



# Florida Association Of Hostage Negotiators

*for those who make the call. . .*

P.O. Box 1904 Jacksonville, FL 32235  
[www.FAHN.net](http://www.FAHN.net)

## **Executive Board Meeting September 11, 2015**

### **AGENDA**

0800 – Opening

1. Welcome/Roll Call

- a. Meeting called to order at 0810 – President Brian Shorette
- b. Executive Board Roll Call
  - i. President Brian Shorette (P)
  - ii. Vice President Adam Goodner (P)
  - iii. Treasurer Jay Leiner (NP)
  - iv. Secretary Michael Meissner (P)
  - v. Ambassador Luis Pratts Martinez (P)
  - vi. Sergeant at Arms Eugenio Bernal (P)
  - vii. Training Director Judy Couwels (P)
  - viii. Chaplain Russell Burns (P)
- c. Regional Director Roll Call
  - i. Region 1 Heath Jackson (NP)
  - ii. Region 2 Dan Warren (P)
  - iii. Region 3 Doug Molina (P)
  - iv. Region 4 Sandra Myers (P)
  - v. Region 5 Brian Bilbrey (P)
  - vi. Region 6 Franklin Cowart (P)
  - vii. Region 7 (n/a)
  - viii. Region 8 Patrick Monteith (NP)
  - ix. Region 9 Tony Farah (P)
  - x. Region 10 Fernando Gajate (P)
- d. Past Presidents
  - i. Farnall Cole (NP)
  - ii. Butch Jones (NP)

- iii. Terry Converse (NP)
  - iv. Brent Coughlin (NP)
  - v. Chris Summers (NP)
  - vi. Jim McDonald (P)
  - vii. Mary Olsen (NP)
  - viii. Allan O'Keefe (NP)
  - ix. Lorenzo Waiters (NP)
2. Adoption of agenda
    - a. Introduction of procedure and review of Roberts Rules of Order and meeting procedures.
      - i. Motions
      - ii. Seconds
      - iii. Debate
      - iv. Address comments to the president
      - v. You may only speak on a topic when you have the floor, and you may only have the floor twice on any one issue
      - vi. Meeting minutes should contain motions exactly as stated, and the result of the vote
  3. President's report – President Shorette
    - a. President's report
      - i. Planning for next year
  4. Vice-President's report – VP Goodner
    - a. Review of comments from last year's conference
    - b. Goal to have schedule published by January
    - c.
  5. Secretary's report – Sec Meissner
    - a. New website system proposed (Wild Apricot)
    - b. Implementation for spring of 2016
    - c. Will discontinue current website maintenance and merge membership sytem.
  6. Treasurer's report– Treas. Jay Leiner (absent but filed his report by e-mail)
    - a. Accounts
      - i. 76,800 balance – high balance
      - ii. Cost of conference was higher this year but profit
        1. 2014 30,000 2015 40,000 25% incerast
        2. 10600 to 22800 (26,000)

2014 was a rebuilding year
    - b. Our Bank Balance as of today [9/8/15]
      - i. Checking \$44,527.27
      - ii. CD \$28,896.21 (new business)
      - iii. Paypal \$2,476.50
    - c. CD will mature this month, 9/30/15

1. Establishing a minimum bank account – Gene
2. Determination of best way to move items.
7. Ambassador at Large – Amb. Luis Pratts Martinez
  - i. Reaching out to region 7 to attempt to get a rep for the region
  - ii. Working on ideas for vendors – revamp new
8. Sergeant at Arms – SAA. Gene Bernal
  - a. Will address review of need for CD
9. Training Director – Dir. Judy Couwels
  - a. Concern regarding posting to website – delay for posting items.
  - b. We are paying \$300.00 yearly – perhaps alternative.
10. Chaplain – Chaplain Burns
  - a. Website ideas regarding chaplain’s corner.
  - b. Possible forum in new website plan.
11. Past President Reports:
  - a. Jim McDonald
    - i. Reviewed keynote speaker idea.
    - ii. Scenario Hillsborough 24<sup>th</sup> and 25<sup>th</sup> of Sep. at Buccaneer Stadium -
12. Regional Director Reports: (including outline of training plans, needs for any equipment, funds or personnel, issues in your region, etc.)
  - i. Training deliverables must be met.
  - ii. President’s review of coin distribution (from post conference meeting).
  - iii. Requested regional directors to utilize the funds as needed to accomplish their training deliverable.
  - b. Region 1 – Heath Jackson
    - i. Not present -
  - c. Region 2 – Dan Warren
    - i. Bring Ed up to Tallahassee –
    - ii. State CIT – Attend for free by holding a session.
    - iii. Active shooter training at the courthouse (interagency training/networking opportunity)
    - iv. Negotiator competition objective for next year (before conference)
    - v. Brian suggested that one classroom based session and one scenario based session would be ideal for regional training .
  - d. Region 3 – Doug Molina
    - i. Oct 22 Regional training – CISM – negotiators – Setup, training, - morning classroom and afternoon scenario training.
    - ii. Future scenario based training in March.
  - e. Region 4 – Sandi Myers
    - i. Grant McDougal to ½ day classroom session regarding cumulative stress on LEO. November / December timeframe.
    - ii. Interested in using Stadium Scenario

- f. Region 5 – Brian Bilbrey
  - i. No session planned – Participating in stadium scenario.
  - ii. Each agency in the area in having their own monthly training.
  - iii. Creating suggestions for training
    - 1. Hold the class and schedule something
    - 2. Find a speaker.
    - 3. Utilize the funds and collaborate with others.
    - 4. Invite yourself to their training.
    - 5. Increasing relationship with BANG
- g. Region 6 – Franklin Cowart
  - i. Dec 4 regional training (OPD training facility)
    - 1. Session by (2 horus) Leaf Harold OPD
    - 2. 2 hours Lori Mingione on bank robbery in Osceola county.
  - ii. Dec 1 Orange County Corrections training with other agency –
- h. Region 7 – Vacant
  - i. Working on establishing a training session.
- i. Region 8 – Patrick Monteith
- j. Region 9 – Tony Farah
  - i. Nov 16 – Lynn County SO Range – Mohammed Al Darsani – Presenting a class on Islam w/ Q&A. Also behavioral science presentation.
  - ii. Second training FBI Quantico – Multi-Agency scenario based training.
- k. Region 10 – Fernando Gajate
  - i. 21 Oct Autism Training – Morning session (name)
    - 1. Afternoon scenario based training
  - ii. Furthering integration with neighboring agencies (Monroe County)
  - iii. Feb second training – ERP Jail System – train in corrections setting.

Reminder to get the training flyers on the website.

### 13.Unfinished Business

- a. Facebook operation – Lori Mingione

### 14.New Business

- a. Brian Bilbrey will try to gain access and manage the FAHN Facebook account.
- b. 2015 Conference Review
  - i. Adam – conference results
  - ii. 72 feedback

- iii. Mostly positive
  - iv. Dings on some topics - Breakout sessions a positive
    - 1. Eventboard – Motion to purchase now – purchase for one year.
- c. Committee for financial policy review
  - i. Help to clarify financial policy
  - ii. Nothing in our bylaws to accommodate specific policy versus how things are done.
  - iii. Adam will head up team with Gene and Luis – tasked with creating a plan for it – who should have credit cards.
    - 1. Review constitution and bilaws
      - a. Ensure we are in compliance
      - b. Propose changes as needed to authorize financial
    - 2. Update in December policy change suggestion in March.
  - iv. Prior treasurer did not utilize credit cards consistently.
- d. Committee for statewide standardization
  - i. Identified lack of consistency between agencies.
  - ii. Changes based upon political considerations
  - iii. Jim to chair committee (committee members – Sandra Myers and Dan Warren)
    - 1. How to get something on the books to determine how agencies are organized.
    - 2. Binding on how they do negotiations
    - 3. MOU regarding how agencies operate to establish relationships between each other
    - 4. Establish standards – accreditation board.
      - a. NCNA – 40 hours curriculum
      - b. 40 hour FDLE certification
    - 5. Perhaps Accreditation Standard or FDLE rule.
    - 6. Goals – Develop standard
      - a. December – identify the vehicle to use to create the requirement for agencies – standard / fdle
      - b. March – suggested policy or standard
- e. Removal of members only page
  - i. Remove Links website
  - ii. President will update with Efrain
- f. Equipment inventory needs to be updated
  - i. Jim will update inventory
- g. New order of challenge coins
  - i. Order more – Similar –
  - ii. President will submit a suggested design.
- h. NCNA
  - i. Question: Are we are going to host 2017?

1. 30 people
2. breakfast and lunch for 2 days
3. airfare hotel
4. transportation to and from
5. after-hours activity
- ii. No benefit derived -
- iii. Withdraw hosting for 2017 – we should remain in the organization. No additional meeting information.
- iv. FBI is involved in it.
- v. Withdraw from hosting the meeting in 2017 but offer support.
- vi. Table discussion until we get some hard numbers.
- i. Request members solicit LET funds from member agencies
  - i. Seized drug money and other types
  - ii. Try to determine if there are funds available to give to FAHN. Every agency has to give away 20% of their seized funds to a non-profit.
  - iii. Each agency should have a Law Enforcement Trust fund.
- j. Trademark
  - i. Trademark paperwork – inactive status.
  - ii. Refile trademark – perhaps utilize an attorney.
- k. Renewal of CD
  - i. CD will mature on 30<sup>th</sup>.
  - ii. Converse with Jay as to if the movement of the money will violate our 501(3)c status
  - iii. Otherwise allow money to revert back into a savings account until.
- l. Vendor re-vamping (Luis)
  - i. Vendor agreement for smaller vendors – create an agreement for contributing in kind for access for a day.
    1. Create a tiered system for vendor participation
    2. Luis will come up with a vendor plan to be presented in December. Considerations for footprint, location, and daily versus weekly costs.
- m. Membership software adopted (constant contact) – to be replaced by Wild Apricot system when deployed.
- n. Topics for 2016 (Goodner)
  - i. Negotiating location for the event in 2017.
    1. Contenders Hilton Bayfront and Sirata Resort and Conference Center.
    2. Board voted Hilton Bayfront due to location and accommodations.
  - ii. The board briefly reviewed door prizes for the conference.
  - iii. Hospitality room rules updated for noise abatement.
  - iv. Introductions for the speakers and thanks - get a schedule together.

- v. Topic Ideas for Next Year
  - 1. Proposal for back to back active listening methodology
  - 2. Overcoming the darkness
  - 3. Keynote speaker - arresting communication
    - a. \$8,900 with certification
    - b. Jim Glennon – caliber press – street survival
  - 4. Expand some of the blocks
  - 5. New negotiator class
  - 6. Dir. Gajate - team commander course / team composition course
  - 7. Dual negotiation – 2 hour course
  - 8. Suicide prevention for LEO Mark Devona
  - 9. Brevard standoff in courthouse
  - 10. JD Biass – Dallas crane
  - 11. Chris Foss – negotiator
  - 12. Ferguson presentation – overwhelmed and unprepared
  - 13. Presentation on Protracted Negotiations
  - 14. Case Study on Elevated Subjects
  - 15. Sovereign Citizens
  - 16. Islam
  - 17. Corrections related topics-funding may not be there.
- 15. President's closing
  - a. Review of assignments and motion to close.
  - b. Meeting adjourned.

**Next Board Meeting:**

FAHN BOARD MEETING

Conference Call

December, 2015 (exact date TBD)

Conference Call