national body responsible for taking forward the analysis profession within UK policing and law enforcement. Kate has been an Intelligence Analyst since 1992 starting with West Midlands Police, UK, working on both major incidents and local crime. Kate gained international experience working in the Netherlands for the United Nations International Criminal Tribunal for the Former Yugoslavia for five years, and Europol for two years, undertaking the strategic assessment of Organized Immigration Crime in the European Union. She maintains contact with colleagues internationally to support the development of analytical techniques and sharing of good practice, in particular, the development of threat and risk assessment methods. Kate worked as a senior analyst for the National Criminal Intelligence Service, in Glasgow, Scotland, from 2002 to 2004. Kate has written, together with a colleague, a national guide to analysis, which was published in March 2008.

Description of Responsibilities of the Officers and Directors

President. The President shall: preside at all meetings of IALEIA, the Board of Directors, and the Executive Committee; perform all duties incident or usually pertaining to such position, and those duties delegated or assigned by the Board of Directors; with the advice and consent of the Board of Directors appoint directors should vacancies occur prior to the election meeting; and appoint special committees and special committee chairs as needed.

Vice President. The Vice President shall: be responsible for IALEIA strategic planning; succeed to the presidency if the President resigns or is incapacitated, and at the termination of the President's term of office if such office should otherwise be unfilled; preside at meetings in the absence of the President; and perform such additional duties as may be assigned by the President or the Board of Directors.

Secretary. The Secretary shall: keep an accurate written record of IALEIA proceedings including all motions approved by the IALEIA Board of Directors and decisions made by the Executive Committee; issue notices of meetings; carry on all correspondence not incident to the functioning of other IALEIA offices, committees or chapters; co-sign with the President all instruments requiring such signatures; serve as custodian of the IALEIA seal; assist the President in preparing meeting agenda; arrange all meetings of the Board of Directors; assist committees; oversee the IALEIA awards program, elections, and proposals submitted to the membership for approval; maintain the bylaws and policy manual; and perform such other duties as may be assigned by the President or the Board of Directors.

Treasurer. The Treasurer shall: obtain and maintain custody of IALEIA funds; receive all monies due IALEIA, and deposit IALEIA funds in such bank or banks as the President may direct; maintain all books, records and accounts for inspection by IALEIA officers and members at all times during normal business hours; sign or countersign all checks, notes, orders, payments and drafts made or signed by the President, and pay out and dispose of IALEIA funds under the general direction of the President; maintain a true account of all monies received and disbursed; present a full report of the financial conditions of IALEIA at each annual or special meeting; annually prepare a budget and present it to the full Board of Directors for approval; and give a surety bond for the faithful performance of duty in such amount as shall be determined by the full Board of Directors.

Professional Development Director. The Professional Development Director oversees all matters regarding the professional development of members including training, education, career development, IALEIA Certification, and professional ethics.

Communications Director. The Communications Director creates communication strategies to present a consistent message and professional depiction of IALEIA; oversees IALEIA publications, including the *IALEIA Journal* and the *IntelScope*; and coordinates IALEIA website content provided by the Board.

Membership and Outreach Director. The Membership and Outreach Director devises membership retention and recruitment strategies; sustains contact with and service to the current membership; and conducts outreach campaigns and surveys of IALEIA members, and analytical and related communities in order to generate greater interest in IALEIA.

Partnership Director. The Partnership Director is the liaison with corporate, academic and other organizational partners to attract support and involvement in IALEIA; interacts with and secures support from sponsors; develops initiatives beneficial to IALEIA and appropriate partners; and plans and coordinates the annual IALEIA conference.

International Director. The International Director generates increased membership and support for the organization as well as advancing the reputation of IALEIA outside the United States of America by: delivering the message of its mission throughout the international community; coordinates outreach, communications and other liaison functions in the international marketplace; builds new and maintains current IALEIA chapters worldwide; and improves the efficiency, effectiveness and management of each chapter's business process. (The International Director position is open only to IALEIA Regular members with a fluency in English. Citizens of the United States of America are **not** eligible).