

The ICPC Journal

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

June 2008

JOURNAL



“Developing Professional
Chaplains Through Dynamic
Education and Support”

PRESIDENT'S PERSPECTIVE....

A message from
Wes McDuffie,
President of the International
Conference of Police Chaplains.



By the time you receive this article, it is my prayer that you will have already made arrangements to attend the ATS in Mobile, Alabama. Many tragedies have taken place since we met in Grand Rapids. Our law enforcement families have been under siege in the last several months. A record number of line of duty deaths have occurred across the nation. As a result of these disasters, we must take time out to reexamine our own involvement as chaplains. We have to ask ourselves, what are we doing to help our people cope with such tragedies? Are we prepared to offer them the best that ICPC has offered us? Have we prepared ourselves to handle the deaths and serious injuries that occur on our watch?

I challenge each of us to remember that **"TOGETHER WE CAN"** make a difference in the lives of those entrusted to our care. By using the resources available through the ICPC, we can achieve the goals to which we have devoted ourselves. And may we never overlook our own needs. When the burdens become too heavy, confide in a fellow chaplain. The price for discouragement and burnout is too heavy not to.

As I have traveled to the various regions, my intent is to encourage and praise each of you for what you do for others. As important as our department ministries are, may we never forget to take care of our own families.

I have visited Regions 4, 6, and 7, and I am seeing a record number of "first timers" in each region, as well as at the ATS. Our sincere welcome, warmth, and friendship helps insure their continued service as law enforcement chaplains and commitment to ICPC. Remember, we were once "first timers."

Recently was I honored to have received a letter of recognition from President George W. Bush. Although it was for volunteer services recognized by United Parcel Service, for the work that we do through out the communities in which we live, work and volunteer, the majority of the hours are through ICPC and the departments in which we serve. Thank you for all you do!

"TOGETHER WE CAN"

**Wes McDuffie
President**

The ICPC Journal

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Dr. Charles R. Lorrain
Executive Director, ICPC

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A Members Forum

Thank You...

Thank you to the following departments who sent in their patches:

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- Northbrook PD

We still have many departments that have not sent in patches. Please send any/all patches to:

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Correction...

In the March issue of the Journal, the website listed for Region #4 was incorrect. It should have read:

www.icpcregion4.com

Our apologies to Region #4 for this error...

Did You Know????

Did you know that you could find all the past issues of the ICPC Journal on the website? And they are in color! There is a article archive if you want to look for a particular article and they are listed by year since December 2003. Check it out today!

Update...

Region 7 has a new website address. Please see the back cover for the new one!

Your Thoughts....

On page 4 of the Journal, you will see an article entitled "What is the single greatest challenge facing law enforcement chaplaincy today" As you read this article you will probably have an opinion or two yourself. So email me your thoughts so we can

include them in the September issue of the Journal and continue this vital discussion to chaplaincy today. Email me at: exdir@icpc.gccoxmail.com

Congratulations....

If you did not see it mentioned in the "Presidents Perspective" section, our President, Wes McDuffie, was honored as a recipient of the President's Volunteer Service Award. This award is given in special recognition for volunteerism throughout the past year.

In the letter of congratulations received from President George Bush, it read in part; "Through service to others, you demonstrate the outstanding character of America and help strengthen our country."

When you see President McDuffie, be sure to tell him congratulations!

Greetings from our Executive Director Dr. Chuck Lorrain

If you have not yet noticed—time is flying by this year! I cannot believe we are only a month away from the ATS in Mobile. Our co-hosts, Jerry Brown and Ron Pierce, assure me that you will not be disappointed with all they have prepared for you. I tried to have them commit to 25% humidity, but they would not go quite that far! Either way, it plans on being a wonderful event!

If I may call your attention to a couple of things in this month's Journal. On page 9 there is some important information relative to the Senior Training Level. You need to be aware of these changes as they are time-sensitive. If you have any questions, please call the Destin office.

Also you will see the new citation bars that will now accompany each training level with the exception of the Diplomat and Fellow credentials which will have a medal (also shown). Plans are being made whereby members can purchase any of the citation bars for which they were previously qualified. Look for information in the next issue of the Journal.

Lastly, we just want you to know how much we appreciate all our chaplains across the country and abroad. The work you do in serving the men and women beneath the badge does not go unnoticed and we applaud your efforts!

Blessings,
Dr. Chuck Lorrain





In this month's Journal, we are going to explore a question that is relative to all law enforcement chaplains. To start the dialogue we contacted experienced chaplains and asked them the following question:

What is the Single Greatest Challenge Facing Law Enforcement Chaplaincy Today?

The single greatest challenge facing law enforcement chaplaincy and one that I face as a chaplain is meeting the multi-faceted emotional, psychological, and spiritual needs of the officers and civilian staff.

I was already a chaplain before most of our officers joined the department. Although I have a core of volunteers, I am more widely known and, for the most part, am the one they call on. As is the case in any growing department, there is a high divorce rate, substance abuse, sexual deviation, and domestic violence within the ranks.

Many of the above issues were once addressed by older and wiser supervisors. Now we have younger officers with less experience being promoted to supervisory positions. Unfortunately, they often tend to compound the problems with unwise decisions, thus generating more Internal Affairs complaints, disciplinary action or terminations, and calls for immediate leadership and guidance from the chaplain.

To give you an idea of the changes within the department, when I became full-time chaplain in 1982 only 8 people had retired from Arlington Police Department. Now the number is more than 200. That does not include those who leave for other reasons. We recently graduated 47 new officers and presently have a similar size class of new recruits in the academy.

In conjunction with all the in-house personnel problems, there is the ever increasing number of mass casualty incidents that affect officers, many of whom have no clear idea how to

deal with it. Although CISM is taught in the academy and some in-service training, it is very academic and frequently proves less than effective when the demand is the greatest. Whether it is Waco, Oklahoma City, NY City, Katrina, El Dorado, Texas, a commercial airline crash, tornado, or mass fatality accident, the emotional baggage placed on the officers is overwhelming.

Here the chaplain, along with some very dedicated officers, stands in the gap. The challenge is, the emotional stress continues, and there is only one of me and 800 of them. I am proud to be placed in that challenging position.

Chaplain Harold Elliott

It is not uncommon to watch people have to stop and think awhile before answering when they are asked to identify their best friend. Very often, they may be fearful that if they name a specific individual then others with whom they are close might be offended or feel left out.

I must confess that having been asked to identify the "single greatest challenge facing law enforcement chaplaincy today," it is difficult to zero in on one in particular. However, I will make the attempt.

Having served as the Credentials Committee (formerly known as the Certification Committee) since July 2002, I have become very much aware of the great need not only for quality training

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such as is provided by ICPC, but of the desire of chaplains and law enforcement administrators to have some way of recognizing the qualifications of chaplains to perform the specific duties of a police chaplain. In a sense, they are looking for a process that parallels that used to commission and certify law enforcement officers.

This is a daunting challenge because there are chaplains who serve in many continents, countries, provinces, states, counties/parishes, cities, towns, villages; all of which are different types of jurisdictions. Each jurisdiction would have to establish standards which would be reflective of their local laws and needs. In addition, there would need to be an entity that the jurisdictions recognize that would have the authority and the mechanisms to ensure that the standards have been met.

There have been some governmental agencies that have formulated a standard and do certify chaplains. One example in the United States is the State of Georgia which has an agreement with the International Conference of Police Chaplains incorporating its Credentialing Requirements into their statewide standards.

It would be my dream that by a lot of negotiating by ICPC and others with civil authorities on many levels and in many countries that law enforcement chaplaincy standards and recognized certification might become a reality. This could only enhance the appreciation within the law enforcement community and the communities that they serve for the need of this vital ministry. It would be wonderful to have this dream come true!

However, even if this dream should not come to fruition in the near future, it is paramount that each of us who are law enforcement chaplains continues to participate in as many training opportunities as we are able. Our ministry is one of giving of ourselves to the law enforcement community and those we serve. We do so willingly and are called to focus on the needs of others. At the same time, we who are caretakers must allow others to minister to us as we healthily and unceasingly strive to be the best chaplains that we can be. There is always something more to learn about ourselves and about the environment in which we minister. In many ways, the witness of our lives and our ministering in as competent a manner as possible also serves to illustrate that our law enforcement chaplains can and do make a difference.

Chaplain Leo Connolly

The greatest challenge to law enforcement chaplaincy is one of trust. This hasn't changed over the years. You don't come with trust – it takes years of commitment to build trust. That means being available at all times and being non-judgmental. One slip of the tongue will be irreparable. Chaplains have to pride themselves on availability and confidentiality.

Chaplains have to have excellent listening skills. You don't have to have all of the answers, but you have to be able to be kind and compassionate.

Another challenge is all of the electronic equipment in the squad cars. It used to be that you could ride and stretch out your legs. Now with the computers, tracking systems and radios, there is not much room.

Law enforcement officers are much more educated these days. Just about everyone that our Department hires now has a college degree. Common sense doesn't come with College Degrees. They can test good – but it doesn't always translate into people skills.

Chaplain Bill Wentink

“Then I heard the voice of the Lord saying “Whom shall I send, and who shall go for us? The I said: “Here am I; send me.”

Preparedness!! Are we prepared to minister to our first responders, to the people who will need us when something happens? Since the bombing of the Alfred P. Murrah Federal Building on April 19, 1995 was chaplaincy prepared to help those who saw first hand the horrific destruction of both body and soul. There will be other horrific acts against Americans on American soil. We have had, unfortunately, far too many incidents in which our services we needed over the past twenty years. There have been shootings at Jewish institutions, churches, colleges, as well as plots against our military. Were we prepared to handle what took place and are we prepared to handle what could happen in the future? We also have to be prepared for natural disasters such as Hurricane Katrina and Rita as well as any other natural disaster. These could be floods, earthquakes, fires, etc.

In the words of New York City Police Commissioner Raymond Kelly “The public is getting complacent.” Although there has not been a major terrorists strike against the United States since September 11, 2001, Kelly says “the country cannot let down its guard.” Even though Commissioner Kelly speaks against terrorist acts against this country, we still have to be prepared for other disasters that strike our country. Our first responders could be and are sometimes victims of these disasters, and those who they are thinking of, the citizens that they serve. We have to be prepared to serve them.

How do we meet this challenge? We must have the proper training by experts in the field of terrorism and natural disasters and how to deal with them in the eyes of the first responder. This training as well as ongoing training will allow us to help minister to our first responders. We have to be prepared for whatever the future holds for our communities that we serve in light of both terrorism and natural disasters. Are we prepared to handle the mass casualties and the trauma it brings?

“The Lord gives strength to His people; The Lord will bless His people with peace” Ps 29:11

Chaplain Alan Edwards

This may seem as if there is just one solution that can fit any situation, but today's chaplains face many, many challenges.

Chaplains must be respected by everyone he or she comes in contact with. Respect cannot be attained unless there is trust and confidence. A chaplain must be the same to all parties involved regardless of race, creed, color or gender. This may seem impossible, but is not. A chaplain must carry themselves as men and women of God, by thought, word and deed. Never put

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IS ALL SEGREGATION RACISM?

A few weeks ago I attended a training session of the Georgia Association of Law Enforcement Chaplains, or GALEC. The several day sessions took place at the beautiful Baptist campground and convention center in Toccoa with about 60 chaplains from across the state in attendance. If I had to venture a guess, I'd say that about 35 of the chaplains were white and 25 were black. We had Baptists, Catholics, Pentecostals, Charismatics, Methodists, Episcopalians, Anglicans, Presbyterians, Independents, and a generous mix of other denominations.

The fellowship among the chaplains was wonderful, warm, and enthusiastic. We trained together, served on work groups together, made fun of each other together, prayed together, and worshipped together. And by "together," I mean that it didn't matter if one was black or white or catholic or Pentecostal or Baptist. What mattered was a common relationship with God through Christ.

Some chaplains served in metro areas like Atlanta while others served tiny agencies that policed in Georgia's rural backwaters. Some were evangelical, charismatic, or liturgical while others were a blend of all three. All, however, had a unity of purpose and a common calling.

Yet on the last day during breakfast, a friend pointed out that we were segregated. As I looked around the cafeteria, I realized that there were four or five tables occupied by white chaplains. At the other three or four tables the black chaplains were sharing a meal. In fact, as I looked back on it, nearly every meal had been that way. Racism? If a stranger had walked in the room at that moment, he might have thought so. After all, this is Georgia, a Deep South state with a history of racial problems. But if the stranger had drawn that conclusion,

he would have been wrong. While there was an unconscious segregation occurring during meals, there was no racism—on anyone's part.

My table would have been delighted to have black chaplains eat with us and I am certain that the black chaplains would have been equally delighted to have whites at their table. But I also noticed that the Baptists tended to sit together while those from sacramental backgrounds did the same.

In a combined military operation, Marines tend to eat with Marines while soldiers, sailors, and airmen also tend to be drawn toward each other. We drift toward people that we believe are "like us," however that may be. We don't usually make a conscious effort to do so, it just happens. In fact, we have to make a conscious decision to do otherwise.

The breakfast observation let me know that, while we have come a long, long way in our relationships with each other, we still have room for improvement. Is segregation always wrong? I don't think so. An enforced segregation that demeans some while elevating others is diabolical, cruel, and wrong—even sinful. But, sometimes, people just want to relax with people with whom they feel comfortable, secure, and at ease. Sometimes, breakfast is just breakfast.

"Yet on the last day during breakfast, a friend pointed out that we were segregated"

Father David Epps is Chief of Chaplains for the Peachtree City (GA) Police Department, where he has served for 18 years. He is an ICPC Master Chaplain, a Georgia POST certified chaplain and peace officer, a veteran of the U. S. Marine Corps, an honor graduate of the Fulton County (GA) Public Safety Training Center, and is the founding pastor of Christ the King Church, Sharpsburg, GA. He may be contacted at frepps@ctkcec.org.



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yourself above or below anyone just keep it even, and you'll go further than you thought.

A chaplain understands there is a time for all things, a time to live and a time to die, also a chaplain know that as long as there is life there is hope. Remember John 3:16.

The single greatest challenge to law enforcement chaplaincy today; is someone refusing your help no matter how hard you try.

Chaplain Carl Brinkley

"Going from crisis to crisis and knowing how to take care of yourself so you don't spin out of control."

Time truly does go by so fast. New technologies, new projects, new systems, new policing.....new police officers, sometimes makes it difficult to keep up. I've personally always felt like I was "greasing the squeaky wheel" and not addressing the issues of the everyday tasks of the employees, officers, and their families. Some weeks seem to turn into months of funerals, weeks in ICU, meeting after meeting, and conference after conference. It gets harder and harder to have quality time for the individual, and for my own family, and for self.

Maybe my answer should be "taking care of the caregiver." I know that is addressed at every RTS and ATS but DOING IT IS HARDER THAN STUDYING IT IN A CLASSROOM.

Chuck, I'm not sure this is what you wanted, but coming up on the end of this career and looking forward to what God has in store for Jack and I, is daunting, so I may seem a little melancholy. I just know how fast some chaplains go until they burnout or give up. I also know what a lack of understanding they run into with Pastors/Ministers who "just don't get it," so they lack proper encouragement.

This is a fantastic calling, as you well know, and oh so important! I hope the newbies will take better care of themselves than I have. But, I also know how blessed I am and overwhelmed at what God has done in my life, is doing and will continue to do.

Chaplain Phyllis Poe

If it is not the greatest, it certainly is one challenge every police chaplain faces. That is the temptation, or perhaps inclination, to allow ourselves to become "sanctified social workers". That is to soft peddle, or even, except for ceremonies, do little in the

way of seeking to meet the spiritual needs of those with whom we come in contact.

Understanding my background and still intact persuasion will help understand my expression of this particular challenge. I believe that every man and woman, boy and girl needs a relationship with the Creator through the person of Jesus Christ. This does not mean that every occasion of working with people in crisis is the occasion for a confrontation along those lines. It does mean that every encounter, no matter the context, is met with love, caring, compassion, encouragement and nurture that would be expressive of the character of God the Father and Christ the Son...that, so that people would be attracted to Him and desire to know Him.

This increasingly secular and politically correct environment, coupled with serving inside a governmental agency where there are often quite strict guidelines, makes it seem safer to assume the role of the innocuous social worker who is a friend to all without any spiritual content beyond the accustomed dedicatory prayer.

As chaplains I believe it is our duty and proper place to be the spiritual weather vane, bearer of good news and encourager of all to seek and find spiritual fulfillment in their lives. If we fail that, we fail in our God appointed role and we might as well be the Department Psychologist. (Not that there is anything wrong with that!)

Chaplain Dan Nolte

The International Conference of Police Chaplains has made tremendous strides in its history to become the pre-eminent association relating to Law Enforcement Chaplaincy worldwide.

Past leadership, regionally, nationally and (now) internationally through the years has attempted to identify the most crucial issues faced at each specific level of its growth. That has been dialogued throughout the generations of I.C.P.C. leadership since its inception.

Each period of time has brought topics that were addressed by leadership and membership and certainly improved on (education and training, membership and qualification, ethics, ecumenism, sensitivity and diversity, crisis response, certification) to name a few, all very important and necessary.

As an I.C.P.C. member for almost 25 years, a Regional Director, Executive Committee member and Past President of I.C.P.C., your question has challenged me to look deeper than a band aid remedy and to focus on, in my opinion, what is the real need to prosper the great ministry of law enforcement

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information: www.icpc4cops.org

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When it comes to the training
opportunities in Mobile—

"We can only imagine"...

Official Notice

The Annual Meeting of the International Conference of Police Chaplains (ICPC) will be held in Mobile, Alabama, on July 7-11, 2008. Business to be conducted will include receiving the reports of the Officers and Committees and acting upon recommendations of the same; setting the 2008-2009 budget; 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.

Additional ATS Information

There are several exciting changes/additions relative to the Annual Training Seminar and Regional Training Seminars that you need to be aware of.

Citation Bars:

As mentioned in my March Journal issue comments, starting with this year's ATS, we will be awarding citation bars for each training level achieved--Basic through Master. These will look very nice worn on Class A uniforms and should be worn with pride. Here is what they look like: (Basic-red background; Senior-white background; Master-blue background...all with gold lettering)

BASIC

SENIOR

MASTER

Diplomate/Fellow Awards:

We also have two new credentials; the *Diplomate* and *Fellow*. These new credentials are the highest the ICPC awards and recognizes marked achievement in chaplaincy. They represent the highest achievements in tenure, education, training and service to ICPC. Those who are awarded the Diplomate and Fellow credentials are set apart and recognized for their tremendous accomplishments and service. These two new levels do not receive citation bars, rather, a special medal in recognition of this accomplishment. Here is what they will look like: (Diplomate (L)-Bright nickel with blue/white ribbon: Fellow (R)-Merlin gold with blue/gold ribbon).



Master through Fellow credential recipients will also receive their certificates in new diploma covers.

Senior Certificates: [IMPORTANT INFORMATION]

2008 will be the last year the Senior Level Credential will be awarded at the Annual Training Seminar (ATS). In hopes of garnering more local support and give more family members and friends the opportunity to witness the awarding of senior certificates, they will be awarded at the Regional Training Seminars (RTS) beginning in 2009.

Some regions have their RTS in January and it is difficult to do this for those early RTS's. Therefore the application process will change slightly in a phased plan. Senior certificates will be awarded in 2009 provided they have qualified in 2008. **The application deadline for 2009 senior certificates will be September 30, 2008. The deadline for 2010 certificates will be June 30, 2009.** The senior credentials deadline will then remain on June 30th of each year for awarding of certificates in the succeeding year. If you have any questions about this important change, contact the Destin office.



Above—Senior Chaplain Andrew Wade

Above Right— (l-r) Senior Chaplain Andrew Wade, Chief Val Demings, Deputy Chief Paul Rooney

Right—Gathering of prayer warriors including Chief Demings



Forty Days of Prayer Makes a Difference

by Chaplain Tommy Deal, Orlando Police Department

To many skeptics, praying and asking God to reduce crime is a fruitless endeavor. However, to the Chaplains of the Orlando, Florida Police Department and over seventy local churches, taking the time and energy to petition a Holy God for a miraculous reduction of crime yields much fruit.

Usually known as the “friendliest place on earth” because it is home to many attractions that draw vacationers from all over the world, Orlando’s inner city became overwhelmed by a high and fast rise in violent crime. The city sadly boasted the highest number of murders and other violent crime in 2006. The following year, 2007, continued the inauspicious trend. The Command Staff implemented new strategies to improve police presence and target areas and activities known for violent crime.

Deputy Chief Val Demings (appointed Chief of Police, December, 2007) recommended to then Chief of Police Michael McCoy that a spiritual war was at the heart of the problem and perhaps a call to the religious community would help. The precedent for such an action was set some five years earlier when a group of church leaders led a call for prayer that resulted

in lower crime in the area. With Chief McCoy’s consent, Deputy Chief Demings asked to meet with the Chaplains of the Police Department.

Deputy Chief Demings presented the problem to the Chaplains who quickly agreed that much was needed and a concerted call for prayer would be the minimum they could do. Deputy Chief Demings stated that she was cognizant of all that these minister volunteers did regularly to reach out to the men and women of the department and those in need during emergencies. However, she asked the Chaplains to consider giving leadership to call the local churches to forty days of prayer.

After only a few moments of discussion the Chaplains responded to Deputy Chief Demings by stating that they saw this as their (in police vernacular) “10-33” or “EMERGENCY” call and they were ready to respond. The suggestion was to call this effort “Operation Armor All” based on the Ephesians passage where Christians are exhorted to “put on the full armor

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of God...in order to defend against the fiery darts the evil one fires.” The calendar was perused and it was decided that in order to conclude on the Sunday before Thanksgiving with a “Celebration Service,” forty days before would mean beginning on Wednesday, October 10th.

Being only one of many high crime areas of the city, the Parramore Community east of downtown was chosen as the area to target. The location for the daily prayer vigil was chosen-- a newly opened city park which had a small lake with a fountain and lights, and was beautifully landscaped, which signified the new hope that could come to this community. Assignments for securing different details were taken. The Chaplain Corps developed a strategy to personally contact pastors and churches in the community as well as other area churches to participate in the prayer vigil.

Churches were invited to join in prayer for forty days for a spiritual revival in the city, a reduction of crime, and protection of the police and law-abiding citizens in this community. Those churches that would agree were asked to sign-up for an hour of a particular day of the forty and agree to come to the park and lead the time of prayer. There was no stipulation as to format or form for the hour; the church was encouraged to design the hour which fit its style and personality. By the end of the forty days, over seventy churches and faith groups led an hour prayer vigil at the park. Obviously, with the limit of forty days, the last few weeks had more than one church or group a day, some at different hours, and some joining together.

“Operation Armor All” was launched on Wednesday evening, October 10, 2007, with the Chief of Police, Command Staff, Mayor, City Commissioners, other dignitaries and many uniformed personnel lending their support. Over one hundred twenty-five gathered on the edge of the lake around the beautifully landscaped sidewalk and for one hour songs, hymns, praises and prayer were lifted up. There was a definite sense of awe in the air.

The irony of this evening was found in the eyes of uniformed personnel whose badges were still draped in mourning for a fellow fallen officer. Earlier that day, the Orlando Police Department laid to rest Officer Al Gordon who had been killed in the line of duty six days prior. This sad occasion only helped to highlight for the news media the necessity of what was taking place.

Towards the end of the vigil one began to read comments in the local news from writers and citizens questioning the validity of such an effort to “reduce crime.” Although national news outlets had covered with great interest this tact to fight crime, some locals attempted to put a damper on the spiritual fire that was raging.

What was obvious to each participant, whether church or

individual, is that even though the year had seen a large number of murders, not one had occurred during the forty days. Also, in the community targeted, no violent crime had occurred. Crime analysis figures could give facts and figures to answer the critics or agree with the criticism.

Crime figures for a two month period just prior to the launch of “Operation Armor All” (August 9, 2007 – October 9, 2007) recorded 2,019 cases. A similar analysis of the two months immediately after the conclusion of the prayer vigil (November 19, 2007 – January 19, 2008) showed a reduction of the number of crimes by 12.5%, or only 1,767 cases. You be the judge. You cannot dispute the numbers. For those who participated in one or many of the days of prayer or live in the Parramore Community will acclaim that prayer helped not just in a reduction of crime, but launched a movement of the Spirit of God in and among the people.

Orange County in which the City of Orlando lies not only shares in the gracious number of annual visitors and mostly kind weather also is affected by the area’s rise in crime. In January, 2008 the Chaplains of the Orange County Sheriff’s Department implemented a similar strategy in one of their high crime areas. Phase II of “Operation Armor All” was launched in a second area of the “City Beautiful” by Orlando Police Chaplains and area churches.

So, as long as the First Amendment allows for the free and uninterrupted practice of religion, prayer can and will be a vital weapon in the arsenal of crime fighting.

**“To many skeptics,
praying and asking God
to reduce crime is a
fruitless endeavor”**

*Chaplain Tommy Deal is a chaplain
with the Orlando Police Department
and member of ICPC.*



2008 ICPC Professional Survey

First of all, I would like to extend my heartfelt appreciation to all those chaplains who cared enough to respond to this survey request. This kind of information is often difficult to obtain and when we have chaplains calling in need of it for their departments, it is invaluable to have. Should you have any specific questions relative to this survey, please contact Executive Director, Dr. Chuck Lorrain in the Destin office.

(n = 88)

1. Please check the category that best fits your current chaplaincy involvement.

Full-time Paid	15.91%
Part-time Paid	7.95%
Uncompensated Volunteer	76.14%

2. How many hours do you average per week working in chaplaincy?

Under 10 Hrs.	43.18%
10-20 Hrs.	20.45%
21-40 Hrs.	18.18%
41-60 Hrs.	17.05%
61-80 Hrs.	1.14%
Over 80 Hrs.	0.0%

3. If full-time paid, what is the range of your salary?

Under 24,000	0.0%
24,001-40,000	21.0%
40,001-60,000	37.0%
60,001-80,000	28.0%
Over 80,000	14.0%

4. If part-time paid, what is the range of your salary?

Under 5,000	71.0%
5001-15,000	29.0%
15,001-25,000	0.0%
25,001-35,000	0.0%
Over 35,000	0.0%

5. What benefits do you receive as part of your chaplaincy work?

(These benefits were provided to compensated chaplains with the exception of **Other* listed below)

Health Insurance	47.62%
Retirement	52.38%
Paid Vacation	57.14%
Sick Time	61.90%
Comp. Time	42.86%
*Other	25.0%

(*Other- was given to compensated and uncompensated chaplains. Examples of *Other* included: uniform allowance, mileage, ICPC dues, training fees, life insurance, car, etc.)

6. Does your agency provide you with equipment?

Yes	81.82%
No	18.18%

7. How many sworn officers do you serve?

Under 50	19.32%
51-100	18.18%
101-250	21.59%
251-500	19.32%
501-750	5.68%
751-1000	5.68%
Over 1000	10.23%

8. What is the scope of your chaplaincy work?

Officers/Families	98.86%
Victim Care	75.0%
Fire Personnel	35.23%
EMS Personnel	32.95%
*Other	21.59%

(*Other—included jail, hospital, DA, etc)

9. How many chaplains are serving in your agency?

High-	80.0
Low-	1.0
Median-	39.5
Average-	8.56

10. How many years have you been a chaplain?

High-	38.0
Low-	2.0
Median-	18.0
Average-	13.91

11. What is your current ICPC training level?

Basic-	42.04%
Senior-	23.86%
Master-	25.0%
N/A-	9.10%

(Continued from page 7)

Chaplaincy and the I.C.P.C.

Many of the years on the Executive Committee, as I remember, we were concerned with the lack of income for I.C.P.C. Many of our potential programs didn't come to fruition because of a lack of funding. My suggestions may be different than what you might expect, but here is what I think the challenge is;

- Lack of funding for the local chaplaincies and the need to educate local Chaplaincy staff (and Boards) on how to raise funds to self sustain and grow into the potential they have.
- Create a professional fundraising and grant writing arm of the I.C.P.C. that would provide a professional entity to present law enforcement Chaplaincy and its ministry attributes to the level where foundation and corporate funds would be professionally researched and applied for. (One example of what is out there: when you consider the multitudes of significant crisis' that Chaplaincy has responded to, on a local, regional and national level in just the past 8 years, it would stagger the imagination to know how much money just the vendors were paid to supply their services (equipment, food and drink, housing, personal aid etc. etc.) at each of those profile events.)
- Chaplaincy ministry was well received at every level and was noticed and reported on as they assisted with both the affected and the support people.
- Each of those vendors is a source of financial aid to the I.C.P.C. and to the regional and local chaplaincies. (I have been working with a professional grant writer who has enlightened me greatly on the potentials, and I will be pleased to share some of what I have learned that could benefit I.C.P.C. and local chaplaincy programs.)

I have great respect for I.C.P.C. and Chaplaincy, and I am glad to be asked for my input.

Chaplain Mark O'Sullivan

Jim Collins in his book, "Good to Great," says, "Good is the enemy of great. And that is one of the key reasons why we have so little that becomes great."

In consulting with several law enforcement chaplains, there seems to be a common strain of consensus in terms of the single greatest challenge facing chaplaincy today and in the future. The primary challenge consists of raising standards for accepting applicants, along with the process of educating and training chaplains through the ICPC. This action obviously filters all the way down to the local level. Today's demands, in addressing and ministering to the needs of our law enforcement officers, require the best of the best. ICPC is respected the world over, and it is a status that must be maintained in preparing chaplains with credibility, integrity, acceptance, and professionalism. In order to maintain and elevate already high standards, we must consistently use a process of critiquing and evaluating our programs. What do we perceive as objectives toward generating the best trained, competent, and dedicated

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chaplain at the local level?

Two very realistic observations come to mind which give rise for the continuing need of raising our standards of excellence. Because of egoistic needs or desires, there are chaplains who have no real ambition of building something larger and more lasting than themselves. It is more about self-acclaim, status, recognition and power. Then there is another group of chaplains who have a firm grasp of what it means to render services and ministry that make a difference, bringing about a positive change in their local programs and in the lives of their officers. It is a calling from God that is recognized as a distinct privilege and honor to serve as a law enforcement chaplain. In this sphere, there is no vying for who gets the credit. You earn the respect, admiration and acceptance of the law enforcement circle because of availability, having the skills to perform well, a love and commitment to the ministry.

The International Conference of Police Chaplains is a distinguished organization, possessing excellent credentials, respectability and prominence. Our mandate is to be the best of the best! We will do it better than any other agency. Significant strides have been made over the last few years in raising the bar. Our greatest challenge is to maintain and cultivate our standards of excellence, integrity, vision, credibility, and respect as an organization. In maintaining those high standards, we will have a great future, with a great core of chaplains, equipped to serve effectively in any given situation.

Chaplain Walt Schott

[Continued in the September issue of the Journal]

IN MEMORIAM



Chaplain Luis Quihuis

Died: November 11, 2007

Chaplain Joseph E. Morley

Beloved Husband of: Norma Morley

Died: February 24, 2008

Condolences: 813 Waterford Circle
Papillion, NE 68046

Chaplain Michael Murray

Beloved Husband of: Linda Murray

Died: March 17, 2008

Condolences: P.O. Box 298
Colonial Heights, VA 23834

Chaplain Bob Millar

Beloved Husband of: Evelyn Millar

Died: April 15, 2008

Condolences: 19 Harrow Street
Phillipstown, Christchurch 8011
New Zealand

Chaplain Howard Ridings

Beloved Husband of: Rosella Ridings

Died: April 17, 2008

Condolences:
P.O. Box 951616
Lake Mary, FL 32795

Chaplain Denzil C. Green

Beloved Husband of: Betty Ann

Died: May 2, 2008

Condolences:
205 E. Stewart Ave.
Flint, MI 48505

Chaplain James Ballard

Beloved Husband of: Diane Ballard

Died: May 9, 2008

Condolences:
15843 C.R. 4191
Lindale, TX 75771

Follow up on Estonia

In October of 2007, International Liaison Dan Nolte; Vice-President Keoki Awai; and Executive Director Dr. Chuck Lorrain all traveled to Estonia to provide training for the first group of Estonian police chaplains. In January of 2008, Rev. Jaan Jaani was installed as the first Estonian Chief Chaplain. Rev. Christy Smith from England attended the services representing the ICPC and filed this report. More information may be obtained on the Estonia training in the December 2007 issue of the Journal.

I arrived in Estonia where we travelled a short distance to the hotel where I was able to rest and enjoy the surroundings of Tallinn. On the Sunday evening I presented myself at the Estonian Lutheran Church, "The Dome of Tallinn". I was warmly welcomed by Thomas and the new Estonian National Police Chaplaincy. It was a great honour and privilege for me to take part in the ceremony, representing the International Conference of Police Chaplains.

Chief Chaplain Jaani was ordained as the first police chaplain in Estonia. The service was official with all the main church denominations represented including the Bishops from the Lutheran and Russian Orthodox Churches. Bishop Einar Soon, the President of the National Church Council, spoke of what a great day it was for all the churches to be represented and warmly welcomed the new chaplaincy. Raivo Aeg, the National Police Commissioner of Estonia, gave an enthusiastic welcome in his address for the new chaplaincy. Chief Chaplain Jaani brought a word of inspiration which was followed by the official blessing from the Bishops and all the churches represented.

Following the greetings and congratulations from the various churches and government agencies, I was invited to read out the letter of congratulations from Dr Chuck Lorrain which was translated into Estonian. The service finished with a hymn and was followed by a civic reception and buffet.

I must make special note of the warm and friendly greetings expressed to me by the Estonian officials and clergy in appreciation of the work and support provided by the International Conference of Police Chaplains. Special greetings of thanks were made for Dr Chuck Lorrain and all the chaplains who had been involved in the establishment of the Estonian Police Chaplaincy.

(l-r) Chief Chaplain Jaan Janni and Raivo Aeg, National Police Commissioner of Estonia



(l-r) Police Commissioner Raivo Aeg, Chief Chaplain Jaan Jaani, Chaplain Emeritus Tonis Nommik, and Rev. Christy Smith.

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John Holmes, James Powell, ICPC Region #2

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for your kind and faithful support
of the ICPC!**



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later life what you have deposited along the way...

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