#### **IPA Canada National Newsletter - Winter 2021**



C N A D



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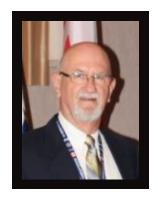


Gerry Vercammen National Supplies



Tara Murphy
National Newsletter Editor

#### President's Message



## appy New Year to All!

I hope 2021 will be a healthy one and will see the world return to a more normal existence.

I am pleased that IPA Canada has again a National Newsletter that will serve as another tool to disseminate information to our association. Thank you to Tara Murphy for taking on this role and I am confident that you will be impressed with her product.

As you are aware in 2020 IPA Canada made a huge steps forward in its quest to becoming more progressive in its governance model. You voted for and adopted an updated set of Bylaws and you voted for the Board of Directors (BOD): the membership has never had a greater voice in who makes decisions for our organization.

In December we conducted our Annual General Meeting (AGM) virtually, certainly a first for many of us. Each of the new Board members made a declaration to the membership of their duties. The minutes of the meeting in both official languages as well a video of the meeting are available at https://www.ipa-canada.org/agm2020

The new BOD has been busy taking stock of the organization and sorting out a number of procedural issues.

The term for the current Officers of IPA Canada (President, Secretary General, Treasurer and Committee Chairs) will expire in 2021 and the BOD will soon decide how they are going to proceed with a process to fill these positions. Also, the BOD will soon announce a date and format for the 2021 AGM.

I understand that the BOD is brainstorming a number of new initiatives that will make your IPA membership more valuable. I urge you to become involved and offer your enthusiasm and expertise to IPA Canada, as they say - many hands make light work.

I would like to have used this column to advise you of planned world travel and social activities, but the uncertainty COVID-19 has placed us under nothing is being undertaken. Rest assured when these opportunities do arise you will be informed through our National emailing system.

If you have any suggestions, comments or questions please address them to the national email at admin@ipacanada.org.

As we look ahead I wish the BOD every success in their endeavors and I thank the current Officers of IPA Canada for their past and future dedication to IPA Canada, we certainly can't do it without you.

In closing, on behalf of the administration of IPA Canada I wish all of our members and their families a healthy and happy 2021.

In friendship,

Chris Barratt

National President

#### Social and Cultural Commision Message



#### Greetings from your Social and Cultural Commision Chairperson!

IPA International offers several Travel and Training opportunities to our members, which include you. With the COVID Pandemic, 2020 has limited these experiences. Opportunities have either been delayed or taken on a Virtual format. In the past, Sections have offered Friendship Weeks, Social events and Training Programs and are hoping to return to these opportunities in 2021. You will learn of these events through regular updates through National email communiqués.

There are also a select number of programs that are offered by IPA International, which are administered by my office, as they involve an application and/or selection process. They include The Arthur Troop Scholarship/ATS, Young Police Officers Seminar/YPOS, International Youth Gathering/IYG and International Photo Competition. They are posted on both IPA International and National websites. I deal with the International Photo Competition currently, as it also has a national element.

IPA Canada has held its own National Photo Competition, coinciding with the international program. We have been extremely fortunate to have a member from IPA Canada, Region 5 (Edmonton), Michael ARSENAULT, enter his awesome photos in this competition in 2017, 2019 and again this year.



We are immensely proud of Michael, a member for approximately seven years, with this year's National winning photo entitled "Mussels as Far as the Eye Can See". Michael states "the photo was taken on a beach in Morocco, where a literal field of mussels looked like something out of a sci-fi movie". Michael has been taking photos since 2006, stating "everywhere he goes; there are moments and scenes that must be captured".

To give you an overview of the popularity of The International Photo Competition this year, 103 members from over 36 Sections entered over 510 photos in the fields of Police work and Open Categories. One of Michael's photos was awarded an Award of Merit at the International Photo Competition in 2019 and at the World Congress in Croatia in October 2019. Michael is a true inspiration to others in our IPA Section; who have a passion for photography.

Karen Frost

### In Memoriam

IPA Canada Members whom passed May 2019 – December 2020

Region 1 - Allan HOHNER, joined 2004

H. Leslie PIERCE (Life Member), joined 1973

Region 2 - Colin WACKETT (Life Member), joined 1961

 ${\it Marvin \; SOUTHCOTT \; (Life \; Member), \; joined}$ 

1965

Hugh RIDDELL (Life Member), joined 1963

Joseph LUGARICH, joined 1974

Tonino GIALLONARDO, joined 1989

Carl RENAUD, joined 1983

Region 4 - Donald DENVER, joined 2004

Pat McKAY, joined 2016

Region 5 – William (Al) SLATTERY, joined 1997

Wayne SAUNDERS, joined 1981

Region 7 - Michel HAMEL, joined 2006

Region 10 – Joe SIEPI, joined 1990

Roy TENNANT, joined 1989



Photo: IPA Photo Contest 2020 - Open Category - Merit Award 6 - John Cahalin - IPA Ireland - Titled "Isolation"

Region 11 - Alvin PROCTOR,

Region 13 - Bob BAUDER, joined 2017

Russell L. REDMAN, joined 2014

Bill ROTHERY, joined 2005

**Region 14** – Victor KAUTZ, joined 1992

Region 15 - Jean-Louis CABANA, joined 1999

Daniel ROY, joined 2003

# In Our Regions



## Region 3 - 2nd Annual Police Collectors Show

On September 20, 2020 IPA Region 3 hosted their second annual Police Collectors Show at the Calgary Police Association Cuff N Billy Club. This event was very well attended by collectors from across Alberta.

In addition to providing for a great day of social activity the hosting of these shows provides tremendous publicity for the IPA.

(L – R) Region 3 Past President and current Travel Officer Mike Oleynick, Region 3 President Bryan Tighe; Region 3 Secretary Alex Brann and Region 5 President Phil Bailey





(L-R) Region 5 President Phil Bailey, recipient Erik Poelzer and Region 5 Vice President Gerry Vercammen

### Region 5 - IPA Leadership Award

On November 24 Region 5 President Phil Bailey and Vice President Gerry Vercammen had the pleasure of presenting the IPA Leadership Award for Edmonton Police Service Recruit Training Class #149 to Cst. Erik Poelzer.

The award recipient is chosen by their fellow class members and this is the 49<sup>th</sup> EPS training class that we have presented a recruit with the IPA Leadership Award and plaque engraved "in recognition of your outstanding display of leadership, helpfulness and camaraderie toward your fellow police officers during recruit training with the Edmonton Police Service". In addition to receiving the plaque and a Region 5 challenge coin, Cst. Poelzer also receives a complimentary one-year IPA membership.

This presentation also provides an opportunity to make the recruits aware of the IPA and what the organization represents. Two large plaques that list the names of all award recipients back to 2003 are proudly displayed in the EPS Training Centre.

## Newfoundland and Labrador RCMP History

Region 16 member, Helen C. Escott, is an award-winning author and retired civilian member of the RCMP. Below is a synopsis of her celebrated book - In Search of Adventure.

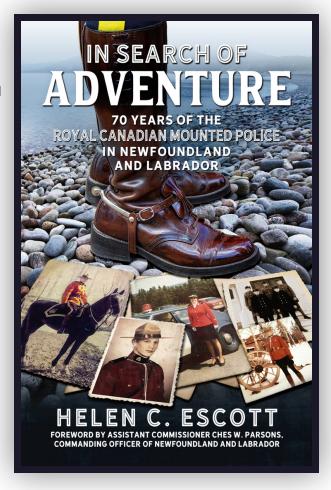
#### The RCMP Celebrates 70 Years in Newfoundland and Labrador

On August 1, 2020, the Royal Canadian Mounted Police celebrated 70 years of policing in Newfoundland and Labrador with the launch of: In Search of Adventure – 70 Years of the RCMP in Newfoundland and Labrador. It was written by retired Civilian Member Helen C. Escott and published by Flanker Press.

Available at stores throughout Newfoundland and Labrador including Costco, Chapters and Coles. Nationally, and online at indigo.com amazon.com or flankerpress.com in ebook and softcopy.

Award winning author Helen C. Escott has captured the stories from the Veterans behind the police lines. This historical collection will be released on August 1, 2020 to mark the anniversary and will be available in soft cover and ebook at stores throughout the province and online.

These RCMP Veterans had a front row seat to history. From UFO encounters, to moments of sheer terror, to discovering innovative ways to connect with the communities they policed, to investigating the murders of two of their own. As well as personal stories from two constables who were in the middle of the Badger Riot on March 10, 1959 when 24-year old RNC Constable William Moss was fatally injured.



These Veterans built the foundation of the world renowned RCMP and Escott was proud to take on the project, "These police officers lived by The Principles of Law Enforcement. They worked toward our collective success with crime prevention, community trust and engagement, never being above the law, always believing - the police are the public and the public are the police."

On March 22, 1949, nine RCMP officers arrived in Canada's newest province and opened a Divisional Headquarters on Kenna's Hill in St. John's. On August 1, 1950, the RCMP was officially recognized with an agreement between RCMP Deputy Commissioner Gray and the Attorney General for the province, the Honourable L. R. Curtis.

Escott, a retired Civilian Member of the RCMP, interviewed each Veteran and documented their stories. Including three of the last living Newfoundland Rangers, the first female police officer to serve in this province and the first Mounties to arrive in 1949 to Canada's newest province.

In Search of Adventure is Helen C. Escott's first historical memoir. Her bestselling crime thriller Operation Vanished was awarded a Silver Medal – Best Regional Fiction at the 24th annual Independent Publisher Book Awards. Her first crime thriller, Operation Wormwood, was a top five finalist for the 2019 Arthur Ellis Awards, Best First Crime Novel, by the Crime Writers of Canada.

In Search of Adventure and Escott's other novels are available at: Costco, Chapters, and Coles. Also, online at indigo.ca Apple – iTunes, Nook – (Barnes & Noble), Amazon, and Kobo. National and international orders can be placed by calling 1-866-739-4420 ext. #22 or you can send e-mail eoldford@flankerpress.com

#### Regional RCMP Annual Hockey Tournament

In February RCMP NL (many members of Region 16) participated in the 53rd year of the Cst. Amey and Cst. Hoey Memorial Hockey Tournament in Gander. The tournament is held in honor of the two fallen RCMP officers killed in the line of duty in NL: Constable Robert Amey and Constable Terry Hoey.

The tournament was officially opened with a puck drop by RCMP NL Assistant Commissioner Ches Parsons and Mayor Percy Farwell of Gander.

A total of ten RCMP teams and one team from CFB Gander entered this year's tournament, which raised \$6000.00. These proceeds will support the RCMP NL Fallen Members' Fund Memory Garden project. The tournament organizing committee would like to congratulate retired member Jim HARE and all the members of the Dream Team. Their team alone is responsible for a \$3000 donation this year. This team go over and above with ticket sales and fund raising every year. The committee also made a \$1000 donation to Mental Health Awareness.

The tournament is divided into two divisions: Cst. Robert Amey Division (A Division) and Cst. Terrence Hoey Division (B Division). Congratulations go out to this year's winners, Stephenville and Clarenville/Marystown, respectively.

RCMP NL sends a special thanks for donations received from WestJet for the grand prize of an airline ticket anywhere WestJet flies, and to the Growlers and the NHL for each donating a jersey.

Sgt. Kenny Maher proudly explained, "This was our largest donation since I have been organizing the tournament. I believe that is in part because of the cause."



In photo - Inspector Pat Cahill, Sgt. Kenneth Maher and Retired CM Helen
Cleary Escott

The Fallen Members' Fund committee is building the Memory Garden on the grounds of Headquarters in St. John's.

The garden will be a beautiful place where employees can sit, reflect, find peace, and remember their coworkers. The concrete patio will be surrounded by bricks engraved with the names of RCMP employees who have passed. This includes public service, civilian member, regular and auxiliary members. There will be no restrictions put on how the employee passed. Whether it was by disease, natural causes, suicide or on duty, every employee will be entitled to have their name in the garden.

The Fallen Members' Fund committee is gratefully accepting donations to help build the garden. They are also asking employees and families of past employees to submit the names of those they would like remembered.

To donate or to submit the name of your loved one contact: Helen Escott at - h.escott@hotmail.com



#### Region 16 - Fundraising for Local Centre

For many years now, Region 16 "The Atlantic" have executed a Christmas Sponsorship Program. Each province has a budget of \$200 to donate to the charity of their choice from among those organizations or groups who provide outreach and support for disadvantaged members in our communities. The Provincial Director solicits suggestions from IPA members in their province to select a deserving charitable organization.

In Prince Edward Island, Director Chris Griffin and his team selected Feed Nova Scotia as their charity. Director for Newfoundland and Labrador Beverly Bryant and her members selected an organization called Silver Santas, a group that facilitates matches with community donors like our group with senior citizens who need extra support. Director for PEI Chris Cronwell and his group selected an organization called Upper Room Hospitality. They run a food bank as well as a front line soup kitchen in the Charlottetown area. In New Brunswick Director Paul Robichaud and his volunteers selected the Beausejour Family Crisis and Resource Centre in support of a small family who had been rescued from a domestic violence situation. In that project, we worked in partnership with the local RCMP District.

Immediately following the announcement of this year's program, additional donations were generously offered by individual IPA members, as well as law enforcement members and retirees, IPA or not. These donations were collected and converted into gift cards, or additional contributions. With some effort by program volunteers, we were able to grow the total amount of our donations from all provinces from \$800 to an amazing total of \$3500.

We are pleased that this initiative supports greater community charities during the Christmas season. We also understand that IPA participation enhances the reputation of all law enforcement agencies in our communities, and adds to the value of membership in our friendship organization

The photo depicts members of various law enforcement agencies, including NB Public Safety, Shediac Municipal By-Law Enforcement, CBSA, and RCMP gathered in front of the Beausejour Family Crisis an Resource Centre in Shediac, NB

## International News



#### A Short Glance at IPA History

Arthur Troop wrote an article in a British Police magazine in 1949, asking for those interested in an International Police Friendship Association to make contact with him. He received positive replies, and an initial meeting was held in London in September 1949.

The IPA British Section started activities on 1st January 1950, with the motto 'Service Through Friendship', written in Esperanto, as 'Servo Per Amikeco'. This was followed in 1953 in January by the Netherlands Section, in February by the Belgian Section and in September by the French Section. 1954 saw the creation of IPA Norway in April and IPA Switzerland in May. In March 1955, IPA Germany was established and together, these 7 sections came together in the first World Congress in September in Paris, and are referred to as the elders of the IPA.

The first International Executive Meeting (IEC) was held in September 1956 in Essen. More European sections joined, and then gradually there was growth around the world, with the establishment of IPA Canada and IPA Hong Kong in 1960. IPA Kenya became the first section in Africa in 1961 and IPA Brazil, the first in South America in 1962. IPA Australia became the first Australasian section in 1964.



1955 1st IPA Congress in Paris

Arthur Troop

The number of sections has continued to grow to this day. A few sections sadly were unable to survive for various reasons, but any member from a country without an IPA section may be eligible to join other established IPA sections as Foreign Associate Members (FAM's) – and at present we have more than 1000 FAM's.

Servo per Amikeco!



## Did you know...?

68 IPA Sections worldwide

1000+ Foreign Associate Members in 39 countries IPA founded: 1st January 1950

14 International Presidents from 11 Countries Sections that have hosted the most IEC/WCs: UK (6), France (5) and Germany (4)

40 IPA Houses in 15 countries

Decade that saw the most growth: 1960s, with 20 new sections Current membership: 372,000+

First IPA sections outside of Europe: Canada, Hong Kong & Kenya, 1961

First woman elected to the PEB: Phyllis Nolan, Ireland,1982

Since 2004 the Arthur Troop Scholarship has awarded over 160 bursaries

First World Congress: Paris, September 1955

Apart from 2020, the only other year without an IEC or WC was 1990 POLICE PSSOCIATION TO SERVO PER AMIKECO

IPA is the largest police organisation in the world

Arthur Troop awarded the British Empire Medal for his work founding the IPA, 1965

The IPA has its own hymn: 'Servir par l'amitié', played at the opening and closing of every World Congress

65 IEC/WCs held in 34 Countries

Four IPA languages: English, French, German, Spanish

Young Police Officers' Seminar (YPOS) organised every 2<sup>nd</sup> year providing training for younger IPA members 33 Gold Medals awarded for outstanding international contribution. Arthur Troop was the first recipient in 1985

The IPA is represented on six continents

First-ever IPA Games were held in Portugal in 2018 Arthur Troop Day in the UK: 15<sup>th</sup> December – Arthur's birthday

# Special Interest



## **Arthur Troop Scholarship**

#### The Arthur Troop Scholarship/ATS 2022 is available for submissions!

Please refer to the IPA International web page for the application process and form. Also query Arthur Troop Scholarship 2022 for additional information.

The ATS is available for serving members in good standing, with at least three years IPA service.

The Bursary is valued up to 2500€. This covers course/training, transportation/flights, accommodations & meals. Check Gimborn (IPA - IBZ Gimborn (ipa-international.org) ) for their 2021 courses to get an overview of what is available.

The deadline is March 31, 2021.

25 Scholarships are awarded by International in October 2021, during the IPA World Congress, and are to be used during 2022 (COVID measures to be considered at the time).

Once interested members have submitted their application, please advise Karen Frost, so she can assist with the ATS process as it evolves.

If you have any questions, do not hesitate to contact Karen.

IPA Canada has been fortunate to have two successful applicants for both ATS 2020 and ATS 2021!

#### **BEST OF LUCK TO ALL APPLICANTS!**



Arthur Troop

### **PESM Decals**



#### Submitted by Region 4

THIS PROGRAM IS FOR PESM (Police Exemplary Service Medal) RECIPIENTS ONLY.

This program is to be kept **CONFIDENTIAL** and not revealed to the public.

Those who have been awarded the PESM can proudly display so in a discreet manner, only known to the policing community.

Place the stickers on your personal vehicles, ATVs, RVs, and MCs. Don't forget to gift a sticker to PESM friends!

A donation to Boots on the Ground (Charity information found at - Boots on the Ground) of \$15K has been afforded with completion of this program.

**COST**: The stickers are \$5 each. Suggestion is to order spare stickers for future cars and aging of the stickers themselves. The program will come to an end. There is a minimum order of FOUR stickers per order. Please add \$2 for shipping costs.

Please direct monies to Hal Cunningham, PESM (retired Staff Sergeant of Toronto Police Service) via -

e-transfer - halcunningham1@gmail.com

Ensure the question is "**What they are for?**" and your answer is "**pesmdecal**" (This will allow for an efficient transfer of funds)

Or send cash or cheques to -

Hal Cunningham 18 Wilmot Court Belleville, Ontario K8P 5H1.

## Featured Article



### The Impersonation of Police Officers

Everyone commits an offence who (a) falsely represents himself to be a peace officer or a public officer; or (b) not being a peace officer or public officer, uses a badge or article of uniform or equipment in a manner that is likely to cause persons to believe that he is a peace officer or a public officer, as the case may be. s. 130 (1) Criminal Code of Canada

espite the fact that there are many reasons why an individual would want to impersonate a police officer,

there has been relatively little research into this area. We all know of cases where individuals pretend to be law enforcement officers in order to sexually assault women or children, rob banks, perpetrate a home invasion, steal drugs, or — as in one case in the United States — get into the front queue of a lineup to buy the soon to-be released, updated version of Grand Theft Auto.

Additionally, Freeman-on-the Land members in British Columbia used badges they ordered from a supplier to enter a government building as "Canadian Common Corps Peace Officers."

There have been tragic events where an individual will masquerade as a police officer in order to commit mass murder. In July 2011, a man dressed as a tactical officer wandered among a group of teens and young adults at a youth camp in Norway, shooting and killing more than 80 individuals. Earlier this year in Nova Scotia, a man posed as a police officer and committed multiple shootings and set multiple fires, resulting in the deaths of 22 individuals before he was shot dead. Even the perpetrators of 1929 Valentine's Day massacre in Chicago executed nine members of an opposing gang while dressed as police officers.

What about the wannabes – those who may drive cars equipped with police-style emergency lights, wear police uniforms and carry fake police badges or obsolete badges obtained from online auction sites as collectables? A few times a year, as a member of the Threat and Behavioural Analysis Team of the OPP's Criminal Behaviour Analysis Section, we are asked to conduct threat assessments on these individuals. Some of them are familiar to us as repeat police impersonators. This year, thus far, there have been three separate and unrelated occurrences in the province and two were repeat posers.

Case Study Mr. AB is 28-year-old married man who has been arrested multiple times over the past 10 years for personation of police and assaulting police. Although he has limited financial resources, he has spent a great deal of time and money in purchasing and outfitting his car with police equipment. Banned from owning firearms by his wife, who has not objected to the modification of the family vehicle and the purchase of a Crown Victoria, he legally obtained two registered handguns under her name. Mr. AB spends time "patrolling" his neighbourhood and the highway and occasionally reports incidents that he has witnessed. He lied about his background as it relates to obtaining police training and education, and his affiliation as an auxiliary member of the RCMP. When police have cautioned him for personation of a police officer, or held him accountable to highway traffic laws prohibiting his use of police lights or speeding, it repeatedly resulted in a spontaneous hostile response in which he denied or minimized his actions. He will question the police's authority by demanding to see their badge and warrant card, and by questioning their interpretation of the law. On other occasions he justifies his behaviour by stating his actions are not illegal, that he admires the RCMP and only wants to assist them.

Rennison and Dodge (2012) stated that many of the police wannabees were enticed by the lure of authority and ego enhancement — whether it was to impress a girlfriend or to gain an upper hand

"For the most part the wannabees are insecure, power seeking individuals who are not mass murderers, but when encountered they may have the potential to act out violently as a result of their narcissistic bubble being burst by the real police."

during a confrontation in an argument with a stranger.(1) There have been documented incidents in Canada when the wannabes have pulled over an off-duty officer, or where other officers stop to assist only to find out that the person they are assisting is not a police officer. About 10 years ago, a woman pulled over an individual, claimed to be a police officer and stated that the person could pay his fine immediately. It was security cameras at an ATM machine that led to her arrest.

To some of these individuals, the uniform — or the symbols of the uniform (badges) — offers a mystique that represents power. In my professional opinion, it is a variant of what is now called stolen valour. Stolen valour is a relatively new term describing what is likely centuries-old behaviour. According to a recent article in the New Yorker magazine, (2) when Walter Washington Williams, thought to be the last surviving veteran of the Confederate Army, died in 1959, President Eisenhower called for a national day of mourning. It turned out that Williams had fabricated his service and that the second-longest-surviving Confederate soldier probably had, too. In fact, according what one Civil War historian has recorded, "every one of the last dozen recognized Confederates was bogus."

It is unknown as to how many of the traffic stops perpetrated by wannabes occur. Some citizens may not be aware the person is not really a law enforcement officer. When in doubt they should call the police to double check to see whether they have been legitimately pulled over if there is something about the demeanor or the uniform that makes them suspicious.

How can we make it more difficult for the police wannabes or the impersonators whose motivation is to commit violent crime? In the United Kingdom, it is against the law to sell police uniforms and police equipment for vehicles is illegal because the sale of those items can facilitate police impersonation.

For the most part the wannabees are insecure, power seeking individuals who are not mass murderers, but when encountered they may have the potential to act out violently as a result of their narcissistic bubble being burst by the real police.

Be safe out there.

**Footnotes** 1. Rennison, C & Dodge, M. (2012) Police Impersonation: Pretenses and Predators. American Journal of Criminal Justice 37:505–522 DOI 10.1007/ s12103-011-9153-z 2. Monroe, R. (2012) Stolen Valor (on-line as How to Spot a Military Impostor: The detectives who investigate fake stories of military service use many tools, including shame). The New Yorker Magazine 26 October 2020 www.newyorker.com/ magazine/2020/10/26/how-to-spot-amilitaryimpostor

Dr. Peter Collins is the operational forensic psychiatrist with the Ontario Provincial Police's Criminal Behaviour Analysis Section. He is also a member of the crisis/hostage negotiation team of the Toronto Police Service Emergency Task Force. Dr. Collins' opinions are his own. Contact him at peter.collins@ utoronto.ca

This article appeared in Blue Line magazine, Canada's only independent law enforcement magazine. www.blueline.ca



# Holiday Wishes





#### MERRY CHRISTMAS AND HAPPY NEW YEAR!

From

#### IEB MEMBERS:

Pierre-Martin MOULIN Kyriakos KARKALIS May-Britt RONNEBRO Demetris DEMETRIOU Einar Guðberg JÓNSSON Stephen CROCKARD Michael WALSH Martin HOFFMANN

INTERNATIONAL

ADMINISTRATION CENTRE:

Elke SCHÜLPEN-ROBERTS Kerry WARD

INTERNAL AUDITORS:





Dear friends,



This end of the year finds us continuing a fight that has marked the entire 2020. A close fight, full of emotion and tension, a fight in which we all lost family members or friends, a fight that is not yet over but which in the end we are confident that we will win.

The cohesion with which humanity approached this pandemic, the rediscovery of important values and the re-establishment of true values are the pillars that will make us even stronger than we were.

The International Police Association has once again demonstrated the ability to manage the problems of its members, to be with them in difficult times, showing that the principles of the organisation are not simple words, but true principles that guide us every day.

Now, in holiday's Eve, the Romanian Section wishes all IPA members the warmest thoughts of friendship, lots of health, fulfillments, joys, along with the traditional

Merry Christmas and a Happy New Year!

INTERNATIONAL POLICE ASSOCIATION



#### **Visit Our Website**

https://www.ipa-canada.org/