



Virginia Association of Chiefs of Police & Foundation, Inc.

2025 VACP Annual Conference

August 24-27, 2025

Williamsburg Lodge • Williamsburg, VA

CONFERENCE AGENDA

Sunday, August 24

All Day — **Golf Outing** (See separate [Golf Registration Form](#))

12:00 p.m. — **Exhibitor Set-up** — Virginia Room DE

2:00 p.m. — **CONFERENCE REGISTRATION** — Conference Registration Desk 2

2:00 p.m. — **VACP Nominating Committee** — Allegheny Room B

4:00 p.m. — **VACP Board Meeting** — Allegheny Room A

6:00 p.m. – 11:00 p.m. — Hospitality Room — Suite 4100

Monday, August 25

7:30 a.m. — **CONFERENCE REGISTRATION** — Conference Registration Desk 2

7:30 – 8:30 a.m. — **Breakfast & Booth Visits with Exhibitors** — Virginia Room DE

8:30 a.m. — **OPENING CEREMONIES** — Virginia Room F

- Roanoke Police Chief Scott Booth, VACP President
- Posting of Colors: Williamsburg Police Department Honor Guard
- Pledge of Allegiance
- Welcome: Williamsburg Police Chief Sean Dunn; Williamsburg Mayor Doug Pons
- (8:45 a.m.) **Special Olympics VA Torch Run Presentations** —David Thomason, President, and Ellen Head, Assistant Vice President, Development & LETR, Special Olympics Virginia; Isaac Lucky, Special Olympics Athlete

9:00 a.m. — **MORNING SESSION** — Virginia Room F

- 9:00 – 10:00 a.m. — **“Crisis at the Top: Leadership with Humility”** — Chief Eric S. Plummer, Ph.D., Radford University

This session delves into the critical role of authentic transformational leadership in public safety operations. Participants will explore the importance of adhering to core values and maintaining moral courage, even under pressure, to avoid the pitfalls of unethical decision-making and susceptibility to negative influences.

- 10:00 – 10:15 a.m. — **Exhibitor Introductions**

Thank you to our 2025-26 Platinum Partners!



10:15 – 11:00 a.m. — **Break & Booth Visits with Exhibitors** — Virginia Room DE

11:00 a.m. — General Session — Virginia Room F

- **Golf Tournament Awards** (*may be delayed to later*)
- **PLATINUM PARTNER – Peregrine: “Data Interoperability for Enhanced Decision Making, Collaboration & Operations”** – Philip Castronova (*10 min*)
- **PLATINUM PARTNER – FaceTec: “UR Codes”** – Nicole McNamee-Wicks, Director of Biometric Cybersecurity (*10 min*)
- **PLATINUM PARTNER – Daly Computers: “Empowering Public Safety Through Technology – A Collaborative Approach”** – Steven Carter & Dan Thompson (*10 min*)

11:40 a.m. — **100th CONFERENCE GROUP PHOTO** (*This is casual; no special attire.*) — Outside Virginia Room F

12:00 – 1:00 p.m. — **Luncheon** — Virginia Room A-C

- **VACP Law Enforcement Certification Program Presentations**
- **VACP Executive Board Elections**

1:00 – 2:30 p.m. — Afternoon General Session — Virginia Room F

- **Immigration Enforcement Issues:** Erik Siebert, US Attorney, EDVA; ICE ERO Field Office Director Russ Hott; Jeremy Key, Special Assistant for Cold Cases, Actual Innocence and Special Investigations, Office of the Attorney General.

Moderator: James Brooks, Community Relations Officer – Baltimore/Washington, U.S. Immigration and Customs Enforcement — Virginia Room F

- 2:30 – 2:40 p.m. — **PLATINUM PARTNER – Off Duty Management: “Blind Spots of Off-Duty”** — Kathy Vargas (*10 min*)

2:40 – 3:30 p.m. - **Break & Booth Visits with Exhibitors** — Virginia Room DE

3:30. – 4:30 p.m.— Afternoon General Session, cont. — Virginia Room F

- **“Who Supports the Leaders? Peer Support at the Executive Level”** — James City County Chief Mark Jamison; Jesalyn Moore, LCSW, LSATP; Lt. Col. Eric Gowin, VSP — Virginia Room F

When leadership becomes isolating, connection becomes critical. This session examines how executives across the nation are creating space for one another and is a call to action for Virginia executive leadership.

“Wellness Survey” — Captain Jay Carson, Herndon Police Department

6:00 p.m. — **HOST CHIEF’S NIGHT** — Williamsburg Community Center

8:00 p.m. – 11:00 p.m.— Hospitality Room — Suite 4100

Thank you to our 2025-26 Gold Partners & Sponsors!



Tuesday, August 26

7:00 – 8:00 a.m. — **Buffet Breakfast** — Virginia Room F

8:00 – 10:00 a.m. — **Hiring and Vetting the Next Generation of Law Enforcement Officers: Matt Dolan, Esq., Dolan Consulting Group** — Virginia Room F

10:00 – 10:30 a.m. — **Break** — Virginia Foyer

10:30 a.m. – 11:00 noon — **Mobile ID; DMV** – Joseph Hill, Assistant Commissioner / Director of Law Enforcement Services, Virginia Department of Motor Vehicles

11:00 – 11:30 a.m. — **VACP Roadway Safety Champion Awards** — John Keohane, VACP Highway Safety Project Manager

11:30 a.m. – Noon - **The Honorable Winsome Earle-Sears, Candidate for Governor**

Noon – 1:00 p.m. — **HEAT AWARDS LUNCHEON** — Virginia A-D

1:00 p.m. – 2:00 p.m.— **“Artificial Intelligence and Law Enforcement”** — Rick Zak, Microsoft & Culpeper Chief Chris Settle — Virginia F

2:00 – 2:30 p.m. — Break

2:30 – 4:30 p.m. — **“The Future of Policing”** — Ben Haiman, Executive Director, Center for Public Safety and Justice, Assistant Professor of Public Safety, University of Virginia — Virginia F

Panelists: Prince William County Chief Peter Newsham; Portsmouth Chief Stephen Jenkins; Charlottesville Chief Michael Kochis

4:30 p.m. — **ADJOURN**

5:30 – 6:30 p.m. — Pre-Banquet Reception (Cash Bar) — Virginia Foyer

6:30 p.m. — **VACP Awards Banquet & Board Installation** — Virginia A-D

** NOTE: Banquet included in Conference Registration fee. Please plan to attend and help us honor our Valor Award recipients.*

- Presentation of Valor Awards; Announcement of Lifesaving Awards
- Installation of 2025-2026 VACP Executive Board

6:00 – 11:00 p.m. — Hospitality Room — Suite 4100

Wednesday, August 27

7:30 – 8:30 a.m. — **Buffet Breakfast** — Virginia F

8:00 – 10:00 a.m. — **Legal Services and Protections for Police Chiefs: Dale Mullen, Esq.**

10:00 – 10:30 a.m. — **The Honorable Abigail Spanberger, Candidate for Governor**

10:30 – 10:45 am — **Optional Break**

10:45 – 12:00 Noon – **VACP @ 100; VACP Program and Legislative Updates**

- Overview of Current VACP Programs & Services and Discussion of Future Initiatives
- Preview of 2026 VA General Assembly and VACP Legislative Priorities

Noon **ADJOURN**

Thank you to our 2025-26 Silver Partners!

