



COURSE DESCRIPTIONS

Accounting Best Practices & QuickBooks Basics

Izabela Poludniak

This class focuses on basic functions of QuickBooks Desktop and Online – including bank reconciliations, recording deposits, checks, creating budgets and running reports. Will also highlight best practices related to internal controls. Specific questions/issues will be addressed to the best of our abilities during the session but may require follow-up post-conference.

Basic Roberts Rules of Order

Rob Pride

This class is designed for new or aspiring lodge leaders who are interested in learning the basics of Robert's Rules to assist them in running a lodge meeting. This is NOT an advanced class for parliamentarians or those already familiar with Robert's Rules. This will give attendees the basic knowledge, skills, and tools to use when chairing lodge or committee meetings.

Better Sleep with iRest Meditation

Jennifer Boileau

In law enforcement, we are used to chronic stress, sleep disruption and continual exposure to the trauma of others. The iRest meditation session with Certified iRest Instructor, Jennifer Boileau, is an opportunity to turn inward and support your physical health & well-being, while finding an enhanced ability to sleep deeply & find calm. Jenn will share why the practice is effective & guide participants through an experiential practice, while offering follow up audio practices to use at home.



COURSE DESCRIPTIONS

Beyond the Traffic Stop: Proactive Policing While Complying with the Fourth Amendment

Anthony Bandiero

This high-energy course teaches officers how to pursue criminal hunches during traffic stops without violating constitutional rights. Topics include four lawful investigative techniques that don't extend traffic stops, proper K9 deployment, consent searches, and warrantless vehicle searches. Taught by Anthony Bandiero, a Harvard graduate, attorney, and former Nevada Highway Patrol sergeant, who has trained over 70,000 officers and is recognized as one of the nation's leading experts on Fourth Amendment law.

Breaking Burnout: Re-Igniting the Flame

Rick Snyder

Given the unique times and challenges within our profession, many find something is still missing. Rightfully, we have placed a focus on physical health and now the FOP is leading the way on mental/emotional health and wellness, but what about Spiritual Health? Join us for a thought-provoking reflection on where we can find our source of strength to better lead in these challenging times. "See then that you walk carefully, not as fools but as wise, redeeming the time, because the days are evil." -Ephesians 5:15-16

Building Financial Strength in First Responder Families

Nick Daugherty

This class is an in-depth financial wellness class taught by cops, for cops. Featured at FOP national conferences since 2022, this training teaches the financial topics of budgeting, will & estate planning, legacy go-bag preparation, debt reduction, pensions, investments, retirement planning, financial pitfalls of first responders, and the eight phases of financial training – building your financial plan. The training focuses on helping you alleviate stress related to LEO's unique financial situations to prepare you for financial success!



COURSE DESCRIPTIONS

Building Trust Through Professional Excellence: NFOP Comprehensive Strategy

Robert Gaddy

This program is focused on Diversity awareness at all levels of the Fraternal Order of Police. Attendees will gather valuable information to take back to their own states and lodges that will aid them in fostering a more diverse organization.

Breaking Burnout: Re-Igniting the Flame

Dan Bontz and Andrea Thomas (Wednesday)

This presentation is centered around the opioid crisis and the devastating trail it continues to leave behind. Investigations, specifically involving fentanyl, present another aspect which includes the families and the loved ones of those who have lost their lives as a result of this devastating crisis. We will discuss the importance of having partnerships with the foundations and organizations, who can assist in the aftercare of the families and loved ones.

Critical Incidents

Michael Coviello

An overview of best practices during critical incident investigations.



COURSE DESCRIPTIONS

Deadly Force: The Future of Policing Requires Our Heartbeat

Jason Lehman

Deadly Force: The Future of Policing Requires Our Heartbeat brings together a former Nuestra Familia gang member and a retired Long Beach (CA) gang cop to explore trauma, leadership, and life-and-death decision-making in law enforcement. Through raw storytelling and scenario-based learning, attendees will engage with a 4-part system designed to protect America's protector, build resilience, and strengthen community trust. This training offers practical tools for navigating high-stress encounters, fostering empathy, and balancing necessary force with human connection while still best ensuring safety—redefining what it means to serve as protectors in today's evolving policing landscape.

Disaster Area Response Team Training for When Disaster Strikes

Jason Smith

When disaster strikes, without hesitation our first responders spring into action. Without consideration of their own families and homes, that are often damaged or destroyed, they respond. It is the mission of DART to assist those officers and their communities by providing immediate assistance to officers standing on the thin blue line.

Duty to Intervene: Culture Beats Policy

Anthony Bandiero

This course should be mandatory and explores why agency cultures not policies often determines whether officers intervene during misconduct. Officers will learn the five elements required for civil liability and five effective methods to step in when necessary. Taught by Anthony Bandiero, a nationally recognized legal instructor and former Nevada Highway Patrol sergeant, this course challenges attendees to build a culture of accountability and courage within their ranks.



COURSE DESCRIPTIONS

Fair Labor Standards Act

Michael Coviello

An overview of the FLSA and what is compensable and how overtime is calculated.

First Response: Autism Awareness Training for First Responders

Shannon Wess

This seminar will provide law enforcement with an overview of autism spectrum disorders, current research, and practical strategies for assisting individuals in the community during emergency or crisis situations. Following this session, all participants will be able to identify the common characteristics of autism, analyze common complicating factors of various emergency situations, and select strategies to meet the needs and support the safety of autistic individuals in their community. Hands on examples will also be shared.

FOP Legal Defense Plan: What Every Member Needs to Know

Michael Yon

Join Michael Yon, Senior Vice President at Hylant, for an essential overview of the FOP Legal Defense Plan. Learn how the plan works, who's eligible, what it covers—and what it doesn't. Using real-life case examples and data, Michael will walk through the legal protections available to you, the claims process, and how to enroll. Whether you're new to the plan or need a refresher, this session will help you protect your career and your future.



COURSE DESCRIPTIONS

Grassroots Advocacy: Turning Members into Lobbyists

Tim Richardson

Seminar on the basics of grassroots advocacy, the legislative process, and the National FOP's legislative agenda.

The Hidden Impact: How “Defund Police” Affects Correctional Officers and the Criminal Justice System

Leslie Baxley and Richard Mehner

In this eye-opening presentation, Leslie Baxley and Richard Mehner will explore the far-reaching consequences of the “Defund Police” movement beyond the streets and into the correctional facilities. With statistical analysis on the dangers of working behind the walls and how to present this information to your state and local legislatures to utilize this information to change and enact laws.

House of Worship Safety, Security & Risk Management

John DiPietro

This workshop will address the current issues of hate, single-issue extremists, and the rise of mental illness and addiction that houses of worship encounter daily.

The methodology for addressing risk and implementing crime prevention strategies will serve as a foundation for creating a safer environment for houses of worship and their communities. Additionally, specific benefits of these relationships—such as chaplaincy programs, disaster assistance, counseling services, and other opportunities—will enhance your engagement with the faith-based community. This collaboration will also help foster an ongoing, productive relationship between a law enforcement agency and the FOP Lodge.



COURSE DESCRIPTIONS

Inside the Mind: Mass Shooters

Dr. Hector Garcia

In 2024, the US experienced nearly 600 mass shootings, with 711 deaths, underscoring the urgent need for comprehensive prevention strategies. This interactive session delves into the psychological, social, and environmental factors driving mass shooters. Law enforcement professionals will engage with real-world case studies, critical thinking exercises, and interdisciplinary insights from psychology, sociology, and criminal justice, empowering attendees with tools to identify risks, intervene effectively, and potentially reduce this threat in their communities.

The Hidden Impact: How “Defund Police” Affects Correctional Officers and the Criminal Justice System

Mark Hong and National Secretary Jimmy Holderfield

The new FOP Member Management System expands beyond national workflows to offer local & state lodge leaders their own secure user portal. In this session, you'll learn how to manage member records, track new member approvals, and send communications—all from a user-friendly interface. Built with scale in mind, the system is designed to support leaders at every level of the FOP.

Introduction to Roberts Rules of Order

Marcello Muzzatti

This course will give you the basics for conducting a meeting using the guidelines of Roberts Rules of Order and your standing constitution and by-laws. This course is more visual so attendees will see how the motion flows through a meeting can make a meeting run better.



COURSE DESCRIPTIONS

Lessons Learned from the Critical Incident Review: Active Shooter Robb Elementary School in Uvalde, TX

Nazmia Comrie

On May 24, 2022, an active shooter took the lives of 19 children and 2 staff members, and physically and mentally injured the survivors, the families, staff and teachers, and the community in Uvalde, Texas. At the request of Uvalde leadership, the U.S. Department of Justice established the Critical Incident Review (CIR) to conduct an independent, objective assessment of what happened that day and assess the systems in place in the weeks leading up to May 24. The goal of the CIR is to provide information to those most affected by the tragedy and to build knowledge regarding how to best respond to incidents of mass violence. This presentation will present an incident timeline, as well as discuss observations and recommendations from the CIR report in areas to include tactics, leadership, incident command, coordination, pre-incident processes, and trauma and support services.

Local Lodge Leadership: Tactical Tools of the Trade

Rick Snyder

Rated one of the top courses of 2025, check out this powerful discussion on leading in challenging times. Learn how to pass the Leadership Test by focusing on the 3 L's for FOP Leaders. Whether you are a brand-new President, a seasoned Executive Board veteran, or an FOP member looking for an opportunity to serve, this Back-to-Basics model promises something for everyone. Others are saying: "exceeded my expectations" and "this class hit the nail on the head" plus "it exudes passion and is powerful." Don't miss this class!



COURSE DESCRIPTIONS

Lessons Learned from the Critical Incident Review: Active Shooter Robb Elementary School in Uvalde, TX

Sherri Martin and Dr. Jacqueline Drew

How are we really doing with our mental health and wellness? The FOP Biennial Critical Issues in Policing Survey has provided us with interesting data on the state of law enforcement health and wellness through the eyes of officers, both active and retired. In this seminar, we will review sources of stress for law enforcement and the range of services that are now available for officers and their families, but we will also explore how the current climate around law enforcement is tied to our wellbeing, how leadership has an impact, and how we can make the most effective steps to maintain our health and wellbeing. We will also explore important insights from our retired members, as we have much to learn about how we can best support our members from the start of their careers all the way through.

Overcoming Trauma and PTSD in Law Enforcement Today

Andy Maybo

Law enforcement officers face high risks of exposure to trauma and developing PTSD. To overcome this, it's crucial to prioritize mental health and well-being through various strategies, including seeking professional help, connecting with peers, developing coping mechanisms and practicing self-care. This class will identify some of the signs and symptoms of traumas faced in real life scenarios and discuss some of the techniques officers used to get through the struggles they faced.



COURSE DESCRIPTIONS

Pathway to Financial Wellness and Retirement Planning for Law Enforcement

Travis George

This session empowers First Responders to close the financial fitness knowledge gap common in law enforcement, enhancing well-being and long-term security. Through real-world examples, participants learn retirement readiness, goal setting, risk and investment management, tax-sensitive income strategies, and estate planning. The session covers the seven steps of financial planning, transitions to retirement, and the importance of fiduciary based advice. Attendees leave equipped to make informed decisions and proactively manage their financial futures with clarity and confidence.

Power In Peers - the FOP Program in Law Enforcement Peer Support

Sherri Martin

The National Fraternal Order of Police Division of Wellness Services, with support of the COPS Office arm of the US Department of Justice, has developed a national standard curriculum in law enforcement peer support. Designed by law enforcement for law enforcement, the Power in Peers course is unlike any other peer support training class and provides a new and updated focus on personal growth through trauma. Power In Peers is meant for supporting active and retired officers through both on the job critical incidents as well as off the job stressors. This seminar will provide an overview of the course, including how to participate, and will provide further information on how the course will build a nationwide web of support for officers and their families across the country.



COURSE DESCRIPTIONS

Radiological Security Awareness

Artez Lester

Radioactive material plays an important role in commercial, medical, and research applications. However, if a high-activity radioactive source falls into the wrong hands, it could be used for a radiological dispersal device ("dirty bomb") or in other acts of terrorism. This presentation will discuss the radioactive materials of concern, and where these materials exist in your community. It will review the response risks they present, and how officers can effectively protect themselves and their community.

Recruitment and Retention

Rich Shailor

This class will cover various methods and theories for the recruitment of new members and retention of existing members. You will receive an overview of the versatile and differing nature of the F.O.P. as well as the benefits and unique challenges this raises when recruiting. There will be an open discussion at the end of this seminar where we can share ideas, recruitment strategies, current trends and challenges and ways to keep our members engaged!

Representing FOP Members

Michael Coviello

An overview of the responsibilities and duties of labor representatives in representing union members and bargaining units.



COURSE DESCRIPTIONS

Responding to the Changing Dynamics of Line of Duty Death

Dianne Bernhard

As new laws have changed and the number of medical deaths has increased, it is more important than ever that agencies understand the changes and the benefits available to families. Attendees will leave this class with information to take back to their agencies regarding response to an officer's death, whether determined to be in the line of duty or not.

Sex Trafficking Behind Bars: Identifying Victims and Case Data

Leslie Baxley, Dominique Roe-Sepowitz, and Brandon Smith

This presentation will describe how sex traffickers target vulnerable inmates through unsolicited communication, creating debts using the bail or 'books system', and make promises for release including housing, food, drugs, and in many cases, folks. Sex traffickers target specific inmates, some who have been sex trafficked in the past. Sex traffickers use jail tablets, phones, mail, and the 'books system' to recruit and maintain sex trafficking enterprises. Examples of intel to look for including videos and photos will be presented to demonstrate the contribution of this material to sex trafficking criminal cases.

Succession Planning and Mentoring

Adam Crawford

The purpose of this course is to provide information to lodge leaders to aid them with recruiting, coaching, and mentoring younger members to become future leaders in the organization while using our generational differences to our advantage.



COURSE DESCRIPTIONS

Tax Presentation for FOP Lodges

Jim Robbs

Topics include issues/financial problems within lodges, what is tax exempt status and filing requirements, forms of compensation, form 1099, contributions and solicitations, unrelated business income and tax filing, incorporation, lodge controls.

True Crime Series: Lone Wolf Terrorists

Dr. Hector Garcia

Over 93% of recent terrorist attacks in Western countries were carried out by lone wolves. This Focused session equips law enforcement with psychological insights, real-world case studies, such as the Bourbon Street Attack, and actionable strategies to recognize early warning signs. Gain a deeper understanding of the drivers behind isolation, ideology, and recognition as you learn how to counter radicalization in your communities.