



JUSTICE INSTITUTE
of BRITISH COLUMBIA

Police Academy

Mr. Joe Roberts
Appleseed Training
587 Clearwater Way,
Coquitlam, B.C.
V3C 5W5

April 28, 2004

Re: Police Leadership 2004 Conference

Dear Joe,

On behalf of the Police Leadership 2004 Conference Steering Committee, I would like to thank you for your speech on April 6, 2004 at the Westin Bayshore Resort and Marina, Vancouver, B.C. The Conference attracted 600 police delegates, including officers from across Canada, South Africa, Ireland, England, and the United States.

Your keynote message on "How to Profit from Adversity" was a most valuable addition to and truly a great fit for our conference theme—*Excellence in Policing through Community Health, Organizational Performance, and Personal Wellness*. What we were really impressed with was that it wasn't just about your tremendous journey. Your message was a lot deeper than that. It really was about the positive impact our police officers are making in the community regardless of the challenges they may face. You are living proof of that. This message will definitely be close to our people well after this conference is over. You are highly motivational, delightfully entertaining and by any measure, you are a very effective speaker, both witty and informative. Your standing ovation was well deserved.

The committee would highly recommend you to other planners of police conferences based on the positive responses we have received from our people. Thank you again for taking the time out of your busy schedule to share your story. I fully recognize that we would have not received such positive feedback from the delegates without your excellent presentation.

Sincerely,

A handwritten signature in blue ink, appearing to read "Mike Novakowski".

Mike Novakowski
Conference Coordinator
Police Leadership 2004 Conference