

The ICPC Journal

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

JUNE 2005

JOURNAL



“Developing Professional
Chaplains Through Dynamic
Education and Support”

PRESIDENT'S PERSPECTIVE....

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



There is a Chinese Proverb that says: "The longest journey begins with a single step." Twenty-two months ago I took my first single step as President of the International Conference of Police Chaplains. It has been a quick ride, an invigorating journey, with few stops and a myriad of experiences that have been mostly positive. To date, the past two years have been among the most wonderful and rewarding years of my ministry. Your unconditional support, encouragement, love and prayers have been outstanding.

There have been some real challenges and tests of endurance along the way, but these have become opportunities for building, servicing, and strengthening our organization. Each chaplain member needs to take into account that the ICPC is our organization, and as a body we have a mandate to take both responsibility and ownership seriously if we are to truly fulfill our mission.

Recently, I was privileged to attend and participate at both the West Great Lakes and the Midwest Regional Training Seminar at La Crosse, WI and St. Joseph, MO, respectively. To witness these regions in action was an awesome experience. The organization, leadership, seminars, banquets and fellowship were rich and full of energy. Both regions received a special offering for the ICPC in the amount of \$500.00 each. Several chaplains applied for membership in the ICPC. Some good things are happening at the grass roots level. My personal appreciation and thanks to the Regional Directors, Area Representatives, and the local host coordinators for serving with distinction and grace.

At the beginning of my term as President, I proposed that the ICPC focus its emphasis on four (4) significant goals. Each area is being addressed and progress has been made toward achieving these regions of concern.

1. **Mission Statement:** "Developing professional law enforcement chaplains through dynamic educations and support." We must always know who we are and why we exist.
2. **Financial Freedom:** Some progress is being made in this area, but greater results must be seen in order to meet the total budget. Monies are needed to expand our International Program. Every member giving something, will make a difference in being able to fulfill our mission. In God's economy, there are no borders nor limitations, only 'wells of resources' waiting to be tapped!
3. **Short, Intermediate, Long Range Planning:** The Vision/ Planning Committee has been doing some extensive dreaming, proposing and implementing changes that are bringing strength and greater credibility to our organization. Please share your ideas,

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Publisher

Dr. Charles R. Lorrain
Executive Director, ICPC

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International Office:

P.O. Box 5590

Destin, Florida 32540-5590

(850) 654-9736 Fax (850) 654-9742

Email: icpc@icpc.gccoxmail.com

Website: icpc4cops.org

hopes and dreams with this committee. We have only touched the tip of the iceberg, and the challenge is to become the best of the best, and moving from good to great.

4. **Team Unity and Spirit:** This organization is blessed in having a diverse constituency. This is viewed as a very positive composite toward establishing a strong bond of community, a rich team chemistry, and a healthy means of communicating our dreams, hopes, and visions in establishing a stronger, more effective and far reaching organization.

Let me express my deep and profound appreciation to our Destin Team. They are a delight to work with and have been a constant support, encouragement and help in assisting me during my term in office. Dr. Chuck Lorrain and his staff are professional, proficient and skilled in what they do. They have a heart and a passion for ICPC.

The makeup of our Executive Committee is so diverse and different in a lot of ways, yet there is such a strong team chemistry that personifies stability,

CHIT-CHAT

A Members Forum

Book Report—Follow up

In the month of April, someone called in to the office complaining that we had placed a book in the *Book Report* section of the March issue of the Journal that was out of print and unavailable.

I looked into the compliant and found that the book is indeed available direct from the publisher. Unfortunately, we could not remember who the individual was that had contacted us.

So, if that was you—the book was entitled: “Under the Headset: Surviving Dispatcher Stress”.

It can be found at:

Staggs Publishing
StaggsPublishing.com

—Ed.

Did you know.....

Did you know that the ICPC has a Disaster Response Team?

Do you know what the requirements and policies are to be on this team?

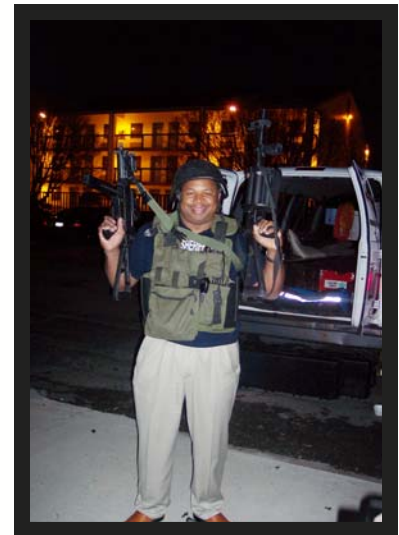
Did you know that the ICPC Disaster Team is doing an advanced track at the ATS this year with 9 different advanced instructors on disaster response?

Did you know that the Chairman of the Disaster Team is Dr. Wayne Whitelock?

These and many other questions regarding the ICPC Disaster Team may be answered on pages 9-12 of the Journal this month!!

Who is this armed man??

Why it's none other than our own Vice-President Wesley McDuffie showing attendees at the South Central RTS the presents he will be giving everyone if elected this year—Thanks Wes!!



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steadiness and wisdom beyond comprehension. You are an awesome group and have been the reason for making this President look good! To the Board of Directors, Committee Chairpersons, and other chaplains who were asked to serve in specialized areas, let me simply say 'thank you' from the depth of my heart. You are invaluable. To all ICPC members, I am indebted for your commitment in being such a vital part to the 'whole' of a great team.

In a few weeks, Detective Sgt. Craig Hungler, ICPC President Elect, will take over the office of President. Craig has excellent leadership qualities, has a heart for ICPC and will continue to lead us on to new levels of excellence. Please remember him in your prayers as he prepares to lead you.

Finally, what an honor, privilege and joy it has been to have served as President of the International Conference of Police Chaplains. My passion, loyalty, and involvement will remain constant and firm. God bless you all and God bless the ICPC.

Walter Schott, President
ICPC

Greetings from our Executive Director.....



Once again I bring you greetings on behalf of the ICPC membership worldwide!

In less than a month we will meet together in San Antonio, TX. Some people are coming to the ATS to enjoy the conference, some come for the fellowship, while others are coming to enjoy all that San Antonio has to offer....either way, we are looking forward to seeing you and serving you while you are there.

Remember, this is an election year and you can only vote if you are a full member. If you have any questions regarding your membership status you need to call the Destin office right away. Changes in membership cannot be made at the ATS. See you in San Antonio!!

Dr. Chuck Lorrain

Costs & Consequences: What is the price of full-time chaplaincy?

By: Chuck Lorrain, D.Min., CMC, BCETS, CTR

[Part One]

Newton tells us that “for every action there is an equal and opposite reaction.” Dalton says “the total pressure is equal to the sum of each partial pressure.” Murphy says “anything that can go wrong-will go wrong.” So what’s the “law” relative to full-time chaplaincy? Maybe it’s “no good deed goes unpunished!”

During my 24 years as a law enforcement chaplain, I have heard many people express the desire to become a “full-time” chaplain or they asserted “I could do so much more if I was only full-time.” But very few of these chaplains really took the time to investigate or calculate what the costs and consequences would be to perform that function. In discussing the issue with a few of my closest full-time colleagues, most echoed the same sentiment: “I’m not sure anyone should do this full-time.”

Now at the risk of sounding like a bunch of burned-out, cynical chaplains let me say this.....we probably are! Throughout our careers we didn’t know all that we know today and we probably didn’t always do things right. But through our collective “paying our dues”, we have gleaned a great deal of knowledge and wisdom over the 200 years of combined chaplaincy experience we have amassed, so we must have figured out something by now!

But seriously, there is a price to pay to do this job full-time and there are consequences to you, your family, and those closest to you. The problem is; we’re just not exactly sure of the full extent yet. But we do know this—we’re probably going to pay for it on the “back nine” of our life-cycle.

So, now that I’ve got you all scratching your heads—why am I sounding like Chicken Little sounding the alarm about full-time chaplaincy? Conventional wisdom might suggest that there may be something I think you might need to know if you’re contemplating going full-time. Let’s find out what some of those things are.....

Scope of Chaplaincy

One of the first “factors,” I believe, that one must consider when evaluating going full-time is; what is the “scope” of that particular chaplaincy program? What do they do? How do they operate? Why is that even important?

I remember listening to a chaplain from a small rural town in the mid-west telling a group of chaplains how busy he was and how burned-out he was becoming. It ends up that he had handled three death notifications and two fatal accidents in a three-month period and was feeling overwhelmed.

Now before I get any nasty letters, I’m not saying there is anything wrong with being a chaplain in a small rural area in the mid-west, and I’m not saying they are any less of a chaplain, and I’m sure these were traumatic events.....but trauma is relative.

His five callouts in a 3-month span are much different than a chaplaincy program handling 60-100 emergency callouts *every*

month. The saturation factor of accumulated trauma is very real and potentially very damaging. As a full-time person, you are most likely going to be right in the mix. Most chaplains working in large, active chaplaincy programs will see more trauma in one year than most law enforcement officers will see in their careers. So the “costs” you are going to pay and the “consequences” you are going to realize by working full-time in an agency of this scope have to be contemplated. Saturation and accumulated trauma of this magnitude can lead to burn-out, compassion fatigue, vicarious traumatization, or secondary traumatic stress—all potentially career-ending issues.

Obviously there are many factors involved in this process. I neither want to sensationalize nor minimize the potentials. However, they are very real and must be addressed, or the ruin can be great. I can put you in contact with enough veteran chaplains to substantiate the concerns. An understanding of the issues and a proactive response is critical to mitigate the impact of this kind of program. Buyer beware!

Schedule

Here is a fact: Most full-time chaplains work way too many hours to maintain any semblance of health! On-call 24/7, 60-80 hour work weeks are common. So, what are the costs of working this kind of schedule?

First, if you are working this much, then you aren’t getting enough sleep, and sleep deprivation is insidious! Glucose-PET studies in individuals deprived of sleep have shown that after 24 hours of sustained wakefulness, the metabolic activity of the brain decreases significantly (up to 6% for the whole brain and up to 11% for specific cortical and basal ganglionic areas). In



humans, sleep deprivation also results in a decrease in core body temperature, a decrease in immune system function as measured by white cell count and activity, and a decrease in the release of growth hormone. Sleep deprivation also has been implicated as a cause of increased heart rate variability. Additionally, with decreased sleep, higher-order cognitive tasks are affected early and disproportionately.

When you are sleep deprived, your body does not have a chance to heal and regenerate itself, therefore slow deterioration is occurring. Over a period of years you are probably going “down hill” steadily, but the slowness of the process will not make it

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very noticeable—at least, not at first. It's like throwing a frog in a pot of water and slowly turning up the heat....he will just sit there until he is cooked to death. One day you will wake up with the realization that you seem to be growing old *very* quickly, and not realize why....sad, but true.

Studies have also shown that disruption of our natural circadian rhythms can wreak havoc on our bodies and its ability to function efficiently and correctly. Circadian rhythms are regular changes in mental and physical characteristics that occur during the course of the day (circadian is Latin for “around the day”). People whose sleep is disturbed, like those who work at night, shift work, or sleep deprived, are more at risk for heart problems, digestive disturbances, mental and emotional problems, all of which may be related to their sleeping problems.

Other recent studies have shown that people in which chronic sleep restriction is prevalent, changes in appetite regulatory hormones with sleep curtailment may contribute to obesity which, suffice to say, is a terrible health risk.

Finally, we also know that people dealing with traumatic stress need adequate rest in order to assist their bodies in dealing with the stress they are under. Lack of sleep once again, does not promote health and healing, but adds to dis-stress.

Now one could say that most people in today's busy society deal with disrupted sleep at some point, however, sleep deprivation while working under intense stress is all too common to the full-time law enforcement chaplain. It raises the stakes and takes it to a whole new level.

These are just a few more issues that come with working full-time. Since these issues are mainly “physical” in nature, you may think they only affect you. But I assure you, they will not only impact you, but your spouse, your children, and those you love around you. If you are working as a full-time chaplain presently, you are probably paying a much higher price to do your job than you imagine. If you really want to find out—start by slowing down long enough to ask your spouse for an honest evaluation.....but just be ready for the answer!

Prolonged Stress/Traumatic Stress

Since we have already touched on the traumatic stress issues, let's expand the scope a little more.

Anyone working in full-time chaplaincy in an active program is most likely under a great deal of stress. This coupled with long-term saturation of traumatic stress can have an adverse effect on the chaplain. [Note] Issues surrounding traumatic stress are very complex. My purpose here is to provide but a brief overview of the topic. If you would like to fully explore the physiological responses of stress—I would recommend the following book: “*A Clinical Guide to the Treatment of the Human Stress Response*” by Dr. George Everly—ISBN 0306430681.



To begin, a review of Selye's General Adaptation Syndrome (GAS) is in order. Hans Selye proposed a three-phased integrated model for the stress response way back in 1956. He called it the General Adaptation Syndrome or GAS. The first phase of this model is called the “alarm” phase. This is where the body's defense mechanisms are called into action. The second phase is called the “resistance” phase. This is where the body fights to reestablish and maintain homeostasis (balance). Both stages 1 and 2 can be repeated throughout one's life. If the stress continues however, the

adaptive mechanisms in the second stage may become depleted. This is where the body enters the last phase called the “exhaustion” phase. This is where exhaustion of activated target-organs and disease symptoms may become manifest. When this stage is applied to the entire body, life itself may be in jeopardy.

Most chronic and prolonged responses to stress are the result of the four endocrine axes. To view just one example of what prolonged stress can do, let us take a look at the effects of just one of those axes, the *adrenal cortical axis*, and one of the products of the stress response: *Cortisol*. Cortisol is one of two glucocorticoids the body produces in response to stressful stimuli. Although this is a normal process in the stress response, long-term effects of cortisol can be extremely harmful. Some of the negative effects of cortisol are;

- 1) increased glucose production;
- 2) increased release of free fatty acids into systemic circulation;
- 3) suppression of immune mechanisms;
- 4) exacerbation of gastric irritation;
- 5) increased susceptibility to arteriosclerotic processes, to name but a few.

So what does that all mean? Well, it means things like: peptic ulcers, ulcerative colitis, irritable bowel syndrome, esophageal reflux. It means hypertension and vasospastic phenomena. It means a compromised immune system, musculoskeletal disorders, respiratory disorders, skin disorders, physiological disorders, etc., etc. Do I have your attention yet?

This is just *one* of many effects that long-term stress can have, and there are many others. Is there a cost for doing this full-time? You be the judge.

.....

PART TWO will be in the September issue of the Journal

**INTERNATIONAL CONFERENCE OF
POLICE CHAPLAINS**

**32nd Annual
Training Seminar**

Training for all levels
of chaplaincy

- Basic Level Track—12 core courses
- Enrichment Track—20 courses
- Advanced Track—3 tracks
- Liaison Officer Track
- Ride-alongs
- Awards banquet
- Chaplain Networking and More.....

Come and visit the beautiful city of San Antonio!
Enjoy walking the Riverwalk or ride the water taxi
as it takes you to downtown restaurants and
shopping.

We have reduced the number of course offerings
this year to allow you more opportunity to see the
city and fellowship or network with other
chaplains.

We look forward to seeing you in San Antonio!!

Go to the ICPC website for information and online
registration: **icpc4cops.org**

**San Antonio, Texas
July 11-15, 2005**



**FOR FURTHER INFORMATION
CONTACT:**

ATS Registrar Pat McGrew
International Conference of Police Chaplains
PO Box 5590, Destin, FL 32540-5590
850-654-9736 FAX 850-654-9742
E-mail: registrar@icpc.gccoxmail.com

Crowne Plaza Hotel Riverwalk 111 East Pecan Street San Antonio, TX 78205 800-227-6963 www.crowneplaza.com
\$99 per night, 1-2 per room, plus 16.75% tax. Parking: \$6/day for self-park and \$14/day for valet .
Transportation to/from San Antonio Airport (operating hours in brochure)

➔ Registration and Hotel Reservations Deadline: June 15, 2005

Seminar Costs:	Basic/Enrichment Track (member) \$ 180.00 ¹ A	Advanced Track (member) \$ 220.00 ¹
	Basic Track (non-member) \$ 280.00 ¹	Advanced Track (non-member) \$ 320.00 ¹
Youth Fee \$	\$20.00 per child— under 5 y/o \$15.00	
Spouse Fee:	\$25.00	
Additional banquet ticket:	\$28.00	
Late registration fee (after June 15, 2005)	\$25.00	

¹One banquet ticket included with registration

Register on-line at the ICPC website: icpc4cops.org

>>Official Notice<<

The Annual Meeting of the International Conference of Police Chaplains (ICPC) will be held in San Antonio, Texas, on July 11-15, 2005. Business to be conducted will include receiving the reports of the Officers and Committees and acting upon recommendations of the same; setting the 2005-2006 budget; electing new officers; acting on the recommendations of the Constitution and Bylaws Committee to amend the Bylaws; and any other business necessary and proper to come before said meeting.

NOMINEES FOR 2005 ELECTION

PRESIDENT (Automatic)

Craig R. Hungler
Liaison Officer
Sgt., Dublin Police Department
Dublin, Ohio
Reformed Church in America



PRESIDENT-ELECT

Wesley McDuffie
Volunteer Chaplain
Dalworthington Gardens Public Safety
Dalworthington Gardens, Texas
Baptist



VICE PRESIDENT

Richard S. Kassel
Full-time Chaplain
Marion County Sheriff's Dept.
Indianapolis, Indiana
American Baptist



Dov Klein
Volunteer Chaplain
Evanston Police Dept.
Evanston, Illinois
Jewish



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ORGAN DONATION: Hope for Donor Families and Transplant Recipients

By Joanne Turnier, BSN, RN, CT

As a registered nurse, I care for families who experience the sudden death of a loved one in the critical care units within the hospital. I have witnessed the profound suffering unexpected loss calls forth. In my personal search for meaning, I have come to realize that this mode of death affords families a unique opportunity to give life to others. This miracle of life is perpetuated every time a family consents to giving the gifts of life through organ and tissue donation. In the utterance of the sacred “yes,” this unselfish act of giving grants abundant opportunities for personal healing, growth and transformation for grieving families as well as transplant recipients.

Donor families have shared the effects this selfless act of giving have on their bereavement process. Some donor families feel they have conquered death by giving another human being a second change at life. In the search for meaning in their suffering, they find comfort in their “victorious surrender” (C. Grammatico, personal communication, May 16, 2000).

If this ultimate act of altruism is then seen as triumph over tragedy, why are approximately 87,000 individuals living in the United States waiting for a life-saving organ? Why are 17 men, women and children of all ethnic backgrounds and races dying each day because there are not enough organs for transplantation (United Network for Organ Sharing, 2003)? The answers to these questions are multifaceted. It is my hope to empower through education and dispel some of the misconceptions and myths about organ and tissue donation.

Legislation

Due to the shortage of organs and tissue for transplantation, stringent regulations to increase organ and tissue donation were created and revised by federal and state governments from 1968 to 1998 (New York Organ Donor Network, 2004). The Center for Medicare and Medicaid services (CMS) requires hospitals to notify the local Organ Procurement Organization (OPO) of all deaths and imminent deaths. This includes those who are being supported by mechanical ventilation, those with severe neurological/brain injury or anyone who has been pronounced dead. Hospitals must maintain these patients on life support until suitability for donation is determined by the OPO. If patients meet criteria, families must be given the option of donation. Only trained requestors can offer the option of donation (New York Organ Donor Network, 2004).

Barriers to Donation

Less than 3% of the hospital patient population is eligible to donate solid organs. Most health care professionals are ill-

equipped and lack the specialized training needed to companion families through the multidimensional aspects of the declaration of brain death. Attitudes of health care professionals strongly influence, and may complicate, decision making regarding brain death and end of life. Variations among hospitals in brain death criteria and methods of death declaration sometimes cause further confusion.

Because brain death often occurs without any warning, specialized bereavement care and intervention are essential to assist families through this devastating situation. It takes time for cognitive understanding to penetrate the bedrock of a protesting heart. I have observed a brief forwarding before the actual death occurs—a golden opportunity when bereavement interventions may be of some assistance to families.

Holtcamp (1993) speaks about the “period of preparation preceding the death and the therapeutic possibilities that emerge within that time frame” (p.517). If we are truly to prepare families to make decisions regarding organ donation, it is essential that we provide them with an empowering, compassionate environment. In this way, their decisions act as a conduit for healing instead for doubt and emotional pain.

To improve outcomes, health care facilities and OPOs are working in partnership to facilitate an environment conducive to organ and tissue donation. The Health Resources and Services Administration (HRSA) of the US Department of Health and Human Services has initiated the Organ Donation Breakthrough Collaborative:

The purpose of this program is to generate significant, measurable increases in donation by helping the national community or organ procurement organizations (OPOs) and hospitals to quickly identify, learn and adapt, replicate and celebrate “breakthrough” practices that are associated with high donation rates (Department of Health and Human Services, 2003).

Cultural and Spiritual Issues

There are numerous misconceptions about organ donation within the broader community. The beliefs and values of diverse cultures often complicate donation and the decision-making process. Many believe that organ donation is against their religion. The literature reveals that few individuals are aware of their own religion’s doctrine regarding organ and tissue donation. Most major religions encourage organ and tissue donation.

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International Conference of Police Chaplains

Following the September 11, 2001 terrorist attack, a study of ICPC Chaplain After-Action Reports revealed the need to revise our disaster response guidelines. After three years of work by the Disaster Response Committee (DRC), the Board of Directors at the 2004 ATS in Saint Louis, Missouri, adopted the following policies to provide guidance to ICPC personnel who respond to requests for disaster assistance. The complete record of the committee's research is on file at the ICPC International Office in Destin, Florida.

Disaster Response Policies

00.01 Mission

The DRC shall develop and assist in implementing plans to help mitigate human suffering at times of disasters through the training, organization, and support of ICPC Chaplains who serve as disaster volunteers, and shall provide for the negotiation, review, and analysis of Letters of Understanding, Mutual Aid Agreements, and other instruments of cooperation with cognate organizations.

01.01 Disaster Response Chaplains

The Executive Director or his/her designees shall maintain a current list of trained, qualified, and experienced ICPC members who volunteer to serve as Disaster Response Chaplains when invited by local, state, or national/federal agencies to respond to disasters and other situations of extreme need.

01.02 Disaster Response Chaplain Qualifications

ICPC members who wish to volunteer as Disaster Response Chaplains shall meet the following minimum qualifications:

- Be a member in good standing as a Basic or higher level Chaplain.
- Have completed Basic and Advanced Critical Incident Stress Management, or equivalent training, and five (5) additional Continuing Education Units of disaster response training under the jurisdiction of the ICPC or other recognized trauma/disaster responder training organizations.
- Have served five (5) documented years as a Law Enforcement Chaplain.
- Apply to the ICPC to be listed as a volunteer Disaster Chaplain.
- List special skills or credentials that equip them to perform specialized tasks.

01.03 Disaster Response Chaplain Activation

1. Upon receipt of a request from a recognized law enforcement, governmental, or humanitarian agency, the Executive Director of the ICPC or his/her designees, in consultation with the Disaster Response Committee Chair and such other persons as deemed necessary, will establish the legitimacy, magnitude, and urgency of all requests for assistance.
2. Upon evaluation of the request, an appropriate number of listed Disaster Response Chaplains will be contacted to determine their availability and alert them to the needs of the requesting agency. The names and contact information of those who are available for service will then be forwarded to the requesting agency.
3. Invitation, transportation, logistics, and tasking are the responsibilities of the requesting agency. In large-scale disasters, additional on-site supervisory Chaplains will be specifically identified in all agreements with the requesting agency.
4. Disaster Response Chaplains are advised ***not to respond*** to a disaster without an alert from the ICPC and an invitation from the requesting agency. This invitation should state the location, point of contact, duration, and nature of the services needed and specify clothing, travel, accommodations, and support resources available or to be reimbursed.

02.01 Code of Conduct for Disaster Response Chaplains

Disaster Response Chaplains agree to the following practices.

- Abide by the Canon of Ethics for Law Enforcement Chaplains as published in the *ICPC Handbook*.
- Report to the requesting agency's point of contact in a timely fashion and for the duration specified in the invitation.
- Work under the direct supervision of the requesting agency or under the supervision of an ICPC Chaplain Supervisor, if provided.
- Pay all reasonable personal expenses accrued pertaining to their disaster response, maintaining appropriate records and receipts for reimbursement by the requesting agency as prescribed in the initial invitation.
- Wear the ICPC insignia, jacket, vest, or other clothing authorized by the ICPC when engaged in ICPC sanctioned Disaster Response work, unless otherwise directed by the requesting agency in its invitation.
- Refer all public information or media requests to the site supervisor unless the Chaplain is serving as the Designated Public Information Officer.

02.02 *Disaster Response Prohibitions*

1. Do not proselytize while serving as an ICPC Disaster Response Chaplain.
2. Do not represent multiple organizations with potentially conflicting purposes while serving as an ICPC Disaster Response Chaplain.
3. Do not solicit or accept money or gifts, while serving as an ICPC Disaster Response Chaplain, unless asked to do so on behalf of the ICPC by the Executive Director.

03.01 *On-Site Supervisory Chaplain*

The ICPC Executive Director shall assign the duties of Supervisory Chaplain to a specifically identified on-site ICPC Disaster Response Chaplain whenever more than four (4) ICPC chaplains are identified in response to an agency request.

03.02 *Duties of the Disaster Supervisory Chaplain*

The duties of the Disaster Site Supervisor shall include, but not be limited to the following:

- Convene daily administrative/devotional meetings of all on-site ICPC chaplains.
- Communicate with the ICPC Executive Director and report activities daily.
- Assist all on-site ICPC Chaplains in evaluating their participation and provide a written summary of their performance at the end of their tour of service.
- Arrange for CISM debriefings of all ICPC chaplains as needed and at the end of their tour of service.
- Network with the local spiritual care community and maintain liaison with the requesting agency regarding tasking and logistics support.
- Represent the interests of the ICPC and its Disaster Chaplains as necessary.

03.03 *Supervisory Chaplain Training And Qualifications*

The ICPC Disaster Response Supervisory Chaplain will normally:

- Meet the standards for an ICPC Disaster Response Chaplain.
- Hold Senior or Master level credentials or service equivalents.
- Have had previous ICPC Disaster Response experience.

04.01 *Management Of The Disaster Response Program*

The Executive Director, or his/her designees, in consultation with the Disaster Response Committee shall be responsible for the following elements of the Disaster Response Program.

- Obtain and maintain Memorandums of Agreement or Letters of Understanding with each organization likely to request ICPC Disaster Response Chaplains.
- Maintain a current list of all qualified ICPC chaplains who volunteer to serve as Disaster Response Chaplains.
- Maintain applications, service records, evaluations, After-Action Reports, expense and reimbursement vouchers, and such other records as necessary to maintain the program.
- Issue ICPC Disaster Identification Cards to listed, qualified ICPC Disaster Response Chaplains.
- Continue to advise the Board of Directors regarding the Disaster Response implications of such issues as legal liabilities, insurance coverage, standards of practice, training, qualifications, injury, accidents, and other concerns that are of interest to the membership.
- Perform other responsibilities as assigned by the Board of Directors for the good of the ICPC membership.

Experienced ICPC members in good standing on other Disaster Relief/Response teams, such as F.E.M.A., the ARC SRT (previously SAIR), etc. are encouraged to form the initial cadre by immediately completing the attached application. Other members who lack experience but wish to become Disaster Response Chaplains are also encouraged to apply as the first step toward establishing their credentials.

Disaster Response Chaplains are encouraged to obtain "Professional Umbrella" or "Errors and Omissions" insurance to protect themselves from the risk of possible legal actions. Cost of this insurance is the personal responsibility of the chaplain. They are also asked to maintain their level of readiness and skills through continuing education. To assist its members, the ICPC will offer an Advanced Track in Disaster Response at some of its Annual Training Seminars and distribute information concerning other disaster training opportunities such as NTSB/ARC SRT, CERTS, ATSM, Pastoral Intervention, etc. as they are available throughout the country. Distinctive I.D. Badges, and clothing, are being developed for the use of Disaster Response Chaplains.

Those interested in submitting an application for the ICPC disaster response team may fill out the application on page 15 and send it to the Destin office.

Anyone needing additional information regarding the disaster response program or chaplain qualifications may be directed to the chairperson of the disaster response committee: Dr. Wayne Whitelock: WRWhitelock@aol.com



**Don't forget the ICPC Disaster Response
Advanced Track at the
2005 ATS in San Antonio.**

**9 different instructors from different fields
of disaster response will be equipping
chaplains for disaster field work including
a table top exercise!**

Sign Up Today!!

IN MEMORIAM

Chaplain Alberto Busby

Beloved husband of:
Gwendolyn Busby

Died:
March 6, 2005

Condolences:
P.O. Box 594
Boynton Beach, FL 33425

International Conference of Police Chaplains

Application for Disaster Response Chaplain Designation

Name: _____, _____ Title: _____
Last Name First Name MI

Home Address: _____
Street Address, Apt. Number (no P.O. Box address)

_____, _____, _____
City State Zip

Mailing Address (if different): _____
Street Address, Apt. Number, P.O. Box

_____, _____, _____
City State Zip

Birth: _____ Gender: Male ___ Female ___
Date City, State or Province Country

Social Security Number _____ / _____ / _____ Primary Phone: _____ - _____ - _____

E-Mail _____ @ _____ Mobile Phone: _____ - _____ - _____

Employer: _____

Are you in good health? Yes ___ No ___ If not, explain: _____

Do you have any limiting medical conditions or handicaps? Yes ___ No ___ If so, explain: _____

ICPC Membership: Yes ___ No ___ Training Level: Basic ___ Senior ___ Master ___

Special Skills, languages, or Licenses: _____

Attach copies of drivers license, certifications, or other credentials.

I have completed CISM Basic ___ Advanced ___ and the following Disaster Response Training:

Attach copies of certificates, diplomas, or other documentation such as your ICPC Academic Transcript.

Passport Number: _____ Expiration Date: _____ Country: _____

The hereby attest that the information submitted is true and accurate—

Signature: _____, Date: _____

Send Completed Application to:

International Conference of Police Chaplains
P.O. Box 5590
Destin, Florida 32541-5590

Received _____ **Verified** _____ **SPC Number** _____



A message from Stu Nelson
Director of Fundraising and Marketing



CHAPLAINS~ “because a great door for effective work has opened to me...”
1 Corinthians 16:9

Anyone who is committed to the Lord’s work and is motivated to reach others is going to see many needs that haven’t been met yet. As God’s chosen servants, we need to be visionary in our perspective when confronted with such unmet opportunities.

As chaplains, we see this all the time as we work with assorted agencies and departments, seeing the value of projects that could enhance our own ministry as well as that of other chaplains and their departments. As your “special representative” in the ICPC, I live with such dreams and unmet opportunities all the time and I need your partnership to accomplish these special opportunities that *WILL* enhance our ministry together.

Now I realize that most of us as chaplains are not endowed with great earthly wealth, but at the same time, I know God has surrounded us with folks who have resources that could help us aggressively meet some of these unmet opportunities. So I challenge you to share these needs with people in your lives that would like to be a part of this great work in helping law enforcement personnel and chaplains at all levels.

So, here’s my list:

- Directory Printing and mailing to our members \$14,000-15,000***
- ID card machine \$3,000***
- On-going IT upgrade \$5,000***
- Africa Training; tickets, training materials \$5,000***
- New Zealand Trip tickets, training materials \$3,000***
- New Phone System, (4 line phones) \$1,500***
- Heavy Duty Crosscut Shredder \$700***
- Operating Expenses \$10,000***

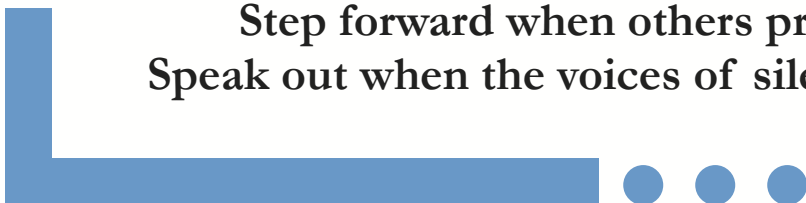
Many people are “pocket” givers and are motivated by a specific need...As you pray over the above list, ask God to lead you to others with resources who would be willing to partnership with you and be on the cutting edge of law enforcement chaplaincy with the ICPC!

Faithfully,

Stu Nelson
Director of Fundraising and Marketing



**Stand up when others choose to sit down;
Step forward when others prefer to step back;
Speak out when the voices of silence are so deafening.**



(Continued from page 9)

The New York Organ Donor Network's (NYODN) publication, *On the Beat* (NYODN, 2004) highlights various religious perspectives.

The Catholic Perspective:

Cardinal Edward Egan (2001) expressed organ donation is a genuine act of love. The commitment of one person to give the gift of life to another person mirrors an essential foundation upon which the teachings of Christ and the theology of our Church as based. (p. 1)

The Judaic Perspective

Orthodox Rabbi Moshe Tendler (2002), chairman of the Biology Department of Yeshiva University in New York City and chairman of the Bioethics Commission of the Rabbinical Council of America, write favorably about organ donation: The infinite worth of a human being is the axiom of Biblical ethics and morals. Three verses in the Bible obligate the obligate the individual and society to provide life-saving care to all: Exodus 21:19; Leviticus 19:16; Deuteronomy 22:2. (p. 1)

The Islamic Perspective

According to Sheikh Omar S. Abu Namous (2003), Imam of the Islamic Cultural Center in New York City: The religion of Islam strongly believes in the principle of saving human lives... the majority of Muslim scholars, belonging to various schools of Islamic law, has invoked the principle of priority of saving human life and has permitted the organ transplant as necessary to procure that noble end. An organ donated is an ongoing charity that will continue to be rewarded as long as the donated organs live. (p. 1)

The Protestant Perspective

According to Reverend Dr. James A. Forbes, Jr. (2002), senior minister from the Riverside Church of New York City: Medical technology, which has made organ and tissue donation possible, opens up new opportunities for human beings to become partners with God in sustaining and extending the precious gift of life... (p. 1)

Other misconceptions include the notion that physicians will not do everything to save lives if they know the patient wants to be a donor. Others believe that donation will cause disfigurement. In truth, physicians who are part of transplant teams have nothing to do with the declaration of death. In regard to disfigurement, donation does not interfere with funeral services and wishes to have an open casket (New York Organ Donor Network, 2004).

Share Your Life: Share Your Decision

As interdisciplinary professionals practicing in the field of thanatology, we have a responsibility to empower others through education. Sign your driver's license and/or donor card. Link online to your State Donor Registry. Discuss your wishes about donation with your next of kin. Learn more: www.unos.org; www.shareyourlift.org; www.os.dhhs.gov

Families who consent to give the gift of life and love gain triumphant hope in knowing their loved one has become a hero to another family. Through this courageous act of kindness, another life is saved. Thoughts from a donor mom speak to the transcending power of hope in the midst of profound grief:

Saying "yes" to organ donation has given me a second chance. When I visit the cemetery, I don't think of my son as being in the grave. I think of all the individuals who were given life through his gift. The wise do not bury treasure. I continue to make a difference in the lives of others by sharing my story of grief, loss and transformation. I have learned to maintain my connection with my son in the presence of his absence (C. Grammatico, personal communication, May 16, 2000).

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About the Author

Joanne Turnier, BSN, RN, CT, is coordinator of the Family Communication Program at North Shore University Hospital in Manhasset, New York.. Joanne works with families who are confronted with end-of-life decisions in the hospital's critical care units. She is a faculty member for the End of Life Nurses Consortium (ELNEC) sponsored by North Shore's Department of Nursing Education and is currently researching the effects of ELNEC on the delivery of end-of-life care.

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The following Bylaw amendments are proposed by the Constitution and Bylaws Committee and will be brought before the general membership at the annual business meeting.

PROPOSED BYLAW ADMENDMENTS

ARTICLE VIII — Miscellaneous

Section 5. Dividends Prohibited: No part of the net income of the Corporation shall inure to the benefit of any private individual and no dividend shall be paid and no part of the income of the Corporation shall be distributed to its Directors or Officers.

Section 6. Officer's or Director's Compensation: No Officer or Director shall receive compensation for his or her services as a Director or as a Member of a Standing or Special Committee of the Board. Nothing herein contained shall be construed to preclude any Officer or Director from receiving reimbursement for expenses incurred on behalf of the Corporation. Nothing herein contained shall be construed to preclude an Officer or Director from serving as an employee of the Corporation and the Corporation may pay compensation in a reasonable amount to its employee Officers or Directors for services rendered.

Section 7. Loans to Officers and Directors Prohibited: No loans shall be made by the Corporation to its Officers and Directors, and any Directors voting for or assenting to the making of any such loan and any officer participation in the making thereof, shall be jointly and severally liable to the corporation for the

amount of such loan until repayment thereof.

Section 8. Signature of Negotiable Instruments: All bills, notes, checks or other instruments for the payment of money shall be signed or countersigned by such Officer, Officers, Agent or Agents, and in such manner, as are permitted by these bylaws and as from time to time may be prescribed by resolution (whether General or Special) of the Board of Directors. (NOTE: **WOULD REPLACE ARTICLE IX**)

Section 9. Limitation of Activities: Notwithstanding any other provision of these articles, this organization shall not carry on any activities not permitted to be carried on by an organization exempt from Federal income taxes under section 501 (c) (3) of the Internal Revenue Code of 1986 or the corresponding provisions of any future United States Internal Revenue law.

Section 10. Dissolution of the corporation: Upon dissolution of the organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code of 1986, or corresponding section of any future Federal tax code, or shall be distributed to the Federal, state, or local government for a public purpose. Any such assets not so disposed of shall be disposed of by a court of competent jurisdiction, in the county in which the principal office of the organization is then located, exclusively for such purpose.

Any questions regarding the content of the proposed Bylaw changes may be addresses to the Chairman of the Constitution and Bylaws Committee, Chaplain Edwin Bernard.



Outgoing President Walter Schott—(Right) and incoming President Craig Hungler greet one another at the ATS in St. Louis

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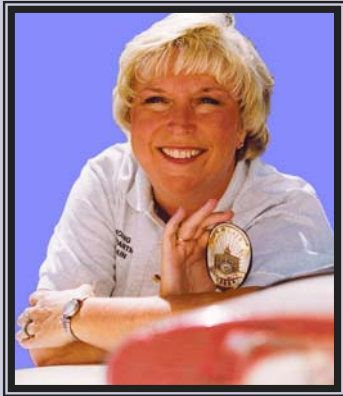
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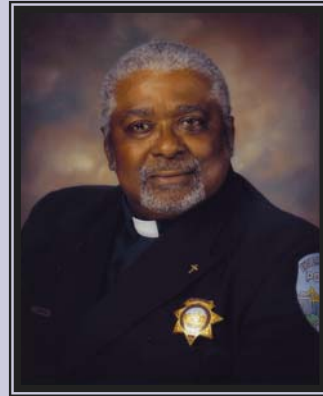
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A candidate's forum will be held on Wednesday night 7/13 where you will hear from the candidates and have the opportunity to meet them. Elections will be held on Thursday morning from 8:00 to 12:00 noon. **Reminder: Only full members may vote.** Changes to membership cannot be made at the ATS. If you have any questions regarding membership, please contact the Destin office before July 1st.

BLACKETOR ICPC SCHOLARSHIP APPLICATION FORM

Date _____

Name _____
Last First MI

Address _____
Street or P.O. Box #

City or Town State Zip code

Telephone number () _____ home () _____ work

Religious denomination _____ Date of Ordination _____ Years served _____

Race and/or nationality _____

{This Registry shall be used exclusively for the purpose of achieving and maintaining racial, religious, and ethnic balance on and among the Scholarship Selection Committee and Scholarship Awards}.

Agency {ies} served _____
Name

Supervisor Address _____
Street, or P.O. Box #

City or Town, State Zip code

Telephone number{s} () _____ agency(ies) () _____ agency(ies)

Number of years you have been an I.C.P.C. member. _____

Number of Regional Training Seminars you have attended. _____

Have you ever attended an I.C.P.C. Annual Training Seminar. Yes ____ No ____ Year attended _____

Married Yes ____ No ____ Gross Annual Household income. _____

Number of children living at home (please circle) 1 2 3 4 5 6 7 8 9 10 11 12 other _____

Ages of children at home (please circle) 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21

CERTIFICATION: Do you currently have ICPC Basic Training Yes ____ No ____

{Attach an original I.C.P.C. Academic Transcript}

Discloser Statement - Everything that I have stated in this application is correct to be best of my knowledge. I understand that you may retain this application whether or not I am approved for the Scholarship. I authorize the Scholarship Board of Directors to make oral or written inquiries about my credit and employment history, and to answer questions about Scholarship experiences with me. If the Scholarship is granted, you may contact these sources to update this information at any time. I agree to be bound by all the terms and conditions of the Scholarship Agreement which will be delivered to me upon approval of this application. I the event I do not attend the I. C. P. C. Annual Training Seminar for which this Scholarship is granted I agree to return to the Scholarship Fund all monies so granted.

Signature _____

Date _____

Scholarship Granted _____ Denied _____ Date _____

Chairman

Secretary

REV. 2/7/05

The completed application may be submitted to the Academic Registrar at the San Antonio. A.T.S.



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—John Wooden

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—Advertising—

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Advertising rates, deadlines, specifications and procedures may be obtained by writing the ICPC office and requesting a copy of the "*ICPC Journal, 2005 advertising rates and policies.*" Any other questions may be addressed to the publisher:

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