

A Personal Message from the Heart — My Decision to Step Down as Chair of the Cobourg Police Services Board

With tomorrow being election day, I want to take a moment to speak from the heart about a decision that has not been easy for me. I have stepped down as Chair of the Cobourg Police Services Board. First, I want to make something absolutely clear. This decision has nothing to do with conspiracy theories, political pressure, the upcoming election, or anyone asking me to resign. Nobody forced me to make this decision. This was my decision, and I made it because I believe it is the right thing to do for the future of the Board and the Police Service.

My current term on the Police Services Board ends November 14. With the election tomorrow, there is uncertainty about what happens next. But there should never be uncertainty about the leadership and continuity of such an important organization. That is why I believe making this transition now is a positive and responsible decision. Vice Chair Sean Graham has assumed the role of Interim Chair, and with our next Board meeting scheduled for November 10, this gives Sean an opportunity to ease into his new responsibilities while I am still there to support him. I have tremendous respect for Sean. His dedication to the Board, the Police Service, and the men and women who serve our community is something I have witnessed firsthand. His commitment goes far beyond attending meetings. He genuinely cares about the people, the responsibilities, and the future of policing in Cobourg. Sean has my complete confidence, respect, and support.

I have always believed that leadership is not about a title or how long you can hold on to a position. Sometimes, one of the most important things a good leader can do is recognize when it's time to take a step back, allow someone else to take the lead, and give them every opportunity to succeed. That doesn't mean you stop caring. It doesn't mean you stop working. And it certainly doesn't mean you give up. It means putting the organization and the people you serve ahead of yourself. That is what I am doing. But I also want to make something else very clear. I AM NOT GIVING UP ON THE COBOURG POLICE SERVICE. Not today. Not tomorrow. Not after November 14.

If I am elected Deputy Mayor, I remain 100% committed to serving on the Cobourg Police Services Board, subject to the applicable appointment process. I still believe deeply in the work that needs to be done, the challenges we must address, and the importance of supporting our officers, civilian staff, and police leadership. I am 100% behind the men and women of the Cobourg Police Service. Stepping down as Chair does not change that commitment one bit. Serving as Chair has been one of the greatest honours of my life. I cannot begin to explain how much this experience has taught me. I have learned about leadership, accountability, responsibility, and making difficult decisions when there are no easy answers.

But more importantly, I have learned about the people behind the uniforms. I have learned about the sacrifices our officers make every day. About the pressures they carry home to their families. About the difficult situations they face that most of us

will never experience. I have learned how important our civilian staff are to the daily operations of our Police Service, and how much dedication goes into keeping our community safe. I have learned that policing is not simply about budgets, policies, or statistics.

- It is about human beings.
- It is about the officer who answers a call when someone is experiencing the worst day of their life.
- It is about the civilian employee working behind the scenes to keep everything running.
- It is about families waiting at home for their loved ones to finish a shift safely.
- And it is about a community that deserves to feel safe, respected, and protected.

There have been difficult moments during my time as Chair. Some of the hardest decisions I have ever had to make have come while serving in this role. There have been challenges, disagreements, and times when the responsibility felt incredibly heavy. But there have also been accomplishments that I will carry with pride. We helped open the Board's meetings to greater public access and livestreaming. We brought citizens into the financial oversight process. We worked through challenging labour negotiations, strengthened supports for our members, and helped welcome new leadership to our Police Service. These accomplishments were never mine alone. They belong to the people who worked together to make them happen.

And through every challenge, I have gained an even deeper appreciation for the dedication of those who serve. To every sworn officer and civilian member of the Cobourg Police Service: thank you.

- Thank you for showing up every day.
- Thank you for your sacrifices.
- Thank you for the work you do that often goes unnoticed and unrecognized.
- And thank you for teaching me what service, dedication, and commitment truly mean.
- To the Police Association, our Chief and leadership team, and my fellow Board members, thank you for the opportunity to work alongside you, learn from you, and face difficult challenges together.

I know I haven't gotten everything right. Nobody in leadership ever does. But I can say with absolute sincerity that I have always tried to do what I believed was right for our Police Service, its members, and the residents of Cobourg. And I will continue to do so. Leadership is not measured by the chair you sit in. It is measured by the responsibility you accept, the people you support, and what you leave behind for those who follow. I don't need to be Chair to care about our Police Service. I don't need a title to stand behind our officers and civilian staff. And I don't need to be the person leading every meeting to continue making a difference.

Sometimes leadership means having the confidence to step aside and let someone else lead, while remaining right there beside them when they need your support. That is what this transition means to me. As I look toward November 14, I do so with

enormous gratitude, pride, and respect for everyone I have had the privilege of working with. Whatever tomorrow's election brings, I will always be grateful for the opportunity to have served as Chair. I am stepping down from a position. I am not stepping away from my commitment. My dedication to the Cobourg Police Service, its members, and the safety of our community remains as strong as it has ever been.

To the men and women of the Cobourg Police Service, please know this: I stand behind you 100%. I believe in you, I respect you, and I will continue supporting the important work you do for our community. And to Sean Graham, I wish you every success as you take on this responsibility. You have my full support.

Thank you, Cobourg, for allowing me the privilege of serving. It has been an honour. It has been a responsibility I have never taken lightly. And it has been an experience that has changed me forever. With gratitude, respect, and pride.