



## “Developing Professional Chaplains Through Dynamic Education and Support”

# JOURNAL

### Index

Annual Training Seminar 2013	- 6
The Blame Game	- 12
Election Notice	- 5
Hall of Fame	- 14
Life Members	- 7
Line of Duty Death	- 9
Kenya News	- 4
Memoriam/Memorial	- 14
News and Notes	- 3
Presidents Perspective	- 2
Reflecting on Retirement	- 7
Regional Contacts/Maps	- 16
Regional/District Training	- 18
Store Information	- 19
Why Officers Shoot Themselves in the Foot	- 15



## PRESIDENT'S PERSPECTIVE....

A message from  
Keoki Awai,  
President of the International  
Conference of Police Chaplains

1973 was the beginning of an enduring effort to equip ministers with necessary skills and networking resources, enabling them to assist law enforcement agencies in meeting the sympathetic and spiritual needs of agency personnel as well as the community. The International Conference of Police Chaplains is at the forefront of law enforcement chaplaincy and is approaching its 40th year of fulfilling its mission of developing professional Law Enforcement Chaplains through dynamic education and support.

Over the years ICPC members, industry professionals, agencies and community leaders have worked hard to help us achieve our mission. In a world that poses constant challenges to our daily lives, ICPC has been a worldwide influence of comfort, spiritual care and guidance to the law enforcement community and the general public at all times, especially in times of grief and crisis.

The service we provide helps meet the growing need in our society today and ICPC has succeeded

because chaplains serve with commitment to their faith and for the good of mankind. Even more so, chaplains serve because they love it. There's more to being an ICPC chaplain than "just working a job" or "nothing else to do." It takes heart and a willingness to do whatever it takes to make a difference in people's lives. And for 40 years, ICPC members have shown their heart and their faith in their service.

From humble beginnings to a strong professional presence today, we have managed to endure because of a shared responsibility for who we are. The International Conference of Police Chaplains exists because of the members and supporters who constantly strive to make it the best possible training and supportive fellowship. Celebrating successes, strengthening weaknesses, correcting mistakes, improving whenever needed, creating new paradigms, saving and changing lives, that's who we are and who we need to be.

Come work and celebrate together as we meet July 8-

*(Continued on page 3)*

# Journal

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## Seasons Greetings!

*As 2012 draws to a close, we would like to thank our members and volunteers who diligently work behind the scenes promoting ICPC's mission around the world.*

*May the joy of the season surround you.*



*Your Destin Staff*

*Ruby*

*Melissa*

*Helen*

# News and Notes

## ***OOPS...***

Pardon our slip, in our last issue we overlooked:

**Chaplain Ron Glynn**  
of **Boone, Iowa**  
who received his:

## **Master Level Credential**

At the 2012 Annual  
Training Seminar  
in Spokane, WA.

## **NEW SHERIFF IN TOWN**



This 'shot' was taken in front of 'headquarters' before going on 'patrol.'

Can you identify this ICPC Chaplain?

## **Video Download**

Want to enhance your chaplaincy program with video resources?

Video's may be download from our website:



**icpc4cops.org**

Send requests to:  
**icpc@icpc.gccoxmail.com**

## **PRESIDENT'S PERSPECTIVE CONTINUED**

*(Continued from page 2)*

12, 2013 in Grapevine, Texas for our 40th Annual Training Seminar. It is an election year so come and participate.

As 2012 comes to a close I want to thank each and every member for working together with us. Everyone possesses a special gift all

your own and your professional and personal successes and service contributions as a member have made ICPC a leader in Law Enforcement Chaplaincy.

## **Membership Directory**

To ensure your contact information is accurate and up to date, please email us with the following information:

- Mailing Address
- Phone Numbers (indicate Cell, Work, or Home)
- Email Address

Email to:  
**icpc@icpc.gccoxmail.com**

Mail to:  
**ICPC | PO Box 5590 | Destin | FL | 32540**

## **ICPC AUXILARY**

Auxiliary Newsletters are available on the website:  
**icpc4cops.org**

From the home page,  
select: News & Views Tab:  
Auxiliary

Submit Auxiliary  
information to:

Diane Harris, Editor  
**lddlharris@sbcglobal.net**

# TRAGEDY FALLS ON KENYA NATIONAL POLICE

## Chaplain Dan Nolta

The Kenya Standard headlines scream, "More Kenya Police Bodies Found"...and the death toll is now forty two (42 police officers) killed in an ambush set up by well armed cattle rustlers. But for most of our ICPC members, Kenya is far away...but not for some.

For me, Kenya is very close. In Kenya I am called the Kiswahili word that means, "wise old man." My many trips to Kenya, following closely the chaplaincy programs of the Kenya Administration Police and the newly formed Kenya National Police Chaplaincy has made the headlines very real.

For one of our brother ICPC members, Kibinge waMuturi, the headlines are not written on paper they are written on the faces of the dead bodies of the slain officers and on the faces of their family members as he leads them through the process of identifying the bullet ridden bodies of their loved ones.

Kibinge's e-mail to me early the day after the ambush reads:

Dear all,

31 police officers of the Kenya National Police Service were killed over the weekend when they were ambushed at about 4.00am on Sunday as the pursued cattle rustlers about 700km away from the capital city, Nairobi. 9 other officers have been airlifted and admitted to a Nairobi hospital in critical condition.

The officers were trying to recover over 500 stolen head of cattle when they encountered the armed bandits. About 100 officers

were involved in the operation. The remote area is most hard hit by insecurity partly due to proliferation of small arms that has promoted the culture of cattle rustling over the years.

Families of the slain officers are yet to be informed as the officers have been working way far away from their families.

Pray with us for the families of the departed and the traumatized officers who survived the attack. Pray also for the chaplains and Christian officers who are trying to provide support.

Your brother

Kibinge wa Muturi

Since that time, I have talked to Kibinge a couple of times to assess his needs. As I asked that question my mind raced back three years to the day the four local officers from Lakewood, Washington were killed. How well I remember the response of the whole nation to this tragedy. Everything a chaplain needed was at our disposal to deal with this unspeakable tragedy...the loss of four police officers at once. Millions of dollars came in for families, more food and flowers than could be accounted for...and half a world away.

A half a world away, Kibinge gathers his chaplains, some volunteer counselors and a major effort is mounted to support the deceased officers families.

"Kibinge, what do you need? Can you use some extra money right now?" The answer: "Yes, I don't

have a department vehicle. I have to buy my own fuel (at about \$6 U.S. a gallon) and drive all around with these families, buy them basics... even water for them."

Last year at the ATS and since I have been seeking to replace funds that were not included in this years ICPC budget to be sure that Kibinge, our Assistant Executive Director of ICPC for Africa, could operate. To date there is about \$2,800 on hand for him to reimburse his expenses for travel, postage, internet and phone.

In light of this situation it has been decided to release and wire to him immediately \$500, to use for the expenses he incurs in assisting these families. That money will need to be replaced so he has the needed funds for the above expenses and even more to travel to the ATS this next July.

In addition to funds, Kibinge and his fellow chaplains, and indeed the whole of the Kenya National Police family, need our prayers and support. It is the mission of chaplains to support police officers and families. It is the mission of the International Conference of Police Chaplains to support police chaplains wherever they are found...it seems appropriate, indeed mandatory that we stand behind the chaplains of the Kenya National Police as they labor during this most difficult time.

*Dan Nolta served as ICPC's President (2001-2003) and currently serves on the Development Committee and as ICPC's International Liaison.*



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# NOMINATING COMMITTEE ANNOUNCEMENT

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## Revised Nomination Policy

At the 2012 Annual Training Seminar in Spokane, WA, a new policy was adopted at the July 8, 2012 Board Meeting regarding nominations from the floor. Robert's Rules of Order indicate nominations may either come from a Nominating Committee or "from the floor" (the membership of a group or organization). Traditionally ICPC has done both. Receiving nominations "from the floor" during the Annual Training Seminar creates a tremendous amount of work for the Nominating Committee as they try to vet candidates, confirm their willingness to serve, and assure their understanding of requirements of the position all within 24 hours of being nominated. To allow for a more thorough and professional process, the nominations "from the floor" (the membership) will now be made in advance of the conference and in accordance with the new policy detailed below.

1. The Nominating Committee will work and function on behalf of the organization.
2. The Nominating Committee is required to present their slate of approved candidates for all executive offices up for election **no later than Jan. 13, 2013 (180 calendar days)** prior to the 2013 Annual Training Seminar elections. This gives time to properly vet each candidate (to include confirming their membership status, qualifications, willingness to serve, background information, Ethics Committee verification, etc.) and allows adequate time for the introduction of approved candidates. The approved slate will be provided for inclusion in the March edition of the ICPC Journal, giving the membership adequate time to consider nominations "from the floor."
3. All subsequent nominations shall be received "from the floor" (the membership) directed to the Nominating Committee **no later than mid-night April 9, 2013 (90 calendar days)** preceding the opening ceremonies of the 2013 Annual Training Seminar. This is for the purpose of allowing the Nominating Committee time to properly vet each candidate (to include confirming their membership status, qualifications, willingness to serve, background information, Ethics Committee verification, etc.) and allows adequate time for the announcing of all approved candidates to the membership. The approved slate will be provided for inclusion in the June edition of the ICPC Journal.

What this means, in essence, is that nominations "from the floor" (the membership) will continue to be a practice observed by ICPC, and that any member is still able to nominate a candidate for any of the executive offices at upcoming elections. Those nominating candidates shall now assist in the process of confirming the willingness and eligibility of candidates via an Officer Nomination Form N-2012 prior to forwarding their nominations for consideration. The Nominating Committee will verify all information.

Copies of: Eligibility to Hold Office, Officer Nomination Form N-2012 and the 2013 Elections Timeline can be obtained from the ICPC website: [www.icpc4cops.org](http://www.icpc4cops.org) —> Members Only Section —> ICPC Forms or by contacting the ICPC Office.

Adopted 2012 Spokane, WA Annual Training Seminar

# Annual Training Seminar: Conference Dates and Location

July 8-12, 2013



1501 Gaylord Trail  
Grapevine, Texas



Reservation #:  
866-782-7897  
ATS Code: S-ICP13  
\$125.00 Night  
(double occupancy - includes resort fees)

Conference Fees  
Available on the website:  
February 2013

**INTERNATIONAL CONFERENCE OF POLICE CHAPLAINS**

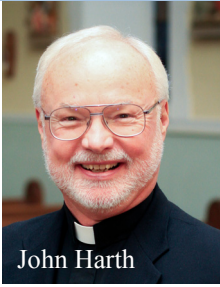


**ANNUAL TRAINING SEMINAR**



# REFLECTING ON RETIREMENT

## Chaplain John Harth



John Harth

*Editors Note: Given that chaplains are called upon at times to help guide pending and new retirees, it would seem sensible for us to pay attention to our own retirement preparation and plans when the time comes. Here are a few comments from members as they Reflect on Retirement:*

**Stephen Passamaneck** - First of all, retirement is not the end of the world. It is a normal and natural milestone in a career and a life. Furthermore, the friends you made on the Department are still your friends. The difference is that you will not be seeing them at 3AM on a windy rainy night. They may still contact you about a wedding or a funeral, but it is up to you now to keep the friendships active since (presumably) you will not be calling in regularly and they will be caught up in their work with

little spare time (but don't be a pest)! Next, retirement is something you plan for. So take some time and plan! Among the items you may consider "to keep in touch" is continuing participation as a civilian volunteer for charitable events that the Department sponsors. It's best not to take on any big projects, like writing "A History of the Any-town Police Department," unless you already have some experience in research and writing! You can think big, but as Clint Eastwood has memorably said, "You need to know your limits."

If you are retiring and moving away, perhaps you might find out if the Department in your new location has a chaplaincy program, and if so, you may contact that chaplain to see what kinds of volunteer opportunities may await you.

If you are married be sure to include your spouse in any of your planning. He or she was just as much involved in your chaplaincy work as you, albeit in a different way.

Retirement is a fulfillment, not just some rocking chair. Plan for it, you know what you like, and enjoy it.

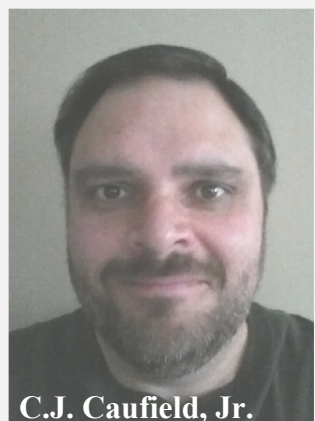
**Dan Nolta** - I have been blessed with loving each phase of my life. And today I love being 73 even though it has its challenges. I have come to believe that a life well lived is lived well in each part.

My encouragement to those approaching retirement is to count on continuing to do good and worthwhile things.

Each part of my life has segued quite easily into the next one to come. It flowed from pastoral work to chaplaincy, from full time

(Continued on page 8)

## Congratulations New Life Members



C.J. Caufield, Jr.

Chaplain C.J. Caufield, Jr. of Tabernacle, New Jersey joined ICPC October 5, 2004. He currently lives in Plainfield, NJ and is Life Member #103.



Bob Morgan

Chaplain Bob Morgan of Stockton, California joined ICPC May 5, 2011. He currently serves the Stockton Police Department and is Life Member #104.

## Retirement Continued

*(Continued from page 7)*

chaplaincy into retirement years that became a continuation and liberty to pursue my interest and concern to help spread police chaplaincy across the globe. I will continue that until the Lord leads me into some other work to do.

**Susan Kreppy** - When my denomination offered early retirement to clergy who had completed 30 years of full-time ministry and were more than 55 years old, I decided to take advantage of the offer. My main reason is that my husband, Doug is fifteen years older than me, and while we are both currently healthy (thank you, God!), I know health is not something that can be taken for granted. Throughout all the years of our marriage, he has in many ways taken a back seat to my work. I wanted us to have relaxed time together to travel and enjoy each other's company.

Though most clergy in my denomination continue to work part-time after retirement, I promised Doug I would not say "yes" to any schedule commitments for the first year. That promise was not just for his benefit, though. I over-worked and over-scheduled myself all the years of my ministry. This seems to me to be poor behavior for someone who preaches about

God's limitless power and grace! I know what God can do through my work, now I will have the opportunity to see what God does through other aspects of my life--through artistic endeavors or writing, through relationships, or even through seeing this wondrous creation. Seventeen months after retiring, I still fight with a sense of guilt and lack of productivity, often I think I am still "decompressing!"

It has been a challenging transition in a number of ways, and Doug and I made it tougher by some facts of who we are as a couple and how we want to live. Doug is a Canadian citizen, himself retired, with a cottage in Canada. I am an American citizen, with no real estate. We wanted to travel, and I did NOT want to stay in Canada over the winter. Our solution was to buy a travel trailer. We spend half the year in Canada at the cottage and half the year in the trailer, following the sun. It has been a challenge, straddling two countries, and there are times when we have found ourselves completely tangled in red tape. This way of life has also pitched me into the deep end of the pool when it comes to doing without the clergy identity I lived and breathed for thirty years. I left the village where I had served 18 years, where I could rarely walk down the street without running into someone with whom I'd had

professional contact, to being just another person living in a trailer park and passing through the area.

It has been a great thing to get back to the pews, to sit there on a Sunday morning and say my prayers, absorb some teaching, and enjoy the beauty of worship, without the responsibility for making it happen for everyone else! After a few months, I identified a feeling I was having on Sunday mornings: the feeling that my wells were being refilled. I hadn't realized fully how empty they had become until they started refilling. I also was seeing clergy through a new lens--having stood in their shoes, I could see things I realized the congregation probably was not seeing: that their priest was tired, and drained, and doing a really good job of extending himself or herself to everyone else, trying to give them a good Sunday morning worship experience. I started feeling a great tenderness toward my still-active brothers and sisters of the cloth, and exploring ways to be supportive of them.

I gave myself some new experiences, too. I went skydiving once, truly an amazing experience; and I did an obstacle course of zip-lines and balancing challenges; I learned how to hitch, drive, un-hitch, and otherwise manage a 28-foot travel trailer. Most recently I rescued a German shepherd, and have been her primary trainer. Of course, our whole way of life now is a new experience, as was the down-sizing our many possessions and simplifying life so we could spend half of each year in the trailer, on the road. I can count on one hand the number of times I wore a

*(Continued on page 13)*

### ICPC Prayer Chain Coordinator



Chaplain Walton J. Tully

330-720-2500 or 330-872-0991

Chaplainwalt@embarqmail.com





# LINE OF DUTY DEATHS

*EOW (End of Watch) Dates: August 16, 2012 through November 15, 2012*



[Deputy Sheriff Jeremy Triche](#)  
St. John the Baptist Parish Sheriff's Office, LA  
EOW: Thursday, August 16, 2012



[Officer Robert A. Potter](#)  
New Mexico Motor Transportation Police, NM  
EOW: Thursday, August 16, 2012



[Police Officer I Adrian Morris](#)  
Prince George's County Police Department, MD  
EOW: Monday, August 20, 2012



[Corporal Marshall Lee Bailey](#)  
West Virginia State Police, WV  
EOW: Tuesday, August 28, 2012



[Police Officer Forrest "Dino" Taylor](#)  
Baltimore City Police Department, MD  
EOW: Wednesday, August 29, 2012



[Captain Leide DeFusco](#)  
Pueblo County Sheriff's Office, CO  
EOW: Friday, August 31, 2012



[Corporal Charles B. Licato](#)  
Harford County Sheriff's Office, MD  
EOW: Thursday, September 6, 2012



[Police Officer Bruce St. Laurent](#)  
Jupiter Police Department, FL  
EOW: Sunday, September 9, 2012



[Detective Sergeant James G. Hoopes, III](#)  
New Jersey State Police, NJ  
EOW: Wednesday, September 12, 2012



[Police Officer Bradley M. Fox](#)  
Plymouth Township Police Department, PA  
EOW: Thursday, September 13, 2012



[Police Officer Mark Allen Taulbee](#)  
Hodgenville Police Department, KY  
EOW: Sunday, September 16, 2012



[Sergeant Mary K. Ricard](#)  
Colorado Department of Corrections, CO  
EOW: Monday, September 24, 2012



[Deputy Sheriff Christopher Schaub](#)  
Broward County Sheriff's Office, FL  
EOW: Wednesday, September 26, 2012



[Deputy Sheriff Brandon Nielsen](#)  
St. John the Baptist Parish Sheriff's Office, LA  
EOW: Thursday, August 16, 2012



[Police Officer Moses Walker, Jr.](#)  
Philadelphia Police Department, PA  
EOW: Saturday, August 18, 2012



[Correctional Officer Timothy Betts](#)  
Indiana Department of Correction, IN  
EOW: Sunday, August 26, 2012



[Chief of Police Herbert Proffitt](#)  
Tompkinsville Police Department, KY  
EOW: Tuesday, August 28, 2012



[Trooper Eric M. Workman](#)  
West Virginia State Police, WV  
EOW: Friday, August 31, 2012



[Officer Kenyon Youngstrom](#)  
California Highway Patrol, CA  
EOW: Wednesday, September 5, 2012



[Trooper Bobby Gene Demuth, Jr.](#)  
North Carolina Highway Patrol, NC  
EOW: Saturday, September 8, 2012



[Police Officer Patrick O'Rourke](#)  
West Bloomfield Police Department, MI  
EOW: Sunday, September 9, 2012



[Sergeant Ian Loughran](#)  
Harford County Sheriff's Office, MD  
EOW: Thursday, September 13, 2012



[Border Patrol Agent Jeffrey Ramirez](#)  
United States Border Patrol  
EOW: Saturday, September 15, 2012



[Police Officer Jason Edward Gresko](#)  
Willoughby Police Department, OH  
EOW: Friday, September 21, 2012



[Constable Katia Hadouchi](#)  
Sûreté du Québec, QC  
EOW: Wednesday, September 26, 2012



[Police Officer Colvin Georges](#)  
Virgin Islands Police Department, VI  
EOW: Saturday, September 29, 2012

IT'S NOT HOW THEY DIED; IT'S HOW THEY LIVED

# LINE OF DUTY DEATHS CONT.

*EOW (End of Watch) Dates: August 16, 2012 through November 15, 2012*



[Border Patrol Agent Nicholas J. Ivie](#)  
United States Border Patrol, US  
EOW: Tuesday, October 2, 2012



[Trooper First Class Blake T. Coble](#)  
Pennsylvania State Police, PA  
EOW: Thursday, October 4, 2012



[Police Officer Jonathan Molina](#)  
El Paso Police Department, TX  
EOW: Friday, October 5, 2012



[Constable Donovan Lagrange](#)  
Sûreté du Québec, QC  
EOW: Saturday, October 6, 2012



[Correctional Officer Larry L. Stell](#)  
Georgia Department of Corrections, GA  
EOW: Thursday, October 11, 2012



[Police Officer Joseph Olivieri](#)  
Nassau County Police Department, NY  
EOW: Thursday, October 18, 2012



[Border Patrol Agent David Richard Delaney](#)  
United States Border Patrol  
EOW: Friday, November 2, 2012



[Police Officer Shawn A. Smiley](#)  
Atlanta Police Department, GA  
EOW: Saturday, November 3, 2012



[Agent Iván G. Román Matos](#)  
Puerto Rico Police Department, PR  
EOW: Wednesday, November 7, 2012



[Police Officer Elgin L. Daniel](#)  
Henry County Police Department, GA  
EOW: Monday, November 12, 2012



[Deputy Sheriff Anthony Rakes](#)  
Marion County Sheriff's Office, KY  
EOW: Wednesday, November 14, 2012



[K9 Magnum](#)  
Anderson Police Department, IN  
EOW: Monday, August 20, 2012



[K9 Harley](#)  
Des Moines Police Department, IA  
EOW: Wednesday, August 29, 2012



[Sergeant Paul Hernandez](#)  
Texas Highway Patrol, TX  
EOW: Thursday, October 4, 2012



[Trooper Andrew David Fox](#)  
Virginia State Police, VA  
EOW: Friday, October 5, 2012



[Police Officer Peter Kneeland](#)  
Worcester Police Department, MA  
EOW: Sunday, October 7, 2012



[Police Officer Kelley Chase](#)  
Oklahoma City Police Department, OK  
EOW: Saturday, October 13, 2012



[Police Officer Kevin Bowden](#)  
Prince George's County Police Department, MD  
EOW: Thursday, October 18, 2012



[Police Officer Arthur Lopez](#)  
Nassau County Police Department, NY  
EOW: Tuesday, October 23, 2012



[Police Officer Richard J. Halford](#)  
Atlanta Police Department, GA  
EOW: Saturday, November 3, 2012



[Police Officer Marcia Figueroa](#)  
Cleveland Police Department, OH  
EOW: Sunday, November 4, 2012



[Police Officer James "Jim" Davies](#)  
Lakewood Police Department, CO  
EOW: Friday, November 9, 2012



[Constable Adrian Oliver](#)  
Royal Canadian Mounted Police, CAN  
EOW: Tuesday, November 13, 2012



[K9 Morgan](#)  
Mendocino County Sheriff's Office, CA  
EOW: Monday, August 20, 2012



[K9 Chuck](#)  
Jackson County Sheriff's Department, MS  
EOW: Thursday, August 23, 2012



[K9 Sasha](#)  
Warwick Police Department, GA  
EOW: Saturday, September 1, 2012

IT'S NOT HOW THEY DIED; IT'S HOW THEY LIVED



## Commemorating First Responders

A program honoring fallen heroes in our communities

*Presented by Wilbert Funeral Services, Inc (WFSI) and Wilbert Licensees, in cooperation with area funeral professionals*

Commemorating First Responders provides families of firefighters, law enforcement officers and emergency medical personnel who have died in the line of duty with a tribute worthy of their valor and sacrifice.

At no charge to the family, Wilbert and Wilbert Licensees donate a customized Wilbert Stainless Steel Triune® burial vault. If the choice is cremation, we offer a selection of four urns, as well as a Stainless Steel Triune urn vault for memorial tribute. Engraving of the urn is included.

Each vault is customized with a Wilbert Legacy Series™ print depicting the hero's profession (if available) or a Legacy Custom Series™ print personalized with photos from the family.

If permitted by the cemetery, a WilbertWay® graveside service may also be included, which consists of a tent and chairs for the family, the personalized vault cover on display, and the final sealing and lowering of the vault.

For additional information on Wilbert's Commemorating First Responders program, contact:

Wilbert Funeral Services, Inc.  
1-888-WILBERT  
OR  
Terry Whitlock 708-681-7040

Wilbert and our network of nearly 200 Licensees throughout the United States and Canada are honored to help families commemorate heroic lives, sacrificed in valiant service to neighbor and community.

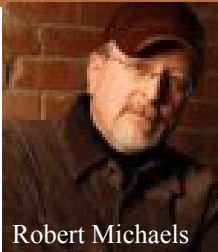
### How the program works

1. WFSI is notified by the respective first responder organization about the line-of-duty death.
2. That organization also notifies the family about the Commemorating First Responders program and learns which funeral home will be serving the family.
3. WFSI or the local Wilbert Licensee contacts the funeral home to coordinate the free vault or cremation option.
4. The funeral professional helps the family choose options and arrange the service.

*Wilbert.*  
Commemorating Life with Respect™

# THE BLAME GAME

Robert Michaels



*Robert Michaels, a veteran law enforcement officer and detective, is the CEO/Senior Chaplain of Serve & Protect and serves as the State Chaplain for Tennessee Fraternal Order of Police,*

*and Chaplain and Sergeant at Arms for FOP Lodge 41 in Williamson County TN, where he is an active member.*

The world of interpersonal communications is fascinating. Why we observe as we do, and react to that observation is the stuff of understanding misunderstanding. It is the heart of "The Blame Game." This is a continuation of our last post on assumptions, looking at the root cause of bad assumptions, and how they can turn wrong thoughts into action.

We all have played The Blame Game and have experienced the shallow, gut wrenching result. Beyond the assumptions we make is the realm of attributing behavior, words, and actions on another - sometimes accurately, more often, not so much.

Underlying it all is something called attribution theory. Let's look at an expert description from University of Twente:

Attribution theory is concerned with how individuals interpret events and how this relates to their thinking and behavior. Attribution theory assumes that people try to determine why people do what they do.

A person seeking to understand why another person did something may attribute one or more causes to that behavior. According to Heider a person can make two attributions 1) internal attribution, the inference that a person is behaving in a certain way

because of something about the person, such as attitude, character or personality. 2) external attribution, the inference that a person is behaving a certain way because of something about the situation he or she is in.

Our attributions are also significantly driven by our emotional and motivational drives. Blaming other people and avoiding personal recrimination are very real self-serving attributions. We will also make attributions to defend what we perceive as attacks. We will point to injustice in an unfair world.

Here is how this plays out in life. Essentially, we blame others for our failures while taking the credit for our success. Or, If we fail and they pass, it was because we faced unfair barriers like illness, a professor - or Chief - who likes them better. On the other hand, if we excel and another fails, it is because we are superior and deserved it.

In other words, our failure is someone else's fault. Using such a process for self evaluation is not only misguided, but moreover, a sure fire way to lose in life by not confronting failure with changed behavior.

A promotions exam for example may cause emotional turmoil when one fails. "I was not promoted because they like the other person better." Or, "My work schedule made is almost impossible to study properly." Worse yet - I deserve the promotion and should not need to take that stupid exam.

This mental process also destroys relationships. Assumptions are often misguided and based on an individuals skewed assessment of what happened. Perhaps someone did not wave

back so the assumption is they did not like you - but what if they had far too much on their mind to respond as they would have liked?

Such assumptions kill marriages. When an officer or firefighter comes home from work they need space. But the spouse is ready to shift care of the kids, or wants a repair made - now. When the officer answers the pressure with harsh words, the spouse interprets it as they are mean, uncaring, hurtful. But what if that officer worked a 4 person fatality hours before, and had to witness the death of a small child badly battered?

The bent to blame others, to ascribe wrong meaning to actions, becomes a serious character flaw, relationship killer, and fatal professional attribute.

Just as in working a case, whether arson or murder we follow the evidence. Starting with an assumption means we find evidence to justify our assessment at the start, proving we were right. Justice demands starting with all the evidence and following it to the proper conclusion, even if it means your assumption was wrong. The last few years have seen several released from prison for crimes they did not commit, although convicted by a jury.

The same, however, is true in relationships. In following evidence we ask questions of what we see, hear, and experience. What do we learn?

If one fails a test, the best response is a meeting to learn where you failed. What can you do to improve? Perhaps the test went well and still no promotion. Are there things you can do to improve work habits and skills?

*(Continued on page 13)*

## Game Continued

*(Continued from page 12)*

Certainly there can be unfair bias. Let the evidence reveal it if it is true.

Following the evidence has changed lives, saved marriages, and kept the innocent free - as well as freeing those misjudged. It has also changed thinking of men like Lee Strobel.

Lee was an editor at The Chicago Tribune, a devout atheist, who set out to prove there is no God.

Through in-depth research with an open mind, Lee discovered evidence, real evidence, that proved what he denied for years. One key evidence Lee discovered was found in DNA. Yes - just as DNA convicts criminals with sound legal standing - DNA studies by a leading atheist provided indisputable evidence of a divine creator.

So what is the point? Are you pursuing truth in the things you see and

hear, experience? Are you quick to judge another rather than clarify? Do you start with chasing evidence - or a predetermined conclusion and find evidence to support your belief?

Wrong attributions not properly evaluated will only harm you. They may kill a relationship or destroy a career. They might just have eternal consequences - ask Lee Strobel.

Depression, addictions, rage, anger, paranoia, insecurity, poor self image, pride, and other maladies all exacerbate one's negative attribution. It becomes a downward spiral. It has caused suicide, divorce, addictions.

On the other hand, forgiveness, learning to communicate effectively, trust, and the art of asking appropriate questions to evaluate the why each provides skill in understanding and relating. The evidence is clear. You will be the biggest loser when you play the blame game.

The answer comes in a vulnerable word - love. The solution is a revolution in thinking. Others first. Assume the best. Forgive abundantly. Encourage, offer home for the hurting, care all ways always. As it is stated in 1 Corinthians 13:4-7

***Love is patient, love is kind.  
It does not envy, it does not boast,  
it is not proud.  
It is not rude, it is not self-seeking,  
it is not easily angered,  
it keeps no record of wrongs.  
Love does not delight in evil  
but rejoices with the truth.  
It always protects, always trusts,  
always hopes, always perseveres.  
Love never fails.***

To make it clear - we are discussing the impact of wrong assumptions and the danger therein. If the evidence leads to a conclusion that deserves action - take the proper recourse. But make action subject to analysis. Then act appropriately.

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## Retirement Continued

*(Continued from page 8)*

watch in that first year, and that was a new experience too.

As far as my police chaplaincy goes, I have kept touch with my old department, but since I am no

longer living in that area, I do not feel of much use to them. Sometimes I feel like an old war-horse who has been put out to pasture, inaccurately, since I put myself there! I am very grateful to the cops of my department who have extended themselves to stay in touch, and have been glad that some of my relationships in the department and in the parish have crossed from pastoral relationships to friend relationships.

I wish I could offer up some sort of a "bottom line" assessment of my retirement, but I cannot. It is definitely a work in progress. I am very glad to have the opportunity to take on this adventure, and I will be interested to see what God ultimately does with it, and with me! 🙏

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OUT BEST  
FOR PEOPLE  
WHO MAKE  
THE BEST  
OUT OF  
THE WAY  
THINGS  
TURN OUT.

## 2012 ICPC Journal

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The *ICPC Journal* is a professional publication of the International Conference of Police Chaplains.

Contact the ICPC Office and request a copy of "*ICPC Journal, 2012 Advertising Rates and Policies*" for advertising rates, deadlines, specifications and procedures.

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The editor reserves the right to reject any advertising that does not adhere to the standards of the publication.

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## IN MEMORIAM

“Our hearts and prayers are with the families.”

***Chaplain Thomas Winslow***

Pewaukee, WI  
DOD: 8/23/12

**Condolences to:**  
Mrs. Peg Winslow  
N22 W24216 E. Parkway  
Meadow Circle, #B  
Pewaukee, WI 53072

***Chaplain Jack Cook***

Sevierville, TN  
DOD: 8/29/12

**Condolences to:**  
Mrs. Mary Maness Cook  
PO Box 6252  
Sevierville, TN 37864

***Chaplain James Grimmer***

Lexington, VA  
DOD: 8/30/12

**Condolences to:**  
Mrs. Anne Grimmer  
294 Mount Vista Dr.  
Lexington, VA 24450-3918

***Chaplain Edward Battles***

Morton, PA  
DOD: 4/20/12

**Condolences to:**  
Mrs. Mary F. Nelson Battles  
PO Box 36  
Morton, PA 19070

***Chaplain John Costello***

Windsor, Ontario, Canada  
DOD: 12/6/12

**Condolences to:**  
Family of John Costello  
219 Sacred Heart Drive  
La Salle, ON, N9J 1S8  
Canada

# Hall of Fame

The International Conference of Police Chaplains wishes to thank the following individuals for their generous contributions:

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Thank you one and all for your kind and faithful support of ICPC!

## Memorial Bible Program



On April 17, 1984, the Arkansas Miller County Sheriff's Department received the first ICPC Memorial Bible.

Sent to the Chief Executive, the Bible is to be presented to the slain officer's family or placed in the department library.

Included with the Memorial Bible is a letter to the Chief Executive, as well as a letter to the family whose member has passed, expressing our condolence to them.

Your donation to the Memorial Bible Program is tax deductible, as well as partnering with us to continue this vital ministry of compassion to those who have lost a loved one in the Line of Duty.

# WHY POLICE OFFICERS SHOOT THEMSELES IN THE FOOT

Chief Dennis Donna (Retired)

Lots of attention has been paid to police misconduct and the reasons for it. Abuses of power, noble cause corruption and violations of policy have been studied academically and gotten attention by the media. However, they should also be very embarrassing to the police agency and to the individual officers involved. There is, possibly, even shame for peers who work around these offenders. Many incidents never make the public eye, but, behind the scenes, the Chief has to make career-changing decisions for those involved. Decision-making might be a complex evaluation, tied to many psychological and emotional influences. None of those excuse this behavior though. It is still bad decision-making. Why do police officers shoot themselves (their career) in the foot?

Many of these decisions made by police employees came across my desk when I was a Chief of Police. Other Chiefs shared their internal affairs cases and experiences at conferences or in private meetings.

Chiefs usually learn of these cases from citizen complaints or because a supervisor was made aware of bad behavior. Here's a sample:

An officer cheated a fellow employee out of money earned on an off-duty job.

An officer took off work early, claiming he was ill, and went back to the home of a woman who had been assaulted by her husband earlier, saying he wanted to give her emotional support. It turned out to be more than just emotional support.

An officer stole money from a suspect to support his gambling habit, but denied to his supervisor that he had done so.

An officer took control of his elderly mother's very healthy bank accounts and used the money to travel with his family, buy things for his house, and get a new car, claiming she would have approved, if she could have.

An officer, attending college, found that the instructor left the exam out on his desk, so he copied it and gave it to others in the class.

Is there worse behavior out there? Unfortunately, yes. Still, none of these cases, or any of those like them, should get by the Chief's desk without a severe reprimand to the officer. We should have a low tolerance for such behavior, resulting in termination or separation from the PD. It should be consistently and loudly asked in policing why good people make bad decisions like this. Many of these

folks were very good employees at the time of their grievous behavior. Yet, they ended up making the wrong choices.

What does it take to keep from shooting yourself in the foot and ruining your career? We can say that strong values and being personally accountable to yourself and others is at the forefront of the answers. It's important, though, to remember that not all people are strong in all situations. I guess that is why we sin. People have all kinds of reasons for doing so, some explainable. They may be at a point in time where they cannot resist temptation. They may have sinned before and been rewarded for it. Bad decisions, when analyzed, can be complicated. My belief is that individuals are responsible for these, but organizations have to change, too, where these decisions are occurring too frequently.

Police departments have developed help in this area, through peer support, the service of chaplains and wellness programs. Still, we know that police officers often do not reach out for help. Individuals need to be awakened to their responsibilities and the expectations of this profession. Chiefs of Police, too often, are the ones that do this deed, firing and disciplining people, who often act as if they don't understand why their behavior was treated so severely.

*(Continued on page 16)*

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1	Canada—Canadian Chaplains Association	519-727-6705	Chuck Congram
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10	Europe - Ambassador Christy Smith		
11	Africa	254-722-733804	Kibinge Wa Muturi
12	Caribbean	876-819-3902	Gary Welsh

## Foot Continued

*(Continued from page 15)*

Leaders must develop spiritual strength in their department culture, so that we get better results and fewer foot wounds. Spirituality, in this sense, doesn't necessarily mean organized religious practice, but a set of values that emphasizes spiritual characteristics. For instance, an organizational culture should promote trust

and respect. Work practices must embrace dignity. Employees must understand that they are personally accountable for their decisions and serve with that constantly in mind. Those of you that understand how the individual can come to live their lives around these values may have more to offer, helping change police organizations for the better. Only then will we have a chance at saving individuals caught in an organizational

culture filled with pressure. Only then can we prevent unnecessary injuries because someone shot themselves in the foot.

*Chief Dennis Donna (Retired) served the Mesa, AZ Police from 2002-2005 and currently teaches at Lasallian-Catholic Lewis University.*

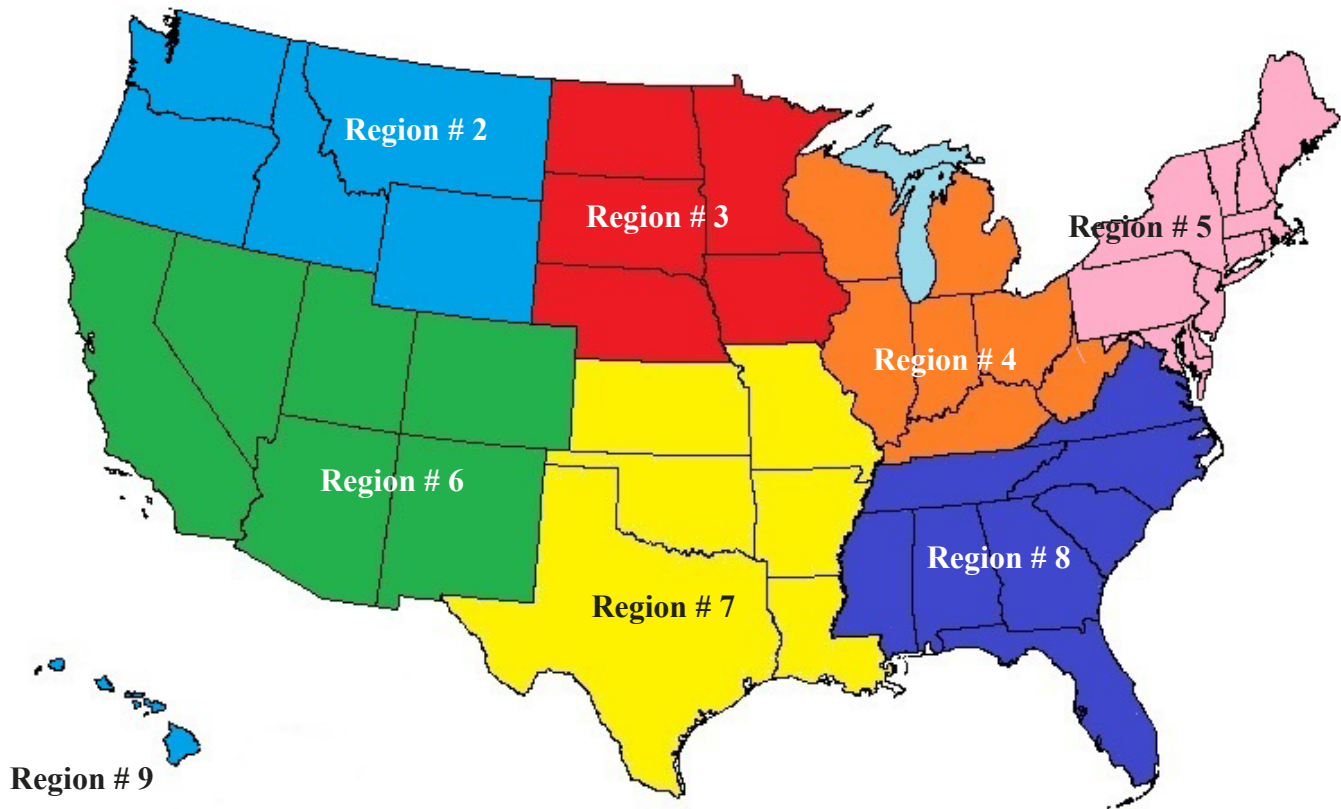
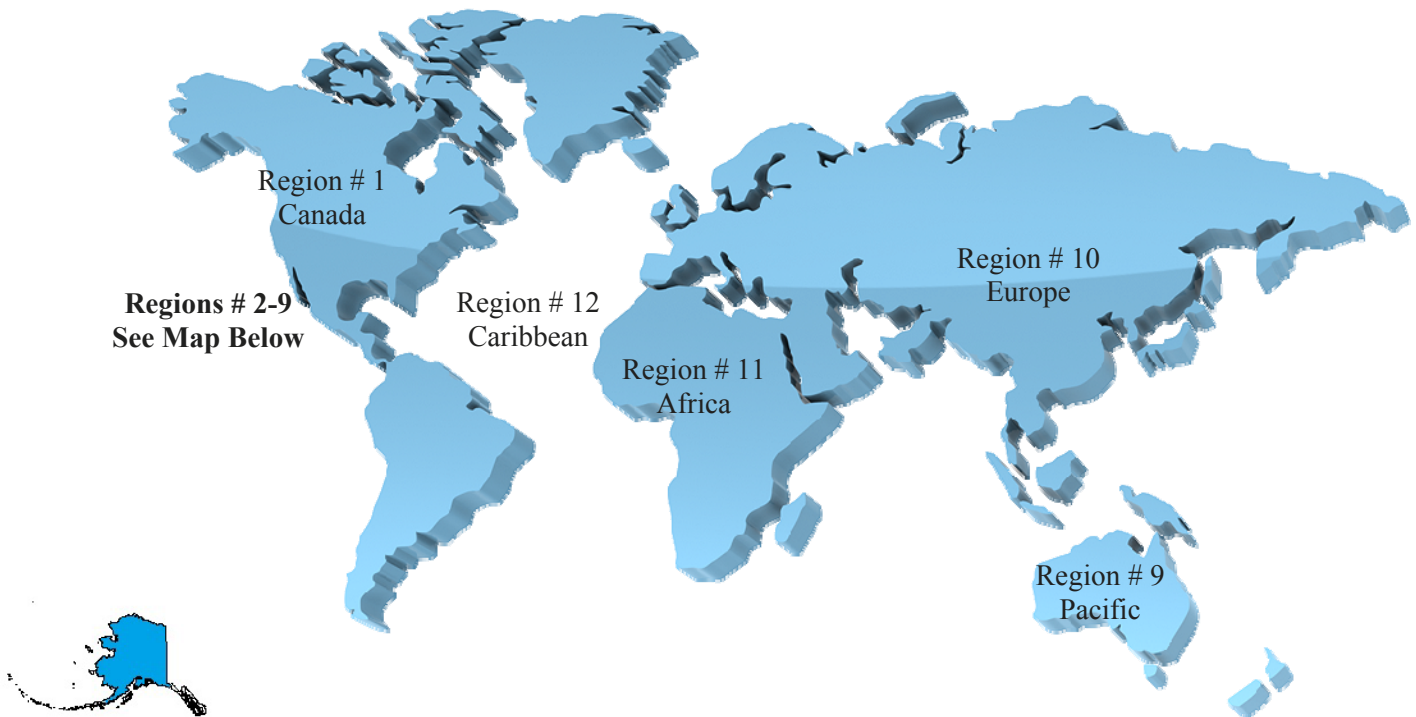


Dennis Donna





# International Conference of Police Chaplains REGIONS





# Regional Training Seminars 2012-2013



Area	Dates	Location	Contact Information
Canadian Chaplains Association	TBA	TBA	Chuck Congram 519-727-6705 chuckcongram@sympatico.ca
Region #2	January 7-10, 2013	Cannon Beach Christian Conference Center Cannon Beach, OR	Jim Crowley - 541-410-6128 jbcrowley@bendbroadband.com Jerry Gaidos - 503-791-1705 clatsopchaplain@gmail.com
Region #3	TBA	TBA	Chaplain Steven Breitbarth 218-929-1110C s.breitbarth@mchsi.com
Region #4	March 11-13, 2013	Crowne Plaza Hotel Dublin, OH	Craig Hungler 614-370-5727 craighungler@gmail.com
Region #5	April 21-23, 2013	Lakewood, NJ	Dan Schafer 732-928-8847
Region #6	TBA	TBA	Bob Cutlipp 520-253-0027C
Region #7	July 8-12, 2013	Annual Training Seminar Gaylord Texan Grapevine, TX	Brian Hamlin 817-832-4066C chapham4@att.net
Region #8A	April 7-9, 2013	Caraway Conference Center Asheboro, NC (VA, NC, SC)	Glenn Davenport 704-473-7299C gdavenport3@carolina.rr.com
Region #8B	March 18-20, 2013	Gaston Community Center Dalton, GA (AL, GA, MS, TN)	Donald Treick 706-820-8259 dtreick@epbfi.com
Region #8C	April 8-10, 2013	Okaloosa County Sheriff's Office Fort Walton Beach, FL (Gulf Coast)	Larry Carter 850-259-4958C lcarter@sheriff-okaloosa.org
Region #8D	March 11-13, 2013	Criminal Justice Institute Orlando, Florida (Central Florida)	Andrew Wade 407-808-6471C Andrew.Wade@cityoforlando.net
Region #8E	April 8-10, 2013	Trinity United Methodist Church Palm Beach Gardens, FL (South Florida)	Jim Shackelford 561-307-3361C chaplainjimshackelford@yahoo.com
Region #9	TBA	TBA	Andy Kikuta 808-392-3866C



## THE ICPC STORE IS NOW UP AND RUNNING!

The official ICPC Online Store is now ready and available for all ICPC members. The website, which is run by TeamGear, is the new hub for all chaplain-and-ICPC-related apparel. The website can be reached through the ICPC website, or at [www.teamgear.us/icpc](http://www.teamgear.us/icpc).

The website is set up with an “on-demand” approach. When a person orders something off of the website, it will be made specifically for that order. There is no inventory or back stock on these items. Consequently, there is no need for ICPC to make large investments with the potential for items to run out or sit on the shelves. With this approach, orders are taken care much more efficiently. Order forms will still be available at ICPC meetings.



Orders will be shipped out once a countdown clock, visible on the front page of the website, reaches zero. Once the clock has fully counted down, all orders will be counted, produced, and sent out to the individual’s doorsteps. The clock is reset every month, at the very latest. If the apparel is needed before the clock will reach zero, send an email to “[icpc@teamgear.us](mailto:icpc@teamgear.us),” and they can fulfill your order sooner if needed.

Currently, we have entered into a 2-year commitment with TeamGear, and they will be the sole suppliers of merchandise with the ICPC logo. While there are only wearable items, i.e. hats, shirts, jackets, etc., available on the website, other items will become available in the near future. We will communicate when these new items become available, so check back often.



visit the store link on the **ICPC** home page or directly at [www.teamgear.us/icpc](http://www.teamgear.us/icpc)

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INTERNATIONAL CONFERENCE OF POLICE CHAPLAINS



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