

# The ICPC Journal

A membership periodical published quarterly by the  
International Conference of Police Chaplains ®

JUNE 2004

# JOURNAL



A professional  
organization  
serving those  
that serve...

## PRESIDENT'S PERSPECTIVE....

A message from Walter Schott, President of the International Conference of Police Chaplains.



In preparation of this article for the Journal, I find myself in Destin, Florida. If you had not already realized this before, this is the "Mecca" of ICPC!

This is my second journey to the "Mecca" of our great organization. The experiences I have encountered here at headquarters continue to give me a deeper sense of appreciation for the Destin staff. There is an enormous amount of activity with each staff member taking their responsibilities very seriously. They have a passion and commitment that very often goes beyond what is required of them. They are a TEAM! With the updating of the infrastructure, this office is now able to operate much more efficiently and effectively. Vision and donated monies toward this end have enabled the staff to have greater production capacity in less time. On behalf of all ICPC chaplains, I want to express our deep appreciation to the TEAM here in Destin who are rendering absolutely outstanding service to our members and beyond.

Recently, President Walt and First Lady, Lola, were invited to attend the South Central Regional Training Seminar in Tulsa. What a first-class conference! They are a classic example of how a regional training seminar should function.

The Vision/Planning Committee also met in Tulsa for a 2-day session. Space will not permit me to elaborate on this meeting, but it was a very productive meeting. ICPC is in a time of transition with changes having been made and with others to follow. We will keep you informed.

**EXCITING NEWS!!** The ICPC headquarters is moving to a new site just blocks from the current location. This facility will be much more functional and visible.

Remember the upcoming ATS in St. Louis July 12-16, 2004. It is my hope to see you there. Please be in prayer as we prepare ourselves for this great event.

—President Schott

# The ICPC Journal

Vol. 1, Num. 2, June 2004

### Publisher

Dr. Charles R. Lorrain  
Executive Director, ICPC

### Associate Publishers

Chaplain John Harth  
Chaplain Steve Norden

The International Conference of Police Chaplains is a 501 (C) (3) non-profit corporation in the State of New Mexico

### International Office:

P.O. Box 5590  
Destin, Florida 32540-5590  
(850) 654-9736 Fax (850) 654-9742  
Email: [icpc@icpc.gccoxmail.com](mailto:icpc@icpc.gccoxmail.com)  
Website: [icpc4cops.org](http://icpc4cops.org)

## Greetings from our Executive Director.....



Dr. Charles R. Lorrain

Well, one month to go before the 2004 ATS in St. Louis. For those of you that have never been to St. Louis, you will be in for a treat. The Gateway Arch is spectacular and the ole' Mississippi is larger than life. I pray you will come with a spirit of excitement and anticipation for the good time of training and fellowship we will have. Please review the proposed Bylaw changes on Page 8. It is important that the membership be involved in the decisions of our organization. See you there!

# CHIT-CHAT

A Members Forum

## International Scholarship Recipients

Each year the ICPC encourages and assists chaplains from outside of the U.S. to receive training thereby promoting growth in chaplaincy. To accomplish this the International Conference of Police Chaplains awards two (2) international scholarship awards each year. The scholarships help assist individual chaplains in attending the Annual Training Seminar (ATS). The scholarship includes registration, lodging, and a per diem. To be considered, the chaplain must submit an application by April 1st of the year they wish to attend. The applications are reviewed and the selections are made by a committee comprised of the Executive Director, the Chairman of the International Committee, and the International Liaison. Last year's recipients truly enjoyed the ATS experience and took back a wealth of information to their respective countries. Many doors were opened for members of our organization to visit their countries as well through the relationships that were forged.

Congratulations go out to the 2004 International Scholarship Award Recipients:

**Chaplain Toomas Nigola  
Tartumaa, Estonia**

**Chaplain David Bell  
Upper Hutt, New Zealand**

Please welcome them in St. Louis!!

## Thank You!

Marge and I want to thank those of you in the East Great Lakes Region of fine chaplains for donating to make sure we can attend the Annual Training Seminar in St. Louis this July. What you have done was totally unexpected and gratefully received. I also thank you for the award presented to me. That, in addition to the monetary gift, has left me almost speechless. I say "almost" because who has ever seen a preacher at a total loss for words. We will do our best to represent all of you at the ATS in a fitting manner. Again, thank you all for your caring and love.

Walt Tully  
EGLR Director

.....  
Dr. Lorrain,

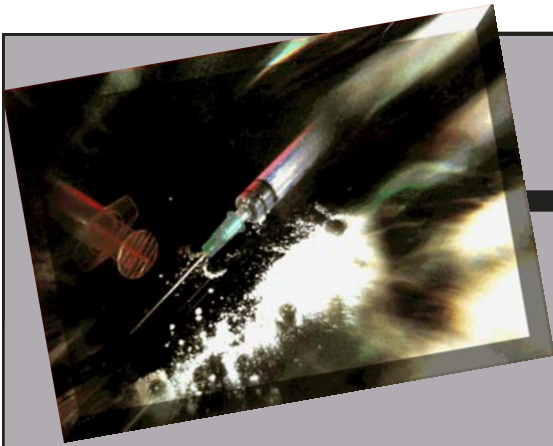
Greetings! And...Thanks!!! Your reply to my request for a copy of "The Belt" came today. The ICPC file retrieval system works well; and your caring and persistence in the search does also. I will enjoy it. Somehow the poem's impact is deeper when looking-back-years are the glasses thru which I read it now. It is good to recall the men and women with whom I shared life's journey in a unique way—and who wore "The Belt" with honor, humility, a sense of joy, and often great courage.

Thanks,

Art Dunham

## Lending Library

I don't know how many of you are familiar with all of the resources that the ICPC offers, but one of these resources is the **Lending Library**. This resource allows members to check out reference materials and articles for a one week period and gain valuable insight and information. This service is free to our membership and we only ask that you send your materials back on time so that other members may take advantage of the same resource. We published a new directory for the lending library and if you need one—just contact the ICPC office. This is just one of the many benefits that the ICPC offers its membership and we encourage you to utilize it often.



# THE NATURE OF AN ADDICTION

By: Charlie Massey, PhD, CMC

“Getting into the trap of abuse is not something that one plans on doing deliberately”

I was at my desk late one afternoon, writing up case notes for a client who had just left, when the receptionist called saying there was a terribly distraught lady on the phone who wanted to talk to a counselor ASAP. This is not the kind of call an addiction counselor looks forward to receiving when it is time to go home.

The boy turned out to be 11 years old, was doing hits six to eight times a day, had been doing drugs for six years, started with the mother and her boyfriend(?). Mother is surprised he is not doing well in school. Both son and mom were doing all kinds of drugs both legal and illegal. Mother didn't see herself as an addict, but thought her son might possibly be one.

What is an addict? For the sake of space, you can look up the definition in *Random House*, or *Webster's*, and other dictionaries. Better still, get a hold of a copy of *DSM-IV* (That is the *Diagnostic and Statistical Manual 4<sup>th</sup> ed.* of the American Psychiatric Assoc.) and look it up.

The most effective model to my mind is the disease model. Chemical dependence is a disease. It fits the criteria:

1. It has predictable symptoms;
2. It is progressive in that it moves in set stages;
3. It is chronic;
4. It is fatal if left untreated;
5. It is treatable;
6. There can be periods of remission and relapse.

Drugs are mood altering. This is why people use them! “Mood altering” addiction is a downward progression of emotional and behavioral symptoms.

Usage causes a very predictable pattern of emotional and physical distress and dysfunction.

In stage one the user learns that they may control mood swings in what they perceive as a positive direction. They learn that it is positive, they can control the degree of mood swing, and it works every time.

In stage two they learn the deliberate use so as to seek the predictable mood swings, and in spite of occasional “over-use” things stay positive.

In stage three the dependency becomes harmful and the mood begins to move from the positive to the negative. They begin to suffer a cost for continued use. Tolerance builds up and they need more and more of the drug to keep an even keel.

This cost can be financial, vocational, social, familial, physical, and/or emotional. Distinct behavioral changes occur in this stage. Users begin to build defense mechanisms and rationalizations about their usage.

Stage four often follows shortly and they now **need** the drug to feel normal.

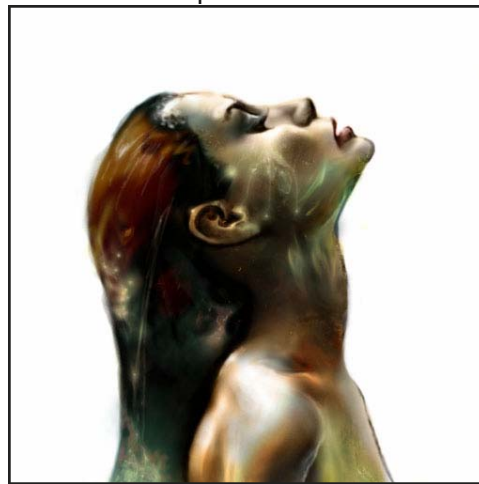
When the usage gets to the point of causing problems in the major areas of one's life, i.e. family, vocational, legal, finances, or social life, then one has a big problem.

Law enforcement has a long

tradition of condoning and, at times encouraging the use and abuse of drugs, particularly alcohol and some prescription drugs.

Prior to CICM becoming popular it was not uncommon for a member to be sent home with a bottle and be told to relax for a couple of days. “Choir practice” was not an uncommon activity. The military issued daily tots to “relieve the stress.”

Studies that have been done have suggested that the military and law enforcement have far higher usage of alcohol than the general population and that 12% were in the heavy drinking category. The survey did not draw conclusions about abuse or problems, but it



did identify three adverse effects from usage: workplace impairment, social disruption and dependency symptoms.

While in any life situation or occupation, there are dangers. When one carries into

the workplace weapons such as pistols, sprays, tasers, batons, one needs a clear thinking and unimpaired mind in order that all tools of the trade, including verbal, are used correctly and safely without endangering one's own life and the life and limb of others. If the mind is clouded and

the lips are loosened then actions and activities are also impaired.

Before “accidents” occur, some sort of problem solving needs to take place. Over the years, cops have done a good job of “covering up” for each other by making excuses and offering alibis for someone’s behavior. We are not doing anyone any favors by covering up for them. Remember the disease model? If left untreated it only gets worse and eventually death occurs.

Getting into the trap of abuse is not something that one plans on doing deliberately. It is accidental and it sneaks up slowly usually over a period of years. Likewise one does not get out of the situation instantaneously. It took a while to get there and it takes a while to get out.

When people work closely together on a team or on a watch, they get to know the others quite well. Each gets to know habits, manners, behaviors idiosyncrasies etc. of the others.

When there are changes in “normal” patterns then there is something wrong. Signs such as

coming in late, not up to par in dress and deportment, the paper work is slipping, apathy or lethargy are all indicators of something amiss. There may well be many reasons for such changes in behavior: all the stuff that is on the stress scale -- death in family, job stress, etc. Whatever the case, the affected member’s colleagues need to care.

You need to go over in your own mind what you are observing. Is there good reason for the change in mood and behavior? Has it carried on for a period of time? Does it appear to be negative? If so, and whatever the reason for it, it is unhealthy. If you really care for those with whom you work, then an intervention

ought to take place.

An intervention does not have to be a full-blown formal affair. An intervention can be as simple and easy as asking how someone is, and not really taking “fine” as an answer. “You are not your usual self; I’ve worked with you long enough to see things aren’t right,” or some other words to that effect. Plan it, do it carefully, tactfully, discreetly. The problem may well not have any relationship to usage of drugs, but you are giving notice that you care and are



concerned about the individual’s well being.

Keep your senses and your door open just in case they want to talk. You can be well assured that once having opened your door, they’ll start thinking about you, your offer, and “how did you know” something was awry.

Keep a watch on the person and

be aware of the signs and symptoms of a usage problem. If you get proof positive, then you can confront the person in private and let them know what is happening is not cool, and is dangerous.

Be supportive, not critical! Be caring! Let the individual know that they need help. Know what you are talking about. Have some suggested solutions at your fingertips. Do your homework before you start any kind of process, and know where you are going with it.

Be aware of what is available to help the individual. Is there an employee assistance program which is **absolutely anonymous**? If it is located in a place where one can be observed going in, they might hesitate at going.

Some departments have an in-house, but off-site facility, which makes it easier to go for help. Some units have health professionals on tap to which the member might go.

If the officer is in a state of denial, then firmer measures need to be taken. Perhaps a performance review would be helpful as the supervisor sits down with the individual and discusses issues which are affecting the work. Here one needs to stick to the facts about performance and not assume anything, nor make accusations that cannot be backed up.

If the member is in deep denial they will be able to rationalize any behavior you might have observed. And they are very good at deflecting and blaming others for their behavior. There is an old expression, “Do you know if an addict is lying to you?” The answer is “If his lips are moving.”



If a full-blown intervention is needed, then call on your health professionals.

Remember you are not doing the individual any favors by covering up for him or her. You are only prolonging the agony and allowing the situation to get worse.

By taking action in a positive manner you are showing the person that you care.

# FEMALE CHAPLAINS

By: Chaplain Cyndee Thomas, CSC

As the Senior Chaplain for the Redding Police Department Chaplaincy Program, I am often asked about our program. Some of the questions frequently asked relate to the challenges faced by females in the chaplain's ministry. Other chaplains want to know are these challenges different than those of the male chaplains? Are the differences and uniqueness of females an advantage to a chaplain program or a disadvantage? Should a chaplains program have female chaplains? How does it work having males in the program report to you, a female? What kinds of problems are associated with having females in the chaplaincy? How will law enforcement accept a female in the ministry? What are the problems associated with a female interacting with male officers? My answer frequently is, "how much time do you have?"

For those females out there that resent the questions or feel that they have a condescending tone, let me apologize. These are questions I have actually been asked, by law enforcement personnel, ministers and pastors, church leaders, civic leaders, and other chaplains in various settings. This is written to be of help to those that are not familiar with women in ministry and may be asking some of those same questions. I would also like to say that I am not an expert. There are many female chaplains that have much more experience than I do.

As a female chaplain and ordained pastor, I do, however, have experience in the uniqueness of females in the ministry and I have been in the "people business" long enough to know that males and females each have unique qualities. I would also like to point out that *there is a difference between the unique challenges that females face in the ministry and the uniqueness of females*. Females are unique because God made us that way. Let's face the facts, we have strengths and weaknesses that are different than the strengths and weaknesses of our male counterparts. Our uniqueness can further separate us due to the different departments that we serve, the unique demands of those various departments, and the unique problems we each face as individuals. As chaplains we look different, we talk differently, we come from different parts of the country, and we worship differently. Some chaplains are male and some chaplains are female, and yes, we are all truly unique. What we sometimes forget is that the strengths and weaknesses that make us unique are all part of God's plan. God tells us that we are "wonderfully made" (Psalms 139:14) and because we are wonderfully made, all of those strengths and weaknesses, and even all of our differences can be used by God to reach others when we let Him work through us. We know that if we are called to this chaplain's ministry – that even with all of our uniqueness and differences we have a common bond. A common bond to provide support to the officers and citizens that we serve. Those of us that have answered the call of "chaplain" are so privileged to serve the men and women in law enforcement that we

should be looking for ways to work together to overcome our differences, our uniqueness, and our weaknesses in order to better serve our law enforcement family. The way that we do that is by understanding. Understanding the challenges that each individual faces, understanding their weaknesses and strengths, ignoring our personal biases and prejudices and truly seeing others as God sees them. Seeing each individual, every male and female as God does, "wonderfully made" with a plan and a purpose to fulfill.

What I have observed is that when men are in the ministry, all of their work is seen as part of their full-time ministry responsibilities and therefore all part of their workday. For women, it seems that their work is viewed as supplemental or a "voluntary calling" and, therefore is added to the list of all their other daily duties. This seems to be true even when women are in full-time ministry. For female chaplains with husbands and children at home, they still have the responsibility of caring for the home, the cleaning, washing, buying groceries, cooking meals, getting children to/from school, helping with homework, taking care of pets, and any of the other home/family duties that exist. Add to that the number of chaplains that also work outside the home, and you can see some of the unique challenges that females may face. This is not to say that male chaplains don't face these same types of issues. Male chaplains in many cases are also responsible for the cleaning and groceries and getting the children to school as well, but for the majority of homes, these

(Continued on page 7)

(Continued from page 6)

responsibilities usually fall on the female. This is trying to illustrate that women in the ministry may face additional challenges that men do not. Male and female chaplains deal with the same kinds of call outs and many of the same issues at home. The point is that a female's daily responsibilities can add to her unique challenges.

In addition to her unique challenges at home, females also face unique challenges in the ministry. Law enforcement, for the most part, readily accepts women called to the ministry. In fact, most law enforcement would not even question that a female should be in the ministry or question if they are placed in the role of a supervisor. Sadly, a female in the ministry is challenged mostly by others in the ministry who have different beliefs. This belief structure usually says that women should only have a supportive role in the ministry and should never be in a situation of authority or leadership especially over males. I support everyone's right to have their own beliefs, however, this added challenge can hurt a female chaplain very deeply. It can also hurt the departments that you serve since they do not have the same bias against women in leadership roles and do not understand why there would be such

Christian I believe and am in total agreement with Scripture. I believe that my husband is the head of our home and I fully submit to his authority. However, my husband was not called to the ministry. He was called to be my helpmate in the ministry and he does a wonderful job! He loves me and is my greatest supporter, and is the reason I can do what I do. The 15 chaplains that I work with, men included, support our program structure and me as the Senior chaplain and their supervisor. I believe that is because of my qualifications as a manager and supervisor and my 30+ years of experience in business in the private sector. As chaplains it should be about an individual's qualifications and strengths, not about their gender.

In addition to *the unique challenges that females face, females are unique in many ways.* They communicate differently, are usually more nurturing, can be more emotional thus allowing others to emote more freely, are generally more sensitive, can easily adapt to multi-tasking, and rarely say no when asked to do something. (I will not list the negatives that go with these various female qualities. I'm sure you already know what they are.) Females are thoughtful and remember dates and important events. They are perceptive and able to assist both men and women

Some areas of concern for your program include the following:

- What to do about single chaplains and single officers?
- What to do about single chaplains and married officers?
- What about a female chaplain's spouses not wanting them to ride with male officers?
- Should female chaplains go alone to a late night call?
- Can female chaplains counsel males?
- What if an officer or officer's spouse does not want a female chaplain to be a ride-along?
- Should a female chaplain ever be in authority over male chaplains?
- Do child-care or home responsibilities interfere with the chaplain's duties?
- How do you handle females with low self-esteem that require more attention?
- Should you offer more constructive feed back for the female chaplain?
- If the female chaplain is not ordained what is the priest penitent confidentiality status?

These issues should be handled directly in your general orders or policy prior to bringing on any female or male chaplain since these issues apply to both male and females.

A female chaplain will need training, funding, uniforms, equipment and acceptance. A female chaplain in your program must be available, reliable, responsible, organized, compassionate, empathetic, have excellent listening skills, have high moral and ethical character, be able to submit to authority and follow procedures and protocols, and be an asset when responding to crisis and trauma. Is there anything here that you would not also require of a male chaplain? I hope not. Male or female, you should expect the same level of

(Continued on page 10)

**“What we sometimes forget is that the strengths and weaknesses that make us unique are all part of God’s plan”**

disagreement and division. I have seen church leaders in the ministry ostracize, criticize, ridicule, ignore, and conspire against females in the ministry. I know of cases where female chaplains were asked to “find someone else to officiate” at various functions even when a family has requested them. Remember these things happen to females in ministry when they are doing what they believe God has called them to do. As a

in crisis and trauma. Female chaplains are a great asset when dealing with women who have lost a child or suffered physical or mental abuse, since many times they do not want to talk to other men. Female chaplains can be a great asset to your program. *(Disclaimer: this is not meant to generalize. Not all women have all of these qualities and not all men are excluded from having these same qualities.)*



The International Conference of Police Chaplains announces its

# 2004 Annual Training Seminar St. Louis, Missouri--July 12-16

## >>Official Notice<<

The Annual Meeting of the International Conference of Police Chaplains will be held in St. Louis, Missouri on July 12 through July 16, 2004. Business to be conducted will include receiving the reports of the Officers and Committees and acting upon the recommendations of the same; setting the 2004-2005 budget; acting upon recommendations of the Constitution and Bylaws Committee to amend Bylaws; and any other business necessary and proper to come before said meeting. 2004 is not an election year.

## >>Proposed Bylaw Changes<<

An issue arose almost two years ago when a Regional Director resigned upon moving out of the region. Several questions were raised by members within the region then at the ATS in Spokane: (1) Who appoints the new Regional Director; (2) Does the new Regional Director serve until the next regional meeting when a new election can be held, or does she/he serve out the remaining term of office; and (3) what are the certification or length of membership in ICPC requirements to hold office (*ed: there are none*)?

The Constitution and By Laws Committee asked for and received input on these questions from a number of attendees at last years ATS. After reviewing the suggestions of a number of members, the Committee developed the following first three amendments to propose to the membership at the business meeting in St. Louis:

### Amendment 1--

**Article III Section 10. Eligibility to Hold Office currently reads:** Nominees for office shall be full members of the ICPC who have completed a minimum of Basic Certification. No member residing or serving within a community from which a member serves on the host committee for an Annual Training Seminar at which an election is held shall be eligible for nomination to an office at that ATS. Incumbent officers are exempt from this provision and can be nominated for any office.

Amend by replacing the first sentence to read: *Nominees for office shall have been a full member of the ICPC for a minimum of five years and shall have completed a minimum of Basic Certification.* Continue with the current wording so the amended section reads:

**Section 10 Eligibility to Hold Office.** Nominees for office shall have been a full member of the ICPC for a minimum of five years and shall have completed a minimum of Basic Certification. No member residing or serving within a community from which a member serves on the host committee for an Annual Training Seminar at which an election is held shall be eligible for nomination to an office at that ATS. Incumbent officers are exempt from this provision and can be nominated for any office.

### Amendment 2--

**Article VI Section 1. Regional Officers currently reads:** Each affiliated region of the International Conference of Police Chaplains (ICPC) shall elect a Regional Director and may elect a Secretary and a Treasurer. The term of office is two years and each are eligible for re-election. See the Guidelines for Regional Directors.

(Continued on page 9)



(Continued from page 8)

Amend by inserting after the second sentence: *The Regional Director shall have been a full member of the ICPC for a minimum of five years and shall have completed a minimum of Basic Certification. In the event a Regional Director's position becomes vacant, a replacement shall be named by the President of the ICPC to fill the remaining time of said term.* Then delete the remainder of the section so the amended section reads:

**Article VI Section 1. Regional Officers currently reads:** Each affiliated region of the International Conference of Police Chaplains (ICPC) shall elect a Regional Director and may elect a Secretary and a Treasurer. The term of office is two years and each are eligible for re-election. The Regional Director shall have been a full member of the ICPC for a minimum of five years and shall have completed a minimum of Basic Certification. In the event a Regional Director's position becomes vacant, a replacement shall be named by the President of the ICPC to fill the remaining time of said term.

**Amendment 3--**

**Article VII Section 2 currently reads:** Members and Officers of Area Associations shall be members of the ICPC.

Add the following wording: *The area or state representative shall have been a full member of the ICPC for a minimum of five years and shall have completed a minimum of Basic Certification. In the event an area or state representative's position becomes vacant, a replacement shall be named by the Regional Director to fill the remaining time of said term.* So the amended section reads

**Article VII Section 2.** Members and Officers of Area Associations shall be members of the ICPC. The area or state representative shall have been a full member of the ICPC for a minimum of five years and shall have completed a minimum of Basic Certification. In the event an area or state representative's position becomes vacant, a replacement shall be named by the Regional Director to fill the remaining time of said term.

Committees that are not Standing Committees serve at the pleasure of the ICPC President, the Executive Committee, the Board of Directors, or the general membership. These special committees may be formed or disbanded at any time.

Following the World Trade Center disaster and the ICPC response, the Disaster Committee has been representing the ICPC developing Letters of Understanding and Mutual Aid Agreements under which ICPC may be requested to provide services in the event of a major disaster. These agreements need to be continually monitored and updated. Consequently, the Disaster Response Committee needs to be a continuing committee with Standing Committee status. The following amendment was prepared and will be offered to achieve that end.

**Amendment 4--**

To amend Article V of the Constitution to provide that the Disaster Response Committee become a standing committee:

Add:

**Section 14. Disaster Response Committee.** The Committee shall facilitate ICPC Chaplains to mitigate human suffering at times of disasters through training, organization, and support of ICPC Chaplains who serve as disaster volunteers; and shall provide long-term continuity for the negotiation, review, and analysis of Letters of Understanding, Mutual Aid Agreements, and other instruments of cooperation with cognate organizations.

Then renumber the following sections within Article 5

**Amendment 5--**

To amend Article V Section 3 of the Constitution to change the name of the Certification Committee to the Credentials Committee so the amended section would read:

**Section 3. Credentials.** Develops and administers standards leading to certification of law enforcement chaplains. Processes applications for certification and decides which applicants shall be recommended to the Board of Directors for certification.

**Any questions regarding the proposed Bylaw changes may be directed to Edwin Bernard,  
Chairman of the Constitution and Bylaws Committee at: [edb@fpchugo.org](mailto:edb@fpchugo.org)**

(Continued from page 7)

professionalism from your chaplains.

What I have tried to show is that in many ways females face unique problems, both at home and in the ministry, and that females can be one of your greatest assets due to their uniqueness and strengths. Remember that we are all wonderfully made. When we partner together in this ministry we can better serve those we are called to serve.



*If you would like to learn more about Females in Chaplaincy, Cyndee Thomas will be a presenter at the ATS in St. Louis in July. Cyndee Thomas is the Senior Chaplain for the Redding Police Department Chaplaincy in Redding, California and can be reached through email at: cthomas@ci.redding.ca.us*

***In Memoriam***

CHAPLAIN ROBERT  
RULEMAN

Beloved husband of  
Freda Ruleman

Died: April 24, 2004

Condolences: 3811 Madison Ave.  
Des Moines, Iowa 50310

***In Memoriam***

CHAPLAIN STEVE GADAIRE

Died: October 16, 2003  
Gainesville, Florida

**A message from Stu Nelson  
Director of Fundraising and Marketing**



**CONSIDERING A FINANCIAL  
PLEDGE TO ICPC**



“A generous man will prosper; he who refreshes others will himself be refreshed.” Proverbs 11:25

I love these words because they remind me of how good our God is...He allows us to invest in His work, and in doing so, He brings refreshment to those who give.

As Director of Marketing/Fundraising, I am tasked with the responsibility of bringing before our membership the ongoing needs of the ICPC. Certainly the membership contributions for annual dues accomplish some of what needs to be done, but as the organization has grown to a new level of excellence, the on-going demands continue to expand. There are special projects that can only be accomplished through additional financial help. One project is much needed equipment that will help us in expanding our ministry, but is beyond the budgetary limits. So I turn to you, our members, for your help.

I recognize that many organizations are asking for your financial assistance; ICPC is no exception. I believe in our years of growth, we have become one of the best-trained professional and spiritual organizations that helps minister to law enforcement personnel and families world wide. Is our ministry worth it? You bet! Therefore, I do not hesitate to ask you to “rise to the occasion” and assist us with additional financial investment to allow us not only to continue this world-wide ministry, but to expand as well.

I would be more than happy to discuss any specifics about how such finances will be used with you personally. In future columns in our ICPC Journal, I will briefly explain some of those opportunities. For now, I simply ask you to, first of all, take a moment to specifically pray about having a part in additional giving to ICPC, and second, to thank God that you are part of an organization that is making a difference in the lives of law enforcement personnel, families and other chaplains through-out our country and beyond our borders.

Your contribution is tax deductible, and will have a vital impact in helping us at ICPC to accomplish our goals in law enforcement chaplaincy.

If you would like to contact me for additional information or questions, I can be reached at the Destin office 850-654-9736, cell 850-499-0453 or by e-mail [fmm@icpc.gccoxmail.com](mailto:fmm@icpc.gccoxmail.com).

**Lack of willpower and drive cause  
more failures than lack of intelligence and ability**

# On the International Scene



## ICPC Africa Training 2004—Nairobi, Kenya

The ICPC has sponsored its first major training event outside North America. In short it was a very successful event. Under the capable direction of Kibinge wa Muturi, Assistant Executive Director of ICPC for Africa, this first ever event was professional, well organized and received warmly by the some 75 participants (almost entirely police officer/chaplains) from six different African countries, including Kenya, Burundi, Tanzania, South Africa, Nigeria and Malawi. The majority of the chaplains (42) were associated with the Administrative Police of Kenya. The AP were prime sponsors of this historic event.



Gathered group of chaplains and officials

The training, originally scheduled at another venue was finally held at the Savelberg Retreat Center. It is a beautiful Catholic retreat center on the outskirts of Nairobi, the capitol of Kenya. The last minute change (one day before we were to start) was necessitated by the administrator of the original venue saying he had decided to give the facilities to another party for their meeting. This caused some anxiety and prayer of course, but resulted, within two hours, of our securing Savelberg, much nicer, more adequate and less expensive, allowing us to (it appears at this point) to meet our budget and accomplish the training.

Team members Kibinge wa Muturi, Vivian Panton, Chaplain General of the Jamaica Constabulary Force and Dan Nolta, ICPC International Liaison, conducted training in the 12 Basic Courses required by ICPC. In addition HIV/aids awareness and a full day of Ethics-Based Leadership were taught. The latter by a Pointman Ministry Team from the US, Kenya and Nigeria. It is expected that many of the participants will apply for membership in the ICPC and apply for Basic Certification, having completed the training and required 3.5 CEU's.

Official opening ceremonies were held Monday afternoon with Commandant of the Administrative Police, Kenuthia Mbugua, making the keynote speech. The AP band played the national anthems for each country participating as their flag was marched in by a representative of their country. It was an impressive ceremony put together under the leadership of Kibinge wa Muturi.

Evaluations from the training came back extremely positive with most requesting that this not be the last training we did for them but that it would be repeated again with more courses added for those who have now completed the Basic.

One participant, Chaplain Joseph Mele, wrote in his evaluation, "As a matter of fact, words cannot adequately express the impact the above stated seminar has had upon me. I am almost impatient to see myself back to my area of jurisdiction and apply all the knowledge gained. I live and serve in the remotest North western part of Kenya (Turkana District), where access to information and any form of education is almost non existent. I therefore most sincerely thank God for having organized for this seminar and using it as an eye opener to me over the scope of chaplaincy ministry He called me for.

Indeed, I had missed the whole concept of chaplaincy, for I had approached it from a pastor's point of view, whereby, those policemen that turned up for Sunday services I



Eager Chaplain Students

had begun within the police lines, were the only ones I served. This misconception would have continued were it not for the seminar (ICPC) under facilitation of Dan Nolta, Kibinge and Vivian, where I have gained knowledge and have been equipped in a more broad and relevant manner. I am glad that I can distinguish between chaplaincy and pastoral ministry and how each needs the other and when. I can also gladly report that different from how I had

(Continued on page 14)

# The Effects of Homicide on Survivors—Part II

By: Harold Elliott  
Chaplain, Arlington, Texas Police Department

**Part I of this article may be found in the March 2004 issue of the Journal**

The grieving process is unintentionally complicated when law enforcement fails to adequately communicate with the family. Even though some information must remain classified, basic facts that would not jeopardize the case should be shared with the immediate survivors. This is not only necessary to build trust, but can be helpful in solving the crime.

Unfortunately there is a tendency among many survivors to expect the impossible from law enforcement. Homicide investigators must work with that which is evident, that which can be developed, and those willing to share information. It is necessary for investigators to ask personal, even very intimate questions, at a sensitive time, when survivors feel the best they can hope for is to maintain sanity.

Homicide survivors do not have the privilege of confidentiality. The media capitalizes on some of society's worst fears and anxieties. Sensationalism is used to make stories of murder more exciting to the television audience. Murder stories sell newspapers. If it bleeds, it leads. News stories have an entirely different effect on survivors than on the general public. Unlike the public, each time the story is retold, survivors are forced to relive the tragedy. Although media presence is often viewed as an unwelcome intrusion, much can be gained by appointing a spokesperson to speak with them in a respectful manner. The spokesperson should be prepared to give lengthy interviews,

only to have the story aired as a 20 or 30 second sound bite. Most reporters do not inform the family about the television news process, so expectations are rarely met. Radio interviews are usually less stressful. Customarily fewer probing questions are asked during a phone interview to be aired later.

The media does have its rightful place. They have a job to do and most do it well. The positive effects of media coverage are evidenced in a variety of ways. The way they provide the public with information to help solve the crime.

The way they give special meaning to an ordinary person's life and death. The one aspect we are most familiar with is the issuance of an AMBER ALERT. The Alert covers the nation in a matter of minutes and results in children being returned home alive instead of becoming a statistic.

The judicial system is a confusing maze to most survivors. No matter what their blood relationship is to the deceased, homicide survivors have no legal standing in the courts. There is no statutory authority allowing survivors the ability to direct court appearances or the actions of the judge. They cannot supervise the efforts of the prosecutor, or determine the investigative strategies of the police. Even when the survivor is a witness with direct evidence of the crime, they can only participate in the



Benjamin Krain/Arkansas Democrat Gazette

*Little Rock Police Officer, Brett Stewart, and an unidentified family friend console Marie Carter, the mother of Farrin Carter, after he was shot in the head by his father Monday afternoon at their home in Little Rock, Ark. The father gave himself up peacefully to arriving police officers after fatally shooting his 15-year-old son during an argument about a cellular phone.*

(Continued on page 13)

(Continued from page 12)

prosecution of the offender as far as the police and prosecutor find value in their testimony.

Survivors are forced, by personal misfortune, to learn the roles of various court personnel, the endless details of legal proceedings, and the possibility of plea bargains and early release programs. Although there may be no legal standing, it does not mean that there is no compassion in the judicial system. Crime victims and witnesses have the right to be advised of the status and outcome of the criminal case in which they are involved. As a result, victims and witnesses may be informed of the outcome of their case at each stage of the criminal justice process.

Survivors of homicide, which include manslaughter and death by auto, are a part of this notification procedure. Survivors have a right to make a victim impact statement which will be considered by the court prior to imposition of the sentence upon the defendant. As painful and complicated as the process may be, it is the best we have. Regrettably, for many survivors, the criminal justice system constitutes a second murder of the victim.

One of the leading complications in coping with a homicide is associated with the word, "closure." The term, "closure," is commonly used with regard to "getting over" or obtaining complete healing after a murder. Closure suggests that the survivor should and will achieve a final resolution and state of completeness to the trauma, grief, and pain that have resulted from the murder. Closure is not achieved simply by an arrest, guilty verdict, the death penalty imposed, and the defendant executed. A level of resolution may well be accomplished by these acts, but suggesting that they bring about total closure is an illusory hope.

On May 4, 1986 a career

criminal named Jerry "Animal" McFadden abducted and killed three young people at Lake Hawkins in northeast Texas. He was soon arrested, tried, convicted, and sentenced to die for the rape and murder of Suzanne Harrison. Her father, T.J. Harrison, a friend of mine, witnessed the execution October 14, 1999. When asked how he felt after it was completed, he said, "I was just kind of at peace." He had waited 12 years for that day. Has he reached complete closure with McFadden's death? It is doubtful. He has peace in his heart, but tears still well in his eyes. He has reached a level of resolution that allows him to savor the memories of his precious daughter. He has healed, but his heart is still sensitive. He has resolved to live while he is alive, speak without anger, and faithfully look forward to the day when he will meet her in eternity.

The father of another girl that McFadden murdered was present, with Harrison, at the execution. When McFadden was pronounced dead, that father said, "He busted hell wide open." Did he reach closure with the satisfaction that justice was finally accomplished? Doubtful. Closure for both these fathers would indicate that for them, this was the end, finish, conclusion of all their grief, pain and loneliness. It wasn't. It was the completion of another chapter in their experience with vicious tragedy. Both men can likely say, "I have healed, but the sensitivity is forever present."

Spiritual issues may undergo scrutiny as never before after the violent death of a loved one. This is an added burden to those who have maintained a strong faith. Some question how a loving God could allow something so horrific to happen. While not specifically doubting or blaming God, many survivors have found it difficult to pray, read scriptures, concentrate during worship services, or to speak of spiritual matters. Still others

testify to having experience a heightened faith and an immediate closeness to God that was unusually vivid. Violent deaths leave co-victims with such a vast array of mental clutter that it may take a great deal of time to sort it all out.

Some survivors complicate their recovery by refusing to accept healing. They thwart the process by burying themselves in justified sorrow. I know of one lady who died shortly after the tragic death of her daughter. Her death certificate listed the cause of death as *Chronic Unresolved Grief*. At some point, every survivor wonders if healing is even possible. Those who mend have taken advantage of every emotional remedy available.

The National Victim Assistance Academy suggests that Caregivers assist survivors of homicide heal by implementing the following steps.

1. Allow survivors to grieve in whatever manner they wish for as long as they wish.
2. Allow survivors to cry freely. It is a healthy expression of grief and releases tensions.
3. Allow survivors to talk about and personalize the victim. Let him or her tell you about the victim, his or her life and the murder. Allow the survivor to criticize the victim and to talk about the good times and the bad times.
4. Allow survivors to get angry at you, the criminal justice system, the criminal, the victim, or simply the unfairness of life. Anger needs to be expressed.
5. Remember the survivors at holiday times, on the anniversary date of the murder and the victim's birthday. Let the survivors know you remember, too.
6. Allow the survivors some occasional "time out" from

(Continued on page 14)

(Continued from page 13)

day-to-day pressures. If possible, offer to help with the children, a day off work, a day out of the house, etc.

7. Tell survivors that you are sorry the murder happened and it is horrible that someone they loved was killed.
8. Support survivors in their efforts to reconstruct a life, even if it means a major change in lifestyle.
9. Let survivors know that you will remain their friend and they mean a great deal to you.
10. Recommend grief recovery groups that may comfort and assist them on their road to recovery.

Secondary victims must pass through numerous stages in the healing process. Fathers, mothers, siblings, and spouses each hurt in their own unique ways. The voyage begins with a desire to avoid the terrible knowledge that a loved one is dead. Then comes a volley of emotions that are defined as "anger sadness." Finally, with the passage of time, the acute grief begins

to lessen in its intensity and the sufferer is able to re-enter the everyday world.

Sometimes the only promise we can make to a survivor of violence is, it will not always hurt this much. *Psalms 34:18... "The Lord is close to..... those whose hearts are breaking."*



*Harold Elliott is a full-time chaplain serving the Arlington (Texas) Police Department since 1982. He is a nationally recognized lecturer, author, and film producer on the topic of suicide; and provided debriefing to support personnel in the Waco incident and the bombing of the Federal building in Oklahoma City. Chaplain Elliott has been an ICPC member for 22 years.*

(Continued from page 11)

*looked at it, chaplaincy service entails my affectionate services to fatigued, burned out, depressed or HIV/aids infected or affected fellow police officers, irrespective of their denomination or religion. More especially, I have gained leadership skills that I look forward to utilizing in this new program."*

A special thanks must go to those who generously contributed for the costs of this training, something over \$10,000 US dollars, plus the cost of airfares for the trainers from the US and Jamaica. The AP committed \$4,500. The rest was raised outside the ICPC budget and was given by many of those who have a personal interest in training occurring for those who have little opportunity, such as the Africans.

Dan Nolta,  
ICPC International Liaison

## MOVING?

Please fill this out and return promptly if you are moving or if you have a change of phone number or email address.

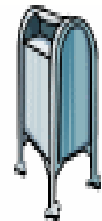
Send to:

**ICPC**  
**P.O. Box 5590**  
**Destin, FL 32540-5590**

I'm moving. Please change my address as indicated below.

I've changed a number or email address as indicated below.

I've changed other information as indicated below.



Name (please print)

Street Address

City

State

Zip

Phone

Email

Other

# Hall of Fame

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

## General Support

John Berger, Edwin Bernard, Jerry & Yvonne Carr, Donald Cheser, Robert Cornelius, East Great Lakes Region, Leondus Hull, Ohio Gold Star Award Program, John Owen, James Powell, James Quinn, Judson & Beulah Watson, Hugh Wilson

## Nelson Support

John Harth, Jack Person, William Sanders, J.L. Hieskell, Donna Gregory, Richard Johnson, Jack Gorman, Bob & Pam Keyser, Dean Johnson, James Massie, Janice Peterson, Barbara Newman, James Smay, Judith Thompson, Reon Anderson, Jonathan Skinner, Pamela Pridmore, Dr. Richard Tuneberg, Melvin Carlson, Dorothy Maida, Jon Neff, James Powell, Joseph Chastain, James & Sally Bland, Matilda Howell, George Massey, Melvin Anderson, Helen Magnuson, Dan Corbitt, Carroll Powell, Anne Skinner, Paul Ahlquist, Robert Johnson, Kay Sipiara, Mary Brinkley, Patricia Hanks, Debra Siler, Harold Elliott, Richard Johnson, Douglas Brannock, Daniel Larson, Richard Eska, David Bridgen, William Bourne, Patricia Riggins, Arnold Nelson, Cliff Linhart, Randal Anderson, Harvey Koch, Lareau Carlson, Wallace Trembath, Peter Savitski, Jarry Johnson, David Sobocinski, Carolyn Norquist, Helen Magnuson, Richard Johnson, Randolph Krienke, Walter McAninch, Eloise Johnson, James Occhipinti, James Horn, Sam Spenser, Thomas Lukasik, John & Harriet Ford

## Powell Support

Ronald McBride, Richard Beard, Glenn & Emma Courts, David Schepper, Robert Johnson, Jimmy Stout

## IT Support

South Central Region, South East Region, First United Methodist Church of Bismarck, Kings Men Four, Rockford Police Chaplains

## Special Gifts

Walt & Marge Tully,

\*\*Kay & Ellsworth Freyer—given in memory of Jack. A. Price, an original founder and past President of ICPC

\*\*Special thanks to Chaplain Gerry Montgomery who manages our website. Your contribution and tireless efforts do not go unnoticed!

If nature has made you a giver, your hands are born open, and so is your heart. And though there may be times when your hands are empty, your heart is always full, and you can give out of that.

—Frances Hodgson Burnett



Who is this happy camper?? Why it's none other than Addie Selid, ICPC's Support Secretary who is standing in front of new computer equipment for the Destin office.

A big "Thank You" goes out to all those individuals who contributed towards our new computers. We are finally entering into the 21st century!! We are just about complete with our infrastructure upgrade, and are only lacking 2 laptop computers and some other peripherals.

Should any of you wish to assist us in completing our upgrade, please let the Destin office know. Your assistance is appreciated more than you know!!

## Upcoming Regional Seminars

Alaska—\*

E. Great Lakes—\*

Florida—\*

Indiana—\*

Mid/No. Atlantic—\*

Mid-East—\*

North Central—October 3-5, 2004 Bismarck, ND  
Dan Sweeney- (701) 226-1290

Northwest—\*

South Central—\*

Southeast—\*

Southwest—\*

W. Great Lakes—\*

West—\*

**\*The 2005 schedule will be coming out soon**

## REGIONS AND REGIONAL DIRECTORS

**AFRICA:** Chaplain Kibinge Wa Muturi

**ALASKA:** Chaplain Bert McQueen

**EAST GREAT LAKES:** KY, West NY, OH, West PA: Chaplain W. Tully

**EUROPE:** Chaplain Francis Pole

**FLORIDA:** Chaplain Daniel Harvey

**INDIANA:** Chaplain Rick Kassel

**MICHIGAN:** Chaplain William Sanders

**MID-ATLANTIC:** NJ, Eastern NY, Eastern PA: Chaplain Dan Schafer

**MID-EAST:** DC, DE, MD, NC, SC, VA, WV: Chaplain Dave Henry

**MID-WEST:** IA, KS, MO, NE: Chaplain John Harrell

**NORTH ATLANTIC:** CT, MA, ME, NH, RI, VT: Chaplain Wayne Whitelock

**NORTH CENTRAL:** MN, ND, SD: Chaplain Dan Hall

**NORTHWEST:** ID, OR, WA, MT, WY: Chaplain Tim Klerekoper

**EAST CANADA:** ONT, QUE: Vacant

**PACIFIC:** HI, Australia, New Zealand: Chaplain Milton Fricke

**SOUTH CENTRAL:** AR, LA, OK, TX: Chaplain Keith Jenkins

**SOUTHEAST:** AL, GA, MS, TN: Chaplain T. Leon Adams

**SOUTHWEST:** AR, Southern CA, Southern NV, NM: Chaplain Gary Malkus

**WESTERN:** CO, Northern CA, Northern NV, UT: Chaplain Rufus Watkins

**WESTERN CANADA:** AL, BC, MAN, SAS: Chaplain Allan Higgs

**WEST GREAT LAKES:** IL, WI: Chaplain Lisle Kauffman

The ICPC Journal

U.S. Postage Paid  
Non-Profit Org.  
Permit #795  
Pensacola, FL 32501