PREPARED FOR CIRSA
OCTOBER 2026

COMPASS ETHICARDS · CIRSA MEMBER AGENCIES

Year one together, and the plan for year two

What CIRSA's sponsorship has put into briefing rooms across Colorado, and our plans for 2027.

YEAR ONE AT A GLANCE · JAN 1 – OCT 22, 2026

1,300+
CIRSA law enforcement officers have the app

45
CIRSA law enforcement agencies took on EthiCards

2,975
discussion sessions

5,812
scenario cards opened

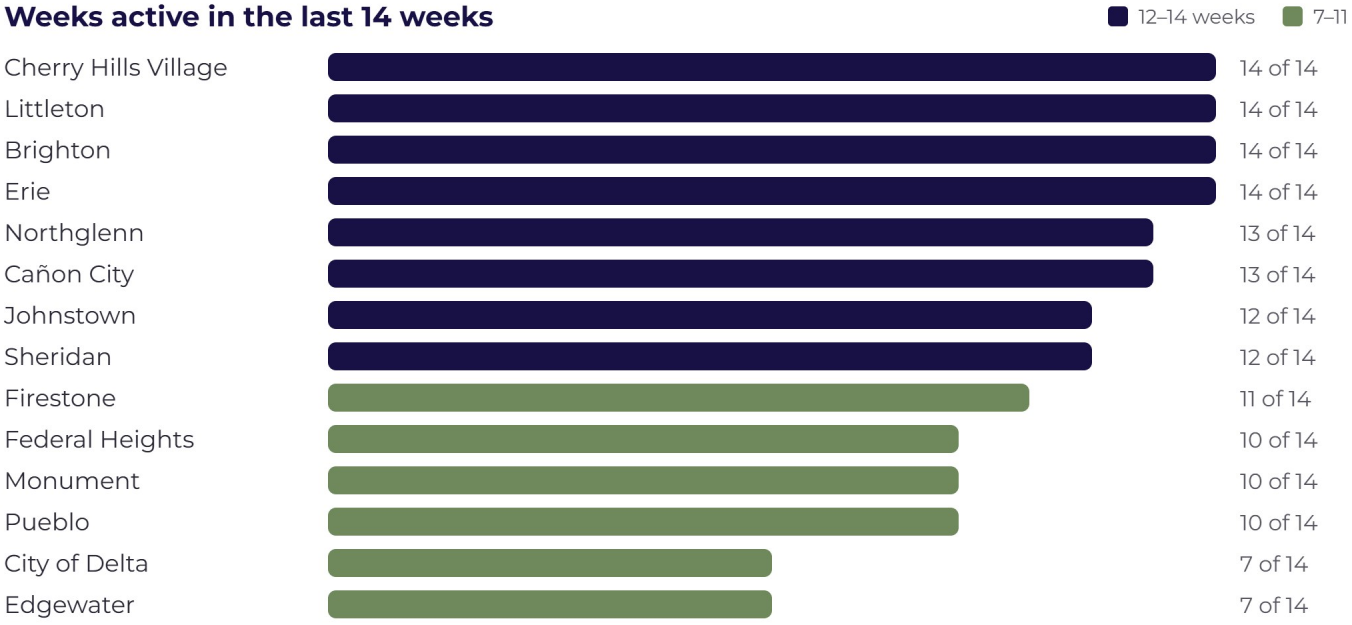
In its first year, CIRSA's sponsorship offered EthiCards to the law enforcement agencies it insures, at no cost to them. Forty-five chose to take it on, giving over 1,300 of CIRSA's law enforcement officers access to EthiCards. It has become a regular part of briefings around the state of Colorado, and their supervisors and officers tell us the conversations are working. This report shows where the agencies stand, what's new on January 1, and a light-touch plan to deepen use and welcome more agencies without adding to anyone's workload.

Prepared by Compass Ethics
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Conversations are happening in briefing rooms across the pool

Forty-five CIRSA law enforcement agencies took on EthiCards this year, giving over 1,300 CIRSA officers access. The most active agencies have built a weekly rhythm: supervisors open a scenario at briefing, officers talk it through, and the expert discussion points carry the conversation further.

Weeks active in the last 14 weeks



Weeks with EthiCards activity, the same consistency measure in each agency's quarterly report. Source: EthiCards engagement reports, Jul 21 – Oct 21, 2026.

SMALLER AGENCIES

Active, but harder to see in the numbers

Agencies with fewer than 20 officers rarely hold briefings, so most of their EthiCards sessions happen asynchronously: a chief shares a card in Teams, one sergeant leads a group from a single phone, or officers talk it through at an all-hands. Much of that never registers in the analytics. These small agencies have been actively using the EthiCards program in these ways in the last two months:

Basalt · Brush · Burlington · Elizabeth · Gunnison · Hotchkiss · Keenesburg · Mead · Meeker

"I truly believe having discussion about ethical issues before they arise will help our officers make better decisions."

— Chief of Police, Sheridan Police Department

"An important product that elicits thought and genuine conversation."

Commander, Monument Police Department

"All individuals actively engaged in the conversation and some serious ideas and thoughts were shared."

Sergeant, Brush Police Department

"Several teams have been using the cards regularly and getting some really good conversations out of it."

Commander, Patrol and SRO Division, Fountain Police Department

"I think there is tremendous value in this program."

Support Services Commander, Cañon City Police Department

"We generated good communication after actually doing an EthiCard with all of them."

Commander, Firestone Police Department, on introducing it to sergeants

"Good feedback, and it seems to be well received by the officers."

Sergeant, Cherry Hills Village Police Department

"We love EthiCards — they are really fun conversations in our briefs."

Ronnie, Patrol Officer, Erie Police Department

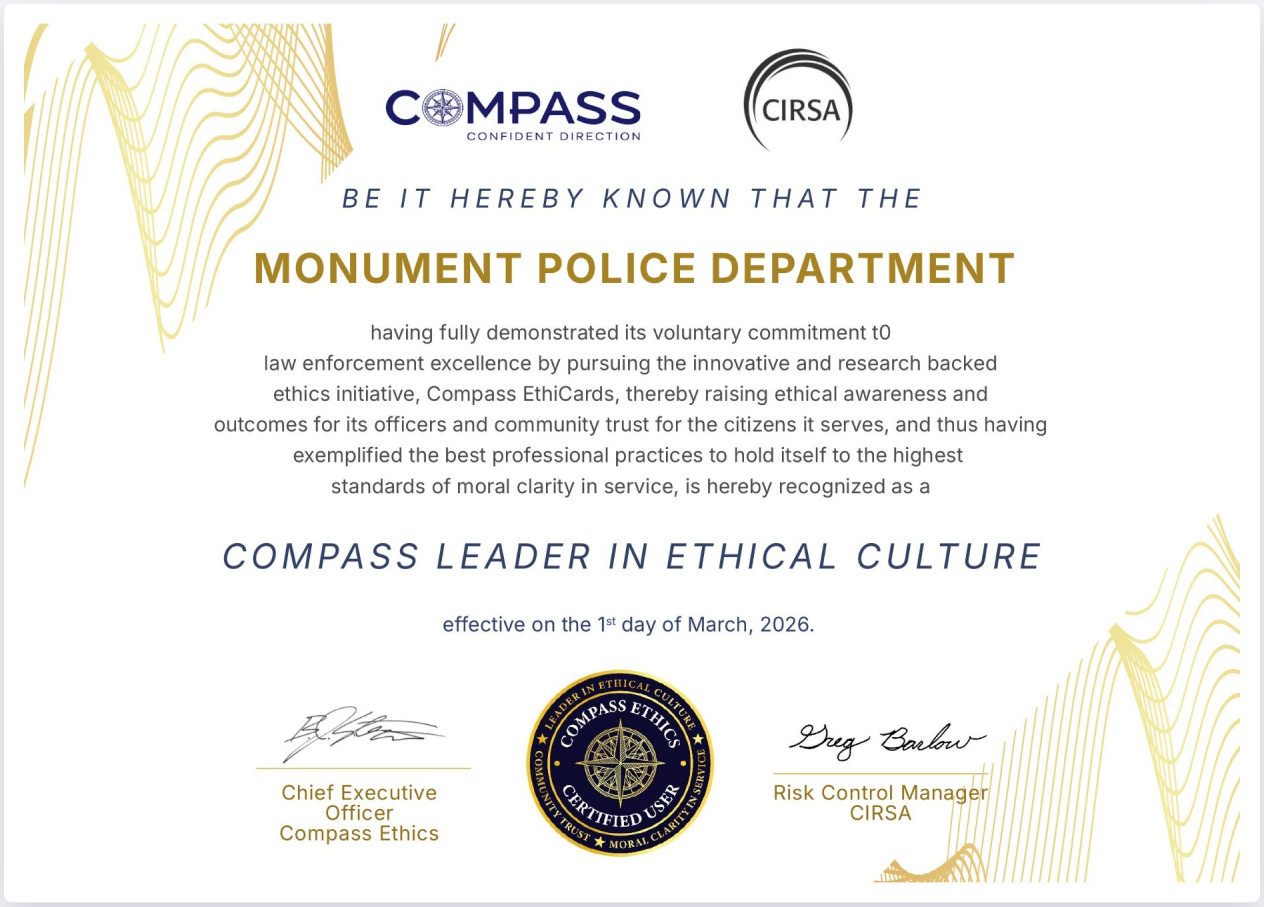
"I have been observing the EthiCards discussions in the back of the brief, and the officers are all engaging."

Sgt. Brown, Northglenn Police Department

THANKS TO CIRSA

A certificate on every wall

Thanks to CIRSA's generous support, every participating department now has this certificate on its wall. Each agency received a framed Compass Leader in Ethical Culture certificate, carrying both the Compass and CIRSA logos and signed by CIRSA's Risk Control Manager, recognizing its commitment to ethics in Colorado law enforcement.



The certificate as presented to Monument Police Department

Members credit CIRSA

Sheridan's chief first suggested that CIRSA sponsor EthiCards. Keenesburg's chief wrote at launch that “CIRSA is such a valuable partner to Colorado law enforcement,” and Monument's commander recommended it to a peer by saying, “We got access to it through Colorado CIRSA.”

A large agency, a shift-based rhythm, and a ten-officer department

BRIGHTON PD

634
sessions, the most in the pool

1,635
cards opened

131
active days this year

Started on day one, led by supervisors

Brighton's Professional Standards commander told us the department "started using EthiCards almost immediately after gaining access," and sent the discussion materials straight to the supervisors leading conversations. Sixty-seven Brighton officers have opened the app themselves, and the agency has explored 449 expert discussion points, more than any other member.

ERIE PD

3 shifts
twice a week

84 min
per officer, the deepest engagement in the pool

A routine every shift can count on

Erie's sergeants run EthiCards on all three shifts, twice a week, opening the card on their own phones for the group. When we stopped by in October, a patrol officer told us the team really enjoys the conversations. Erie's EthiCards certificate hangs in the lobby.

KEENESBURG PD

10
officers, often one on duty

0
daily briefings

Showing us how small agencies make it work

Before launch, Keenesburg's chief wrote to explain that his officers rarely overlap and there is no traditional line-up, which is true of many CIRSA members. Together we shaped an approach that fits: EthiCards discussions at all-hands meetings, with cards posted to the department's electronic bulletin board in between. His feedback shaped the small-agency options on the next page.

Every agency finds a rhythm that fits its schedule

There's no single right way to run EthiCards, and every approach counts. When only a supervisor opens the app, more officers take part than the analytics show.

AGENCIES WITH BRIEFINGS

At roll call

On a screen

A supervisor puts the card up on a projector or TV, and the whole group reads and discusses it together.

The sergeant's phone

The sergeant opens the app and reads the scenario aloud. Quick and simple, though only one person shows in the numbers.

RECOMMENDED

Everyone opens the app

Each officer opens the same card on their own phone, reads the case studies and expert points, can come back to it later, and is counted.

SMALLER AGENCIES

No daily briefing

Hybrid

When the team does get together, such as a monthly all-hands, they run an EthiCard live.

One-on-ones

The chief works through a card with one officer at a time, at shift change or a check-in.

Text or Teams

The card goes out by text or in Teams, and officers discuss it online between shifts.

COMING SOON

Text the card to the whole team, straight from the app

One step to send the week's card to every officer. We expect this to help the many CIRSA agencies with only one officer on shift at a time.

Agencies using EthiCards

Activity is concentrated in the agencies that built a weekly routine. Use slowed across the pool over the summer, with hiring, events, and leadership changes taking priority. The new deck and Featured Card on January 1 give every agency a natural fresh start.



The 45 participating agencies by status, Jan 1 – Oct 22, 2026

Strong · 13

A weekly habit. Brighton, Northglenn, Erie, Cherry Hills Village, Sheridan, Littleton, Johnstown, Monument, City of Delta, Firestone, Edgewater, Gunnison, Hotchkiss.

Building · 15

Running discussions, often supervisor-led. Pueblo, Cañon City, Fountain, Elizabeth, Keenesburg, Meeker, Black Hawk, Rifle, Federal Heights, Sterling, Silverthorne, Mead, Basalt, Brush, Golden.

Launching now · 3

Getting started this fall. Burlington, Florence, Walsenburg.

Less regular users · 8

EthiCards is part of their routine, but integrated in a less regular way. Breckenridge, Avon, Lone Tree, Salida, Durango, Paonia, Mountain Village, Monte Vista.

Not yet started · 6

All small agencies, the ones the new small-agency options are built for. Craig, Crested Butte, Green Mountain Falls, Idaho Springs, Lochbuie, Milliken.

WHAT WE'RE SEEING BEHIND THE GAPS

Point-of-contact turnover, interim leadership, summer hiring and community events, and in one case a city sign-in issue we are resolving with the agency's IT team. Each of these has a specific fix in the year-two plan.

Fresh scenarios, a featured card every week, and easier onboarding

Nothing to install and no setup for agencies. Everything below appears in the app they already use.

1 A brand-new deck

52 new scenarios, one for every week of 2027, across the same four themes. Fresh material for active agencies and a natural restart for less regular users. Year 1 stays available in a new in-app Archive.

2 Featured Card of the Week

One card sits front and center, changing early every Sunday morning. Supervisors can still choose any card.

- **Small agencies stay in step:** a chief without briefings shares the same card the team sees.
- **More return visits:** officers can easily find the card they discussed.

3 Onboarding that runs on three links

No stacks of emails or paperwork. Every step happens through the agency's own implementation links.

STEP 1 · THE CHIEF

Fills out one link

The chief completes a single agency lead link and names a point of contact. That's the chief's whole job.

→

STEP 2 · POC AND SUPERVISORS

Train online

The point of contact and supervisors use their own link for short online training on leading the weekly conversation.

→

STEP 3 · OFFICERS

Get the app

Supervisors send officers one sign-up link. Each officer sets up the app and joins the agency in a single step.

Simple to start. One link from the chief sets everything in motion.

Easy handoffs. New supervisors and officers use the same links all year.

Less for CIRSA's members to manage. One link per role, nothing to chase.

4 · Share a card, anywhere COMING SOON

Supervisors will be able to share any card straight from the app in whatever medium their team already uses, whether text, Teams, or email, and hold an asynchronous conversation with officers across shifts. Built for the many CIRSA agencies that rarely get everyone in one room, it lets a chief run the weekly discussion even with one officer on duty.

Reach every member agency, without adding to anyone's inbox

Members chose CIRSA, and we want every contact from us to feel like part of that value. So the plan leans on new features, peer examples, and useful weekly content rather than reminders.

1. **Clear the path**
   Confirm a current point of contact at every agency, finish resolving sign-in issues, and update rosters so year-two numbers are accurate.

2. **Launch year two**
   One announcement of the new deck and Featured Card to every participating agency. For less regular and not-yet-started agencies, it's a fresh start, not a follow-up.

3. **Everyone opens the app**
   Help supervisors move from reading aloud to every officer opening the card, using the quick sign-up link. More officers reached, and better evidence of it.

4. **Launch the small-agency playbook**
   Practical guidance for agencies without daily briefings, drawn from what's already working at agencies like Keenesburg and Elizabeth: a card at the monthly all-hands, one-on-ones with the chief, and asynchronous discussion in text or Teams, made easier by the new share feature.

5. **Peer to peer, light touch**
   Share stories from strong agencies with their neighbors. Keep to one opt-in check-in per contact each quarter, plus the quarterly engagement reports.

ONE SMALL ASK OF CIRSA

A short co-branded note to member agencies in January introducing year two, or a few minutes in a CIRSA newsletter or meeting. Hearing it from CIRSA carries more weight than hearing it from us, and it means one less email from Compass.

Thank you for a strong first year. Questions, or want to walk through this together? Lisa Strutz, Founder & COO · 719.650.8785 · lisa@compassethics.com